



WAGE ORDER NO. IVA-20

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION – 4A

WHEREAS, the Regional Tripartite Wages and Productivity Board – 4A is mandated under **Republic Act No. 6727, otherwise known as The Wage Rationalization Act**, to periodically assess the prevailing regional minimum wage rates and conduct continuing studies to determine whether these are still responsive to the economic condition in the region;

WHEREAS, pursuant to the Omnibus Rules on Minimum Wage Determination, the Board decided to give due course to the petitions filed by the Organisasyon ng mga Manggagawa sa EMI praying for one hundred pesos (Php100) basic wage adjustments and Metal Workers Alliance of the Philippines praying for basic wage adjustments ranging from two hundred eighty pesos to four hundred pesos (Php280-Php400) on top of the current four minimum wage rate levels of the Wage Order No. IVA-19;

WHEREAS, the Board caused the publication in Philippine Daily Inquirer dated July 20, 2023 its Notice of Public Hearing with schedules of its regional cluster series of public hearings on August 07, 2023 (Batangas City, Batangas), August 09, 2023 (Trece Martirez City, Cavite) and August 11, 2023 (Biñan City, Laguna);

WHEREAS, the Board scheduled series of sectoral-provincial public consultations on July 14, 2023 (Batangas), July 18, 2023 (Quezon), July 21, 2023 (Cavite), July 26, 2023 (Rizal) and July 31, 2023 (Laguna) followed by the above regional cluster series of public hearings schedules;

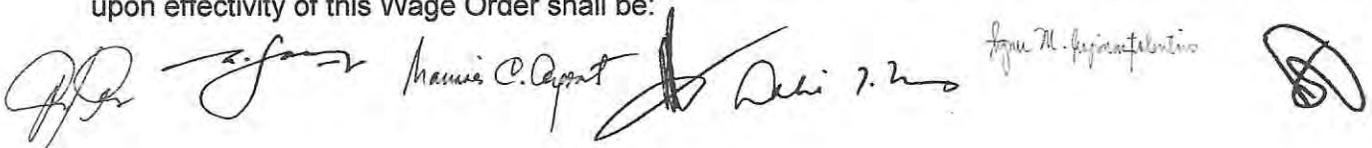
WHEREAS, in setting the new minimum wage rates for private sector workers in the region, the Board considered the petitions and positions of affected sectors on the wage issue, the results of public consultations and public hearing conducted which calls for wage simplification, the prevailing socio-economic indicators and criteria for wage setting such as the amount to restore the purchasing power of the peso, the two-tiered wage system, poverty threshold, the impact of the Covid-19 pandemic, comparability of wages vis-a-vis benchmark regions and the dispersal of industries across the region among others;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-4A hereby issues this Wage Order.

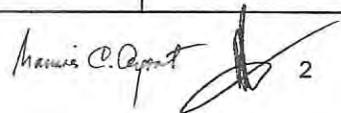
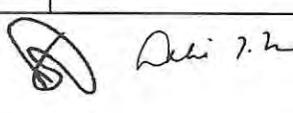
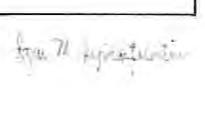
Section 1. Amount of Increase. There shall be no tranches of basic wage adjustments under this Wage Order. Upon effectivity, minimum wage earners in the private sector in the Region shall receive thirty-five pesos (Php35.00) per day to fifty pesos (Php50.00) per day on top of their present minimum wage rates.

Carmona City and Calaca City, by operation of law triggering area reclassification and its consequent wage rate upgrading in the Agriculture wage matrix, shall receive eighty-nine pesos (Php89) per day on top of their present minimum wage rates.

