



WAGE ORDER NO. IVA-22

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - IVA

WHEREAS, the Regional Tripartite Wages and Productivity Board - IVA is mandated under **Republic Act No. 6727**, otherwise known as the **Wage Rationalization Act**, to periodically assess the 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. IVA-21 took effect on September 30, 2024;

WHEREAS, pursuant to Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination, as amended, and in response to the directive of the President to the Regional Boards to initiate a timely review of the minimum wage rates in their respective regions, the Board, in its July 11, 2025 regular board meeting, decided to commence its minimum wage review, **motu proprio**;

WHEREAS, on August 4, 2025, the Board caused the publication of the notice of public hearing in The Philippine Star;

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

DATE	VENUE
Public Consultations	
August 5, 2025	Ouans Worth Farm and Resort, Lucena City, Quezon
August 8, 2025	Lipa Grill and Restaurant, Lipa City, Batangas
August 12, 2025	RSM Restaurant Bacnotan Branch, Calamba City, Laguna
August 15, 2025	Ynares Event Center – Provincial Capitol Ground, Ynares Center, Antipolo City, Rizal
Public Hearing	
August 20, 2025	First Cavite Industrial Estate (FCIE), Locators Hall A&B, Admin Building, Dasmariñas City, Cavite

WHEREAS, on August 1, 2025, the Board received twelve (12) petitions praying for minimum wage adjustment in the amount of P640.00-1,075.00, filed by the following labor groups:

1. Metal Workers Alliance of the Philippines (MWAP)
2. OPTODEV Workers Union - NAFLU – KMU
3. Nexperia Philippines, Inc. Workers Union – NAFLU – KMU (NPIWU-NAFLU-KMU)
4. UNIMAGNA Philippines, Inc. Workers Union NAFLU-KMU
5. Wyeth Philippines Progressive Workers Union-DFA-KMU

6. MEC Electronics Philippines Corporation Workers Union – Independent (MECEPWU-Independent)
7. CAPASCO United Workers Association (CUWA)
8. United Rank and File Employees of J&T Express-FFW Chapter (URFE JTE-FFW Chapter)
9. Calamba Medical Center Employees' Union (CMCEU) and TCB Royal Workers Union (TCBRWU)
10. Philippine Metalworkers' Alliance (PMA)
11. Cirtek Electronics Corp. – United Cirtek Employees Association
12. Samahan ng Manggagawa ng ENKEI (SME);

WHEREAS, in setting the new minimum wage rates for private sector workers in the region, the Board considered the said petitions and position papers from the Confederation of Wearable Exporters of the Philippines (CONWEP) and Employers Confederation of the Philippines (ECOP) – Batangas Chapter, and the manifestations of support from Bukluran ng Manggagawang Pilipino, Partido Lakas ng Manggagawa – Rizal Chapter, and Pag-asa ng Manggagawa ng Asia Brewery (PIMA Independent), the results of the public consultations and public hearing, the prevailing socio-economic indicators, poverty threshold, comparability of wages vis-a-vis benchmark regions, recent policies, public clamor to update the existing wage structure, among others;

NOW THEREFORE, by virtue of the power and authority vested under R.A. No. 6727, RTWPB- IVA hereby issues this Wage Order.

Section 1. Amount of Increase. Upon the effectivity of this Wage Order, the minimum wage workers in the private sector within the region shall receive the following daily minimum wage increase:

A. Component Cities and First-Class Municipalities:

1. For the Extended Metropolitan Area:
 - a. P40.00 for the non-agriculture sector; and
 - b. P25.00 for the agriculture sector.
2. For the Component Cities:
 - a. P60.00 for the non-agriculture; and
 - b. P25.00 for the agriculture sector.
3. For the First-Class Municipalities:
 - a. P30.00 for the non-agriculture sector;
 - b. P25.00 for the agriculture sector; and
 - c. For the Municipality of Rosario, Cavite, P60.00 for the non-agriculture sector, and P25.00 for the agriculture sector.
4. For the Reclassified First-Class Municipalities per Department of Finance (DOF) Department Order (DO) No. 074-2024
 - a. P60.00 (first tranche) and P40.00 (second tranche) for the non-agriculture sector; and
 - b. P60.00 (first tranche) and P40.00 (second tranche) for the agriculture sector.

B. For Second-, Third-, Fourth-, Fifth- Class Municipalities:

1. P60.00 (first tranche) and P15.00 (second tranche) for the non-agriculture sector; and
2. P60.00 (first tranche) and P23.00 (second tranche) for the agriculture sector.

D. Retail and Service Establishments Regularly Employing Not More Than 10 workers across all areas shall have an increase of P60.00 (first tranche) and P23.00 (second tranche).

