



**WAGE ORDER NO. RB 1-22**  
**PROVIDING FOR A MINIMUM WAGE INCREASE IN**  
**REGION-I**

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - I 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.**RB1-21** took effect on June 6, 2022;

**WHEREAS**, pursuant to Section 3 (A), Rule II of the NWPC Guidelines No. 03, Series of 2020 or the *Omnibus Rules on Minimum Wage Determination*, in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio* initiate wage review;

**WHEREAS**, considering that the last wage order issued was on May 16, 2022, and that the costs of basic and prime commodities, such as food, electricity, water utilities, oil products, among others have increased, as well as changes in the values of other wage-related socio-economic indicators, the Board upon deliberation during its meeting on July 10, 2023, *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:

Activity	Date	Venue
Wage Consultation for the provinces of Ilocos Norte and Ilocos Sur	Aug 15, 2023	Vigan City, Ilocos Sur
Wage Consultation for the provinces of La Union and Pangasinan	Aug. 29, 2023	Dagupan City, Pangasinan
Public Hearing	Sept. 12, 2023	San Fernando, La Union

**WHEREAS**, in setting the minimum wage, the Board considered the various criteria under **Republic Act No. 6727**, as well as the procedures laid down in the *Omnibus Rules on Minimum Wage Determination*;

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

- a. Consumer Price Index (CPI) in the region was at 114.2 in May 2022 and at 123.1 in September 2023;
- b. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family size of 5 in 2021 is in the amount of P426 per day; and
- c. The growth rate of Gross Regional Domestic Product of Region I is at 7.6% for 2021-2022 period using constant 2018 prices.

**WHEREAS**, after due consideration of the results of the consultations and public hearing conducted, and a thorough review and evaluation of the existing socio-economic conditions in the region, the Board unanimously agreed to adjust the prevailing daily wage rates of workers/employees in the private sector 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 RA No. 6727, RTWPB-I hereby issues this Wage Order.

**Section 1. New Minimum Wage Rates.** Upon effectivity of this Wage Order, the new minimum wage rates of all workers/employees in the private sector in the Region shall be as follows:

- A. ₱435.00 per day for all non-agriculture establishments employing 10 or more employees;
- B. ₱402.00 per day for all non-agriculture establishments employing less than 10 employees and agriculture.

The above increases are summarized in the table below:

Previous Wage Order RB 1-21		New Wage Order RB 1-22	
Classifications	Wage Rates	Amount of Increase	New Minimum Wage Rates under W.O. No. RB 1-22
A. Non-Agriculture employing 10 or more employees	P400	P35	<b>P435</b>
B. Non-Agriculture employing less than 10 employees; and Agriculture	P372	P30	<b>P402</b>

**Section 2. 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 3. Covered.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector in the region, regardless of their position, designation or status of employment and irrespective of the method by which their wages are paid.

**Section 4. 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.*

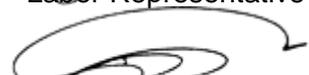
**Section 6. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

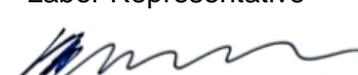
**APPROVED.** This 10<sup>th</sup> day of October 2023.

Done in the City of San Fernando, La Union, Philippines.

  
**CATHERINE Q. PANGAN**  
Labor Representative

  
**SAMUEL G. ESLAVA**  
Labor Representative

  
**SALVADOR R. POSERIO**  
Management Representative

  
**IVES Q. NISCE**  
Management Representative

  
**GRACE FALGUI-BALUYAN**  
Vice-Chairperson

  
**IRENEA B. UBUNGEN**  
Vice-Chairperson

  
**EXEQUIEL RONIE A. GUZMAN**  
Chairperson

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(For NWPC Secretariat)

Date of Publication: 21 day of October 2023  
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