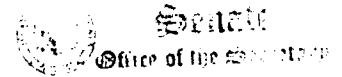


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



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SENATE
S. No. 2534

RECEIVED BY: _____

Prepared by the Committee on Labor, Employment and Human Resources Development with Senators Zubiri, Revilla, Legarda, Binay, Go, and Estrada as authors thereof.

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

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

1 Section 1. *Short Title.* – This Act shall be known as the “*P100 Daily Minimum*
2 *Wage Increase Act of 2023*”.

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

10 Sec. 3. *Wage Increase.* — The minimum wage rate of all workers in the private
11 sector, whether agricultural or non-agricultural, shall be increased by One Hundred
12 Pesos (P100.00) a day upon the effectivity of this Act. Nothing in this Act shall prevent
13 the respective Regional Tripartite Wages and Productivity Board to grant additional
14 increases to the workers and employees on the basis of its determination pursuant to
15 Republic Act No. 6727, otherwise known as the “*Wage Rationalization Act*”, as
16 amended.

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 minimum wage increase under this Act: *Provided further,*
5 That where such increase is less than the prescribed increase under this Act, the
6 employer shall pay the difference. Such increases shall not include anniversary wage
7 increases, merit wage increases and those resulting from the regularization or
8 promotion of employees.

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

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

24 Sec. 7. *Penalties.* — Any person, corporation, trust, firm, partnership,
25 association or entity violating any provision of this Act shall be punished by a fine of
26 not less than Twenty Five Thousand Pesos (P25,000.00) nor more than One Hundred
27 Thousand Pesos (P100,000.00) or imprisonment of not less than two (2) years nor
28 more than four (4) years, or both at the discretion of the court: *Provided,* That if the
29 violation is committed by a corporation, trust or firm, association or any other entity,
30 the penalty of imprisonment shall be imposed upon the entity's responsible officers
31 including, but not limited to, the president, vice president, chief executive officer,
32 general manager, managing director or partner.

1 The employer concerned shall be ordered to pay an amount equivalent to
2 double the unpaid benefits owing to the employees: *Provided*, That the payment of
3 indemnity shall not absolve the employer from the criminal liability imposable under
4 this Act: *Provided further*, That any person convicted under this Act shall not be
5 entitled to the benefits provided for under the Probation Law.

6 Sec. 8. *Implementing Rules and Regulations.* – The Secretary of Labor and
7 Employment shall promulgate the necessary rules and regulations for the effective
8 implementation of this Act.

9 Sec. 9. *Separability Clause.* – If any provision of this Act is held unconstitutional,
10 the remainder thereof not otherwise affected shall remain in full force and effect.

11 Sec. 10. *Repealing Clause.* – All laws, decrees, executive orders, rules and
12 regulations and other issuances or parts thereof which are inconsistent with this Act
13 are hereby repealed, amended or modified accordingly.

14 Sec. 11. *Effectivity Clause.* – This Act shall take effect after fifteen (15) days
15 following the completion of its publication either in the *Official Gazette*, or in a
16 newspaper of general circulation.

Approved,