



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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **6359**



Introduced by:

HON. CHRISTOPHERSON "COCO" M. YAP

EXPLANATORY NOTE

The mandatory retirement age for government workers remains fixed at sixty-five, with optional retirement at sixty, despite the growing recognition that many employees experience declining health, physical strain, or age-related limitations well before they reach these thresholds. In the public sector, particularly in frontline, field-based, and high-stress agencies, employees often continue to perform demanding duties even when their physical condition is no longer optimal. This situation affects both worker well-being and the overall efficiency of government service.

Studies from civil service groups and workforce surveys indicate that a significant portion of government personnel would opt for earlier retirement if financially and legally viable. Age-related illnesses and chronic health conditions are reported to increase sharply beginning at the late fifties, leading to higher utilization of medical leave, increased insurance claims, and productivity loss. At the same time, the current retirement framework limits opportunities to hire younger professionals, delays staffing transitions, and slows the entry of specialized and digitally skilled workers needed by modern public institutions.

This bill seeks to address these realities by lowering the optional retirement age of government employees to fifty-seven (57). Doing so allows workers who are no longer in peak physical condition to retire with dignity and adequate benefits, while also enabling the government to bring in new talent and modernize its workforce. By providing a more flexible and humane retirement option, the measure promotes healthier work conditions, supports intergenerational workforce transition, and strengthens government service delivery.

In view of the foregoing, **ug sa ngalan sa SERBISYONG TINUORAY**, the undersigned respectfully requests the immediate passage of this measure.


CHRISTOPHERSON "COCO" M. YAP

Representative, Second District of Southern Leyte



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AN ACT
LOWERING THE OPTIONAL RETIREMENT AGE OF GOVERNMENT WORKERS
FROM SIXTY (60) YEARS TO FIFTY-SEVEN (57) YEARS, AMENDING FOR THE
PURPOSE SECTION 13-A OF REPUBLIC ACT 8291, OTHERWISE KNOWN AS
"THE GOVERNMENT SERVICE INSURANCE SYSTEM ACT OF 1997"

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

Section 1. Section 13-A of Republic Act 8291, otherwise known as "*The Government Service Insurance System Act of 1997*" is hereby amended to read as follows:

SEC. 13-A. Conditions for Entitlement. – A member who retires from the service shall be entitled to the retirement benefits enumerated in paragraph (a) of Section 13 hereof: Provided, that **SUCH MEMBER:**

- (1) [he] has rendered at least fifteen (15) years of service;
- (2) [he] is at least [sixty (60)] **FIFTY-SEVEN (57)** years of age at the time of retirement; and
- (3) [he] is not receiving a monthly pension benefit from permanent total disability.

Section 7. Repealing Clause. – All laws, presidential decrees, executive orders and rules and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

Section 8. Effectivity. – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,