

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 5297



Introduced by Representative Jose Manuel F. Alba

**AN ACT
INSTITUTIONALIZING THE WORKER'S INCOME AUGMENTATION
PROGRAM, PROVIDING FUNDS THEREFOR, AND FOR OTHER
PURPOSES**

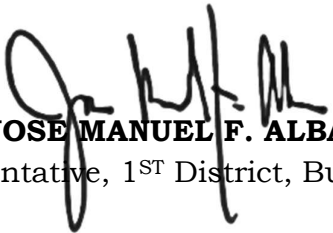
EXPLANATORY NOTE

With the rising cost of living in the Philippines, the real value of workers' earnings continues to erode. Despite periodic adjustments in minimum wages, inflation and economic shocks persistently diminish the purchasing power of Filipino workers, particularly those in low-income, contractual, and job order positions. Many families still struggle to afford even the basic of necessities such as food, housing, transportation, and education, while wage growth remains uneven across regions and sectors.

Currently, Worker's Income Augmentation Program (WInAP) is an initiative implemented by the Department of Labor and Employment – a nationwide initiative designed to supplement the income of workers in both the public and private sectors through regular financial support, allowances, and/or productivity-based incentives. This bill seeks to institutionalize this program to provide workers an additional safety net to ensure their income remains sufficient to meet essential living standards amid inflation and economic uncertainty.

By institutionalizing this Program, the government affirms its commitment to social justice and equitable growth, ensuring that no Filipino worker is left behind in the pursuit of national development. Likewise, it promotes labor productivity, morale, and retention, things essential to building a stable and resilient workforce.

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



JOSE MANUEL F. ALBA

Representative, 1ST District, Bukidnon

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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 “*Worker’s Income Augmentation Program Act.*”

SECTION 2. Declaration of Policy. – It is hereby declared the policy of the State to promote decent work and ensure that all workers receive fair compensation sufficient for a life of dignity and productivity. Recognizing the rising cost of living and the economic vulnerability of low- and middle-income workers, the State shall establish programs that supplement workers’ incomes through productivity-based incentives, livelihood support, and social protection mechanisms.

SECTION 3. Definition of Terms. – For purposes of this Act, the following terms are defined as follows:

- (a) Worker – refers to any person employed in the public or private sector, whether regular, contractual, casual, or seasonal, including self-employed and informal sector workers.

- (b) Income Augmentation Program – refers to a government initiative providing supplementary income or benefits to workers to enhance their financial stability and promote productivity.
- (c) Livelihood Support – includes grants, training, access to financing, and other assistance enabling workers to start or expand income-generating projects.
- (d) Social Protection Mechanisms – refer to measures that reduce vulnerability to poverty, loss of income, or employment shocks.

SECTION 4. Coverage. – This Act shall cover the following:

1. Public sector workers including permanent, contractual, casual, job order, and project-based employees in the national and local government;
2. Private sector workers including wage and salary earners in micro, small, medium, and large enterprises;
3. Contractual and agency-hired workers with active employment status;

SECTION 5. Creation of the Worker's Income Augmentation Program. – A Worker's Income Augmentation Program (WInAP) is hereby institutionalized under the Department of Labor and Employment (DOLE).

The Program shall provide the following forms of assistance:

1. Productivity-Based Incentives – financial bonuses tied to measurable productivity improvements and performance standards.
2. Livelihood Assistance – seed capital, training, and mentoring for micro-enterprise or cooperative projects.
3. Emergency Income Support – temporary financial aid to workers affected by disasters, economic downturns, or job loss.
4. Skills and Capacity Development – access to upskilling and reskilling programs that lead to higher employability and wages.

SECTION 7. Eligibility and Prioritization. – In order for a worker to qualify under this Act, he or she must be a Filipino citizen and duly registered member under the Social Security System (SSS) or Government Service Insurance System (GSIS); and

Priority shall be given to Minimum wage earners, Contractual or job order workers in government, and Informal workers below the poverty threshold.

SECTION 8. Implementing Agency. – The DOLE shall be the primary implementing agency of this Act. It shall:

- (a) Formulate guidelines for identifying eligible beneficiaries;
- (b) Coordinate with concerned national government agencies, local government units (LGUs), and workers' organizations;
- (c) Monitor and evaluate program implementation and impact; and
- (d) Submit annual reports to Congress.

SECTION 9. Funding. – The initial amount necessary for the implementation of this Act shall be charged against the current appropriations of the DOLE. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual General Appropriations Act (GAA).

SECTION 10. Incentives for Participating Employers. – Employers who participate in the Program by implementing productivity-based schemes and contributing to worker livelihood projects may be entitled to tax deductions or credits, subject to guidelines issued by the Department of Finance (DOF) and Bureau of Internal Revenue (BIR).

SECTION 11. Role of Local Government Units. – LGUs shall assist in the monitoring of program activities, and coordination of livelihood and employment support services within their jurisdiction.

SECTION 12. Private Sector and Cooperative Participation. – Private companies, cooperatives, and labor associations are encouraged to enter into partnerships with the DOLE to implement the program through shared funding, technical assistance, or enterprise-based projects.

SECTION 13. Monitoring and Evaluation. – The DOLE, in partnership with the Philippine Statistics Authority (PSA), shall establish a

monitoring and evaluation system to assess the effectiveness of the Program in improving workers' income levels and productivity.

SECTION 14. Implementing Rules and Regulations (IRR). – Within ninety (90) days from the effectivity of this Act, the DOLE, in consultation with the DTI, DOF, NEDA, DA, LGUs, and labor groups, shall promulgate the necessary rules and regulations for its implementation.

SECTION 15. Separability Clause. – If any part or provision of this Act is declared unconstitutional, the remaining provisions shall remain in full force and effect.

SECTION 16. Repealing Clause. – All laws, executive orders, rules, and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 17. Effectivity. – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,