



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 642



Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

EXPLANATORY NOTE

Section 9, Article 2 of the Constitution mandates the promotion of a just and dynamic social order to ensure national prosperity and independence, freeing people from poverty through policies guaranteeing adequate social services, full employment, rising living standards, and improved quality of life for all citizens.

Regional Wages and Productivity Boards, established under Republic Act No. 6727, set minimum wages for private sector workers. Before this law, Congress had authority to determine minimum wages. In setting wages, the Boards consider various factors, including workers' needs, employers' capacity to pay, industry standards, and national development requirements.

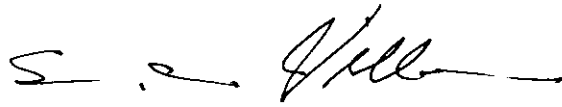
Presently, workers in the National Capital Region (NCR) receive the highest daily nominal wage of Php645.00, while the lowest, Php366.00, is in the Bangsamoro Autonomous Region in Muslim Mindanao.

Despite these rates, the gap between workers' wages and the estimated family living wage widens. As of May 2025, a family in NCR approximately needs Php1,216.00 daily, almost double the highest minimum wage in the region. Labor groups, including the Trade Union

Congress of the Philippines and Partido ng Manggagawa, demand a wage hike amid record-high inflation.

However, the Regional Wages and Productivity Boards are legally restricted, issuing new wage orders once yearly unless extraordinary economic circumstances arise. Reports suggest the boards are reviewing economic indicators.

Given the urgency, a legislated wage increase of Php100.00 across the board for private sector workers is proposed. This increase aims to alleviate wage erosion caused by inflation, covering essential expenses such as food, water, fuel, electricity, clothing, transportation, rent, communications, and personal needs.

A handwritten signature in black ink, appearing to read 'E. C. Villanueva', with a long horizontal stroke extending to the right.

EDUARDO "BRO. EDDIE" C. VILLANUEVA



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 642

Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

1
2 **AN ACT**
3 **PROVIDING FOR A ONE HUNDRED PESOS (P100.00) DAILY**
4 **MINIMUM WAGE INCREASE FOR EMPLOYEES AND WORKERS IN**
5 **THE PRIVATE SECTOR**
6

7 *Be it enacted by the Senate and House of Representatives of the*
8 *Philippines in Congress assembled:*
9

10 **SECTION 1. Short Title.** - This Act shall be known as the "P100 Daily
11 Minimum Wage Increase Act of 2024".
12

13 **SEC. 2. Declaration of Policy.** - It is a policy of the State to alleviate
14 the living conditions of the ordinary Filipino through policies that provide
15 for a decent and humane standard of living and improved quality of life,
16 particularly of the working class by ensuring the right of labor to its just
17 share in the fruits of production, to guarantee the workers' right to a living
18 wage, and to promote social justice through the adoption of measures
19 calculated to ensure the well-being and economic security of all members
20 of the community.
21

22 **SEC. 3. Wage Increase.** - The daily rate of all minimum wage workers
23 in the private sector, regardless of employment status, including those in
24 contractual and subcontractual arrangements, whether agricultural or
25 non-agricultural, shall be increased by One hundred pesos (P100.00)
26 upon the effectivity of this Act. Nothing in this Act shall prevent the

1 respective Regional Tripartite Wages and Productivity Boards to grant
2 additional increases to the workers and employees on the basis of their
3 determination pursuant to Republic Act No. 6727, otherwise known as the
4 "Wage Rationalization Act", as amended.
5

6 **SEC. 4. *Correction of Wage Distortion.*** - Where a wage distortion
7 occurs as a result of the increase in minimum wage under this Act, the
8 employer and the union, or the employer and the workers, in the absence
9 of a union, shall negotiate to correct the distortion in accordance with the
10 provisions of Article 124 of Presidential Decree No. 442 or the "Labor
11 Code of the Philippines", as amended, and other existing laws, rules and
12 regulations.
13

