

Manifesto of Unity: Filipino Overseas Call for a Family Living Wage in the Philippines – P1,200 Daily Minimum Wage in the Private Sector and P33,000 Monthly Minimum Wage in the Public Sector Nation- wide

We, overseas Filipinos, stand united in the call to raise wages from the current daily minimum wage to a Family Living Wage nationwide. This call is spearheaded by Kilusang Mayo Uno (KMU) and the Confederation for Unity, Recognition, and Advancement of Government Employees (COURAGE). Both KMU and COURAGE are labor centers advocating for genuine, militant, and patriotic unionism.

A family living wage (FLW) is the income required to meet essential expenses, including food, other basic needs, and savings for social security. However, the gap between current daily minimum wages and the required FLW is a significant issue nationwide. On average, daily minimum wages in the Philippines are just Php440/7.49USD, covering only 36% of the family living wage of Php1, 207/20.55USD. In Metro Manila, where the daily minimum wage is the country's highest at Php645/10.98USD (as of October 2024), there remains a Php562/9.57USD shortfall, covering only 46% of the necessary income to support a family of five.

According to 1987 Constitution Section 3, Article XIII of the 1987 Philippine Constitution, every worker is entitled to the following rights: security of tenure, humane working conditions, and a living wage. The state's definition of a living wage is the income required by a family to meet expenses for food and other basic needs, including savings, to ensure that every family can live decently.

However, this part of the Constitution is not being upheld by the government itself. Instead, the government is driving workers' wages down to floor levels, which are far too low for families to meet their daily needs.

We are very much concerned with the surging prices of basic commodities – including the cost of utilities, health care, education, housing, and petroleum products, among others – which the current daily minimum wage falls far short of covering. This, coupled with landlessness and the lack of jobs, creates chronic poverty that drives millions of us and our families to work abroad in order to survive. The continuing institutionalization of labor export increases the numbers of victims of human labor trafficking in the country.

This labor export program of the government is not coincidental. To exploit Filipino labor for more profit, the U.S. and Philippine governments have avoided developing national industries and implementation of genuine agrarian reform. They have kept workers' wages low and without job security to attract more foreign-owned corporations, where our families are forced to toil in. Moreover, the Philippine government – from Marcos Sr. To Marcos Jr. -- have pushed job contractualization, anti-worker policies, union busting, and the persecution of labor and peasant activists and human rights defenders. Thus, we are pushed overseas in the millions, with many of us even becoming the victims of labor trafficking.

The call to increase the FLW will help alleviate poverty in the country. We challenge local big businesses and multinational corporations and oppose any attempts of the Employers Confederation of the Philippines in pushing anti-workers policies in order to ensure cheap source of labor in the country. They promote state policies of neoliberal globalization such as policies of liberalization, privatization and deregulation advocated by International Monetary Fund & World Bank among countries like the Philippines.

As overseas Filipinos, caregivers, undocumented workers, working youth, and landed immigrants who have strong ties to our home country through our families, and loved ones, we recognize the value and the urgency for a national minimum wage based on the family living wage in the Philippines! Our families should not have to constantly rely on the remittances born from our working two, to three, or even more jobs under exploitative and dangerous conditions. And as workers in our host countries, we are together with our fellow workers at home and abroad including their families in the fight for a just and equitable family living wage.

We, overseas Filipinos, commit and stand united with the workers and the toiling masses in the Philippines in the fight for a family living wage. President Marcos Jr. must address the pressing issues faced by Filipino workers, including low wages, poor working conditions, landlessness and the continued attacks, harassment and red-tagging of those who fight for their rights.

**Family Living Wage, Ipaglaban!
Karapatan sa Paggawa, Ipaglaban!
Trabaho sa Pinas, Hindi sa labas!**

Manifesto Signatories:

