



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila



Twentieth Congress
First Regular Session

HOUSE BILL NO. **2987**

**Introduced by Representatives Yedda Marie K. Romualdez,
Andrew Julian K. Romualdez and Jude A. Acidre**

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

EXPLANATORY NOTE

Section 3, Article XIII of the 1987 Constitution provides that: "The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all. It shall guarantee the rights of all workers to...a living wage..."

Despite this constitutional mandate, the current minimum wage remains insufficient to meet the daily needs of ordinary Filipino workers and their families. Rising inflation, increasing costs of basic goods and services, transportation, housing, and healthcare steadily reduce the purchasing power of the minimum wage. As of recent reports, many minimum wage earners struggle to make ends meet, often forced to work multiple jobs or fall into debt to cover basic necessities.

While the Regional Tripartite Wages and Productivity Boards (RTWPBs) are mandated to review and adjust wages regionally, increases granted through this process are often minimal and delayed. Moreover, the cost of living in many

regions already far exceeds the current minimum wage levels, leaving a significant gap between workers' income and their actual needs.

This proposed measure seeks to grant a P200.00 daily wage increase for all minimum wage earners in the private sector across the country. It is a direct and immediate response to the long-standing call of workers for a wage that reflects the true cost of living and recognizes their vital contribution to the nation's economy.

By mandating a legislated wage increase, this bill aims to uplift the standard of living of Filipino workers, reduce income inequality, stimulate domestic consumption, and promote social justice which are aligned with principles enshrined in the Constitution and the country's labor laws.

This measure was also filed during the 19th Congress and was primarily referred to the Committee on Labor and Employment, where it was approved on third and final reading by the House of Representatives.

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



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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*Be it enacted by the Senate and 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”.

SEC. 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.

SEC. 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.

SEC. 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.

SEC. 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.

SEC. 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.

SEC. 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.

SEC. 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.

SEC. 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.

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

SEC. 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,