

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 78



Introduced by **HONORABLE RAMON JOLO B. REVILLA III,**
HONORABLE LANI MERCADO-REVILLA, and
HONORABLE BRYAN B. REVILLA

EXPLANATORY NOTE

This bill seeks to grant a P200.00 daily wage increase for all minimum wage workers in the private sector, regardless of industry. It shall also prohibit employers from offsetting prior wage increases unless these were part of a Collective Bargaining Agreement (CBA) in anticipation of this measure. Further, it shall mandate the Department of Labor and Employment (DOLE) to conduct payroll inspections and enforce compliance in both unionized and non-unionized workplaces.

Living wage is the amount of family income needed to provide for the cost of living which includes all food and non-food requirements, with sufficient allowance for savings and investments for social security, as defined by the National Wages and Productivity Commission (NWPC).

However, due to inflation and other present economic realities, the prices of basic needs and services continue to rise. The real value of the salary of workers have significantly decreased. Further, salaries received by workers are

lagging behind the government's conservative estimate of the cost of living that a living family needs in order to survive.

No less than the fundamental law of the country recognizes the right of workers to living wage, along with job security, and humane working conditions. It is therefore commensurate to enact a legislation that would alleviate the living conditions of the people.

This bill has been approved on Third and Final Reading last 19th Congress. In view of the foregoing, the immediate approval of this bill is earnestly sought.


RAMON JOLO B. REVILLA III


LANI MERCADO-REVILLA


BRYAN B. REVILLA

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**AN ACT PROVIDING FOR A TWO HUNDRED PESOS (P200.00) DAILY
WAGE INCREASE FOR MINIMUM WAGE WORKERS IN THE
PRIVATE SECTOR**

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the “Wage Hike
2 For Minimum Wage Workers Act”.

3
4 **SEC. 2. *Declaration of Policy.*** – It is a policy of the State to alleviate the
5 living conditions of the ordinary Filipino through policies that provide for a
6 decent and humane standard of living and improved quality of life, particularly
7 of the working class by ensuring the right of labor to its just share in the fruits of
8 production, to guarantee the workers’ right to a living wage, and to promote social
9 justice through the adoption of measures calculated to ensure the well-being and
10 economic security of all the members of the community.

11
12 **SEC. 3. *Minimum Wage Increase.*** – Upon the effectivity of this Act, the
13 daily rate of all minimum wage workers in the private sector, regardless of
14 employment status, including those in contractual and sub-contractual

15 arrangements, whether agricultural or nonagricultural, shall be increased by Two
16 hundred pesos (P200.00) per day.

17
18 Nothing in this Act shall prevent the respective Regional Tripartite Wages
19 and Productivity Boards from granting additional increases to the workers and
20 employees, as may be determined in accordance with their mandate under
21 Republic Act No. 6727, otherwise known as the “Wage Rationalization Act”, as
22 amended.

23
24 **SEC. 4. *Incentives to Small Enterprises.*** – To assist in their compliance
25 with the wage increase, small enterprises may avail of incentives from the
26 Department of Labor and Employment (DOLE), subject to the implementing
27 rules and regulations of this Act.

28
29 **SEC. 5. *Non-diminution of Other Benefits.*** – Nothing in this Act shall be
30 construed to reduce any existing allowance and benefit of any form under existing
31 laws, decrees, issuances, executive orders, and any contract or agreement
32 between workers and employers.

33
34 **SEC. 6. *Existing Exemptions.*** – As provided by Republic Act No. 9178,
35 also known as the “Barangay Micro Business Enterprises (BMBE’s) Act of
36 2002,” the BMBEs shall be exempt from the coverage of the Minimum Wage
37 Law. Further, as provided by Republic Act No. 6727, also known as the “Wage
38 Rationalization Act,” and relevant rules of the National Wages and Productivity
39 Commission, the following establishments may apply for exemption from
40 compliance with the minimum wage increase as provided by this Act: (a) retail
41 or service establishments regularly employing not more than ten (10) workers;
42 and (b) establishments adversely affected by natural calamities or human-induced
43 disasters.

44 **SEC. 7. *Penalties.*** – Any person, corporation, trust, firm, partnership,
45 association, or entity violating any provision of this Act shall be punished by a
46 fine of not less than One hundred thousand pesos (P100,000.00) nor more than
47 Five hundred thousand pesos (P500,000.00) or imprisonment of not less than two
48 years nor more than four years, or both at the discretion of the Court: Provided,
49 That if the violation is committed by a corporation, trust or firm, association or
50 any other entity, the penalty of imprisonment shall be imposed upon the entity's
51 responsible officers including the president, vice president, chief executive
52 officer, general manager, managing director or partner.

53
54 **SEC. 8. *Implementing Rules and Regulations.*** – Within sixty (60) days
55 from the effectivity of this Act, the DOLE shall, in coordination with other
56 relevant government agencies, promulgate the necessary rules and regulations for
57 the effective implementation of this Act.

58
59 **SEC. 9. *Separability Clause.*** – If any provision or part of this Act is
60 declared invalid or unconstitutional, the remaining provisions or parts of this act
61 shall remain in full force and effect, and the application of such provision to other
62 persons or circumstances shall not be affected.

63
64 **SEC. 10. *Repealing Clause.*** – All laws, orders, issuances, rules, and
65 regulations or parts thereof inconsistent with the provisions of this Act are hereby
66 repealed, amended, or modified accordingly.

67
68 **SEC. 11. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
69 publication in the Official Gazette or in a newspaper of general circulation.

Approved,