

3.3 Philippines Manual Labour

Labour and employment are protected by the Labour Code of the Philippines. Without taking away from the code, some key points can be found in the below table:

Area	Provisions
Coverage	The Title shall apply to employees in all establishments and undertakings whether for profit or not, but not to government employees, managerial employees, field personnel, members of the family of the employer who are dependent on him for support, domestic helpers, persons in the personal service of another, and workers who are paid by results as determined by the Secretary of Labour in appropriate regulations.
Hours of Work	Normal hours of work should not exceed eight hours, exclusive of meal breaks
Meal Breaks	Not less than 60 minutes
Night Shift	Employees are entitled to a 10% increase for hours worked between 2200 HRS – 0600 HRS
Overtime	Employees are entitled to a 25% increase for hours worked in excess of an eight-hour day. Not exceeding 6 working days or 48 hours a week.
Emergency Overtime	Any employee may be required to perform overtime work in a number of circumstances, including when the country is at war or when any other national or local emergency has been declared by the National Assembly or the Chief Executive.
Rest Day	Employees are entitled to no less than 24 hours rest following six consecutive days of work. There are several exclusions to this clause including in case of actual or impending emergencies caused by serious accident, fire, flood, typhoon, earthquake, epidemic or other disaster or calamity to prevent loss of life and property, or imminent danger to public safety. In this case, employees are entitled to a 30% increase for work on a rest day.
Time of Payment	Wages shall be paid at least once every two (2) weeks or twice a month at intervals not exceeding sixteen (16) days. If an event of force majeure or circumstances beyond the employer's control, payment of wages on or within the time herein provided cannot be made, the employer shall pay the wages immediately after such force majeure or circumstances have ceased. No employer shall make payment with less frequency than once a month.

Minimum wage in the Philippines differs across the regions but in general, labour costs tend to be lower in the provinces. Prices noted below tend to be average brackets. There are many companies able to provide daily workers in Philippines.

Labour Rate(s) Overview			
	Cost (PhP)	Cost (USD)	Rate as of
Minimum Labour Rates for Daily General Worker (fixed by government)	NCR: 500 - 537	8,47 – 9,10	March 2019
	Region V: 295 – 305	4,66 – 5,87	
	Region VI: 295 – 365	4,66 – 7,02	
	Region VII: 313 – 386	6,02 – 7,42	
	Region VIII: 275 – 305	4,66 – 5,16	
	Region IX: 303 – 316	5,83 – 6,07	
	Region X: 331 – 365	6,37 – 7,02	
	Region XI: 381 – 396	7,33 – 7,61	
	Region XII: 290 – 311	5,58 – 5,98	
	Region XIII: 305	5,87	

Updated daily minimum labour rates by region available here - <http://www.nwpc.dole.gov.ph/>