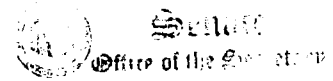


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
Second Regular Session )



24 FEB -7 A8:36

SENATE

RECEIVED BY: \_\_\_\_\_

COMMITTEE REPORT NO. 190

Submitted by the Committee on Labor, Employment and Human Resources Development  
on FEB 07 2024.

Re: Senate Bill No. 2534

Recommending its approval in substitution of Senate Bill Nos. 2002 and 2018

Sponsor: Senator Jinggoy Ejercito Estrada

**MR. PRESIDENT:**

The Committee on Labor, Employment and Human Resources Development to which were referred:

**Senate Bill No. 2002** introduced by Senator Juan Miguel "Migz" F. Zubiri, Senator Loren B. Legarda, Senator Maria Lourdes S. Binay, and Senator Christopher Lawrence T. Go, entitled:

**"AN ACT PROVIDING FOR A 150 PESOS DAILY ACROSS-THE-BOARD INCREASE IN THE SALARY RATES OF EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR AND FOR OTHER PURPOSES"**

and **Senate Bill No. 2018** introduced by Senator Ramon Bong Revilla, Jr., entitled:

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

have considered the same and have the honor to report it back to the Senate with the recommendation that the attached **Senate Bill No. 2534** prepared by the Committee, entitled:

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

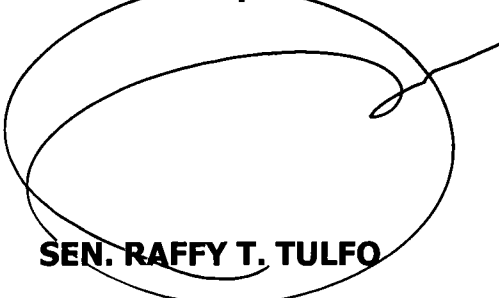
be approved in substitution of Senate Bill Nos. 2002 and 2018, with Senators Zubiri, Legarda, Binay, Go, Revilla, and Estrada, as authors thereof.

Respectfully submitted:

*Chairperson*

  
**SEN. JINGGOY EJERCITO ESTRADA**

*Vice-Chairperson*

  
**SEN. RAFFY T. TULFO**

**Members**




**SEN. RAMON BONG REVILLA JR.**



**SEN. MARIA LOURDES NANCY S. BINAY**

**SEN. GRACE POE**

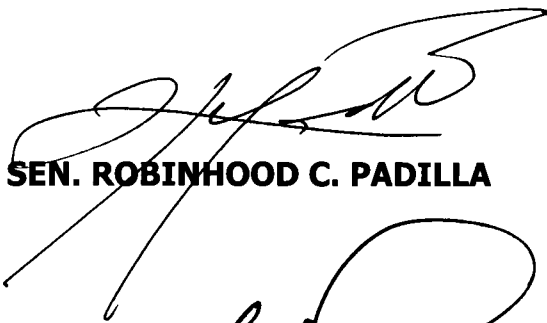


**SEN. RONALD "Bato" DELA ROSA**  
MAY INTERPELLATE

**SEN. CYNTHIA A. VILLAR**



**SEN. CHRISTOPHER LAWRENCE T. GO**  
MAY INTERPELLATE



**SEN. ROBINHOOD C. PADILLA**

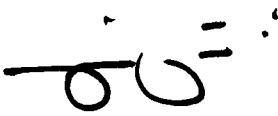
**SEN. WIN GATCHALIAN**




**SEN. MANUEL "Lito" M. LAPID**

**SEN. FRANCIS "Toi" N. TOLENTINO**

**SEN. MARK VILLAR**



**SEN. JOSEPH VICTOR G. EJERCITO**



**SEN. RISA HONTIVEROS**  
May interpellate, f  
propose amendments.

***Members***

**SEN. RAMON BONG REVILLA JR.**

**SEN. MARIA LOURDES NANCY S. BINAY**

  
**SEN. GRACE POE**

**SEN. RONALD "Bato" DELA ROSA**

**SEN. CYNTHIA A. VILLAR**

**SEN. CHRISTOPHER LAWRENCE T. GO**

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**SEN. WIN GATCHALIAN**

**SEN. MANUEL "Lito" M. LAPID**

**SEN. FRANCIS "ToI" N. TOLENTINO**

**SEN. MARK VILLAR**

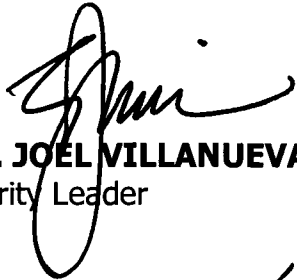
**SEN. JOSEPH VICTOR G. EJERCITO**

**SEN. RISA HONTIVEROS**

***Ex-Officio Members***



**SEN. LOREN LEGARDA**  
Senate President Pro-Tempore



**SEN. JOEL VILLANUEVA**  
Majority Leader

**“will interpellate”**

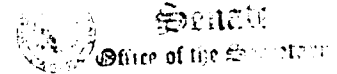


**SEN. AQUILINO PIMENTEL III**  
Minority Leader



**HON. JUAN MIGUEL F. ZUBIRI**  
Senate President

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



24 FEB -7 A8 :36

**SENATE**  
**S. No. 2534**

RECEIVED BY: \_\_\_\_\_

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

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**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,*