



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 7836



Introduced by REPRESENTATIVE ANN MATIBAG

EXPLANATORY NOTE

Public service is sustained by the dedication and labor of government employees, many of whom perform physically demanding, emotionally taxing, and care-intensive work for decades. Women comprise a significant portion of the public sector workforce, particularly in education, health, social services, and local government—sectors where prolonged exposure to stress, long working hours, and dual roles in paid work and unpaid care responsibilities are common. As workers age, these realities increasingly affect their health, productivity, and overall well-being.

Republic Act No. 8291, otherwise known as the Government Service Insurance System (GSIS) Act of 1997, presently allows optional retirement at sixty (60) years of age, subject to at least fifteen (15) years of government service. While this framework has provided stability, it does not sufficiently respond to the differentiated impacts of aging, gender roles, and labor conditions on government workers—particularly women and those in frontline and caregiving roles.

This bill seeks to strengthen labor protection and promote gender responsiveness in the public sector by lowering the optional retirement age from sixty (60) years to fifty-six (56) years, while retaining the minimum requirement of fifteen (15) years of credited service. By amending Section 13-A of Republic Act No. 8291, the measure provides qualified government employees with the option—not the obligation—to retire earlier, allowing them to make retirement decisions that take into account their health, family responsibilities, and life-course realities.

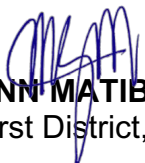
Early optional retirement recognizes that workers do not experience aging uniformly. For many women, years of balancing paid employment with unpaid domestic and caregiving labor result in earlier physical and emotional exhaustion. Providing an earlier retirement option affirms the State's commitment to gender equality, decent work, and the humane treatment of public servants, consistent with constitutional principles and international labor standards.

From a labor perspective, the measure supports occupational health and safety by preventing prolonged exposure to work conditions that may no longer be sustainable for aging employees. It likewise facilitates workforce renewal, enables knowledge transfer, and opens opportunities for younger workers—particularly women and professionals from underrepresented groups—to enter government service.

To ensure that expanded retirement options do not compromise the long-term viability of the Government Service Insurance System, the bill provides for a one-time offset fund in the amount of Two Hundred Million Pesos (₱200,000,000). This allocation is intended to cushion any potential actuarial impact on the GSIS Social Insurance Fund arising from earlier retirements, thereby balancing enhanced social protection with fiscal prudence.

Notably, this measure is a refiled bill that was approved on Third Reading during the Nineteenth Congress, reflecting prior legislative recognition of the need for a more flexible, equitable, and worker-centered retirement framework.

In advancing this reform, the State affirms that retirement policy is not merely a matter of age and service length, but a critical component of labor protection and gender-responsive governance. By providing government workers with greater choice and dignity at the latter stages of their careers, this bill contributes to a more inclusive, humane, and sustainable public service system. The passage of this bill is earnestly sought.


ANN MATIBAG
First District, Laguna



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 7836

Introduced by REPRESENTATIVE ANN MATIBAG

AN ACT
LOWERING THE OPTIONAL RETIREMENT AGE OF GOVERNMENT WORKERS
FROM SIXTY (60) YEARS TO FIFTY-SIX (56) 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 in 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-SIX (56)** years of age at the time of retirement; and
- (3) [he] is not receiving a monthly pension benefit [from] **DUE TO** permanent total disability.

SEC. 2. One-time Offset Fund. To mitigate any adverse impact on the actuarial life of the Social Insurance Fund of the GSIS arising from the lowering of the optional

retirement age, there is hereby appropriated the amount of Two Hundred Million Pesos (₱200,000,000) as a one-time offset fund.

SEC. 3. *Repealing Clause.* All laws, decrees, orders, rules and regulations, or other issuances or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 4. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,