

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
NCR	RA 6727		July 1, 1989	89.00		89.00
	WO 01	15 Oct 90	Nov. 1, 1990	106.00		106.00
	WO 02	20 Dec 90	Jan. 8, 1991	118.00		118.00
	WO 03	29 Nov 93	Dec. 16, 1993	135.00		135.00
			April 1, 1994	145.00		145.00
	WO 04	16 Jan 96	Feb. 2, 1996	161.00		161.00
			May 1, 1996	165.00		165.00
	WO 05	21 Jan 97	Feb.6, 1997	180.00		180.00
			May 1, 1997	185.00		185.00
	WO 06	8 Jan 98	Feb.6, 1998	198.00		198.00
	WO 07	14 Oct 99	Oct. 31, 1999	198.00-223.50		198.00-223.50
	WO 08	6 Oct 00	Nov. 1, 2000	213.00-250.00		213.00-250.00
	WO 09	21 Oct 01	Nov. 5, 2001	213.00-250.00	15.00	228.00-265.00
			Feb.1, 2002	213.00-250.00	30.00	243.00-280.00
	WO 10	24 Jun 04	July 10, 2004	213.00-250.00	50.00	263.00-300.00
	WO 11	30 May 05	June 16, 2005	238.00-275.00	50.00	288.00-325.00
	WO 12	23 Jun 06	July 11, 2006	288.00-300.00	50.00	313.00- 350.00
	WO 13	6 Aug 07	August 28, 2007	325.00-362.00		325.00-362.00
	WO 14	16 May 08	June 14, 2008	340.00-377.00	5.00	345.00-382.00
			August 28, 2008	345.00-382.00		345.00-382.00
	WO 15	7 Jun 10	July 1, 2010	367.00-404.00		367.00-404.00
	WO 16	9 May 11	May 26, 2011	367.00-404.00	22.00	389.00-426.00
	WO 17	17 May 12	June 3, 2012	389.00-426.00	20.00	409.00-446.00
			November 1, 2012	389.00-426.00	30.00	419.00-456.00
	WO 18	6 Sep 13	October 4, 2013	399.00-436.00	30.00	429.00-466.00
			Jan. 1/2014	414.00-451.00	15.00	429.00-466.00
	WO 19	16 Mar 15	April 4, 2015	429.00-466.00	15.00	444.00-481.00
	WO 20	11 May 16	June 2, 2016	444.00-481.00	10.00	454.00-491.00
	WO 21	14 Sep 17	October 5, 2017	465.00-502.00	10.00	475.00-512.00
	WO 22	30 Oct 18	Nov. 22, 2018	500.00-537.00		500.00-537.00
	WO 23	13 May 22	June 4, 2022	533.00-570.00		533.00-570.00
CAR *	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	12 Jan 94	Feb. 1, 1994	90.00-102.00	8.00-17.00	98.00-119
	WO 02	3 Oct 95	Oct. 23, 1995	90.00-102.00	8.00-17.00	98.00-119
	WO 02 A		Nov. 8, 1995	90.00-102.00	8.00-17.00	98.00-119
	WO 03	11 Apr 96	April 29, 1996	100.00-112.00	8.00-17.00	108.00-129.00
	WO 04	3 Mar 97	March 24, 1997	118.00-129.00		118.00-129.00
			May 1,1997	123.00-134.00		123.00-134.00
			July 1, 1997	128.00-139.00		128.00-139.00
	WO 05	27 Nov 97	Dec.18, 1997	128.00-139.00	8.00	136.00-147.00
			June 8, 1998	128.00-139.00	16.00	144.00-155.00
	WO 06	19 Oct 99	Nov. 8, 1999	143.00-154.00	16.00	159.00-170.00
	WO 07	25 Nov 00	Dec.11, 2000	151.00-162.00	16.00	167.00-178.00
			May 01, 2001	158.00-169.00	16.00	174.00-185.00
	WO 08	11 Jun 02	July 1, 2002	158.00-174.00	16.00	174.00-190.00
			Jan. 1, 2003	168.00-174.00	16.00	184.00-190.00
			July 1, 2003	168.00-174.00	16.00	184.00-190.00
	WO 09	13 Jul 04	Aug. 1, 2004	168.00-174.00	31.00	199.00-205.00
	WO 10	26-May-05	June 15, 2005	168.00-174.00	51.00	219.00-225.00
	WO 11	12 Jul 06	August 1, 2006	229.00-235.00		229.00- 235.00
	WO 12	17 Dec 07	January 7, 2008	229.00-235.00	4.00-10.00	233.00-245.00
	WO 13	27 May 08	June 16, 2008	229.00-235.00	14.00-25.00	243.00-260.00
	WO 14	10 Nov 10	January 1, 2011	229.00-235.00	26.00-37.00	255.00-272.00
	WO 15	18 May 12	June 18, 2012	237.00-243.00	26.00-37.00	263.00-280.00
	WO 16	20 Dec 13	February 3, 2014	243.00-260.00	20.00	263.00-280.00
	WO 17	14 Jun 15	29 Jun 15	255.00-270.00	10.00-15.00	265.00-285.00
			1 Jan 16	265.00-285.00		265.00-285.00
	WO 18	26 Apr 17	5 Jun 17	255.00-285.00	15.00	270.00-300.00
	WO 19	20 Jul 18	August 20, 2018	300.00-320.00		300.00-320.00
	WO 20	1 Oct 19	Nov. 18, 2019	330.00-340.00	10.00	340.00-350.00
	WO 21	May 23, 2022	June 14, 2022	380.00		380.00
			Jan 1 2023	400.00		400.00

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
