

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

Seventeenth Congress  
First Regular Session

HOUSE BILL NO. **3335**

HOUSE OF REPRESENTATIVES

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Introduced by Representative Victoria Isabel G. Noel

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### EXPLANATORY NOTE

This bill seeks to make the Government a partner in honing the entrepreneurial skills of its employees to prepare them for better economic opportunities after working with government.

It is the intention of this bill to provide an alternative for employees who opt to retire from the government to venture into entrepreneurial activities and in particular, to provide the necessary post-service assistance to its retiring employees.

This bill was approved on 3<sup>rd</sup> reading in the previous Congress but did not pass into law due to lack of material time. The immediate passage of this bill is earnestly sought.

  
VICTORIA ISABEL G. NOEL

Republic of the Philippines  
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HOUSE BILL NO. **3335**

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AN ACT PROMOTING THE DEVELOPMENT OF ENTREPRENEURSHIP  
SKILLS AMONG GOVERNMENT EMPLOYEES TO INSPIRE  
INNOVATIVENESS AND TO ENSURE THEIR PRODUCTIVITY EVEN  
BEYOND GOVERNMENT SERVICE

*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 “Government Employees’ Entrepreneurship Development Act”.

SEC. 2. *Declaration of Policy.* - It shall be the priority of the State to enhance the human and intellectual capital of the government and to ensure a healthy and productive life for government employees after they shall have been retired from public service. The State shall afford post-service assistance to allow retirees to further discover, evaluate and exploit ideas and opportunities which may be translated into business ventures.

SEC. 3. *Objectives.* – This Act aims to:

- (a) Ensure the continuous flow of innovative and development-oriented government programs and projects for entrepreneurial development; and
- (b) Ensure the creative utilization of highly competitive and resourceful government employees whether in service or post-service.

SEC. 4. *Establishment of Entrepreneurial Training Programs.* – All government offices and agencies shall prepare a post-service Government Service Entrepreneurship Development Program (GSEDP) for their employees based on guidelines prescribed by the Civil Service Commission (CSC). The GSEDP shall be designed in such a manner as to help employees learn what they need to know to develop ideas and actualize them into successful businesses and how to increase entrepreneurial opportunities in their respective municipalities, provinces and regions.

The GSEDP shall introduce employees to technology transfer systems, entrepreneurial educational programs and entrepreneurial networks.

*SEC. 5. Establishment of Cooperatives and Savings and Loan Associations.* – All government agencies shall promote and support the establishment of cooperatives with the assistance of the Cooperative Development Authority (CDA) and of savings and loans associations, by recognizing, protecting and upholding the rights of employees to organize cooperatives and savings and loan associations in their respective offices to generate financial resources and develop employees' entrepreneurial skills. Cooperatives and savings and loan associations shall be encouraged to retain the membership of employees even after retirement from public service. Government employees' cooperatives shall be given preferential rights to operate revenue-generating activities in available government-owned sites and facilities: *Provided*, That these activities shall not interfere with the performance of the employees' regular duties and functions.

*SEC. 6. Networking with Government Financial Institutions.* - The heads of all government agencies, including government-owned and controlled corporations concerned, shall coordinate with existing government financial institutions (GFIs) to provide sources of financing for the entrepreneurial projects of its employees. Experts from the GFIs shall be called upon to conduct lectures, workshops and live case studies of successful entrepreneurs. Participants shall be taught to identify and evaluate opportunities for new ventures and to understand how the capital investment process works. All GFIs shall set aside funds for this purpose.

*SEC. 7. Creating of a Coordinating Council on Government Employees' Entrepreneurship Development Program.* – A Coordinating Council on Government Employees' Entrepreneurship Development Program, hereinafter referred to as the Council, is hereby created which shall be headed by the Chairperson of the CSC and composed of but not limited to the heads of office of the following:

- (a) The Department of Trade and Industry (DTI);
- (b) The Department of Budget and Management (DBM);
- (c) The Commission on Audit (COA);
- (d) The Government Service Insurance System (GSIS);
- (e) The Cooperative Development Authority (CDA);
- (f) The Technical Education and Skills Development Authority (TEDSA);
- (g) The Technology and Livelihood Resource Center (TLRC);
- (h) The Bureau of Small and Medium Enterprise Development; and
- (i) Four (4) representatives from the public sector unions representing the four (4) subsectors, namely:
  - a. The national government;
  - b. The local government units;
  - c. The government-owned and controlled corporations; and
  - d. The state universities and colleges.

The Council shall be tasked to prepare a comprehensive plan to develop entrepreneurial capabilities, managerial expertise, financial planning and technical skills and fund sources, as well as to monitor the implementation of the program.

*SEC. 8. Post-service Assistance.* – All government agencies shall extend post-service assistance to their respective retirees and shall include this as part of their

human resources development plan. They shall develop a post-service assistance program to backstop aspiring entrepreneurs in the development and implementation of their ideas. The program shall cover the entire gamut of the venture creation process from idea generation to building viable business, with emphasis on the nurturing roles of the GFIs, and highlighting successful entrepreneurs as models.

SEC. 9. *Implementing Rules and Regulations.* – The CSC, in coordination with the members of the Council, shall promulgate the rules and regulations needed to implement the provisions of this Act within thirty (30) days after it's effectivity.

SEC. 10. *Separability Clause.* – If any section or provision of this Act shall be declared invalid or unconstitutional, such shall not invalidate any other section or provision of this Act.

SEC. 11. *Repealing Clause.* – All laws, presidential decrees, executive orders and other executive issuances or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 12. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any newspaper of general circulation.

Approved,