

# [ PRESIDENTIAL DECREE NO. 1502, June 11, 1978 ]

## **PROVIDING FOR INCENTIVES AND ADMINISTRATIVE REFORM TO PROMOTE EFFICIENCY AND PRODUCTIVITY OF SCIENTIFIC AND TECHNOLOGICAL RESEARCH.**

**WHEREAS**, the Government has set among its goals the self-sufficiency of the country in its food requirements and the full development of its scientific resources;

**WHEREAS**, through research in agriculture, natural resources, industry, science and technology, the means to achieve these goals could be best identified;

**WHEREAS**, it is necessary that research in agriculture, natural resources, industry, science and technology, be afforded utmost encouragement and divorced from restraints; and

**WHEREAS**, the more of scientific and technological research underscore the urgent need for administrative reforms and a system of incentives that will stimulate the country's scientists and technologists towards more creative, fruitful and satisfying research activities and thereby accelerate the attainment of self-sufficiency of the country's food requirements and the full development of its industrial potential.

**NOW, THEREFORE, I, FERDINAND E. MARCOS**, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and decree:

**SECTION 1.** *Hiring of retired scientists and technical personnel.* An employee retired under any existing law who, in the judgment of either the governing board of a research agency or the research agency head, possesses technical qualifications and the capability to undertake specific scientific research activities, may be hired on contract basis without refunding the unexpired portion of the gratuity and accumulated leave benefits received by him from the government.

**SEC. 2.** *Hiring through contract of other research project personnel.* For purposes of undertaking scientific and technological research activities that are by nature highly technical and essentially temporary, other qualified persons may be hired on contract basis for assignment in research projects.

**SEC. 3.** *Exemption from Civil Service rule on nepotism.* The appointment of research personnel to positions of research assistant and upwards shall not be covered by the civil service rule on nepotism in consideration of the highly technical nature of these positions.

**SEC. 4.** *Sabbatical leave privilege of scientists.* Any scientist, who in the judgment of the governing board of a research agency is entitled to sabbatical leave, may be granted such leave upon application under the terms and conditions that may be promulgated by the governing board.

**SEC. 5.** *Honoraria of researchers, technical and support personnel.* Honoraria of researchers, technical, and support personnel whose assistance may be sought by the Philippine Council for Agriculture and Resources Research (PCARR) or whose services are engaged in research projects monitored and or supervised by the PCARR or the National Science Development Board, shall not be pegged to the basic