

The Minimum Wage Law

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I ATENEO L.J. 86 (1951)

SUBJECT(S): LABOR LAW

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This is a Case Comment on the Minimum Wage Law, which became effective on 4 August 1951. The Comment presents each section of the law, from sections one to twenty-five. The Comment includes the following observations and remarks: the minimum rates apply to all operations where there is an employer-employee relationship, including industrial and agricultural enterprises; the different definitions under the Law allowing one to be under said legislation, although not specified, include charitable, non-profit organizations; and a further clarification on the meaning of Industry is important. The Comment presents notes on the Statutory Minimum Wage depending on the location of the establishment, whether in Manila or outside Manila, and on the size of the enterprise engaged in agriculture. Furthermore, information on the use of wage deductions were discussed, depending on the fair and reasonable value of the board, lodging and other facilities usually furnished by an employer to an employee. Manner of computation and the powers of the Wage Board were also included to the discussion. Finally, in the payment of wages, the Comment discusses the manner of payment and certain exceptions under each.