14 **SEC. 5. *Non-Chargeability of Prior Increases.*** - No wage increase
15 shall be credited as compliance with the increase prescribed herein unless
16 expressly provided under valid collective bargaining agreements:
17 Provided, That such wage increase was granted in anticipation of the
18 minimum wage increase under this Act: Provided, further, That where
19 such increase is less than the prescribed increase under this Act, the
20 employer shall pay the difference. Such increases shall not include
21 anniversary wage increases, merit wage increases and those resulting
22 from the regularization or promotion of employees.
23

24 **SEC. 6. *Non-Diminution of Other Benefits.*** - Nothing in this Act shall
25 be construed to reduce any existing allowance and benefit of any form
26 under existing laws, decrees, issuances, executive orders, and any
27 contract or agreement between workers and employers.
28

29 **SEC. 7. *Inspection by the Department of Labor and Employment***
30 **(DOLE).** - The DOLE shall conduct inspection of payroll and other financial
31 records kept by the company or business to determine whether the
32 workers are paid the prescribed minimum wage increase and other
33 benefits granted by law. The said inspection may take place at any time
34 of the day or night, whenever work is being undertaken. In unionized
35 companies, the DOLE inspectors shall always be accompanied by the
36 president or any responsible officer of the recognized bargaining unit or of
37 interested union in the conduct of the inspection. In non-unionized
38 companies, establishments or businesses, the inspection should be
39 carried out in the presence of a workers' representative.
40

41 **SEC. 8. *Penalties.*** - Any person, corporation, trust, firm, partnership,
42 association or entity violating any provision of this Act shall be punished
43 by a fine of not less than Fifty thousand pesos (P50,000.00) but not more

1 than One hundred thousand pesos (P100,000.00) plus moral damages for
2 each affected worker and the costs of litigation including attorney's fees,
3 or imprisonment of not less than two (2) years nor more than four (4)
4 years, or both at the discretion of the court: Provided, That if the violation
5 is committed by a corporation, trust or firm, association or any other entity,
6 the penalty of imprisonment shall be imposed upon the entity's
7 responsible officers including, but not limited to, the president, vice
8 president, chief executive officer, general manager, managing director or
9 partner.

10
11 The employer concerned shall be ordered to pay an amount
12 equivalent to double the unpaid benefits owing to the employees:
13 Provided, That the payment of indemnity shall not absolve the employer
14 from the criminal liability imposable under this Act: Provided, further, That
15 any person convicted under this Act shall not be entitled to the benefits
16 provided for under the Probation Law.

17
18 In case a fine and/or indemnity is decreed by the National Labor
19 Relations Commission (NLRC) against person/s who violated the
20 provisions of this Act and cannot be immediately satisfied because of the
21 refusal to pay, or in case of the unavailability or inadequacy of funds, the
22 bank deposits, financial interests and other personal property not capable
23 of manual delivery in the possession or control of third parties of the owner
24 in case of sole proprietorship or the assets of the corporation, association
25 or any other entity, shall be garnished. If such properties are not enough,
26 movable and immovable properties may be levied to fully satisfy the
27 imposed fines and/or indemnities.

28
29 Failure on the part of any corporation, trust or firm, partnership,
30 association or any other entity to comply with the provisions of this Act
31 shall be a ground for non-renewal
32 of business permits.

33
34 **SEC. 9. *Construction in Favor of Labor.*** - All doubts in the
35 implementation and interpretation of the provisions of this Act, including
36 its implementing rules and regulations, shall be resolved in favor of labor.

37
38 **SEC. 10. *Implementing Rules and Regulations.*** - The Secretary of
39 Labor and Employment shall promulgate the necessary rules and
40 regulations for the effective implementation of this Act.

1 **SEC. 11. *Separability Clause.*** - If any provision of this Act is held
2 unconstitutional, the remainder thereof not otherwise affected shall
3 remain in full force and effect.

4
5 **SEC. 12. *Repealing Clause.*** - All laws, decrees, executive orders,
6 rules and regulations and other issuances or parts thereof which are
7 inconsistent with this Act are hereby repealed, amended or modified
8 accordingly.

9
10 **SEC. 13. *Effectivity Clause.*** - This Act shall take effect after fifteen
11 (15) days following the completion of its publication either in the Official
12 Gazette or in a newspaper of general circulation.

13
14
15 Approved,