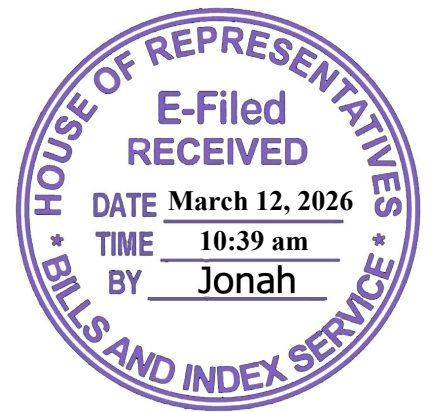


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8481**



Introduced by **REPRESENTATIVE RICARDO S. CRUZ, JR.**

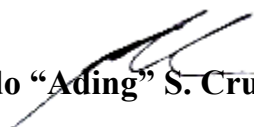
EXPLANATORY NOTE

The continuous rise in the cost of basic goods and essential services has severely affected the purchasing power of minimum wage earners, making it increasingly difficult for them to meet their daily needs and maintain a decent standard of living. Despite existing wage-setting mechanisms, many workers continue to receive wages that are insufficient to keep pace with inflation and the actual cost of living.

This bill seeks to provide immediate relief to minimum wage workers in the private sector by mandating a uniform increase of Two Hundred Pesos (₱200.00) in the daily minimum wage, regardless of employment status or sector. The proposed increase aims to help restore the real value of wages, promote social justice, and ensure the workers' right to a living wage as guaranteed by the Constitution.

The measure likewise recognizes the situation of small enterprises by providing incentives to assist them in complying with the wage increase, while preserving existing exemptions under current laws. It further upholds the principle of non-diminution of benefits and strengthens compliance through the imposition of appropriate penalties.

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


Ricardo "Ading" S. Cruz, Jr.

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8481**

Introduced by **REPRESENTATIVE RICARDO S. CRUZ, JR.**

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 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 2 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 of this Act is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

SECTION 10. Repealing Clause. – All laws, presidential decrees, executive orders, rules and regulations or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified 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,