

**Republic of the Philippines  
Congress of the Philippines  
Metro Manila  
First Special Session**

**First Special Session**

Begun and held in Metro Manila on Friday the seventh day of June  
nineteen hundred and ninety-six.

**REPUBLIC ACT NO. 8188**

**AN ACT INCREASING THE PENALTY AND INCREASING DOUBLE INDEMNITY FOR  
VIOLATION OF THE PRESCRIBED INCREASES OR ADJUSTMENT 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**

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

SECTION 1. Section 12 of Republic Act Numbered Sixty-seven hundred twenty-seven is  
hereby amended to read to as follows:

"Section 12. Any person, corporation, trust, firm, partnership, association or entity which  
refuses or fails to pay any of the prescribed increases or adjustments in the wage  
rates made in accordance with this Act shall be punished by a fine not less than Twenty-  
five thousand pesos (P25,000) nor more than One hundred thousand pesos (P100,000) or  
imprisonment of not less than two (2) years nor more than four (4) years, or both such fine  
and imprisonment at the discretion of the court: *Provided*, That any person convicted under  
this Act shall not be entitled to the benefits provided for under the Probation Law.

"The employer concerned shall be ordered to pay an amount equivalent to double the  
unpaid benefits owing to the employees: *Provided*, That payment of indemnity shall  
not absolve the employer from the criminal liability imposable  
under this Act.

"If the violation is committed by a corporation, trust or firm, partnership, association or  
any other entity the penalty of imprisonment shall be imposed upon the entity's responsible  
officers, including, but not limited to, the president, vice-president, chief executive officer,  
general manager, managing director or partner."

SECTION 2. All laws, presidential decrees, executive orders, rules and regulations or

parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 3. This Act shall take effect fifteen (15) days after its complete publication in a newspaper of general circulation.

Approved:

**(SGD.) NEPTALI A. GONZALES**  
President of the Senate

**(SGD.) JOSE DE VENECIA, JR.**  
Speaker of the House of  
Representatives

This Act, which is a consolidation of Senate Bill No. 407 and House Bill No. 5808 was finally passed by the Senate and the House of Representatives on June 7, 1996.

**(SGD.) HEZEL P. GACUTAN**  
Secretary of the Senate

**(SGD.) CAMILO L. SABIO**  
Secretary General  
House of Representatives

Approved: June 11, 1996

**(SGD.) FIDEL V. RAMOS**  
President of the Philippines