

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City

Twentieth Congress  
First Regular Session

House Bill No. **3874**



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**Introduced by AKBAYAN Representatives Percival Cendaña, Atty. Jose Manuel “Chel” Diokno, and Dadah Kiram Ismula and Dinagat Islands Representative Kaka Bag-ao**

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**AN ACT**  
**INCREASING THE PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)**  
**GRANTED TO GOVERNMENT EMPLOYEES TO EIGHT THOUSAND PESOS**  
**(PHP 8,000.00), AND APPROPRIATING FUNDS THEREFOR**

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

**EXPLANATORY NOTE**

Our government employees enable the State to fulfill its mandate to serve and protect our people, promote their welfare, and ensure a just and dynamic social order. And yet, the ability of these same employees to care for themselves and their families have been greatly diminished by the rising cost of living. The effectiveness of measures such as the Personnel Economic Relief Assistance (PERA) has been blunted by the sheer passage of time since the last time the amount of PERA was adjusted.

More particularly, the current amount of Two Thousand Pesos (Php 2,000.00) received as PERA by our government employees hardly enables them to cope with rising prices and the decrease of the real value of their allowance. Government employees have seen the value of Php 2,000.00 diminish through the years and is currently insufficient to address higher cost of food, transportation, and utilities. They estimate that government employees, especially those in the lower salary grades will need at least Eight Thousand Pesos (Php 8,000.00) just to recover that lost value of PERA.

To help mitigate the effects of the rising cost of living on our government employees therefore, this measure updates the amount of PERA from Php 2,000.00 to Php 8,000.00 per month. While the additional amount of PERA is still short of what the employees need to make up for the lost value of their compensation, it will surely go a long way to help them address the basic needs of their family.

In view of the foregoing, the approval of this bill is earnestly sought.



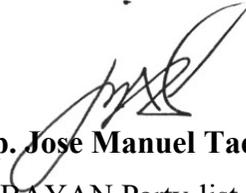
**Rep. Percival Cendaña**

AKBAYAN Party-list



**Rep. Kaka Bag-ao**

Lone District of Dinagat Islands



**Rep. Jose Manuel Tadeo "Chel" Diokno**

AKBAYAN Party-list



**Rep. Dadah Kiram Ismula**

AKBAYAN Party-list

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1 **Section 1. Short Title.** — This Act shall be known as Personnel Economic Relief Allowance or  
2 “PERA” Act of 2025.

3

4 **Section 2. Declaration of Policy.** – It is the policy of the State to promote a just and dynamic  
5 social order that will ensure the prosperity and independence of the nation and free the people from  
6 poverty through policies that provide adequate social services, promote full employment, a rising  
7 standard of living, and an improved quality of life for all.

8

9 **Section 3. Coverage.** —The PERA shall be granted to all government personnel, whether  
10 employed by the national or local government, appointive or elective, and whether occupying  
11 regular, contractual, or casual positions, as provided for by Republic Act No. 6758, or the

12 "Compensation and Position Classification Act of 1989", as amended, as well as military and  
13 uniformed personnel. *Provided*, that government personnel stationed abroad already receiving  
14 overseas allowances shall not be entitled to the provisions of this Act.

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16 **Section 4. Personnel Economic Relief Allowance (PERA).** —The PERA granted to government  
17 employees in the amount of Two Thousand Pesos (Php 2,000.00) per month is hereby adjusted to  
18 Eight Thousand Pesos (Php 8,000.00) per month.

19  
20 **Section 5. Appropriations.** — For the first year of the implementation of this Act, funds necessary  
21 for the PERA of national and local government units shall be charged against savings, which for  
22 this purpose includes unreleased appropriations and other programmed appropriations. Thereafter,  
23 the amount necessary shall be provided in the annual General Appropriations Act.

24  
25 **Section 6. Implementing Rules and Regulations.** – Within forty-five (45) days from the  
26 effectivity of this Act, the Department of Budget and Management (DBM), shall promulgate the  
27 necessary rules and regulations for the proper implementation of this Act.

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29 **Section 7. Repealing Clause.** – All laws, decrees, orders, rules and regulations or parts thereof  
30 inconsistent with any provisions of this Act are hereby repealed, amended or modified accordingly.

31  
32 **Section 8. Effectivity.** - This Act shall take effect fifteen (15) days after its complete publication  
33 in at least two (2) newspapers of general circulation or in the Official Gazette.

34  
35 *Approved,*