

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS

First Regular Session

House Bill No. 4305

Introduced by HON. MOHAMMED HUSSEIN P. PANGANDAMAN

EXPLANATORY NOTE

Religious freedom is one of man's basic rights in a democratic country. In a democratic country, government's power emanates from the people. All acts of the government are focused on the protection, welfare and interest of its people. The people are given the opportunity to live as they choose within the bounds of law, elect their political leaders, chose and practice their own religion, among others. These rights are protected and guaranteed by our Constitution.

The Philippines, which is considered the seat of Catholicism/Christianity in the Far East, observes and celebrates Christmas with great significance culturally and traditionally. A closer scrutiny of the important events regularly observed as holidays with bonuses, however, shows government's favorable inclination and focus on the predominantly Catholic/Christian population neglecting and/or overlooking the less popular Islam believers.

It is a consolation that the government declared the Eid'l Fitr and Eid'l Adha, two of the most important Islamic holidays, as a regular holiday and a non-working holiday respectively. The Eid'l Fitr or the "End of Ramadan" has been recognized by the Government by virtue of R.A. No. 9177, signed into law on November, 2002.

During Eid'l Fitr, Muslims visit their relatives, friends and acquaintances or hold large communal celebrations in homes, community centers or rented halls. This celebration starts at the end of the 9th month (Ramadan) and 2-3 days after of the 10th month (Shawwal) of the Islamic calendar with absolute happiness and contentment for the ability to sacrifice for Allah. The aim of this festival is to promote peace, strengthen the feeling of brotherhood and bring oneself back to the normal course of life after a month-long period of self-denial and religious devotion through fasting.

Likewise, the Eid'l Adha was declared as a non-working holiday/national holiday, Proclamation Number 60, under R.A. 9849. Eid'l Adha or the "Festival of Sacrifice" or "Greater Eid" is an important

religious holiday celebrated by Muslims worldwide to commemorate the willingness of Ibrahim (Abraham) to sacrifice his son Isma'il (Ishmael) as an act of obedience to Allah (God), before Allah intervened to provide him with a ram to sacrifice instead. The Greater Eid is also a three-day long celebration for Muslims with their family, friends and relatives.

The declaration of these two significant Muslim events as regular non-working holidays is a government effort to promote peace, harmony and unity to the religions especially the Muslims and Christians in the Philippines. This is also one way of reaching out to the Muslim brothers and sisters with the message that they are appreciated in their endeavors in nation-building and positive contributions to the society and that their beliefs and practices take premium on the nation's foothold. To further emphasize the recognition and appreciation of the observance of these feasts by all Filipinos, especially the government employees, an Act should be passed granting an incentive to all public servants.

The opportunity to help is manifold. Extending bonuses and allowances by government and other financial support through employers' prerogative is strongly suggested.

Aside from employer-given perks like the holiday/Christmas bonus, our Muslim national/local government officials and employees may likewise be allotted special bonus identified with the weeklong religious observance of the Eid'l Fitr and Eid'l Adha which involve days of prayers and celebration.

This Act endorses and supports this special bonus long awaited not only by our Muslim brothers and sisters, but by every Filipino worker regardless religious faith or creed. It is of utmost significance that all Filipinos enjoy the same recognition. The democracy the Philippines often pride itself with should also practice impartiality - truly a country fair and free from prejudice and stereotypes.

In view hereof, early approval of this bill is earnestly urged.


MOHAMMED HUSSEIN P. PANGANDAMAN
Representative
1st District, Lanao Del Sur

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**AN ACT AUTHORIZING ANNUAL EID'L FITR/EID'L ADHA BONUS TO
NATIONAL AND LOCAL GOVERNMENT OFFICIALS AND EMPLOYEES**

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

SECTION 1. *Short Title* – This Act shall be known as the Eid Bonus Act of 2011.

SECTION 2. *Coverage of this Act* – All officials and employees of the National Government who have rendered at least four months of service prior to the celebration of the Eid'l Fitr Holiday of every year, regardless of the nature of his/her appointment shall be entitled to an Eid'l Fitr/Eid'l Adha Bonus (Eid Bonus) equivalent to one half (1/2) of his/her basic salary and additional cash gift of TWO THOUSAND FIVE HUNDRED PESOS (P2,500).

SECTION 3. Officials and employees of the National Government who have rendered less than four months of service prior to the celebration of the Eid'l Fitr holiday of every year shall be entitled solely to the following cash gift:

Length of Service	Amount
3 months but less than 4 months	P1,500.00
2 months but less than 3 months	P1,250.00
1 month but less than 2 months	P1000.00
Less than one month	P750.00

SECTION 4. *Source of Fund* – The amount needed to implement this Act for national officials and employees, shall come from the budget of each agency under personal services. For the succeeding years, the amount shall be included in their (agency, department) annual General Appropriations Act.

SECTION 5. All officials and employees of local government units may receive the same benefits as are provided under Sections 2 and 3 of this Act chargeable against their respective local funds. For, local government units (municipalities, cities and provinces) may realign their budgets, pursuant to Section 447 (a) (xii) and (xiii) of the Local Government Code of the Philippines, including released Internal Revenue Allotment Funds to give priority to the funding requirements under this Act and any deficiency may be booked as accounts payable to be paid on a first priority basis in succeeding years.

SECTION 6. No official or employee shall receive Eid Bonus from any and all sources in excess of the ONE MONTH BASIC SALARY AND TWO THOUSAND FIVE HUNDRED PESOS (P2,500) cash gift.

SECTION 7. *Payment of the Eid Bonus* – Such bonus shall be received by employee on the last cut-off date of salary before the celebration of the Eid'l Adha Festival of every year.

SECTION 8. *Implementing Rules and Regulations* – Within THIRTY (30) days from the approval of this Act, the Department of Budget and Management (DBM), the Department of Interior and Local Government (DILG) and the National Commission on Muslim Filipinos (NCMF) shall issue the rules and regulations to effectively implement the provisions of this Act.

SECTION 9. *Repealing Clause* – All laws, rules and regulations that may be inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SECTION 10. *Separability Clause* – If any of the sections or provisions of this Act is adjudged invalid, all its other provisions not affected thereby shall remain in force.

SECTION 11. *Effectivity* – This Act shall take effect fifteen (15) days after its complete publication in the *Official Gazette* or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,