

**NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)**



'22 JUL -7 P 6 :01

SENATE
S.B. No. 234

RECEIVED BY: _____

INTRODUCED BY SENATOR ROBINHOOD PADILLA

**AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY UNDER CERTAIN CONDITIONS TO
GOVERNMENT EMPLOYEES APPOINTED UNDER CASUAL OR CONTRACTUAL
STATUS IN THE CAREER SERVICE WHO HAVE RENDERED FIVE (5) YEARS
OF SERVICE, AMENDING REPUBLIC ACT NO. 8650, AND FOR OTHER
PURPOSES**

EXPLANATORY NOTE

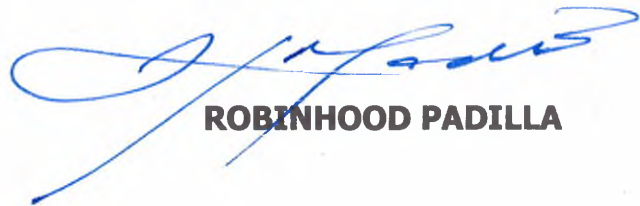
The issue of the prohibition of the practice of labor contractualization or end-of-contract, better known as 'endo', in both the public and private sectors has been highly debated and publicized. For the longest time, the government has gained notoriety for denying its employees opportunities to be regularized. According to the 2017 data from the Civil Service Commission (CSC), 660,390 government employees were under "job order" or "contract of service" status. This figure represents 27% of the 2.4 million government employees at that time. That said, most of our casual or contractual government employees cannot seek regular employment because they are not civil service eligible.

The 1987 Constitution does not make a qualification on the entitlement to the protection of the State in compliance with its mandate to protect the security of tenure of all employees. In protecting the right of government employees to the security of tenure, this bill aims to grant civil service eligibility to casual or contractual employees who have rendered at least five (5) years of service to the Philippine government to allow the availment of regular employment opportunities and their full entitlements, as prescribed by law.

For some time now, the Civil Service Commission has been authorized by special laws, regulations, and orders to grant various eligibility to qualified individuals. These are Bar/Board Eligibility (RA 1080), Barangay Health Worker Eligibility (RA 7883), Barangay Nutrition Scholar Eligibility (PF1569), Barangay Official Eligibility (RA 7160), Electronic Data Processing Specialist Eligibility (CSC Res. 90-083), Foreign School Honor Graduate Eligibility (CSC Res. 1302714), Honor Graduate Eligibility (PD 907), Sanggunian Member Eligibility (RA 10156), Scientific and Technological Specialist Eligibility (PD 997), Skills Eligibility - Category II (CSC MC 11, s. 1996 as Amended), and Veteran Preference Rating (EO 132/790).

It is high time that we grant eligibility to our committed casual or contractual employees of the government in order to open opportunities for higher salaried positions, boost their morale and keep them motivated, and enhance their productivity to the benefit of the public.

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



ROBINHOOD PADILLA

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

1 **Section 1.** – This Act shall cover any government employee who may be in a
2 casual or contractual employment status, occupying first level career civil service
3 positions in the clerical, trades, and custodial service involving non-professional or
4 sub-professional work in a non-supervisory or supervisory capacity.
5

6 **Section 2.** – All government employees mentioned in the previous section shall
7 be granted civil service eligibility provided that the said employee:
8

- 9 (1) Has failed to pass at least three (3) Sub-Professional Career Service
10 Examination administered by the Civil Service Commission (CSC);
11
12 (2) Has rendered at least five (5) years of government service;
13
14 (3) Was issued a certificate of no pending administrative case; and
15
16 (4) Has not been convicted by final judgment of an offense or crime involving
17 moral turpitude, or disgraceful or immoral conduct, dishonesty,
18 examination irregularity, drunkenness, or addiction to drugs; have not
19 been dishonorably discharged from military service or dismissed for cause
20 from any civilian position in the government.
21

1 **Section 3.** – This Act shall apply retroactively to all government employees
2 qualified under Section 2 of this Act.

3
4 **Section 4.** – The CSC shall promulgate the Implementing Rules and Regulations
5 within ninety (90) days from the effectivity of this Act.

6
7 **Section 5.** – This Act hereby amends Republic Act No. 8650. All other laws,
8 decrees, executive orders, proclamations, rules and regulations, or parts thereof,
9 inconsistent with the provisions of this Act are also hereby amended or repealed
10 accordingly.

11
12 **Section 6.** – This Act shall take effect fifteen (15) days after its publication in
13 the Official Gazette or in a newspaper of general circulation.

Approved,