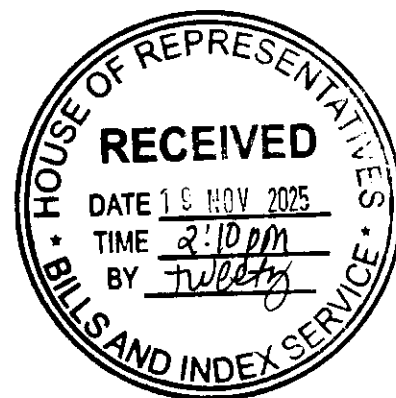




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



TWENTIETH (20TH) CONGRESS
First Regular Session

HOUSE BILL NO. 6203

Introduced by KAMANGGAGAWA Partylist
Representative **ELIJAH R. SAN FERNANDO**

EXPLANATORY NOTE

The 1987 Philippine Constitution enshrines the right of every worker to security of tenure and the equality of employment opportunities for all.¹ This fundamental guarantee extends to all who render service to the State, regardless of the nature of their appointment. Yet, decades after the ratification of the Constitution, the government itself remains one of the largest employers of precarious labor.

Contractual arrangements, originally conceived as temporary and non-essential, have evolved into a structural feature of the bureaucracy. Data from the Inventory of Government Human Resources (IGHR) show that the number of Job Order (JO) and Contract of Service (COS) workers increased from 595,162 in 2016 to 919,868 in 2025,² accounting for nearly one-third (30.47%) of the entire government workforce. This alarming trend reflects the systemic reliance of public institutions on non-regular employment to perform functions that are in fact permanent, necessary, and indispensable to the delivery of public services.

These workers undertake essential duties in the government, providing administrative support, delivering frontline social and health services, and executing the very programs through which the State fulfills its mandates. Despite these contributions, they remain excluded from the benefits, protection, and dignity afforded

¹ Article XIII, Section 3 of the 1987 Constitution.

² Data from the Civil Service Commission. Available at <https://csc.gov.ph/downloads/statistics-and-reports/ighr/2025?download=3389:ighr-2025>

to regular civil servants. Most receive no retirement benefits, job security, or health insurance; their tenure depends solely on yearly renewals vulnerable to political influence or fiscal constraint.

This condition constitutes a grave violation of the principles of social justice and equal protection. It perpetuates a two-tier labor regime within government service, one where a privileged few enjoy stability and benefits, while a vast number of equally dedicated workers endure uncertainty, inadequate pay, and institutional neglect. Such practice is inconsistent with the declared policy of the State to afford full protection to labor, promote humane conditions of work, and ensure equal opportunity in public employment.

The bill seeks to correct this long-standing inequity by granting permanent appointment and civil service eligibility to qualified casual, contractual, job order, contract of service, and similarly situated personnel who have rendered at least five (5) years of continuous service or eight (8) years of cumulative service in the government. It abolishes the fiction of "non-essential" temporary work in cases where such functions are demonstrably regular and indispensable.

By institutionalizing this reform, the bill advances not only the welfare of government workers but also the efficiency, professionalism, and stability of the civil service. A secure and adequately protected workforce strengthens institutional performance, minimizes turnover, and enhances accountability in public administration.

This measure stands as a necessary and long-overdue step toward rectifying the structural inequities that have long characterized public sector employment. It affirms that those who have faithfully served the Filipino people deserve neither precarity nor disposability, but permanence, dignity, and justice in their work.

In solidarity with the working class, the passage of this bill is earnestly sought.



ELIJAH R. SAN FERNANDO
Representative
KAMANGGAWA PARTYLIST



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HOUSE BILL NO. 6203

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AN ACT
UPHOLDING THE SECURITY OF TENURE IN GOVERNMENT SERVICE,
GRANTING PERMANENT APPOINTMENT AND CIVIL SERVICE ELIGIBILITY
TO ALL GOVERNMENT CASUAL AND CONTRACTUAL EMPLOYEES UNDER
JOB ORDERS, CONTRACT OF SERVICE, AND OTHER SIMILAR WORK
ENGAGEMENTS

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 “Security of Tenure in the Government Act.”

