

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session



HOUSE BILL NO. 429

Introduced by REP. RODOLFO "OMPONG" M. ORDANES

AN ACT
EXPANDING EMPLOYMENT OPPORTUNITIES FOR SENIOR CITIZENS AND
PROVIDING ADDITIONAL INCENTIVES TO PRIVATE ENTITIES, FURTHER
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7432, AS AMENDED,
ENTITLED "AN ACT TO MAXIMIZE THE CONTRIBUTION OF SENIOR CITIZENS
TO NATION BUILDING, GRANT BENEFITS AND SPECIAL PRIVILEGES AND
FOR OTHER PURPOSES"

EXPLANATORY NOTE

The 1986 Philippine Constitution recognizes the vital role of the elderly in nation-building and mandates the State to provide a just and dignified standard of living for all citizens, especially those in their twilight years. In line with this, various laws have been enacted to promote the welfare of senior citizens, including Republic Act No. 7432, as amended by Republic Acts Nos. 9257 and 9994, which grant benefits and special privileges to Filipino senior citizens.

However, despite these laudable legislations, many senior citizens still face economic insecurity, a lack of engagement in community life, and underutilization of their skills and experiences. Many of them are still willing and able to work, contribute to society, and support themselves and their families, but they are often denied the opportunity due to age discrimination or a lack of enabling policies that promote their employability.

This bill seeks to further amend Republic Act No. 7432, as amended, by expanding employment opportunities for senior citizens and encouraging private sector participation through the grant of additional incentives. Specifically, the measure mandates government agencies and private entities to develop inclusive hiring policies, promote part-time and flexible work arrangements for senior citizens, and provide capacity-building support to enhance their employability. To encourage private sector compliance, the bill provides additional tax incentives to entities employing qualified senior citizens.

This proposed measure is grounded on the belief that senior citizens can continue to make meaningful contributions to our economy and society when given the proper support and opportunity. Empowering them through employment not only uplifts their dignity but also addresses the broader challenges of poverty and social exclusion among the elderly.

It is also worth noting that the House of Representatives approved this bill on Third and Final Reading, which was already transmitted to the Senate during the 19th Congress. The approval by the House underscores the importance of this measure in our collective efforts to improve the quality of life of our senior citizens.

Given the foregoing, the immediate passage of this bill is earnestly sought.

A handwritten signature in black ink, appearing to be 'Rodolfo' with a stylized flourish.

RODOLFO "OMPONG" M. ORDANES

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

1 SECTION 1. This Act shall be known as the "*Employment Opportunities for Senior*
2 *Citizens and Private Entities' Incentives Act.*"

3 SEC. 2. It is the policy of the State to promote the interest and welfare of senior
4 citizens by providing opportunities for gainful employment and by granting additional
5 incentives to private entities that employ senior citizens.

6 SEC. 3. Section 5 of Republic Act No. 7432 as amended by Republic Act No. 9257,
7 otherwise known as "Expanded Senior Citizens Act of 2003" and Republic Act No. 9994,
8 otherwise known as "Expanded Senior Citizens Act of 2010", is hereby further amended to
9 read as follows:

10 "SEC. 5. *Government Assistance.* - The government shall provide the following:

11 "(a) Employment

12 "Senior citizens who have the capacity and desire to work, or be re-employed,
13 shall be provided information and matching services **OF AVAILABLE JOB**
14 **OPPORTUNITIES BY THE DEPARTMENT OF LABOR AND EMPLOYMENT**
15 **(DOLE), THROUGH THE PUBLIC EMPLOYMENT SERVICE OFFICES,** to enable

1 them to be productive members of society. Terms of employment shall conform with
2 the provisions of the Labor Code, as amended, and other laws, rules, and regulations.

3 **"ALL GOVERNMENT AGENCIES AND PRIVATE ENTITIES SHALL**
4 **INSTITUTE AN EMPLOYMENT PROGRAM THAT PROMOTES THE GENERAL**
5 **WELL-BEING OF SENIOR CITIZENS AND ENSURE ACCESS TO**
6 **EMPLOYMENT OPPORTUNITIES TO THOSE WHO HAVE THE**
7 **QUALIFICATIONS, CAPACITY, AND INTEREST TO BE EMPLOYED. THE**
8 **EMPLOYMENT OPPORTUNITIES SHALL INCLUDE CLERICAL OR**
9 **SECRETARIAL WORKS, CONSULTANCY, CLEANING OR JANITORIAL**
10 **SERVICES, EVENT ORGANIZING, TEACHING, KITCHEN HELP, SALES**
11 **ASSISTANCE, BUSINESS PROCESS OUTSOURCING, AND OTHER JOBS OR**
12 **VOLUNTEER WORKS.**

