

Cost of Doing Business



- **Application & Registration Fees**
- **Manpower**
- **Telecommunication**
- **Power**
- **Water**

I. PEZA Application and Registration Fees

Ecozone Locator Enterprises

1. Application Fee	
- Application of New Project (Non-Pioneer)	P3,600.00
- Application of New Project (Pioneer)	P6,000.00
2. Registration Fee	
- Registration of New Projects	P6,000.00

II. Manpower

Hours of Work – Eight (8) hours per day; six (6) days per week; total of 48 hours per week.

Daily Minimum Wage – The daily minimum wage for every region is determined by the Regional Tripartite Wages and Productivity Board composed of Representatives from the Government, Labor and Management. The daily minimum wage rate per region:

1. National Capital Region	P 382.00
2. Cordillera Autonomous Region	P 260.00
3. Region 1	P 240.00
4. Region 2	P 235.00
5. Region 3 0	P 302.00
6. Region 4-A (CALABARZON)	P 320.00
7. Region 4-B	P 252.00
8. Region 5	P 239.00
9. Region 6	P 250.00
10. Region 7	P 267.00
11. Region 8	P 238.00
12. Region 9	P 240.00
13. Region 10	P 256.00
14. Region 11	P 265.00
15. Region 12	P 245.00
16. CARAGA	P 233.00
17. Autonomous Region of Muslim Mindanao	P 210.00

Overtime Pay – Plus 25% of Hourly Rate.

Holiday Pay – 200% of the Daily Rate.

13th Month Pay – 1 month pay which must be given not later than December 24 of every year

Separation Pay – ½ month pay per year of service

Retirement Pay – ½ month pay for every year of service

Social Security (Employer’s Contribution) – 6.9% of employee’s monthly wage

Health Care (Employer’s Contribution) –P 50.00 to P 375.00 per employee per month depending on the salary range of the employee

Night Shift Differential Pay – Plus 10% of the regular wage for each hour of work performed between 10:00 PM to 6:00 AM.

Leave – Every employee who rendered at least one (1) year of service is entitled to a yearly service incentive leave of five (5) days with pay.

Maternity Leave – 60 days for normal delivery; 78 days for caesarian delivery

Paternity Leave – 7 days

Meal and Rest Periods – One hour for lunch break; 15 minutes each for morning and afternoon

III. Telecommunication

International Calls

PLDT Rates

1st. Minute	US \$0.40
Succeeding minutes	US \$0.40

Cellular Mobile Phone System

	Local		Abroad	
	Text	Call	Text	Call
Globe	P 1.00	P6.50 same network and P 7.50 other network or landline	P 15.00	\$.40/min

Smart	P 1.00	P6.50 same network and P 7.50 other network or landline	P 15.00	\$.40/min
Sun Cellular	P 1.00	Unlimited calls to same network	P 9.00	\$.30/min
Fax Charges			Local .40/copy	Abroad .80/copy
256 KB Frame relay w/ local loop (Mla. To W. Europe)			U\$ 22 to 27,000/mo.	

Internet Service Fees

Installation Fee (Email Account)	Free to P 800.00
Installation Fee (Web Account)	P 500.00
Subscription Rates (Varies depending on the type of plans – monthly, quarterly, semi-annual & annual- & number of hours to be used by the company)	P253 to 100,000+

IV. Utilities

A. Electricity Rates in PEZA Economic Zones

Public Economic Zones	P 4.6488 to P 5.7827 per kWh
Private Economic Zones (Meralco Area)	P 4.6137 per kWh

B. Water:

Indicative Rates for PEZA Industrial Parks

Cebu:	Potable	P 25.00 to P 48 per m3
	Non-Potable	P 30 per m3
Laguna:	1st 1,000 m3c meter	P 6.00 to P18.00 per m3
	Above 1,000 m3	P 8.50 to P 20.00 m3
Batangas:	1st 1,000 m3	P8.00 per m3
	Above 1,000 m3	P10.00 per m3

