

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

Fifteenth Congress  
First Regular Session

HOUSE BILL NO. 837

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**Introduced by Honorable Jose Carlos L. Cari**

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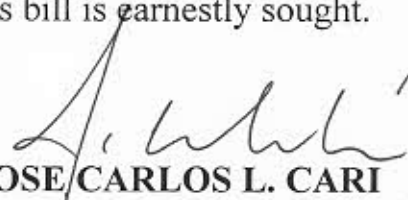
**EXPLANATORY NOTE**

This bill seeks to uplift the minimum standard of living of all househelpers by increasing their monthly minimum wage rate and requiring their mandatory membership in the National Health Insurance Program (NHIP) under the Philippine Health Insurance Corporation (PhilHealth).

Househelpers are usually the workhorses in family households. They are required to perform all kinds of domestic chores the family requires, work beyond eight hours a day, and are expected to be loyal and honest to their employers. Despite these considerations, househelpers do not obtain the compensation and benefits that other members of the labor force receive. Under Republic Act 7655, otherwise known as "An Act increasing the Minimum Wage of Househelpers", a househelper in Metro Manila and in urbanized cities receives only a minimum of Eight Hundred Pesos (P800) a month and a minimum of Five Hundred Pesos (P500) a month for those in other municipalities. The minimum wage provided by the foregoing law is no longer realistic and obviously overtaken by inflation. Moreover, househelpers do not enjoy the benefits of membership under the PhilHealth considering that under the Social Security System Law, only those househelpers who are receiving at least One Thousand Pesos (P1,000) a month shall be covered and therefore entitled to all benefits provided thereunder.

This bill seeks to address the apparent discrimination against househelpers by protecting their rights and privileges, upholding their dignity, increasing their wages, and providing them with health insurance coverage. By increasing the minimum wage of househelpers and requiring their mandatory coverage in the PhilHealth, househelpers can be rightfully compensated for their loyalty, honesty, and hardwork.

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

  
**JOSE CARLOS L. CARI**

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**AN ACT**  
**INCREASING THE MINIMUM WAGE OF HOUSEHELPERS,**  
**AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7655, AND**  
**PROVIDING FOR THE MANDATORY COVERAGE OF**  
**HOUSEHELPERS IN THE NATIONAL HEALTH INSURANCE**  
**PROGRAM (NHIP) UNDER THE PHILIPPINE HEALTH INSURANCE**  
**CORPORATION (PHILHEALTH)**

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

SECTION 1. *Objective.* – This Act seeks to provide for the mandatory increase in the minimum wage rates of househelpers and their mandatory coverage in the National Health Insurance Program (NHIP) under the Philippine Health Insurance Corporation (PhilHealth).

SECTION 2. *Increase in Minimum Wage.* – Subparagraphs (1), (2) and, (3) of Article 143 of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended by Republic Act No. 7655, are hereby further amended to read as follows:

“ART. 143. Minimum wage. – (a) Househelpers shall be paid the following minimum rates:

“(1)[Eight hundred pesos (P800.00)] TWO THOUSAND FIVE HUNDRED PESOS (P2,500.00) a month for househelpers in the HIGHLY URBANIZED CITIES OF Manila, Quezon, Pasay, [and] Caloocan, Makati, Mandaluyong, Marikina, Muntinlupa, Las Piñas, [and] Pasig, NAVOTAS, SAN JUAN, PARAÑAQUE AND VALENZUELA, [cities] and municipalities of [San Juan, Navotas,] Malabon, [Parañaque, Valenzuela] Taguig and Pateros in Metro Manila and in OTHER highly urbanized cities IN THE PROVINCES;

“(2) [Six hundred fifty pesos (P650.00)] TWO THOUSAND PESOS (P2,000) a month for those in other chartered cities and first class municipalities; and

“(3) [Five Hundred fifty pesos (P550.00)] ONE THOUSAND FIVE HUNDRED PESOS (P1,500.00) for those in other municipalities.

“Provided, that the employers shall review the employment contracts of their househelpers every three (3) years with the end in view of improving the terms and conditions thereof.

“Provided, further, that those househelpers who are receiving at least One thousand pesos (P1,000) shall be covered by the Social Security System (SSS) and be entitled to all the benefits thereunder.

“ x x x”

SECTION 3. *Mandatory Coverage.* – All househelpers, regardless of wage they receive, shall be covered by NHIP under the PhilHealth: *Provided*, That all househelpers currently eligible for benefits under the Social Security System (SSS) shall automatically be made members of the NHIP.

SECTION 4. *Mandatory Enrollment in the NHIP.* – All employers of househelpers are mandated to enrol the latter in the NHIP in order for househelpers to be placed under coverage that entitles them to avail of the benefits and financial assistance provided therein: *Provided*, That the beneficiaries under this Act shall be issued appropriate documentation specifying eligibility to benefits and indicating how the benefit was obtained or is being maintained.

SECTION 5. *Contributions.* – The employer of the househelper shall pay the monthly contributions as provided for by law: *Provided*, That the monthly contributions shall not be deducted from the househelper’s wages.

SECTION 6. *Penalties for Violation.* – Failure of the employer to pay the househelper the minimum wage mandated by this Act shall make the employer liable for the penalties under the law. Moreover, failure of the employer to remit to PhilHealth his/her corresponding contribution, and/or to enrol his/her househelper with the NHIP, as mandated by this Act, shall not be a reason for depriving the beneficiary of the benefits under the law; such failure will, however, subject the erring or negligent employer to the penalties provided by law, without prejudice to the right of PhilHealth to collect full reimbursement for honoring a properly filed claim.

SECTION 7. *Repealing Clause.* – Any law, executive order, letter of instruction or any part thereof which is inconsistent with any of the provisions of this Act is hereby repealed or amended accordingly.

SECTION 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,