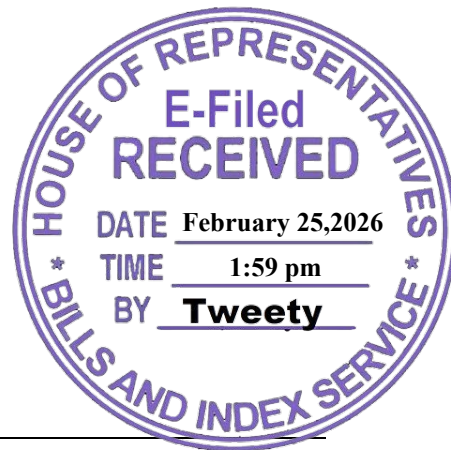




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



COMMITTEE REPORT NO. 132

Submitted by the Committee on Labor and Employment on February 25, 2026

Re: House Bill No. 8081

Recommending its approval in substitution of House Bills Numbered 55, 94, 3266, 4102, and 5924

Sponsors: Reps. Ramon Jolo B. Revilla III and Elijah Rumbaoa San Fernando

Mr. Speaker:

The Committee on Labor and Employment to which were referred House Bill No. 55, introduced by Rep. Adrian E. Salceda, entitled:

**AN ACT
INSTITUTING A NATIONAL BASIC WAGE SYSTEM UNDER
THE PRINCIPLE OF "EQUAL PAY FOR EQUAL WORK,"
PHASING OUT REGIONAL MINIMUM WAGE RATES OVER A
TRANSITION PERIOD, ABOLISHING REGIONAL WAGE
BOARDS, AND REFORMING SUBSIDY PROGRAMS INTO
WAGE SUPPORT FOR SENSITIVE SECTORS**

House Bill No. 94, introduced by Rep. Elijah Rumbaoa San Fernando, entitled:

**AN ACT
INSTITUTING A NATIONAL MINIMUM WAGE SYSTEM,
AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE
NO. 442, OTHERWISE KNOWN AS THE "LABOR CODE OF
THE PHILIPPINES," AS AMENDED**

House Bill No. 3266, introduced by Rep. Josefina B. Tallado, entitled:

**AN ACT
ESTABLISHING A NATIONAL MINIMUM WAGE RATE FOR
PRIVATE SECTOR WORKERS AMENDING FOR THIS
PURPOSE PRESIDENTIAL DECREE NO. 442, OTHERWISE
KNOWN AS THE LABOR CODE OF THE PHILIPPINES, AS
AMENDED**

House Bill No. 4102, introduced by Rep. Ramon N. Guico Jr., entitled:

**AN ACT
ESTABLISHING A GENERAL MINIMUM WAGE RATE FOR
PRIVATE SECTOR WORKERS AMENDING FOR THIS
PURPOSE PRESIDENTIAL DECREE NO. 442, OTHERWISE
KNOWN AS THE LABOR CODE OF THE PHILIPPINES, AS
AMENDED**

and House Bill No. 5924, introduced by Rep. Ramon Jolo B. Revilla III, entitled:

**AN ACT
INSTITUTING A NATIONAL MINIMUM WAGE SYSTEM,
AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE
NO. 442, OTHERWISE KNOWN AS THE “LABOR CODE OF
THE PHILIPPINES,” AS AMENDED**

has considered the same and recommends that the attached House Bill No. 8081,
entitled:

**AN ACT
INSTITUTING A NATIONAL MINIMUM WAGE SYSTEM,
AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE
NO. 442, OTHERWISE KNOWN AS THE “LABOR CODE OF
THE PHILIPPINES,” AS AMENDED**

be approved in substitution of House Bills Numbered 55, 94, 3266, 4102, and 5924, and with Reps. Ramon Jolo B. Revilla III, Adrian E. Salceda, Elijah Rumbaoa San Fernando, Josefina B. Tallado, Ramon N. Guico Jr., Johanne Monich G. Bautista, Franz Vincent F. Legazpi, Romeo S. Momo Sr., Florabel C. Yatco, Percival “Perci” Cendaña, Ma. Cristina Talavera Lopez, Sarah Jane I. Elago, Antonio L. Tinio, Renee Louise M. Co, Jose Manuel Tadeo “Chel” I. Diokno, Henry “Indy” F. Oaminal Jr., Edwin L. Cruzado, MD, Rolando M. Valeriano, Laarni Lavin Roque, Presley C. De Jesus, Lani Mercado-Revilla, Yevgeny Vincente B. Emano, Miguel Luis R. Villafuerte, Ma. Isabel L. Sagarbarria, Cielo Krisel Lagman, Roman T. Romulo, and Christopher Sheen P. Gonzales as authors thereof.

