

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SEVENTEENTH CONGRESS**  
Second Regular Session

**7197**  
HOUSE BILL No. \_\_\_\_\_



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**Introduced by BAYAN MUNA Rep. CARLOS ISAGANI T. ZARATE,  
ACT Teachers Party-List Rep. ANTONIO L. TINIO and Rep. FRANCE L. CASTRO,  
GABRIELA Women's Party Rep. EMMI A. DE JESUS and Rep. ARLENE D. BROSAS,  
ANAKPAWIS Rep. ARIEL B. CASILAO,  
and KABATAAN Party-List Rep. SARAH JANE I. ELAGO**

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**AN ACT  
INCREASING THE MONTHLY SALARIES OF ALL GOVERNMENT  
EMPLOYEES, RAISING THE MINIMUM MONTHLY SALARY IN  
GOVERNMENT TO P16,000, AND APPROPRIATING FUNDS THEREFOR**

**EXPLANATORY NOTE**

What more should government employees do for government to heed what they have long been fighting for in protests in the streets and lobbying for in Congress, what they have repeatedly aired and emphasized publicly through interviews, sit-down strikes, and black armbands and shirts and other campaigns in the mainstream and social media—their just demand for substantial salary increases?

The lowest-paid in the civil service is hard put daily, thinking of how he or she can stretch P10,510<sup>1</sup> for all 30 days of the month. This salary, which will be increased by a mere P558 in the fourth and last tranche next year, together with the P2,000 Personnel Economic Relief Allowance (PERA), is only a little over a third of the family living wage of P1,171<sup>2</sup>—the amount needed by a family of six, or the average size of low-income families—to get by decently every day. Middle-level employees, such as teachers, nurses, clerks, and the rest who comprise the majority in the civilian bureaucracy, are in the same sinking boat, as their pay amounts to just around half of the family living wage. They are frequently told that their only problem is poor financial management, but what is there to manage when those supposed finances are quickly drained away by taxes, by their needs which grow more and more expensive every day, and—in the case of some employees like teachers, nurses, and doctors—even by the necessities in their work which should be provided by the government?

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<sup>1</sup> Executive Order 201 s. 2016, Modified Salary Schedule for Salary Grade 1 Third Tranche

<sup>2</sup> Dutertenomics and Dictatorship, Thwarting Democracy, IBON Economic and Political Briefing, January 19, 2018

Government employees' struggle for salary increases for all—that is, for both civilian and military and uniformed personnel (MUP)—is waged together with the struggle of workers and employees in the private sector for a national minimum wage of P750 per day. The highest minimum wage out of the more than 1,000 wage levels across the country, which is P512<sup>3</sup> for non-agricultural workers in the National Capital Region, is only 44% of the family living wage. A minimum wage of P750 per day for all regions and industries nationwide, though still insufficient to meet the family living wage, will bring significant relief especially to low-earning families.

In the same vein, a national minimum wage of P16,000, if factored together with the PERA, will reach a little over than half of the family living wage, and will sufficiently cover it with two earners in the family.


These tandem struggles for a living wage and just remuneration for their work, along with the fight for lower taxes, have never been let go by employees and workers in the public and private sectors. Unfortunately, it has never been sufficiently addressed by the government. The last pay adjustment happened seven years after the passage of the Salary Standardization Law 3, through Executive Order 201, series of 2016. However, it is widely criticized as it grants measly increases quickly eaten away by taxes and inflation and gives more to those who already have more, and far less to those who have less.

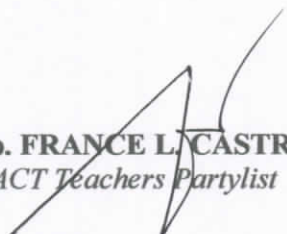
The refusal to provide substantial salary increases to ensure that the people can afford the standards of a decent life is part of the general neoliberal framework of the government of scrimping on funds needed to ensure the proper and humane operation of government offices and institutions, especially those in the providing vital social services and public institutions like schools and hospitals.

This bill is an expression of the struggle of all government workers and employees—both civilian *and* military and uniformed—for salaries that could afford for them and their families a decent living.

Immediate passage of this bill is earnestly sought.

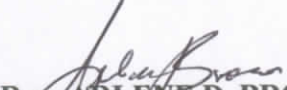
  
Rep. CARLOS ISAGANI T. ZARATE  
*Bayan Muna Partylist*

  
Rep. ANTONIO L. TINIO  
*ACT Teachers Partylist*

  
Rep. FRANCE L. CASTRO  
*ACT Teachers Partylist*

<sup>3</sup> [http://www.nwpc.dole.gov.ph/pages/statistics/stat\\_current\\_regional.html](http://www.nwpc.dole.gov.ph/pages/statistics/stat_current_regional.html)

  
**Rep. EMMI A. DE JESUS**  
*Gabriela Women's Party*

  
**Rep. ARLENE D. BROSAS**  
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**Rep. ARIEL B. CASILAO**  
*Anakpawis Partylist*

  
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**GOVERNMENT SERVICE TO P16,000, AND APPROPRIATING FUNDS**  
**THEREFOR**

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

**SECTION 1. Declaration of Policy.** — It is hereby declared the policy of the State to alleviate the living conditions of government employees, to guarantee employees' right to a living wage, and to ensure optimal public service by according sufficient budgetary priority to the human resource aspect in the running of government agencies and institutions.

**SECTION 2. Raising of the minimum salaries of regular employees in government.** — The present salary of a regular entry-level position in government service shall not be less than Sixteen Thousand Pesos (P16,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

**SECTION 3. Periodic review for salary increases.** — The Department of Budget and Management is hereby mandated to conduct a periodic review of the salaries of all government employees, taking into account inflation and the prevailing prices of basic commodities and services.

**SECTION 4. Rules and Regulations.** — The Department of Budget and Management shall promulgate the necessary rules and regulations for the implementation of the provisions of this Act.

**SECTION 5. Appropriations.** — The amounts necessary to carry out the initial implementation of this Act shall be charged against the current year's appropriation of the agencies. Thereafter, the amounts necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

**SECTION 6. Separability Clause.** — If for any reason any section or provision of this Act

is declared unconstitutional, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SECTION 7. Repealing Clause.** — Any laws, decrees, or laws, decrees, or rules and regulations which are inconsistent with or contrary to the provisions of this Act are hereby amended or repealed.

**SECTION 8. Effectivity.** — This Act shall take effect fifteen (15) days from the publication in the Official Gazette or in any newspaper of general circulation.

*Approved,*