

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **6960**



Introduced by **REP. NATHANIEL "Atty. Nat" M. ODUCAO**

EXPLANATORY NOTE

Casual and contractual employees form a significant part of our government workforce. For many years, they have rendered dedicated service in different offices and agencies, often without the security and recognition enjoyed by their counterparts in regular positions. Despite their crucial role in carrying out the day-to-day functions of government, their contributions are often undervalued.

Recent developments underscore both the demand for civil service eligibility and the large number of Filipinos seeking to join the formal civil service. According to the CSC, 50,096 individuals passed the August 2025 Career Service Examination - Pen and Paper Test (CSE-PPT), out of a total of 331,675 examinees nationwide. Only 45,730 passed the Professional Level, which is a 15.14% passing rate, and 4,366 passed the Sub-professional Level, that is around 14.73% passing rate.

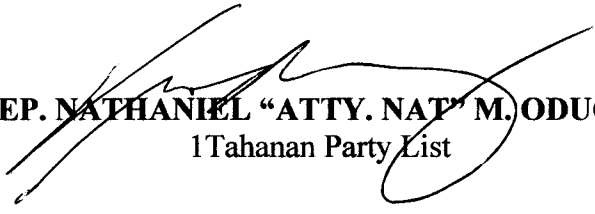
These figures reveal a robust pipeline of new eligibles aspiring for public service positions. Yet, many long-serving contractual and casual employees who have served efficiently for years remain outside that formal pool.

This measure seeks to grant civil service eligibility to casual and contractual employees who have rendered at least five (5) years of continuous and efficient service. By doing so, it acknowledges their competence, loyalty, and commitment to public service, while also giving them fair opportunity for growth and security of tenure.

The proposed legislation does not disregard the merit-based principle of our civil service system. It provides that employees granted eligibility under this Act shall still need to obtain the appropriate qualifications before they can be promoted to higher positions. This ensures a balance between recognition of actual service and the maintenance of standards in public employment.

Ultimately, this bill is an act of justice. It affirms the dignity of labor, rewards efficiency, and strengthens the morale of thousands of government workers who have long stood behind the delivery of essential public services.

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



REP. NATHANIEL "ATTY. NAT" M. ODOCADO
1 Tahanan Party List

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**AN ACT GRANTING CIVIL SERVICE ELIGIBILITY TO CASUAL OR
CONTRACTUAL EMPLOYEES OF THE GOVERNMENT WHO HAVE
RENDERED AT LEAST FIVE (5) YEARS OF CONTINUOUS EFFICIENT SERVICE**

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the “*Civil Service Eligibility for*
2 *Casual and Contractual Employees Act.*”

3 **SEC. 2. *Declaration of Policy.*** – It is hereby declared the policy of the State to harness its
4 human resources to cope with the rapid economic development and population growth.
5 Government workers, being an important component of the State’s human resources, shall be given
6 the opportunity to quality education, justice, and security of tenure.

7 **SEC. 3. *Coverage.*** – Subject to the provisions of the Constitution and applicable civil
8 service laws, rules, and regulations, all incumbent government employees, as of the approval of
9 this Act, who are holding casual or contractual positions in the first and second levels, and who
10 have rendered at least five (5) years of continuous efficient service shall be granted civil service
11 eligibility by the Civil Service Commission: Provided, however, That they shall not be entitled to
12 any promotion unless they obtain the appropriate eligibility requirement for that position.

13 **SEC. 4. *Civil Service Performance Evaluation Standards.*** – The Civil Service
14 Commission shall formulate performance evaluation standards to determine qualified employees
15 under this Act.

16 **SEC. 5. *Implement Rules and Regulations.*** – The Civil Service Commission shall prepare
17 the necessary rules and regulations to implement the provisions of this Act, and the same shall be
18 promulgated within ninety (90) days after the approval of this Act.

19 **SEC. 6. *Separability Clause.*** – If any provision of this Act is declared unconstitutional or
20 invalid, the other provisions not so declared shall remain in full force and effect.

1 **SEC. 7. *Repealing Clause.*** – All laws, decrees, executive orders, department or
2 memorandum orders, and other administrative issuances which are inconsistent with the provisions
3 of this Act are hereby modified, superseded or repealed accordingly.

4 **SEC. 8. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its publication
5 in the Official Gazette or in two (2) newspapers of general circulation.

6 *Approved,*