

**TABLE 21 - Minimum Wage Rates by Sector and Region,  
Philippines: As of January 11, 2018**

(In Pesos)

<b>NATIONAL CAPITAL REGION</b>	
<b>INDICATOR/SECTOR</b>	Minimum Wage Rates (Under W.O. No. NCR-21 Effective October 5, 2017) <sup>a</sup>
<b>Non - Agriculture</b> Including Private Hospitals with bed capacity of 100 or less	512.00
<b>Agriculture</b> Plantation and Non-Plantation	475.00
<b>Retail/Service</b> Establishments Employing 15 Workers or Less	475.00
<b>Manufacturing</b> Establishments Regularly Employing Less Than 10 Workers	475.00
<b>INDICATOR/SECTOR</b>	National Capital Region
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. NCR-DW-01 Effective December 16, 2017)	
<b>Domestic Workers</b>	3,500.00

<b>CORDILLERA ADMINISTRATIVE REGION</b>			
<b>INDICATOR/SECTOR</b>	Baguio & La Trinidad	Tabuk City, Bangued, Bontoc, Lagawe, Banaue, Buguias, Bauko, Sagada & Tublay	Other Areas in the Region
<b>Minimum Wage Rates</b> (Under W.O. No. RB-CAR-18 Effective June 5, 2017)			
<b>All Industries/sectors employing 11 or more</b>	300.00	290.00	280.00
<b>All Industries/sectors employing 10 or less</b>	285.00	280.00	270.00
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities	Other Municipalities	
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. CAR-DW-2 Effective May 8, 2017)			
<b>Domestic Workers</b>	3,000.00	2,500.00	

<b>REGION I - ILOCOS REGION</b>		
<b>INDICATOR/SECTOR</b>	Minimum Wage Rates (Under W.O. No. RB 1-18 Effective October 2, 2016)	
<b>Non-Agriculture</b>		
Large	280.00	
Medium	265.00	
Small	252.00	
Micro	243.00	
<b>Agriculture</b>		
Plantation	252.00	
Non-Plantation	243.00	
<b>Commercial Fishing</b>	280.00	
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RB1-DW-1 Effective October 2, 2016)		
<b>Domestic Workers</b>	3,500.00	2,500.00

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

*a The increase in basic wage is P21.00.*

**TABLE 21 – Minimum Wage Rates by Sector and Region,  
Philippines: As of January 11, 2018 (Continued)**

(In Pesos)

**REGION II - CAGAYAN VALLEY**

<b>INDICATOR/SECTOR</b>	Isabela	Cagayan	Nueva Vizcaya	Quirino and Batanes
<b>Minimum Wage Rates</b> (Under W.O. No. RTWPB-02-18 Effective September 25, 2017) <sup>a</sup>				
<b>Non - Agriculture</b>	340.00	340.00	340.00	340.00
<b>Agriculture</b>	320.00	320.00	320.00	320.00
<b>Retail/Service</b>				
Establishments Employing More Than 10 Workers	340.00	340.00	340.00	340.00
Establishments Employing Less Than 10 Workers	300.00	300.00	300.00	300.00
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities		Other Municipalities	
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RB II-DW-01 Effective May 29, 2017)				
<b>Domestic Workers</b>	2,500.00		2,500.00	

**REGION III - CENTRAL LUZON**

<b>INDICATOR/SECTOR</b>	Bulacan, Bataan, Nueva Ecija, Pampanga, Tarlac and Zambales	Aurora
<b>Minimum Wage Rates</b> (Under W.O. No. RBIII-20 Effective May 1, 2017)		
<b>Non - Agriculture</b>		
Establishments With Total Assets of P 30M or More	380.00	329.00
Establishments With Total Assets of Less Than P 30M	373.00	-
<b>Agriculture</b>		
Plantation	350.00	314.00
Non - Plantation	334.00	302.00
<b>Retail/Service</b>		
Establishments With 16 Workers or More	369.00	-
Establishments With Less Than 16 Workers	355.00	264.00
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBIII-DW-01 Effective October 7, 2017)		
<b>Domestic Workers</b>	4,000.00	3,000.00

