

**HOW MANY WAGE ORDERS HAVE BEEN ISSUED BY THE REGIONAL BOARDS TO DATE?**

From 1990 to present, a total of 325 Wage Orders were issued by the Regional Boards, 196 or 60% were issued motu proprio and 129 or 40% were issued by virtue of petition/s for wage increase filed with the Boards.

**Number of WOs Issued by the Regional Boards  
(1990-Present)**

Region	NCR	CAR	I	II	III	IVA	IVB	V	VI	VII	VIII	IX	X	XI	XII	XIII	ARMM	TOTAL
By Virtue of Petitions	11	7	6	8	9	7	4	6	17	16	3	5	11	7	3	6	3	129
Motu Proprio	11	12	14	11	12	11	5	13	7	5	17	15	9	13	17	10	14	196
Total	22	19	20	19	21	18	9	19	24	21	20	20	20	20	20	16	17	325

**WHAT IS THE HIGHEST DAILY NOMINAL WAGE RATE IN THE COUNTRY TODAY?  
THE LOWEST? (As of July 2019)**

**For Non-Agriculture Workers:**

- Highest rate is ₱537.00 (NCR)
- Lowest rate is ₱273.00 (Region I)

**For Agriculture Workers:**

- Highest rate is ₱500.00 (NCR Plantation and Non-plantation)
- Lowest rate is ₱275.00 (VIII Plantation) and ₱275.00 (VIII Non-Plantation)

**For workers in Retail/Service Establishments employing not more than 10:**

- Highest rate is ₱500.00 (NCR)
- Lowest rate is ₱275.00 (VIII)

**WHAT IS THE REAL WAGE IN NCR? IN OTHER REGIONS (As of June 2019)**

The NCR nominal wage of ₱537.00 is only ₱455.47 in real terms.

Real minimum wages in other regions range from ₱2219.61 (ARMM) to ₱340.14 (RBIV-A)

**HOW MANY EMPLOYERS COMPLY WITH THE MANDATED MINIMUM WAGES?**

- As of December 2018, compliance rate was 90.0% (Phils.) or 47,560 out of 52,871 establishments inspected.
- In NCR, compliance was at 92.2% or 16,880 of 18,312 establishments inspected. In areas ONCR, compliance rate was highest in Regions V (97.0%), and CAR (96.2%), and lowest in IV-B at 82.4% (1,060 out of 1,286 establishments inspected).

**HOW MANY FIRMS HAVE BEEN EXEMPTED FROM COMPLIANCE WITH WAGE ORDERS?**

- As of July, 2019 (2018-2019 Issuances), a total of 20 applications for exemption were filed with the Regional Boards.
- Of this number, 20 were disposed
  - 20 or 100% were approved
  - 0 or 0.0% were disapproved
  - 0 or 0.0% were dismissed
- Disposition rate – 100.0%