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MAP Statement on the House-approved P200 Wage Increase

June 9, 2025

We, in the Management Association of the Philippines (MAP), support initiatives that help improve the lives of all minimum-wage earning Filipino workers and their families.

However, we do not support the P200 daily wage increase which was approved recently by the House of Representatives.

Since setting a minimum wage is a very complex process where many factors have to be taken into account, we call on the BICAMERAL CONFERENCE COMMITTEE of the House and the Senate to conduct further consultations with all affected sectors, like employers, employees, consumers, involved agencies, among others, before reaching a decision.

We also urge the BICAMERAL CONFERENCE COMMITTEE to take into account the potential impact of the P200 daily wage increase on inflation and business sustainability, particularly on the millions of small enterprises that struggle just to survive.

We also suggest that it be researched as to whether setting a national minimum wage, or regional ones instead, be considered.

Our basic problem is not low wages, but high costs. We believe that attention should be given to wage-to-cost ratio, not just wages. We have the third highest minimum wage in Asia, and some of the highest costs - especially of food, power, transportation, and housing.

We urge the Executive and Legislative branches of government to focus on reducing those costs to help make our country more export-competitive, and addressing inefficiencies across all sectors to improve overall productivity and reduce all forms of waste.

We also make an appeal to employers to help alleviate the plight of the minimum-wage earners by implementing urgent measures, like paying their employees' share in SSS, Pag-IBIG and PhilHealth contributions, sharing with their employees at least 20% of their organizations' net income before tax, among others.

A handwritten signature in dark ink, appearing to read 'Alfredo S. Panlilio'.

ALFREDO S. PANLILIO
President

A handwritten signature in dark ink, appearing to read 'Rene D. Almendras'.

RENE D. ALMENDRAS
Chair, MAP National Issues Committee