Respectfully submitted,


RAMON JOLO B. REVILLA III
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

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8081**

(In substitution of House Bills Numbered 55, 94, 3266, 4102, and 5924)

Introduced by Representatives Ramon Jolo B. Revilla III, Adrian E. Salceda, Elijah Rumbaoa San Fernando, Josefina B. Tallado, Ramon N. Guico Jr., Johanne Monich G. Bautista, Franz Vincent F. Legazpi, Romeo S. Momo Sr., Florabel C. Yatco, Percival "Perci" Cendaña, Ma. Cristina Talavera Lopez, Sarah Jane I. Elago, Antonio L. Tinio, Renee Louise M. Co, Jose Manuel Tadeo "Chel" I. Diokno, Henry "Indy" F. Oaminal Jr., Edwin L. Cruzado, MD, Rolando M. Valeriano, Laarni Lavin Roque, Presley C. De Jesus, Lani Mercado-Revilla, Yevgeny Vincente B. Emano, Miguel Luis R. Villafuerte, Ma. Isabel L. Sagarbarria, Cielo Krisel Lagman, Roman T. Romulo, and Christopher Sheen P. Gonzales

AN ACT
INSTITUTING A NATIONAL MINIMUM WAGE SYSTEM, AMENDING FOR THE
PURPOSE PRESIDENTIAL DECREE NO. 442, OTHERWISE KNOWN AS THE
"LABOR CODE OF THE PHILIPPINES," AS AMENDED

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

1 **SECTION 1.** This Act shall be known as the "National Minimum Wage Act."
2

3 **SEC. 2.** It is the policy of the State to uphold the principle of equal pay for equal
4 work, regardless of geographic location. The State shall ensure that minimum wage
5 standards are equitable, transparent, and based on national socioeconomic indicators.
6

7 The State affirms labor as a primary socioeconomic force. In keeping with the
8 State's obligation to protect the rights of workers and promote their welfare,
9 government-imposed wage disparities based solely on regional location shall be
10 eliminated through the establishment of a National Minimum Wage applicable to all
11 workers nationwide.

1 **SEC. 3.** Article 97 of Presidential Decree (PD) No. 442, otherwise known as the
2 "Labor Code of the Philippines," as amended, is hereby further amended to read as
3 follows:

4
5 "ART. 97. Definitions. – As used in this Title:

6
7 (a) xxx
8 xxx

9
10 (g) "Enterprise" refers to any organized business activity—whether a
11 single proprietorship, cooperative, partnership, or corporation—
12 engaged in industry, agribusiness, or services. Under Republic Act
13 No. 9501, otherwise known as the "Magna Carta for Micro, Small and
14 Medium Enterprises (MSMEs)," as amended, enterprises are
15 classified based on total assets (excluding land where business
16 premises are situated) into:

- 17 1. Micro: up to ₱3 million
18 2. Small: ₱3,000,001 – ₱15 million
19 3. Medium: ₱15,000,001 – ₱100 million

20
21 (h) "Equal pay for equal work" refers to the principle that all workers
22 performing the same tasks, with equivalent responsibilities, skills,
23 and working conditions, must receive the same minimum
24 compensation, regardless of geographic location.

25
26 (i) "Industry" refers to a classification of enterprises engaged in similar
27 economic activities, such as the production of goods, extraction of
28 natural resources, or provision of services. These classifications are
29 systematically further defined and organized under the Philippine
30 Standard Industrial Classification.

31
32 **SEC. 4.** Article 99 of Presidential Decree (PD) No. 442, otherwise known as the
33 "Labor Code of the Philippines," as amended, is hereby further amended to read as
34 follows:

35
36 "ART. 99 [Regional Minimum Wages] NATIONAL
37 MINIMUM WAGE. – The minimum wage rates for agricultural and non-
38 agricultural employees and workers in [each and every region] **ALL REGIONS**
39 of the country shall be those prescribed by the [Regional Tripartite Wages and
40 Productivity Boards] **NATIONAL WAGES AND PRODUCTIVITY**
41 **COMMISSION (NWPC), IN COORDINATION WITH THE DEPARTMENT OF**
42 **LABOR AND EMPLOYMENT (DOLE), WHICH SHALL DETERMINE THE**
43 **INITIAL NATIONAL MINIMUM WAGE THROUGH A TRIPARTITE**
44 **CONSULTATION AND ECONOMIC ASSESSMENT: PROVIDED, THAT THE**
45 **INITIAL NATIONAL MINIMUM WAGE SHALL BE EQUIVALENT TO THE**
46 **HIGHEST PREVAILING STATUTORY MINIMUM WAGE AMONG ALL**

1 REGIONS AT THE TIME OF EFFECTIVITY, AND IN NO CASE LOWER
2 THAN THE PREVAILING MINIMUM WAGE IN THE NATIONAL CAPITAL
3 REGION. THE NATIONAL MINIMUM WAGE SHALL BE FULLY
4 IMPLEMENTED WITHIN THREE (3) YEARS AFTER THE EFFECTIVITY OF
5 THIS ACT.