I	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	30 Oct 90	Nov. 18, 1990	91.00-101.00		91.00-101.00
	WO 02	22 May 91	June 11, 1991	99.00-109.00		99.00-109.00
	WO 03	19 Nov 93	Dec. 24, 1993	110.00-124.00		110.00-124.00
	WO 04	27 Jan 96	Feb. 22, 1996	118.00-132.00		118.00-132.00
	WO 05	12 Feb 97	March 5, 1997	132.00-140.00		132.00-140.00
			June 1, 1997	137.00-148.00		137.00-148.00
	WO 06	23 Dec 97	March 5, 1998	145.00-156.00		145.00-156.00
			July 1, 1998	155.00-166.00		155.00-166.00
	WO 07	4 Nov 99	Dec. 1, 1999	168.00-183.00		168.00-183.00
	WO 08	12 Dec 00	Dec. 15,2000	145.00-185.00	5.00	150.00-190.00
	WO 09	29 Sep 04	Nov. 11, 2004	175.00-190.00	10.00	185.00-200.00
	WO 10	20 Jun 05	July 7, 2005	185.00-200.00	12.00	197.00-212.00
	WO 11	14 Jul 06	August 9, 2006	180.00-225.00		180.00-225.00
	WO 12	17 Dec 07	December 31, 2007	210.00-230.00		210.00-230.00
	WO 13	28 May 08	June 22, 2008	210.00-230.00	10.00	220.00-240.00
	WO 14	20 Dec 10	January 20, 2011	228.00-248.00		228.00-248.00
	WO 15	5 Jun 12	July 25, 2012	233.00-253.00		233.00-253.00
	WO 16	17 Dec 13	February 5, 2014	213.00-253.00		213.00-253.00
	WO 17	27 May 15	July 19, 2015	220.00-253.00		220.00-253.00
			Dec. 1, 2015	227.00-253.00		227.00-253.00
	WO 18	20 Jul 16	Oct 2, 2016	243.00-280.00		243.00-280.00
	WO 19	24 Nov 17	Jan 25, 2018	256.00-310.00		256.00-310.00
	WO 20	19 Mar 19	30 Apr 19	273.00-340.00		273.00-340.00
			October 1, 2019	282.00-340.00		282.00-340.00
	WO 21	May 16, 2022	June 6, 2022	370.00		370.00
			December 1, 2022	400.00		400.00
II	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	21 Oct 90	Nov. 13, 1990	79.00-89.00	8.00-12.00	87.00-101.00
	WO 02	16 Nov 93	Dec. 1, 1993	90.00-104.00	8.00-12.00	98.00-116.00
	WO 03	17 Oct 95	Jan. 1, 1996	105.00-119.00	8.00-12.00	113.00-131.00
	WO 04	16 Dec 96	Jan. 26, 1997	127.00-145.00		127.00-145.00
	WO 05	23 Dec 97	Jan. 1, 1998	137.00-155.00		137.00-155.00
			May. 1, 1998	142.00-160.00		142.00-160.00
	WO 06	12 Oct 99	Oct. 31, 1999	154.00-172.00		154.00-172.00
	WO 07	11 Oct 00	Nov. 1, 2000	163.00-180.00		163.00-180.00
			May 1, 2001	172.00-180.00		172.00-180.00
	WO 08	13 Sep 02	Dec. 1, 2002	177.00-185.00		177.00-185.00
	WO 09	13 Jul 04	Aug. 8, 2004	177.00-185.00	8.00	185.00-193.00
	WO 10	1 Jun 05	June 25, 2005	177.00-185.00	23.00	200.00-208.00
	WO 11	18 Jul 06	August 9, 2006	187.00-195.00	23.00	210.00-218.00
	WO 12	10 Oct 07	Nov. 25, 2007	192.00 - 200.00	23.00	215.00-223.00
	WO 13	22 May 08	June 15, 2008	212.00-220.00	15.00	227.00-235.00
	WO 14	19 Jan 11	February 16, 2011	222.00-230.00	15.00	237.00-245.00
	WO 15	20 Apr 12	May 16, 2012	247.00-255.00		247.00-255.00
	WO 16	29 Nov 13	Jan 5, 2014	247.00-255.00		247.00-255.00
	WO 17	22 Apr 16	May 14, 2016	300.00		300.00
	WO 18	11 Aug 17	September 25, 2017	340.00		340.00
	WO 19	22 Oct 18	Nov. 25, 2018	350.00	10.00	360.00
	WO 20	4 Feb 20	Mar. 16, 2020	360.00	10.00	370.00
	WO 21	May 17, 2022	June 8, 2022	400.00		400.00
			January 1, 2023	420.00		420.00
III	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	17 Oct 90	Nov.8, 1990	93.00-103.00		93.00-103.00
	WO 02	6 Jun 91	July 2, 1991	100.00-112.00		100.00-112.00
	WO 03	25 Nov 93	Jan. 1, 1994	110.00-127.00		110.00-127.00
	WO 04	26 Feb 96	March 28, 1996	136.00-147.00		136.00-147.00
	WO 05	18 Mar 97	April 5, 1997	146.00-157.00		146.00-157.00
			June 1, 1997	152.50-163.50		152.50-163.50
	WO 06	22 Jan 98	Feb. 12, 1998	152.50-163.50	11.50-P12	164.00-175.50
	WO 07	16 Dec 99	Jan. 13, 2000	164.50-175.50	11.50-P12	176.00-187.50
			May 1, 2000	169.50-180.50	11.50-P12	181.00-192.50

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**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
	WO 08	9 Oct 00	Nov. 16, 2000	197.00-208.50		197.00-208.50
