



As of 03 February 2025

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11376

Introduced by Reps. Ramon Jolo B. Revilla III, Arlene D. Brosas, France L. Castro, Raoul Dannel A. Manuel, Raymond Democrito C. Mendoza, Eduardo “Bro. Eddie” C. Villanueva, Ron P. Salo, Ramon N. Guico Jr., Joseph “Jojo” L. Lara, Robert Raymund M. Estrella, Yedda Marie K. Romualdez, Jude A. Acidre, Josefina B. Tallado, Jose Maria R. Zubiri Jr., Wilter Y. Palma, and Juan Fidel Felipe F. Nograles

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 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.

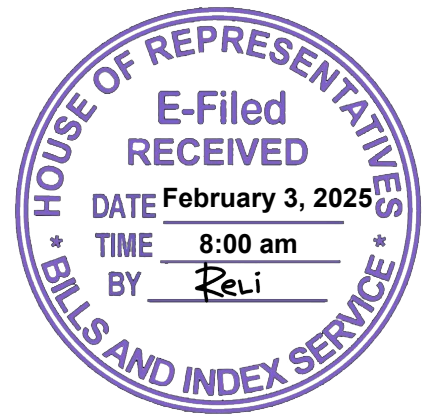
SEC. 11. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,



Republic of the Philippines
HOUSE OF REPRESENTATIVES
 Quezon City

NINETEENTH CONGRESS
 Third Regular Session



COMMITTEE REPORT NO. 1384

Submitted by the Committee on Labor and Employment on February 3, 2025

Re: House Bill No. 11376

Recommending its approval in substitution of House Bills Numbered 514, 7568, 7871, and 10319

Sponsors: Reps. Juan Fidel Felipe F. Nograles, Raymond Democrito C. Mendoza, Ramon Jolo B. Revilla III, Arlene D. Brosas, and Eduardo "Bro. Eddie" C. Villanueva

Mr. Speaker:

The Committee on Labor and Employment to which were referred House Bill No. 514, introduced by Rep. Ramon Jolo B. Revilla III, entitled:

AN ACT
PROVIDING FOR A PHP150.00 DAILY ACROSS-THE-BOARD INCREASE
IN THE SALARY RATES OF EMPLOYEES AND WORKERS IN THE
PRIVATE SECTOR AND FOR OTHER PURPOSES

House Bill No. 7568, introduced by Reps. Arlene D. Brosas, France L. Castro, and Raoul Dannel A. Manuel, entitled:

AN ACT
MANDATING A SEVEN HUNDRED FIFTY PESOS (P750.00) ACROSSTHE-
BOARD INCREASE IN THE SALARY RATES OF EMPLOYEES AND
WORKERS IN THE PRIVATE SECTOR TO ATTAIN A LIVING WAGE, AND
FOR OTHER PURPOSES

House Bill No. 7871, introduced by Rep. Raymond Democrito C. Mendoza, entitled:

AN ACT
PROVIDING FOR A 150 PESOS ACROSS-THE-BOARD WAGE RECOVERY
INCREASE IN THE SALARY RATES OF EMPLOYEES AND WORKERS IN
THE PRIVATE SECTOR ACROSS THE REGIONS AND FOR OTHER
PURPOSES

and House Bill No. 10319, introduced by Eduardo "Bro. Eddie" C. Villanueva, entitled:

AN ACT
PROVIDING FOR A ONE HUNDRED PESOS (P100.00) DAILY MINIMUM
WAGE INCREASE FOR EMPLOYEES AND WORKERS IN THE PRIVATE
SECTOR

has considered the same and recommends that the attached House Bill No. 11376,
entitled:

AN ACT
PROVIDING FOR A TWO HUNDRED PESOS (P200.00) ACROSS-THE-BOARD DAILY INCREASE IN THE SALARY RATES OF EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR

be approved in substitution of House Bills Numbered 514, 7568, 7871, and 10319 and with Reps. Ramon Jolo B. Revilla III, Arlene D. Brosas, France L. Castro, Raoul Dannel A. Manuel, Raymond Democrito C. Mendoza, Eduardo "Bro. Eddie" C. Villanueva, Ron P. Salo, Ramon N. Guico Jr., Joseph "Jojo" L. Lara, Robert Raymund M. Estrella, Yedda Marie K. Romualdez, Jude A. Acidre, Josefina B. Tallado, Jose Maria R. Zubiri Jr., Wilter Y. Palma, and Juan Fidel Felipe F. Nograles as authors thereof.