SEC. 2. Declaration of Policy. – It is hereby declared the policy of the State to ensure equal opportunity, protection, and social justice to all persons rendering work in the government, regardless of the nature of their employment. The State recognizes that casual, contractual, contract-of-service, job order, and other similarly engaged personnel perform essential public functions and, as such, are entitled to security of tenure, appropriate benefits, and just compensation.

The State likewise affirms that the misuse of non-regular engagements to avoid regular appointments is contrary to law and public policy. Toward this end, the State shall promote the regularization of qualified casual, contractual, contract-of-service, job order, and other similarly situated employees, prevent the circumvention of civil service laws, and ensure humane conditions of work in the public sector.

SEC. 3. Coverage. – This Act shall apply to all casual, contractual, contract of service, job order, and other similarly situated personnel who have rendered at least five (5) years of continuous service or a total of eight (8) years of cumulative service in the national government, including its agencies, offices, and instrumentalities, as well as in government-owned or -controlled corporations (GOCCs), and state universities and colleges (SUCs).

For purposes of determining continuity, a service interruption not exceeding six (6) months shall not be deemed a break in service when such interruption is due to reorganization, abolition of office, suspension of funding, or other causes not attributable to the employee.

SEC. 4. Regularization and Security of Tenure. – Notwithstanding any law to the contrary, all employees covered under Section 3 of this Act shall be automatically granted permanent appointment and shall enjoy security of tenure upon completion of the required period of service.

Such employees shall be appointed to appropriate permanent plantilla positions within their respective agencies, with salaries, benefits, and rights equivalent to those of regular employees performing comparable functions. The grant of permanent appointment under this section shall not require the satisfaction of additional eligibility requirements beyond those already fulfilled during their service.

SEC. 5. Automatic Grant of Civil Service Eligibility. – All employees covered under Section 3 of this Act shall be automatically granted civil service eligibility commensurate to the position held or the functions regularly performed.

SEC. 6. Staffing Modifications. – National government agencies, GOCCs, and SUCs concerned shall submit a request for staffing modification for the approval of the Department of Budget and Management (DBM) or the Governance Commission for GOCCs (GCG), as the case may be, taking into account the number of workers qualified for permanent appointment under this Act and considering the operational requirements of the agency: *Provided*, That the DBM and Civil Service Commission (CSC) shall ensure that all qualified employees are accommodated in the staffing pattern and shall prioritize the creation or conversion of positions necessary to implement the full regularization of covered personnel within ninety (90) days from the approval of the staffing modification.

SEC. 7. Rules of Construction. - This Act shall be construed and applied in accordance with and in furtherance of its policies and objectives. Any case of doubt in the

interpretation of any of the provisions of this Act shall be resolved in favor of the rights and welfare of government workers.

SEC. 8. Appropriations. - The amount necessary to carry out the provisions of this Act shall be charged against the Contingent Fund, the Miscellaneous Personnel Benefits Fund, and other applicable current appropriations. Thereafter, such sums as may be necessary for the continued and effective implementation of this Act shall be included in the annual General Appropriations Act (GAA): *Provided*, That the DBM shall prioritize the release of funds necessary to cover the salaries, benefits, and mandatory government contributions of employees regularized under this Act: *Provided, further*, That agencies shall not defer the regularization of qualified employees by reason of funding constraints, and shall immediately effect appointments upon verification of qualification, subject to subsequent funding adjustments to be made by the DBM: *Provided, finally*, That the appropriations for the implementation of this Act shall not be sourced from unprogrammed appropriations or contingent revenues, but shall be drawn exclusively from programmed and available appropriations.

SEC. 9. Implementing Rules and Regulations. - The CSC, in coordination with the DBM, and other relevant stakeholders, shall within ninety (90) days from the effectivity of this Act, promulgate the necessary rules and regulations to effectively implement the provisions of this Act.

SEC. 10. Repealing Clause. - All other laws, decrees, executive orders, implementing rules and regulations, issuances, or any part thereof inconsistent with the provisions of this Act are deemed repealed, amended, or modified accordingly.

SEC. 11. Separability Clause. - If any provision of this Act is declared unconstitutional, the remaining parts or provisions hereof not affected thereby shall remain in full force and effect.

SEC. 12. Effectivity. - This Act shall take effect fifteen (15) days after its publication, in English and Filipino, in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,