



## WAGE ORDER NO. RB XI-22

### PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - XI

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - XI 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**, Wage Order No. RB XI-21 took effect on June 19, 2022;

**WHEREAS**, pursuant to *Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination*, the Board decided *motu proprio* to initiate wage review;

**WHEREAS**, the Notice of Public Hearing on Minimum Wage Adjustment for Workers in the Private Sector and Domestic Workers was published in SunStar Davao on January 19, 2024;

**WHEREAS**, during the course of *motu proprio* wage review, a petition praying for a One Hundred Fifty Peso (Php. 150.00) increase in the minimum wage was filed by the Associated Labor Unions-Trade Union Congress of the Philippines (ALU-TUCP) on February 05, 2024;

**WHEREAS**, after due notice to all stakeholders, the Board conducted the following wage consultations, and a public hearing to assess and determine the propriety of issuing a new wage order:

Activity	Date	Venue
Wage Consultations	January 09, 2023	Virtual via Zoom
	January 24, 2023	
	February 14, 2023	
	May 05, 2023	
	May 16, 2023	
	June 13, 2023	
	September 26, 2023	
Public Hearing	February 07, 2024	In-person at Grand Regal Hotel, J.P. Laurel Avenue, Lanang, Davao City and virtual via Zoom

*Gu... w/ dissenting note*

*M... ..*

**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, there have been significant changes in the Consumer Price Index, Poverty Threshold, and other socio-economic indicators based on data provided by government agencies;

**NOW THEREFORE**, by virtue of the power and authority vested under Republic Act No. 6727, RTWPB-XI hereby issues this Wage Order.

**Section 1. New Minimum Wage Rates.** The new daily minimum wage rates in Region-XI shall be as follows:

SECTOR / INDUSTRY	MINIMUM WAGES				
	Under Wage Order No. RB XI-21	First Tranche		Second Tranche	
		Amount of Increase	Upon Effectivity of Wage Order No. RB XI-22	Amount of Increase	Effective September 01, 2024
Non-Agriculture	Php443.00	Php19.00	Php462.00	Php19.00	Php481.00
Agriculture	Php438.00		Php457.00		Php476.00

**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 within the region, regardless of their position, designation, or status and irrespective of the method by which their wages are paid.

**Section 4. 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 5. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

*Amended with dissent's note*

*[Handwritten signature]*

APPROVED. This 13th day of February, 2024.

Done in Davao City, Philippines.

  
**VIRGINIA T. CAMUS**  
Workers' Sector Representative

  
**JOSEFINA C. LIM**  
Workers' Sector Representative

  
**PRISCILLA R. SONIDO**  
Vice-Chairperson  
National Economic & Development  
Authority-XI

  
*I agree to an increase but the rate should only be P13/day considering the present economic and global situation*  
**ATTY. SUSAN P. CARIAGA**  
Employers' Sector Representative

**VACANT**  
Employers' Sector Representative

  
**ROMEO L. CASTAÑAGA**  
Vice-Chairperson  
Department of Trade & Industry-XI

  
**ATTY. RANDOLF C. PENSOY**  
Chairperson  
Department of Labor and Employment-XI

(For NWPC Secretariat)

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Date of Publication: 19 day of February 2024  
Date of Effectivity: 06 day of March 2024