



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-24

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 (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. **RB VIII-23** took effect on November 30, 2023;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules 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 conducted consultations with specific groups such as employees' and employers' groups, industry associations, provincial, city and municipal officials, concerned government agencies and other interested parties on the following dates and places:

Date	Venue
September 05, 2024	Alegro Hotel and Restaurant, Catbalogan City, Samar
September 12, 2024	Carlostia Hotel, Ormoc City, Leyte
September 19, 2024	Saint Joseph College, Maasin City, Southern Leyte
September 26, 2024	Diamond Hotel and Resto, Catarman, Northern Samar

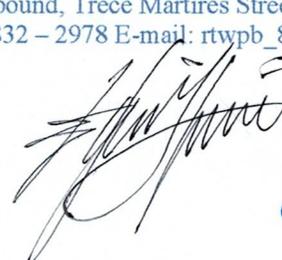
WHEREAS, on October 05, 2024, the Board published the Notice of Public Hearing in a newspaper of general circulation in the region and posted the said notice in at least three (3) public places in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on October 21, 2024 at Avior Hotel, Tacloban City wherein the public was engaged in a discussion on wages and evidence and testimonies were received and heard to determine if wage adjustment is necessary;

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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, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following were established:

- a. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from the effectivity of the last wage increase in November 2023 up to September 2024 is 3.6 %;
- b. 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 2023 is in the amount of Four hundred forty-four pesos (P444.00); and
- c. The Gross Regional Domestic Product of Region VIII is at 6.4% for 2022-2023 using constant 2018 prices.

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 in the Region to enable them to cope with the rising cost of living without impairing the viability of business/industry and with due consideration to the requirements of socio-economic development;

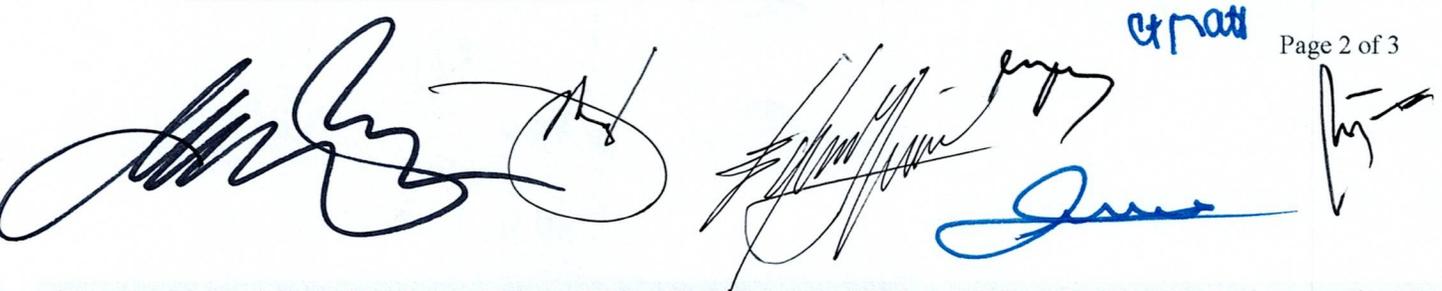
NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-VIII hereby issues this Wage Order.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive a basic wage increase of P30.00 per day to be given in two (2) tranches as follows:

- First Tranche: P15.00 per day from effectivity;
- Second Tranche: Additional P15.00 per day starting on June 1, 2025.

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	Wage Increase (Upon Effectivity)	New Minimum Wage Rates	Wage Increase starting June 1, 2025	New Minimum Wage Rates
Non-Agriculture	405.00	15.00	420.00	15.00	435.00
Service/Retail Establishment:					
Employing 11 workers and above	405.00	15.00	420.00	15.00	435.00
Employing 10 workers and below	375.00	15.00	390.00	15.00	405.00
Cottage and Handicraft	375.00	15.00	390.00	15.00	405.00
Agriculture	375.00	15.00	390.00	15.00	405.00



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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.

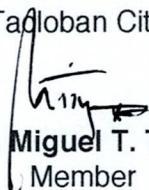
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

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 5th day of November 2024.

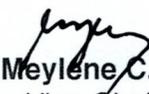
Done in Tagloban City, Philippines.


Atty. Miguel T. Tezon
Member
Workers' Sector


Edwin C. Mañas
Member
Employers' Sector


Efren M. Gabriola
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Chairperson
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(For NWPC Secretariat)

Date of Publication: 16 day of November 2024
Date of Effectivity: 02 day of December 2024