



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

**Twentieth Congress**  
**First Regular Session**

**HOUSE BILL NO. 7568**



---

**Introduced by Representative Johanne Monich G. Bautista**

---

#### **EXPLANATORY NOTE**

The United Nations has recognized that “in all countries, individuals are reaching an advanced age in greater numbers and in better health than ever before.”<sup>1</sup> As healthcare and life expectancy improve, a significant number of our elderly remains physically and mentally fit, eager to continue working and contributing to society. Thus, “opportunities must be provided for willing and capable older persons to participate in and contribute to the ongoing activities of society.”<sup>2</sup> In particular, “[o]lder persons should have the opportunity to work or to have access to other income-generating opportunities,” and to “pursue opportunities for the full development of their potential.”<sup>3</sup>

This bill institutionalizes a comprehensive employment and livelihood program that provides economic opportunities that are safe and appropriate for elders. It mandates the provision of employment for senior citizens in the government, and access to education, training, digital literacy, micro-financing, and market access. It also directs the development of mechanisms for elders to share their knowledge, skills, and expertise with younger generations, and to participate and serve in their communities. To promote the participation of the private sector, the bill provides incentives and subsidies for private entities hiring, re-hiring, training, and accommodating seniors.

This measure shifts a policy of passive maintenance to one of active appreciation for our senior citizens, recognizing that our elders are not a burden to be cared for, but a reservoir of wisdom and human capital to be continuously honored. Through this measure, the State honors our elders with the dignity and security of work or livelihood, and keeps them integrated into society and engaged in nation-building and national development.

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

  
**JOHANNE MONICH G. BAUTISTA**  
Representative, TRABAHO Party-List

---

<sup>1</sup> Office of the United Nations High Commissioner for Human Rights, *United Nations Principles for Older Persons*, adopted on December 16, 1991, available at <https://www.ohchr.org/en/instruments-mechanisms/instruments/united-nations-principles-older-persons>.

<sup>2</sup> *Id.*

<sup>3</sup> *Id.*



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

**Twentieth Congress**  
**First Regular Session**

**HOUSE BILL NO. 7563**

---

**Introduced by Representative Johanne Monich G. Bautista**

---

**AN ACT PROVIDING FOR EMPLOYMENT AND LIVELIHOOD  
OPPORTUNITIES FOR SENIOR CITIZENS, AMENDING FOR THE PURPOSE  
REPUBLIC ACT NO. 7432, AS AMENDED BY REPUBLIC ACT NOS. 9257 AND  
9994, OTHERWISE KNOWN AS THE "EXPANDED SENIOR CITIZENS ACT OF  
2010", AND FOR OTHER PURPOSES**

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

1       **SECTION 1. *Short Title.*** — This Act shall be known as the "*Senior Citizens'*  
2       *Employment and Livelihood Program Act*".

3  
4       **SECTION 2. *Declaration of Policies.*** — It is the declared policy of the State to promote  
5       a just and dynamic social order that will free the people from poverty through policies that  
6       provide adequate social services, promote full employment, a rising standard of living, and an  
7       improved quality of life for all. Relatedly, it is the policy of the State to promote social justice  
8       in all phases of national development, and to protect and enhance the right of all people to  
9       human dignity and reduce social and economic inequalities. It is also the policy of the State to  
10      assist the family in its duty to care for its elderly through just programs of social security.

11  
12      Consistent with these policies, the State shall institutionalize a comprehensive  
13      employment and livelihood program for its senior citizens, provide incentives and subsidies  
14      for private entities that will hire, re-hire, train, and accommodate senior citizens, as well as  
15      measures and mechanisms to promote the continued engagement of senior citizens in nation-  
16      building and national development. Through this measure, the State adopts a policy from

passive maintenance to one of active appreciation, recognizing that our elders are not a burden to be cared for, but a reservoir of wisdom and human capital to be continuously honored.

