



WAGE ORDER NO. RB-MIMAROPA-12

PROVIDING FOR A MINIMUM WAGE INCREASE IN MIMAROPA REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board - MIMAROPA 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-MIMAROPA-11** took effect on **07 December 2023**;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules in 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 20 June 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

WHEREAS, on 08 October 2024, the Board caused the publication of the Notice of Public Hearing for workers in private establishments in a newspaper of general circulation;

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

Date	Stakeholder	Venue
November 07, 2024	Palawan	Hotel Centro, National Highway, Barangay San Pedro, Puerto Princesa City, Palawan
November 11, 2024	Oriental Mindoro	Playa Ignacio Resort, Barangay Pachoca, Calapan City, Oriental Mindoro

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;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following information was 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 on 7 December 2023 up to September 2024 is 4.0%;

- b. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2023 for an average family size of five (5) was Four Hundred Seventeen Pesos (P417.00); and
- c. The Gross Regional Domestic Product (GRDP) growth rate of MIMAROPA is at 4.7% for 2022-2023.

WHEREAS, after due consideration of the results of the public hearings, 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 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 - MIMAROPA 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 **Thirty-Five Pesos (P35.00)** increase per day.

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

All Sectors	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Establishments with 10 workers and above	P395.00	P35.00	P430.00
Establishments with less than 10 workers	P369.00	P35.00	P404.00

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. Productivity Improvement and/or Productivity Incentives Programs. Enterprises through their workers and management, are encouraged to implement productivity improvement programs with gainsharing schemes to support wage growth, and ensure that the gains from the implementation of such programs are shared with the workers. The Board may issue an advisory guideline on said schemes for reference of enterprises as well as provide the necessary studies and technical assistance, pursuant to Republic Act No. 6971 or the Productivity Incentives Act of 1990.

Section 6. Exemption. The following establishments may apply for exemption from compliance with this Wage Order, as provided under the Omnibus Rules on Minimum Wage Determination, as amended:

- a) Retail/Service Establishments regularly employing not more than ten (10) workers; and
- b) Establishments adversely affected by natural calamities and/or human-induced disasters.

Section 7. 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 Republic Act No. 6727, as amended by Republic Act No. 8188.*

Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 27th day of November, 2024.

Done in Calapan City, Oriental Mindoro, Philippines.



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Workers' Sector



JOEL C. DE VEYRA
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(For NWPC Secretariat)

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