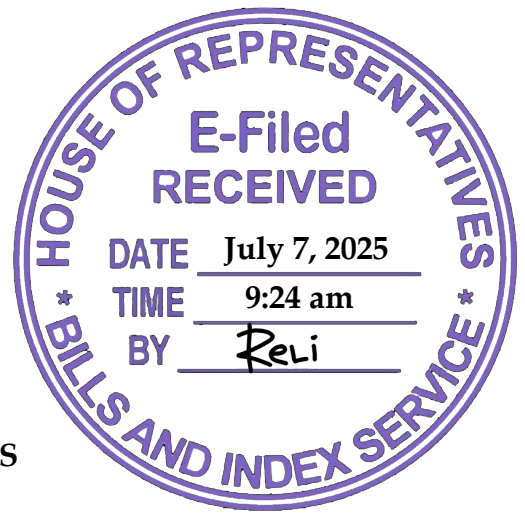




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1355



Introduced by 4Ps Partylist Representative
JC M. ABALOS

EXPLANATORY NOTE

The 1987 Constitution mandates the State to ensure security of tenure to each employee, both in the public and in the private sector. The government, being the largest employer in the Philippines, has to ensure that there is a possibility of career advancement in the government through granting Civil Service Eligibility. However, despite this constitutional directive, the government bureaucracy still has a total of 642,077 job orders or contract staff.¹

While the Civil Service Commission has made efforts to facilitate career advancements through the implementation of the Career Service Eligibility - Preference Rating (CSE-PR),² its current scope may not fully address the extensive need for regularization and promotion among all contractual, temporary, or coterminous government employees with significant years of service.

Thus, this proposed measure would reward those who have continuous and accumulative government service the chance to be granted Civil Service Eligibility; a

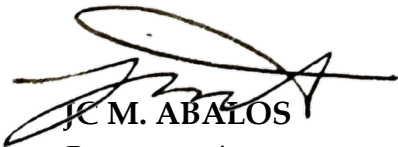
¹ Public Servants and Performance-based Incentives," *SERP-P*, accessed July 2, 2025, https://serp-p.pids.gov.ph/feature/public/index-view?featureidtype_id=1&slug=public-servants-and-performance-based-incentives#:~:text=According%20to%20a%20report%20of,as%20of%20June%2030%2C%202022.

² Civil Service Commission, *Grant of Eligibility: Career Service Preference Rating (CSE-PR) to Specific Workers in Government Agencies Based on Length of Service and Work Performance*, Resolution No. 2301123 (Quezon City: Civil Service Commission, December 7, 2023), https://www.csc.gov.ph/phocadownload/userupload/irmo/policy%20resolutions/CSC-Resolution_2301123-CSE-PR_JOCOSC6%201.pdf.

reward that government employees deserve after their service and dedication in their job and to the Filipino people.

Efforts to provide Civil Service Eligibility to government employees who meet a certain criteria have been ongoing since the 13th Congress, unfortunately, these bills have not been enacted into law. Further, this bill has also been filed in the 19th Congress.

In light of the foregoing, the immediate passage of this measure is earnestly sought.



JC M. ABALOS
Representative
4Ps Partylist



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AN ACT
GRANTING APPROPRIATE CIVIL SERVICE ELIGIBILITY TO
CONTRACTUAL, TEMPORARY AND COTERMINOUS GOVERNMENT
EMPLOYEES UNDER CERTAIN CONDITIONS, AND FOR OTHER PURPOSES

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

SECTION 1. *Grant of Civil Service Eligibility.* — An eligibility equivalent to a Career Service Professional Eligibility is hereby granted to all contractual, temporary, or coterminous government employees who as of the approval of this Act, and thereafter, have rendered at least a total of ten (10) years of continuous service, or twelve (12) years of cumulative service.

An employee who has rendered government service for a continuous period of five (5) years, or a cumulative period of (6) years shall be granted an eligibility equivalent to a Career Service Sub-Professional Eligibility: *Provided*, That such member shall have at least earned seventy-two (72) units in any baccalaureate degree program: *Provided, finally*, That the eligibility granted under this section shall be considered appropriate for second and first level positions in the career service respectively, except those which require qualifications in skills or trade test and/or requiring board examinations and other special eligibilities provided under special laws.

SEC. 2. Civil Service Performance Evaluation Standards. — The Civil Service Commission shall formulate performance evaluation standards to determine qualified employees under this Act.

SEC. 3. *Implementing Rules and Regulations.* — The Civil Service Commission (CSC) shall promulgate the necessary rules and regulations to implement this Act within ninety (90) days after the effectivity of this Act.

SEC. 4. *Repealing Clause.* — All laws, decrees, executive orders, rules and regulations, issuances or any part thereof inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 5. *Effectivity.* — This Act shall take effect fifteen (15) days following its publication in the *Official Gazette* or in at least two (2) national newspapers of general circulation.

Approved,