

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **7319**



Introduced by Honorable EULOGIO "LEO" R. RODRIGUEZ

EXPLANATORY NOTE

Republic Act No. 7432, as amended, was enacted to fulfill the constitutional mandate of promoting their welfare, security, and dignity, while recognizing their vital role in nation building. Despite the measure, many senior citizens who remain willing and capable of working continue to face barriers to employment and limited access to skills development.

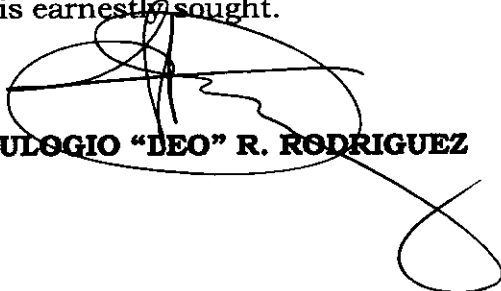
This proposed measure seeks to expand employment opportunities for senior citizens by strengthening existing provisions under Republic Act No. 7432, as amended. It affirms the right of senior citizens to voluntarily participate in the workforce through decent and age-appropriate employment, consistent with their qualifications, capacity, and interests. The bill mandates the Department of Labor and Employment, through its Public Employment Service Offices, to provide job matching and information services, and to encourage the adoption of employment programs that support the well-being of senior citizens.

To encourage greater private sector participation, the measure increases the allowable tax incentive for employers who hire senior citizens by expanding the deductible employment-related expenses and raising the deduction rate. It further enhances access to employment by waiving government fees for essential pre-employment documents required from senior citizen jobseekers. Complemented by targeted skills training and livelihood support through TESDA.

Reinforced by the Anti-Age Discrimination in Employment Act, this amendment seeks to promote productive aging, economic inclusion, and the continued participation of senior citizens to national economic development.

Notably, the House of Representatives had already approved this bill seeking to expand employment opportunities for senior citizens on Third and Final Reading during the 19th Congress. However, due to lack of material time, the Senate was unable to consider and approve the said measure. In this view, in support of the continued participation of senior citizens in nation building, this representation has filed the same bill in the 20th Congress.

Hence, the immediate passage of this bill is earnestly sought.


EULOGIO "LEO" R. RODRIGUEZ

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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, OTHERWISE KNOWN AS "AN ACT TO MAXIMIZE THE CONTRIBUTION OF SENIOR CITIZENS TO NATION BUILDING, GRANT BENEFITS AND SPECIAL PRIVILEGES, AND FOR OTHER PURPOSES," AS AMENDED

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

SECTION 1. Short Title. – This Act shall be known as the "Employment Opportunities for Senior Citizens Act."

SEC. 2. Declaration of Policy. – It is the policy of the State to promote the interest, welfare, and economic security of senior citizens by encourage their voluntary and continued participation the country's workforce through decent and age-appropriate employment opportunities and by granting appropriate incentives to private entities that employ senior citizens.

SEC. 3. Amendatory Provision. – Section 5 of Republic Act No. 7432 as amended by RA 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 DECENT AND AGE-APPROPRIATE EMPLOYMENT OPPORTUNITIES TO THOSE WHO HAVE QUALIFICATIONS, CAPACITY, AND INTEREST TO BE EMPLOYED.

“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 TRAININGS 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 (TESDA), 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:

“(i) POLICE CLEARANCE CERTIFICATE;

“(ii) NATIONAL BUREAU OF INVESTIGATION CLEARANCE;

“(iii) BARANGAY CLEARANCE;

“(iv) 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;

“(v) BIRTH CERTIFICATE;

“(vi) MARRIAGE CERTIFICATE;

“(vii) PROOFS OF IDENTIFICATION; AND

“(viii) OTHER DOCUMENTS ISSUED BY THE GOVERNMENT THAT MAY BE REQUIRED BY EMPLOYERS FROM JOB APPLICANTS.”

SEC. 4. *Implementing Rules and Regulation.* – 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 relevant government agencies and stakeholders, shall promulgate the necessary amendments to the existing rules and regulations implementing Republic Act No. 7432, as amended, for the effective implementation of this Act.

SEC. 5. *Suppletory Provision.* – 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. *Separability Clause.* – If any provision of this Act is declared invalid or unconstitutional, other provisions hereof which are not affected thereby shall remain in full force and effect.

SEC. 7. *Repealing Clause.* – All other laws, rules and regulations, and other issuances or parts thereof, which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

SEC. 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,