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

*a The increase in basic wage is P40.00.*

**TABLE 21 – Minimum Wage Rates by Sector and Region,  
Philippines: As of January 11, 2018 (Continued)**

(In Pesos)

**REGION IV - A - CALABARZON**

INDICATOR	SECTOR			
	Non - Agriculture	Agriculture		Retail & Service Establishments Employing Not More Than 10 Workers
		Plantation	Non - Plantation	
<b>Minimum Wage Rates</b> (Under W.O. No. RBIVA-17 Effective July 1, 2016)				
<b>GROWTH CORRIDOR AREA</b>				
Cavite - Bacoor, Imus	378.50	353.50	333.50	283.00
Laguna - Biñan City, Laguna Techno Park, San Pedro City				
Rizal - Cainta, Taytay				
Cavite - Carmona, Cavite City, Dasmariñas City, Gen. Trias, Rosario	356.50	331.50	311.50	283.00
Laguna - Cabuyao, Calamba City, Los Baños, San Pablo City, Sta. Cruz, Sta. Rosa City				
Rizal - Antipolo City				
Batangas - Batangas City, Lipa City, LIMA Technology Center, Tanauan City	356.50	331.50	311.50	288.00
Cavite - Tagaytay City, Trece Martirez City				
Quezon - Lucena City				
Batangas - Bauan, San Pascual, San Tomas	351.50	326.50	306.50	283.00
Cavite - Gen. Mariano Alvarez, Kawit, Silang, Tanza				
Rizal - Rodriguez (Montalban), Tanay				
Batangas - Balayan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose	342.50	317.50	293.00	293.00
Rizal - Angono, Binangonan, San Mateo				
Quezon - Candelaria, Sariaya				
Batangas - San Juan	331.50	293.00	293.00	285.00
Cavite - Indang, Naic				
Rizal - Pililia				
Quezon - Tiaong				
Cavite - Alfonso	322.50	293.00	293.00	285.00
Quezon - Atimonan, Calauag, Catanauan, Gen. Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Tagkawayan, Tayabas	296.00	296.00	296.00	288.00
<b>EMERGING GROWTH AREA</b>				
Batangas - Calatagan	328.50	303.50	283.00	283.00
Batangas - Taysan	323.50	294.00	294.00	286.00
Rizal - Teresa				
<sup>31</sup> Batangas - Ibaan, Malvar, Padre Garcia	318.50	293.00	293.00	285.00
Laguna - Bay, Calauan, Nagcarlan, Siniloan				
Rizal - Morong				

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

**TABLE 21 – Minimum Wage Rates by Sector and Region,  
Philippines: As of January 11, 2018 (Continued)**

(In Pesos)

**REGION IV - A - CALABARZON**

INDICATOR	SECTOR			
	Non - Agriculture	Agriculture		Retail & Service Establishments Employing Not More Than 10 Workers
		Plantation	Non - Plantation	
<b>EMERGING GROWTH AREA (continued)</b>				
Batangas - Laurel, Lian, Lobo, Taal, Talisay, Tuy Cavite - Maragondon Rizal - Cardona	317.50	292.00	292.00	284.00
Laguna - Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	317.50	292.00	297.00	284.00
Cavite - Noveleta	317.50	283.00	283.00	275.00
Quezon - Lucban, Polilio, San Francisco (Aurora), Guinayangan, San Narciso	293.00	293.00	293.00	285.00
<b>RESOURCED-BASED AREA</b>				
Cavite - Ternate Laguna - Paete, Pakil	311.50	283.00	283.00	275.00
Batangas - Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Sta. Teresita, Tingloy Cavite - Amadeo, Magallanes, Mendez, Gen. Emilio Aguinaldo Laguna - Liliw, Luisiana, Magdalena, Majayjay, Pangil, Sta. Maria, Victoria, Famy, Mabitac, Rizal Rizal - Baras, Jala-Jala	302.50	283.00	283.00	275.00
Quezon - Buenavista, Burdeos, Dolores, Gen. Luna, Macalelon, Padre Burgos, Panukulan, Pitogo, Perez, San Andres, San Antonio, Unisan, Agdangan, Alabat, Jomalig, Patnanungan, Plaridel, Quezon, Sampaloc	293.00	293.00	293.00	285.00
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities		Other Municipalities	
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBIVA-DW-01 Effective April 1, 2016)				
<b>Domestic Workers</b>	2,500.00		1,800.00	

