



WAGE ORDER NO. RXIII-18

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - XIII

WHEREAS, the Regional Tripartite Wages and Productivity Board - XIII 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. **RXIII -17** took effect on 06 June 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 consultations on the following dates and venues to assess the necessity of initiation of public hearing;

Date	Stakeholders	Location
19 June 2023	Province of Agusan del Norte & Butuan City	Almont Inland and Resort, J.C. Aquino Ave, Butuan City, Agusan del Norte
26 July 2023	Province of Agusan del Sur & Surigao del Sur	Maya's Grill Haus & Seafood Restaurant, Center Island, Brgy. 4, San Francisco, Agusan Del Sur
14 September 2023	Surigao del Norte, Siargao Islands and Province of Dinagat Islands	Philippine Gateway Hotel, National Highway, Surigao City, Surigao del Norte

WHEREAS, on 03 November 2023, the Board caused to be published a notice of public hearing in a local newspaper of general circulation to inform the general population of the intent to look into adjustments in the current minimum wage rate;

WHEREAS, after due notice to all stakeholders, the Board conducted public public hearings on the following dates and venues to assess and determine the propriety of issuing a new wage order;

Date	Stakeholders	Location
20 November 2023	Province of Surigao del Norte, Siargao Islands and Province of Dinagat Islands	Philippine Gateway Hotel, National Highway, Surigao City, Surigao del Norte
21 November 2023	Province of Agusan del Sur	Mabe's Savory Place, Poblacion, San Francisco, Agusan Del Sur

22 November 2023	Province of Surigao del Sur	ASMHC Function Room (3 rd Floor), P1 National Highway, Cumawas Bislig City, Surigao Del Sur
23 November 2023		Shacene Pension House and Restaurant National Highway, Tandag City, Surigao del Sur
24 November 2023	Butuan City and Province of Agusan del Norte	Almont Inland and Resort, J.C. Aquino Ave, Butuan City, Agusan del Norte

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 findings were established:

- a. The Consumer Price Index (CPI) in the region was at 119.9 in June 2022 and rose to 123.7 in October 2023;
- b. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from the effectivity of the last wage increase on 06 June 2022 up to October 2023 is 6.43%.
- 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 Php 374.00;
- d. The poverty incidence among families in the region is 33.2% based on the 2021 Family Income and Expenditure Survey”.

WHEREAS, during the deliberation process, aside from the prevailing socio-economic conditions in Caraga and its provinces, the Board also considered the positions and views of all interested parties, results of the survey given during the public hearings, capacity of the employers to pay, needs of workers and their families, and productivity of business enterprises;

WHEREAS, the Board deemed it is just and equitable to increase the daily minimum wage, considering the amount needed to restore the purchasing power of the worker’s wages, economic growth, and poverty threshold in the region;

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

Section 1. Amount of Increase. The minimum wage earners in the private sector in Caraga Region shall receive an increase of **Php 35.00** in basic wage per day to be given in two (2) tranches: **Php 20.00** upon effectivity of the Wage Order and **Php 15.00** on May 01, 2024.

Section 2. New Minimum Wage Rate. The new daily minimum wage rate in Caraga Region shall be as follows:

Sectors/Industry	Minimum Wage Rate Under Wage Order RXIII-17	New Wage Increase	New Minimum Wage Rates
Non-Agriculture Agriculture Service/Retail Manufacturing	Php 350.00	P 20.00 Upon effectivity of this Wage Order	P 370.00
		P15.00 May 01, 2024 (Second tranche)	P385.00

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.

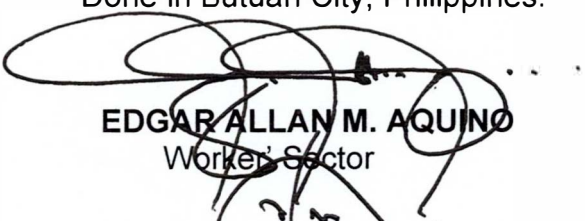
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity 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 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 5th day of December, 2023.

Done in Butuan City, Philippines.


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Workers' Sector


FLORANTE O. PEREZ
Workers' Sector


PRISCILLA R. SONIDO, CESO III
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(For NWPC Secretariat)

Date of Publication: 16 day of December 2023
Date of Effectivity: 01 day of January 2024