



Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
 National Wages and Productivity Commission  
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD**  
 Regional Board No. VIII  
 Tacloban City



**WAGE ORDER NO. RB VIII-23**

**PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - VIII**

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - VIII 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 VIII-22** took effect on June 27, 2022;

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

**WHEREAS**, the Board *motu proprio* initiated the wage review process during its 12<sup>th</sup> Regular Board Meeting on July 3, 2023, wherein the Bangko Sentral ng Pilipinas Visayas Regional Office was invited to present data on recent economic indicators and banking highlights in Eastern Visayas;

**WHEREAS**, the Board conducted consultations with specific groups such as employees and employers' groups; industry associations; provincial, city and municipal officials; concerned government agencies or other interested parties on the following dates and places:

Date	Venue
August 24, 2023	Maasin Country Lodge, Maasin City, Southern Leyte
September 7, 2023	Sabin Hotel Resort, Ormoc City, Leyte
September 21, 2023	Baypark Hotel, Calbayog City, Samar

**WHEREAS**, the Board published the Notice of Public Hearing in a newspaper of general circulation in the region and posted the said notice in at least three (3) public places in the region;

**WHEREAS**, after due notice to all stakeholders, the Board conducted a public hearing on October 9, 2023 at Hotel De Fides, Tacloban City wherein the public was engaged in a discussion on wages and wherein evidence and testimonies were received and heard to determine if wage adjustment is necessary;

**WHEREAS**, in setting the minimum wage, the Board has to consider 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. The Consumer Price Index (CPI) in the region was 115.5 in June 2022 and rose to 122.2 in September 2023;
- b. The region's average inflation rate, however, descended from 6.8 in June 2022 to 4.9 in September 2023;
- c. The poverty threshold in Eastern Visayas 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 P368.00. The corresponding average monthly poverty threshold was estimated to be at PhP 11,187, an increase of 7.4 percent from its 2018 level of PhP 10,411. This represents the amount needed every month to meet the family's basic food and non-food needs.
- d. The purchasing power of the peso decreased from P0.87 in June 2022 to P0.82 in September 2023; and
- e. The gross living wage is P8,235.33 using the Anker methodology to estimate the needs of workers and their families.<sup>1</sup>

**WHEREAS**, after due consideration of the results of the consultations and public hearing, 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;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-VIII 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 ₱30.00 increase per day.

<sup>1</sup> The gross living wage equals the cost of basic but decent life for a family divided by the number of full time workers per family plus the statutory payroll deductions and taxes. The Anker equation is a recognized methodology to estimate the needs of workers and their families by the International Labour Organization.

*Cleavon W.*

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

Sectors/Industry	Current Minimum Wage Rates	New Wage Increase	New Minimum wage Rates
Non-Agriculture	₱375.00	₱30.00	₱405.00
Service/Retail Establishment			
Employing 11 workers and above	₱375.00	₱30.00	₱405.00
Employing 10 workers and below	₱345.00	₱30.00	₱375.00
Cottage and Handicraft	₱345.00	₱30.00	₱375.00
Agriculture	₱345.00	₱30.00	₱375.00

**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.

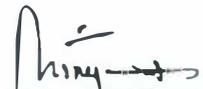
**Section 4. Covered.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

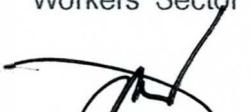
**Section 5. Penal Provision.** Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by RA No. 8188.*

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

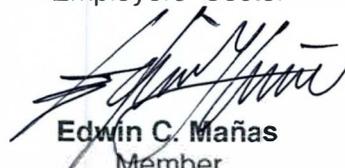
APPROVED. This 6<sup>th</sup> day of November 2023.

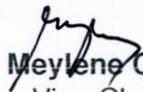
Done in Tacloban City Philippines.

  
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*(For NWPC Secretariat)*

Date of Publication: 14 day of November 20 23  
Date of Effectivity: 30 day of November 20 23