Respectfully submitted,


JUAN FIDEL FELIPE F. NOGRALES
Chairperson
Committee on Labor and Employment

THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
QUEZON CITY



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11376

(In substitution of House Bills Numbered 514, 7568, 7871, and 10319)

Introduced by Reps. Ramon Jolo B. Revilla III, Arlene D. Brosas, France L. Castro, Raoul Dannel A. Manuel, Raymond Democrito C. Mendoza, Eduardo “Bro. Eddie” C. Villanueva, Ron P. Salo, Ramon N. Guico Jr., Joseph “Jojo” L. Lara, Robert Raymund M. Estrella, Yedda Marie K. Romualdez, Jude A. Acidre, Josefina B. Tallado, Jose Maria R. Zubiri Jr., Wilter Y. Palma, and Juan Fidel Felipe F. Nograles

AN ACT
PROVIDING FOR A TWO HUNDRED PESOS (P200.00) ACROSS-THE-BOARD
DAILY INCREASE IN THE SALARY RATES OF EMPLOYEES AND WORKERS
IN THE PRIVATE SECTOR

*Be it enacted by the Senate and House of Representatives of the Philippines
in Congress assembled:*

1 **SECTION 1. Short Title.** – This Act shall be known as the "P200 Across-the-
2 Board Daily Wage Increase Act".
3

4 **SEC. 2. Declaration of Policy.** – It is hereby declared to be the policy of the
5 State to alleviate the living conditions of the ordinary Filipino through policies that
6 provide for decent and humane standard of living and improved quality of life,
7 particularly the working class; to ensure the right of labor to its just share in the fruits
8 of production; to guarantee the workers' right to a living wage; and to promote social
9 justice through the adoption of measures calculated to ensure the well-being and
10 economic security of all the members of the community.
11

12 **SEC. 3. Across-the-Board Wage Increase.** – In line with the declared policy
13 under this Act, all employers in the private sector, whether agricultural or
14 nonagricultural, regardless of capitalization and number of employees, shall pay their
15 workers an across-the-board wage increase in the sum of Two hundred pesos (P
16 200.00) a day upon the effectivity of this Act.

1 **SEC. 4. Non-chargeability of Prior Increases.** – No wage increase shall be
2 credited as compliance with the increase prescribed herein unless expressly provided
3 under valid collective bargaining agreements: *Provided*, That such wage increase was
4 granted in anticipation of the legislated across-the-board wage increase under this Act:
5 *Provided, further*, That where such increase is less than the prescribed increase under
6 this Act, the employer shall pay the difference. Such increases shall not include
7 anniversary wage increases, merit wage increases, and those resulting from the
8 regularization or promotion of employees.
9

10 **SEC. 5. Non-diminution of Other Benefits.** – Nothing in this Act shall be
11 construed to reduce any existing allowance and benefit of any form under existing
12 laws, decrees, issuances, executive orders, and any contract or agreement between
13 workers and employers.
14

15 **SEC. 6. Inspection by the Department of Labor and Employment.** – The
16 Department of Labor and Employment (DOLE) shall, after approval of this Act, conduct
17 inspection of payroll and other financial records kept by the company or business to
18 determine whether the workers are paid the prescribed across-the-board daily wage
19 increase and other benefits granted by law. In unionized companies, the DOLE
20 inspectors shall always be accompanied by the president or any responsible officer of
21 the recognized bargaining unit or of any interested union in the conduct of the
22 inspection. In non-unionized companies, establishments or businesses, the inspection
23 shall be carried out in the presence of a workers' representatives, who shall have the
24 right to submit their own findings to the DOLE and to testify on the same if they cannot
25 concur with the findings of the labor inspector.
26

