

**TABLE 21 - Minimum Wage Rates by Sector and Region,
Philippines: As of January 11, 2016**

(In Pesos)

NATIONAL CAPITAL REGION

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. NCR-19 Effective April 4, 2015)
Non - Agriculture	481.00
Agriculture	
Plantation and Non-Plantation	444.00
Private Hospitals	
With Bed Capacity of 100 or Less	444.00
Retail/Service	
Establishments Employing 15 Workers or Less	444.00
Manufacturing	
Establishments Regularly Employing Less Than 10 Workers	444.00

CORDILLERA ADMINISTRATIVE REGION

INDICATOR/SECTOR	Baguio City, Municipalities of Benguet, La Trinidad, Itogon, Sablan and Tuba (BLIST)	Other Areas in the Region
Minimum Wage Rates (Under W.O. No. RBCAR-17 Effective June 29, 2015)		
Non - Agriculture	285.00	265.00
Agriculture	270.00	255.00
Retail/Service		
Establishments Employing More Than 10 Workers	285.00	265.00
Establishments Employing 10 Workers or Less	270.00	255.00
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
Monthly Minimum Wage Rates (Under W.O. No. CAR-DW-01 Effective August 10, 2015)		
Domestic Workers	2,500.00	2,000.00

REGION I - ILOCOS REGION

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBI-17 Effective July 19, 2015)
Non-Agriculture	
Large	253.00
Medium	244.00 - 253.00 ^a
Small	233.00
Micro	227.00 ^b
Agriculture	
Plantation	233.00
Non-Plantation	227.00 ^b
Commercial Fishing	253.00

Note: Minimum Wage Rate refers to basic pay and cost of living allowance (COLA).

a Hospitals depending on asset size.

b Increase in minimum wage by P 7.00 was based on the second tranche of Wage Order No. RB1-17 effective December 1, 2015.

**TABLE 21 – Minimum Wage Rates by Sector and Region,
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(In Pesos)

REGION II - CAGAYAN VALLEY

INDICATOR/SECTOR	Isabela	Cagayan	Nueva Vizcaya	Quirino and Batanes
Minimum Wage Rates (Under W.O. No. RBII-16 Effective January 5, 2014)				
Non - Agriculture	255.00	252.00	248.00	247.00
Agriculture	243.00	240.00	236.00	235.00
Retail/Service				
Establishments Employing More Than 10 Workers	247.00	244.00	240.00	239.00
Establishments Employing Less Than 10 Workers	229.00 ^a	229.00 ^a	229.00 ^a	229.00 ^a

REGION III - CENTRAL LUZON

INDICATOR/SECTOR	Bulacan, Bataan, Nueva Ecija, Pampanga, Tarlac and Zambales	Aurora
Minimum Wage Rates (Under W.O. No. RBIII-19 Effective January 1, 2016)		
Non - Agriculture		
Establishments With Total Assets of P 30M or More	364.00	313.00
Establishments With Total Assets of Less Than P 30 M	357.00	-
Agriculture		
Plantation	334.00	298.00
Non - Plantation	318.00	298.00
Retail/Service		
Establishments With 16 Workers or More	353.00	-
Establishments With Less Than 16 Workers	339.00	248.00

Note: Minimum Wage Rate refers to basic pay and cost of living allowance (COLA).

a Increase in minimum wage was based on the second tranche of Wage Order No. II-16 effective January 2015.

**TABLE 21 – Minimum Wage Rates by Sector and Region,
Philippines: As of January 11, 2016 (Continued)**

(In Pesos)

REGION IV - A - CALABARZON

INDICATOR	SECTOR			
	Non - Agriculture	Agriculture		Retail & Service Establishments Employing Not More Than 10 Workers
		Plantation	Non - Plantation	
Minimum Wage Rates (Under W.O. No. RBIVA-16 Effective May 1, 2014)				
GROWTH CORRRIDOR AREA				
Cavite - Bacoor, Imus	362.50	337.50	317.50	263.00
Laguna - Biñan City, Laguna Techno Park, San Pedro				
Rizal - Cainta, Taytay				
Cavite - Carmona, Cavite City, Dasmariñas City, Gen. Trias, Rosario	340.50	315.50	295.50	263.00 ^b
Laguna - Cabuyao, Calamba City, Los Baños, San Pablo City, Sta. Cruz, Sta. Rosa City				
Rizal - Antipolo City				
Batangas - Batangas City, Bauan, Lipa City, LIMA Technology Center, San Pascual, Sto. Tomas Tanauan City	335.50	310.50 ^a	290.50	263.00 ^b
Cavite - Gen. Mariano Alvarez, Kawit, Silang, Tagaytay City, Tanza, Trece Martirez City				
Quezon - Lucena City				
Rizal - Rodriguez, Tanay				
EMERGING GROWTH AREA				
Batangas - Balayan, Calaca, Calatagan, Lemery Mabini, Nasugbu, Rosario, San Jose	316.50	291.50	267.00	263.00 ^c
Quezon - Candelaria, Sariaya				
Rizal - Angono, Binangonan, San Mateo				
Batangas - San Juan	305.50	267.00	267.00	253.00 ^c
Cavite - Indang, Naic, Noveleta, Ternate				
Laguna - Paete, Pakil				
Quezon - Tiaong				
Rizal - Pililia				
Batangas - Taysan	300.50	267.00	267.00	252.00 ^c
Rizal - Teresa				

