

# PHILIPPINES

## STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (PHP)
<b>Legal Minimum Wage</b> <b>Region 3</b>	<ul style="list-style-type: none"> <li>The Act Instituting Policies for the Protection and Welfare of Domestic Workers (Republic Act 10361), which is also called the Domestic Workers Act.1, came into effect January 19, 2013, establishing the legal minimum wage as 349 Philippine pesos (PHP) daily</li> <li>The average workdays per month are 26.08 days, so monthly legal minimum wage is <math>349 * 26.08 = \text{PHP } 9101.92</math></li> </ul>	<a href="#">Department of Labor and Employment National Wages and Productivity Commission- National Capital Region (NCR) a/ Per Wage Order No. NCR-19 b/</a>	<b>9101.92</b>
<b>Industry/ sector Wage Comparator</b> <b>Average monthly wage</b>	<ul style="list-style-type: none"> <li>Wages in Philippines increased to 8280 PHP/month in 2011 from 7995 PHP/month in 2010</li> <li>Adjusted for inflation rate using IMF WEO CPI (to 2015 value): 9332.88</li> </ul>	<a href="#">National Statistics Office of Philliphine</a>	<b>9,332.88</b>

## INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (PHP)
<b>National Poverty Line (5 members family)</b>	<ul style="list-style-type: none"> <li>8778 is the overall poverty threshold for a family of five</li> <li>Threshold revised every year by Annual Poverty Indicator Survey. Based on basket of food and non-food essentials as prescribed by other specialist government agencies. Food is approximately 70 percent of the poverty line value.</li> <li>Adjusted for inflation rate using IMF WEO CPI (to 2015 value): 8943</li> </ul>	<a href="#">Philippine Statistical Authority- Poverty</a>	<b>8,943</b>
<b>World Bank 'international poverty line' (2011 PPP\$ 3.10/day)</b>	<ul style="list-style-type: none"> <li>Poverty is measured by the World Bank at PPP\$3.10/day. PPP \$1.90 (in 2011 \$PPP) per day per person represents the international 'extreme poverty line' for extremely poor countries.</li> <li>The \$3.10 equivalent is <math>(18.25 * 3.1) = \text{PHP } 56.58</math></li> <li>On a monthly basis, this is <math>(\text{PHP } 56.58 * (365/12)) = \text{PHP } 1,720.82</math>.</li> <li>Adjusted for inflation, this amount is <math>[142.17 (\text{CPI } 2015)/139.54 (\text{CPI } 2014) * \text{PHP } 1,720.82] \text{ PHP } 1,753.26/\text{person}/\text{month}</math></li> <li>The household equivalent of PHP 1,753.26, assuming two consumption units and one earner is PHP 3,506.51/month.</li> </ul>	<a href="#">WB 2011 ICP</a>	<b>3,506.51</b>
	<ul style="list-style-type: none"> <li>The household equivalent of PHP 1,753.26, assuming three consumption units and one earner is PHP 5,259.77/month.</li> </ul>		<b>5,259.77</b>