Migrante BC
Migrante Alberta
Kabisig Society of Fort Saskatchewan
Alberta Caregivers Association - Migrante
Migrante Manitoba
Migrante Ontario
Pilipinong Migrante Sa Barrie
PATAAC
Migrante Ottawa
Philippine Migrant Society of Canada
Filipino Parents Association in Quebec
Migrante Quebec
PINAY Quebec
St Mary the Virgin Bishop Hills
Philippine Independent Church-IFI Eastern Canada Deanery
Migrante Middle East
Migrante UAE
Migrante Dubai
Migrante Abu Dhabi
Migrante Qatar
Migrante KSA
GABRIELA Middle East
Samahan ng Kasambahay sa UAE
Filipinos United in Satwa
Filipino Women's League – Bologna, Italy
Bahaghari France – Paris, France
Filipino Ecumenical Diaspora in Europe – Brussels, Belgium
Ugnayang Pilipino sa Belgium – Brussels, Belgium
Pinay sa Holland – Amsterdam, Netherlands
Alpas Pilipinas – Berlin, Germany
Karlsruhe Filipino Pastoral Community – Karlsruhe, Germany
Kanlungan Filipino Consortium UK – London, United Kingdom
Bahay Kubo Housing Association UK – London, United Kingdom
Ugnayang Migrante sa Roma – Rome, Italy
Migrante Amsterdam – Amsterdam, Netherlands
Migrante Den Haag – The Hague, Netherlands
Migrante Netherlands
Gabriela Germany – Berlin, Germany
Migrante Austria – Vienna, Austria
Migrante UK – London, United Kingdom
Anakbayan UK – London, United Kingdom
Migrante Belgium – Brussels, Belgium
Anakbayan Chicago
Anakbayan City College of San Francisco
Anakbayan College Park
Anakbayan Daly City
Anakbayan East Portland
Anakbayan Inland Empire
Anakbayan Long Beach
Anakbayan Los Angeles
Anakbayan Manhattan
Anakbayan Montgomery Country
Anakbayan North Jersey
Anakbayan Northridge
Anakbayan Philadelphia
Anakbayan Portland
Anakbayan Queens
Anakbayan San Diego
Anakbayan San Fernando Valley
Anakbayan Santa Cruz
Anakbayan Seattle
Anakbayan South Seattle
Anakbayan University of California Irvine
Anakbayan University of California Los Angeles
Anakbayan University of Illinois Chicago
Anakbayan University of Washington
Anakbayan Washington DC
Anakbayana Rutgers
Gabriela Berkeley
Gabriela Daly City
Gabriela Excelsior
Gabriela Los Angeles
Gabriela New York
Gabriela Oakland
Gabriela Portland
Gabriela San Francisco State University
Gabriela Santa Cruz
Gabriela Seattle
League of Filipino Students – San Francisco State University
League of Filipino Students – University of California Berkeley
Migrante Los Angeles
Migrante New Jersey
Migrante Portland
Migrante San Fernando Valley
Migrante Seattle
Migrante South Bay
Malaya Movement USA
Kabataan Alliance
1Sambayan Australia
Advanced League of People's Artists (ALPA)
Anakbayan Melbourne
Central Coast Ugnay Kabayan (CCUK)
GABRIELA Melbourne
Lingap Migrante
MIGRANTE Melbourne
MIGRANTE New South Wales
MIGRANTE North NSW
MIGRANTE Perth
MIGRANTE Southwestern Sydney
Movement Against Tyranny (MAT) Australia
No to Cha-Cha Coalition
Pinoy International Student Organization (PISO)
Promotion of Church People's Response (PCPR) Australia
Anakbayan Aotearoa NZ
GABRIELA Aotearoa NZ
MIGRANTE Aotearoa NZ
Abra Migrant Workers Welfare Association (AMWWA)
Abra Tinguian Ilocano Society – Hong Kong (ATIS-HK)
Angat Pinoy Hong Kong
Association of Concerned Filipinos (ACFIL)
BAYAN Hong Kong & Macau
Cordillera Alliance – Hong Kong (CORALL-HK)
Cuyapo OFW Association Hong Kong (CUYAPO OFW)
Filipino Friends (FFHK)
Filipino Lesbian Organization (FILO HK)
Filipino Migrant Domestic Workers Union (FMDWU)
Filipino Migrant Workers Union
Filipino Migrants Association (FMA)
Filipino Women Migrant Association (FILWOM)
GABRIELA Hong Kong
Likha Filipino Migrants Cultural Organization (LIKHA HK)
Luzviminda Migrante
Mamamayang Liberal
MIGRANTE Macau
MIGRANTE Pangasinan
MIGRANTE Pier
MIGRANTE Shatin
MIGRANTE Tamar
MIGRANTE Tsing Yi
MIGRANTE Tsuen Wan
MIGRANTE Tuen Mun Welfare Association
MIGRANTE Visayas
MIGRANTE Yuen Long Welfare Association
Migranteng Artista ng Bayan (MAB)
Mission Volunteers (MOVERS HK)
Pinatud A Saleng Ti Umili
Promotion of Church Peoples Response (PCPR) Hong Kong
Samahang Migrante
Sandigan OFW
Social Justice for Migrant Workers (SJMW)
Sta Maria Migrants Association
Tropang Angat
United Filipino Dreamers Cultural Organization (UFDRECO)
United Migrants Entrepreneurship and Livelihood Association (UMELA)
MIGRANTE Japan
KARAMAY ng Migranteng Pilipino sa Penang
Filipino Migrants in Singapore (FMS)
Katipunan ng mga Samahan ng Migranteng Manggagawa sa Korea (KASAMMAKO)
MIGRANTE Korea
New Era Foundation
Pag-iribang Bicolnon in Korea
Togetherness of the Enlightened Women for Reforms, Equality, Sustainability and Action (TERESA)
Factory Workers Association in Taiwan
International Factory Workers Union - Taiwan
MIGRANTE Taiwan
National Domestic Workers Union – Taiwan
Association of Concerned Filipinos in Thailand (ACTION TH)
Himigrante Thailand
Kaagapay ng Migranteng Pilipino sa Thailand (KMPT)
Phuket Pinay Migrants Association (PPMA)
Fr. Dwight Dela Torre, Iglesia Filipina Independiente (IFI/PIC) – Hong Kong
Fr. Jay Flandez, SVD, Chaplain to Filipino Migrants in Hong Kong
Pastor Israel Bangsil, Associate Pastor, Methodist International Church (MIC) – Hong Kong
Pastor Joram Calimutan, United Church of Christ in the Philippines (UCCP) – Hong Kong