**SECTION 3. *Definition of Terms.*** – For purposes of this Act, the following terms shall be defined as follows:

- (a) *Commission* or *NCSC* shall refer to the National Commission of Senior Citizens created under Republic Act No. 11350, otherwise known as the “National Commission of Senior Citizens Act”;
- (b) *National Senior Citizens Database* or *NSCD* shall refer to the nationwide database of senior citizens, which shall contain the basic personal information, professional competencies, expertise, skills, and work experience of the registered senior citizens;
- (c) *Office* or *OSCA* shall refer to the Office of Senior Citizens Affairs created under Republic Act No. 7432, as amended by Republic Act Nos. 9257 and 9994, otherwise known as the “Expanded Senior Citizens Act of 2010”;
- (d) *Public Employment Service Office* or *PESO* shall refer to the Public Employment Service Offices established in all provinces, cities, and municipalities pursuant to Republic Act No. 8759, otherwise known as the “Public Employment Service Office Act of 1999”, as amended by Republic Act No. 10691;
- (e) *Qualified Senior Citizen* shall mean any senior citizen who, with or without reasonable accommodations, can perform the essential functions of the employment position or possesses the essential skills of the livelihood that such individual holds or desires. However, consideration shall be given to the employer’s judgement as to what functions of a job are essential, and if an employer has prepared a written description before advertising or interviewing applicants for the job, this description shall be considered evidence of the job’s essential functions;
- (f) *Reasonable Accommodation* include (1) improvement of existing facilities used by employees in order to render these readily accessible to and usable by Qualified Senior Citizens; and (2) modification of work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustments or modifications of examinations, training materials or company policies, rules and regulations, the provisions of auxiliary aids and services, and other similar accommodations for Qualified Senior Citizens;
- (g) *Senior Citizen* shall mean any resident citizen of the Philippines who is at least sixty (60) years old and has retired from employment or is unemployed; and

- 60 (h) *Sheltered Employment* shall mean the provision of productive work for Qualified  
61 Senior Citizens through workshop providing special facilities, income-producing  
62 projects, or homework schemes with a view of giving them the opportunity to earn  
63 a living and enabling them to acquire a working capacity required in open industry.  
64

65 **SECTION 4. *Senior Citizens' Employment and Livelihood Program.*** – The National  
66 Commission of Senior Citizens (NCSC), in coordination with the Department of Labor and  
67 Employment (DOLE), the Department of Trade and Industry (DTI), the Small Business  
68 Corporation (SBC), the Department of Agriculture (DA), the Technical Education and Skills  
69 Development Authority (TESDA), other relevant government agencies, government-owned  
70 and controlled corporations (GOCCs), accredited non-government organizations (NGOs), and  
71 registered private entities, shall develop and implement an employment and livelihood program  
72 for senior citizens.  
73

74 The Senior Citizens' Employment and Livelihood Program shall provide employment,  
75 livelihood, and other income-generating opportunities that are safe and appropriate for senior  
76 citizens. It shall also provide employment facilitation services, livelihood and entrepreneurship  
77 support, technical-vocational training, upskilling, reskilling, and other education and learning  
78 programs for the purpose of employment and/or livelihood of senior citizens.  
79

80 In developing and implementing the Senior Citizens' Employment and Livelihood  
81 Program, the NCSC shall promote part-time, light-duty, telecommuting, and consultancy-  
82 based roles that are tailored to the physical abilities, individual qualities, vocational goals,  
83 inclinations, personal preferences, and changing capacities of the senior citizens to ensure a  
84 good working atmosphere and efficient production.  
85

86 The Offices of Senior Citizens Affairs (OSCA) created under Republic Act No. 9994,  
87 otherwise known as the "Expanded Senior Citizens Act of 2010", shall serve as the local  
88 implementing arm of the program at the community level, in coordination with the Public  
89 Service Employment Office (PESO), and under the supervision of the NCSC.  
90

91 **SECTION 5. *Registration to the National Senior Citizens Database.*** – To effectively  
92 implement the provisions of this Act, a National Senior Citizens Database (NSCD) shall be  
93 maintained by the NCSC, subject to compliance with Republic Act No. 10173, otherwise  
94 known as the "Data Privacy Act of 2012", and other relevant laws, rules, and regulations.  
95

96 The NSCD shall contain the relevant information on the registered senior citizens,  
97 including their professional competencies, expertise, skills, work experience, and other  
98 information as may be necessary for facilitating access to the Senior Citizens' Employment  
99 and Livelihood Program under this Act, and as may be required under the implementing rules  
100 and regulations of this Act.  
101

102 The NSCD shall be integrated and maintained under the existing Elderly Data  
103 Management System created under Republic Act No. 11982, otherwise known as the  
104 “Centenarians Act of 2016”.

