

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



23 MAR 20 11:55

SENATE
S. No. 2018

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Introduced by SENATOR RAMON BONG REVILLA, JR.

**AN ACT
PROVIDING FOR A LEGISLATED WAGE HIKE IN THE PRIVATE SECTOR
AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Due to inflation and other present economic realities like the escalating prices of basic goods, commodities and petroleum products, the buying power of workers' salaries has significantly diminished in value over time. The salaries being received by workers are way behind the government's conservative estimate of the cost of living a family needs in order to survive in these trying economic times.

Per research done by data aggregator iPrice Group, Manila is one of the most expensive cities to live in despite having the lowest average salary for the working class relative to peers in Southeast Asia.¹ In fact, according to a recent study by the Ibon Foundation, the cost of daily living in Metro Manila has risen to PhP1,117.00 pesos for a family of five. This is nearly double the PhP570.00 pesos minimum daily wage in the NCR. Undoubtedly, the current minimum wage is no longer adequate to sustain one's basic needs.

Given these, the overriding consideration of this measure therefore is the humanization of the minimum wage rate across all sectors and regions of the country in order to alleviate the poor and inadequate economic conditions of our *kababayans*

¹ <https://business.inquirer.net/321577/manila-is-southeast-asias-3rd-most-expensive-city-to-live-in-study-shows>

today. Providing a decent wage for every Filipino will be the highest form of social justice.

It is therefore timely and necessary to enact legislation that would improve the living conditions of the Filipinos. The consideration of this proposed measure of a P150.00 daily wage increase nationwide is earnestly sought.


RAMON BONG REVILLA, JR. 

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AN ACT
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Be it enacted by the Senate and House of Representatives of the Philippines in Congress Assembled:

1
2 Section 1. *Short Title.* - This Act shall be known and cited as the "*P150 Daily*
3 *Wage Increase Act.*"

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

12 Sec. 3. *Wage Increase.* - In line with the declared policy under this Act, all
13 employers in the private sector, whether agricultural or non-agricultural, regardless of
14 capitalization, number of employees and location of person, corporation, trust, firm,
15 partnership, association, or entity, shall pay their workers a wage increase in the sum
16 of One Hundred Fifty Pesos (P150.00) a day upon the effectivity of this Act.

17 Sec. 4. *Non-Chargeability of Prior Increases.* - No wage increase shall be
18 credited as compliance with the increase prescribed herein unless expressly provided
19 under valid collective bargaining agreements: *Provided, That such wage increase was*

1 granted in anticipation of the legislated wage increase under this Act: *Provided further*,
2 that where such increase is less than the prescribed increase under this Act, the
3 employer shall pay the difference. Such increases shall not include anniversary wage
4 increases, merit wage increases and those resulting from the regularization or
5 promotion of employees.

6 Sec. 5. *Non-Diminution of Other Benefits.* - Nothing in this Act shall be
7 construed to reduce any existing allowance and benefit of any form under existing
8 laws, decrees, issuances, executive orders and any contract or agreement between
9 workers and employers.

10 Sec. 6. *Inspection by the DOLE.* - The Department of Labor and Employment
11 (DOLE) shall, after approval of this Act, conduct inspection of payroll and other
12 financial records kept by the company or business to determine whether the workers
13 are paid the prescribed wage increase and other benefits granted by law. In unionized
14 companies, the DOLE inspectors shall always be accompanied by the President or any
15 responsible Officer of the recognized bargaining unit or any interested union in the
16 conduct of the inspection. In non-unionized companies, establishments or businesses,
17 the inspection should always be in the presence of a workers' representative alongside
18 a Representative of the employer. A Workers' Representative shall have the right to
19 submit his own findings to the DOLE and to testify on the same if he cannot concur
20 with the findings of the labor inspector.

21 Sec. 7. *Penalties.* - Any person, corporation, trust, firm, partnership,
22 association, or entity violating any provision of this Act shall be punished by a fine of
23 not less than Twenty-Five Thousand Pesos (P25,000.00) nor more than One Hundred
24 Thousand Pesos (P100,000.00) or imprisonment of not less than two years nor more
25 than four years, or both at the discretion of the court: *Provided*, that if the violation is
26 committed by a corporation, trust or firm, association or any other entity, the penalty
27 of imprisonment shall be imposed upon the entity's responsible officers including, but
28 not limited to the President, Vice President, Chief Executive Officer, General Manager,
29 Managing Director or Partner.

30 The employer concerned shall be ordered to pay an amount equivalent to
31 double the unpaid benefits owing to the employees: *Provided*, that the payment of
32 indemnity shall not exonerate the employer from the criminal liability imposable under

1 this Act: *Provided further*, that any person convicted under this Act shall not be entitled
2 to the benefits provided for under Presidential Decree No. 968, as amended by
3 Republic Act No. 10707, also known as the Probation Law.

4 *Sec. 8. Implementing Rules and Regulations.* - The Secretary of Labor and
5 Employment shall promulgate the necessary rules and regulations to implement this
6 Act immediately.

7 *Sec. 9. Separability Clause.* - If any portion or provision of this Act is declared
8 unconstitutional, the remainder of this Act or any provisions not affected thereby shall
9 remain in force and effect.

10 *Sec. 10. Repealing Clause.* - All laws, orders, issuances, rules and regulations
11 or parts thereof inconsistent with the provisions of this Act are hereby repealed or
12 modified accordingly.

13 *Sec. 11. Effectivity Clause.* - This Act shall take effect within fifteen (15) days
14 after its publication in the Official Gazette or in two (2) newspapers of general
15 circulation in the Philippines.

Approved,