

Republic of the Philippines  
Department of Labor and Employment  
National Wages and Productivity Commission  
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD**  
Region III-Central Luzon

**ADVISORY NO. RTWPB III- 01**  
**Series of 2013**

**ADVISORY ON THE IMPLEMENTATION OF  
PRODUCTIVITY- BASED INCENTIVE SCHEME**

Pursuant to RA 6727 and NWPC Guidelines No. 02, Series of 2012, the following advisory guidelines are hereby adopted for the implementation of Productivity-Based Incentive Scheme (PBIS) in Region III:

**Section 1. Rationale.**

The Productivity-Based Incentive Scheme (PBIS) is a formal mechanism to encourage commitment to productivity improvement and to share the gains therefrom. It is a result of an agreement between labor and management that is flexible, negotiable, and voluntary in nature. The application of the PBIS is at the enterprise level.

Once labor and management decides to adopt the scheme, they will develop a productivity improvement incentive and gainsharing program specifying the performance criteria, targets, measurements, sharing ratio and frequency of the distribution of incentives.

The following activities were undertaken in crafting this Advisory:

- a) Gathering data from the publications of government agencies, such as the National Economic and Development Authority, the Department of Trade and Industry, Department of Labor and Employment to establish the Region's economic performance and to identify and profile the priority industries of the Region. The identification of priority industries was based on the industry's contribution to gross regional output, labor productivity, employment generation and other parameters; and
- b) Conducting series of consultations from June to September 2013 to inform industry players and stakeholders in the seven (7) provinces of Central Luzon on the new wage policy, i.e. the two-tiered wage system; and to generate information and ideas on how to craft the advisory based on existing practices of participating establishments. A survey questionnaire was designed and disseminated during the consultations to facilitate input generation from various stakeholders.

**Section 2. Definition of Terms and Concepts:**

- a. Board – refers to the Regional Tripartite Wages and Productivity Board-III
- b. Commission – refers to the National Wages and Productivity Commission
- c. Advisory – refers to the guidelines issued by the Board to provide information as inputs to enterprise-level discussions on productivity-based incentives schemes.

For 2013

U. S. Y. S. Y.

- d. Productivity-Based Incentive Scheme (PBIS) – refers to productivity pay increases and bonuses given to workers based on agreement between workers and management.

### Section 3. Identification of Priority Industry

#### a. Regional Economic Performance

##### a.1 Economic Growth

a.1.1 The Central Luzon economy grew by 6.3 percent in 2012 from a gross regional domestic product (GRDP) of P546.830 billion in 2011 to P581.382 billion in 2012. This is within the official growth target of 6.0 percent to 7.0 percent for the period and can be attributed to the accelerated growth in the industry sector, which accounted for about 42 percent, and the service sector which shared about 41 percent of the Region's GRDP in 2012. The Region grew at the average of 7.8 percent for the period 2009-2012. (Table 1 and Table 1.a).

a.1.2 The growth in the Industry Sector was contributed by Manufacturing, which accounted for about 33 percent of the Region's output in 2012. The Service Sector's growth was significantly shared by Transport, Storage & Communication and Trade, & Repair of Motor Vehicles, Motorcycles, Personal & Household Goods. (Table 1.b).

##### a.2 Labor Force

a.2.1 Labor force participation rate in the region rose from 60.5 percent in 2009 to 61.7 percent in 2012 or by 1.2 percent for the period under review. The stock of the region's labor force was estimated at 4.188 million in 2011, higher by 2.8 percent than the 2010 level of 4.073 million but lower than the 2012 level of 4.261 million. Employment in the region expanded from its level of 2.592 million in 2009 to 3.877 million in 2012. Employment Rate during the period averaged 0.2 percent. Unemployment Rate in the Region was 9.2 percent in 2009 and 9.0 percent in 2012. Underemployment Rate was 7.8 percent in 2009 and rose to 13.0 percent in 2012. (Table 2).

a.2.2 Of the total employed in the Region in 2011, the Manufacturing Industry employed 28.5 percent; Wholesale and Retail Trade, Repair and Motor Vehicle employed 27.0 percent; and Accommodation and Food Service employed 11.0 percent. (Table 3).

