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House approves bill ending 'endo' employment

By BEN R. ROSARIO

The House of Representatives has approved on third and final reading a bill outlawing the practice of labor-only contracting and subcontracting and the so-called "endo," a hiring practice that has denied millions of workers job security.

With 203 affirmative votes and seven negative votes, House Bill 6908 was finally passed 15 years after the measure was first filed in the Lower Chamber.

Makabayan lawmakers thumbed down the measure as they protested its alleged limited reach.

Anakpawis Partylist Rep. Ariel Casilao assailed HB 6908 for failing to fully ban job contracting and instead declares the prac-

ice as a "fact of life."

Leyte Rep. Vicente Veloso, a principal proponent of the bill and a retired Court of Appeals justice, explained that banning all forms of contractualization is in violation of Section 3, Article XIII of the 1987 Constitution, which recognizes the rights of both employees and employers.

Veloso and other authors of the measure said the bill puts an end to the "endo" practice that has denied Filipino workers regularization in work and the benefits that come with it.

House Bill 6908 consolidated 26 different legislative proposals aimed at strengthening security of tenure, won a viva voce voting for second reading approval on Tuesday night.

Cagayan Rep. Randolph Ting, chairman of the House Committee on Labor and Employment, said the bill is part of the legislative wish list of the Duterte administration.

HB 6908 strictly bans the said practice by prohibiting employment agencies from providing companies, manufacturers and other business workers for contractual employment.

Under the bill, private sector employee hired for an indefinite period would be considered regular as a general rule, once the probationary period covering the first six months at most is over.

To realize this provision, congressmen deleted the Labor Code's current conditions

in deeming an employee regular, such as if the employees' services are necessary to the business.

Fixed-term employment would be prohibited, except in cases of overseas workers, temporary relievers, seasonal workers and project employees.

* CONTRACTUALIZATION
* HOUSE BILL (6908)