



**WAGE ORDER NO. RX-23**

**PROVIDING FOR MINIMUM WAGE RATE  
 INCREASE FOR THE PRIVATE SECTOR IN REGION - X**

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - X 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. RX- 22 took effect on January 11, 2024, payment of which were made in two (2) tranches;

**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 27, 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, the Board conducted a series of wage consultations and a public hearing to assess and determine the propriety of issuing a new wage order, which were attended by representatives from the workers' and employers' sectors such as chambers/organizations, micro, small, and medium enterprises (MSMEs); representatives from local government units, media outfits, and private citizens on the following dates:

Activity	Date	Coverage	Venue
Wage Consultations	October 11, 2024	Province of Bukidnon	Hotel Criselda, Malaybalay City
	October 25, 2024	Provinces of Misamis Oriental and Camiguin	(Blended) Eastland Hotel, Gingoog City
	November 14, 2024	Province of Misamis Occidental	Bethany Gardens, Ozamiz City
	November 15, 2024	Province of Lanao del Norte	AMS Chicken Haus, Iligan City
Public Hearing	December 2, 2024	Region-wide	Grand Caprice Restaurant, Cagayan de Oro City

**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**, 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 Wage Order No. RX-22 last January 11, 2024 up to November 2024 is 2.03 %;

- b. The monthly poverty threshold for a family of five (5) in the region based on the latest available data provided by the Philippine Statistics Authority (PSA) for 2023 is in the amount of Php 13,964;
- c. The average household size in Region X per latest data from PSA is 4.2, which brings down the poverty threshold to Php11,730;
- d. Employed persons in Region X as of full-year 2023 and July 2024 are estimated at 2.222 million and 2.248 million, respectively; and
- e. Labor Productivity at Constant 2018 Prices in 2023 for Region X was at Php 422,606, about 5.8 percent higher than the 2022 figure of Php 399,477.

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB - X 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 daily increase of **Twenty Three Pesos (Php23.00)** for the Non-Agriculture Sector, while for the Agriculture Sector, **Thirty Five Pesos (Php35.00)** to be given into two (2) tranches, simplifying the wage structure.

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

WAGE CATEGORY	SECTOR	CURRENT MINIMUM WAGE RATES	Wage Increase (1 <sup>st</sup> Tranche)	New Minimum Wage Rates Upon Effectivity	Wage Increase (2 <sup>nd</sup> Tranche)	New Minimum Wage Rates July 1, 2025
Wage Category I	Non-Agriculture	438	23	461	0	461
	Agriculture	426	23	449	12	
Wage Category II	Non-Agriculture	423	23	446	0	446
	Agriculture	411	23	434	12	

**WAGE CLASSIFICATION**

**WAGE CATEGORY I**

*Cities of Cagayan de Oro, Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait*

**WAGE CATEGORY II**

*All other areas not mentioned under Wage Category I.  
All Retail and Service Establishments employing not more than ten (10) workers.*

**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. Freedom to Bargain.** This Order shall not prevent organized and unorganized establishments, from bargaining for higher wages and/or benefits with their respective employers.

**Section 6. Exemption.** The following establishments may apply for exemption from compliance with this Wage Order, as provided under Rule VII of the Omnibus Rules, as amended:

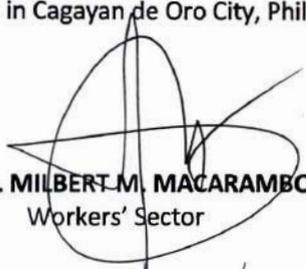
- a.) Retail/Service establishments regularly employing not more than ten (10) workers; and
- b.) Establishments adversely affected by natural calamities and/or human-induced disasters.

**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 RA No. 6727, as amended by RA No. 8188.*

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

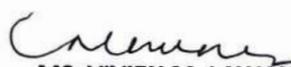
APPROVED. This 13<sup>th</sup> day of December 2024.

Done in Cagayan de Oro City, Philippines.

  
**MR. MILBERT M. MACARAMBON**  
Workers' Sector

  
**MR. ARSENIO L. SEBASTIAN III**  
Employers' Sector

  
**MR. LIMUEL R. OLIVERIO**  
Workers' Sector

  
**MS. VIVIEN M. LAWANSA**  
Employers' Sector

  
**DIR. MYLAH FAYE AURORA B. CARIÑO**  
Vice Chairperson  
National Economic and Development Authority

  
**DIR. RUEL B. PACLIPAN**  
Vice Chairperson  
Department of Trade and Industry

  
**DIR. ERWIN N. AQUINO**  
Chairperson  
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 27 day of December 2024  
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