

New Minimum Wage Takes Effect in Regions CAR, II, III, IV-A, VIII, XI

NEW MINIMUM WAGE OF PRIVATE ESTABLISHMENTS

(December 30, 2022 - January 2, 2023)

REGION	WAGE ORDER	SECTOR / CATEGORY	2nd TRANCHE WAGE INCREASE	NEW RATES	EFFECTIVITY
IVA	Wage Order No IVA-19	Non-Agriculture	P11-P48	P350-P470	Dec. 30, 2022
		Agriculture	P11-P41	P350-P429	
		Retail / Service (not more than 10 workers)	P23	P350	
CAR	Wage Order No. CAR-21	All Sectors / Categories	P20	P400	Jan. 1, 2023
II	Wage Order No. RTWPB 2-21	Non-Agriculture	P20	P420	Jan. 1, 2023
		Agriculture	P25	P400	
		Retail / Service (not more than 10 workers)	P20 (3rd tranche)	P420	
III	Wage Order No. RBIII-23	Non-Agriculture	P10	P453-P460	Jan. 1, 2023
				P409 (Aurora)	
		Agriculture		P414-P430	
		P382-P394 (Aurora)			
		Retail / Service		P435-P449	
P344 (Aurora)					
XI	Wage Order No. RXI-21	Non-Agriculture	P16	P443	Jan. 1, 2023
		Agriculture		P438	
		Retail / Service (not more than 10 workers)		P428	
VIII	Wage Order No. RB VIII-22	Non-Agriculture	P25	P375	Jan. 2, 2023
		Agriculture		P345	
		Retail / Service		P345-P375	
		Cottage / Handicraft		P345	

The 2nd tranche of minimum wage increase for workers in the private sector in Cordillera Administrative Region (CAR), Region II (Cagayan Valley), Region III (Central Luzon) and Region XI (Davao Region) took effect on January 1, 2023, while in Region VIII (Eastern Visayas), it took effect on January 2, 2023.

In Region IV-A (Calabarzon), the 2nd tranche of minimum wage increase took effect on December 30, 2022. In this region, minimum wage earners in non-agriculture establishments received P11-P48 increase, making the minimum wage rates at P350-P470. Minimum wage earners in agriculture establishments received P7-P41 increase, making the minimum wage rates at P350-P429. In retail and service establishments not employing more than ten workers, minimum wage earners received a P23 increase, making the minimum wage rate at P350.

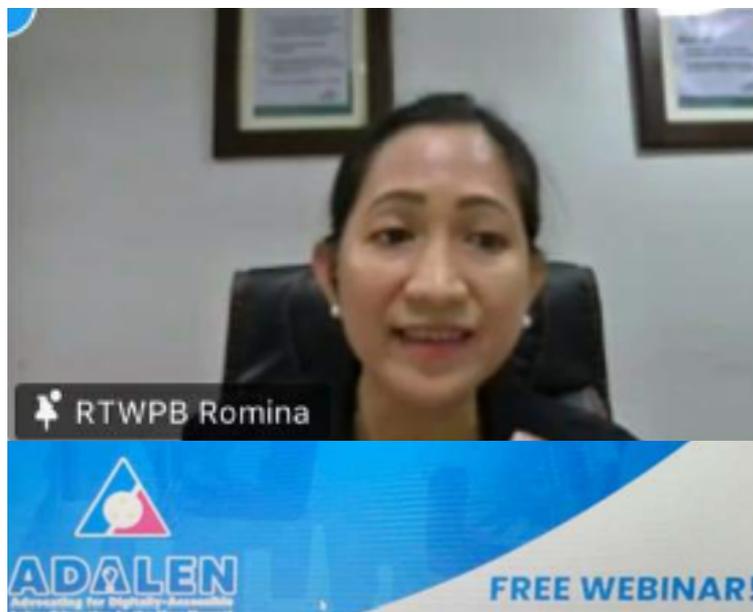
In CAR, minimum wage earners in all sectors and industries received a P20 increase. The minimum wage rate for all establishments in the region is now P400.

