

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL No. 11079



Introduced by Representative CAMILLE A. VILLAR

EXPLANATORY NOTE

The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare.¹

The Philippine government is probably the biggest employer of workers in casual, contractual, contract-of-service, job order and other similar arrangements. As of June 30, 2024, the Philippine government has hired 676,893 job orders and 262,878 contract of service workers, comprising a total of 939,771 individuals in the government workforce.²

These dedicated individuals perform indispensable roles in government operations providing efficient and essential services and lending technical and professional expertise. A number of this workforce have toiled in the government for so many years. However, up to this date, they are still employed as casual, contractual, job order, and contract-of-service workers receiving lesser benefits compared to their counterpart regular employees of the government.

This bill seeks to address the disparity and to recognize the efforts of these workforce who have devoted a good part of their lives in serving the government. All qualified individuals who have rendered at least five (5) years of continuous service in the case of NGAs, GOCCs with original charters and SUCs, or at least ten (10) years of continuous service in the case of LGUs, under a casual, contractual, contract-of-service, job order, or other similar work arrangement with the government agency or LGU concerned shall be appointed to permanent *plantilla* positions within their respective agencies.

The appropriate civil service eligibility shall be granted to those who are able to meet the performance evaluation standards formulated by the Civil Service

¹ Section 18, Article II, 1987 Philippine Constitution

² <https://www.csc.gov.ph/downloads/category/484-2024>

Commission in order for them to avail of the privileges granted by this proposed measure.

In view of the foregoing, the approval of this bill is earnestly requested.

Camille A. Villar
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HOUSE BILL No. **11079**

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AN ACT
UPHOLDING THE SECURITY OF TENURE IN GOVERNMENT SERVICE,
GRANTING PERMANENT APPOINTMENT TO QUALIFIED CIVIL
SERVANTS UNDER CASUAL, CONTRACTUAL, CONTRACT-OF-SERVICE,
JOB ORDER AND OTHER SIMILAR WORK ARRANGEMENTS WITH
GOVERNMENT AGENCIES AND INSTRUMENTALITIES, AND FOR OTHER
PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

Section 1. *Short Title.* - This Act shall be known as the "Regularization of Work Engagement in Government Service Act".

Sec. 2. *Declaration of Policy.* - It is hereby declared the policy of the State to uphold the right of every civil servant to security of tenure. In line with this declared policy, and in recognition of the role of government employees in the delivery of government services and the realization of national development, the State shall grant permanent appointment status to qualified individuals under casual, contractual, contract-of-service, job order and other similar work engagements with national government agencies (NGAs), government -owned and -controlled corporations (GOCCs) with original charters, state universities and colleges (SUCs) or local government units (LGUs).

Sec. 3. *Definition of Terms.* - For the purposes of this Act:

- (a) *Casual Appointment* shall refer to an appointment issued to a person to perform essential and necessary services when there are not enough regular staff to meet the demands of the service and for emergency cases and intermittent period not exceeding one (1) year;
- (b) *Contractual Appointment* shall refer to an appointment issued to a person whose employment is in accordance with a contract to undertake locally-funded or foreign-assisted programs or projects, or to perform a specific

- work or a job requiring special or technical skills that are not available in the employing agency, to be accomplished within a specific period;
- (c) *Contract of Service* shall refer to the engagement of the services of a public agency or a private individual or organization as a consultant, learning service provider or technical expert to undertake a special project or a job within a specific period;
 - (d) *Contractor or Service Provider* shall refer to an individual, a government agency or a private or a non-government entity that is duly-registered and recognized by authorized government agencies to provide services in their respective field of expertise or business;
 - (e) *Job Order* shall refer to piece work (*pakyaw*) or intermittent or emergency jobs and other manual/trades and crafts services to be performed within a short duration of time and to be paid according to an agreed contract amount for the piece of work or on a daily wage basis;
 - (f) *Regular Appointment* shall refer to an appointment issued based on the authorized positions found in the Plantilla of Personnel or Lump Sum appropriation under Personnel Services, or those occupying the positions in the contractual staffing pattern of the NGA or LGU concerned, duly approved by the Department of Budget and Management (DBM) and submitted to the Civil Service Commission (CSC) for attestation; and
 - (g) *Temporary Appointment* shall refer to an appointment issued to a person who satisfies the requirements for the position to which the person is being appointed to, except for the appropriate civil service eligibility, which shall be valid for a period not exceeding one (1) year.

Sec. 4. *Regularization of Qualified Public Sector Workers.* – Subject to applicable laws, rules and regulations, and *provided that* they shall be able to meet the performance evaluation standards formulated by the Civil Service Commission, qualified individuals who have rendered at least five (5) years of continuous service in the case of NGAs, GOCCs with original charters and SUCs, or at least ten (10) years of continuous service in the case of LGUs, under a casual, contractual, contract-of-service, job order, or other similar work arrangement with the government agency or LGU concerned shall be appointed to permanent *plantilla* positions within their respective agencies.

Sec. 5. *Staffing Modifications.* – The NGA, GOCC with original charter, SUC or LGU concerned shall submit a request for staffing modification for the approval of the DBM, taking into account the number of workers qualified for regular or temporary appointment and considering further the operational requirements of the agency: *Provided, That* in the case of LGUs, staffing modification shall be submitted to DBM during its review process of the LGU budget: *Provided, further, That* the LGU funding requirement for additional permanent *plantilla* items shall consider the limitations on appropriations for personnel services as provided in Section 325(a) of Republic Act No. 7160, otherwise known as the Local Government Code of 1991.

Sec. 6. *Automatic Conferment of Civil Service Eligibility.* – Individuals who have rendered at least five (5) years of continuous service in the case of NGAs, GOCCs with original charters and SUCs, or at least ten (10) years of continuous service in the case of LGUs, under a casual, contractual, contract-of-service, job order, or other similar work arrangement with any government agency or LGU shall be automatically conferred with civil service eligibility commensurate to the position held or responsibilities undertaken, subject to applicable laws, rules and regulations, and performance evaluation standards to be formulated in the implementing rules and regulations.

Sec 7. *Appropriations.* – The amount necessary to carry out the provisions of this Act shall be charged against the Miscellaneous Personnel Benefits Fund, and other applicable current appropriations. Thereafter, the amount needed for the effective implementation of this Act shall be included in the annual General Appropriations Act and local appropriations ordinances.

Sec. 8. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the CSC, DBM and DILG shall promulgate the necessary rules and regulations for the effective implementation of this Act.

Sec. 9. *Separability Clause.* – The provisions of this Act are hereby declared to be separable. If any portion or provision of this Act shall be held unconstitutional, the remainder of the Act not otherwise affected thereby shall remain in full force and effect.

Sec. 10. *Repealing Clause.* – All laws, executive orders, rules and regulations, or parts thereof, inconsistent herewith are hereby repealed, amended or modified accordingly.

Sec. 11. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in at least two (2) national newspapers of general circulation or in the *Official Gazette*.

Approved,