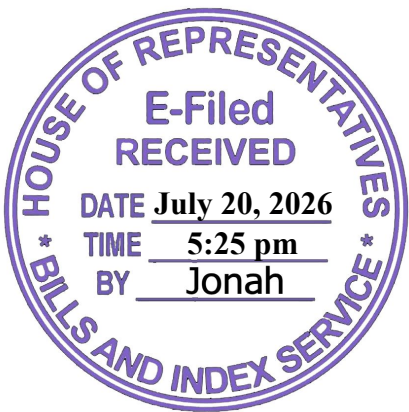


Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS

Second Regular Session

HOUSE BILL NO. 10133



INTRODUCED BY REPRESENTATIVE JURDIN JESUS M. ROMUALDO

Explanatory Note

The Philippines is entering what many describe as its **"Silver Horizon,"** characterized by the steady growth of its senior citizen population brought about by increasing life expectancy and demographic transition. Today, many Filipinos between the ages of sixty-six (66) and seventy-five (75) remain healthy, skilled, and fully capable of contributing meaningfully to nation-building. Despite this, opportunities for continued participation in the workforce remain limited, resulting in the underutilization of invaluable knowledge, experience, and professional expertise.

At the same time, the country's youth continue to face significant challenges in securing meaningful employment, acquiring practical workplace skills, and accessing experienced mentors who can help bridge the gap between education and employment. While the youth possess innovation, technological proficiency, and fresh perspectives, many lack opportunities for guided professional development.

This measure seeks to institutionalize the **Senior and Youth Employment Tandem Program**, a framework that promotes intergenerational collaboration through short-duty employment, consultancy engagements, mentoring arrangements, and knowledge-sharing opportunities. By pairing senior citizens with young workers, the program harnesses the complementary strengths of both generations, creating a more productive, inclusive, and resilient workforce.

Recognizing the unique needs of senior citizens, the bill likewise provides health and transportation support, flexible work arrangements, and other enabling mechanisms to ensure that their continued participation in the workforce remains dignified, accessible, safe, and sustainable.

The proposed measure is expected to generate significant economic benefits, including:

- **Strengthening national productivity** by combining the experience, institutional knowledge, and leadership of senior citizens with the innovation, adaptability, and digital competencies of younger workers.
- **Expanding labor force participation** through flexible employment and consultancy opportunities, thereby increasing household income and contributing to sustained economic growth.
- **Supporting micro, small, and medium enterprises (MSMEs), cooperatives, and local industries** by providing access to seasoned professionals who can offer mentorship, technical expertise, and business guidance.
- **Reducing economic dependency** by enabling senior citizens to supplement their retirement income without jeopardizing existing pension benefits, thereby easing financial pressures on both families and government support systems.

Beyond its economic advantages, the measure also provides meaningful social benefits.

For **senior citizens**, the program:

- promotes continued productivity and financial independence;
- combats social isolation and encourages active community engagement;
- recognizes and values their lifelong experience, skills, and contributions to national development.

For the **youth**, the program:

- provides direct mentorship from seasoned professionals and community leaders;
- enhances employability through practical work experience, skills development, and professional guidance;
- cultivates discipline, leadership, and a deeper appreciation of Filipino values and traditions.

More importantly, this bill serves as a significant investment in strengthening Filipino culture and social cohesion. By fostering meaningful collaboration between generations, it promotes mutual respect, understanding, and solidarity while challenging stereotypes that portray senior citizens as merely dependent members of society or young people as inexperienced and incapable. Through continuous interaction, mentorship, and shared responsibility, both generations become active partners in preserving the nation's cultural heritage, traditional knowledge, and community wisdom.

The proposed tandem employment system likewise reinforces enduring Filipino values such as ***pakikipagkapwa***, ***bayanihan***, respect for elders, volunteerism, and collective responsibility—principles that remain essential in building stronger families, more resilient communities, and a more inclusive nation.

Ultimately, the proposed **Senior and Youth Employment Tandem Program Act of 2026** is more than an employment initiative. It is a strategic investment in human capital, intergenerational cooperation, economic resilience, and cultural continuity. It empowers senior citizens to remain productive and financially secure, equips young Filipinos with practical skills and lifelong mentors, and strengthens the bonds that unite generations in the shared pursuit of national development.

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

JURDIN JESUS M. ROMUALDO



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AN ACT
PROMOTING THE RE-EMPLOYMENT OF SENIOR RETIREES AGED SIXTY-SIX (66)
TO SEVENTY-FIVE (75) YEARS OLD THROUGH CONSULTANCY, SHORT-DUTY
ENGAGEMENTS, AND YOUTH–SENIOR TANDEM EMPLOYMENT, PROVIDING
HEALTH AND TRANSPORTATION INCENTIVES, AND FOR OTHER PURPOSES

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 Senior and Youth Tandem Employment Program”.

This Act shall be known as the “*Senior Employment and Youth–Senior Tandem Act of 2026.*”

SEC. 2. Declaration of Policy. - It is the policy of the State to promote productive ageing, intergenerational learning, and inclusive employment opportunities for senior retirees aged sixty-six (66) to seventy-five (75). The State shall ensure that seniors remain active contributors to society while receiving adequate health and transportation support.

The Youth as the future of the country be given opportunities to partner with experienced and learned senior individuals in employment activities that will mold their values further and allow both individuals a new synergy of sharing knowledge and new information in the work place.

