



## WAGE ORDER NO. RB-MIMAROPA-11

### PROVIDING FOR A MINIMUM WAGE INCREASE IN MIMAROPA REGION

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - MIMAROPA 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. **RB-MIMAROPA-10** took effect on **June 10, 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 due notice to all stakeholders, the Board conducted public consultation and hearings on the following dates and venues to assess and determine the propriety of issuing a new wage order, to wit:

**Public Consultation:**

Date	Stakeholder	Venue
September 11, 2023	Romblon	Odiongan Covered Court, Brgy. Ligaya, Odiongan, Romblon

**Public Hearings:**

Date	Stakeholder	Venue
September 21, 2023	Occidental Mindoro	Engineering Building, San Jose Municipal Hall, Barangay 7, San Jose, Occidental Mindoro
September 27, 2023	Marinduque	MARELCO Center for Interactive Learning, Barangay Ihatub, Boac, Marinduque
October 11, 2023	Palawan	VJR Hall, Palawan Provincial Capitol, Provincial Government of Palawan, Fernandez St., Puerto Princesa City
October 24, 2023	Oriental Mindoro	Kalap Hall, City College of Calapan, Barangay Guinobatan, Calapan City, Oriental Mindoro

Digitally signed by  
 Agustin C. Mendoza

Agustin C. Mendoza

**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 information were considered:

- a. The base Consumer Price Index (CPI) of 100 in 2018 steadily rose to 127.20 in September 2023 (average from January to September);
- 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 2021 was Three Hundred Sixty One Pesos (P361.00); and
- c. The real wage ratios as indexed to 2018 price levels for (a) ten workers and above and (b) nine workers and below were higher than 1.0, an indication that the real wages in MIMAROPA region have not diminished over the years;

**WHEREAS**, after due consideration of the results of the consultations and public hearings, 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 Region to enable them to cope with the rising cost of living without impairing the viability of business and industry;

**WHEREAS**, wage order exemptions are allowed pursuant to Republic Act No. 6727 and the Omnibus Rules on Minimum Wage Determination;

**NOW THEREFORE**, by virtue of the power and authority vested under Republic Act No. 6727, RTWPB - MIMAROPA 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 **Forty Pesos (P40.00)** basic wage a day.

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

All Sectors	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Establishments with 10 workers and above	P355.00	P40.00	P395.00
Establishments with less than 10 workers	P329.00	P40.00	P369.00

**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. 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. Productivity Improvement and/or Productivity Incentives Programs.** In order to sustain the rising levels of wages and enhance competitiveness, private businesses, through their workers and management, are encouraged to

appreciate, learn, adopt and install productivity improvement and/or productivity incentives schemes, such as those sharing schemes from the increases in sales, increases in the number of customers, increases in market share, increases in savings, reduction of wastes, reduction of losses, reduction of rejects, reduction of reworks, among others. The Board may issue an advisory guideline on those schemes for reference. Accordingly, the Board shall provide the necessary studies and technical assistance, pursuant to Republic Act No. 6971 or the Productivity Incentives Act of 1990.

**Section 6. 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 7. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

**APPROVED.** This 24<sup>th</sup> day of October, 2023.

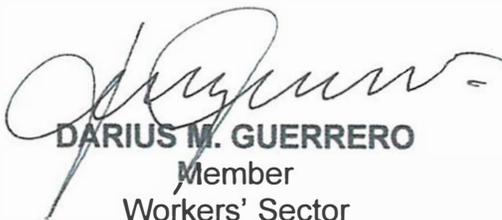
Done in Calapan City, Oriental Mindoro, Philippines.



**ROMEO R. ARICA**  
Member  
Workers' Sector



**JOEL C. DE VEYRA**  
Member  
Employers' Sector



**DARIUS M. GUERRERO**  
Member  
Workers' Sector

Vacant  
Member  
Employers' Sector



Digitally signed  
by Agustin C.  
Mendoza  
**AGUSTIN C. MENDOZA**  
Vice-Chairperson  
National Economic and Development  
Authority



**RODOLFO J. MARIPOSQUE**  
Vice-Chairperson  
Department of Trade and Industry



**NAOMILYN C. ABELLANA**  
Chairperson  
Department of Labor and Employment

(For NWPC Secretariat)

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Date of Effectivity: 07 day of December 2023