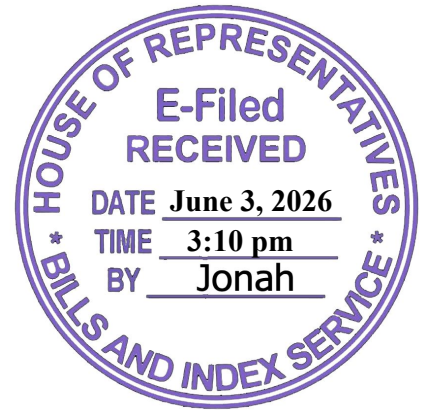


Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9724



Introduced by Representative Kenneth T. Gatchalian

EXPLANATORY NOTE

Across countries, retirement planning reflects a common goal: to preserve one's standard of living after leaving the workforce. It enables retirees to be self-sufficient, ensuring that they have enough resources to maintain their daily needs and maintain financial security.

In the Philippines, government workers receive retirement benefits through the Government Service Insurance System (GSIS), while self-employed individuals, informal sector workers, Overseas Filipino Workers, Non-Working Spouses, and private-sector employees receive them through the Social Security System (SSS).

Currently, eligibility for retirement benefits under the Government Service Insurance System Act of 1997 depends largely on age and years of service – a member must be at least sixty (60) years old, have rendered a minimum of fifteen (15) years of government service, and must not be receiving a monthly disability pension.

This framework effectively requires individuals planning to retire at age 60 to enter government service no later than age 45 and to maintain continuous, qualifying service thereafter. In reality, this pathway is not easily attainable. Many Filipinos spend years securing eligibility through the civil service system and obtaining stable government employment.

As of September 2025, the Government Service Insurance System reports over 2.77 million members and pensioners, yet only a fraction of active members are likely to complete the 15-year requirement and qualify for retirement benefits.

In contrast, the Social Security System adopts a more flexible, contribution-based approach. A member needs at least 120 monthly contributions (equivalent to 10 years) to qualify for a monthly pension, with no requirement of continuous employment. Those who fall short receive a lump sum benefit instead. This allows workers with interrupted or non-linear career paths to still qualify for retirement support.

Given these differences, there is a compelling basis to revisit the current GSIS framework. This bill proposes to reduce the minimum service requirement from fifteen (15) to ten (10) years, aligning it more closely with SSS standards and making retirement benefits more accessible to government workers.

In light of the foregoing, the passage of this measure is respectfully sought.



KENNETH T. GATCHALIAN

Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
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HOUSE BILL NO. 9724

Introduced by Representative Kenneth T. Gatchalian

AN ACT
REDUCING THE MINIMUM SERVICE REQUIREMENT FOR
RETIREMENT BENEFITS UNDER THE GOVERNMENT SERVICE
INSURANCE SYSTEM ACT OF 1997 FROM FIFTEEN (15) YEARS TO TEN
(10) YEARS, AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE
NO. 1146, AS AMENDED

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

1 **SECTION 1.** Section 11 of Presidential Decree No. 1146, as amended by
2 Republic Act No. 8291 is hereby amended to read as follows:

3 (a) A cash payment equivalent to one hundred percent (100%) of his average
4 monthly compensation for each year of service he paid contributions, but
5 not less than Twelve thousand pesos (P12,00) payable upon reaching sixty
6 (60) years of age or upon separation, whichever comes later: Provided,
7 that the member resigns or separates from the service after he has
8 rendered at least three (3) years of service but less than ~~fifteen (15)~~ **TEN**
9 **(10)** years; or

10 (b) A cash payment equivalent to eighteen (18) times his basic monthly
11 pension payable at the time of resignation or separation, plus an old-age

1 pension benefit equal to the basic monthly pension payable monthly for
2 life upon reaching the age of sixty (60): Provided, that the member resigns
3 or separates from the service after he has rendered at least ~~fifteen (15)~~
4 **TEN (10)** years of service and is below sixty (60) years of age at the time
5 of resignation or separation.

6 **SEC. 2.** Section 13 of Presidential Decree No. 1146, as amended by
7 Republic Act No. 8291 is hereby amended to read as follows:
8

9 “SECTION 13. Retirement Benefits. –

10 xxx

11 (b) Unless the service is extended by appropriate authorities, retirement
12 shall be compulsory for an employee at sixty-five (65) years of age
13 with at least ~~fifteen (15)~~ **TEN (10)** years of service, he may be allowed
14 to continue in the service in accordance with existing civil service
15 rules and regulations.”
16

17 **SEC. 3.** Section 13-A of Presidential Decree No. 1146, as amended by
18 Republic Act No. 8291 are hereby amended to read as follows:
19

20 “SECTION 13-A. Conditions for Entitlement. – A member who retires from
21 the service shall be entitled to the retirement benefits in paragraph (a) of Section 13
22 hereof: Provided, That:
23

24 (1) He has rendered at least ~~fifteen (15)~~ **TEN (10)** years of service;
25

26 xxx

27 **SEC. 4.** *Coverage.* – This law shall cover all qualified active members of
28 GSIS from the date of effectivity.

1 **SEC. 5. *Separability Clause.*** – If any provision or part of this Act is held
2 invalid or unconstitutional, the remaining parts or provisions not affected shall
3 remain in full force and effect.

4 **SEC. 6. *Repealing Clause.*** – All laws, executive orders, presidential
5 decrees or issuances, letter of instruction, administrative orders, rules, and
6 regulations as well as local ordinances contrary to or inconsistent with the provisions
7 of this Act are hereby repealed, amended, or modified accordingly.

8 **SEC. 7. *Effectivity.*** - This Act shall take effect fifteen (15) days after
9 publication in the Official Gazette or in two (2) national newspapers of general
10 circulation.

Approved,