

**TABLE 20 - Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009**

(In Philippine pesos)

NATIONAL CAPITAL REGION

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 14, 2008) ^a
Non - Agriculture	382.00
Agriculture	
Plantation and Non-Plantation	345.00
Private Hospitals	
With Bed Capacity of 100 or Less	345.00
Retail/Service	
Establishments Employing 15 Workers or Less	345.00
Manufacturing	
Establishments Regularly Employing Less Than 10 Workers	345.00

CORDILLERA ADMINISTRATIVE REGION

INDICATOR/SECTOR	Baguio City, La Trinidad, Tuba, Itogon and Sablan	Other Areas in the Region
Minimum Wage Rates (Effective June 16, 2008)		
Non - Agriculture	260.00	243.00
Agriculture	242.00	226.00
Retail/Service		
Establishments Employing More Than 10 Workers	260.00	243.00
Establishments Employing 10 Workers or Less	240.00	219.00

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

a The ₱ 5.00 COLA increase on June 14, 2008 shall be automatically integrated into the basic wage on August 28, 2008.

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION I - ILOCOS REGION

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 22, 2008)
Agriculture	
Plantation	220.00
Non-Plantation	195.00
Small Municipal Fishing	195.00
Non - Agriculture	
Banks & Financial Intermediaries	240.00
Construction	240.00
Real Estate, Renting & Business Activities	240.00
Commercial Fishing	240.00
Private Educational Institutions	240.00
Transport, Storage & Communications	240.00
Electricity, Gas & Water Supply	240.00
Mining and Quarrying	240.00
Cooperative-Micro	220.00
Manufacturing	
Micro	195.00
Small	220.00
Medium/Large	240.00
Health and Social Work	
Levels 1 and 2 Hospitals & Clinics	220.00
Level 3 Hospitals	228.00
Level 4 Hospitals	240.00
Hotels and Restaurants	
Micro	195.00
Small/Medium/Large	220.00
Wholesale and Retail Trade, Repair of Motor Vehicle, Motorcycle and Personal & Household Goods	
Micro	195.00
Small	220.00
Medium, Large, &/or Wholesale	240.00
Other Community, Social & Personal Service Activities	
Community & Social Activities	240.00
Personal Service Activities - Micro	195.00
Personal Service Activities - Small/Medium/Large	220.00

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

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION II - CAGAYAN VALLEY

INDICATOR/SECTOR	Isabela	Cagayan	Nueva Vizcaya	Quirino and Batanes
Minimum Wage Rates (Effective June 15, 2008)				
Non - Agriculture	235.00	232.00	228.00	227.00
Agriculture	223.00	220.00	216.00	215.00
Retail/Service				
Establishments Employing More Than 10 Workers	227.00	224.00	220.00	219.00
Establishments Employing Not More Than 10 Workers	200.00	197.00	193.00	192.00

REGION III - CENTRAL LUZON

INDICATOR/SECTOR	Bulacan, Bataan, Nueva Ecija, Pampanga, Tarlac and Zambales	Aurora
Minimum Wage Rates (Effective June 16, 2008)		
Non - Agriculture	-	251.00
Establishments With Total Assets of P 30M or More	302.00	-
Establishments With Total Assets of Less Than P 30 M	294.50	-
Agriculture		
Plantation	272.00	236.00
Non - Plantation	256.00	216.00
Hospitals		
With Bed Capacity of 20 or More	293.00	-
With Bed Capacity of Less Than 20	278.00	-
Retail/Service		
Establishments With 16 Workers or More	291.00	-
Establishments With Less Than 16 Workers	277.00	-
Establishments Employing Not More Than 10 Workers	-	173.00
Cottage/Handicraft	256.00	224.00

