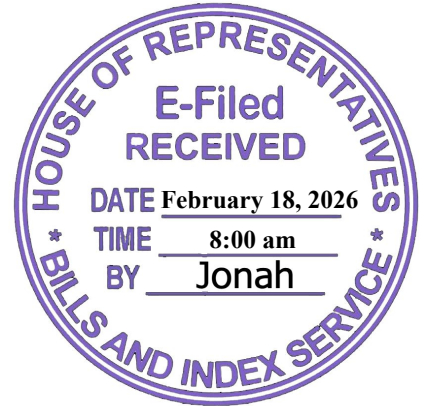




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 7837



Introduced by REPRESENTATIVE ANN MATIBAG

EXPLANATORY NOTE

A significant number of government workers serve the State under non-career appointments, including those on contractual, co-terminus, project-based, or fixed-term arrangements. While these personnel perform essential functions across government agencies, their employment status often prevents them from accumulating the continuous length of service required to qualify for retirement benefits under existing laws. As a result, many non-career government workers reach the end of their working years without adequate retirement security, despite years of meaningful public service.

Republic Act No. 8291, otherwise known as the Government Service Insurance System (GSIS) Act of 1997, requires a minimum of fifteen (15) years of credited service for entitlement to retirement benefits. This requirement, while appropriate for career personnel, has had the unintended effect of excluding non-career employees who, due to the nature of their appointments, are unable to complete the required period of service even though they have consistently contributed to government operations and programs.

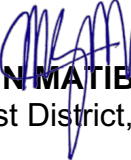
This bill seeks to address this structural inequity by expressly extending GSIS retirement coverage to qualified members in the non-career service. By amending Sections 13(b) and 13-A of Republic Act No. 8291, the measure clarifies that non-career personnel may avail of retirement and other applicable benefits under the GSIS, subject to the conditions provided by law.

Central to this reform is the insertion of a new Section 13-B, which provides non-career members who have not completed the minimum fifteen (15) years of contributions with the option to voluntarily continue paying GSIS premiums. Under this provision, qualified members may pay both the personal and agency share of contributions until they meet the minimum requirement for retirement benefits. To promote affordability and prevent undue financial burden, the bill authorizes the GSIS to allow contributions to be based on a lower salary grade, under reasonable terms and conditions.

This voluntary contribution mechanism recognizes the realities faced by non-career government workers, many of whom experience intermittent employment and income insecurity. It affirms the principle that years of public service—regardless of employment classification—should not result in exclusion from social protection in old age.

This proposed measure is a refiled bill that was approved on Third Reading during the Nineteenth Congress, demonstrating prior legislative acknowledgment of the need to make the government retirement system more inclusive and responsive to changing labor arrangements in the public sector.

Ultimately, this bill advances fairness, dignity, and social justice by ensuring that non-career government workers are afforded a viable pathway to retirement benefits. By strengthening the inclusiveness of the GSIS, the measure reinforces the State's commitment to protecting all government workers who have devoted their labor to public service. The passage of this bill is earnestly sought.


ANN MATIBAG
First District, Laguna



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 7837

AN ACT
PROVIDING AN OPTION FOR QUALIFIED MEMBERS IN THE NON-CAREER SERVICE TO PAY VOLUNTARY CONTRIBUTION TO THE GOVERNMENT SERVICE INSURANCE SYSTEM, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 8291, OTHERWISE KNOWN AS "THE GOVERNMENT SERVICE INSURANCE SYSTEM ACT OF 1997"

Introduced by REPRESENTATIVE ANN MATIBAG

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

SECTION 1. Section 13 (b) of Republic Act (R.A.) No. 8291, otherwise known as "The Government Service Insurance System Act of 1997" is hereby amended to read as follows:

"SEC. 13. Retirement Benefits. -

X X X...

(b) Unless the service is extended by appropriate authorities, retirement shall be compulsory for an employee at sixty-five (65) years of age, with at least fifteen (15) years of service: *Provided, That* [if he] **A MEMBER WHO** has less than fifteen (15) years of service

[, he] may be allowed to continue in the service in accordance with existing civil service rules and regulations[.]: **PROVIDED FURTHER, THAT MEMBERS IN THE NON-CAREER SERVICE, AS DEFINED IN SECTION 9, CHAPTER 2, SUBTITLE A, TITLE I, BOOK V, OF EXECUTIVE ORDER NO. 292, OTHERWISE KNOWN AS THE “ADMINISTRATIVE CODE OF 1987,” MAY AVAIL OF THE RETIREMENT AND OTHER APPLICABLE BENEFITS UNDER THIS ACT, AS PROVIDED IN SECTION 13-B HEREIN.**”

SEC. 2. Section 13-A of RA 8291 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 in paragraph (a) of Section 13 hereof: *Provided*, That **THE MEMBER:**

- (1) [he] has rendered at least fifteen (15) years of service;
- (2) [he] is at least sixty (60) years of age at the time of retirement; and
- (3) [he] is not receiving a monthly pension benefit from permanent total disability”

SEC. 3. A new Section 13-B is hereby inserted to RA 8291, to read as follows:

"SEC. 13-B. OPTION FOR MEMBERS IN THE NON-CAREER SERVICE. - A MEMBER IN THE NON-CAREER SERVICE WHO HAS NOT CONTRIBUTED AT LEAST FIFTEEN (15) YEARS OF PREMIUM SHALL BE ALLOWED TO CONTINUE TO PAY THE FULL PREMIUMS, REPRESENTING THE PERSONAL AND AGENCY SHARE, UNTIL SUCH MEMBER SHALL HAVE COMPLETED THE MINIMUM NUMBER OF YEARS TO QUALIFY FOR RETIREMENT BENEFIT: *PROVIDED, HOWEVER*, THAT THE GSIS SHALL ALLOW A MEMBER TO PAY THE PREMIUM FOR A LOWER SALARY GRADE, UNDER REASONABLE TERMS AND CONDITIONS, TO PROVIDE FLEXIBILITY AND AFFORDABILITY ON THE PART OF THE MEMBER.”

SEC. 4. Nothing herein shall diminish the retirement and separation benefits already enjoyed under the existing laws at the time of retirement.

SEC. 5. Within sixty (60) days after the effectivity of this Act, the GSIS shall promulgate the rules and regulations to implement this Act.

SEC. 6. If any provision of this Act or part hereof is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

SEC. 7. All laws, executive and administrative orders, rules and regulations inconsistent with this Act are hereby repealed or amended accordingly.

SEC. 8. This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,