

Summary of Wage Legislations Granting Cost of Living Allowance (1974-1987)

| EFFECTIVITY DATE | ORDER/ ACT/ DECREE | COVERAGE | COST OF LIVING ALLOWANCE | | |
|------------------|--------------------|---|--------------------------|-------------------------|-------------------------|
| | | | NON-AGRICULTURE | AGRICULTURE | |
| | | | | PLANTATION | NON-PLANTATION |
| 01 Aug. 1974 | PD 525 | All private workers receiving a monthly salary of not more than P500 and are not paid emergency allowance in accordance with LOI 174 • Establishments with capitalization of more than P1M | 50.00 ^{a/} | 50.00 ^{a/} | 50.00 ^{a/} |
| | | • Establishments with capitalization of more than P100,000 but not exceeding P1M | 30.00 ^{a/} | 30.00 ^{a/} | 30.00 ^{a/} |
| | | • Establishments with capitalization of P100,000 or less | 15.00 ^{a/} | 15.00 ^{a/} | 15.00 ^{a/} |
| 01 May 1977 | PD 1123 | All private workers receiving a monthly salary of not more than P600 | 60.00/mo. ^{a/} | 60.00 ^{a/} | 60.00 ^{a/} |
| 01 Apr 1979 | PD 1614 | All private workers receiving a monthly salary of not more than P1,000 | 60.00/mo. ^{b/} | 40.00/mo. ^{b/} | 20.00/mo. ^{b/} |
| 01 Sept. 1979 | PD 1634 | All private workers receiving a monthly salary of not more than P1,500 | 60.00/mo. ^{b/} | 60.00/mo. ^{b/} | Exempted |
| 01 Jan. 1980 | PD 1634 | | 30.00/mo. ^{b/} | 30.00/mo. ^{b/} | – |
| 20 Feb. 1980 | PD 1678 | | 2.00/day ^{b/} | 1.50/day ^{b/} | 1.50/day ^{b/} |
| 18 Aug. 1980 | PD 1713 | | 60.00/mo. ^{b/} | 45.00/mo. ^{b/} | 30.00/mo. ^{b/} |
| 22 Mar 1981 | WO No. 1 | | 2.00/day ^{c/} | 1.50/day ^{c/} | 1.00/day ^{c/} |
| 06 July 1983 | WO No. 2 | | 1.50/day ^{c/} | .50/day ^{c/} | – |
| 01 Oct. 1983 | WO No. 2 | | 1.00/day ^{c/} | 1.00/day ^{c/} | 1.00/day ^{c/} |
| 01 Nov. 1983 | WO No. 3 | All private workers receiving a monthly salary of not more than P1,800 | 3.00/day ^{c/} | 2.50/day ^{c/} | 1.00/day ^{c/} |
| 01 Dec. 1983 | WO No. 4 | | 1.50/day ^{c/} | 1.00/day ^{c/} | 1.00/day ^{c/} |
| 16 June 1984 | WO No. 5 | | 5.00/day ^{c/} | 3.5/day ^{c/} | 2.00/day ^{c/} |
| 01 Nov. 1984 | WO No. 6 | | 3.00/day ^{c/} | 2.00/day ^{c/} | 1.50/day ^{c/} |

^{a/} Integrated into the basis pay of all covered workers pursuant to PD 1751, effective January 1, 1981.

^{b/} Integrated into the basic pay of all covered workers pursuant to Wage Order No. 4, Effective May 1, 1984.

^{c/} Integrated into the basic pay of all covered workers pursuant to executive Order No. 178, effective May 1, 1987 for COLAs under WO Nos. 1 & 2, October 1, 1987 for COLAs under WO No. 3 and January 1, 1988 for COLAs under WO Nos. 5 & 6