



Senior Citizen Employees: Rediscovering Life at Work



Participants flash the "C" sign showing that they are embracing senior citizenship.

Who says there is no more life for the older workforce in the office?

Based on the labor force statistics of the Department of the Interior and Local Government (DILG) Central Office, 4.62 % of the employees are senior citizens. This elderly population is still productive if only their needs and concerns are addressed properly.

Good thing, the Department through its Human Resource Management Division – Administrative Service (HRMD-AS) has recently conducted a focus group discussion for its senior citizen employees to tackle their issues at work and come up with a list of program and activities that will help seniors at the workplace.

During the FGD, nine (9) proposals were raised for the benefit of the senior citizen employees:

1. Wellness activity to be conducted on the third week of June;
2. Livelihood training programs to prepare the senior citizens for their retirement;
3. Learning sessions on "How to Use/Invest Your Retirement Benefits" to guide them in the efficient use of their retirement benefits;
4. Medical/Health Care coverage on top of PhilHealth;
5. Counseling sessions for their emotional well-being;
6. Sports clinic to serve as the senior citizens' health club;

7. Special Flexi-time between 7:30-9:00AM and between 4:30-6:00PM;

8. Cash gift amounting to P1,000 per year of service; and

9. Facilitation of retirement claims to avoid the delay of release of their retirement claims.

According to FGD facilitator Ms. Jenny Nuyda, the said proposals are subject to further study by the Department for inclusion in its Human Resource Development Program for Senior Citizens subject to prevailing auditing, accounting, and budgeting rules and regulations.

Republic Act 9994 otherwise known as the Expanded Senior Citizens Act of 2010 mandates that "all agencies of the government shall formulate plans, programs and projects intended to address the concerns of senior citizens...xxx in so far as it relates to their mandated functions, and integrate the same in their regular activities."

Moreover, at least 1% of an agency's budget should be allotted to the older workforce as part of the General Appropriations Act (GAA) every year. In that case, they will be able to map out the issues concerning their senior citizen employees and eventually provide fund for the implementation of their activities.

"Maganda na nabigyan kaming senior citizens ng ganitong pagkakataon na kahit malapit na kaming umalis, binibigyan pa rin kami ng attention. Sa ganitong paraan, hindi kami naa-out of place," Ms. Marilou S. Ovilla, one of the participants, said.

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