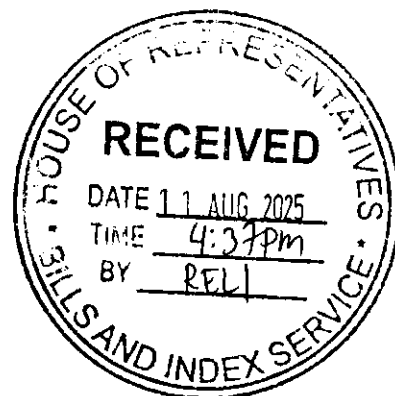




Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

20<sup>th</sup> CONGRESS  
1st Regular Session

HOUSE BILL NO. **3484**



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**Introduced by Representative SITTIE SHAHARA "BAI DIMPLE" I. MASTURA**

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**AN ACT**

**EXPANDING EMPLOYMENT OPPORTUNITIES FOR SENIOR CITIZENS AND PROVIDING FOR 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**

On November 19, 2024, the House of Representatives approved on 3<sup>rd</sup> and Final Reading House Bill No. 10985, in substitution of House Bills Numbered 1505, 1920, 2252, 2284, 2384, 5473, 8972 and 1368; principally authored by Representatives Florida P. Robes, Alfred C. delos Santos, Stella Luz A. Quimbo, Eduardo C. Villanueva, Paolo Z. Duterte, Eric Go Yap, Edvic G. Yap, Jeffrey Soriano, Ernesto M. Dionisio, Jr., Erwin T. Tulfo, Jocelyn P. Tulfo, Ralph Wendell P. Tulfo and this humble representation respectively.

However, for lack of material time, the Senate Committees on Social Justice, Welfare and Rural Development; Labor, Employment and Human Resources Development and Ways and Means failed to act on this measure and was in effect archived at the close of the 19<sup>th</sup> Congress on June 13, 2025.

This representation is refiling HB10985 in due recognition of the need to unremittingly pursue the greater interest and welfare of senior citizens by extending employment opportunities to those who are able and willing to be employed; further providing that laws such as Republic Act No. 10911 otherwise known as the "Anti-Age Discrimination in Employment Act", and all other applicable rules and regulations shall have suppletory relevance and use in the employment of senior citizens to address gaps where they exist.

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

**SITTIE SHAHARA "BAI DIMPLE" I. MASTURA**

*Representative*

Maguindanao del Norte, Lone District



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*Be it enacted by the Senate and the 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 reemployed, 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 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 TWENTY-FIVE PERCENT (25%) of the total amount paid as salaries, 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.**

**"The DOLE SHALL, in coordination with other government agencies such as, the TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY, THE Department of Trade and Industry (DTI), AND THE CIVIL SERVICE COMMISSION (CSC), assess, design, implement, MONITOR AND EVALUATE, training programs that 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,