**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
<b>Minimum Wage Rates</b> (Under W.O. No. RB-MIMAROPA-08 Effective September 24, 2017)				
<b>All Sectors</b>				
Establishments Employing More Than 10 Workers	290.00	290.00	290.00	290.00
Establishments Employing Not More Than 10 Workers	247.00	247.00	247.00	247.00
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities		Other Municipalities	
<b>Minimum Wage Rates</b> (Under W.O. No. RB-MIMAROPA-DW-01 Effective July 7, 2017)				
<b>Domestic Workers</b>	2,500.00		2,500.00	

**REGION V - BICOL REGION**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBV-18 Effective June 2, 2017)	
<b>Non - Agriculture</b>		
Establishments Employing More Than 10 Workers	290.00	
Establishments Employing Not More Than 10 Workers	280.00	
<b>INDICATOR/SECTOR</b>	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RB V-DW-01 Effective June 2, 2017)		
<b>Domestic Workers</b>	3,000.00	2,500.00

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

**TABLE 21 – Minimum Wage Rates by Sector and Region,  
Philippines: As of January 11, 2018 (Continued)**

(In Pesos)

**REGION VI - WESTERN VISAYAS**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBVI-23 Effective March 16, 2017)	
<b>Non - Agriculture/Industrial/Commercial</b>		
Employing More Than 10 Workers		323.50
Employing 10 or Less Workers		271.50
<b>Agriculture</b>		
Plantation		281.50
Non-Plantation		271.50
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBVI-DW-02 Effective December 16, 2017)		
<b>Domestic Workers</b>	3,500.00	3,500.00

**REGION VII - CENTRAL VISAYAS**

INDICATOR/SECTOR	Class A	Class B	Class C	Class D
		Cities of Carcar, Cebu, Danao, Lapulapu, Mandaue, Naga, Talisay, and Municipalities of Compostela, Consolacion, Cordova, Liloan, Minglanilla, San Fernando or Expanded Metro Cebu	Cities of Toledo, Bogo and the rest of Municipalities in Cebu Province except Bantayan and Camotes Islands	Tagbilaran City and all Municipalities in Bohol Province and Negros Oriental Province
<b>Minimum Wage Rates</b> (Under W.O. No. RBVII-20 Effective March 10, 2017) <sup>a</sup>				
<b>Non - Agriculture</b>	366.00	333.00 <sup>b</sup>	323.00	308.00
<b>Agriculture</b>				
Non-sugar	348.00	318.00	303.00	288.00
Sugar	316.00	303.00	303.00	303.00
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities		Other Municipalities	
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. ROVII-D.W.-01 Effective April 13, 2017)				
<b>Domestic Workers</b>	3,000.00		2,500.00	

**REGION VIII - EASTERN VISAYAS**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBVIII-19 Effective February 12, 2017)	
<b>Non - Agriculture</b>		285.00
<b>Agriculture (Non-sugar)</b>		251.00
<b>Retail/Service</b>		
Employing 10 Workers and Below		245.00
<b>Cottage/Handicraft</b>		253.00
<b>Sugar Industry</b>		
Mills		285.00
Farm <sup>c</sup>		245.00
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBVIII-01 Effective March 23, 2016)		
<b>Domestic Workers</b>	2,500.00	2,000.00

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

*a The increase in basic pay is P13.00.*

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

*c 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,  
Philippines: As of January 11, 2018 (Continued)**

