

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **1167**



Introduced by Representative Arturo B. Robes

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"

According to the Philippine Statistics Authority (PSA) in March of 2020, around 12.2 million Filipinos turned 60, or are considered senior citizens. In a research¹, worldwide demographic trends show that the Philippines is projected to shift to an aging society by 2030, due to a recent sharp decline in fertility rates and an increased life expectancy.

In Japan, a law was passed in 2020 extending the period of employment from 65 to 70 years old. In other European countries, pensionable age and retirement age are tied together, for example the start of pension benefits in Germany was delayed from 65 to 67 years old and in France, the same was raised from 62 to 64 years old.²

Everyone will age and the aging process is a natural occurrence typically accompanied by a gradual decline in physical and psychological capabilities. There are also several studies linking the improved cognitive functions and physical health of the elderly who continue to have an active lifestyle, including holding jobs even at a later age.

In the Philippines, however, despite the current laws protecting and providing benefits for senior citizens, there are no legislations providing equal opportunities to senior citizens who would like to join the workforce once again.

This bill seeks to expand employment opportunities for senior citizens through the help of the necessary government agencies. In view of the foregoing, the passage of this measure is urged.

ARTURO B. ROBES

¹ <https://upd.edu.ph/better-care-for-aging-pinoy-population/#:~:text=By:%20Anna%20Regidor%20%7C%20September%2005,rates%20and%20increased%20life%20expectancy.>

² <https://academic.oup.com/joh/article/66/1/uiad008/7442061>

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**AN ACT EXPANDING EMPLOYMENT OPPORTUNITIES FOR SENIOR
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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"**

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

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

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

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

"SEC. 5. Government Assistance. – The government shall provide the following:

"(a) Employment

"Senior citizens who have the capacity and desire to work, or be re-employed, shall be provided information and matching services **OF AVAILABLE JOB OPPORTUNITIES BY THE DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), THROUGH THE PUBLIC EMPLOYMENT SERVICE OFFICES**, to enable them to be productive members of society. Terms of employment shall conform with the provisions of the Labor Code, as amended, and other laws, rules, and regulations.

"ALL GOVERNMENT AGENCIES AND PRIVATE ENTITIES SHALL INSTITUTE AN EMPLOYMENT PROGRAM THAT PROMOTES THE GENERAL WELL-BEING OF SENIOR CITIZENS AND ENSURE ACCESS TO EMPLOYMENT

OPPORTUNITIES TO THOSE WHO HAVE THE QUALIFICATIONS, CAPACITY, AND INTEREST TO BE EMPLOYED. THE EMPLOYMENT OPPORTUNITIES SHALL INCLUDE CLERICAL OR SECRETARIAL WORKS, CONSULTANCY, CLEANING OR JANITORIAL SERVICES, EVENT ORGANIZING, TEACHING, KITCHEN HELP, SALES ASSISTANCE, BUSINESS PROCESS OUTSOURCING, AND OTHER JOBS OR VOLUNTEER WORKS.

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

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

“The [Department of Labor and Employment (DOLE)] **DOLE SHALL**, in coordination with other government agencies such as, [but not limited to,] the [Technology and Livelihood Resource Center (TLRC) and the] **TECHNICAL 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.”**

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

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

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

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

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

Approved,