

Table 10.4
Real Minimum Wage Rates (in Philippine Peso) by Sector and Province
As of March 2004

Sector	Aklan	Antique	Capiz	Guimaras	Iloilo	Neg. Occ.
Non-Agriculture						
Capitalization of more than PhP 3M	90.45	106.38	96.21	109.29	114.36	114.65
Capitalization of more than PhP 1M but less than PhP 3M	85.43	100.47	90.86	103.22	108.01	108.28
Capitalization of not more than PhP1M	77.89	91.61	82.84	94.11	98.48	98.73
Agriculture						
<i>Plantation</i>						
Capitalization of more than PhP 3M with annual gross sales of PhP 5M or more	80.40	94.56	85.52	97.15	101.65	101.91
with annual gross sales of less than PhP 5M	77.89	91.61	82.84	94.11	98.48	98.73
Capitalization of more than PhP1M but not more than PhP 3M with annual gross sales of PhP 5M or more	77.89	91.61	82.84	94.11	98.48	98.73
of less than PhP 1M	70.35	82.74	74.83	85.00	88.95	89.17
Capitalization of not more than PhP 1M	70.35	82.74	74.83	85.00	88.95	89.17
<i>Non-Plantation</i>	67.84	79.79	72.15	81.97	85.77	85.99

Source: Department of Labor and Employment - RSET 2007

Notes:

1. Real Wage Rate gives information on how much the current wage compares to the wage of a given year period.
2. Real wage is derived by deflating the nominal wage by the corresponding CPI of the province.
3. Real wage for Guimaras was derived using CPI for Region VI as divisor.

Table 10.5
Current Daily Minimum Wage Rates by Sector
(In Philippine pesos)

Sector	Basic Wage Effective
	As of Dec. 25, 2008
Sugar Industry	
<i>Mills</i>	250.00
Agriculture	
Plantation w/ capitalization of more than PhP 3M	218.00
not more than PhP 3M	218.00
Non-Plantation	208.00
Non-Agriculture	
Industrial/Commercial w/ capitalization of more than PhP 3M	250.00
more than PhP 1M but less than PhP 3M	250.00
not more than PhP 1M	250.00
Hospitals	250.00
Cottage/Handicraft	250.00
Retail/Service	
- Employing more than 10 workers - Highly urbanized cities w/ following capitalization & employment size: more than PhP 3M employing more than 15 workers	250.00
11-15 workers	250.00
more than PhP 1M but less than PhP 3M	250.00
not more than PhP 1M	250.00
- Component mun. & cities w/ the ff. capitalization more than PhP 3M	250.00
more than PhP 1M but less than PhP 3M	250.00
not more than PhP 1M	250.00
Employing not more than 10 workers	208.00
Agriculture	
<i>Plantation</i>	
Capitalization of more than PhP 3M w/ annual gross sales of PhP 5M or more	250.00
w/ annual gross sales of less than PhP 5M	250.00
Capitalization of more than PhP1M but not more than PhP 3M with annual gross sales of PhP 5M or more	250.00
of less than PhP 1M	250.00
Capitalization of not more than PhP 1M	250.00
<i>Non-Plantation</i>	208.00

Source: Department of Labor and Employment - Regional Office No. VI

Notes: Covers the provinces of Aklan, Antique, Capiz, Guimaras, Iloilo & Neg. Occ., & the cities of Bacolod & Iloilo.