

[**ADMINISTRATIVE ORDER NO. 20, January 10, 2020**]

AUTHORIZING THE GRANT OF GRATUITY PAY FOR FISCAL YEAR 2019 TO JOB ORDER AND CONTRACT OF SERVICE WORKERS IN GOVERNMENT

WHEREAS, the State affirms labor as a primary social economic force and promotes the welfare of workers;

WHEREAS, various government agencies have engaged workers under job order (JO) and contract of service (COS) schemes;

WHEREAS, the Civil Service Commission (CSC)-Commission on Audit (COA)-Department of Budget and Management (DBM) Joint Circular (JC) No. 1 (s. 2017) or the "Rules and Regulations Governing COS and JO Workers in the Government," as amended by CSC-COA-DBM JC No. 1 (s. 2018), provides the existing policies and guidelines on the engagement of services of these workers;

WHEREAS, these workers are paid salaries/wages equivalent to the daily salaries/wages of comparable positions in government and a premium of up to 20% of such salary/wage. However, they do not enjoy benefits accorded to government employees such as the Personnel Economic Relief Allowance, Mid-Year and Year-End Bonuses and Performance-Based Bonus among others, considering that they have no employer-employee relationship with the government;

WHEREAS, granting a year-end Gratuity Pay to JO and COS workers is a well-deserved recognition of their hard work;

WHEREAS, Administrative Order No. 2 (s. 2017) authorized the grant of Gratuity Pay to JO and COS workers for fiscal year 2016;

WHEREAS, Section 17, Article VII of the 1987 Constitution and Section 1, Chapter 1, Title I, Book III of Executive Order No. 292 (s. 1987) or the "Administrative Code of 1987," vest the President with control over all the executive departments, bureaus and offices;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

SECTION 1. Grant of Gratuity Pay. All workers whose services are engaged through JO and COS, who have rendered a total or an aggregate of at least four (4) months of satisfactory performance of services as stipulated in their respective