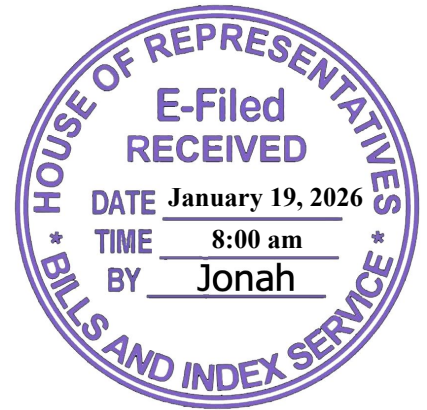




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



House Bill No. 7136

Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

EXPLANATORY NOTE

The 1987 Constitution explicitly provides that workers shall be entitled to security of tenure, humane conditions of work, and a living wage (Article XIII, Section 3). This is a fundamental right guaranteed by the 1987 Constitution for all workers.

Despite this constitutional guarantee, the right to security of tenure is one that has yet to be fully realized by all Filipino workers, both in the private and public sectors.

According to the Civil Service Commission (CSC), the Philippine Government (comprised of national and local governments) which is the largest "employer" in the country, employs 629,862 "job orders" (JO) and 290,006 "contracts of service" (COS) – totaling to 919,868 employees – of June 30, 2025.¹

Previously, the Commission on Audit, CSC, and the Department of Budget and Management issued Joint Administrative Order (JAO) No. 1, Series of 2017, as amended by JAO No. 1, Series of 2018, which regulates the hiring of workers hired under the category of "job orders" and "contracts of service," and allows agencies to renew existing contracts until December 31, 2020. It further provides that existing qualified contract of service and job order workers must be considered for appointment by the government agencies to their vacant positions subject to existing Civil Service Laws and rules and agency CSC-approved Merit Selection Plan.

Despite these efforts, however, a considerable number of workers in the government still experience "endo" and the Constitutional guarantee to security of tenure remains elusive to them. This bill seeks to address this issue by ensuring that casual and contractual employees of the government who have rendered exemplary service are given security of tenure. Under this bill, all incumbent casual and contractual government employees who have rendered at least five (5) years of exemplary and continuous service in the national government and six (6) years of

¹ Inventory of Government Human Resource. Civil Service Commission. Available at <https://csc.gov.ph/downloads/statistics-and-reports/ighr/2025>. Accessed on January 12, 2026.

service in the case of local government units, shall be entitled to permanent appointment and an automatic grant of civil service eligibility, subject to the requirements of the Constitution, other relevant civil service laws, and the Merit Selection Plan of the concerned agency.

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


EDUARDO "BRO. EDDIE" C. VILLANUEVA



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HOUSE BILL NO. 7136

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AN ACT
PROVIDING FOR A PERMANENT APPOINTMENT TO ALL CASUAL AND CONTRACTUAL EMPLOYEES OF THE GOVERNMENT WHO HAVE RENDERED THE PRESCRIBED YEARS OF SERVICE AND FOR OTHER PURPOSES

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 Security*
2 *of Tenure Act.*"
3

4 **SEC. 2. Declaration of Policy.** - The State shall harness its human resources
5 to cope with the rapid economic development and population growth. Government
6 workers, being very important components of the State's human resources, shall be
7 given equal opportunity to quality education, justice, and security of tenure.
8

9 **SEC. 3. Permanent Appointment for Long-Time Casual and Contractual**
10 **Employees of the National Government Agencies and Local Government Units.**
11 - Subject to the provisions of the 1987 Constitution and applicable civil service laws,
12 rules and regulations and the provisions of this Act, all incumbent casual and
13 contractual government employees who have rendered at least five (5) years of
14 continuous, exemplary and outstanding service in the case of national government
15 agencies, or a total of six (6) years of continuous, exemplary and outstanding service
16 in the case of local government units as of the date of the approval of this Act shall be
17 entitled to security of tenure.
18

19 **SEC. 4. Automatic Grant of Civil Service Eligibility.** - An automatic grant of
20 civil service eligibility shall be given to a casual or contractual employee who has
21 obtained at least a satisfactory rating for at least (3) years.
22

23 **SEC. 5. Computation of Length of Service.** - The requirement of continuous
24 service shall be waived if the service of the official/employee concerned prior to the
25 completion of the said years was interrupted by not more than two (2) years, taken
26 cumulatively, due to either abolition of his/her position, reorganization of the office

wherein he/she was phased out, or reduction in force: Provided, further, That in the case of officials/employees who have been previously employed in the same government agency in any capacity, the said requirement of continuous service may likewise be waived if the interruption of their service is not more than six (6) months, taken cumulatively, so long as the minimum required period is met.

SEC. 6. Selection Process of Casual and Contractual Employees. - Casual and contractual employees who meet the requisite length of service shall undergo the screening process as prescribed in the Merit Selection Plan of the agency or as determined by the pertinent selection board or hiring authority.

SEC. 7. Security of Tenure of Covered Employees and Affected Positions. - All covered employees may not be separated or terminated from the said positions, except for just or lawful cause as provided under applicable laws and issuances, and with due process of law, nor can their positions be abolished except when the same is vacated by their incumbents or due to a bona fide rationalization plan; Provided, That nothing herein shall prevent the concerned national government agency or local government unit from assigning or transferring its employees, or otherwise decide on personnel movement and other actions.

SEC. 8. Implementing Rules and Regulations. - The Civil Service Commission, in consultation with the Department of Budget and Management and the Commission on Audit, and other relevant stakeholders, shall issue the rules and regulations necessary to implement the provisions of this Act within ninety (90) days from the approval of this Act.

SEC. 9. Penal Provisions. - Any government employee who shall apply for entitlement to security of tenure under the provisions of this Act on the basis of false claims and/or documents, and any government officer or employee who shall make or issue false certifications, attestations, endorsements, and/or spurious documents in relation to any such application shall suffer the penalty of imprisonment of one (1) year to three (3) years or a fine of up to One Hundred Thousand Pesos (Php 100,000.00), or both, at the discretion of the court, without prejudice to any criminal, civil, or administrative action that may be filed against him/her. The concerned government employee shall also suffer the accessory penalty of absolute perpetual disqualification from public office.

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

SEC. 12. Repealing Clause. – Any law, presidential decree or issuance, executive order, letter of instruction, rule, or regulation inconsistent with the provisions of this Act is hereby repealed or modified accordingly.

SEC. 13. Effectivity. – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,