	WO 09	26 Nov 01	Jan. 16, 2002	217.00-228.50		217.00-228.50
	WO 10	2 Aug 04	Aug. 20, 2004	182.00-228.50	15.00	197.00-243.50
	WO 11	27 May 05	June 16, 2005	182.00-228.50	35.00	217.00-263.50
	(under WO 10)		Aug. 19, 2005	197.00-248.50	20.00	217.00-263.50
	WO 12	17 Jul 06	August 3, 2006	197.00- 243.50	30.00- 34.50	227.00- 278.00
	WO 13	4 Sep 07	Sept. 27, 2007	227.00-278.00	9.00	236.00-287.00
	WO 14	21 May 08	June 16, 2008	241.00-292.00	10.00	251.00-302.00
	WO 15	18 Oct 10	Nov. 22, 2010	251.00-302.00	14.00	265.00-316.00
	WO 16	1 Jun 11	June 24, 2011	251.00-302.00	28.00	279.00-330.00
			Jan 1, 2012	255.00-306.00	24.00	279.00-330.00
	WO 17	11 Sep 12	October 11, 2012	285.00-336.00		285.00-336.00
	WO 18	4 Oct 14	Nov 30, 2014	298.00-349.00		298.00-349.00
	WO 19	2 Dec 15	Jan 1, 2016	306.00-357.00		306.00-357.00
			May 1, 2016	313.00-364.00		313.00-364.00
	WO 20	28 Mar 17	May 1, 2017	329.00-380.00		329.00-380.00
	WO 21	28 Jun 18	August 1, 2018	339.00-400.00		339.00-400.00
			February 1, 2019	349.00-400.00		349.00-400.00
	WO 22	27 Nov 19	January 1, 2020	369.00-420.00		369.00-420.00
	WO 23	30 May 22	June 20, 2022	399.00-450.00		399.00-450.00
			January 1, 2023	409.00-460.00		409.00-460.00
IV  IV-A**** CALABARZON	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	18 Oct 90	Nov. 7, 1990	89.00-104.00		89.00-104.00
	WO 02	21 May 91	June 11, 1991	96.00-113.00		96.00-113.00
	WO 03	18 Nov 93	Dec. 6, 1993	117.00-128.00		117.00-128.00
			Dec. 1, 1994	125.00-138.00		125.00-138.00
	WO 04	21 Mar 96	April 13, 1996	137.00-155.00		137.00-155.00
	WO 05	2 Apr 97	April 28, 1997	142.00-170.00		142.00-170.00
			July 28, 1997	147.00-175.00		147.00-175.00
	WO 06	13 Apr 98	May 1, 1998	153.00-188.00		153.00-188.00
			May 1, 1999	159.00-200.00		159.00-200.00
	WO 07	29 Sep 00	Oct. 19, 2000	174.00-217.00		174.00-217.00
	WO 08	20 Nov 01	Feb. 15, 2002	182.00-237.00		182.00-237.00
	WO 09-A	31 Aug 04	Nov. 1, 2004	197.00-255.00		197.00-255.00
	WO IVA-10	31 May 05	June 20, 2005	207.00-265.00		207.00-265.00
			January 1, 2006	210.00-277.00		210.00-277.00
	WO IVA-11	19 Jul 06	August 7, 2006	218.00- 287.00		218.00- 287.00
	WO IVA-12	22 Aug 07	October 5, 2007	224.00-300.00		224.00-300.00
	WO IVA-13	14 May 08	June 1, 2008	236.00-320.00		236.00-320.00
	WO IVA-14	20 Dec 10	January 15, 2011	253.00-337.00		253.00-337.00
	WO IVA-15	28 Mar 12	May 15, 2012	255.00-337.50	*12.50	255.00-349.50
	WO IVA-16	8 Apr 14	May 1, 2014	255.00-337.50*	*12.50+13.00	261.00-362.50
	WO IVA-17	30 May 16	July 1, 2016	285-366	12.50	285-378.50
			November 1, 2016	285.00-378.50		285.00-378.50
			January 1, 2017	293.00-378.50		293.00-378.50
			July 1, 2017	302.50-378.50		302.50-378.50
	WO IVA-18	28 Feb 18	April 28, 2018	317.00-400.00		317.00-400.00
			July 1, 2018	317.00-400.00		317.00-400.00
			December 1, 2018	317.00-400.00		317.00-400.00
			December 1, 2019	317.00-400.00		317.00-400.00
			December 1, 2020	317.00-400.00		317.00-400.00
	WO IVA-19	30 May 22	June 30 2022	334.00-435.00		334.00-435.00
			6 months after effectivity of 1st tranche (December 30, 2022)	350.00-470.00		350.00-470.00
IV-B**** (MIMAROPA)	WO IV-B-01	27 May 05	June 17, 2005	192.00- 206.00		192.00- 206.00
			January 1, 2006	197.00- 216.00		197.00- 216.00
	WO IV-B-02	17 Jul 06	August 4, 2006	209.00- 230.00		209.00- 230.00
	WO IV-B-03	11 Oct 07	Nov. 25, 2007	225.00-237.00		225.00-237.00
	WO IV-B-04	21 May 08	June 19, 2008	235.00-247.00	5.00	240.00-252.00
	WO IV-B-05	15 Oct 10	Nov. 11, 2010	247.00-259.00	5.00	252.00-264.00
	WO IV-B-06	25 Oct 12	Feb. 1, 2013	200.00-270.00	5.00	205.00-275.00

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
