



## WAGE ORDER NO. RBV-22

### PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE SECTOR WORKERS IN REGION V

**WHEREAS**, the Regional Tripartite Wages and Productivity Board V 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. RBV-21 took effect on 01 December 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, 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**, after due notice to all stakeholders, the Board conducted the following wage consultations to assess and determine the propriety of issuing a new wage order:

| <b>Wage Consultations</b> |                         |
|---------------------------|-------------------------|
| Date                      | Venue                   |
| 23 August 2024            | Virac, Catanduanes      |
| 30 August 2024            | Sorsogon City, Sorsogon |
| 20 September 2024         | Masbate City, Masbate   |
| 27 September 2024         | Daet, Camarines Norte   |

**WHEREAS**, on 22 October 2024, Tropical Storm (TS) Kristine (international name: Trami) severely hit Bicol Region and necessitated the Declaration of a State of Calamity in the Provinces of Albay, Camarines Sur, Camarines Norte, Sorsogon, and Masbate.

**WHEREAS**, on 23 October 2024, the scheduled public hearings in the Provinces of Camarines Sur and Albay on 24 and 25 October 2024, respectively, were immediately suspended as the said provinces were heavily submerged in flood waters;

**WHEREAS**, on 29 October 2024, the Workers' Sector Representatives, through a written manifestation, formally recommended the deferment of the minimum wage determination process due to the devastating effects of TS Kristine to the region. The temporary deferment will allow all workers and employers to prioritize their immediate needs and contribute to rebuilding efforts which will ensure the sustainability of employment and of businesses;

**WHEREAS**, on 07 November 2024, the Board unanimously issued RTWPB-V Resolution No. 001, Series of 2024 entitled, "Resolution Deferring the Wage Determination Process for Private Sector Workers and Kasambahay due to the Destructive Impact of Tropical Storm (TS) Kristine in Bicol Region" and committed to resume the wage determination process after three (3) months from the issuance thereof;

**WHEREAS**, on 15 November 2024, the Commission acknowledged the Resolution stating that the said course of action underscores the need to sustain both employment and business viability during the recovery period;

**WHEREAS**, on 17 February 2025, the Board published the Notice of Public Hearing that were conducted as follows: .

| Public Hearings |                          |
|-----------------|--------------------------|
| Date            | Venue                    |
| 07 March 2025   | Naga City, Camarines Sur |
| 10 March 2025   | Legazpi City, Albay      |

**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 the region, the following findings were established:

- a. The Consumer Price Index (CPI) in Bicol Region increased to 133.9 in February 2025 from 130.4 in February 2024;
- b. The region's inflation rate as of February 2025 is at 2.7% compared to February 2024's inflation rate of 2.9%.
- c. The poverty threshold for a family of 5 in the region is P460.00 based on the-2023 Family Income and Expenditure Survey (FIES) as latest available data;
- d. The real minimum wage in the region is P294.996 as of February 2025;

**WHEREAS**, after due consideration of the results of the consultations and public hearings, evaluation of the existing regional socio-economic condition, position paper submitted, views and comments espoused by various stakeholders, and the wage deliberations conducted, the Board deemed it just and equitable to adjust the minimum wage of private sector workers in the region.

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB V hereby issues this Wage Order.

**Section 1. NEW MINIMUM WAGE RATE.** Upon the effectivity of this Wage Order, the daily minimum wage rate, in the form of basic wage, for private sector workers in the Region shall be adjusted as follows:

| Minimum Wage Under Wage Order No. RBV-21 | WAGE ORDER No. RBV – 22 |   |                    |   |
|--|-------------------------|---|--------------------|---|
|  | First Tranche           |   | Second Tranche     |   |
|  | Amount of Increase      | New Minimum Wage Rate upon the effectivity of this Wage Order | Amount of Increase | New Minimum Wage Rate effective on December 1, 2025 |
| P 395.00                                 | P20.00                  | <b>P415.00</b>  | P20.00             | <b>P435.00</b>                                      |

**Section 2. 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.

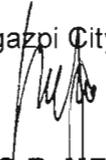
**Section 3. Covered.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

**Section 4. 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 5. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

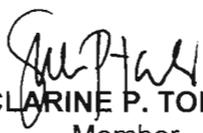
**APPROVED.** This 10<sup>th</sup> day of March 2025.

Done in Legazpi City, Albay.

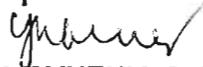
  
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(For NWPC Secretariat)

Date of Publication: 20 day of March 2025  
Date of Effectivity: 05 day of April 2025