##### a.3 Other Major Socio-economic Developments in the Region

a.3.1. Central Luzon recorded an investment of P192.2 Billion in 2011, which is more than double the 2010 performance at P69.9 Billion. In 2012, however, investment was recorded at P88.7 Billion. (Table 4).

Central Luzon Development Plan stated that Region III is a destination for investments in business process outsourcing. Subic, Clark, as well as urban centers like the City of San Fernando in Pampanga and Malolos City in Bulacan have become the hub of call centers and software development outlets.

The Region envisions to become a sustainable and caring global gateway through private-public partnership and growth for all. To attain the vision, Central Luzon adopted the Enhanced "W" Growth Corridor

sh

*[Handwritten signature]*

*[Handwritten signature]*

*[Handwritten mark]*

*[Handwritten mark]*

spatial strategy. Although maintaining the original "W", the enhanced version recognizes the potentials and opportunities of Aurora. It is enhanced in the sense that the spatial strategy indicates importance of effective rural-link as a vehicle for "inclusive growth".

The "W" Growth Corridor defines Central Luzon key investment areas. It is a strategic approach in promoting Central Luzon as an investment destination. It comprises Central Luzon key investment areas for tourism, industry and agriculture. These areas represent the growth municipalities of the region, which when plotted on a map form the shape of a "W".

The government spending on vital infrastructures in Central Luzon, particularly on roads and highways will continue to stimulate private investments and strengthen the regional economy. Moreover, the government allotment for repair and rehabilitation of major infrastructures in the region is a big factor to hasten economic activities and at the same time attract more investors.

The local tourism industry will further accelerate in 2013 through the operation of the Clark International Airport which will bring in more local and foreign tourists. The region has become a preferred tourism destination because of its first class facilities and services such as good hotels, fine restaurants, beautiful beaches and resorts, modern shopping centers and communication services.

## b. Priority or Growth Industries

The Manufacturing Industry, Wholesale and Retail Trade, Repair and Motor Vehicles and Motorcycles, and Accommodation and Food Service activities are the main employment generators in the region. They employed a total of 307,687 persons or 66.41 percent of the Region's Total Employment in 2011. (Table 3).

Manufacturing includes the top five export industries in 2011, namely: Electronics; Machinery, Transport Equipment, Apparatus and Parts; Garments and Textiles; Metal Manufactures; and Industrial Manufactures. Most of the sectors under the manufacturing industry (electronics, shipbuilding, wearables, garments, homestyle products, motor vehicles parts/components) are among the priority sectors in the Philippine Development Plan for 2011-2016. 

Among the industry groups, wholesale and retail trade, repair and motor vehicles and motor cycles recorded the highest number of establishments with 40,139 or 48.1 percent of the total, followed by manufacturing with 11,717 establishments or 14.0 percent. [NSO Survey of Establishments).

### b.1 Economic Performance

b.1.1 From 2009 to 2012, the manufacturing industry's output grew at an annual average of 16.0 percent, from P128.079 Billion in 2009 to P187.735 Billion in 2012. It accounted for 33.4 percent of the region's output and the top export generator in 2012. (Table 3.a). The impressive economic performance of the manufacturing industry in the region was due to timely implementation of appropriate policies, availability of technical skills and innovations.

*Jenith R. M.*

*For review*

*[Handwritten signature]*

Wholesale and retail trade; repair and motor vehicles and motorcycles contributed about 10-percent of the Region's gross domestic product and grew at an average rate of 7.0 percent between the period 2009-2012. In 2012 the industry registered a growth of 8.5 percent. (Table 3.a).

**b.2 Employment**

b.2.1 Employment in the Manufacturing Industry increased from 399 thousand workers in 2009, to 417 thousand workers in 2011. Employment in the industry remains a big challenge in the region. The generation of more decent, productive and high quality employment that provides adequate income for the workers in Central Luzon remains to be a major challenge in the last five (5) years due to increasing unemployment and underemployment. (Table 3.a)

**b.3 Wages and Productivity**

b.3.1. Labor Productivity of the Manufacturing Industry at constant 2000 prices grew at the rate of 16.4 percent from 2010 to 2011. (Table 3.a). The industry's Labor Productivity grew at an average of 18.5 percent annually based on current prices. (Table 3). This growth is attributed to technological and organizational change, resource allocation, domestic innovative effect, as well as development of physical and social infrastructure.

b.3.2 Meanwhile, minimum wage in the Manufacturing Industry grew by 11.2 percent from P302.00 in 2008 to P336.00 in 2012 and by an average of 3.0 percent during the last 5 years. (Table 5).