6 DURING THE TRANSITION PERIOD WHICH SHALL BE
7 COMPLETED WITHIN THE THREE (3) YEARS FROM THE EFFECTIVITY OF
8 THIS ACT, EACH REGION SHALL ADJUST ITS PREVAILING MINIMUM
9 WAGE RATES AS FOLLOWS:

- 10
11 (I) IN THE FIRST YEAR, BY NOT LESS THAN THIRTY PERCENT
12 (30%) OF THE WAGE DIFFERENCE BETWEEN THE
13 PREVAILING REGIONAL MINIMUM WAGE AND THE INITIAL
14 NATIONAL MINIMUM WAGE;
15 (II) IN THE SECOND YEAR, BY NOT LESS THAN THIRTY-FIVE
16 PERCENT (35%) OF THE INITIAL WAGE DIFFERENCE; AND
17 (III) IN THE THIRD YEAR, BY THE ENTIRE AMOUNT OF THE
18 REMAINING WAGE DIFFERENCE.
19

20 BY THE END OF TRANSITION PERIOD, THE MINIMUM WAGE IN
21 ALL REGIONS SHALL BE EQUAL TO THE INITIAL NATIONAL MINIMUM
22 WAGE.
23

24 AFTER THE TRANSITION PERIOD, NOTHING IN THIS ACT SHALL
25 PREVENT EMPLOYERS AND WORKERS FROM AGREEING, INCLUDING
26 THROUGH COLLECTIVE BARGAINING, TO WAGE RATES ABOVE THE
27 NATIONAL MINIMUM WAGE: *PROVIDED*, THAT NO GOVERNMENT
28 AUTHORITY MAY ISSUE WAGE ORDERS OR ISSUANCES
29 ESTABLISHING OR REINTRODUCING REGIONAL MINIMUM WAGE
30 RATES LOWER THAN THE NATIONAL MINIMUM WAGE.
31

32 IN CASES OF EXTRAORDINARY CIRCUMSTANCES, SUCH AS A
33 DECLARATION OF A STATE OF CALAMITY, NATIONAL EMERGENCY, OR
34 COMPARABLE EVENTS THAT MATERIALLY IMPAIR THE ABILITY OF
35 AFFECTED EMPLOYERS TO COMPLY WITH SCHEDULED INCREASES
36 UNDER THIS ACT, THE NWPC MAY RECOMMEND TO THE SECRETARY
37 OF LABOR AND EMPLOYMENT APPROPRIATE TEMPORARY
38 ADJUSTMENTS OR DEFERRALS, SUBJECT TO THE FOLLOWING
39 CONDITIONS:
40

- 41 (A) A MAXIMUM PERIOD OF SIX (6) MONTHS FOR EACH
42 DEFERRAL, RENEWABLE ONLY UPON CONTINUING
43 JUSTIFICATION BASED ON TRANSPARENT AND OBJECTIVE
44 CRITERIA; AND

1 (B)A REQUIREMENT THAT ANY DEFERRED INCREASES SHALL
2 BE IMPLEMENTED WITHIN A REASONABLE PERIOD
3 THEREAFTER, TO PREVENT PERMANENT DIMINUTION OF
4 WORKERS' RIGHTS UNDER THIS ACT."

5
6 EXEMPTED FROM THE PROVISIONS OF THIS ACT ARE
7 BUSINESSES BELONGING TO THE MICRO CATEGORY BASED ON THE
8 CRITERIA PROVIDED BY THE DEPARTMENT OF TRADE AND INDUSTRY:
9 PROVIDED, THAT THE ENTERPRISE IS REGISTERED AND HAS AN
10 UPDATED BARANGAY MICRO BUSINESS ENTERPRISE (BMBE)
11 CERTIFICATION PURSUANT TO REPUBLIC ACT NO. 9178, OTHERWISE
12 KNOWN AS THE "BARANGAY MICRO BUSINESS ENTERPRISES
13 (BMBES) ACT OF 2002".
14