under	WO IV-B-07	29 Apr 15	July 3, 2015	210.00-280.00		210.00-280.00
			Nov. 1, 2015	217.00-285.00		217.00-285.00
			May 1, 2016	225.00-285.00		225.00-285.00
			Nov. 1, 2016	235.00-285.00		235.00-285.00
	WO IV-B-08	5 Sep 17	Sep. 24, 2017	247.00-290.00		247.00-290.00
			Feb. 1, 2018	259.00-300.00		259.00-300.00
			Aug. 1, 2018	271.00-300.00		271.00-300.00
	WO IV-B-09	1 Sep 18	Nov. 27, 2018	283.00-320.00		283.00-320.00
	WO IV-B-08 (P283+11)		Feb. 1, 2019	294.00-320.00		294.00-320.00
	WO IV-B-10	May 19, 2022	June 10, 2022	329.00-355.00		329.00-355.00
V	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	23 Oct 90	Nov. 20, 1990	79.00-89.00	14.00	93.00-103.00
	WO 02	20 Aug 91	Oct.17, 1991	96.00-106.00		96.00-106.00
	WO 03	18 Nov 93	Dec. 1, 1993 - Nov. 30, 1994	96.00-106.00	10.00-17.50	106.00-123.50
	WO 03 A	12 Dec 94	Dec. 1, 1994	96.00-106.00	10.00-17.50	106.00-123.50
	WO 04	8 Feb 96	Feb. 1, 1996	96.00-106.00	17.00-27.00	113.00-133.00
			May 1, 1996	96.00-106.00		123.00-133.00
	WO 05	18 Jan 97	Feb. 5, 1997	123.00-143.00		123.00-133.00
	WO 06 a/	22 Dec 97	Feb. 5, 1998	123.00-143.00	8.00-10.00	123.00-153.00
			July 1, 1998	123.00-143.00	16.00-20.00	123.00-163.00
	WO 07	14 Dec 99	Jan. 7, 2000	125.00-170.00		125.00-170.00
	WO 08	12 Oct 00	Nov. 1, 2000	135.00-182.00		135.00-182.00
	WO 09	28 Jul 04	Aug. 23, 2004	147.00-194.00		147.00-194.00
	WO 10	30 May 05	June 24, 2005	147.00-194.00	15.00	162.00-209.00
	WO 11	17 Jul 06	August 7, 2006	177.00- 220.00		177.00- 220.00
	WO 12	5 Oct 07	November 30, 2007	183.00-226.00		183.00-226.00
	WO 13	29 May 08	July 1, 2008	183.00-226.00	13.00	196.00-239.00
			Jan. 1, 2009	189.00-232.00	7.00	196.00-239.00
	WO 14	27 Sep 10	Nov. 1, 2010	204.00-247.00		204.00-247.00
			March 01, 2011	210.00-247.00		210.00-247.00
			August 01, 2011	216.00-247.00		216.00-247.00
	WO 15	24 Feb 12	April 7, 2012	228.00-252.00		228.00-252.00
	WO 16	5 Dec 13	January 11, 2014	236.00-260.00		236.00-260.00
	WO 17	2 Sep 15	December 25, 2015	248.00-265.00		248.00-265.00
	WO 18	25 Apr 17	June 2, 2017	280.00-290.00		280.00-290.00
	WO 19	August 14, 2018	September 21, 2018	295.00-305.00		295.00-305.00
			May 1, 2019	310.00		310.00
	WO 20	May 19, 2022	June 18, 2022	345.00		345.00
			Dec 1, 2022	365.00		365.00
VI	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	30 Oct 90	Nov. 27, 1990	79.00-89.00	7.90-13.35	86.90-102.35
	WO 02	19 Dec 90	Dec. 29, 1990 - Jan. 31, 1991	79.00-89.00	17.90-23.35	96.90-112.35
	WO 03	17 Nov 93	Dec. 4, 1993	86.90-102.35	10.00-12.00	96.90-114.35
	WO 04	28 Sep 95	Oct. 19 1995- Dec. 18, 1995	86.90-102.35	20.83-24.28	107.33-126.63
	WO 04 A	1 Dec 95	Dec. 19, 1995 - Feb. 1, 1996	86.90-102.35	20.43-24.28	107.33-126.63
	WO 05	21 Feb 96	Mar. 15, 1996	86.90-102.35	20.50-24.50	107.40-126.85
	WO 06	17 Feb 97	March 16, 1997	86.90-126.85	5.00-24.50	107.40-131.85
			June 15, 1997	86.90-126.85	10.00-24.50	107.40-136.85
	WO 07	19 Nov 97	Dec. 11, 1997	86.90-126.85	10.00-24.50	107.40-136.85
	WO 08	27 Jan 98	Feb. 21, 1998	96.90-136.85	10.00-24.50	117.40-146.85
	WO 09 A	10 Dec 99	Dec. 2, 1999	133.00-160.00		133.00-160.00
	WO 10	23 Oct 10	Nov. 16, 2000	143.00-170.00		143.00-170.00
	WO 11	19 Dec 01	Jan. 16, 2002	155.00-180.00		155.00-180.00
	WO 12	28 Jul 04	Aug. 16, 2004	165.00-190.00		165.00-190.00
	WO 13	31 May 05	June 18, 2005	180.00-205.00		180.00-205.00
	WO 14	14 Jul 06	August 1, 2006	199.00- 222.00		199.00-222.00
	WO 15	12 Sep 07	October 5, 2007	215.00-235.00		215.00-235.00
			May 1, 2008	225.00-235.00		225.00-235.00
			Sep 16, 2008	235.00		235.00

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
	WO 16	22 May 08	July 6, 2008	235.00	15.00	250.00
	WO 17	8 Dec 08	Dec. 25, 2008	250.00		250.00