In Retail and Service, the minimum wage increased by 11.7 percent from P291.00 in 2008 to P325.00 in 2012.

**c. Outlook**

**c.1. Industry Outlook**

c.1.1 The Central Luzon Development Plan projected an increase in GRDP by 6-7 percent for the year 2013. Manufacturing industry; Wholesale and retail trade, repair and motor vehicles and motor cycles; and accommodation and food service activities industry are expected to contribute significantly to the projected increase.

c.1.2 Provincial consultations conducted by the Board revealed that most establishments engaged in manufacturing are already giving and practicing various forms of Productivity-Based Incentive Scheme. On the other hand, only a few of the establishments in Retail and Service practice the scheme.

Some of the existing practices shared during the consultations include cash and/or non-cash incentives, such as groceries, food allowance, and free or subsidized food.

*Handwritten initials*

*Handwritten note: "No. 21"*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten mark*

#### Section 4. Recommendation

This Advisory is being issued to guide enterprises that may want to initiate Productivity-Based Incentive Schemes. The Board encourages workers and management to study the background information i.e. industry situationer and outlook and evaluate and assess their respective positions that will be presented during bi – partite sessions. Once an agreement has been reached, the bi – partite team will jointly develop and implement a productivity incentives program. In this connection, enterprises are being encouraged to:

- a) Create or tap existing labor-management structures/committees to design and implement a productivity incentives program indicating coverage, performance or standards and targets, productivity program, sharing scheme and frequency of sharing, among others; and
- b) Forge a commitment to work improvement processes such as adoption of new technologies and innovation, with management spearheading the productivity drive, and workers supporting improvements in work processes as a way to sustain productivity.

#### Section 5. Technical Support

The Regional Tripartite Wages and Productivity Board shall provide capacity building and consulting services, especially to micro, small and medium enterprises in designing quality and productivity improvement programs and gainsharing schemes through:

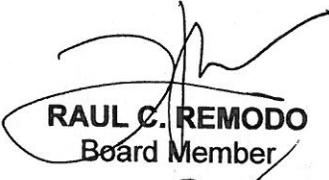
- a) Productivity training programs such as the 5S or Good Housekeeping; ISTIV modules for manufacturing enterprises; Service Quality for service establishments; and Green Productivity; and
- b) Work Improvement Measurement Studies (Time and Motion Studies).

#### Section 6. Effectivity

This Advisory shall take effect immediately.

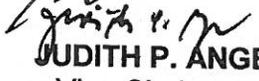
02 December 2013, City of San Fernando, Pampanga.

  
**FLORDELIZA MARIA REYES RAYEL**  
Board Member

  
**RAUL C. REMODO**  
Board Member

  
**EDGAR B. VENTURA**  
Board Member

  
**SEVERINO C. SANTOS**  
Vice-Chairperson

  
**JUDITH P. ANGELES**  
Vice-Chairperson

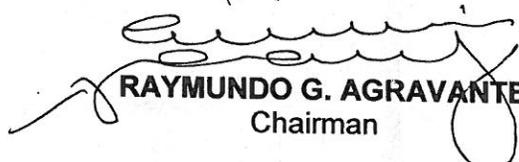
  
**RAYMUNDO G. AGRAVANTE**  
Chairman

Table 1. GROSS REGIONAL DOMESTIC PRODUCT BY INDUSTRIAL ORIGIN  
 REGION III: 2009-2012  
 (In Thousand Pesos, At Constant 2000 prices)

