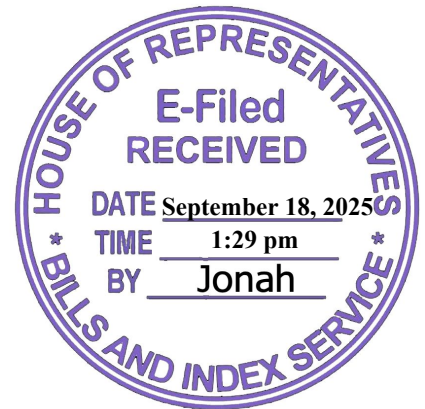




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 4677



Introduced by Representatives Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez and Jude A. Acidre

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

EXPLANATORY NOTE

As the population of senior citizens continues to grow, it is essential to recognize the value that older individuals bring to the workforce. Many senior citizens possess a wealth of experience, skills, and expertise that can greatly contribute to the economy. Moreover, providing them with access to employment opportunities not only improves their financial well-being but also promotes their dignity and independence. In light of this, it is vital to create an inclusive environment where senior citizens who are willing and able to work can remain active contributors to society.

This bill seeks to address this need by encouraging both government agencies and private entities to offer employment opportunities to qualified senior citizens. By ensuring access to relevant job information and matching services, the Act empowers senior citizens to pursue employment that aligns with their skills and interests. Additionally, the Act incentivizes private companies to hire senior citizens by offering tax deductions and other benefits, thereby promoting a more inclusive labor market.

Through this initiative, this measure not only aims to enhance the economic opportunities for senior citizens but also strives to create a workplace culture where the contributions of older workers are valued. It recognizes that senior citizens, when given the opportunity, can continue to play a meaningful role in the workforce, while private entities are encouraged to support this important social goal through tangible incentives.

This bill was previously filed by Representative Rodolfo “Ompong” Ordanes, Rep. Eduardo “Bro Eddie” Villanueva, and Rep. Bai Dimple Mastura in the 19th Congress, and was approved on third reading.

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



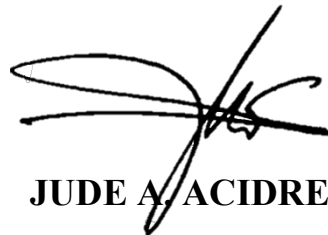
FERDINAND MARTIN G. ROMUALDEZ



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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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 “Employment Opportunities for Senior Citizens and Private Entities’ Incentives Act.”

SEC. 2. *Declaration of Policy.* – 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 WORKES, 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 TRADINGS 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) PROOF 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,