Section 2. New Minimum Wage Rates. The new daily minimum wage rates in Region- 4A upon effectivity of this Wage Order shall be:



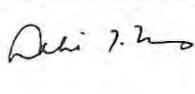
Covered Areas	Non-Agriculture		
	W.O. No. IVA-19	Wage Order No. IVA-20	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of December 30, 2022	Upon Effectivity	
GROWTH CORRIDOR AREA			
<i>Extended Metropolitan Area</i>			
Province of Cavite City of Bacoor, City of Dasmariñas, City of Imus	470.00	50.00	520.00
Province of Laguna City of Biñan, City of San Pedro, Laguna Techno Park			
Province of Rizal Cainta, City of Antipolo, Taytay			
Component Cities			
Province of Cavite Cavite City, City of Carmona, City of General Trias, Tagaytay City, Trece Martires City	429.00	50.00	479.00
Province of Laguna City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City			
Province of Batangas Batangas City, City of Calaca, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City			
Province of Quezon City of Tayabas, Lucena City			
First Class Municipalities			
Province of Cavite Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Rosario, Silang, Tanza	429.00	50.00	479.00
Province of Laguna Los Baños, Sta. Cruz			
Province of Batangas Balayan, Bauan, Lemery, Mabini, Nasugbu, Rosario, San Jose, San Juan, San Pascual			
Province of Rizal Angono, Binangonan, Piliilla, Rodriguez (Montalban), San Mateo, Tanay			
Province of Quezon Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Sariaya, Tagkawayan, Tiaong			

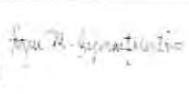





Covered Areas	Non-Agriculture					
	W.O. No. IVA-19	Wage Order No. IVA-20				
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage			
	as of December 30, 2022	Upon Effectivity				
EMERGING GROWTH AREA						
Second and Third Class Municipalities						
Province of Cavite Maragondon, Noveleta	390.00	35.00	425.00			
Province of Laguna Alaminos, Bay, Calauan, Cavinti, Kalayaan, Lumban, Nagcarlan, Pagsanjan, Pila, Siniloan						
Province of Batangas Calatagan, Ibaan, Laurel, Lian, Lobo, Malvar, Padre Garcia, Taal, Talisay, Taysan, Tuy						
Province of Rizal Cardona, Morong, Teresa						
Province of Quezon Guinayangan, Lucban, Polilio, San Francisco (Aurora), San Narciso						
RESOURCE BASED AREA						
Fourth, Fifth & Sixth Class Municipalities						
Province of Cavite Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez, Ternate	350.00	35.00	385.00			
Province of Laguna Famy, Liliw, Luisiana, Mabitac, Magdalena, Majayjay, Paete, Pakil, Pangil, Rizal, Santa Maria, Victoria						
Province of Batangas Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy						
Province of Rizal Baras, Jala-Jala						
Province of Quezon Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan						

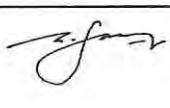
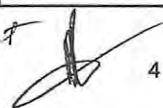
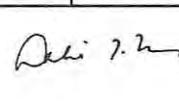






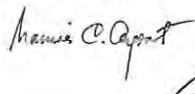


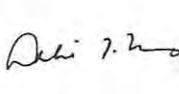
Covered Areas	Agriculture		
	W.O. No. IVA-19	Wage Order No. IVA-20	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
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Province of Laguna City of Biñan, City of San Pedro, Laguna Techno Park			
Province of Rizal Cainta, City of Antipolo, Taytay			
Component Cities			
Province of Cavite Cavite City, City of General Trias, Tagaytay City, Trece Martires City	429.00	50.00	479.00
City of Carmona	390.00	89.00	479.00
Province of Laguna City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City	429.00	50.00	479.00
Province of Batangas Batangas City, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City			
City of Calaca	390.00	89.00	479.00
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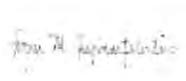


 Maria C. Agost
 
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 Delia T. Lopez
 
 Maria H. Linares

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Province of Rizal Baras, Jala-Jala						
Province of Quezon Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan						

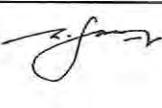
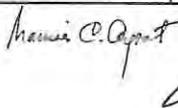


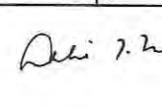
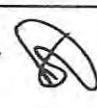
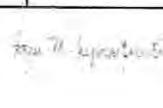






