



WAGE ORDER NO. RB 1-23

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION-I

WHEREAS, the Regional Tripartite Wages and Productivity Board-I 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. **RB1-22** took effect on November 6, 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, considering that the last wage order issued was on November 06, 2023, and the Omnibus Rules on Minimum Wage Determination, as amended, allows the Board to commence the minimum wage determination process within sixty (60) days before the anniversary of the current wage order, and the cost of basic and prime commodities, have increased, as well as changes in the values of other wage-related socio-economic indicators, the Board decided to *motu proprio* commence the review process;

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:

Date	Venue
Consultations	
August 13, 2024	Dagupan City, Pangasinan
August 22, 2024	Candon City, Ilocos Sur
August 27, 2024	Laoag City, Ilocos Norte
Public Hearing	
September 30, 2024	San Fernando City, La Union

WHEREAS, in setting the minimum wage, the Board must consider the various criteria provided under *Republic Act No. 6727*, as well as the procedures laid down in the Omnibus Rules on Minimum Wage Determination, as amended, such as the prevailing wage levels, cost of living, capacity to pay of employers, and requirements of economic development, among others;

WHEREAS, after due consideration of the results of the consultations and public hearing conducted, 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 private sector 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-I hereby issue this Wage Order.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, the minimum wage

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earners in the private sector in the Region shall receive a P33 increase/day.

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

Classification	Previous Wage Order RB 1-22	New Wage Order RB 1-23	
	Wage Rates	Amount of Increase	New Minimum Wage Rates
A. Non-Agriculture employing 10 or more employees	P435	P33	P468
B. Non-Agriculture employing less than 10 employees; and Agriculture	P402	P33	P435

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 in the region, regardless of their position, designation or status of employment 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 9th day of October 2024.

Done in the City of San Fernando, La Union, Philippines.

Francis C. Pardo

Catherine Q. Pangan
CATHERINE Q. PANGAN
Workers' Sector Representative

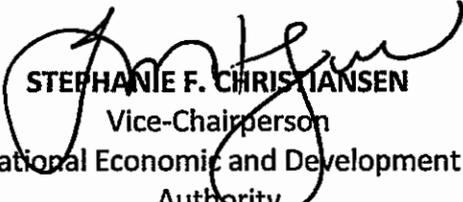
Salvador R. Poserio
SALVADOR R. POSERIO
Employers' Sector Representative

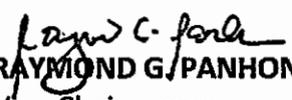
Samuel G. Eslava

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(For NWPC Secretariat)

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Date of Effectivity: 07 day of **November** 20 **24**