105  
106 The OSCAs shall be given access to the NSCD for purposes of registering senior  
107 citizens within their respective municipalities and cities, and providing them access to the  
108 Senior Citizens’ Employment and Livelihood Program, subject to the implementing rules and  
109 regulations of this Act.

110  
111 **SECTION 6. *Re-hiring of Retiring Employees in the Private Sector.*** – Private  
112 employers are encouraged to implement a re-hiring system for their retired or retiring  
113 employees under a new contract after the said employees’ retirement.

114  
115 The re-hiring of a retiring employee shall be without prejudice and subject to the  
116 provisions of Article 302 (formerly Article 287) of Presidential Decree No. 442, otherwise  
117 known as the “Labor Code of the Philippines”, as amended by Republic Act No. 7641, on the  
118 payment of retirement pay; Section 12-B of Republic Act No. 11199, otherwise known as the  
119 “Social Security Act of 2018”, on the payment of retirement benefits; and other applicable  
120 laws, rules, and regulations.

121  
122 **SECTION 7. *Referral of Retiring Employees.*** – If a retiring employee will not be re-  
123 hired, the employer shall refer the retiring employee to the OSCA or the regional office of the  
124 NCSC within the city or municipality where the employer’s principal office or where the  
125 retiring employee’s residence is located for post-retirement employment or livelihood  
126 opportunities under the Senior Citizens Employment and Livelihood Program.

127  
128 Upon notification from the employer, the OSCA shall register the retired or retiring  
129 employee to the NSCD and assist the retiring or retired employee to secure short-term or  
130 emergency employment, self-employment, training, and livelihood opportunities for senior  
131 citizens under the Senior Citizens Employment and Livelihood Program, subject to the  
132 implementing rules and regulations to be issued pursuant to this Act.

133  
134 **SECTION 8. *Employment in Private Entities.*** – The NCSC, in coordination with the  
135 DOLE, the DTI, and other relevant government agencies, shall promote, develop, and  
136 implement partnerships with private entities to create specialized job opportunities that are safe  
137 and appropriate to the interests and capabilities of senior citizens.

138  
139 Private entities with more than one hundred (100) employees are encouraged to reserve  
140 at least one percent (1%) of all positions for Qualified Senior Citizens.

141  
142 **SECTION 9. *Incentives for Private Entities.*** – To encourage the active promotion of  
143 the welfare of senior citizens and to ensure gainful employment for Qualified Senior Citizens,  
144 private entities which employ senior citizens shall be granted the following incentives:

(a) Private entities that re-hire their retiring employees shall be entitled to an additional deduction from their gross income of equivalent to thirty percent (30%) of the total amount paid as salaries, wages, benefits, and trainings provided to senior citizens: *Provided*, however, that such entities present proof as certified by the NCSC that senior citizens are under their employ;

(b) Private entities that hire Qualified Senior Citizens shall be entitled to the following:

(i) A one-month trial employment subsidy, subject to the implementing rules and regulations of this Act; and

(ii) An additional deduction from their gross income of equivalent to twenty-five percent (25%) of the total amount paid as salaries, wages, benefits, and trainings provided to senior citizens: *Provided*, however, that such entities present proof as certified by the NCSC that senior citizens are under their employ;

(c) Private entities that provide technical training programs for senior citizens shall be entitled to an additional deduction from their net taxable income of equivalent to fifty percent (50%) of the direct costs of the said training programs; *Provided*, however, that such entities present proof as certified by the NCSC that such programs were conducted; and

(d) Private entities that improve or modify their physical facilities in order to provide reasonable accommodations for senior citizens shall also be entitled to an additional deduction from their net taxable income of equivalent to fifty percent (50%) of the direct costs of the improvements or modifications: *Provided*, however, that such entities present proof as certified by the NCSC that such improvements or modifications were made.

