

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 7892



Introduced by 2nd District of Iloilo Representative
HON. KATHRYN JOYCE F. GORRICETA, M.D.

AN ACT
ENHANCING TRANSPARENCY IN GOVERNMENT HIRING THROUGH
THE MANDATORY ONLINE POSTING OF VACANT POSITIONS IN ALL
GOVERNMENT AGENCIES AND LOCAL GOVERNMENT UNITS,
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7041 OTHERWISE
KNOWN AS THE “PUBLICATION OF EXISTING VACANT POSITIONS IN
GOVERNMENT OFFICES ACT”

EXPLANATORY NOTE

The Constitution provides, under Article II Section 5, the duty of the State to protect life, liberty and property, and under Article XVI Section 9, the obligation to safeguard consumers from deceptive and unfair practices. These principles extend to public sector hiring where transparency and accessibility must guide all recruitment processes to ensure equal opportunity in the civil service.

Republic Act No. 7041, enacted in 1991, requires the regular publication of vacant government positions to promote fairness and efficiency. Its safeguards remain vital, yet its mechanisms were designed for a pre-digital era. Today, the government workforce operates in a radically different information environment. According to the 2024 National ICT Household Survey of the PSA and DICT, 48.8 percent of Philippine households now have internet access compared to only 17.7 percent in 2019. In the National Capital Region, more than 90 percent of individuals aged ten and above own a smartphone, and among the working-age population, online platforms have become the primary source of job information.

Despite this shift, the posting of government vacancies remains uneven across agencies and LGUs. Many jobseekers rely on unofficial social media pages, fragmented announcements or informal networks, which limit access for qualified individuals who lack personal connections to personnel offices. Civil Service Commission monitoring also shows inconsistent compliance with existing publication rules, which undermines equal opportunity and merit-based recruitment.

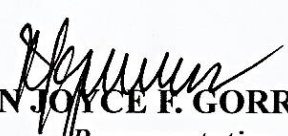
CSC Memorandum Circular No. 14 s. 2018 already integrates online posting through the CSC Bulletin of Vacant Positions Online, yet the lack of a clear statutory mandate prevents uniform adoption of digital transparency practices. This bill addresses that gap by requiring all

government agencies and LGUs to post their vacancies in their official new media platforms such as agency websites, officially recognized social media accounts and the CSC's digital recruitment portals. These digital postings supplement, not replace, the existing requirements of RA 7041 including posting in three conspicuous places and the monthly reporting of vacancies to the CSC.

The bill retains the core duties of Personnel and Administrative Officers, preserves the authority of the Chairman and members of the Civil Service Commission in publishing the nationwide list of vacancies and upholds the rule that no appointment may be processed unless the vacancy has been duly reported and published. The modernization simply strengthens these safeguards by ensuring complete online disclosure of qualification standards, salary grades, application procedures and deadlines. It also improves auditability through required digital archiving.

By enhancing transparency through the mandatory use of official new media platforms, the bill brings public recruitment practices in line with current technological realities. It expands access to employment information for the youth, professionals in remote areas and all Filipinos who depend on digital mediums for job opportunities. Strengthening the visibility of government vacancies supports a more competitive and merit-based civil service and promotes public trust in recruitment processes.

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


KATHRYN JOYCE F. GORRICETA, M.D.

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

SECTION 1. **Short Title.** This Act shall be known as the “*E-Transparency in Government Hiring Act.*”

SEC. 2. **Declaration of Policy.** It is the policy of the State to uphold equal opportunity, promote transparency in public service recruitment and ensure public access to employment information through efficient and modern channels of communication. The State shall strengthen the merit and fitness system by requiring the timely, complete and accessible posting of all government job vacancies in accordance with Civil Service Commission standards.

SEC. 3. **Definition of Terms.** For the purposes of this Act:

- a) Official New Media Platforms refer to digital communication channels officially managed or authorized by a government agency or local government unit including but not limited to official websites, officially recognized social media accounts such as Facebook, X, Instagram or LinkedIn, and digital portals operated or recognized by the Civil Service Commission for the posting of job vacancies.
- b) Digital Bulletin of Vacant Positions refers to the consolidated online list of government job vacancies maintained and updated by the Civil Service Commission.
- c) Government Agency refers to any national government department, bureau, office or instrumentality including government-owned or controlled corporations with original charters.

SEC. 4. Section 2 of Republic Act No. 7041 is hereby amended to read as follows:

“SECTION 2. Duty of Personnel Officers and Mandatory Posting of Vacancies.

It shall be the duty of all Chief Personnel or Administrative Officers of all branches, subdivisions, instrumentalities and agencies of the Government, including government-owned or controlled corporations with original charters and local government units, to post in three (3) conspicuous places in their offices for a period of ten (10) days a complete list of all existing vacant positions in their respective offices which are authorized to be filled, and to transmit a copy of such list and the corresponding qualification standards to the Civil Service Commission not later than the tenth day of every month.

Vacant positions shall not be filled until after publication: Provided, however, That vacant unfilled positions that are:

- a. primarily confidential
- b. policy-determining
- c. highly technical
- d. coterminous with that of the appointing authority
- e. limited to the duration of a particular project shall be excluded from the list required under this Law.