	WO 18	19 Jul 10	August 12, 2010	223.00-265.00		223.00-265.00
	WO 19	25 May 11	July 15, 2011	223.00-265.00	12.00	235.00-277.00
	WO 20	26 Mar 12	May 31, 2012	235.00-277.00		235.00-277.00
	WO 21	30-Oct-13	Nov 29, 2013	245.00-287.00		245.00-287.00
	WO 22	30-Mar-15	May 2, 2015	256.50-298.50		256.50-298.50
	WO 23	16-Dec-16	March 16, 2017	271.50-323.50		271.50-323.50
	WO 24	8-Jun-18	July 12, 2018	290.00-350.00	5.00-15.00	295.00-365.00
	WO 25	22-Oct-19	November 26, 2019	310.00-395.00		310.00-395.00
	WO 26	13-May-22	June 5, 2022	420.00-450.00		420.00-450.00
VII	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	22 Oct 90	Nov. 8, 1990	89.00-105.00		89.00-105.00
	WO 02	14 Jan 91	Feb. 1-		250/mo. Or	
			Sept. 30, 1991	89.00-105.00	9.55/day	98.55-114.55
	WO 02 A	11 Sep 91	Oct. 1, 1991	89.00-105.00	5.73	89.00-110.73
	WO 03	23 Nov 93	Dec. 19, 1993	79.00-120.73		79.00-120.73
	WO 04	17 Nov 95	Jan. 1, 1996	84.00-131.00		84.00-131.00
			July 1, 1996	89.00-136.00		89.00-136.00
			Oct. 1, 1996	94.00-141.00		94.00-141.00
	WO 05	25 Feb 97	March 15,1997	96.00-145.00		96.00-145.00
	05 A	10 Jun 97	July 1, 1997	101.00-150.00		101.00-150.00
			Oct. 1, 1997	101.00-155.00		101.00-155.00
	WO 06	10 Mar 98	April 1, 1998	106.00-160.00		106.00-160.00
			Oct. 1, 1998	111.00-165.00		111.00-165.00
			April 1, 1999	116.00-165.00		116.00-165.00
			Oct, 1, 1999	121.00-165.00		121.00-165.00
	WO 07	24 Nov 99	Jan. 1, 2000	126.00-170.00		126.00-170.00
	WO 06		April 1, 2000	131.00-170.00		131.00-170.00
	WO 07		July 1, 2000	136.00-175.00		136.00-175.00
	WO 08	24 Oct 00	Nov. 10, 2000	146.00-180.00		146.00-180.00
	WO 07		Jan. 1, 2001	151.00-185.00		151.00-185.00
	WO 08		June 1, 2001	160.00-190.00		160.00-190.00
	WO 08		Dec. 1, 2001	165.00-195.00		165.00-195.00
	WO 09	18 Dec 01	Jan.6, 2002	170.00-200.00		170.00-200.00
	WO 10	21 Jul 04	Aug. 8, 2004	178.00-208.00		178.00-208.00
	WO 11	27 May 05	June 16, 2005	190.00-223.00		190.00-223.00
	WO 12	16 Jul 06	August 2, 2006	200.00-241.00		200.00-241.00
	WO 13	30 Sep 07	November 11, 2007	205.00-250.00		205.00-250.00
	WO 14	22 May 08	June 16, 2008	222.00-267.00		222.00-267.00
	WO 15	12 Aug 10	September 1, 2010	240.00-285.00		240.00-285.00
	WO 16	31 Aug 11	September 12, 2011	260.00-305.00		260.00-305.00
	WO 17	9 Nov 12	Dec. 7, 2012	282.00-327.00		282.00-327.00
	WO 18	6 Nov 14	March 21, 2014	282.00-327.00	13.00	295.00-340.00
	WO 18-A	6 Nov 14	December 14, 2014	295.00-340.00		295.00-340.00
	WO 19	10 Sep 15	October 10, 2015	308.00-353.00		308.00-353.00
	WO 20	13 Feb 17	March 10, 2017	308.00-366.00		308.00-366.00
	WO 21	18 Jun 18	August 3, 2018	318.00-386.00		318.00-386.00
	WO 22	Nov. 26, 2019	January 5, 2020	356.00-404.00		356.00-404.00
	WO 23	May 24, 2022	June 14, 2022	387.00-435.00		387.00-435.00
VIII	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	10 Nov 90	Dec. 9, 1990	85.00-99.00		85.00-99.00
	WO 02	18 Dec 90	Dec. 5, 1990 -		300/mo. Or	
			Feb. 28, 1991	85.00-99.00	11.46/day	96.46-110.46
	WO 03	17 Mar 92	May 2, 1992	89.00-103		89.00-103
	WO 04	12 Nov 93	Dec. 10, 1993 -			
			June 9, 1994	89.00-103	12.00	101.00-115.00
	WO 04 A	3 Jun 94	June 10-			
			Dec. 31, 1994	89.00-103	12.00	101.00-115.00
	WO 04 B		Jan. 1, 1995	89.00-103	12.00	101.00-115.00
	WO 05	18 Jan 96	Feb. 10, 1996	97.00-111.00	12.00	109.00-111.00
			May 1, 1996	104.00-118.00	12.00	116.00-118.00
	WO 06	19 Jan 97	Feb. 11, 1997	120.00-134.00		120.00-134.00

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
			June 1, 1997	124.00-138.00		124.00-138.00
	WO 07	29 Dec 97	Jan.1, 1998	139.00-153.00		139.00-153.00
	WO 08	3 Dec 99	Jan. 1, 2000	149.00-163.00		149.00-163.00
	WO 09	13 Oct 00	Nov.1, 2000	159.00-173.00		159.00-173.00
