

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila
TWENTIETH CONGRESS
First Regular Session
House Bill No. 3724



Introduced by Representative

BRIAN DANIEL POE LLAMANZARES, PhD, MNSA

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

EXPLANATORY NOTE

The Constitution mandates the State to afford full protection to labor, local and overseas, organized and unorganized, and to promote full employment and equality of employment opportunities for all. It likewise guarantees workers' rights to a living wage, humane conditions of work, and a fair share in the fruits of production.

Despite periodic adjustments by the Regional Tripartite Wages and Productivity Boards, the present minimum wage remains insufficient to meet the rising cost of living. Inflation, increasing food and fuel prices, and the lingering economic effects of the COVID-19 pandemic have eroded the purchasing power of Filipino workers. According to government and independent economic studies, the prevailing daily minimum wage in most regions still falls short of the estimated family living wage needed to sustain a household with dignity.

This bill seeks to provide an across-the-board Two Hundred Pesos (P200.00) daily minimum wage increase for all workers in the private sector, whether agricultural or non-agricultural. It aims to immediately alleviate the economic burden of the working class by supplementing their income to better afford essential goods and services.

The measure likewise strengthens compliance mechanisms by mandating inspections from the Department of Labor and Employment (DOLE) and imposing penalties on violators. These safeguards ensure that the intended benefits of the wage increase will directly reach the workers.

By passing this measure, Congress can take a decisive step toward narrowing the gap between wages and the actual cost of living, advancing social justice, and reaffirming our commitment to uplifting the dignity of labor.

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

A handwritten signature in black ink, reading "Brian Poe", with a stylized, flowing script.

HON. BRIAN DANIEL POE LLAMANZARES, PhD, MNSA

Representative

FPJ Panday Bayanihan Party-List

Republic of the Philippines
HOUSE OF REPRESENTATIVES

Quezon City, Metro Manila

TWENTIETH CONGRESS

First Regular Session

House Bill No. 3724

Introduced by Representative

BRIAN DANIEL POE LLAMANZARES, PhD, MNSA

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

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 “P200 Daily Minimum Wage Increase 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. Wage Increase. — The minimum wage rate of all workers in the private sector, whether agricultural or non-agricultural, shall be increased by Two Hundred Pesos (P200) a day upon the effectivity of this Act. Nothing in this Act shall prevent the respective Regional Tripartite Wages and Productivity Board to grant additional increases to the workers and employees on the basis of its determination pursuant to Republic Act No. 6727, otherwise known as the "Wage Rationalization Act", as amended.

SECTION 4. Non-Chargeability of Prior Increases. — No wage increase shall be credited as compliance with the increase prescribed herein unless expressly provided under valid collective bargaining agreements: Provided, That such wage increase was granted in anticipation of the minimum wage increase under this Act: Provided further, That where such increase is less than the prescribed increase under this Act, the employer shall pay the difference. Such increases shall not include anniversary wage increases, merit wage increases and those resulting from the regularization or promotion of employees.

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. Inspection by the DOLE. — The Department of Labor and Employment (DOLE) shall, after approval of this Act, conduct inspection of payroll and other financial records kept by the company or business to determine whether the workers are paid the prescribed minimum wage increase and other benefits granted by law. In unionized companies, the DOLE inspectors shall always be accompanied by the president or any responsible officer of the recognized bargaining unit or of an interested union in the conduct of the inspection. In non-unionized companies, establishments or businesses, the inspection should be carried out in the presence of a workers' representatives. The workers' representative shall have the right to submit his own findings to the DOLE and to testify on the same if he cannot concur with the findings of the labor inspector.

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 Twenty Five Thousand Pesos (P25,000.00) nor more than One Hundred Thousand Pesos (P100,000.00) or imprisonment of not less than two (2) years nor more than four (4) 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, but not limited to, 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. . — The Secretary of Labor and Employment shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION 9. Separability Clause. — If any provision of this Act is held unconstitutional, the remainder thereof not otherwise affected shall remain in full force and effect.

SECTION 10. Repealing Clause. — All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof which are inconsistent with this Act are hereby repealed, amended or modified accordingly.

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

Approved,


HON. BRIAN DANIEL POE LLAMANZARES, PhD, MNSA
Representative
FPJ Panday Bayanihan Party-List