



## WORKER RIGHTS · PHILIPPINES

# Working in the Philippines: Your Rights

What every worker should know, in plain language. No legal jargon.

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Read this first — there is no single national minimum wage in the Philippines. Your rate is set by the wage board of the region you work in, and it changes order by order, so the first thing to know is your region's current wage order. What IS national is the structure around the wage: a 13th month that is law, not generosity; premiums for nights, rest days, and holidays fixed in the Labor Code; and security of tenure — after six months' probation you are a regular employee, and you cannot be dismissed without a lawful cause and a lawful process. This guide is for workers based in the Philippines.

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General information only — not legal advice.

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## Your Region's Wage

- Metro Manila (NCR): ₱755 a day for non-agriculture work; ₱718 a day for agriculture, small service and retail, and manufacturing (Wage Order NCR-28, in effect since September 26, 2026).
- Domestic workers (kasambahay) in NCR: ₱7,800 a month.
- CALABARZON: Wage Order IVA-22 is in force today (non-agriculture up to ₱600 a day, depending on your area). Wage Order IVA-23 takes effect October 26, 2026, and sets the range at ₱550 to ₱645 a day — check which order covers your start date.
- Other regions set their own floors: Central Luzon pays up to ₱600 a day; Central Visayas up to ₱582 a day.

Your region's wage order is your floor. Check it before you sign anything.

## The 13th Month, by Law

- By law (Presidential Decree 851), every rank-and-file employee receives a 13th month payment of at least one-twelfth (1/12) of the basic salary earned within the year.
- It must be paid by December 24. It is not a bonus and it is not discretionary — it is part of what the law guarantees you.

## Hours and Premiums

- Eight hours a day is the standard. Work beyond eight hours pays at least 25% on top of your hourly rate.
- Night work between 10 PM and 6 AM pays a night differential of at least 10%.
- Work on your scheduled rest day pays at least 30% extra. Work on a special non-working holiday also pays at least 30% extra.
- A regular holiday pays 200% — double pay. You are paid 100% even if you do not work the holiday, as long as you were not absent without leave on the day before it.

## Leave the Law Gives You

- Service incentive leave: 5 days a year after one year of service (Labor Code, Article 95).
- Maternity leave: 105 days at full pay (RA 11210), plus 15 more days for solo parents.
- Paternity leave: 7 days for married fathers (RA 8187).
- Solo parents: 7 working days of parental leave a year (RA 11861), on top of other leave.
- Victims of violence against women and their children: 10 days of leave (RA 9262).
- Leave for gynecological surgery: up to 2 months (RA 9710).

## SSS, PhilHealth, and Pag-IBIG

- SSS: contributions total 15% of your monthly salary credit, on a band of ₱5,000 to ₱35,000 — 10 points from your employer and 5 points from you (RA 11199).
- PhilHealth: 5% of your monthly salary, between the ₱10,000 floor and the ₱100,000 ceiling, shared equally between you and your employer (RA 11223).
- Pag-IBIG: the national housing fund. Membership is mandatory for SSS-covered employees — your employer must register you and keep your membership active.

## Regular Employment and Security of Tenure

- Probation may not exceed six months. After it, you are a REGULAR employee (Labor Code, Article 296) — with security of tenure.
- A regular employee can be dismissed only for a JUST CAUSE (Article 297: serious misconduct, habitual neglect of duties, fraud or breach of trust, or a crime against the employer) or an AUTHORIZED CAUSE (Articles 298–299: redundancy, retrenchment, closure of the business, or disease).
- Dismissal also requires due process — the twin-notice rule (DOLE Department Order 147-15): a written notice of the charges against you, a real chance to be heard, and a written notice of the decision.

- Authorized causes carry SEPARATION PAY: at least one month's pay, or one month per year of service, for redundancy and excess-labor grounds; at least one-half month per year of service for retrenchment, closure not due to losses, and disease. A fraction of at least six months counts as a full year.

## **Final Pay**

- DOLE's published guideline (Labor Advisory No. 06, Series of 2020) sets the release of final pay within 30 days of the end of your employment.
- Your certificate of employment must be issued within 3 days of your request.

## **If Something Goes Wrong**

- Start with SEnA: every labor dispute passes first through the Single Entry Approach, a 30-day mandatory conciliation process at DOLE (RA 10396). Many disputes settle there.
- Unresolved money claims and dismissal cases go to the Labor Arbiters of the NLRC (National Labor Relations Commission).

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Money claims prescribe in **THREE YEARS** (Labor Code, Article 306). Do not sit on a claim.

## Age and Discrimination

- Employers may not use age limits in hiring or in job advertisements, except where age is a genuine requirement of the work itself (RA 10911, the Anti-Age Discrimination in Employment Act).
- Solo parents carry their own statutory protections (RA 11861), as do persons with disability (RA 7277, as amended).