(In Pesos)

**REGION IX - ZAMBOANGA PENINSULA**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RIX-19 Effective October 1, 2016)	
<b>Non - Agriculture</b> (Includes Private Hospitals, Educational Institutions, Security Agencies, Janitorial and Retail/Service Establishments Employing More Than 30 Workers)	296.00	
<b>Agriculture</b> (Includes Rubber-Based Plantation Enterprise)		
Plantation Agricultural Enterprise	283.00	
Non-Plantation Agricultural Enterprise	283.00	
<b>Retail/Service</b> Establishments Employing Not More Than 30 Workers	283.00	
<b>Cottage/Handicraft</b>	283.00	
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RIX-DW-01 Effective October 1, 2016)		
<b>Domestic Workers</b>	2,500.00	2,000.00

**REGION X - NORTHERN MINDANAO**

INDICATOR/SECTOR	Wage Category I	Wage Category II	Wage Category III	Wage Category IV
<b>Minimum Wage Rates</b> (Under W.O. No. RX-19 Effective July 16, 2017)				
<b>Non - Agriculture</b>	338.00	331.00	323.00	316.00
<b>Agriculture</b>	326.00	319.00	311.00	304.00
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities		Other Municipalities	
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBX-DW-01 Effective December 6, 2017)				
<b>Domestic Workers</b>	3,000.00		2,000.00	

*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, Opo and Mambajao.*

*All establishments employing ten (10) worker or less.*

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

**TABLE 21 – Minimum Wage Rates by Sector and Region,  
Philippines: As of January 11, 2018 (Continued)**

(In Pesos)

**REGION XI - DAVAO REGION**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBXI-19 Effective December 16, 2016)	
<b>Non - Agriculture</b>	340.00 <sup>a</sup>	
<b>Agriculture</b>	335.00 <sup>b</sup>	
<b>Retail/Service</b>		
Establishments Employing More Than 10 Workers	340.00 <sup>a</sup>	
Establishments Employing Not More Than 10 Workers	325.00 <sup>c</sup>	
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBXI-DW-01 Effective December 16, 2017)		
<b>Domestic Workers</b>	3,000.00	2,000.00

**REGION XII - SOCCSKSARGEN**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBXII-19 Effective October 9, 2016) <sup>d</sup>	
<b>Non - Agriculture</b>	295.00	
<b>Agriculture</b>	272.00	
<b>Retail/Service Establishment</b>	272.00	
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBXII-DW-01 Effective December 10, 2017)		
<b>Domestic Workers</b>	2,500.00	2,000.00

**CARAGA**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBXIII-15 Effective December 8, 2017) <sup>e</sup>	
<b>Non - Agriculture</b>	290.00	
<b>Agriculture</b>		
Plantation	290.00	
Non - Plantation	290.00	
<b>Retail/Service</b>		
Establishments Employing 10 Workers or Less	290.00	
Establishments Employing More Than 10 Workers	290.00	
INDICATOR/SECTOR	Chartered Cities and First Class Municipalities	Other Municipalities
<b>Monthly Minimum Wage Rates</b> (Under W.O. No. RBXIII-DW-01 Effective October 12, 2016)		
<b>Domestic Workers</b>	3,000.00	2,500.00

**AUTONOMOUS REGION IN MUSLIM MINDANAO**

INDICATOR/SECTOR	Minimum Wage Rates (Under W.O. No. RBARMM-16 Effective March 1, 2016)	
<b>Non - Agriculture</b>		
Manufacturing/Commercial/Academe	265.00	
<b>Agriculture</b>		
Plantation/Non-Plantation	255.00	

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

*a The increase in basic wage is P23.00.*

*b The increase in basic wage is P28.00.*

*c The increase in basic wage is P29.00.*

*d Integration of P5.00 COLA into the basic pay.*

*e Integration of P10.00 COLA into the basic pay.*

*Source of data: National Wages and Productivity Commission.*