

## WAGE ORDER NO. CAR-22

### PROVIDING FOR A MINIMUM WAGE INCREASE IN THE CORDILLERA ADMINISTRATIVE REGION

**WHEREAS**, the Regional Tripartite Wages and Productivity Board – Cordillera Administrative Region (CAR) 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. CAR-21 took effect on June 14, 2022;

**WHEREAS**, pursuant to *Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination*, and in the absence of any petition for a minimum wage adjustment filed, the Board decided *motu proprio* to initiate wage review;

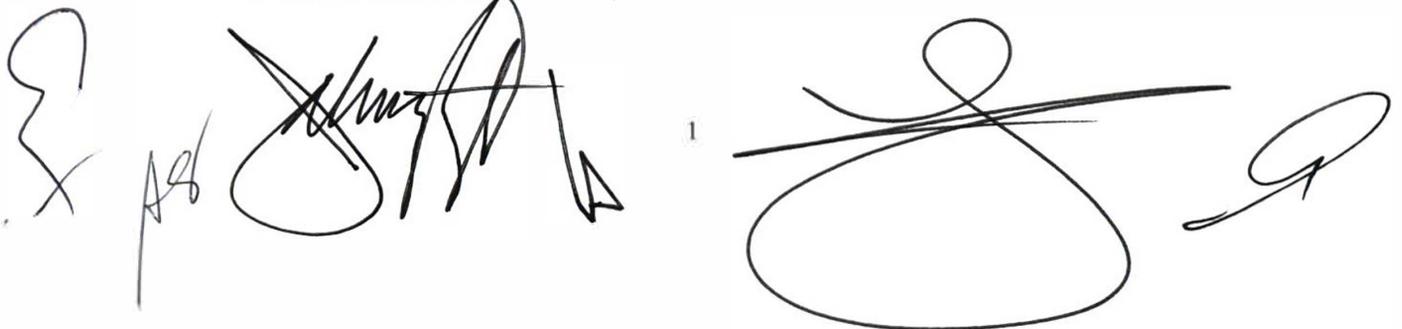
**WHEREAS**, after publication and due notice to all concerned stakeholders, the Board conducted public hearings in the following provinces:

Date	City/Province	Venue
September 15, 2023	Abra	Senorita Lydia Hotel, Calaba, Bangued, Abra
September 19, 2023	Apayao	La Nouva Vita Hotel and Restaurant, San Isidro, Luna, Apayao
September 20, 2023	Tabuk City, Kalinga	Golden Berries Hotel and Convention Center, Tabuk City, Kalinga
October 04, 2023	Ifugao	Kanto Cucina Restaurant, Poblacion East, Lagawe, Ifugao
October 05, 2023	Mt. Province	Ridgebrooke Hotel and Restaurant Samoki, Bontoc, Mt. Province
October 10, 2023	Baguio City and Benguet	Hotel Veniz Session Road, Baguio City

**WHEREAS**, in determining the propriety of adjusting the current minimum wage rates in the region, 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**, upon prudent consideration of the positions of labor and management, as well as the prevailing minimum wage levels in neighboring regions, the principle of wage simplification, and after thorough review and evaluation of the existing socio-economic conditions in the region, the following findings were established:

- a. The Gross Regional Domestic Product (GRDP) of CAR improved in 2022 with a growth rate of 8.7%;
- b. The Consumer Price Index (CPI) in the region was at 116.9 in September 2022 and rose to 122.8 in September 2023;



- c. 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 2021 is in the amount of *Three Hundred Eighty-Eight Pesos (Php388) per day*; and
- d. Other relevant data available to the Board.

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-CAR 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 **Thirty Pesos (Php 30.00)** increase in their basic wage per day:

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

Upon Effectivity:

Area	Current Minimum Wage Rate	Wage Increase	New Minimum Wage Rate
Cordillera Administrative Region	P400.00	P30.00	P430.00

**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. Coverage.** 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. Effects on Existing Wage Structure.** Where the application of the wage rates prescribed in this Order results in distortions in the wage structure within an establishment, the same shall be corrected in accordance with the procedure provided for under Art. 124 of the Labor Code, as amended.

**Section 6. Exemptible Categories.** The following establishments may apply for exemption from compliance with the present Wage Order, pursuant to Rule VII, Section 1 of the Omnibus Rules on Minimum Wage Determination:

- A. Retail/Service Establishments regularly employing not more than ten (10) workers; and
- B. Establishments adversely affected by natural calamities and/or human-induced disasters.

**Section 7. 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 8. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

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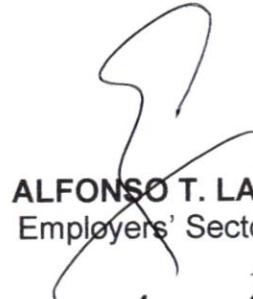
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IN THE CORDILLERA ADMINISTRATIVE REGION**

APPROVED. This 6th day of November, 2023.

Done in Baguio City, Philippines.



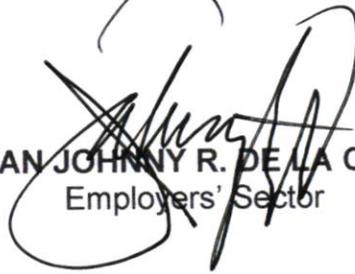
**MILTON L. BALAGTEY**  
Workers' Sector



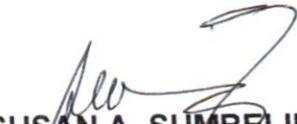
**ALFONSO T. LAO**  
Employers' Sector



**RENERIO C. LARDIZABAL, JR.**  
Workers' Sector

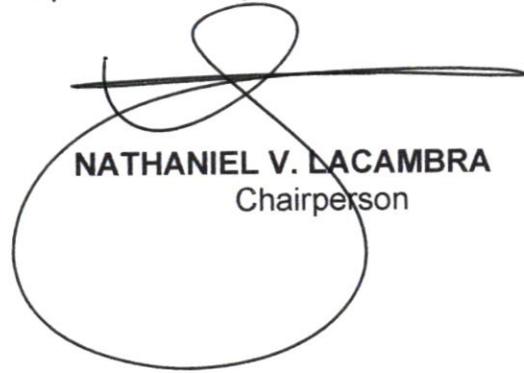


**JUAN JOHNNY R. DE LA CRUZ**  
Employers' Sector



**SUSAN A. SUMBELING**  
Vice-Chairperson  
National Economic & Development Authority

(On Official Travel)  
**JULIET P. LUCAS**  
Vice-Chairperson  
Department of Trade & Industry



**NATHANIEL V. LACAMBRA**  
Chairperson