13 **NOTHING IN THIS ACT SHALL PREVENT GOVERNMENT AGENCIES**
14 **AND PRIVATE ENTITIES FROM HIRING QUALIFIED SENIOR CITIZENS FOR**
15 **CONSULTANCY AND OTHER SIMILAR ARRANGEMENTS, OR FROM**
16 **INITIATING OR PROVIDING GREATER BENEFITS, OR IMPROVING THE**
17 **WORKING CONDITIONS, OR TERMS OF EMPLOYMENT OF SENIOR**
18 **CITIZENS BEYOND THE MINIMUM REQUIREMENTS PROVIDED BY**
19 **APPLICABLE LAWS.**

20 "Private entities that [will] **SHALL** employ senior citizens as employees, upon the
21 effectivity of this Act, shall be entitled to an additional deduction from their gross income,
22 equivalent to [fifteen percent (15%)] **TWENTY- FIVE PERCENT (25%)** of the total amount
23 paid as salaries, [and] wages, **BENEFITS, AND TRAININGS PROVIDED** to senior
24 citizens, subject to the provision of Section 34 of the NIRC, as amended: *Provided, however,*
25 That such employment shall continue for a period of at least six (6) months[: *Provided,*
26 *further,* That the annual income of the senior citizen does not exceed the latest poverty
27 threshold as determined by the National Statistical Coordination Board (NSCB) of the
28 National Economic and Development Authority (NEDA) for that year].

29 "The [Department of Labor and Employment (DOLE)] **DOLE SHALL**, in
30 coordination with other government agencies such as, [but not limited to,] the
31 [Technology and Livelihood Resource Center (TLRC) and the] **TECHNICAL**
32 **EDUCATION AND SKILLS DEVELOPMENT AUTHORITY, THE** Department of

Trade and Industry (DTI), AND THE CIVIL SERVICE COMMISSION (CSC), [shall] assess, design, [and] implement, MONITOR AND EVALUATE training programs that [will] provide skills and welfare or livelihood support for senior citizens.

"(b) x x x

"(c) x x x

"(d) x x x

"(e) x x x

"(f) x x x

"(g) x x x

"(h) Additional Government Assistance

"(1) x x x

"(2) x x x

"(3) x x x

"(4) *WAIVER OF FEES AND CHARGES. - ALL GOVERNMENT AGENCIES AND INSTRUMENTALITIES, INCLUDING GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS, LOCAL GOVERNMENT UNITS, AND GOVERNMENT HOSPITALS SHALL NOT COLLECT FEES AND CHARGES FROM SENIOR CITIZEN JOBSEEKERS FOR:*

"(a) POLICE CLEARANCE CERTIFICATE;

"(b) NATIONAL BUREAU OF INVESTIGATION CLEARANCE;

"(c) BARANGAY CLEARANCE;

"(d) MEDICAL CERTIFICATE FROM A PUBLIC HOSPITAL: *PROVIDED, THAT FEES AND CHARGES FOR LABORATORY TESTS AND OTHER MEDICAL PROCEDURES REQUIRED FOR THE GRANT OF A MEDICAL CERTIFICATE SHALL NOT BE FREE OF CHARGE;*

"(e) BIRTH CERTIFICATE;

"(f) MARRIAGE CERTIFICATE;

"(g) PROOFS OF IDENTIFICATION; and

"(h) OTHER DOCUMENTS ISSUED BY THE GOVERNMENT THAT MAY BE REQUIRED BY EMPLOYERS FROM JOB APPLICANTS."

1 SEC. 4. Within ninety (90) days from the effectivity of this Act, the Department of
2 Social Welfare and Development and the DOLE shall, in coordination with the National
3 Commission of Senior Citizens, DTI, CSC, and other government agencies and
4 stakeholders, issue the rules and regulations to implement the provisions of this Act.

5 SEC. 5. Republic Act No. 10911, otherwise known as the "Anti-Age Discrimination in
6 Employment Act" and all other applicable laws, rules and regulations shall have
7 suppletory application in cases involving employment of senior citizens not provided for
8 under this Act.

9 SEC. 6. If any portion or provision of this Act is declared invalid or unconstitutional,
10 the remainder provisions not affected thereby shall continue to be in full force and effect.

11 SEC. 7. All laws, decrees, executive orders, proclamations, rules and regulations,
12 ordinances, other issuances or parts thereof, which are inconsistent with any provision of
13 this Act are hereby repealed, amended or modified accordingly.

14 SEC. 8. This Act shall take effect fifteen (15) days after its publication in the *Official*
15 *Gazette* or in a newspaper of general circulation.

16 Approved,