Meanwhile, in Region II, minimum wage earners in non-agriculture establishments received a P20 increase, making the minimum wage at P420. The minimum wage earners in agriculture establishments would now receive P400 daily, being granted a P25 increase. Meanwhile, minimum wage earners in retail and service establishments employing not more than 10 workers received the 3rd tranche of increase (P20), with their minimum wage now at P420.

RTWPB-I Takes Part in DOLE Region 1's ADALEN

RTWPB-I promoted its programs and services during DOLE Region 1's ADALEN session on January 13, 2023

Atty. Romina Boado-Cabrillos, Board Secretary of RTWPB-I, served as one of the resource speakers. She said that "the NWPC-RTWPBs' mandate is to set the minimum wage that protects vulnerable workers from undue low pay and to promote productivity improvement and incentive schemes among MSMEs". She also mentioned that the effectivity of the 2nd tranche of minimum wage increase in the region was on December 1, 2023, granting a P30 increase in the minimum wage of non-agriculture and non-plantation agriculture workers and P47 for plantation agriculture workers.



ADALEN, an Iloko word that means "to learn" or "be familiar with", is a series of on-line learning sessions organized by DOLE Region I every Friday. It stands for Advocating for Digitally Accessible Labor Education in the New Normal (ADALEN).

According to DOLE Region I, ADALEN aims to provide a more accessible avenue for workers and employers to equip themselves with vital knowledge on general labor standards (GLS), occupational safety and health (OSH) standards, work ethics and values, workplace productivity, etc.

DOLE Region 1 launched ADALEN on October 28, 2022 to coincide with the Global Media and Information Literacy Week.

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All minimum wage earners from all sectors and industries in Region III received a P10 increase. Due to this, the minimum wage rates for the non-agriculture sector in the region, except Aurora Province, are now P453-P460 while those in the agriculture sector are now P414-P430. In retail/service establishments, the minimum wage rates are P414-P430. In Aurora Province, the minimum wage rates are as follows: P409 for non-agriculture sector; P382-P394 for agriculture sector; and P344 for retail/service sector.

In Region XI, minimum wage earners in all sectors and industries received a P16 increase, putting the minimum wage for non-agriculture and retail/service establishments with more than ten workers at P443. Meanwhile, the minimum wage for retail/service establishments with less than ten workers is now P428 while that for agriculture establishments is now P438.

Finally, minimum wage earners in all sectors and industries in Region VIII received a P25 increase. The minimum wage in non-agriculture and retail/service establishments employing 11 workers and above is now P375. Meanwhile, the rate for agriculture, retail/service establishments with ten and less workers, as well as in cottage/handicraft establishments is now P345.

RTWPB-IVA and DOLE Cavite Conduct Learning Session on New Minimum Wage Rates

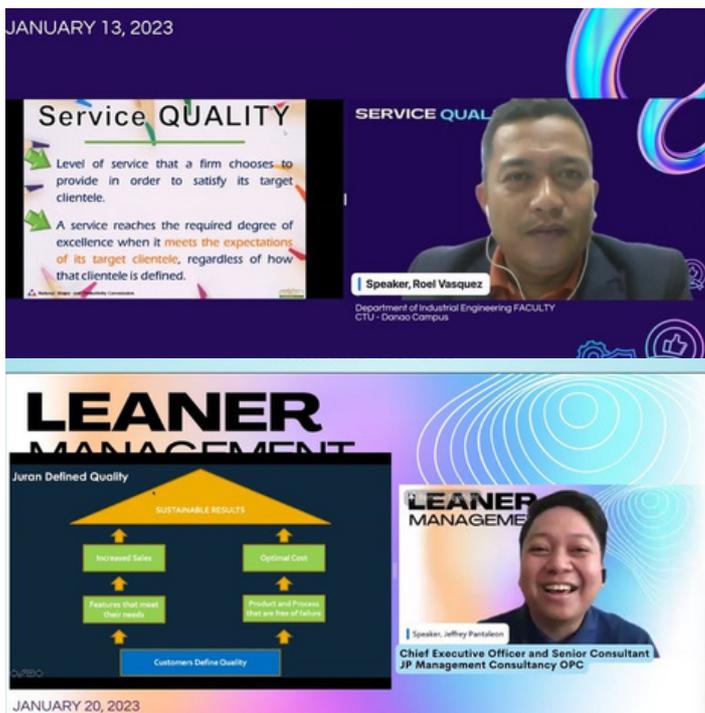
RTWPB-IVA and DOLE Cavite Provincial Office conducted a learning session on the implementation of the 2nd tranche of minimum wage increase to various companies at the First Cavite Industrial Estate (FCIE) on January 19, 2023.