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

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION IV - A - CALABARZON

INDICATOR	SECTOR				
	Non - Agriculture	Agriculture		Cottage	Retail & Service Establishments Employing Not More Than 10 Workers
		Plantation	Non - Plantation		
Minimum Wage Rates (Effective June 1, 2008)					
GROWTH CORRRIODOR AREA					
Reclassified from Extended Metropolitan Area to Growth Corridor Area					
Cavite - Bacoor, Imus	320.00	295.00	275.00	283.00	215.00
Rizal - Cainta, Taytay					
Laguna - Biñan, San Pedro					
Cavite - Cavite City, Dasmariñas, Rosario, Carmona, Gen. Trias	298.00	273.00	253.00	261.00	193.00
Rizal - Antipolo City					
Laguna - Cabuyao, Calamba City, Los Baños, San Pablo City, Sta. Cruz, Sta. Rosa City					
Cavite - Kawit, Tagaytay City, Tanza, Trece Martinez, Silang	293.00	268.00	248.00	256.00	190.00
Batangas - Batangas City, Bauan, Lipa City, San Pascual, Sto. Tomas, Tanauan City					
Quezon - Lucena City					
Reclassified from Emerging Growth Area to Growth Corridor Area					
Cavite - General Mariano Alvarez	293.00	268.00	248.00	256.00	188.00
Rizal - Rodriguez, Tanay					
EMERGING GROWTH AREA					
Rizal - Angono, Binangonan, San Mateo	274.00	249.00	229.00	237.00	173.00
Batangas - Balayan, Calaca, Lemery, Nasugbu, Calatagan, Mabini, Rosario, San Jose					
Quezon - Candelaria, Sariaya					
Cavite - Indang, Naic, Noveleta, Ternate	263.00	238.00	218.00	226.00	160.00
Rizal - Pililia					
Laguna - Paete, Pakil					
Batangas - San Juan					
Quezon - Tiaong					
Reclassified from Resource Based Area to Emerging Growth Area					
Batangas - Taysan	258.00	233.00	213.00	221.00	159.00
Rizal - Teresa					

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

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION IV - A - CALABARZON

INDICATOR	SECTOR				
	Non - Agriculture	Agriculture		Cottage	Retail & Service Establishments Employing Not More Than 10 Workers
		Plantation	Non - Plantation		
RESOURCED-BASED AREA					
Cavite - Alfonso, Amadeo, Gen. Aguinaldo, Magallanes, Maragondon, Mendez-Nuñez	254.00	229.00	209.00	217.00	155.00
Laguna - Alaminos, Bay, Calauan, Cavinti, Famy, Kalayaan, Liliw, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Nagcarlan, Pagsanjan, Pangil, Pila, Rizal, Siniloan, Sta. Maria, Victoria					
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					
Rizal - Baras, Cardona, Jala-Jala, Morong					
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, Panulukan, Patnanungan, Perez, Pitogo, Plaridel, Polilio, Quezon, Real, Sampaloc, San Andres, San Antonio, San Francisco, San Narciso, Tagkawayan, Tayabas, Unisan	236.00	216.00	196.00	204.00	148.00

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

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION IV- B - MIMAROPA

INDICATOR	Highly Urbanized Cities of Puerto Princesa and Calapan, Areas in Puerto Galera and other Areas with Tourist Resort Operations, and Areas with Mining Operations	Rest of the Region (Occidental and Oriental Mindoro, Marinduque, Romblon and Palawan)
Minimum Wage Rates (Effective June 19, 2008)		
Non - Agriculture	252.00	240.00
Agriculture		
Plantation	207.00	198.00
Non - Plantation	187.00	178.00
Cottage and Micro Enterprises	190.00	188.00
Retail/Service		
Establishments Employing Not More 10 Workers	132.00	130.00

REGION V - BICOL REGION

INDICATOR/SECTOR	Cities of Legazpi, Naga, Iriga, Tabaco and Municipalities of Pili and Daraga	All Other Areas
Minimum Wage Rates (Effective July 1, 2008) ^a		
Non - Agriculture		
Establishments		
Employing More Than 15 Workers	239.00	227.00
Employing 11 - 15 Workers	226.00	214.00
Employing Not More Than 10 Workers	208.00	196.00
Cottage/Handicraft		
Employing 20 or More Workers	214.00	202.00
Employing Less Than 20 Workers	204.00	192.00
Agriculture		
Plantation	217.00	207.00
Non - Plantation	197.00	187.00

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

a The ₱ 6.00 of the ₱ 13.00 COLA granted effective July 1, 2008 shall be integrated into the basic wage effective January 1, 2009.

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION VI - WESTERN VISAYAS

INDICATOR/SECTOR	All Provinces
Minimum Wage Rates (Effective December 25, 2008)	
Non - Agriculture/Industrial/Commercial	
Employing More Than 10 Workers	250.00
Employing 10 or Less Workers	208.00
Agriculture	
Plantation	218.00
Non-Plantation	208.00

REGION VII - CENTRAL VISAYAS

INDICATOR/SECTOR	Class A	Class B	Class C	Class D
	Cities of Carcar, Cebu, Mandaue and Lapu-Lapu; Danao, Naga and Talisay, and the Municipalities of Minglanilla, Consolacion, Liloan, Compostela, Cordova and San Fernando	Cities of Toledo and Bogu; Rest of the Municipalities in the Province of Cebu except the Municipalities in the Islands of Bantayan and Camotes	All the Cities and Municipalities in the Provinces of Bohol and Negros Oriental	Municipalities in the Province of Siquijor and the Municipalities in the Islands of Bantayan and Camotes
Minimum Wage Rates (Effective June 16, 2008)				
Non - Agriculture	267.00	247.00	237.00	222.00
Agriculture				
Non-sugar	249.00	232.00	217.00	202.00
Sugar	217.00	217.00	217.00	217.00
Sugar Mills	237.00	237.00	237.00	237.00

