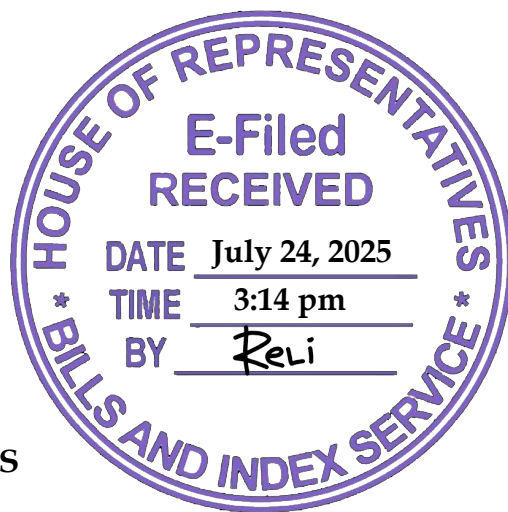




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **2263**



Introduced by: Hon. Ma. Victoria Co - Pilar

EXPLANATORY NOTE

There exists a long-standing inequity in our bureaucracy—one that affects thousands of government workers who have devoted years, if not decades, of service to the nation. These individuals, many of whom are hired under casual or contractual arrangements, continue to serve with dedication, yet remain ineligible for promotion, regularization, or additional benefits afforded to permanent employees.

According to the Civil Service Commission, as of 2017, the Philippine government employed approximately 2.4 million workers, of which 660,000 were hired as casual employees. Despite performing essential functions and possessing specialized skills and institutional knowledge, these workers are often excluded from the career service, their advancement hindered solely by the lack of formal civil service eligibility.

This systemic limitation has left many public servants stuck in career stagnation—repeatedly reappointed without security of tenure, their capabilities and contributions undervalued. Their efforts, while often lauded informally, are not matched by institutional recognition or opportunity.

This bill proposes to address this injustice by granting civil service eligibility to skilled and technical government employees who have rendered a requisite number of years in service with outstanding or satisfactory performance ratings, regardless of their employment status. By doing so, the measure affirms the principle that dedication, competence, and merit—not merely formal eligibility—should be the foundation of advancement in public service.

This policy shift seeks not only to reward loyalty and hard work, but also to enhance employee morale, promote efficiency, and retain skilled personnel within the government service. It is a step toward a more inclusive, merit-based, and just civil service system.

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



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIEH CONGRESS
First Regular Session

House Bill No. 2263

Introduced by: Hon. Ma. Victoria Co - Pilar

AN ACT
GRANTING CIVIL SERVICE SUB PROFESSIONAL ELIGIBILITY TO
EMPLOYEES OF THE GOVERNMENT WITH AT LEAST FIVE YEARS OF SERVICE
AND PROFESSIONAL ELIGIBILITY TO EMPLOYEES OF THE GOVERNMENT
WITH AT LEAST TEN YEARS OF SERVICE

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

SECTION 1. Declaration of Policy. – The state shall harness its human resources to cope with the rapid economic development and population growth.

SEC. 2. Automatic Civil Service Eligibility. - Government employees regardless of their status of employment, who rendered continuous service for at least five (5) years shall be granted civil service sub professional eligibility by the Civil Service Commission. Likewise, Government employees regardless of their status of employment, who rendered continuous service for at least ten (10) years shall be granted civil service professional eligibility by the Civil Service Commission.

SEC. 3. Implementing Rules and Regulations. – Within sixty (60) days from the effectivity of this Act, the Civil Service Commission and the Department of Budget and Management shall issue the Implementing Rules and Regulations for this Act.

SEC. 4. Separability Clause. – If any provision of this Act is declared invalid or unconstitutional, the remaining parts and provisions of this Act shall not be affected and shall remain valid.

SEC. 5. Repealing Clause. – All acts executive orders, administrative orders, proclamations, rules and regulations or parts thereof inconsistent with the provisions of this Act shall be hereby deemed repealed or modified.

SEC. 6. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved.