



WAGE ORDER NO. RB XI-23

**PROVIDING FOR A MINIMUM WAGE INCREASE FOR
 PRIVATE SECTOR WORKERS IN REGION - XI**

WHEREAS, the Regional Tripartite Wages and Productivity Board - XI 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 XI-22 took effect on March 06, 2024;

WHEREAS, under *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 November 12, 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

WHEREAS, the Notice of Public Hearing on the Minimum Wage Adjustment for Workers in the Private Sector was published in Sunstar Davao on January 17, 2025;

WHEREAS, during the Board's *motu proprio* wage review, a petition praying for a One Hundred Fifty Peso (Php 150.00) wage increase was filed by the Associated Labor Unions-Trade Union Congress of the Philippines (ALU-TUCP) on January 24, 2025;

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

Date	Venue
Consultations (Via Zoom Meeting Platform)	
November 25, 2024	Philippine Statistics Authority
December 26, 2024	Department of Energy
January 08, 2024	National Economic and Development Authority
January 17, 2025	Department of Trade and Industry
Public Hearing	
February 04, 2025	Ground Floor, Luzon Ballroom, Grand Regal Hotel, J.P. Laurel Ave., Davao City

WHEREAS, in setting the minimum wage, the Board considered 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 Region XI, the Board observed that there have been significant changes in the Consumer Price Index, Poverty Threshold, and other socio-economic indicators based on data provided by government agencies;

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NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-XI 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 **TWENTY-NINE PESO (Php 29.00)** increase per day.

Section 2. New Minimum Wage Rate/s. The new daily minimum wage rates in Region - XI shall be as follows:

Sectors/Industry	Current Minimum Wage Rates (Wage Order No. RB XI-22)	Amount of Increase	New Minimum Wage Rates
Non-Agriculture	Php 481.00	Php 29.00	Php 510.00
Agriculture	Php 476.00		Php 505.00

Section 3. Basis of Minimum Wage Rate/s. 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.

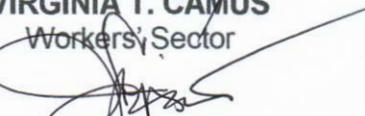
Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association, or entity that refuses or fails to pay the prescribed increase shall be dealt with under the provisions of *Section 12 of RA No. 6727, as amended by Republic Act No. 8188.*

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

APPROVED. This 12th day of February, 2025.

Done in Davao City, Philippines

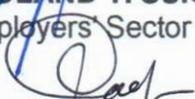

VIRGINIA T. CAMUS
 Workers' Sector

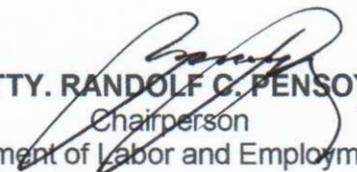

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