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

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION VIII - EASTERN VISAYAS

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 16, 2008)
Non - Agriculture	238.00
Agriculture (Non-sugar)	219.00
Retail/Service	
Employing 10 Workers and Below	207.00
Cottage/Handicraft	216.00
Sugar Industry	
Mills	240.00
Plantation	213.00
Non-Plantation	198.50

REGION IX - ZAMBOANGA PENINSULA

INDICATOR/SECTOR	Minimum Wage Rate (Effective July 3, 2008) ^a
Non - Agriculture	
(Includes Private Hospitals, Educational Institutions, Security Agencies, Janitorial and Retail/Service Establishments Employing More Than 30 Workers)	240.00
Agriculture (Includes Rubber-Based Plantation Enterprise)	
Plantation Agricultural Enterprise	215.00
Non-Plantation Agricultural Enterprise	195.00
Retail/Service	
Establishments Employing Not More Than 30 Workers	220.00
Cottage/Handicraft	195.00

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

a The ₱ 5.00 of the the ₱ 20.00 COLA granted effective July 3, 2008 shall be integrated into the basic wage effective three (3) months after July 3, 2008.

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION X - NORTHERN MINDANAO

INDICATOR/SECTOR	Wage Category I	Wage Category II	Wage Category III	Wage Category IV
Minimum Wage Rates (Effective June 1, 2008)				
Non - Agriculture^a	256.00	251.00	246.00	241.00
Agriculture^a	244.00	239.00	234.00	229.00

INDICATOR/SECTOR	Wage Category V
Land Preparation and Cultivation	
Roamplow	
Moldboard-Labor Component	359.00/hectare
Animal Plowing	
Owned by Planter	239.00/day
Owned by Worker Excluding Premium Rate of Animals	
- Normal Soil	1,563.00/hectare
- Coarse and Hilly	2,812.00/hectare
Harrowing (Karas) - Labor Component	71.00/hectare
Planting Basal Including Peeling	702.00/lacsa
Hauling Cane Points	
Loading Only	93.00/lacsa
Loading and Unloading	155.00/lacsa
Cutting Cane Points	
Sinsillo	468.00/lacsa
Gupod	389.00/lacsa
Peeling	155.00/lacsa
Cutting Cane Points With Peeling	782.00/lacsa
Fertilizing	
Tagad	63.00/bag
Bubod	49.00/bag
Weeding	
High Density	1,563.00/hectare
Medium Density	937.00/hectare
Low Density	625.00/hectare
Hilling-up (1 Meter Distance Between Rows)	237.00/pass/hectare
Harvesting (Cutting and Loading Zero Trash)	155.00/ton
Ratoon	
Peeling and Replanting	782.00/lacsa
Trash Scattering, Burning and Cutting Stump	625.00/hectare

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

a The P 10.00 COLA granted thru Wage Order No. RX-13 (effective November 16, 2007) shall be integrated into the basic wage effective November 16, 2008.

Wage Category I - Cities of Cagayan de Oro and Iligan, and the Municipalities of Tagoloan, Villanueva and Jasaan.

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

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

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

Wage Category V - The Sugar Agricultural Industry.

**TABLE 20 – Minimum Wage Rates by Sector and Region,
Philippines: As of March 2009 (Continued)**

(In Philippine pesos)

REGION XI - DAVAO REGION

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 16, 2008) ^a
Non - Agriculture	265.00
Agriculture	255.00
Retail/Service	
Establishments Employing More Than 10 Workers	265.00
Establishments Employing Not More Than 10 Workers	234.00

REGION XII - SOCCSKSARGEN

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 16, 2008)
Non - Agriculture	245.00
Agriculture	
Plantation	225.00
Non-Plantation	220.00
Retail/Service	
Establishments Employing More Than 10 Workers	225.00
Establishments Employing Not More Than 10 Workers	219.00

CARAGA

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 20, 2008)
Non - Agriculture	233.00
Agriculture	
Plantation	223.00
Non - Plantation	203.00
Retail/Service	
Establishments With 10 Workers or Less	203.00
Establishments With More Than 10 Workers	233.00

AUTONOMOUS REGION IN MUSLIM MINDANAO

INDICATOR/SECTOR	Minimum Wage Rates (Effective June 29, 2008)
Non - Agriculture	210.00
Agriculture	
Plantation	210.00
Non - Plantation	210.00

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

a The ₱ 10.00 COLA granted under Wage Order No. RBXI-14 (effective September 16, 2007) shall be integrated to the basic wage effective September 16, 2008.

Source of data: National Wages and Productivity Commission.