To avoid confusion on the implementation of the wage hike, RTWPB IVA's Board Secretary, Atty. Rio Ariel Soriano emphasized that the minimum wage increases under Wage Order IVA-19 were provided on two tranches. The first tranche took effect on June 30, 2022, while the second tranche became effective on December 30, 2022.

Ms. Ruth Terrible, Senior Labor and Employment Officer of DOLE Cavite, discussed Labor Advisory No. 01, Series of 2023, also known as Food and Waterborne Disease Prevention and Control in the Workplace.



RTWPB-VII Opens 2023 Training Calendar with Webinars on Service Quality and Lean Management



RTWPB-VII opened its 2023 training calendar to MSMEs in the region by conducting free webinars on service quality and lean management.

Engr. Roel Vasquez, industrial engineering professor from Cebu Technological University-Danao Campus, served as resource person on service quality improvement on January 13, 2023. More than 50 participants attended the activity.

On January 20, 2023, Mr. Mark Jeffrey Pantaleon, Lean practitioner and senior consultant of JP Management Consultancy, delivered a webinar on the basic concepts and principles of Lean Management to a hundred participants.

“RTWPB-VII will offer more training through webinars and face-to-face format in the coming months. We will try, as much as possible, to visit the provinces in the region to scatter seeds of productivity among the various businesses and areas in the region,” Atty. Evita Mendoza-Balane, OIC Board Secretary, announced.

Region XII RMSMED Council Enjoins MSMEs to Avail of RTWPB-XII Productivity Trainings

The Regional Micro Small and Medium Enterprise Development Council (RMSMED) in Region XII passed a resolution enjoining all MSMEs to avail of the productivity training programs and technical assistance offered by RTWPB-XII.

Passed during the 2022 3rd Quarter Meeting of RMSMED Council, Resolution No. 3, Series of 2022, encourages all regional, provincial and city MSMED councils to partner with RTWPB-XII in providing productivity trainings to all MSMEs.



RTWPB-XII Vice Chairperson and DTI OIC-Regional Director Flora D. Gabuales, chairperson of the RMSMED Council, said that she directed all DTI Provincial Directors, who serve as chairpersons of the Provincial MSMED Councils, to disseminate the information to their members. She also directed them to coordinate with RTWPB-XII for the rules of engagement on the provision of productivity training and technical assistance.

Board Secretary Jessie M. Dela Cruz said that South Cotabato SMED Council Executive Committee headed by DTI OIC-ARD Rectoniel Reginio already coordinated with RTWPB-XII secretariat on January 16, 2023 and agreed that RTWPB shall provide briefing to the members during the 1st quarter council meeting.

“Same briefing could be done for the rest of the provincial SMED councils. Our productivity trainings are free and designed to bridge the productivity gaps in the operations of the MSMEs,” Board Secretary Dela Cruz said.

Minimum Wage Rates as of January 31, 2023

Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022
Wage Order No. CAR-21	P400.00	January 1, 2023
Wage Order No. RB1-21	P400.00	December 1, 2022
Wage Order No. RB2-21	P420.00	January 1, 2023
Wage Order No. RB3-23	P460.00	January 1, 2023
Wage Order No. RB4A-19	P470.00	December 30, 2022
Wage Order No. RB4B-10	P355.00	June 10, 2022
Wage Order No. RB5-20	P365.00	December 1, 2022
Wage Order No. RB6-26	P450.00	June 5, 2022
Wage Order No. RB7-23	P435.00	June 14, 2022
Wage Order No. RB8-22	P375.00	January 2, 2023
Wage Order No. RB9-21	P351.00	June 25, 2022
Wage Order No. RB10-21	P405.00	December 16, 2022
Wage Order No. RB11-21	P443.00	January 1, 2023
Wage Order No. RB12-22	P368.00	September 1, 2022
Wage Order No. RB13-17	P350.00	June 6, 2022
Wage Order No. BARMM-02	P341.00	July 21, 2022



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