



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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1429



Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

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

EXPLANATORY NOTE

According to the Philippine Statistics Authority (PSA), nearly 19 million Filipinos continue to live below the poverty threshold, many of whom are minimum wage earners struggling to meet the rising cost of basic needs. Despite their full-time labor, workers are often left with insufficient income for food, shelter, transportation, education, and healthcare—much less savings or security.

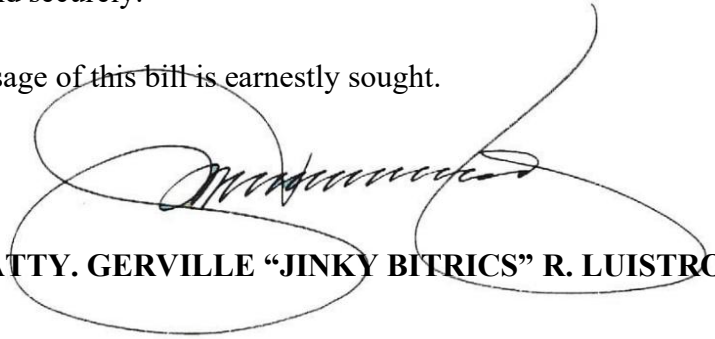
The National Wages and Productivity Commission (NWPC) defines a living wage as the income necessary for a family to meet their basic needs with enough allowance for savings and social protection. However, current minimum wages fall far below this benchmark. Inflation and the increasing prices of commodities and fuel have further diminished the real value of workers' salaries, making daily survival a challenge for millions of Filipino families.

While the Constitution guarantees the right to a living wage, many workers have never truly felt the security of this right. A Pulse Asia survey reveals that 50% of Filipinos consider a wage increase the most urgent national concern. The desire for economic progress remains unfulfilled for most, especially those in the private sector and vulnerable informal labor.

This proposed measure seeks to mandate a reasonable and just increase in the minimum wage for workers in the private sector nationwide. It aims to bridge the gap between wages and the actual cost of living, thereby ensuring social justice and economic dignity for every Filipino worker.

Improving wages is not just about economics—it is about human dignity, fairness, and the right of every Filipino to live decently and securely.

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

A large, stylized handwritten signature in black ink, which appears to read 'Gerville R. Luistro'. The signature is written over the printed name below it.

HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO



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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1429

Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

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 the House of Representatives of the Philippines in Congress assembled:

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

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

SECTION 3. Minimum Wage Increase. - Upon the effectivity of this Act, the daily rate of all minimum wage workers in the private sector, regardless of employment status, including those in contractual and sub-contractual arrangements, whether agricultural or nonagricultural, shall be increased by Two hundred pesos (P200.00) per day.

Nothing in this Act shall prevent the respective Regional Tripartite Wages and Productivity Boards from granting additional increases to the workers and employees, as may be determined in

accordance with their mandate under Republic Act No. 6727, otherwise known as the "Wage Rationalization Act", as amended.

SECTION 4. Incentives to Small Enterprises. - To assist in their compliance with the wage increase, small enterprises may avail of incentives from the Department of Labor and Employment (DOLE), subject to the implementing rules and regulations of this Act.

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

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

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

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

SECTION. 8. Implementing Rules and Regulations. - Within sixty (60) days from the effectivity of this Act, the DOLE shall, in coordination with other relevant government agencies, promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION. 9. Separability Clause. - If any provision or part of this Act is declared invalid or unconstitutional, the remaining provisions or parts of this act shall remain in full force and effect, and the application of such provision to other persons or circumstances shall not be affected.

SECTION. 10. Repealing Clause. – All laws, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent with the provision of this Act is hereby repealed or amended accordingly.

SECTION. 11. Effectivity. – this Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,