Industry/Year	2009	2010	2011	2012
AGRI., HUNTING, FORESTRY and FISHING				
Agriculture and Forestry	92,465,259	90,796,967	89,646,191	97,832,317
Fishing	73,044,030	71,726,112	70,861,409	79,063,946
	19,421,229	19,070,855	18,784,782	18,768,371
INDUSTRY SECTOR				
Mining and Quarrying	169,217,985	205,185,504	233,021,730	245,523,241
Manufacturing	961,279	1,623,419	2,154,988	3,053,134
Construction	128,079,964	161,333,911	187,735,906	194,000,272
Electricity, Gas and Water Supply	28,468,355	29,874,541	30,837,311	35,454,260
	11,708,387	12,353,634	12,293,525	13,015,576
SERVICE SECTOR				
Transport, Storage and Communication	202,719,812	214,635,393	224,162,563	238,026,576
Trade & Repair of Motor Vehicles, Motor Cycles, Personal and Household Goods	53,201,330	52,622,960	54,102,485	57,273,637
Financial Intermediation	41,131,061	44,957,026	46,402,848	49,487,527
Real Estate, Renting and Business	26,466,630	29,067,837	31,727,719	34,211,023
Public Administration and Defense, Compulsory Social Security Other Services	37,453,726	39,689,226	42,144,073	45,166,782
	12,173,902	12,986,236	13,069,925	13,885,712
	32,293,166	35,322,107	36,715,514	38,001,895
GROSS DOMESTIC PRODUCT	464,403,057	510,617,864	546,830,485	581,382,134

Source: National Statistical Coordination Board

Table 1.a GROSS REGIONAL DOMESTIC PRODUCT BY INDUSTRIAL ORIGIN  
 REGION III: 2009-2012  
 (Growth Rates, At Constant 2000 Prices)

Industry/Year	2009-2010	2010-2011	2011-2012	Average Growth
AGRI., HUNTING, FORESTRY and FISHING				
Agriculture and Forestry	-1.8	-1.3	9.1	0.1
Fishing	-1.8	-1.2	11.6	8.6
	-1.8	-1.5	-0.1	-1.1
INDUSTRY SECTOR				
Mining and Quarrying	21.3	13.6	5.4	13.4
Manufacturing	68.9	32.7	41.7	47.8
Construction	28	16.4	3.3	15.9
Electricity, Gas and Water Supply	4.9	3.2	15.0	7.7
	5.5	-0.5	5.9	3.6
SERVICE SECTOR				
Transport, Storage and Communication	5.9	4.4	6.2	5.5
Trade & Repair of Motor Vehicles, Motor Cycles, Personal and Household Goods	-1.1	2.8	5.9	2.5
Financial Intermediation	9.3	3.2	8.5	7.0
Real Estate, Renting and Business	9.8	9.2	5.8	8.3
Public Administration and Defense, Compulsory Social Security Other Services	6.0	6.2	7.7	6.6
	6.7	0.6	6.2	4.5
	9.4	2.5	3.5	5.1
GROSS DOMESTIC PRODUCT	10.0	7.1	6.3	7.8

Source: National Statistical Coordination Board

Table 1.b GROSS REGIONAL DOMESTIC PRODUCT BY INDUSTRIAL ORIGIN  
 REGION III: 2009-2012  
 (Percent Distribution, At Constant 2000 Prices)

Industry/Year	2009	2010	2011	2012
<b>AGRI., HUNTING, FORESTRY and FISHING</b>				
Agriculture and Forestry	19.9	17.8	16.4	16.8
Fishing	15.7	14	13.0	13.6
	4.2	3.7	3.4	3.2
<b>INDUSTRY SECTOR</b>				
Mining and Quarrying	36.4	40.2	42.6	42.2
Manufacturing	0.2	0.3	0.4	0.5
Construction	27.6	31.6	34.3	33.4
Electricity, Gas and Water Supply	6.1	5.9	5.6	6.1
	2.5	2.4	2.2	2.2
<b>SERVICE SECTOR</b>				
Transport, Storage and Communication	43.7	42.0	41.0	40.9
Trade & Repair of Motor Vehicles, Motor Cycles, Personal and Household Goods	11.5	10.3	9.9	9.9
Financial Intermediation	8.9	8.8	8.5	8.5
Real Estate, Renting & Business	5.7	5.7	5.8	5.9
Public Administration and Defense, Compulsory Social Security Other Services	8.1	7.8	7.7	7.8
	2.6	2.5	2.4	2.4
	7.0	6.9	6.7	6.5
<b>GROSS DOMESTIC PRODUCT</b>	100.0	100.0	100.0	100.0

