

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2489



Introduced by **Representative Roy M. Gonzales**

EXPLANATORY NOTE

The 1987 Philippine Constitution provides that "The State shall promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free the people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living, and an improved quality of life for all. (*Article II, Section 9*).

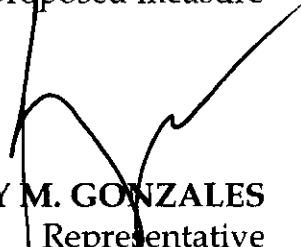
Republic Act No. 11032, or the "Ease of Doing Business and Efficient Government Service Delivery Act of 2018 (EODB)", mandates all offices and agencies providing government services to regularly undertake cost compliance analysis and time and motion studies and undergo evaluation and the same if deemed necessary to reduce bureaucratic red tape and processing time.

The undersigned representative lauds the Republic Act No. 11261, or "An Act Waiving Government Fees and Charges in the Issuance of Documents Required in the Application for Employment of First-Time Jobseekers, including the cash aids grant by the Department of Social Welfare and Development (DSWD) in its several assistance programs. In reference to the existing Philippine laws and programs, the State, through this measure, is not just offering free documentation but actual cash assistance where it is most needed by its citizens, especially the new members of the country's labor force.

This bill seeks to institutionalize the granting of a one-time cash payment of Ten Thousand Pesos (P 10,000.00) to qualified beneficiaries. To be eligible, the beneficiary must be a Filipino citizen, at least eighteen (18) years of age, and a first-time employee or worker from a private sector with a minimum wage. The DSWD shall act as the lead agency of this measure in coordination with DOLE

and DEPDEV. The cash assistance program is aligned with the State's broader goal to alleviate unemployment and promote inclusive economic growth. The assistance will address the transition of the beneficiaries into their gainful participation in the workforce as human capital of the country. It will cover basic employment-related costs such as transportation, work uniforms, medical clearances, lodging, and meals.

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



ROY M. GONZALES
Representative

Lone District of Santa Rosa City, Laguna

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HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

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AN ACT
PROVIDING FOR A ONE-TIME CASH ASSISTANCE OF TEN THOUSAND PESOS (P10,000) TO FIRST-TIME EMPLOYEES OF MINIMUM WAGE AND APPROPRIATING FUNDS THEREFOR

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 "*First Time Employee Assistance Act of 2025.*"

SECTION 2. *Declaration of Policy.* - It is hereby declared policy of the State to promote economic inclusion and equal employment opportunities by providing initial financial support to first-time employees or workers in the private sector with a minimum wage. The State recognizes the cost burden of entering employment and seeks to ease the transition into the workforce through direct cash assistance.

SECTION 3. *Definitions of Terms.* - For purposes of this Act, the following terms shall mean:

- (a) "*Cash Assistance*" refers to a one-time, non-repayable cash grant of Ten Thousand Pesos (PhP 10,000) to an eligible or qualified beneficiary;
- (b) "*Employee or Worker*" refers to any person working for businesses and organizations not owned or operated by the government;

(c) "*Eligible or Qualified Beneficiary*" refers to any person who is a Filipino citizen, at least eighteen (18) years of age, and a first-time employee from a private sector; and

(d) "*Minimum Wage*" refers to the lowest wage permitted by law or by a special agreement such as one with a labor union.

SECTION 4. *Coverage and Requirements for Availment.* - This Act shall prioritize the *employee or worker* from any private company, institution, or sector, the reference minimum wage shall be that applicable to the sector where the individual is employed.

The DSWD shall disburse the amount of Ten Thousand Pesos (PhP 10,000) within fifteen (15) working days upon the submission and approval of the requirements by the eligible or qualified beneficiary.

In accordance with Republic Act No. 11032, the Cash Assistance Program shall adopt the list of documentary requirements, as far as practicable. Any change in the list of requirements must be contained in a supplemental issuance of guidelines as may be deemed necessary to prevent abuse, fraud, and corruption in compliance with the provisions of this Act.

SECTION 5. *Complementarity and Limitations with Other DSWD Programs.* - Insofar as the Cash Assistance Program is concerned, the limitation shall be interpreted to refer to instances where a beneficiary received exactly similar financial or in-kind assistance provided in the AICS or AKAP program of the DSWD within the period covered by the frequency of availing assistance from the government. *Provided, That,* subject to the assessment of the DSWD, the beneficiary may be provided with another kind of intervention from any other program to restore the social functioning of the beneficiary. *Provided, further,* That benefits of this Act may be availed by a qualified beneficiary only once within the first (1st) month of employment or contract. *Provided, furthermore,* That, for equitable distribution, the assistance under the Cash Assistance Program may be provided to a maximum of two (2) individuals per family or household.

SECTION 6. *Anti-Corruption Measures.* - The DSWD shall implement safeguards to prevent abuse, fraud, and corruption in the administration of the Cash Assistance Program.

SECTION 7. *Appropriations.* - The amount necessary to implement the provisions of this Act shall be charged against the allocation in the General

Appropriations Act (GAA) of the Department of Social Welfare and Development (DSWD).

SECTION 8. *Reportorial Requirement.* - For purposes of determining the effectiveness and social impact of the provisions of this Act, the DSWD shall submit an annual report to both Houses of Congress indicating the number of beneficiaries from this Act.

SECTION 9. *Implementing Rules and Regulations.* - Within ninety (90) days from the effectivity of this Act, the DSWD, in coordination with DOLE and DEPDEV, shall promulgate and issue the rules and regulations to carry out the provisions of this Act.

SECTION 10. *Separability Clause.* - If any provision or part of this Act is declared unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

SECTION 11. *Repealing Clause.* - All laws, executive orders, issuances, and rules and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 12. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,