Note: Minimum Wage Rate refers to basic pay and cost of living allowance (COLA).

a Minimum wage rate applicable to the Sugar Industry-Agriculture Plantation and Non-Plantation.

b Tranches of increase in minimum wage based on Wage Order No. IVA-16 effective May 1, 2015.

c Tranches of increase in minimum wage based on Wage Order No. IVA-15 effective May 15, 2015.

**TABLE 21 – Minimum Wage Rates by Sector and Region,
Philippines: As of January 11, 2016 (Continued)**
(In Pesos)

REGION IV - A - CALABARZON

INDICATOR	SECTOR			
	Non - Agriculture	Agriculture		Retail & Service Establishments Employing Not More Than 10 Workers
		Plantation	Non - Plantation	
RESOURCED-BASED AREA				
Batangas - Agoncillo, Alitagtag, Balete, Cuenca, Ibaan, Laurel, Lian, Lobo, Malvar, Mataas na Kahoy, Padre Garcia, San Luis, San Nicolas, Sta. Teresita, Taal, Talisay, Tingloy, Tuy Cavite - Alfonso, Amadeo, Gen. Aguinaldo, Magallanes, Maragondon, Mendez-Nuñez Laguna - Alaminos, Bay, Calauan, Cavinti, Famy, Kalayaan, Liliw, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Nagcarlan, Pagsanjan, Pangil, Pila, Rizal, Sta. Maria, Siniloan, Victoria Rizal - Baras, Cardona, Jala-Jala, Morong	296.50	267.00	267.00	248.00 ^b
Quezon - Agdangan, Alabat, Atimonan, Buenavista, Burdeos, Calauag, Catanauan, Dolores, Gen. Luna, Gen. Nakar, Guinayangan, Gumaca, Infanta, Jomalig, Lopez, Lucban, Macalelon, Mauban, Mulanay, Padre Burgos, Pagbilao, Panukulan, Patnanungan, Perez, Pitogo, Plaridel, Polilio, Quezon, Real, Sampaloc, San Andres, San Antonio, San Francisco, San Narciso, Tagkawayan, Tayabas, Unisan	267.00	267.00	267.00 ^a	241.00 ^b

REGION IV - B - MIMAROPA

INDICATOR	Highly Urbanized City (Puerto Princesa)	Calapan City, Puerto Galera, El Nido and Coron	First Class Municipalities of MIMAROPA	The Rest of the Region
Minimum Wage Rates (Under W.O. No. RBIVB-07 Effective July 3, 2015) ^c				
Non - Agriculture Industry/Services				
Establishments Employing More Than 10 Workers	285.00	280.00	270.00	265.00
Establishments Employing Not More Than 10 Workers	225.00	220.00	217.00	217.00
Agriculture	235.00	235.00	225.00	225.00
Mining Companies	285.00	285.00	285.00	285.00

REGION V - BICOL REGION

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBV-17 Effective December 25, 2015)
Non - Agriculture	
Establishments Employing More Than 10 Workers	265.00
Establishments Employing Not More Than 10 Workers	248.00
Cottage/Handicraft	248.00
Agriculture	248.00

Note: Minimum Wage Rate refers to basic pay and cost of living allowance (COLA).

a Tranches of increase in minimum wage based on Wage Order No. IVA-16 effective May 1, 2015.

b Tranches of increase in minimum wage based on Wage Order No. IVA-15 effective May 15, 2015.

c Tranches of increase in minimum wage based on Wage Order No. RBIVB-07 effective November 1, 2015.

