

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 4320



Introduced by Rep. **BERNADETTE "BH" HERRERA-DY**

AN ACT

**GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT EMPLOYEES, GRANTING
CONDITIONS, WHOSE STATUS OF APPOINTMENT IS EITHER CASUAL OR
CONTRACTUAL AND WHO HAVE RENDERED A TOTAL OF FIVE (5) YEARS OF
EFFICIENT SERVICE**

EXPLANATORY NOTE

As of the last count in 2010, the government is the biggest employer of the country with approximately 1.4 million civil servants. As many as 120, 000 state workers are said to be contractual employees, and in some agencies such as Department of Transportation, as much as 40% -- almost half of the Department's 6, 948 personnel -- remain to be temporary, contractual or 'job order' workers.

If the current government's thrust is to end contractualization, or "Endo" in the private sector, so too should it regularize government workers who suffer the same fate. Granting regular status will serve as an incentive towards more productive work, investing in one's job, and taking on a longer-term view at one's career advancement. Considering the services they extend in all government offices vis-à-vis the insufficient benefits and privileges accorded the casual and contractual employees, the government should grant these dedicated employees who have rendered efficient service in the bureaucracy an opportunity to obtain their civil service eligibility.

This bill will mandate that all incumbent government employees, as of the approval of this Act, who are holding casual or contractual positions in the first and second levels and who have rendered continuous service for the last five (5) years shall be granted civil service eligibility of the Civil Service Commission, provided, however, that they shall not be entitled to any promotion unless they obtain the appropriate eligibility requirement for that position.

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


BERNADETTE HERRERA-DY

