A RESOLUTION URGING PRESIDENT RODRIGO DUTERTE
TO GRANT TEN THOUSAND PESOS (P10,000) GRATUITY PAY TO JOB ORDER (JO)
AND CONTRACT OF SERVICE (COS) WORKERS IN THE GOVERNMENT
FOR FISCAL YEAR 2021

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

WHEREAS, according to the August 2021 Inventory of Government Human Resources (IGHR), there
are a total of 582,378 government workers under the Job Order (JO) and Contract of Service (COS) scheme.
This is about twenty-five percent (25%) of the total government personnel. Majority of JO and COS have
been in service in the government for several years;

WHEREAS, JO and COS workers do not enjoy benefits accorded to regular government workers such as
Mid-Year and Year-End Bonuses;

WHEREAS, most JO and COS workers perform the functions of regular employees, and fill up the
gaps in the severe inadequacy or lack of personnel in many agencies;

WHEREAS, even in the midst of COVID-19 pandemic, government employees especially JO and COS
workers are still required to provide continuous government services for the people;

WHEREAS, in the face of lack of regular personnel, they are important in the provision of government
services to the people;

WHEREAS, the demand for P10,000 Gratuity Pay to JO and COS government workers is due to the
expenses related to the COVID-19 pandemic, high inflation, and low salary;

WHEREAS, according to Ibon Foundation, the real value of worker’s salary in National Capital Region
(NCR) dropped by P103 per day and much higher in other regions due to high inflation;

WHEREAS, granting of Gratuity Pay to JO and COS workers will be a big help during this time of
COVID-19 pandemic and high prices of basic commodities;

WHEREAS, the President previously issued Administrative Order No. 2 (series of 2017) granting P1,000
to P2,000 gratuity pay for JO and COS for fiscal year 2016, while Administrative Order No. 20 (series of
2020) and Administrative Order No. 38 (series of 2020) authorizing the grant of P1,000 to P3,000 Gratuity
Pay to JO and COS workers for fiscal year 2019 and 2020 respectively;

WHEREAS, while regularizing the JO and COS workers would be the best Christmas gift, granting
Gratuity Pay during this time of pandemic and high inflation rate is the very least the government can
provide to show their appreciation to the services of JO and COS workers;

NOW THEREFORE BE IT RESOLVED, that the House of Representatives urge President Rodrigo Duterte to grant ten thousand pesos (P10,000) gratuity pay to Job Order (JO) and Contract of Service (COS) workers in the government for Fiscal Year 2021.

Adopted,

REP. FERDINAND R. GAITE  
Bayan Muna Partylist

REP. CARLOS ISAGAN T. ZARATE  
Bayan Muna Partylist

REP. EUFEMIA C. CULLAMAT  
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