27 **SEC. 7. Penalties.** – Any person, corporation, trust, firm, partnership,
28 association, or entity violating any provision of this Act shall be punished by a fine of
29 not less than Fifty thousand pesos (P50,000.00) nor more than One hundred thousand
30 pesos (P100,000.00) or imprisonment of not less than two (2) years but not exceeding
31 four (4) years, or both at the discretion of the Court: *Provided*, That if the violation is
32 committed by a corporation, trust or firm, association, or any other entity, the penalty
33 of imprisonment shall be imposed upon the entity's responsible officers including the
34 president, vice president, chief executive officer, general manager, managing director,
35 or partner.
36

37 The employer concerned shall be ordered to pay double the amount of unpaid
38 benefits owing to the employees: *Provided*, That the payment of indemnity shall not
39 absolve the employer from the criminal liability imposable under this Act: *Provided,*
40 *further*, That any person convicted under this Act shall not be entitled to the benefits
41 provided for under the Probation Law.
42

43 **SEC. 8. Implementing Rules and Regulations.** – The Secretary of Labor and
44 Employment shall promulgate the necessary rules and regulations to implement the
45 provisions of this Act.
46

47 **SEC. 9. Separability Clause.** – If any provision or part of this Act is declared
48 invalid or unconstitutional, the remaining provisions or parts of this Act shall remain in
49 full force and effect, and the application of such provisions to other persons or
50 circumstances shall not be affected.

1 **SEC. 10. *Repealing Clause.*** – All laws, orders, issuances, rules and
2 regulations or parts thereof inconsistent with the provisions of this Act are hereby
3 repealed, amended or modified accordingly.
4

5 **SEC. 11. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
6 publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,

House of Representatives Committee Affairs Department

FACT SHEET

House Bill No. **11376**

(In substitution of House Bills Numbered 514, 7568, 7871, and 10319)
(As approved by the Committee on January 30, 2025)

AN ACT

PROVIDING FOR A TWO HUNDRED PESOS (P200.00) ACROSS-THE-BOARD DAILY INCREASE IN THE SALARY RATES OF EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR

Introduced by Representatives Ramon Jolo B. Revilla III, Arelene D. Brosas, France L. Castro, Raoul Dannel A. Manuel, Raymond Democrito C. Mendoza, Eduardo "Bro. Eddie" C. Villanueva, Ron P. Salo, Ramon N. Guico Jr., Joseph "Jojo" L. Lara, Robert Raymund M. Estrella, Yedda Marie K. Romualdez, Jude A. Acidre, Josefina B. Tallado, Jose Maria R. Zubiri Jr., Wilter Y. Palma, and Juan Fidel Felipe F. Nograles

Committee Referral: **COMMITTEE ON LABOR AND EMPLOYMENT**
Committee Chairperson: REP. JUAN FIDEL FELIPE F. NOGRALES

OBJECTIVES:

- To help workers cope with rising costs of living;
- To promote social justice by ensuring fair compensation and protecting workers' rights to a just share in economic growth.

KEY PROVISIONS:

- Grants ₱200 across-the-board daily wage increase for all employees in the private sector, regardless of industry or business size;
- Prohibits employers from offsetting prior wage increases unless these were part of a Collective Bargaining Agreement in anticipation of this law;
- Ensures that existing allowances and benefits remain unaffected and cannot be diminished as a result of the wage increase;
- Mandates the Department of Labor and Employment to conduct payroll inspections and enforce compliance in both unionized and non-unionized workplaces;
- Imposes penalties for non-compliance, including fines ranging from ₱50,000 to ₱100,000, imprisonment of 2 to 4 years, and double payment of unpaid wage increases.
- Provides that any person convicted under this Act shall not be entitled to the benefits provided for under the Probation Law.

RELATED LAWS:

- Presidential Decree No. 442, as amended, otherwise known as the “Labor Code of the Philippines”
- Republic Act No. 6727 – The Wage Rationalization Act
- Republic Act No. 8188 – An Act Increasing The Penalty And Imposing Double Indemnity For Violation Of The Prescribed Increases Or Adjustments In The Wage Rates, Amending For The Purpose Section Twelve Of Republic Act Numbered Sixty-Seven Hundred Twenty-Seven, Otherwise Known As The Wage Rationalization Act