



## WAGE ORDER NO. NCR-23

### PROVIDING FOR A MINIMUM WAGE INCREASE IN THE NATIONAL CAPITAL REGION

**WHEREAS**, the Regional Tripartite Wages and Productivity Board – National Capital Region 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. NCR-22 took effect on November 22, 2018;

**WHEREAS**, the Board received several petitions filed by various labor groups seeking for minimum wage increase for all workers in the private sector in the region, to wit:

Petitioners	Date of Filing & Receipt	Proposed Amount of Increase
Unity for Wage Increase Now (UWIN)	Nov. 25, 2019	P213.00
Metro East Labor Federation (MELF)	March 4, 2022	P213.00
Solidarity of Unions in the Philippines for Empowerment & Reforms (SUPER)	March 4, 2022	P213.00 – P250.00
Trade Union Congress of the Philippines (TUCP)	April 4, 2022	P470.00

**WHEREAS**, after due notice to all concerned stakeholders, the Board conducted consultations and public hearing, to wit:

Consultations/Public Hearing	Date	Venue
Labor Consultation	April 8, 2022	NWPC Conference Room, Dy International Bldg., Gen. Malvar cor. San Marcelino Sts., Malate, Manila via Zoom
Management Consultation	April 19, 2022	NWPC Conference Room, Dy International Bldg., Gen. Malvar cor. San Marcelino Sts., Malate, Manila via Zoom
Public Hearing	May 5, 2022	Philippine Trade Training Center, Sen. G. Puyat Avenue, Pasay City

**WHEREAS**, in setting the minimum wage, the Board has to consider the various criteria under **Republic Act No. 6727**, as well as the Guidelines on the *Two-Tiered Wage System*;

**WHEREAS**, after a thorough review and evaluation of the existing socio-economic conditions in the region as well as the positions of labor and management, the following findings were established:

- a. The Consumer Price Index (CPI) in the region was 101.7 in November 2018 and rose to 110.3 in April 2022;
- b. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family size of five (5) in 2018 is in the amount of Three Hundred Ninety Three Pesos (P393.00); and
- c. Other relevant findings of the Board.

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-NCR 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 the amount of **THIRTY – THREE PESOS (P33.00)** increase in the basic wage per day.

**Section 2. New Minimum Wage Rates.** The new daily minimum wage rates in NCR shall be as follows:

Sectors/Industry	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Non-Agriculture	P537.00	P33.00	P570.00
Agriculture (Plantation and Non-Plantation)	P500.00	P33.00	P533.00
Service/Retail Establishments employing 15 workers or less			
Manufacturing regularly employing less than 10 workers			

**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.

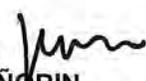
**Section 4. Covered.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

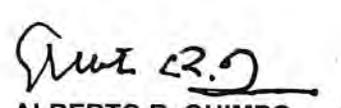
**Section 5. Penal Provision.** Any person, corporation, trust, firm, partnership, association or entity who refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by RA No. 8188.*

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

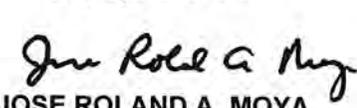
APPROVED. This 13<sup>th</sup> day of May 2022.

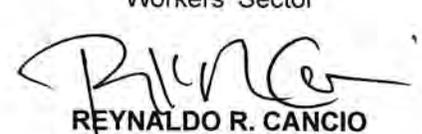
Done in City of Manila, Philippines.

*Dissenting*  
  
**ANGELITA D. SEÑORIN**  
Workers' Sector

  
**ALBERTO R. QUIMPO**  
Employers' Sector

(vacant)  
Workers' Sector

  
**JOSE ROLAND A. MOYA**  
Employers' Sector

  
**REYNALDO R. CANCIO**  
Vice-Chairperson  
National Economic & Development Authority

  
**MARCELINA S. ALCANTARA**  
Vice-Chairperson  
Department of Trade & Industry

  
**SARAH BUENA S. MIRASOL**  
Chairperson

(For NWPC Secretariat)

Date of Publication: 19 day of May 2022  
Date of Effectivity: 04 day of June 2022