15 DAILY BASIC WAGE INCREASES GRANTED WITHIN THREE (3)
16 MONTHS BEFORE THE EFFECTIVITY OF THIS ACT, WHICH HAVE BEEN
17 EXPLICITLY PROVIDED FOR AND IMPLEMENTED UNDER EXISTING
18 COLLECTIVE BARGAINING AGREEMENTS, AND EXCLUDING WAGE
19 ADJUSTMENTS DUE TO ANNIVERSARIES, MERIT-BASED INCREASES,
20 OR INCREASES RESULTING FROM EMPLOYEE REGULARIZATION OR
21 PROMOTION, SHALL BE CREDITED AS COMPLIANCE WITH THE WAGE
22 INCREASES MANDATED BY THIS ACT: PROVIDED, THAT THE
23 EMPLOYERS SHALL PAY THE DIFFERENCE, IF ANY, BETWEEN SUCH
24 CREDITED INCREASES AND THE WAGE ADJUSTMENTS MANDATED
25 UNDER THIS ACT.
26

27 DISPUTES RESULTING FROM WAGE DISTORTIONS—DEFINED AS
28 SIGNIFICANT CHANGES IN WAGE RELATIONSHIPS WITHIN THE SAME
29 ESTABLISHMENT—UPON THE IMPLEMENTATION OF THE MANDATED
30 WAGE INCREASE UNDER THIS ACT SHALL FIRST BE RESOLVED
31 VOLUNTARILY BETWEEN THE EMPLOYER AND EMPLOYEES. WHEN
32 SETTLEMENT CANNOT BE REACHED, THE DISPUTE SHALL BE
33 REFERRED TO THE APPROPRIATE REGIONAL BRANCH OF THE
34 NATIONAL LABOR RELATIONS COMMISSION (NLRC) FOR
35 COMPULSORY ARBITRATION. THE NLRC SHALL CONDUCT
36 CONTINUOUS HEARINGS AND ISSUE A DECISION ON ANY SUCH
37 DISPUTE WITHIN TWENTY (20) CALENDAR DAYS FROM ITS FILING.
38

39 THE EXISTENCE OF A WAGE DISTORTION DISPUTE SHALL NOT
40 DELAY THE IMPLEMENTATION OF THE WAGE INCREASES
41 PRESCRIBED UNDER THIS ACT.
42

43 **SEC. 5.** Article 121 of PD No. 442, otherwise known as the "Labor Code of the
44 Philippines," as amended, is hereby further amended to read as follows:
45

1 “ART. 121. Powers and Functions of the Commission. - The Commission
2 shall have the following powers and functions:
3

4 (a) To act as the national consultative and advisory body to the President
5 of the Philippines and Congress on matters relating to wages,
6 incomes, and productivity;
7

8 (b) To formulate policies and guidelines on wages, incomes, and
9 productivity improvement at the enterprise, industry, and national
10 levels;
11

12 (c) [To prescribe rules and guidelines for the determination of
13 appropriate minimum wage and productivity measures at the
14 regional, provincial, or industry levels;] **TO DETERMINE AND FIX
15 NATIONAL MINIMUM WAGE RATES ANNUALLY ACCORDING
16 TO INDUSTRY AND ENTERPRISES AND TO ISSUE
17 CORRESPONDING WAGE ORDERS;**
18

19 (d) [To review regional wage levels set by the Regional Tripartite Wages
20 and Productivity Boards to determine if these are in accordance with
21 prescribed guidelines and national development plans;] **TO ISSUE
22 TEMPORARY WAGE ADJUSTMENT ORDERS APPLICABLE TO
23 SPECIFIC SECTORS OR GEOGRAPHIC AREAS IN RESPONSE
24 TO MAJOR ECONOMIC DISPLACEMENT EVENTS, INCLUDING
25 WIDESPREAD RETRENCHMENTS, DISASTERS, SIGNIFICANT
26 INCREASES IN COMMODITY OR FUEL PRICES RESULTING
27 FROM INFLATION; OR ANY COMPARABLE CIRCUMSTANCE
28 THAT MATERIALLY IMPAIRS THE ABILITY OF AFFECTED
29 EMPLOYERS TO COMPLY WITH THE PRESCRIBED NATIONAL
30 BASIC WAGE;**
31

32 **ANY TEMPORARY WAGE ADJUSTMENT ORDER SHALL
33 REMAIN IN EFFECT FOR A PERIOD NOT EXCEEDING SIX (6)
34 MONTHS, UNLESS RENEWED UPON PROPER JUSTIFICATION
35 BASED ON CONTINUING ADVERSE CONDITIONS;**
36

37 (e) To undertake studies, researches, and surveys necessary for the
38 attainment of its functions and objectives, and to collect and compile
39 data and periodically disseminate information on wages and
40 productivity and other related information, including [but not limited
41 to,] employment, cost-of-living, labor costs, **INDUSTRY AND
42 ENTERPRISE-LEVEL PRODUCTIVITY**, investments, and returns;
43

44 [(f)To review plans and programs of the Regional Tripartite Wages and
45 Productivity Boards to determine whether these are consistent with
46 national development plans;]