**SECTION 10. *Government Assistance in Employment, Education, and Livelihood.***

– Section 5 of Republic Act No. 7432, as amended by Republic Act Nos. 9257 and 9994, otherwise known as the “Expanded Senior Citizens Act of 2010”, is hereby 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 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.

~~“[Private entities that will 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%) of the total amount paid as salaries and wages 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), in coordination with other government agencies such as, but not limited to, the Technology and Livelihood Resource Center (TLRC) and the Department of Trade and Industry (DTI) shall assess, design, and implement training programs that will provide skills and welfare or livelihood support for senior citizens.]~~

**“ONE PERCENT (1%) OF ALL CASUAL, EMERGENCY, AND CONTRACTUAL POSITIONS IN GOVERNMENT AGENCIES AND GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS (GOCCS) SHALL BE RESERVED FOR QUALIFIED SENIOR CITIZENS, AS DEFINED UNDER THIS ACT; *PROVIDED*, THAT THE WORK TO BE PERFORMED IN SAID POSITIONS SHALL NOT BE HAZARDOUS TO THE PHYSICAL CAPABILITIES OF SENIOR CITIZENS.**

**“THE DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE) AND ALL OTHER GOVERNMENT AGENCIES AND GOCCS PROVIDING SHORT-TERM OR EMPLOYMENT EMERGENCY PROGRAMS SHALL ENSURE THAT AT LEAST FIVE PERCENT (5%) OF THE TOTAL ANNUAL BENEFICIARIES OF SAID PROGRAMS ARE QUALIFIED SENIOR CITIZENS; *PROVIDED*, THAT THE WORK TO BE PERFORMED IN SAID PROGRAMS SHALL NOT BE HAZARDOUS TO THE PHYSICAL CAPABILITIES OF SENIOR CITIZENS.**

**“(b) Education**

**“The Department of Education (DepED), the Technical Education and Skills Development Authority (TESDA) and the Commission on Higher Education (CHED), in consultation with nongovernmental organizations (NGOs) and people’s organizations (POs) for senior citizens, AND IN COORDINATION WITH THE NCSC shall institute programs that will ensure access to formal and nonformal education[;], TECHNICAL-VOCATIONAL EDUCATION AND TRAINING**

(TVET), AS WELL AS DIGITAL LITERACY AND MODERN TECHNOLOGY FOR SENIOR CITIZENS TO BRIDGE THE DIGITAL DIVIDE, AND TO ENHANCE THEIR PRODUCTIVITY OR PROVIDE THEM THE NECESSARY SKILLS FOR EMPLOYMENT, COMMUNITY SERVICE, LIVELIHOOD, AND OTHER INCOME-GENERATING ACTIVITIES.

“(c) x x x

“x x x

“(h) Additional Government Assistance

“(l) x x x

“x x x

**“(4) MICRO-FINANCE ACCESS FOR LIVELIHOOD**

**“GOVERNMENT FINANCIAL INSTITUTIONS SHALL DEVELOP MICRO-FINANCING PROGRAMS FOR THE LIVELIHOOD ENDEAVORS OF QUALIFIED SENIOR CITIZENS. THEY SHALL ALSO PROVIDE FINANCING ASSISTANCE, TRAINING, AND CONSULTANCY SERVICES THAT WILL PROMOTE, DEVELOP, AND FOSTER SUSTAINABLE LIVELIHOOD FOR SENIOR CITIZENS.**

**“GOVERNMENT AGENCIES AND GOCCS PROVIDING LIVELIHOOD PROGRAMS WITH MICRO-FINANCING SHALL ENSURE THAT AT LEAST FIVE PERCENT (5%) OF THE TOTAL ANNUAL BENEFICIARIES OF SAID PROGRAMS ARE QUALIFIED SENIOR CITIZENS.**

**“(5) MARKET ACCESS**

**“LOCAL GOVERNMENTS SHALL PROVIDE FREE SPACES IN PUBLIC MARKETS AND COMMUNITY CENTERS FOR ITS RESIDENT SENIOR CITIZENS TO SELL THEIR PRODUCTS AND SERVICES.”**

**SECTION 11. *Employment in the Education Sector.*** – The NCSC, in coordination with the TESDA, the Department of Education (DepEd), and the Commission on Higher Education (CHED), shall design and implement a program under the Senior Citizens’ Employment and Livelihood Program that will provide for the engagement of Qualified Senior Citizens as teachers, professors, or instructors in schools, state universities and colleges (SUCs), local universities and colleges (LUCs), educational institutions, technical-vocational institutions (TVIs), training centers, or learning facilities. In engaging Qualified Senior

Citizens, the program shall take into consideration the professional competencies, skills, knowledge, expertise, and work experience of the Qualified Senior Citizen.