			May 1, 2001	163.00-177.00		163.00-177.00
	WO 10	19 Dec 01	Jan. 18, 2002	163.00-177.00	11.00	175.00-188.00
	WO 11	30 Jul 04	Aug. 29, 2004	167.00-177.00	18.00	185.00-195.00
	WO 12	30 May 05	June 16, 2005	178.00-188.00	18.00	196.00-206.00
	WO 13	4 Jul 06	August 1, 2006	220.00		220.00
	WO 14	12 Nov 07	December 16, 2007	220.00	8.00	228.00
	WO 15	20 May 08	June 16, 2008	220.00	18.00	238.00
	WO 16	11 May 11	June 1, 2011	228.00	20.00	248.00
			Sept. 1, 2011	228.00	25.00	253.00
	WO 17	4 Sep 12	October 16, 2012	238.00	22.00	260.00
	WO 18	24 Feb 15	March 30, 2015	238.00	22.00	260.00
	WO 19	19 Dec 16	February 12, 2017	278.00	7.00	285.00
	WO 20	17 May 18	June 25, 2018	305.00		305.00
	WO 21	22 Jul 19	August 18, 2019	315.00		315.00
			February 18, 2020	325.00		325.00
	WO 22	6 Jun 22	June 27 2022	350.00		350.00
			January 2, 2023	375.00		375.00
IX	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	16 Nov 90	Dec. 4, 1990	86.00-102.00		86.00-102.00
	WO 02	8 Jan 91	Jan. 26 -		250/mo. Or	
			April 26, 1991	86.00-102.00	9.55/day	95.55-111.55
	WO 03	22 Nov 93	Dec. 10, 1993	96.00-114.00		96.00-114.00
	WO 04	18 Jan 96	Feb. 3, 1996-		350/mo. Or	
			April 3, 1996	96.00-114.00	13.38/day	109.38-127.38
	WO 04 A	11 Mar 96	April 4 , 1996			
			May 4, 1996	96.00-114.00	13.38	109.38-127.38
	WO 05	16 Apr 96	May 5, 1996	106.00-124.00		106.00-124.00
	WO 06	29 Apr 97	May 16, 1997	126.00-132.00		126.00-132.00
	WO 07	12 Mar 98	April 1, 1998	136.00-142.00		136.00-142.00
	WO 08	28 Oct 99	Nov. 16, 1999	155.00		155.00
	WO 09	8 Nov 00	Dec. 1, 2000	165.00		165.00
	WO 10	21 Feb 02	March 16, 2002	165.00	10.00	175.00
	WO 11	20 Apr 04	May 8, 2004	180.00		180.00
	WO 12	10 Jun 05	June 26, 2005	180.00	16.00	196.00
			May 1, 2006	180.00	20.00	200.00
	WO 13	12 Jul 06	July 28, 2006	215.00		215.00
	WO 14	26 Dec 07	January 23, 2008	215.00	10.00	225.00
	WO 15	9 Jun 08	July 3, 2008	220.00	20.00	240.00
			3 months after effectiv	225.00	15.00	240.00
	WO 16	16 Aug 10	September 9, 2010	255.00		255.00
	WO 17	27 Oct 11	November 25, 2011	267.00		267.00
	WO 18	6 May 13	June 10, 2013	280.00		280.00
	WO 19	15 Aug 16	October 1, 2016	296.00		296.00
	WO 20	29 Jun 18	July 30, 2018	316.00		316.00
	WO 21	June 1, 2022	June 25, 2022	351.00		351.00
X	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	20 Oct 90	Nov. 22, 1990	88.00-102.00		88.00-102.00
	WO 02	20 Dec 90	Jan. 7, 1991-		P200-500/mo.	
			April 6, 1991	88.00-102.00	or 7.64-19.10	95.64-121.10
	WO 03	19 Nov 93	Dec. 7, 1993	95.00-109.00	10.00	108.05-119.00
	WO 04	7 Feb 96	Feb. 24, 1996-			
			May 23, 1996	95.00-109.00	22.00	117.00-131.00
	WO 05	14 Jun 96	July 3, 1996	95.00-109.00	22.00-25.00	117.00-134.00
			Aug. 1, 1996	100.00-114.00	17.00-20.00	117.00-134.00
			Mar. 1, 1997	105.00-119.00	12.00-15.00	117.00-134.00
	WO 06	5 Nov 97	Nov. 22, 1997	120.00-134.00		120.00-134.00
			Dec. 18, 1997	130.00-144.00		130.00-144.00
			July 1, 1998	139.00-149.00		139.00-149.00
	WO 07	25 Oct 99	Nov. 10, 1999	153.00-160.00		153.00-160.00

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
	WO 08	16 Oct 00	May 1, 2000	153.00-160.00	5.00	158.00-165.00
			Nov. 1, 2000	166.00-173.00		166.00-173.00
			May 1, 2001	166.00-173.00	7.00	173.00-180.00
	WO 09	31 Jan 02	Feb. 23, 2002	165.00-180.00	5.00	170.00-185.00
			May 1, 2002	165.00-180.00	12.00	177.00-192.00
			Jan. 1, 2003	173.00-180.00	12.00	185.00-192.00
	WO 10	26 Jul 04	Aug. 12, 2004	195.00-202.00		195.00-202.00
	WO 11	31 May 05	June 17, 2005	195.00-202.00	16.00	211.00-218.00
	WO 12	7 Jul 06	August 1, 2006	203.00- 218.00	16.00	219.00- 234.00
	WO 13	24 Oct 07	November 16, 2007	203.00- 218.00	26.00	229.00-244.00
	WO 14	14 May 08	June 1, 2008	219.00- 234.00	22.00	241.00-256.00