1
2 [(g) To exercise technical and administrative supervision over the
3 Regional Tripartite Wages and Productivity Board;]
4

5 [(h) To call, from time to time,] **(F) TO CONVENE** a national tripartite
6 conference of representatives of government, workers, and
7 employers for the consideration of measures to promote [wage
8 rationalization and productivity; and] **HIGHER WAGES AND**
9 **IMPROVED STANDARDS OF LIVING. THE NATIONAL**
10 **TRIPARTITE CONFERENCE ON WAGES SHALL BE CONVENED**
11 **ON AN ANNUAL BASIS, OR AS THE SITUATION DEMANDS IT;**
12 **AND**
13

14 [(i)] **(G)** To exercise such powers and functions as may be necessary to
15 implement this Act.
16

17 The Commission shall be composed of the Secretary of Labor and Employment
18 as ex-officio [chairman] **CHAIRPERSON**, the [Director-General] **SECRETARY** of the
19 [National Economic and Development Authority (NEDA)] **DEPARTMENT OF**
20 **ECONOMY, PLANNING, AND DEVELOPMENT (DEPDEV)** as ex-officio [vice-
21 chairman] **VICE-CHAIRPERSON**, and two (2) members each from workers and
22 employers sectors who shall be appointed by the President of the Philippines upon
23 recommendation of the Secretary of Labor and Employment to be made on the basis
24 of the list of nominees submitted by the workers and employers sectors, respectively,
25 and who shall serve for a term of five (5) years. The Executive Director of the
26 Commission shall also be a member of the Commission.
27

28 The Commission shall be assisted by a Secretariat to be headed by an
29 Executive Director and two (2) Deputy Directors, who shall be appointed by the
30 President of the Philippines, upon the recommendation of the Secretary of Labor and
31 Employment.
32

33 The Executive Director shall have the same rank, salary, benefits, and other
34 emoluments as that of a Department Assistant Secretary, while the Deputy Directors
35 shall have the same rank, salary, benefits, and other emoluments as that of a Bureau
36 Director. The members of the Commission representing labor and management shall
37 have the same rank, emoluments, allowances, and other benefits as those prescribed
38 by law for labor and management representatives in the Employees' Compensation
39 Commission."
40

41 **SEC. 6.** Article 122 of Presidential Decree No. 442, otherwise known as the
42 "Labor Code of the Philippines," as amended, is hereby repealed, to take effect upon
43 the full implementation of the National Minimum Wage at the end of the third (3rd) year
44 of the transition period.
45

1 Upon the effectivity of the repeal of Article 122, all Regional Tripartite Wages
2 and Productivity Boards (RTWPBs) created under Republic Act No. 6727 shall be
3 abolished, and their wage-fixing powers and all authorities relating to the determination
4 of regional minimum wages shall be withdrawn.

5
6 The NWPC shall thereafter assume the functions necessary for the
7 implementation, coordination, and enforcement of national wage policies and
8 productivity programs. The NWPC shall be reorganized and strengthened to perform
9 the functions provided under this Act and under the amendments to Articles 99 and
10 121 of the Labor Code.

11
12 Employees of the RTWPBs affected by the reorganization shall:

- 13
14 1. be absorbed into appropriate positions within the DOLE, the NWPC, or other
15 government agencies;
16 2. be reassigned to positions commensurate with their qualifications under
17 existing civil service rules; or
18 3. be granted separation, retirement, or other applicable benefits in accordance
19 with civil service laws, rules, and budgetary guidelines.

20
21 No affected employee shall be separated from service without entitlement to
22 such benefits nor in violation of security of tenure.

23
24 All references to regional wage levels, regional wage boards, regional wage
25 orders, or regional wage-fixing mechanisms in existing laws, decrees, executive
26 orders, rules, and regulations that are inconsistent with this Act are hereby repealed,
27 modified, or superseded accordingly.

28
29 **SEC. 7.** Article 123 of PD No. 442, otherwise known as the "Labor Code of the
30 Philippines," as amended, is hereby further amended to read as follows:

31
32 "ART. 123 Wage Order. – Whenever conditions in the [region]
33 **COUNTRY** so warrant, the [Regional Board] **COMMISSION** shall investigate
34 and study all pertinent facts; and based on the standards and criteria herein
35 prescribed, shall proceed to determine whether a Wage Order should be
36 issued. Any such Wage Order shall take effect after fifteen (15) days from its
37 complete publication in at least [one (1) newspaper of general circulation in the
38 region.] TWO (2) NEWSPAPERS OF GENERAL CIRCULATION.