Source: National Statistical Coordination Board

Table 2. LABOR FORCE, EMPLOYED, UNEMPLOYED, AND UNDEREMPLOYED  
 REGION III: 2009-2012

(in thousands, except rates)

	2009	2010	2011	2012	2009-2010	2010-2011	2010-2012	Average
Household Population 15 Years Old and Over	6,531.0	6,682.0	6,828.0	6,911.0	2.3	2.2	1.2	1.9
Labor Force	3,956.0	4,073.0	4,188.0	4,261.0	0.5	0.4	0.3	1.2
LFPR (%)	60.5	61.0	61.4	61.7	0.4	0.3	-0.5	0.2
Employed	3,592.0	3,715.0	3,831.0	3,877.0	0.4	0.3	0.0	1.9
Employment Rate	90.8	91.2	91.5	91.0	-1.6	0.0	7.3	0.2
Unemployed	364.0	358.0	358.0	384.0	-0.4	-0.3	0.5	21.6
Unemployment Rate (%)	9.2	8.8	8.5	9.0	1.3	25.4	18.8	5.2
Underemployment	281.0	339.0	425.0	505.0	20.6	2.0	1.9	
Underemployment Rate (%)	7.8	9.1	11.1	13.0	1.3	2.0	1.9	

Source of Basic Data: National Statistics Office

Table 3. EMPLOYMENT AND LABOR PRODUCTIVITY IN REGION III (2011)

MAJOR INDUSTRY GROUP	Employed (LE)	%	Cumulative %	Relative Share	Labor Productivity (Current)			LP Growth Rate x Relative Wage Share
					2010	2011	% Inc.	
III	463,297	100.00			212,298	230,438	8.5	
C - Manufacturing	132,156	28.53	28.53	43.0	595,846	706,193	18.5	795.44
G - Wholesale and Retail Trade ; Motor Vehicles and Motorcycles	125,240	27.03	55.56	40.7	89,430	90,982	1.7	70.66
I - Accommodation and Food Service Activities	50,291	10.86	66.41	16.3	76,736	86,366	12.5	205.12
P - Education	31,957	6.90	73.31		76,736	86,366		
N - Administrative and Support Service Activities	19,978	4.31	77.62		76,736	86,366		
K - Financial and Insurance Activities	19,120	4.13	81.75		976,063	1,030,657		
Q - Human Health and Social Work Activities	14,780	3.19	89.94		76,736	86,366		
S1/ Other Service Activities	14,506	3.13	88.07		76,736	86,366		
A - Agriculture, Forestry and Fishing	10,651	2.30	90.37		171,977	175,874		
R - Arts, Entertainment, and Recreation	8,373	1.81	92.18		-	-		
D - Electricity, Gas, Steam, and Air Conditioning Supply	6,561	1.42	93.59		869,585	931,471		
H - Transportation and Storage	5,902	1.27	94.87		195,017	205,259		
J - Information and Communication	5,463	1.18	96.05		-	-		
F - Construction	5,182	1.12	97.16		189,288	202,280		
E - Water Supply; Sewerage, Waste Management and Remediation Activities	4,791	1.03	98.2		869,585	931,471		
M - Professional, Scientific and Technical Activities	4,169	0.90	99.1		-	-		
L - Real Estate Activities	3,608	0.78	99.88		523,722	609,764		
B - Mining	569	0.12	100.00		269,040	409,738		

weighted growth in LP

$$(43.0 * 18.5) + (40.7 * 1.7) + (16.3 * 12.4)$$

100

10.71

1. a/ Other Services included: Hotel and Restaurant; Education; Health and Social work; Other Community, Social and Personal Service Activities; Private Households with Employed Persons; and Extra-Territorial Organization and Bodies

s0 - combined with employment size "micro"

s1 - combined with employment size "small"

s2 - combined with employment size "medium"