			November 16, 2008	229.00-244.00	12.00	241.00-256.00
	WO 15	23 Jul 10	August 22, 2010	241.00-256.00		241.00-256.00
			October 1, 2010	254.00-269.00		254.00-269.00
	WO 16	4 Jul 11	July 24, 2011	254.00-269.00	17.00	271.00-286.00
	WO 17	15 May 13	June 20, 2013	281.00-296.00	10.00	291.00-306.00
	WO 18	12 May 15	July 3, 2015	303.00-318.00		303.00-318.00
	WO 19	23 May 17	July 16, 2017	316.00-338.00		316.00-338.00
	WO 20	9 Oct 18	Nov. 1, 2018	343.00-365.00		343.00-365.00
	WO 21	May 27, 2022	June 18, 2022	368.00-390.00		368.00-390.00
			Dec. 16, 2022	390.00-405.00		390.00-405.00
XI	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	30 Oct 90	Nov. 21, 1990	89.00-104.00		89.00-104.00
	WO 02	29 Jan 91	Feb. 15, 1991-			
			May 15, 1991	89.00-104.00	7.12-8.32	96.12-112.32
	WO 03	22 Oct 93	Dec. 1, 1993	89.00-104.00	25.00	114.00-129.00
	WO 04	10 Dec 94	Jan 1, 1995	104.00-119.00		104.00-119.00
	WO 05	16 Dec 96	Jan. 1, 1997	115.00-129.00		115.00-129.00
			June 1, 1997	121.00-135.00		121.00-135.00
	WO 06	20 Jan 98	Jan. 1, 1998	121.00-135.00	10.00	131.00-145.00
	WO 07	12 Oct 99	Nov. 1, 1999	146.00-148.00	10.00	156.00-158.00
	WO 08	13 Oct 00	Nov. 1, 2000	158.00-160.00	10.00	168.00-170.00
			May 1, 2001	168.00-170.00	10.00	178.00-180.00
	WO 09	11 Jan 02	Jan. 1, 2002	168.00-170.00	25.00	193.00-195.00
	WO 10	15 Dec 03	Jan. 1, 2004	193.00-195.00		193.00-195.00
	WO 11	18 Jan 05	Feb. 5, 2005	207.00-209.00		207.00-209.00
	WO 12	16 Jun 05	July 2, 2005	207.00-209.00	15.00	222.00-224.00
	WO 13	10 Jul 06	July 27, 2006	222.00- 224.00	16.00	238.00- 240.00
	WO 14	21 Aug 07	Sep. 16, 2007	222.00- 224.00	26.00	248.00-250.00
	WO 15	21 May 08	June 16, 2008	240.00	25.00	265.00
			Sept 16, 2008	250.00	15.00	265.00
	WO 16	23 Jul 10	Sept 1, 2010	271.00	15.00	286.00
	WO 17	7 Dec 11	January 01, 2012	286.00	5.00	291.00
			May 1, 2012	286.00	15.00	301.00
	WO 18	7 May 14	June 1, 2014	312.00		312.00
			Dec. 1, 2014	312.00	5.00	317.00
	WO 19	4 Nov 16	Dec. 16, 2016	335.00	5.00	340.00
			May 1, 2017	340.00		340.00
	WO 20	27 Jun 18	August 16, 2018	370.00		370.00
			February 16, 2019	396.00		396.00
	WO 21	18 May 22	June 19, 2022	427.00		427.00
			Jan 1, 2023	443.00		443.00
CMR XII	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	21 Oct 90	Nov. 11, 1990	85.00-103.00		85.00-103.00
	WO 02	22 Dec 90	Jan. 1, 1991 -			
			March 31, 1991	85.00-103.00	7.00-10.00	92.00-113.00
	WO 03	25 Oct 93	Nov. 14, 1993	92.20-117.50		92.20-117.50
	WO 04	15 Nov 95	Jan. 2, 1996	121.00-127.00		121.00-127.00
	WO 05 A	19 Dec 96	Jan 9, 1997	125.00-134.00		125.00-134.00
	WO 06	16 Dec 97	Jan. 9, 1998	125.00-134.00	5.00-7.00	130.00-141.00
	WO 07	25 Mar 98	July 9, 1998	135.00		135.00
	WO 08	25 Oct 99	Nov. 15,1999	135.00	10.00	145.00
	WO 09	15 Sep 00	Nov. 16, 2000	150.00	10.00	160.00

**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL
	WO 10	19 Dec 01	Jan. 16, 2002	160.00	10.00	170.00
			May 1, 2002	170.00	10.00	180.00
	WO 11	11 Aug 04	Sept. 1, 2004	180.00	20.00	200.00
	WO 12	30 May 05	June 19, 2005	200.00	13.50	213.50
	WO 13	19 Jul 06	August 6, 2006	213.50	11.00	224.50
	WO 14	11 Sep 07	October 8, 2007	213.50	16.00	229.50
	WO 15	22 May 08	June 16, 2008	224.00	21.00	245.00
	WO 16	30 Sep 10	October 31, 2010	245.00	10.00	255.00
			April 1, 2011	255.00	5.00	260.00
	WO 17	26 Mar 12	April 18, 2012	260.00	10.00	270.00
	WO 18	4 Jun 14	August 1, 2014	270.00		270.00
			January 1, 2015	270.00	5.00	275.00
	WO 19	Sep. 9, 2016	October 9, 2016	295.00		295.00
	WO 20	April 13, 2018	May 11, 2018	311.00		311.00
	WO 21	December 16, 2019	February 2, 2020	326.00		326.00
			May 1, 2020	336.00		336.00
	WO 22	May 18, 2022	June 9, 2022	352.00		352.00
