



WAGE ORDER NO. ROVII-25

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - VII

WHEREAS, the Regional Tripartite Wages and Productivity Board – VII is mandated under **Republic Act No. 6727**, otherwise known as the **Wage Rationalization Act**, to periodically assess wage rates and conduct continuing studies in the determination of the minimum wage applicable in the region or industry;

WHEREAS, the current Wage Order No. ROVII-24 took effect on October 1, 2023;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination, (Omnibus Rules)* as amended, in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio*, initiate wage review;

WHEREAS, the Board conducted a series of consultations from June 21 to July 25, 2024 and upon deliberation during its meeting on July 25, 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

WHEREAS, after due notice to all stakeholders, the Board conducted a series of public hearings to assess and determine the propriety of issuing a new wage order which was attended by business associations/chambers/organizations, labor groups, media, micro, small and medium enterprises (MSMEs), and private citizens on the following dates:

DATE	VENUE
August 20, 2024	Annex to Main Dining Hall, DepEd Ecotech Center, Sudlon, Lahug, Cebu City
August 28, 2024	Municipal Roofdeck, Balamban Municipal Hall, Balamban, Cebu
August 30, 2024	Captain Hall 1, Capitancillo Café and Restaurant, Bogo City, Cebu
September 3, 2024	Jordan 1, Bethel Guest House, Dumaguete City, Negros Oriental
September 4, 2024	Grand Ballroom, The Metro Centre Hotel & Convention Center, Tagbilaran City, Bohol

WHEREAS, in setting the minimum wage, the Board must consider the various criteria provided under **Republic Act No. 6727**, as well as the procedures laid down in the Omnibus Rules, as amended;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following were established:

- Consumer Price Index (CPI) in the region was at 118.00 in October 2023 and rose to 121.9 in July 2024;
- The average inflation rate from the effectivity of the last wage increase on October 1, 2023 up to August 2024 is 3.65%;
- The purchasing power of the peso at the time of wage order effectivity was at PhP 0.847 in October 2023 and has gone down to PhP 0.83 in August 2024;

- d. The 2023 poverty threshold for a family of five (5) in the region, which is the latest available data provided by the Philippine Statistics Authority, is in the amount of PhP 473.00;
- e. The Gross Regional Domestic Product (GRDP) Growth Rate of Central Visayas is at 7.3% for 2022 to 2023; and
- f. The Labor Productivity Growth Rate in Central Visayas for 2022 to 2023 is at 4.3%.

WHEREAS, in adherence to NWPC Resolution No. 04, Series of 2024, enjoining the RTWPBs to observe regular review of wage classifications to ensure consistency with socio-economic demographics, the Board agreed to simplify the wage rates classifications in the region by merging non-agriculture and agriculture and non-agriculture with less than 10 employees resulting in a single wage rate for each geographical classification.

NOW THEREFORE, by virtue of the power and authority vested under *Republic Act No. 6727*, RTWPB – VII hereby issues this Wage Order.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive a PhP 33.00 – PhP 43.00 basic increase per day.

Section 2. New Minimum Wage Rates. The new daily minimum wage rate/s in Region VII shall be as follows:

Geographical Areas	Current Minimum Wage Rate/s	Wage Increase	New Minimum Wage Rate/s
Class A			
Cities of Carcar, Cebu, Danao, Lapulapu, Mandaue, Naga, Talisay & Municipalities of Compostela, Consolacion, Cordova, Liloan, Minglanilla, San Fernando or Expanded Metro Cebu	468	33.00	501.00
Agriculture and Non-Agriculture Establishments with Less than 10 Workers	458	43.00 (33.00 + 10.00)	
Class B			
Other Cities Not Covered Under Class A – Bais, Bayawan, Bogo, Canlaon, Dumaguete, Guihulngan, Tagbilaran, Tanjay, Toledo	430	33.00	463.00
Agriculture and Non-Agriculture Establishments with Less than 10 Workers	425	38.00 (33.00 + 5.00)	
Class C			
Other Municipalities Not Covered Under Class A and B	420	33.00	453.00
Agriculture and Non-Agriculture Establishments with Less than 10 Workers	415	38.00 (33.00 + 5.00)	

Section 3. Basis of Minimum Wage Rates. The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Exemption. The following establishments may apply for exemption from compliance with this Wage Order, as provided under Rule VII of the Omnibus Rules, as amended:

- a. Retail/Service establishments regularly employing not more than ten (10) workers; and
- b. Establishments adversely affected by natural calamities and/or human-induced disasters.