Table 3a. LABOR PRODUCTIVITY, GROSS REGIONAL DOMESTIC PRODUCT AND EMPLOYMENT BY MAJOR INDUSTRY GROUP: 2009 - 2012  
(At Constant 2000 Prices)

MAJOR INDUSTRY GROUP	2009				2010				2011				2012					
	LABOR PRODUCTIVITY	GRDP (in thousand P)	EMPLOYMENT (in thousand)	LABOR PRODUCTIVITY	GRDP (in thousand P)	EMPLOYMENT (in thousand)	LABOR PRODUCTIVITY	GRDP (in thousand P)	EMPLOYMENT (in thousand)	LABOR PRODUCTIVITY	GRDP (in thousand P)	EMPLOYMENT (in thousand)	LABOR PRODUCTIVITY	GRDP (in thousand P)	EMPLOYMENT (in thousand)	LABOR PRODUCTIVITY	GRDP (in thousand P)	EMPLOYMENT (in thousand)
REGION III - CENTRAL LUZON	129,288	464,403,057	3,592	137,411	510,617,864	3,716	142,738	546,830,485	3,831	144,335	581,382,134							
AGRI. HUNT, FORESTRY , FISH.	116,308	92,465,259	795	113,213	90,796,967	802	108,007	89,646,191	830	117,587	97,832,317							
INDUSTRY SECTOR	249,953	169,217,985	678	286,973	205,185,504	715	320,085	233,021,730	728	297,244	245,523,241							
Mining and Quarrying	160,167	961,279	6	270,570	1,623,419	6	359,165	2,154,988	6	190,821	3,053,134							
Manufacturing	321,003	128,079,964	399	386,892	161,333,911	417	450,206	187,735,906	417	433,036	194,000,272							
Construction	112,968	28,468,355	253	110,238	29,874,541	271	108,201	30,837,311	285	102,469	35,454,260							
Electricity, Gas and Water	585,400	11,708,387	20	588,268	12,353,634	21	614,676	12,293,525	20	867,705	13,015,576							
SERVICE SECTOR	95,623	202,719,812	2,122	97,606	214,635,393	2,199	98,663	224,162,563	2,272	100,433	238,026,576							
Trans. Stor. Info & Comm	132,341	53,201,330	403	126,498	52,622,960	416	129,432	54,102,485	418	135,720	57,273,637							
Trade & Repair	50,968	41,131,061	808	55,027	44,957,026	817	53,275	46,402,848	871	59,409	49,487,527							
Financial Intermediation	678,641	26,466,630	39	593,017	29,057,837	49	598,636	31,727,719	53	743,718	34,211,023							
Real Estate, Rent, & Bus.	356,705	37,453,723	105	333,523	39,689,226	119	376,286	42,144,073	112	705,731	45,166,782							
Pub Ad & Defense	81,160	12,173,902	150	75,501	12,986,236	172	76,432	13,069,925	171	79,803	13,885,712							
Other Services a/	52,339	32,293,166	617	56,425	35,322,107	626	56,747	36,715,514	647	287,893	38,001,895							

Note:

1. a/ Other Services included: Hotel and Restaurant; Education; Health and Social Work; Other Community, Social and Personal Service Activities; Private Households with Employed Persons; and Extra-Territorial Organization and Bodies
2. 2010-2012 GRDP as of July 2013 (2009 GRDP as of July 2012)
3. LP 2009 based BLES data

Table 3.a.1. LABOR PRODUCTIVITY, GRDP AND EMPLOYMENT GROWTH RATES (2009-2010, 2010-2011) AND SHARE TO REGIONAL TOTAL (2011) By Industry