**SECTION 12. *Employment and Livelihood in Local Communities.*** – The OSCAs, in coordination with the PESOs, shall promote, develop, and implement partnerships with local businesses, organizations, government offices, communities, and private households within their respective cities and municipalities to create specialized employment, livelihood, and other income-generating opportunities, as well as opportunities for community service and volunteer positions that are safe and appropriate to the interests and capabilities of senior citizens, subject to the implementing rules and regulations of this Act.

**SECTION 13. *Sheltered Employment.*** – If suitable employment for Qualified Senior Citizens who are willing and able to work cannot be found through open employment as provided in the preceding sections, the NCSC, in coordination with the DOLE and other relevant national government agencies, local governments, as well as accredited NGOs and registered private entities, shall endeavor to provide it by means of sheltered employment, subject to the implementing rules and regulations of this Act. In the placement of senior citizens in sheltered employment, it shall accord due regard to the individual qualities, vocational goals, and inclinations of the concerned senior citizens to ensure a good working atmosphere and efficient production.

**SECTION 14. *Livelihood for Senior Citizens.*** – The NCSC, in coordination with the DTI, the SBC, the DA, the Department of Tourism (DOT), other relevant government agencies, GOCCs, as well as accredited NGOs and registered private entities shall assess, develop, and implement livelihood and other income-generating opportunities for Qualified Senior Citizens. It shall also design and implement training programs, in coordination with the TESDA, that will provide senior citizens with skills to enable them to engage in livelihood activities, such as, but not limited to:

- (a) Micro-entrepreneurship or the management of small-scale, home-based businesses;
- (b) Digital literacy or training on e-commerce and remote work skills; and
- (c) Community projects, such as gardening, handicrafts, and communal farming.

**SECTION 15. *Vocational Guidance and Counseling.*** – The NCSC, in coordination with the DSWD and the DOLE, shall implement measures providing and evaluating vocational guidance and counseling to enable senior citizens to secure and retain their employment and livelihood activities. It shall ensure the availability and training of counselors and other suitably qualified staff responsible for the vocational guidance and counseling of senior citizens.

**SECTION 16.** Section 6 of Republic Act No. 7432, as amended by Republic Act Nos. 9257 and 9994, is hereby amended to read as follows:

“SEC. 6. *The Office for Senior Citizens Affairs (OSCA).* – x x x

321  
322 “x x x  
323

324 “The head of the OSCA shall be entitled to receive an honorarium of an amount  
325 at least equivalent to Salary Grade [~~10~~] 11 to be approved by the LGU concerned.  
326

327 “The head of the OSCA shall be assisted by the City Social Welfare and  
328 Development officer or by the Municipal Social Welfare and Development Officer, in  
329 coordination with the Social Welfare and Development Office. **THE PUBLIC**  
330 **EMPLOYMENT SERVICE OFFICE (PESO) MANAGER SHALL LIKEWISE**  
331 **ASSIST THE HEAD OF THE OSCA IN THE IMPLEMENTATION OF THE**  
332 **SENIOR CITIZENS’ EMPLOYMENT AND LIVELIHOOD PROGRAM, IN**  
333 **COORDINATION WITH THE NCSC AND THE DOLE.**  
334