39
40 In the performance of its wage-determining functions, the [Regional
41 Board] **COMMISSION** shall conduct public hearings [/] **OR** consultations, giving
42 notices to employees' and employers' groups, provincial, city, and municipal
43 officials, and other interested parties.

44
45 Any party aggrieved by the Wage Order issued by the [Regional Board]
46 **COMMISSION** may [appeal] **SEEK A RECONSIDERATION OF** such order [to

1 the Commission] within ten (10) calendar days from the publication of such
2 order. It shall be mandatory for the Commission to decide such [appeal]
3 **MOTION FOR RECONSIDERATION** within sixty (60) calendar days from the
4 filing thereof.
5

6 The filing of the [appeal] **MOTION FOR RECONSIDERATION** does not
7 stay the order unless the person appealing such order shall file with the
8 Commission, an undertaking with a surety or sureties satisfactory to the
9 Commission for the payment to the employees affected by the order of the
10 corresponding increase, in the event the order is affirmed.”
11

12 **SEC. 8.** A new article denominated as Article 123-A is hereby inserted after
13 Article 123 of PD No. 442, otherwise known as the “Labor Code of the Philippines,” as
14 amended, to read as follows:
15

16 “**ART. 123-A. PENALTIES. – ANY PERSON, CORPORATION,**
17 **TRUST, FIRM, PARTNERSHIP, ASSOCIATION, OR ENTITY THAT**
18 **REFUSES OR FAILS TO PAY THE MANDATED WAGE INCREASES OR**
19 **ADJUSTMENTS UNDER THIS ACT SHALL BE LIABLE FOR A FINE**
20 **EQUIVALENT TO DOUBLE THE UNPAID WAGES OWED TO THE**
21 **AFFECTED WORKERS, BUT IN NO CASE LESS THAN ONE HUNDRED**
22 **FIFTY THOUSAND PESOS (P150,000.00), OR IMPRISONMENT OF NOT**
23 **LESS THAN ONE (1) YEAR NOR MORE THAN TWO (2) YEARS, OR BOTH**
24 **AT THE DISCRETION OF THE COURT.**
25

26 **ANY PERSON CONVICTED UNDER THIS ACT SHALL NOT BE**
27 **ENTITLED TO PROBATION UNDER THE PROBATION LAW.**
28

29 **IF THE VIOLATION IS COMMITTED BY A CORPORATION, TRUST,**
30 **FIRM, PARTNERSHIP, ASSOCIATION, OR OTHER JURIDICAL ENTITY,**
31 **THE PENALTY OF IMPRISONMENT SHALL BE IMPOSED ON THE**
32 **RESPONSIBLE OFFICERS OF THE ORGANIZATION, INCLUDING THE**
33 **PRESIDENT, VICE PRESIDENT, CHIEF EXECUTIVE OFFICER, GENERAL**
34 **MANAGER, MANAGING DIRECTOR, OR PARTNER.**
35

36 **SEC. 9.** Article 124 of PD No. 442, otherwise known as the “Labor Code of the
37 Philippines,” as amended, is hereby further amended to read as follows:
38

39 “**ART. 124. Standards/Criteria for Minimum Wage Fixing. – The**
40 **[regional] NATIONAL** minimum wage[s] to be established by the [Regional
41 Board] **COMMISSION** shall be as nearly adequate as is economically feasible
42 to maintain the minimum standards of living necessary for the health, efficiency
43 and general well-being of the employees within the framework of the national
44 economic and social development program. In the determination of such
45 [regional] minimum wage, the [Regional Board] **COMMISSION** shall, among
46 other relevant factors, consider the following:
47

- (a) [The demand for] **THE WORKERS' RIGHT TO A** living wage[s];
(b) Wage adjustment vis-à-vis the consumer price index;
(c) The cost of living and changes or increases therein;
(d) The needs of workers and their families;
[(e)]The need to induce industries to invest in the countryside;
[(f)] **(E)** Improvements in standards of living;
[(g)]The prevailing wage levels;
[(h)] **(F)** Fair return of the capital invested and capacity to pay of employers; **AND**
[(i)] Effects on employment generation and family income; and
[(j)] **(G)** The equitable distribution of income and wealth along the imperatives of economic and social development.

The wage[s] prescribed in accordance with the provisions of this Title shall be the standard prevailing **NATIONAL** minimum [wages in every region] **WAGE**. [These wages] THIS shall include wages varying within industries, [provinces or localities] if in the judgment of the [Regional Board] **COMMISSION**, conditions make such [local] differentiation proper and necessary to effectuate the purpose of this Title.

Any person, company, corporation, partnership or any other entity engaged in business shall file and register annually with the [appropriate Regional Board] Commission and the [National Statistics Office] **PHILIPPINE STATISTICS AUTHORITY** an itemized listing of their labor component, specifying the names of their workers and employees below the managerial level, including learners, apprentices and disabled [/] **OR** handicapped workers who were hired under the terms prescribed in the employment contracts, and their corresponding salaries and wages.