**TABLE 21 – Minimum Wage Rates by Sector and Region,
Philippines: As of January 11, 2016 (Continued)**

(In Pesos)

REGION VI - WESTERN VISAYAS

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBVI-22 Effective May 2, 2015)
Non - Agriculture/Industrial/Commercial	
Employing More Than 10 Workers	298.50
Employing 10 or Less Workers	256.50
Agriculture	
Plantation	266.50
Non-Plantation	256.50

REGION VII - CENTRAL VISAYAS

INDICATOR/SECTOR	Class A Cities of Carcar, Cebu, Danao, Lapulapu, Mandaue, Naga, Talisay, and Municipalities of Compostela, Consolacion, Cordova, Liloan, Minglanilla, San Fernando or Expanded Metro Cebu	Class B Cities of Toledo, Bogo and the rest of Municipalities in Cebu Province except Bantayan and Camotes Islands	Class C Tagbilaran City and all Municipalities in Bohol Province and Negros Oriental Province	Class D Municipalities in Siquijor Province and Municipalities in Bantayan and Camotes Islands
Minimum Wage Rates (Under W.O. No. RBVII-19 Effective October 10, 2015)				
Non - Agriculture	353.00	320.00 ^a	310.00	295.00
Agriculture				
Non-sugar	335.00	305.00	290.00	275.00
Sugar	303.00	290.00	290.00	290.00

REGION VIII - EASTERN VISAYAS

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBVIII-18 Effective March 30, 2015)
Non - Agriculture	260.00
Agriculture (Non-sugar)	241.00
Retail/Service	
Employing 10 Workers and Below	235.00
Cottage/Handicraft	238.00
Sugar Industry	
Mills	262.00
Farm ^b	235.00

Note: Nominal Wage Rate refers to basic pay and cost of living allowance (COLA).

a Under the new wage structure, sugar mill workers are classified under Class B, Non-Agriculture.

b Effective May 01, 2015, the sub-classifications of Non-Plantation and Plantation for Sugar Industry was merged into one (1) called as Farm.

**TABLE 21 – Minimum Wage Rates by Sector and Region,
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(In Pesos)

REGION IX - ZAMBOANGA PENINSULA

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBIX-18 Effective June 10, 2013)
Non - Agriculture (Includes Private Hospitals, Educational Institutions, Security Agencies, Janitorial and Retail/Service Establishments Employing More Than 30 Workers)	280.00
Agriculture (Includes Rubber-Based Plantation Enterprise)	
Plantation Agricultural Enterprise	255.00
Non-Plantation Agricultural Enterprise	235.00
Retail/Service Establishments Employing Not More Than 30 Workers	260.00
Cottage/Handicraft	235.00

REGION X - NORTHERN MINDANAO

INDICATOR/SECTOR	Wage Category I	Wage Category II	Wage Category III	Wage Category IV
Minimum Wage Rates (Under W.O. No. RBX-18 Effective July 3, 2015)				
Non - Agriculture	318.00	313.00	308.00	303.00
Agriculture	306.00	301.00	296.00	291.00

Note: Minimum Wage Rate refers to basic pay and cost of living allowance (COLA).

Wage Category I - Covers the cities of Cagayan de Oro and Iligan, and the Municipalities of Tagaloan, Villanueva and Jasaan.

Wage Category II - Covers the cities of Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz, and the Municipalities of Maramag, Quezon and Manolo Fortich.

Wage Category III - Covers the cities of Oroquieta and Tangub, and the Municipalities of Lugait, Opol and Mambajao.

All establishments employing ten (10) worker or less.

Wage Category IV - Covers all other areas not covered under the above categories.

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(In Pesos)

REGION XI - DAVAO REGION

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBXI-18 Effective June 1, 2014) ^a
Non - Agriculture	317.00
Agriculture	307.00
Retail/Service	
Establishments Employing More Than 10 Workers	317.00
Establishments Employing Not More Than 10 Workers	286.00

REGION XII - SOCCSKSARGEN

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBXII-18 Effective August 1, 2014) ^b
Non - Agriculture	275.00
Agriculture	257.00 ^c
Retail/Service Establishment	255.00 ^c

CARAGA

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBXIII-13 Effective February 14, 2015)
Non - Agriculture	268.00
Agriculture	
Plantation	268.00
Non - Plantation	268.00 ^d
Retail/Service	
Establishments Employing 10 Workers or Less	268.00 ^d
Establishments Employing More Than 10 Workers	268.00

AUTONOMOUS REGION IN MUSLIM MINDANAO

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBARMM-15 Effective February 1, 2014)
Non - Agriculture	
Manufacturing/Commercial/Academe	250.00
Agriculture	
Plantation/Non-Plantation	250.00

Note: Minimum Wage Rate refers to basic pay and cost of living allowance (COLA).

a Grant of new P5.00 COLA per day effective December 1, 2014.

b Grant of new P5.00 COLA per day effective January 1, 2015.

c Rate of the reclassified/simplified Agriculture Industry applies for both Plantation and Non-Plantation industries. Likewise, rate for Retail/Service Establishments applies for those establishments employing more than ten workers and those employing not more than ten workers.

d Effective September 1, 2015, a P5.00 increase will be added into the Cost of Living Allowance (COLA) for Agriculture - Non-Plantation and in Retail/Service Establishments employing 10 workers or less based on the third tranche of Wage Order No. XIII-13.

Source of data: National Wages and Productivity Commission.