			Sep. 1, 2022	368.00		368.00
ARAGA-XIII**	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	17 Aug 98	Sept. 5, 1998	142.00-146.00		142.00-146.00
	WO 02	19 Oct 99	Nov. 5, 1999	146.00	12.00	158.00
	WO 03	10 Nov 00	Dec.1, 2000	154.00	12.00	166.00
			May 1, 2001	161.00	12.00	173.00
	WO 04	7 Feb 02	March 1, 2002	167.00	12.00	179.00
	WO 05	1 Jul 04	July 23, 2004	177.00	12.00	189.00
	WO 06	7 Jun 05	June 25, 2005	188.00	12.00	200.00
	WO 07	10 Jul 06	August 1, 2006	202.00	12.00	214.00
	WO 08	27 Sep 07	November 7, 2007	202.00	18.00	220.00
	WO 09	28 May 08	June 20, 2008	210.00	23.00	233.00
	WO 10	28 Jul 10	August 25, 2010	230.00	13.00	243.00
	WO 11	22 Sep 11	November 11, 2011	241.00	17.00	258.00
	WO 12	13 Mar 13	May 21, 2013	253.00	15.00	268.00
	WO 13	15 Jan 15	Feb. 14, 2015	253.00	15.00	268.00
	WO 14	30 May 16	July 1, 2016	260.00	15.00	275.00
			October 1, 2016	260.00	20.00	280.00
	WO 15	10 Nov 17	December 08, 2017	260.00	30.00	290.00
			February 14, 2018	270.00	30.00	300.00
			May 01, 2018	275.00	30.00	305.00
	WO 16	2 Apr 19	May 01, 2019	305.00	15.00	320.00
	WO 17	May 17, 2022	June 6, 2022	340.00-350.00		340.00-350.00
			Sep 1, 2022	350.00		350.00
BARMM**	RA 6727		July 1, 1989	79.00-89.00		79.00-89.00
	WO 01	26 Nov 93	Dec. 20, 1993	86.20-101.00		86.20-101.00
	WO 02	18 Mar 96	April 8, 1996	101.20-116.00		101.20-116.00
	WO 03	7 Mar 97	April 9, 1997	116.20-131.00		116.20-131.00
	WO 04	3 Mar 98	May 6, 1998	129.20-140.00		129.20-140.00
	WO 05	10 Oct 00	Nov. 19, 2000	129.20-140.00		129.20-140.00
	WO 06	26 Dec 02	April 20, 2003	150.00-165.00		150.00-165.00
	WO 07	23 Sep 04	Jan. 1, 2005	170.00		170.00
	WO 08	10 Jun 05	June 25, 2005	170.00	10.00	180.00
	WO 09	14 Jul 06	August 4, 2006	190.00	10.00	200.00
	WO 10	11 Dec 07	January 4, 2008	200.00		200.00
	WO 11	3 Jun 08	June 29, 2008	210.00		210.00
	WO 12	21 Jul 10	August 20, 2010	222.00		222.00
	WO 13	10 Aug 11	September 2, 2011	222.00	10.00	232.00
	WO 14	21 Aug 12	September 21, 2012	232.00		232.00
	WO 15	18 Dec 13	February 1, 2014	250.00		250.00
	WO 16	20 Jan 16	March 1, 2016	265.00		265.00
	WO 17	23 Apr 18	June 15, 2018	280.00		280.00
BARMM*****	WO 01	19 Nov 19	January 1, 2020	300.00-325.00		300.00-325.00
	WO 02	31 May 22	July 21, 2022	316.00-341.00		316.00-341.00

*SOURCE: National Wages and Productivity Commission*  
December 28, 2022



**DAILY MINIMUM WAGE RATES PER WAGE ORDER BY REGION**  
**NON-AGRICULTURE**  
1989 - Present

REGION	RA/WO	DATE ISSUED	EFFECTIVITY DATE	AMOUNT		
				BASIC WAGE	ALLOWANCE	TOTAL

- \* CAR was created on October 23, 1989, by RA 6766 comprising the provinces of Mt. Province, Benguet & Abra and Baguio City which were previously under Region I and provinces of Kalinga-Apayao & Abra which were under Region II.
- \*\* ARMM was created on August 1, 1989, by RA 6734 comprising the Provinces of Maguindanao, Lanao del Sur, Sulu, & Tawi-Tawi.
- \*\*\* Caraga was created on February 23, 1995 by RA7901 comprising the Provinces of Agusan del Norte, Agusan del Sur and Surigao del Norte which were previously under Region X, and the province of Surigao del Sur which was previously under RXI.
- \*\*\*\* Region IV was divided into Regions IV-A & IV-B on May 17, 2002 thru Executive Order No. 103.  
The province of Aurora was moved to Central Luzon (Region III)
- \*\*\*\*\* Bangsamoro Autonomous Region In Muslim Mindanao (BARMM) replacing ARMM on January 21, 2019 thru plebiscite and inaugurated on March 29, 2019 (which includes 5 provinces: Basilan (except Isabela City), Lanao del Sur, Maguindanao, Sulu and Tawi-Tawi. 3 Cities (Cotabato City, Lamitan, and Marawi); 116 Barangays and 2,590 Barangays including 63 of 67 barangays in Cotabato)