



**WAGE ORDER NO. ROVII-24**  
**PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION VII**

**WHEREAS**, the Regional Tripartite Wages and Productivity Board (RTWPB) - 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-23 took effect on June 14, 2022;

**WHEREAS**, the Board received petitions for minimum wage increase for all workers in the private sector in the region, as follows:

DATE RECEIVED	PETITIONER/S	WAGE ADJUSTMENT SOUGHT
1. February 14, 2023	Cebu Labor Coalition (CELAC), Lonbisco Employees Organization (LEO), Metaphil Workers Union (MWU), Unionbank Employees Association (UBEA) and United Domestic Workers of the Philippines	PhP 292.50 Minimum Wage Adjustment in Daily Wages
2. April 27, 2023	Partido Manggagawa (PM), Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO), Globalwear Employees Union – Piglas (GEU-PIGLAS), Association of Globalwear Supervisory Employees Union - Piglas (AGSEU-PIGLAS), MEPZ Workers Alliance (MWA), Workers Organization of Lami Foods (WOLF), Prince Warehouse Club Mandaue Employees Union - Law (PWCMEU-LAW), Ilaw-Buklod ng Manggagawa – United Miners of Carmen Copper (IBM-UMCC-WSN), KEPCO Cebu Employees Union – Workers Solidarity Network (KCEA – WSN), Ilaw at Buklod ng Manggagawa sa General Milling Corporation (IBM-GMC) and Bohol Alliance of Labor Organizations (BALO)	PhP 100.00 Minimum Wage Increase
3. April 27, 2023	Alyansa sa mga Mamumu-ong Kontraktwal sa Sugbo (ALSA KONTRAKTUAL – CEBU)	PhP 100.00 Minimum Wage Increase for Workers in Central Visayas

**WHEREAS**, after due notice to all stakeholders, the Board conducted five (5) Public Hearings on the following dates:

DATE	STAKEHOLDERS	LOCATION
July 10, 2023	Northern Cebu	Captain Hall 1, 2 <sup>nd</sup> Floor, Capitancillo Café and Restaurant, Bogo City, Cebu
July 26, 2023	Metro Cebu	Executive Hall, DepEd Ecotech Center, Lahug, Cebu City, Cebu
August 01, 2023	Southern Cebu	2 <sup>nd</sup> Floor, Hotel Dulcee, City of Naga, Cebu
August 10, 2023	Bohol	Mezzanine A & B, Kew Hotel, Tagbilaran City, Bohol
August 11, 2023	Negros Oriental and Siquijor	Function Room 3, Royal Suite Inn, Dumaguete City, Negros Oriental

**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, the following findings were established:

- a. The Consumer Price Index (CPI) in the region was at 110.9 in June 2022 and rose to 116.6 in July 2023;
- b. The average inflation rate from the effectivity of the last wage increase on June 14, 2022 up to July 2023 is 6.71%. In the same period, the region experienced the highest inflation rate in December 2022 at 8.5%. The beginning of 2023 saw the inflation rates easing up. July 2023 Philippine Statistics Authority (PSA) data registered Region VII's inflation rate at 4.1%;
- c. The poverty threshold based on the latest available data provided by the PSA for an average family size of five (5) in 2021 is in the amount of PhP 13,008.00 or PhP 428.00 per day;
- d. The Purchasing Power of the Peso at the time of the effectivity of the wage order was at 0.90, in July 2023 it has gone down to 0.86; and
- e. Region VII's Gross Regional Domestic Product (GRDP) has increased from 5.4% growth in 2021 to 7.6% in 2022.

**WHEREAS**, after due consideration of the results of the public hearing and a thorough review and evaluation of the existing socio-economic conditions in the region, the Board agrees to adjust the prevailing daily wage rates of workers / employees in the Region to enable them to cope with the rising cost of living without impairing the viability of business and industry;

**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 increase in daily wage. The new minimum wage rates will range from PhP 415.00 to PhP 468.00.

Handwritten signatures of the Board members, including a large signature in the center and several smaller ones on the left and right sides.

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

GEOGRAPHICAL AREA	NON-AGRICULTURE			AGRICULTURE AND NON-AGRICULTURE WITH LESS THAN 10 WORKERS		
	PER WOVII-23	WAGE INCREASE	NEW MINIMUM WAGE	PER WOVII-23	WAGE INCREASE	NEW MINIMUM WAGE
<b>CLASS A</b> Cities of Carcar, Cebu, Danao, Lapu-Lapu, Mandaue, Naga, Talisay and Municipalities of Compostela, Consolacion, Cordova, Liloan, Minglanilla, San Fernando or Expanded Metro Cebu	435	33	468	425	33	458
<b>CLASS B</b> Other Cities Not Covered Under Class A – Bais, Bayawan, Bogo, Canlaon, Dumaguete, Guihulngan, Tagbilaran, Tanjay, Toledo	397	33	430	392	33	425
<b>CLASS C</b> Other Municipalities Not Covered Under Class A and Class B	387	33	420	382	33	415

**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.

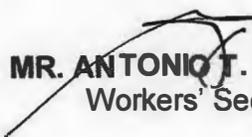
**Section 4. Covered.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

**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 Republic Act No. 6727, as amended by Republic Act No. 8188.*

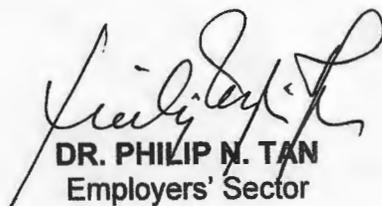
**Section 6. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 5th day of September, 2023.

Done in Cebu City, Philippines.



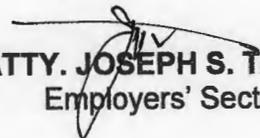
**MR. ANTONIO T. CUIZON**  
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**DR. PHILIP N. TAN**  
Employers' Sector



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**DIR. LILIA A. ESTILLORE**  
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Department of Labor and Employment

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(For NWPC Secretariat)

Date of Publication: 15 day of September 2023  
Date of Effectivity: 01 day of October 2023