Where the application of any prescribed wage increase by virtue of a law or wage order issued by [any] THE [Regional Board] **COMMISSION** results in distortions of the wage structure within an establishment, the employer and the union shall negotiate to correct the distortions. Any dispute arising from wage distortions shall be resolved through the grievance procedure under their collective bargaining agreement and, if it remains unresolved, through voluntary arbitration. Unless otherwise agreed by the parties in writing, such dispute shall be decided by the voluntary [arbitrators] **ARBITRATOR OR PANEL OF VOLUNTARY ARBITRATORS** within ten (10) calendar days from the time said dispute was referred to voluntary arbitration.

In cases where there are no collective agreements or recognized labor unions, the employer and worker shall endeavor to correct such distortions **VOLUNTARILY**. Any dispute arising therefrom shall be settled through the National Conciliation and Mediation Board and, if it remains unresolved after ten (10) calendar days of conciliation, shall be referred to the appropriate branch of the [National Labor Relations Commission (NLRC)] **COMMISSION**. It shall be mandatory for the [NLRC] **COMMISSION** to conduct continuous hearings and decide the dispute within twenty (20) calendar days from the time said dispute is submitted for compulsory arbitration.

1 The pendency of a dispute arising from a wage distortion shall not in any way
2 delay the applicability of any increase in prescribed wage rates pursuant to the
3 provisions of law or wage order.
4

5 As used herein, a wage distortion shall mean a situation where an increase in
6 prescribed wage rates results in the elimination or severe contraction of intentional
7 quantitative differences in wage or salary rates between and among employee groups
8 in an establishment as to effectively obliterate the distinctions embodied in such wage
9 structure based on skills, length of service, or other logical bases of differentiation.
10

11 All workers paid by result, including those who are paid by piecework, *takay*,
12 *pakyaw* or task basis, shall receive not less than the prescribed wage rates per eight
13 (8) hours' work a day, or a proportion thereof for working less than eight (8) hours.
14

15 All recognized learnership and apprenticeship agreements shall be considered
16 automatically modified insofar as their wage clauses are concerned to reflect the
17 prescribed wage rates."

18 **SEC. 10.** Article 127 of PD No. 442, otherwise known as the "Labor Code of the
19 Philippines," as amended, is hereby further amended to read as follows:
20

21 "ART. 127. Non-Diminution of Benefits. – No wage order issued by [any
22 Regional Board] **THE COMMISSION** shall provide for wage rates lower than
23 the statutory minimum wage rates prescribed by Congress."
24

25 **SEC. 11.** Article 128 of PD No. 442, otherwise known as the "Labor Code of the
26 Philippines," as amended, is hereby further amended to read as follows:
27

28 "ART. 128. Visitorial and Enforcement Power. – (a) Xxx
29 (b) Xxx
30 Xxx
31

32 **(G) THE SECRETARY OF LABOR AND EMPLOYMENT SHALL CONDUCT**
33 **INSPECTIONS OF COMPANY PAYROLLS AND OTHER RELEVANT**
34 **RECORDS, AS FAR AS PRACTICABLE, TO VERIFY COMPLIANCE WITH**
35 **THE PRESCRIBED MINIMUM WAGE RATES AND OTHER LEGALLY**
36 **MANDATED BENEFITS: PROVIDED, THAT IN ESTABLISHMENTS WITH**
37 **EXISTING UNION/S, THE DOLE INSPECTORS SHALL BE ACCOMPANIED**
38 **BY THE PRESIDENT, OR ANY RESPONSIBLE OFFICER OF THE**
39 **RECOGNIZED BARGAINING UNIT, OR BY A REPRESENTATIVE OF THE**
40 **CONCERNED LABOR UNION: PROVIDED FURTHER, THAT INSPECTIONS**
41 **IN ESTABLISHMENTS WITHOUT UNION/S, INSPECTIONS SHALL BE**
42 **CONDUCTED IN THE PRESENCE OF A WORKER REPRESENTATIVE**
43 **CHOSEN FROM AMONG THE EMPLOYEES. THE WORKER**
44 **REPRESENTATIVE SHALL HAVE THE RIGHT TO SUBMIT THEIR OWN**
45 **FINDINGS TO DOLE AND, IN CASES WHERE SUCH FINDINGS TO NOT**

1 **CONFORM TO THE LABOR INSPECTOR’S REPORT, MAY PROVIDE**
2 **TESTIMONY TO SUBSTANTIATE THEIR POSITION.**

3
4 **SEC. 12.** Within ninety (90) days upon the effectivity of this Act, the DOLE shall,
5 in coordination with NWPC, promulgate the necessary rules and regulations for the
6 effective implementation of this Act.