SEC. 3. Definition of Terms. – The following terms are defined, as follows:

- a. **Senior Retiree** – Filipino citizen aged 66–75, retired but physically and mentally fit for work.
- b. **Youth–Senior Tandem** – A structured employment arrangement pairing a senior retiree with a youth worker (18–30 years old) for mutual skills transfer and shared duties.
- c. **Short-Duty Employment** – Project-based or part-time work not exceeding one hundred twenty (120) days per year.

d. **Consultancy Engagement** – Advisory or technical service contracts not exceeding twelve (12) months.

SEC. 4. Coverage. - This Act shall apply to all government agencies including Local Government Units (LGUs), Government-Owned and Controlled Corporations (GOCCs), and private enterprises operating in the Philippines.

SEC. 5. Employment Modalities. – The modalities that are applicable under this Act are:

1. Consultancy Contracts – Seniors may be hired for advisory and technical roles.
2. Short-Duty Assignments – Seniors may serve as mentors, trainers, or project specialists.
3. Youth–Senior Tandem Employment – Seniors paired with youth workers for joint contracts, ensuring intergenerational learning.
 - Seniors transfer traditional skills and experience.
 - Youth provide digital literacy, modern tools, and physical support.

SEC. 6. Program Standards and Safeguards. - All employment, consultancy, short-duty, and youth-senior tandem arrangements under this Act shall be voluntary, decent, safe, and suited to the age, health, capacity, and skills of the senior retiree and the youth participant however during the implementation of this program, no participants shall be considered and hired as a regular employee.

The **Technical Education and Skills Development Authority (TESDA)** in coordination with the **National Commission of Senior Citizens (NCSC)** and **National Youth Commission (NYC)** shall formulate a new short skills training program or the participants under this Act. The duration of the skills training shall not be more than fifteen (15) hours including but not limited to values formation, social conduct, digital literacy, entrepreneurship, and community service skills.

All participating employers whether from the public or private sector shall comply with the existing laws and policies on occupational safety and health standards.

Participation employers shall adopt a tandem work and learning plan arrangement with clear stipulations as to type of work and working hours.

Any arising issues and complaints in the implementation of this Act shall be addressed by NCSC, NYC, and DOLE.

SEC. 7. Accreditation of Private Employers. - The DOLE, in coordination with the NCSC, National Youth Commission (NYC), Technical Education and Skills Development Authority (TESDA), and LGUs, shall establish simple accreditation guidelines for private employers participating in the Program.

1 Accreditation shall require proof that the employer can provide safe work conditions,
2 reasonable working hours, mentoring arrangements, and basic health and accessibility
3 support for the program participants.

4 **SEC. 8. Incentives for Employers.** - Participating employers from the private sector
5 shall receive a five percent **(5%) tax credits** in their annual income tax returns. In addition,
6 employers providing health and transportation benefits shall be eligible for **priority**
7 **accreditation** under Department of Labor and Employment (DOLE) and National
8 Commission of Senior Citizens (NCSC) programs.

9 Seniors under this Act and not yet enrolled in the Philhealth System shall be enrolled
10 automatically to ensure that they can avail of its benefits.

11 Employers from both Private and Public Sectors shall cover the annual medical
12 check-ups of participating seniors and shall provide transportation allowance equivalent
13 to Php150.00 per day of actual service.

14 **SEC. 9. Government Participation.** - All national agencies and LGUs shall allocate
15 **a reasonable percentage** of consultancy and short-duty positions to qualified senior
16 retirees, with priority given to tandem employment arrangements.

17 **For job matching and implementation of this program LGUs** through their Public
18 Employment Service Offices, Offices for Senior Citizens Affairs, Local Social Welfare
19 Development Offices, Youth Affairs Office, and such other appropriate offices, shall assist
20 in identifying qualified senior retirees and youth participants for the Program.

21 The DOLE, NCSC, NYC, TESDA, and LGUs shall develop a simple referral and job-
22 matching system to match senior retirees and youth participants with suitable
23 consultancy, short-duty, training, mentoring, and tandem employment opportunities.

24 Priority shall be given to indigent senior citizens who are still fit and. For the youth
25 sector participants, priority shall be given to out-of-school youth, unemployed, persons
26 with disabilities, youth from low-income households who has signified to participate in this
27 Program.

28 **SEC. 10. Funding.** – Funding requirement for this Program shall be incorporated in
29 the annual budget of the NCSC, NYC, and TESDA.

30 **SEC. 11. Monitoring and Evaluation.** - The NCSC shall submit an annual report to
31 the Speaker of the House of Representatives, the Chairperson of the Committee on
32 Appropriations, the Senate of the Philippines, the Chairperson of the Committee on
33 Finance, and to the Office of the President, with the following data:

- 34 ● Number of seniors employed,
- 35 ● Youth–Senior tandem contracts executed,

- 1 • Health and transport benefits provided,
- 2 • Economic and social impact.

3 **SEC.12. Implementing Rules and Regulations (IRR).** - Within sixty (60) days from
4 effectivity, the NCSC, NYC, DOLE, and TESDA shall issue IRR for the effective
5 implementation of this Act.

6 **SEC.13. Separability Clause.** - If any provision of this Act is declared
7 unconstitutional, the remaining provisions shall remain in full force and effect.

8 **SEC. 14. Repealing Clause.** - All laws inconsistent with this Act are hereby repealed
9 or modified accordingly.

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

12 ***Approved.***