



WAGE ORDER NO. RXIII - 19

PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN CARAGA REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board –XIII (Caraga Region) is mandated under **Republic Act No. 6727 (RA No.6727)**, otherwise known as the **Wage Rationalization Act**, to periodically asses 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. RXIII- 18 took effect on January 1, 2024 and the increase therein were given in two tranches which, after effectivity, brought the minimum wage in Caraga Region to Php 385.00;

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 minimum wage adjustment, the Board may, *motu proprio*, initiate wage review;

WHEREAS, the Board, upon deliberation during its meeting on September 30, 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate;

WHEREAS, after due notice to all stakeholders, the Board conducted consultations on October 21, 2024 in Agusan del Sur and on October 23, 2024 in Butuan City to assess and determine the propriety of issuing a new wage order, which were attended by representatives from the workers and employers sectors in Caraga Region;

WHEREAS, after due publication of the notice of public hearing on 02 November 2024, the Board conducted public hearings on the following dates:

Date	Venue
November 18, 2024	VCDU Hotel, Imadejas, Butuan City
November 20, 2024	VGP Hall, ASELCO, Agusan del Sur
November 25, 2024	Maradjaw Events Center, Surigao City

WHEREAS, in setting the minimum wage, the Board considered 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 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 year-on-year inflation rate for all income households as of October 2024 in Caraga is 2.8%;

- b. The annual per capita poverty threshold in Caraga based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2023 is in the amount of Php 29,565;
- c. The monthly poverty threshold per family in Caraga for the year 2023 is Php 12, 319 with 14.9% of families in Caraga living below the poverty threshold;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB – XIII (Caraga Region) 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 **Php 50.00** increase per day to be given in two (2) tranches: Php 30.00 upon effectivity of the Wage Order and Php 20.00 on May 01, 2025.

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

Sectors/ Industry	Minimum wage rate under Wage Order No. RXIII-18	New Wage Increase	New Minimum Wage Rates
Non-Agriculture Agriculture Service/Retail Manufacturing	P 385.00	P 30.00 Upon the effectivity of this Order	P 415.00
		P 20.00 2 nd Tranche May 01, 2025	P 435.00

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.

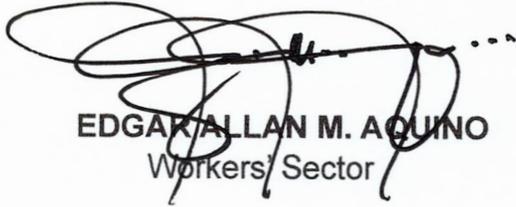
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity 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 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 4th day of December 2024.

Done in Butuan City, Philippines.



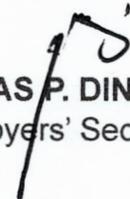
EDGAR ALLAN M. AQUINO
Workers' Sector



MARVIN C. SANCHEZ
Employers' Sector



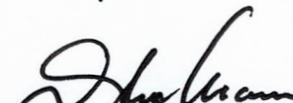
FLORANTE O. PEREZ
Workers' Sector



LEONIDAS P. DINGDING
Employers' Sector



DIR. GAY A. TIDALGO, CESO IV
Vice-Chairperson
Department of Trade and Industry-Caraga



DIR. GEMMA A. OLAM, CESO IV
Vice-Chairperson
National Economic and Development Authority-Caraga



ATTY. JOFFREY M. SUYAO, CESO III
Chairperson
Department of Labor and Employment-Caraga

(For NWPC Secretariat)

Date of Publication: 17 day of December 20 24
Date of Effectivity: 02 day of January 20 25