



WAGE ORDER NO. RBIII-25

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - III

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WHEREAS, the Regional Tripartite Wages and Productivity Board (RTWPB) - III is mandated under **Republic Act (RA) 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. **RBIII-24** took effect on 16 October 2023;

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

WHEREAS, the Board, upon deliberation during its meeting on 28 May 2024, *motu proprio*, decided to commence the minimum wage determination process starting 20 August 2024 and review the current minimum wage rates;

WHEREAS, on 31 August 2024, the Board caused the publication of the Notice of Public Hearing for workers in private establishments in a newspaper of general circulation in the region;

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

DATE	VENUE
Consultation	
20 August 2024	CDC – Health and Sanitation Division Training Hall, Clark Freeport Zone, Pampanga
30 August 2024	SMX Convention Center, SM City Olongapo Central, Olongapo City, Zambales
10 September 2024	Mini Convention Center, Nueva Ecija University of Science and Technology – Sumacab Campus, Cabanatuan City, Nueva Ecija
12 September 2024	AMCO Beach Resort, Baler, Aurora

Public Hearing	
16 September 2024	Mini Convention Center, Heroes Hall, Brgy. San Juan, City of San Fernando, Pampanga

WHEREAS, in setting the minimum wage, the Board has to consider the various criteria under *RA No. 6727*, as well as the procedures laid down in the *Omnibus Rules on Minimum Wage Determination*, as amended;

WHEREAS, the Board is committed to simplify the wage structure for the effective and efficient administration and enforcement of wage standards in the region;

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 Region III increased to 131.2 in August 2024 from 127.7 in October of 2023;
- b. The 2023 poverty threshold in Region III, based on the latest available data provided by the Philippine Statistics Authority ("**PSA**"), for an average family of five (5) is in the amount of Five Hundred Twenty-Eight Pesos (Php528.00), and
- c. Based on the latest available data provided by the PSA, Region - III is among the eight (8) regions with an economic growth rate above the national level. The Gross Regional Domestic Product ("**GRDP**") of Region - III is at 6.1% for 2022-2023 period using constant 2018 prices.

WHEREAS, during the deliberation process, aside from the prevailing socio-economic conditions in Region - III and its provinces, the Board also considered the positions and views of all interested parties during the consultations and public hearing, the call for wage simplification, needs of the workers and their families, capacity of the employers to pay, and labor and enterprise productivity in the region;

WHEREAS, the Board deemed it just to increase the daily minimum wage, considering the need to restore the purchasing power of the workers' wages; to progressively close the minimum wage- poverty threshold gap in the region; and to ensure equitable distribution of the fruits of economic growth between workers and employers;

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

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Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive Php50-66 basic wage increase per day, as follows:

A. For the minimum wage earners in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales:

1. Non-Agriculture Sector

- a. Php25.00 (1st tranche) and Php25.00 (2nd tranche) for establishments with 10 (ten) or more workers; and
- b. Php32.00 (1st tranche) and Php25.00 (2nd tranche) for establishments with less than 10 (ten) workers.

2. Agriculture Sector

- a. Php25.00 (1st tranche) and Php25.00 (2nd tranche) for plantation; and
- b. Php41.00 (1st tranche) and Php25.00 (2nd tranche) for non-plantation.

3. Retail and Service Sector

- a. Php26.00 (1st tranche) and Php25.00 (2nd tranche) for establishments with 10 (ten) or more workers; and
- b. Php40.00 (1st tranche) and Php25.00 (2nd tranche) for establishments with less than 10 (ten) workers.

B. For the minimum wage earners in the province of Aurora:

1. Non-Agriculture Sector

- a. Php26.00 (1st tranche) and Php25.00 (2nd tranche).

2. Agriculture Sector

- a. Php26.00 (1st tranche) and Php25.00 (2nd tranche) for plantation; and
- b. Php38.00 (1st tranche) and Php25.00 (2nd tranche) for non-plantation.

3. Retail and Service Sector

- a. Php26.00 (1st tranche) and Php25.00 (2nd tranche).

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- Below middle: "Wep"
- Bottom: "Treg" and another signature.

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

Sector/Industry	Provinces of BATAAN, BULACAN, NUEVA ECIJA, PAMPANGA, TARLAC, ZAMBALES				
	MW under W.O. No. RBIII-24	Wage Increase	New Minimum Wage	Wage Increase	New Minimum Wage
		Upon Effectivity		April 16, 2025	
Non-Agriculture					
Establishments with 10 or more workers	P500.00	P25.00	P525.00	P25.00	P550.00
Establishments with less than 10 workers	P493.00	P32.00			
Agriculture					
Plantation	P470.00	P25.00	P495.00	P25.00	P520.00
Non-Plantation	P454.00	P41.00			
Retail / Service					
Establishments with 10 or more workers	P489.00	P26.00	P515.00	P25.00	P540.00
Establishments with less than 10 workers	P475.00	P40.00			

Sector/Industry	Province of AURORA				
	MW under W.O. No. RBIII-24	Wage Increase	New Minimum Wage	Wage Increase	New Minimum Wage
		Upon Effectivity		April 16, 2025	
Non-Agriculture					
	P449.00	P26.00	P475.00	P25.00	P500.00
Agriculture					
Plantation	P434.00	P26.00	P460.00	P25.00	P485.00
Non-Plantation	P422.00	P38.00			
Retail / Service					
	P384.00	P26.00	P410.00	P25.00	P435.00

Section 3. Simplification of Wage Structure. Consistent with the simplification thrust under the *Omnibus Rules on Minimum Wage Determination*, as amended, only the three (3) main sector/industry classifications of Non-Agriculture, Agriculture and Retail and Service shall remain.

Section 4. 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 5. 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.

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

APPROVED. This 19th day of September, 2024.

Done in the City of San Fernando, Pampanga, Philippines.

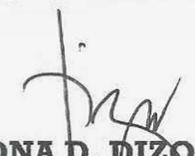

RAUL C. REMODO
Workers' Sector


FLORDELIZA MARIA C. REYES-RAYEL
Employers' Sector


EDGAR B. VENTURA
Workers' Sector


MARCO D. NEPOMUCENO
Employers' Sector


NERRISA T. ESGUERRA
Vice-Chairperson
National Economic & Development
Authority


EDNA D. DIZON
Vice-Chairperson
Department of Trade & Industry


GERALDINE M. PANLILIO
Chairperson
Department of Labor & Employment

(For NWPC Secretariat)

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