

**Summary of Wage Legislations Granting Increases
in the Basic Minimum Wage (1951 - 1989)**

EFFECTIVE DATE	ORDER/ACT/DECREE	MINIMUM WAGE			
		NON-AGRICULTURE		AGRICULTURE	
		METRO MANILA	OUTSIDE METRO MANILA	PLANTATION	NON-PLANTATION
4 Aug 1951	Minimum Wage Law (R.A. 602)	P4.00	P4.00	P2.50	P2.50
8 Aug 1963	Agricultural Land Reform Code (R.A. 3844)	-	-	3.50	3.50
21 Apr 1965	Minimum Wage Law Amendment (R.A. 4180)	6.00	6.00	3.50	3.50
18 Jun 1966	Minimum Wage Law Amendment (R.A. 4707)	6.00	6.00	-	-
17 Jun 1970	Minimum Wage Law Amendment (R.A. 6129)	8.00	8.00	4.75	4.75
1 Jun 1976	Presidential Decree 928	10.00	9.00	7.00	6.00
1 Jul 1978	Presidential Decree 1389	11.00	10.00	8.00	7.00
1 Apr 1979	Presidential Decree 1614	13.00	12.00	10.00	9.00
18 Aug 1980	Presidential Decree 1713	14.00	13.00	11.00	10.00
1 Jan 1981	Presidential Decree 1753	18.00	17.00	15.00	14.00
6 Jul 1983	Wage Order No. 2	19.00	18.00	16.00	15.00
1 Nov 1983	Wage Order No. 3	20.00	19.00	17.00	16.00
1 Dec 1983	Wage Order No. 3	21.00	20.00	18.00	17.00
1 May 1984	Wage Order No. 4	32.00	31.00	27.00	21.00
16 Jun 1984	Wage Order No. 5	35.00	34.00	30.00	24.00
1 Nov 1984	Wage Order No. 6	37.00	36.00	32.00	26.00

1 May 1987	Executive Order No. 178	46.00 41.50 a/	45.00 40.50 a/	38.50 35.00 a/	30.00 28.00 a/
1 Oct 1987	Executive Order No. 178	54.00 46.00 a/	53.00 45.00 a/	44.00 38.50 a/	33.50 30.00 a/
14 Dec 1987	Republic Act No. 6640	64.00	64.00	54.00	43.00
1 Jan 1988	Executive Order No. 178	54.00 a/	53.00 a/	44.00 a/	33.50 a/
1 Jul 1989	Republic Act No. 6727	89.00	89.00	79.00 74.00 b/	58.00

a/ Applicable to workers in establishments with less than 30 employees and with paid-up capital of P500,00 or less

b/ Applicable to workers in plantation establishments with annual gross sales of less than P5M.

Note:

COLA integration into basic wage was done in three (3) phases; May 1, 1987 for COLAs under WO Nos. 1 & 2; October 1, 1987 for COLA under WO No. 3; and January 1, 1988 for COLAs under WO Nos. 5 & 6 per E.O. No. 178.