335 “The Office of the Mayor shall exercise supervision over the OSCA relative to  
336 their plans, activities and programs for senior citizens[.], **SUBJECT TO THE JOINT**  
337 **SUPERVISION OF THE NCSC RELATIVE TO THE IMPLEMENTATION OF**  
338 **THE SENIOR CITIZENS’ EMPLOYMENT AND LIVELIHOOD PROGRAM**  
339 **AND THE PROVISIONS OF THIS ACT AND ITS IMPLEMENTING RULES**  
340 **AND REGULATIONS.** The OSCA shall work together and establish linkages with  
341 **THE PESO, LOCAL BUSINESSES, GOVERNMENT OFFICES,** accredited  
342 NGOs, [~~Pes~~] POs, and the barangays in their respective areas.  
343

344 “The OSCA shall have the following functions:  
345

346 “(a) x x x  
347

348 “x x x  
349

350 “(f) x x x; [~~and~~]  
351

352 “(g) x x x[.];  
353

354 “(h) **TO REGISTER SENIOR CITIZENS RESIDING WITHIN ITS CITY**  
355 **OR MUNICIPALITY TO THE NATIONAL SENIOR CITIZENS DATABASE**  
356 **(NSCD), PURSUANT TO THE PROVISIONS OF THIS ACT AND ITS**  
357 **IMPLEMENTING RULES AND REGULATIONS;**  
358

359 “(i) **TO IMPLEMENT AND PROVIDE QUALIFIED SENIOR CITIZENS**  
360 **AT THE COMMUNITY LEVEL INFORMATION AND ACCESS TO THE**  
361 **SENIOR CITIZENS EMPLOYMENT AND LIVELIHOOD PROGRAM**  
362 **UNDER THIS ACT, IN COORDINATION WITH THE NCSC;**  
363

364           “(j) TO COORDINATE WITH THE PUBLIC SERVICE  
365 EMPLOYMENT OFFICE (PESO) IN ITS CITY OR MUNICIPALITY IN  
366 PROVIDING EMPLOYMENT INFORMATION SERVICES AND  
367 EMPLOYMENT OR OCCUPATIONAL COUNSELING TO SENIOR  
368 CITIZENS;

369  
370           “(k) TO PROMOTE, DEVELOP, AND IMPLEMENT PARTNERSHIPS  
371 WITH LOCAL BUSINESSES, ORGANIZATIONS, GOVERNMENT OFFICES,  
372 COMMUNITIES, AND PRIVATE HOUSEHOLDS WITHIN THEIR  
373 RESPECTIVE CITIES AND MUNICIPALITIES TO CREATE SPECIALIZED  
374 JOB AND LIVELIHOOD OPPORTUNITIES, AS WELL AS COMMUNITY  
375 SERVICE ASSIGNMENTS AND COMMUNITY BUSINESSES FOR  
376 QUALIFIED SENIOR CITIZENS;

377  
378           “(l) TO PROVIDE SENIOR CITIZENS INFORMATION,  
379 ASSESSMENT, AND ACCESS TO LIVELIHOOD AND SELF-EMPLOYMENT  
380 PROGRAMS; AND

381  
382           “(m) PERFORM SUCH OTHER FUNCTIONS AS MAY BE  
383 NECESSARY PURSUANT TO THIS ACT.”  
384

385           **SECTION 17. *Implementing Rules and Regulations.*** – The NCSC, in consultation  
386 with the DOLE, the DTI, TESDA, Civil Service Commission, and Department of Interior and  
387 Local Government, shall promulgate the implementing rules and regulations pertinent to the  
388 provisions of this Act within six (6) months after the effectivity of this Act.  
389

390           **SECTION 18. *Separability Clause.*** – If, for any reason, any section or provision of  
391 this Act is declared unconstitutional or invalid, the other sections or provisions which are not  
392 affected shall continue to be in full force and effect.  
393

394           **SECTION 19. *Repealing Clause.*** – Sections 5 and 6 of Republic Act No. 7432, as  
395 amended by Republic Act Nos. 9257 and 9994, otherwise known as the “Expanded Senior  
396 Citizens Act of 2010”, are hereby modified accordingly. All laws, presidential decrees,  
397 executive orders, or issuances, or any part thereof which are inconsistent with the provisions  
398 of this Act are hereby repealed, amended, or modified accordingly.  
399

400           **SECTION 20. *Effectivity.*** – This Act shall take effect fifteen (15) days after its  
401 publication in the Official Gazette or any newspaper of general circulation.  
402

403           Approved,