

FIFTEENTH CONGRESS OF THE

REPUBLIC OF THE PHILIPPINES

Second Regular Session

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11 JUL -5 P5:57

S E N A T E

RECEDITED BY: G

P. S. Res. No. **529**

INTRODUCED BY SENATOR VILLAR

RESOLUTION

URGING THE COMMITTEE ON LABOR, EMPLOYMENT AND HUMAN RESOURCES DEVELOPMENT AND OTHER APPROPRIATE COMMITTEES TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE FEASIBILITY OF IMPLEMENTING A P125 ACROSS-THE-BOARD WAGE HIKE AND TO BE ABLE TO FORMULATE ALTERNATIVE MEANS TO UPLIFT THE STANDARD OF LIVING OF THE FILIPINO WORKER

Whereas, Section 18 Article II of the 1987 Constitution states that, "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare.";

Whereas, Section 3 of Article XIII of the 1987 Constitution provides that:

"The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of 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. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law."

x x x ;;

Whereas, the last wage increase of P22 took effect on July 1, 2010 by virtue of Work Order No. NCR-15¹;

Whereas, based on the computation of the Trade Union Congress of the Philippines (TUCP) and the Associated Labor Unions (ALU), the workers lost purchasing power because of the 4.4% inflation rate that occurred from December 2010 to March 2011²;

² "P13 wage hike 'inhuman', unions say" by Erika Villanueva, Inquirer Net, May 6, 2011

¹ http://www.pnoynews.com/2011/05/cost-of-living-allowance-cola-table.html

Whereas, according to labor groups, a P125 across-the-board wage hike will help workers who are suffering from inflation and hard economic times due to the global financial crises³;

Whereas, other alternatives such as, but not limited to: benefits in lieu of wage, basic income system, guaranteed minimum income, tax credits and improved living wage should be studied and explored in order to benefit the workers;

Whereas, the State, consistent with its policy on labor and its sworn duty to protect the workers, should look into the possibility of increasing the minimum wage with utmost care so that low-skilled workers are not forced out of the labor market when labor cost increases for employers, and at the same time explore other alternatives to wage which benefits would redound also to the Filipino worker;

NOW THEREFORE BE IT RESOLVED, as it is hereby resolved, to urge the Committee on Labor, Employment and Human Resources Development and other appropriate committees to conduct an inquiry, in aid of legislation, on the feasibility of implementing a P125 across-the-board wage hike and to be able to formulate alternative means to uplift the standard of living of the Filipino worker.

Adopted,

MANNY VILLAR Senator

³ "Board approves P22 wage hike for Metro workers" by Jerome Aning, Philippine Daily Inquirer, June 8, 2010