REGION AND MAJOR INDUSTRY GROUP	GROWTH RATE 2009-2010			GROWTH RATE 2010-2011			AVERAGE GROWTH			SHARE : 2011		
	Labor Productivity	GRDP	Employment	Labor Productivity	GRDP	Employment	Labor Productivity	GRDP	Employment	Labor Productivity	GRDP	Employment
REGION III - CENTRAL LUZON	6.3	9.9	3.4	3.9	7.1	3.1	5.1	8.5	3.2	100.0	100.0	100.0
AGRI.HUNT.,FORESTRY,FISH.	2.7	-1.8	0.9	-4.6	-1.3	3.5	-1	-1.6	2.2	75.7	16.4	21.7
INDUSTRY SECTOR	14.8	21.3	5.4	11.5	13.6	1.8	13.2	17.4	3.6	124.2	42.6	19.0
Mining and Quarrying	68.9	68.9	0	32.7	32.7	0				151.6	0.4	0.2
Manufacturing	20.5	26	4.5	16.4	16.4	0	18.4	21.2	2.2	215.4	34.3	10.9
Construction	-2.4	4.09	7.1	-1.8	3.2	5.2	2.1	3.6	6.2	75.8	5.6	7.4
Electricity, Gas and Water	0.5	5.5	5.0	4.5	-0.5	-4.8	2.5	2.5	0.1	330.6	2.2	0.5
SERVICE SECTOR	2.1	5.9	3.6	1.1	4.4	3.3	1.6	5.2	3.6	69.1	41.0	59.3
Transp. Stor., & Com	-4.4	-1.1	3.2	2.3	2.8	0.5	1.1	-0.3	1.8	90.7	9.9	10.9
Trade & Repair	8.0	9.3	1.1	-3.2	3.2	6.6	-2.4	6.2	3.8	37.3	8.5	22.7
Financial Intermediation	-12.6	9.8	25.6	0.9	9.2	8.2	5.8	9.5	16.9	319.4	5.9	1.4
Real Estate, Rent, & Bus.	-6.5	2.2	13.3	12.8	6.2	5.9	3.2	6.1	9.6	163.6	7.7	2.9
Pub Ad & Defense	-7.0	6.7	14.7	1.2	0.6	-0.6	-2.9	3.6	7.0	53.5	2.4	4.5
Other Services	7.8	9.4	1.5	0.6	3.9	3.4	4.2	6.6	2.4	39.8	6.7	16.8

Table 4. CENTRAL LUZON INVESTMENT PERFORMANCE BY PROVINCE: 2008 - 2012  
(in Million Pesos)

Province	2008	2009	2010	2011	2012
Aurora	101.07	166.36	89.97	169.93	227.25
Bataan	2,702.06	1,903.11	12,444.62	82,548.30	5,190.68
Bulacan	16,789.90	4,479.49	6,621.04	5,811.13	4,631.27
Nueva Ecija	1,857.96	3,596.62	1,640.13	3,062.68	3,666.98
Pampanga	23,758.67	86,692.33	35,077.98	25,243.38	14,755.02
Tarlac	2,394.09	3,139.50	2,761.85	4,161.90	6,075.87
Zambales	17,115.96	12,662.01	11,234.65	71,250.48	54,113.31
PEZA*	5,581.85	2,932.02	**	**	**
Total	70,301.56	115,571.47	68,870.24	192,247.80	88,660.37

\* No provincial breakdown

\*\* No report/figure

2012 data partial / unofficial

Source : Department of Trade and Industry-Region III

Table 5. MINIMUM WAGE RATES, REGION III: 2008 - 2012  
(In Pesos)

SECTOR	2008	2009	2010	2011	2012
	WO No. RBIII- 14 June 16, 2008		WO No. RBIII- 15 Nov. 22, 2010	WO No. RBIII- 16 June 24, 2011	WO No. RBIII- 17 Oct. 11, 2012
Non-Agriculture Establishments with total assets of P30M or more	302.00	302.00	316.00	330.00	336.00
Establishments with total assets of less than P30M	294.50	294.50	308.50	322.50	329.00
Agriculture Plantation	272.00	272.00	286.00	300.00	306.00
Non-Plantation	256.00	256.00	270.00	284.00	290.00
Hospitals With 20 or more bed capacity	293.00	293.00	307.00		
With less than 20 bed capacity	278.00	278.00	292.00		
Retail/Service With 16 or more workers	291.00	291.00	305.00	319.00	325.00
With less than 16 workers	277.00	277.00	291.00	305.00	311.00
Cottage/Handicraft	256.00	256.00	270.00	284.00	

Source: RTWPB-III