Section 6. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of Republic Act No. 6727*, as amended by *RA No. 8188*.

Section 7. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 06th day of September, 2024 .

Done in Cebu City, Philippines.


ATTY. NORA ANALYN DEMETERIO-DIEGO

Member
Workers' Sector


ATTY. JOSEPH S. TANCO

Member
Employers' Sector


MR. ANTONIO T. CUIZON

Member
Workers' Sector


DR. PHILIP N. TAN

Member
Employers' Sector


DIR. JENNIFER C. BRETaña

Vice Chairperson
National Economic and Development Authority


DIR. MARIA ELENA C. ARBON

Vice Chairperson
Department of Trade and Industry


DIR. LILIA A. ESTILLORE

Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 16 day of September 2024
Date of Effectivity: 02 day of October 2024



WAGE ORDER NO. RTWPB 2-23

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION – II

WHEREAS, the Regional Tripartite Wages and Productivity Board - II is mandated under **Republic Act No. 6727, otherwise known as The Wage Rationalization Act**, to periodically assess wage rates and conduct continuing studies in the determination of the minimum wage applicable in the region or industry;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination, (Omnibus Rules)* as amended, in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio* initiate wage review;

WHEREAS, the current Wage Order No. **RTWPB 2-22** took effect on October 16, 2023;

WHEREAS, the Board, in its meeting on July 16, 2024, *motu proprio* decided to commence the minimum wage determination process and review the current minimum wage rates;

WHEREAS, after due notice to all stakeholders, the Board conducted the following wage consultations and public hearing to assess and determine the propriety of issuing a new wage order;

Date	Venue
WAGE CONSULTATIONS	
August 07, 2024	Nueva Vizcaya Pasalubong Center, Solano, Nueva Vizcaya
August 08, 2024	Provincial Gymnasium, Cabarroguis, Quirino
August 13, 2024	BOSS Center, Santiago City, Isabela
August 14, 2024	NEDA Conference Hall, Tuguegarao City, Cagayan
August 15, 2024	Provincial PNP Conference Hall, Basco, Batanes via Zoom
PUBLIC HEARING	
September 03, 2024	Isabela Convention Center (ICON), San Fermin, Cauayan City, Isabela

WHEREAS, in setting the minimum wage, the Board has to consider the various criteria provided under **Republic Act No. 6727**, as well as the procedures laid down in the *Omnibus Rules*, as amended;

WHEREAS, existing socio-economic conditions in the region, as well as the positions of the affected sectors on the wage issue were considered.

NOW, THEREFORE, by virtue of the power and authority vested to RTWPB – II under **RA No. 6727**, this Wage Order is hereby issued.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive a P30.00 basic increase per day;

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Section 2. New Minimum Wage Rates. The new daily minimum wage rates in Region - II shall be as follows:

Sectors/Industry	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Non-Agriculture	450.00	30.00	480.00
Agriculture	430.00	30.00	460.00

Section 3. Basis of Minimum Wage Rates. The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by RA No. 8188.*


Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 11th day of September, 2024.


Done in Tuguegarao City, Cagayan, Philippines.


JESUS B. VILLAMOR
Workers' Sector


GARY KA HONG U. CHONG
Employers' Sector


JOHNNY M. ALVARO
Workers' Sector


GERALD C. TACTAY
Employers' Sector


DIONISO C. LEDRES JR.
Vice Chairperson
National Economic & Development
Authority


MA. SOFIA B. NARAG
Vice Chairperson
Department of Trade & Industry


JESUS ELPIDIO B. ATAL, JR.
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

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