



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Manila
Twentieth Congress
First Regular Session
HOUSE BILL NO. 8940



Introduced by **HON. YEVGENY VINCENTE B. EMANO**

AN ACT PROMOTING INCLUSIVE EMPLOYMENT OPPORTUNITIES FOR QUALIFIED SENIOR CITIZENS, MANDATING PUBLIC AND PRIVATE SECTOR PARTICIPATION, PROVIDING INCENTIVES THEREFOR, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The 1987 Constitution declares that the State shall promote social justice in all phases of national development and afford full protection to labor, regardless of age, while ensuring the right of senior citizens to actively participate in society.

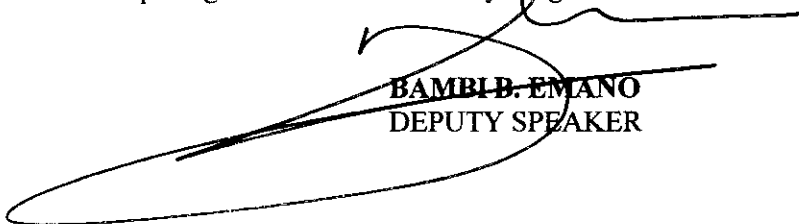
Republic Act No. 9994, otherwise known as the Expanded Senior Citizens Act of 2010, recognizes senior citizens as valuable members of society but does not sufficiently institutionalize structured employment opportunities for seniors who remain able, willing, and qualified to work. Many senior citizens continue to possess relevant skills, institutional knowledge, and work discipline, yet face age-based barriers to employment.

In several localities, including areas within Misamis Oriental, local initiatives have demonstrated that senior citizens can meaningfully contribute to community development, public service delivery, and private enterprise when given appropriate employment support.

This bill seeks to establish a national framework for inclusive, voluntary, and age-appropriate employment for senior citizens through coordinated programs with the Department of Labor and Employment (DOLE), incentives for private employers, and safeguards against exploitation. It complements, rather than duplicates, existing senior citizen welfare and labor laws.

In doing so, the measure promotes dignity, economic security, and active aging, while strengthening the labor force through inclusive employment.

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


BAM B. EMANO
DEPUTY SPEAKER



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

SECTION 1. *Short Title.* - This Act shall be known as the “Inclusive Employment for Senior Citizens Act.”

SECTION 2. *Declaration of Policy.* - It is hereby declared the policy of the State to:

- a) Promote productive and active aging by enabling senior citizens to participate in gainful employment on a voluntary basis;
- b) Prevent age-based discrimination in employment;
- c) Encourage public and private sector participation in creating suitable employment opportunities for senior citizens; and
- d) Ensure that employment of senior citizens is safe, dignified, fairly compensated, and non-exploitative.

SECTION 3. *Definition of Terms* -

As used in this Act:

- a) Senior Citizen refers to any Filipino citizen who is at least sixty (60) years of age.

- b) Qualified Senior Citizen refers to a senior citizen who is physically, mentally, and professionally capable of performing the job applied for, as certified by a licensed physician when necessary.
- c) Inclusive Employment refers to age-appropriate, flexible, voluntary, and non-hazardous work arrangements suited to senior citizens.
- d) Employer refers to any public office, government-owned or controlled corporation, or private enterprise employing workers.

SECTION 4. *Scope of Employment Opportunities.* -

Senior citizens may be employed in, but not limited to, the following areas:

- a) Advisory, consultancy, and mentoring roles;
- b) Administrative and clerical services;
- c) Community-based services and local governance support;
- d) Teaching, training, and skills transfer;
- e) Part-time, seasonal, project-based, or flexible work arrangements; and
- f) Other age-appropriate positions as determined by the Department of Labor and Employment (DOLE).

SECTION 5. *Public Sector Senior Employment Program.* -

All government agencies, including local government units (LGUs), shall:

- a) Identify positions suitable for senior citizens;
- b) Allocate at least one percent (1%) of applicable non-plantilla or contractual positions for qualified senior citizens, subject to civil service rules;
- c) Coordinate with the Public Employment Service Offices (PESOs) for job matching and placement.

SECTION 6. *Private Sector Participation and Incentives.*-

Private employers who hire qualified senior citizens shall be entitled to:

- a) Additional deductions from gross income equivalent to twenty percent (20%) of the total wages paid to senior citizens, subject to existing tax laws;
- b) Priority access to government employment facilitation and training programs; and
- c) Recognition through a Senior-Friendly Employer Certification issued by DOLE.

SECTION 7. *Protection Against Discrimination and Exploitation-*

- a) No employer shall refuse employment solely on the basis of age, provided the senior citizen is qualified.
- b) Senior citizens shall receive wages, benefits, and protections not lower than those prescribed by labor laws.
- c) Employment shall not involve hazardous or physically excessive work unless voluntarily accepted and medically cleared.

SECTION. 8. *Implementing Agency-*

The Department of Labor and Employment (DOLE) shall be the primary implementing agency of this Act, in coordination with:

- a) Department of Social Welfare and Development (DSWD);
- b) National Commission of Senior Citizens (NCSC);
- c) Civil Service Commission (CSC);
- d) Bureau of Internal Revenue (BIR); and
- e) Local Government Units (LGUs).

SECTION. 9. *Implementing Rules and Regulations.* - Within ninety (90) days from the effectivity of this Act, DOLE shall promulgate the necessary rules and regulations for its effective implementation.

SECTION. 10. *Appropriations.*- The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of DOLE. Thereafter, such sums as may be necessary shall be included in the annual General Appropriations Act.

SECTION. 11. *Separability Clause.*- If any part or provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

SECTION. 12. *Repealing Clause.*- All laws, decrees, executive orders, rules, regulations, or parts thereof inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SECTION. 13. *Effectivity.*- This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,