



## WAGE ORDER NO. CAR-23

### PROVIDING FOR A MINIMUM WAGE INCREASE IN THE CORDILLERA ADMINISTRATIVE REGION

**WHEREAS**, the Regional Tripartite Wages and Productivity Board – Cordillera Administrative Region (CAR) 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. CAR-22 took effect on December 05, 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 August 29, 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

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

Date	City/Province	Venue
October 29, 2024	Kalinga and Apayao	Golden Berries Hotel and Convention Center, Tabuk City, Kalinga
October 30, 2024	Ifugao and Mountain Province	Kanto Cucina Restaurant, Poblacion East, Lagawe, Ifugao
November 07, 2024	Baguio City and Benguet	Hotel Supreme, Magsaysay Ave., Baguio City
November 08, 2024	Abra	Senorita Lydia Hotel, Calaba, Bangued, Abra

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

**WHEREAS**, upon prudent consideration of the positions of the workers' sector and employers' sector as well as the prevailing minimum wage levels in neighboring regions and after thorough review and evaluation of the existing socio-economic conditions in the region, the following findings were established:

- a. The Gross Regional Domestic Product (GRDP) of CAR improved in 2023 with a growth rate of 6.9%;
- b. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from December 2023 up to September 2024 is 3.5%; and

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- c. The poverty threshold for a family of five based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2023 is in the amount of *Four Hundred Thirty-Five Pesos (Php435) per day*.

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-CAR 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 **Forty Pesos (Php 40.00)** wage increase per day:

**Section 2. New Minimum Wage Rates.** The new daily minimum wage rate in Region – CAR shall be as follows:

Area	Current Minimum Wage Rate	Wage Increase	New Minimum Wage Rate
Cordillera Administrative Region	P430.00	P40.00	P470.00

**Section 3. Basis of Minimum Wage Rate.** The minimum wage rate 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 Republic Act No. 8188*.

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

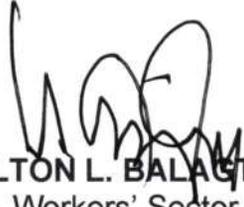
APPROVED. This 13<sup>th</sup> day of November, 2024.

Done in Baguio City, Philippines.



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**MILTON L. BALAGTEY**  
Workers' Sector



**ALFONSO T. LAO**  
Employers' Sector



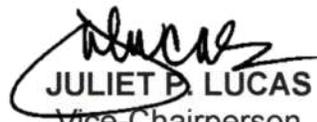
**DOMINADOR C. SOTELO**  
Workers' Sector

(absent)

**JUAN JOHNNY R. DE LA CRUZ**  
Employers' Sector



**SUSAN A. SUMBELING**  
Vice-Chairperson  
National Economic & Development Authority



**JULIET P. LUCAS**  
Vice-Chairperson  
Department of Trade & Industry



**NATHANIEL V. LACAMBRA**  
Chairperson  
Department of Labor and Employment

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(For NWPC Secretariat)

Date of Publication: 08 day of December 2024  
Date of Effectivity: 24 day of December 2024