7
8 **SEC. 13.** If any provision of this Act is declared unconstitutional or invalid, the
9 other provisions not affected shall remain in full force and effect.

10
11 **SEC. 14.** Republic Act No. 6727, otherwise known as the “Wage Rationalization
12 Act,” is hereby expressly repealed. All other laws, presidential decrees, executive
13 orders, rules and regulations, or parts thereof that are inconsistent with the provisions
14 of this Act are hereby repealed or modified accordingly.

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

18
19 *Approved,*

House of Representatives
Committee Affairs Department

FACT SHEET

House Bill No. 8081

(In substitution of House Bills Numbered 55, 94, 3266, 4102, and 5924)
(As approved by the Committee on 04 February 2026)

AN ACT

**INSTITUTING A NATIONAL MINIMUM WAGE SYSTEM, AMENDING
FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442,
OTHERWISE KNOWN AS THE “LABOR CODE OF THE
PHILIPPINES,” AS AMENDED**

Introduced by REPRESENTATIVES RAMON JOLO B. REVILLA III, ADRIAN E. SALCEDA, ELIJAH RUMBAOA SAN FERNANDO, JOSEFINA B. TALLADO, RAMON N. GUICO JR., JOHANNE MONICH G. BAUTISTA, FRANZ VINCENT F. LEGAZPI, ROMEO S. MOMO SR., FLORABEL C. YATCO, PERCIVAL “PERCI” CENDAÑA, MA. CRISTINA TALAVERA LOPEZ, SARAH JANE I. ELAGO, ANTONIO L. TINIO, RENEE LOUISE M. CO, JOSE MANUEL TADEO “CHEL” I. DIOKNO, HENRY “INDY” F. OAMINAL JR., EDWIN L. CRUZADO, MD, ROLANDO M. VALERIANO, LAARNI LAVIN ROQUE, PRESLEY C. DE JESUS, LANI MERCADO-REVILLA, YEVGENY VINCENTE B. EMANO, MIGUEL LUIS R. VILLAFUERTE, MA. ISABEL L. SAGARBARRIA, CIELO KRISSEL LAGMAN, ROMAN T. ROMULO, AND CHRISTOPHER SHEEN P. GONZALES

Committee Referral: **COMMITTEE ON LABOR AND EMPLOYMENT**
Committee Chairperson: **REP. RAMON JOLO B. REVILLA III**

OBJECTIVE:

- To establish a uniform National Minimum Wage applicable to all covered workers nationwide, consistent with the principle of equal pay for equal work, regardless of geographic location, while providing a structured transition period and appropriate safeguards for workers and employers.

KEY PROVISIONS:

- Establishes a National Minimum Wage applicable nationwide, to be determined by the National Wages and Productivity Commission (NWPC) through tripartite consultation and economic assessment, with the initial rate in no case lower than the prevailing minimum wage in the National Capital Region (NCR);

- Provides for a three (3)-year transition period for regional wage adjustments, with incremental increases of not less than thirty percent (30%) in the first year, thirty-five percent (35%) in the second year, and full adjustment by the third year;
- Authorizes the NWPC to issue national wage orders, convene annual national tripartite wage conferences, and study industry-based wage adjustments: *Provided*, That such adjustments shall in no case result in wages lower than the national minimum wage;
- Abolishes the Regional Tripartite Wages and Productivity Boards upon full implementation of the national minimum wage, transferring wage-fixing and related functions to the NWPC, and providing for the absorption, reassignment, or separation benefits of affected personnel in accordance with civil service laws;
- Allows temporary adjustments or deferrals of scheduled wage increases in cases of extraordinary circumstances, such as national emergencies or calamities, subject to strict time limits and eventual full compliance;
- Preserves the right of employers and workers to agree on wages above the national minimum wage, including through collective bargaining agreements;
- Exempts duly registered Barangay Micro Business Enterprises classified as micro enterprises, subject to compliance with registration and certification requirements;
- Strengthens monitoring and enforcement powers of the Department of Labor and Employment, including payroll inspections with worker representation; and
- Imposes penalties for non-compliance, including payment of double the unpaid wages (with a minimum fine of ₱150,000.00), imprisonment of one (1) to two (2) years, or both, with liability extending to responsible corporate officers and without entitlement to probation.

RELATED LAWS:

- Presidential Decree No. 442 or the “Labor Code of the Philippines,” as amended
- Republic Act No. 6727 or the “Wage Rationalization Act”
- Republic Act No. 9178 or the “Barangay Micro Business Enterprise Act of 2002”