IN ADDITION TO THESE PUBLICATION REQUIREMENTS, ALL AGENCIES AND LOCAL GOVERNMENT UNITS SHALL MANDATORILY POST ALL VACANT POSITIONS, INCLUDING PERMANENT, TEMPORARY, CONTRACTUAL AND CASUAL POSITIONS, IN THEIR OFFICIAL NEW MEDIA PLATFORMS AS DEFINED IN THIS ACT. SUCH DIGITAL POSTING SHALL BE MADE NOT LATER THAN TEN (10) DAYS AFTER THE VACANCY OCCURS AND SHALL REMAIN POSTED FOR A MINIMUM OF TEN (10) CALENDAR DAYS.

DIGITAL POSTING SHALL INCLUDE PUBLICATION THROUGH THE AGENCY'S OFFICIAL WEBSITE, ITS OFFICIALLY RECOGNIZED SOCIAL MEDIA ACCOUNTS AND THE CIVIL SERVICE COMMISSION'S BULLETIN OF VACANT POSITIONS ONLINE OR ANY OTHER OFFICIAL DIGITAL RECRUITMENT PLATFORM RECOGNIZED BY THE CIVIL SERVICE COMMISSION.

ALL DIGITAL POSTINGS SHALL CONTAIN COMPLETE INFORMATION ON THE POSITION TITLE, SALARY GRADE, QUALIFICATION STANDARDS INCLUDING REQUIRED EDUCATION, TRAINING, EXPERIENCE, ELIGIBILITY AND COMPETENCIES, PLACE OF ASSIGNMENT, APPLICATION PROCEDURES, DOCUMENTARY REQUIREMENTS, DEADLINE OF SUBMISSION AND THE CONTACT INFORMATION OF THE HUMAN RESOURCE MANAGEMENT OFFICE OR ITS EQUIVALENT UNIT.

AGENCIES AND LOCAL GOVERNMENT UNITS SHALL ENSURE THAT ALL ONLINE POSTINGS ARE REGULARLY UPDATED AND THAT EXPIRED POSTINGS ARE REMOVED AND ARCHIVED FOR A MINIMUM PERIOD OF ONE (1) YEAR FOR PURPOSES OF AUDIT, VERIFICATION AND COMPLIANCE WITH CIVIL SERVICE COMMISSION AND COMMISSION ON AUDIT REQUIREMENTS.”

SEC. 5. Section 3 of Republic Act No. 7041 is hereby amended to read as follows:

“SECTION 3. Publication of Vacancies.

The Chairman and members of the Civil Service Commission shall publish once every quarter a complete list of all the existing vacant positions in the Government throughout the country, including the qualification standards required for each position and, thereafter, certify under oath to the completion of publication. Copies of such publication shall be sold at cost to the public and distributed free of charge to the various personnel offices of the government where they shall be available for inspection by the public: Provided, That said publication shall be posted by the Chief Personnel or Administrative Officer of all local government units in at least three (3) public and conspicuous places in their respective municipalities and provinces: Provided, further, That any vacant position published therein shall be open to any qualified person who does not necessarily belong to the same office with the vacancy or who occupies a position next in rank to the vacancy: Provided, finally, That the Civil Service Commission shall not act on any appointment to fill up a vacant position unless the same has been reported to and published by the Commission.

IN ADDITION TO THE FOREGOING, THE CIVIL SERVICE COMMISSION SHALL MAINTAIN AND REGULARLY UPDATE A CONSOLIDATED NATIONWIDE DIGITAL BULLETIN OF VACANT GOVERNMENT POSITIONS WHICH SHALL INCLUDE THE QUALIFICATION STANDARDS REQUIRED FOR EACH POSITION. THE DIGITAL BULLETIN SHALL BE ACCESSIBLE TO THE PUBLIC AT ALL TIMES THROUGH THE OFFICIAL CSC WEBSITE AND OTHER OFFICIAL DIGITAL PLATFORMS DESIGNATED BY THE COMMISSION. THE COMMISSION SHALL ENSURE THAT ALL VACANCIES SUBMITTED BY AGENCIES AND LOCAL GOVERNMENT UNITS ARE PROMPTLY INCLUDED IN THE DIGITAL BULLETIN AND SHALL CERTIFY THE COMPLETION AND TIMELINESS OF SUCH DIGITAL PUBLICATION FOR PURPOSES OF AUDIT, COMPLIANCE AND VERIFICATION.”

SEC. 6. *Role of the Department of Information and Communications Technology.* The Department of Information and Communications Technology shall provide technical assistance to government agencies and local government units in the establishment, maintenance and security of their official new media platforms. The DICT shall develop minimum technical standards to ensure the accessibility, authenticity, interoperability and cybersecurity of the digital postings required under this Act. The DICT shall coordinate with the Civil Service Commission to ensure that digital systems used for publication comply with recruitment and transparency standards prescribed by the Commission.

SEC. 7. ***Implementing Rules and Regulations.*** Within ninety (90) days from the effectivity of this Act, the Civil Service Commission in consultation with the Department of Information and Communications Technology shall promulgate the rules and regulations necessary for its implementation.

SEC. 8. ***Separability Clause.*** If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected shall remain in full force and effect.

SEC. 9. ***Repealing Clause.*** All laws, decrees, rules, regulations or parts thereof inconsistent with this Act are repealed or modified accordingly.

SEC. 10. ***Effectivity.*** This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,