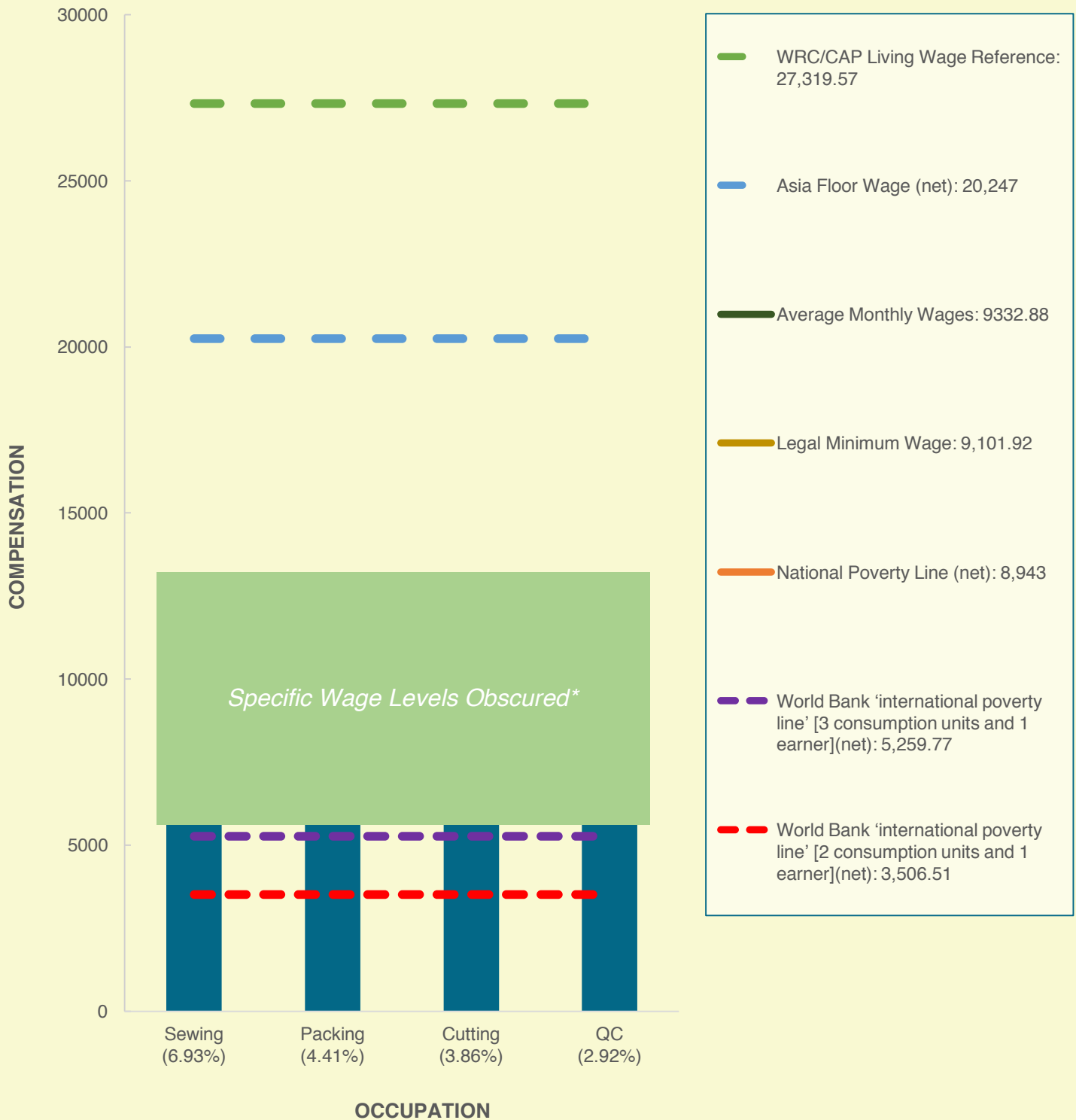
# PHILIPPINES

## INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (PHP)
<p><b>Living Wage Estimate</b></p> <p><b>Asia Floor Wage (3 adults, 1 earner)</b></p>	<ul style="list-style-type: none"> <li>Asia Floor Wage Alliance (latest revision found from 2015—1021PPP\$)—A standard PPP\$-based estimate for East and Southeast Asian countries applicable to manufacturing industries (based on a 3,000-kcal diet for a three-adult-equivalent household with a single earner)</li> <li>Food basket research was done in Cambodia, India, Indonesia, and Sri Lanka to obtain the country Asia Floor Wage figures. For other Asian countries where food basket research was not conducted, the figures were extrapolated.</li> </ul>	<p><u>Asia Floor Wage Alliance</u></p>	<p><b>20,247</b></p>
<p><b>Living Wage Estimate</b></p> <p><b>Worker Rights Consortium/CAP (1 adult, 2 children, and 1 earner)</b></p>	<ul style="list-style-type: none"> <li>The figure comes from a paper prepared for the Center for American Progress (CAP) by the Worker Rights Consortium (WRC). The living wage figure for Dominican Republic for 2011 was DOP 21,236.96 (based on the 2008 WRC living-wage figure and adjusted using consumer-price-inflation from the World Bank, see p.16 and Table 2 on p.18 of the report). The WRC assumed that the average worker has a family of four, and that one of the family members represents an additional wage earner whose income covers one-quarter of a family's expenses. The living wage for a full-time worker is based on the amount that is sufficient to cover the expenditures of three of the four family members—one adult and two school-age children.</li> <li>Figure of 24237.54 (2011) for the Philippines was extrapolated from Dominican Republic 21,236.96 DOP/household/month (2011) using PPP\$ conversion factors and adjusting for CPI inflation (see p.16 and Table 2 in p.18 of the report).</li> <li>Adjusted for inflation rate using IMF WEO CPI (to 2015 value): 27319.57</li> </ul>	<p><u>WRC/CAP 2013</u></p>	<p><b>27,319.57</b></p>

# MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

## PHILIPPINES *Currency: Philippine Peso (PHP)*



\* Specific wage levels have been obscured in an abundance of caution to avoid the potential disclosure of information that may be competitively sensitive.