

[ADMINISTRATIVE ORDER NO. 02, January 31, 2017]

AUTHORIZING THE GRANT OF GRATUITY PAY TO JOB ORDER AND CONTRACT OF SERVICE WORKERS IN GOVERNMENT

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

WHEREAS, various government agencies have engaged workers under job orders (JO), contracts of service (COS) and other similar schemes ;

WHEREAS, the Civil Service Commission (CSC) , in its Memorandum Circular (MC) No . 40, s. 1998 as reinstated by CSC MC No . 1 , s . 2007 (Re : Policy Guidelines for Contract of Services) , has recognized the practice of engaging the services of these workers;

WHEREAS, these workers do not enjoy benefits accorded to regular employees like the Mid-Year and Year-End Bonuses, Performance Based Bonus, Personnel Economic Relief Allowance, among others, considering that they have no employee-employer relationship with the government ;

WHEREAS, some government agencies and local government units (LGUs) have , in previous years, allowed the grant of certain benefits to workers covered by JO and COS in their respective agencies ;

WHEREAS, granting a year - end Gratuity Pay to these workers is a welldeserved recognition of their hard work ;

WHEREAS, Section 17 of Article VII of the 1987 Constitution states that the President shall have control over all executive departments , and shall ensure that the laws are faithfully executed ;

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 . All workers whose services are engaged through JO and COS and who have rendered a total or an aggregate of at least four (4) months of satisfactory service as of December 15 , 2016 and whose contracts are still effective as of same date , may be granted a one-time Gratuity Pay not exceeding Two Thousand Pesos (P2 , 000 . 00) each .

SECTION 2 . Those who have rendered less than four (4) months of satisfactory service as of December 15 , 2016 and with effective contracts as of the same date may also be granted the one-time Gratuity Pay , but not exceeding One Thousand Pesos (P1 , 000. 00) each .