


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

'22 NOV 23 A11 :07

SENATE
S. No. 1528

RECEIVED BY: _____



Introduced by Senator MARK A. VILLAR

AN ACT
PROVIDING 13th MONTH PAY TO GOVERNMENT CONTRACTUAL AND JOB
ORDER PERSONNEL

EXPLANATORY NOTE

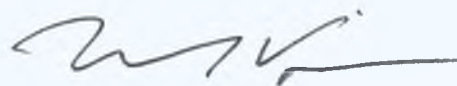
Contractual workers (COS) and job order (JO) personnel play a vital role in government service. They fulfill their duties diligently and passionately comparable to permanent government employees. Notwithstanding, they are not entitled to mid-year and year-end bonuses, such as the 13th-month pay, among other benefits.

As of June 2022, there are 642,000 non-permanent government workers with around 493,900 under job order contracts and the remaining 148,100 on a contractual basis, government data showed. The majority of these job order and contractual workers come from low-income families that struggle to meet their daily basic needs.

In light of the persistent rise in the inflation rate, which has led to an extraordinary increase in the prices of food, fuel, and other commodities, Filipino workers, including contractual and job order personnel of the government, face greater hardships in their daily lives. In addition, as contractual and job order personnel, they lack tenure security. Consequently, they will always be subject to uncertainty in their source of income. In relation thereto, Joint Circular No. 2, s. 2022 dated November 10, 2022, of the Commission on Audit (COA) and Department of Budget and Management (DBM), was released extending the services of COS/JO workers until December 31, 2024.

In the meantime that there are contractual and job order personnel, this bill aims to assist said workers with their everyday living expenses while at the same time uplifting their spirits by providing them a well-deserved reward during the Christmas season.

Thus, immediate approval of this bill is earnestly sought.



MARK A. VILLAR

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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

1 Section 1. *Short Title.* — This Act shall be known as the "13th Month Pay Law
2 for Contractual and Job Order Personnel."

3 *Sec. 2. Declaration of Policy.* — The State affirms labor as a primary and social
4 economic force. It shall protect the rights of workers and promote their welfare,
5 regardless of their status of employment.

6 *Sec. 3. Coverage.* — This Act shall cover all government employees, regardless
7 of their employment status, contractual or job order personnel, provided that they
8 have completed at least one contract (minimum of three months) with the
9 government before July 1 of the current fiscal year, prior to the granting of the 13th-
10 month pay.

11 *Sec. 4. Mandatory Payment of 13th Month Pay.* — All government employees
12 regardless of their employment status, contractual or job order personnel, shall be
13 entitled to 13th month pay every year.

14 *Sec. 5. Minimum Amount.* — The minimum amount of the 13th-month pay for
15 contractual and job order personnel shall not be less than one-half of the monthly
16 salary by the employee based on his/her current contract with the government.

1 Sec. 6. *Implementing Rules.* – Within sixty days from the enactment of this
2 law, the Department of Budget and Management (DBM) shall promulgate the
3 guidelines for this Act.

4 Sec. 7. *Separability Clause.* – If any provision of this Act is declared invalid or
5 unconstitutional, the other provisions hereof which are not affected thereby shall
6 continue to be in full force and effect.

7 Sec. 8. *Repealing Clause.* – All laws, decrees, executive orders, letters of
8 instructions, proclamations, rules and regulations, or parts thereof inconsistent with
9 this Act shall be deemed notified, amended, or repealed accordingly.

10 Sec. 9. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
11 complete publication in the *Official Gazette* or a newspaper of general circulation.

Approved,