Covered Areas	Retail & Service Establishment Employing Not More Than 10 Workers		
	W.O. No. IVA-19	Wage Order No. IVA-20	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
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Province of Cavite Alfonso, Amadeo, Cavite City, City of Bacoor, City of Carmona, City of Dasmariñas, City of General Trias, City of Imus, Gen. Emilio Aguinaldo, Gen. Mariano Alvarez, Indang, Kawit, Magallanes, Maragondon, Mendez, Naic, Noveleta, Rosario, Silang, Tagaytay City, Tanza, Ternate, Trece Martires City			
Province of Laguna Alaminos, Bay, Calauan, Cavinti, City of Biñan, City of Cabuyao, City of Calamba, City of Santa Rosa, City of San Pedro, Famy, Kalayaan, Liliw, Los Baños, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Nagcarlan, Paete, Pagsanjan, Pakil, Pangil, Pila, Rizal, San Pablo City, Santa Cruz, Santa Maria, Siniloan, Victoria			
Province of Batangas Agoncillo, Alitagtag, Balayan, Balete, Batangas City, Bauan, Calatagan, City of Calaca, City of Santo Tomas, City of Tanauan, Cuenca, Ibaan, Laurel, Lemery, Lian, Lipa City, Lobo, Mabini, Malvar, Mataas na Kahoy, Nasugbu, Padre Garcia, Rosario, San Jose, San Juan, San Luis, San Nicolas, San Pascual, Santa Teresita, Taal, Talisay, Taysan, Tingloy, Tuy	350.00	35.00	385.00
Province of Rizal Angono, City of Antipolo, Baras, Binangonan, Cainta, Cardona, Jala-Jala, Morong, Pililla, Rodriguez (Montalban), San Mateo, Tanay, Taytay, Teresa			
Province of Quezon Agdangan, Alabat, Atimonan, Buenavista, Burdeos, Calauag, Candelaria, Catanauan, City of Tayabas, Dolores, General Luna, General Nakar, Guinayangan, Gumaca, Infanta, Jomalig, Lopez, Lucban, Lucena City, Macalelon, Mauban, Mulanay, Padre Burgos, Pagbilao, Panukulan, Patnanungan, Perez, Pitogo, Plaridel, Polilio, Quezon, Real, Tagkawayan, Tiaong, Sampaloc, San Andres, San Antonio, San Francisco (Aurora), San Narciso, Sariaya, Unisan			

Section 3. Basis of Minimum Wage. 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 Workers and Employees. 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 from this Wage Order:

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

Section 6. Other Provisions. Provisions of the Labor Code, Republic Act 6727, Omnibus Rules on Minimum Wage Determination, among others, including, but not limited to, Application to Workers of Contractors or Subcontractors; Application to Workers Paid by Results; Application to Mobile, Branch and Transferred Personnel; Application to Seasonal or Temporary Workers; Application to Special Groups of Workers; Effects on Existing Wage Structure; Productivity and Performance-Based Pay; Freedom to Bargain; Enforcement and Monitoring of Compliance; Appeal; Non-Diminution of Benefits; Prohibition Against Injunction, and Reporting Requirement are hereby incorporated by reference and shall continue to apply upon the effectivity of this Wage Order.

Section 7. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity who refuses or fails to pay the prescribed minimum wage rates in this Wage Order shall be dealt with pursuant to the provisions of Section 12 of RA No. 6727, as amended by RA No. 8188.

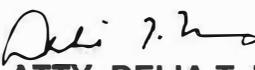
Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

Approved this 1st day of September, 2023 in Calamba City, Laguna.


ENGR. PATROCINIO S. CAISIP
Workers' Sector


ENGR. RENATO B. ALMEDA
Employers' Sector


ENGR. ENGLEBERT C. LASANG
Workers' Sector


ATTY. DELIA T. UY
Employers' Sector


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RD AGNES E. TOLENTINO
Vice-Chairperson
National Economic & Development Authority


RD MARISSA C. ARGENTE
Vice-Chairperson
Department of Trade & Industry


RD ATTY. ROY L. BUENAFE
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 8th day of September 2023
Date of Effectivity: 24th day of September 2023