

SENATE SECRETARY  
6 14 2011

**FOURTEENTH CONGRESS OF THE REPUBLIC )**  
**OF THE PHILIPPINES )**  
**First Regular Session )**

**SENATE**

RECEIVED BY: 

**S. No. 2140**

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**Introduced by SENATOR GREGORIO B. HONASAN II**

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**EXPLANATORY NOTE**

Article XIII, Section 3 of the 1987 Constitution affirms that, "The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment opportunities for all. It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage. xxx" Consistent with this constitutional mandate, it is the duty of Congress to provide for a wage that could sustain the basic standards of living necessary for the health, efficiency and general well-being of the worker and his/her family.

However, the current wages of workers in government service are hardly sufficient to make both ends meet. The basic pay of a government worker could be as low as Five thousand five hundred ninety pesos (Php5, 590.00) per month. The 2006 study of the IBON Foundation showed that the cost of living for a family of five in the National Capital Region (NCR) is around Seventeen thousand two hundred thirty six pesos (Php17, 236.00) a month or around Five hundred seventy-five pesos (Php575.00) a day. This is an appalling reality considering that the workers in the public sector are responsible for the daily operations of the National Government.

The unabated increase in the prices of petroleum products which contribute to the continuing escalation of prices of the basic commodities and the multiple tax liabilities the worker has to pay have substantially diminished his purchasing power. These economic realities have left the poor worker even more impoverished.

This bill proposes a Three Thousand Pesos (Php 3,000.00) across-the-board increase in the monthly wage and salary rates of employees in the public sector. Although this amount would not fully cover the increase in the cost of daily living, it would certainly augment the income of the worker to support the basic needs of his/her family.


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

  
**GREGORIO B. HONASAN II**  
Senator

**FOURTEENTH CONGRESS OF THE REPUBLIC )  
OF THE PHILIPPINES )  
First Regular Session )**

B. MAR 25, 2008

**SENATE**

RECEIVED BY: 

**S. No. 2140**

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**Introduced by SENATOR GREGORIO B. HONASAN II**

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**AN ACT  
PROVIDING FOR A THREE THOUSAND PESOS (P3, 000.00) ACROSS-THE-BOARD INCREASE IN THE MONTHLY WAGE AND SALARY RATES OF EMPLOYEES IN THE PUBLIC SECTOR AND FOR OTHER PURPOSES**

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

**SECTION 1. Short Title** – This Act shall be known as the “Public Sector Workers’ Across-the-Board Increase Compensation Act of 2008”.

**Sec. 2. Declaration of policy** – It is hereby declared the policy of the State to help augment government personnel income in times of economic difficulties, guarantee employee’s right to a living wage, promote social justice, ensure prosperity and free people from poverty through policies that provide for a decent and humane standard of living and improved quality of life for all.

**Sec. 3. Coverage** – In line with the declared policy under this Act, an across-the-board monthly salary increase of Three Thousand Pesos (P3, 000.00) shall be granted to all employees, whether permanent, temporary, emergency, contractual or casual of the National Government, its agencies and instrumentalities including the Local Government Units (LGUs).

**Sec. 4. Funding Source** – The amount needed to implement this Act with respect to the National Government shall be charged to the appropriations set aside for the purpose in the 2009 General Appropriations Act and to the savings generated by

the different departments, bureaus, offices, and agencies. Hereafter, such amounts as are needed shall be included in the annual General Appropriations Act.

For Government-Owned-and-Controlled-Corporations, the amount shall come from their respective corporate funds.

For LGUs, the amount shall be charged against their respective funds. The Department of Budget and Management shall allocate sufficient funds to LGUs especially those cities and municipalities classified as third class and below that lack sufficient funds to implement this Act.

**Sec. 5. Implementing guidelines** – The Department of Budget and Management shall, within sixty (60) days after its approval, prepare and issue the necessary guidelines to carry out the provisions of this Act.

**Sec. 6. Separability Clause** – If any provision or part of this Act or the application thereof to any person or circumstance shall be declared invalid or unconstitutional, the remainder of this Act or the application of such provision or part thereof to other persons or circumstances shall not be affected thereby.

**Sec. 7. Repealing Clause** – All laws, decrees, orders, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

**Sec. 8. Effectivity** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,