Section 2. New Minimum Wage Rates. The new daily minimum wage rates in Region- IVA upon effectivity and completion of the second tranche schedules under this Wage Order shall be:

Covered Areas	Non-Agriculture		
	W.O. No. IVA-21	Wage Order No. IVA-22	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		Upon Effectivity	
COMPONENT CITIES AND FIRST-CLASS MUNICIPALITIES			
Extended Metropolitan Area	560.00	40.00	600.00
Province of Cavite			
City of Bacoor, City of Dasmariñas, City of Imus			
Province of Laguna			
City of Biñan, City of San Pedro, Laguna Techno Park			
Province of Rizal	540.00	60.00	600.00
Cainta, City of Antipolo, Taytay			
Component Cities			
Province of Cavite			
Cavite City, City of Carmona, City of General Trias, Tagaytay City, Trece Martires City			
Province of Laguna	520.00	30.00	550.00
City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City			
Province of Batangas			
Batangas City, City of Calaca, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City			
Province of Quezon			
City of Tayabas, Lucena City	520.00	30.00	550.00
First Class Municipalities			
Province of Cavite			
Rosario			
Province of Cavite			
Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Silang, Tanza	520.00	30.00	550.00
Province of Laguna			
Los Baños, Sta. Cruz			
Province of Batangas			
Balayan, Bauan, Lemery, Mabini, Nasugbu, Rosario, San Jose, San Juan, San Pascual			
Province of Rizal	520.00	30.00	550.00
Angono, Binangonan, Piliña, Rodriguez, San Mateo, Tanay			
Province of Quezon			
Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Sariaya, Tagkawayan, Tiaong			

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Covered Areas	Non-Agriculture				
	W.O. No. IVA-21	Wage Order No. IVA-22			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		1st Tranche		2nd Tranche	
		Upon Effectivity		Effective April 01, 2026	
RECLASSIFIED FIRST-CLASS MUNICIPALITIES PER DOF DO NO. 074-2024					
Province of Cavite	450.00	60.00	510.00	40.00	550.00
Noveleta					
Province of Laguna					
Alaminos, Bay, Calauan, Nagcarlan, Pila, Siniloan					
Province of Batangas					
Calatagan, Ibaan, Lian, Lobo, Malvar, Padre Garcia, Taal, Talisay, Taysan					
Province of Rizal					
Baras, Morong, Teresa					
Province of Quezon					
Guinayangan, Lucban, Polilio, San Francisco, San Narciso					
SECOND TO FIFTH CLASS MUNICIPALITIES					
Province of Cavite	450.00	60.00	510.00	15.00	525.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Maragondon, Mendez, Ternate					
Province of Laguna					
Cavinti, Famy, Kalayaan, Liliw, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Paete, Pagsanjan, Pakil, Pangil, Rizal, Santa Maria, Victoria					
Province of Batangas					
Agoncillo, Alitagtag, Balete, Cuenca, Laurel, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy, Tuy					
Province of Rizal					
Cardona, Jala-Jala					
Province of Quezon					
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan					

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Covered Areas	Agriculture		
	W.O. No. IVA-21	Wage Order No. IVA-22	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		Upon Effectivity	
COMPONENT CITIES AND FIRST CLASS MUNICIPALITIES			
<i>Extended Metropolitan Area</i>	500.00	25.00	525.00
Province of Cavite			
City of Bacoor, City of Dasmariñas, City of Imus			
Province of Laguna			
City of Biñan, City of San Pedro, Laguna Techno Park			
Province of Rizal			
Cainta, City of Antipolo, Taytay			
<i>Component Cities</i>			
Province of Cavite			
Cavite City, City of Carmona, City of General Trias, Tagaytay City, Trece Martires City			
Province of Laguna			
City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City			
Province of Batangas			
Batangas City, City of Calaca, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City			
Province of Quezon			
City of Tayabas, Lucena City			
<i>First Class Municipalities</i>			
Province of Cavite			
Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Rosario, Silang, Tanza			
Province of Laguna			
Los Baños, Sta. Cruz			
Province of Batangas			
Balayan, Bauan, Lemery, Mabini, Nasugbu, Rosario, San Jose, San Juan, San Pascual			
Province of Rizal			
Angono, Binangonan, Pililla, Rodriguez, San Mateo, Tanay			
Province of Quezon			
Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Sariaya, Tagkawayan, Tiaong			

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Covered Areas	Agriculture				
	W.O. No. IVA-21	Wage Order No. IVA-22			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		1st Tranche		2nd Tranche	
		Upon Effectivity		Effective April 01, 2026	
RECLASSIFIED FIRST-CLASS MUNICIPALITIES PER DOF DO NO. 074-2024					
Province of Cavite	425.00	60.00	485.00	40.00	525.00
Noveleta					
Province of Laguna					
Alaminos, Bay, Calauan, Nagcartan, Pila, Siniloan					
Province of Batangas					
Calatagan, Ibaan, Lian, Lobo, Malvar, Padre Garcia, Taal, Talisay, Taysan					
Province of Rizal					
Baras, Morong, Teresa					
Province of Quezon					
Guinayangan, Lucban, Polilio, San Francisco, San Narciso					
SECOND TO FIFTH CLASS MUNICIPALITIES					
Province of Cavite	425.00	60.00	485.00	23.00	508.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Maragondon, Mendez, Ternate					
Province of Laguna					
Cavinti, Famy, Kalayaan, Liliw, Luisiana, Lumban, Mabitac, Magdalena, Mejayjay, Paete, Pagsanjan, Pakil, Pangil, Rizal, Santa Maria, Victoria					
Province of Batangas					
Agoncillo, Alitagtag, Balete, Cuenca, Laurel, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy, Tuy					
Province of Rizal					
Cardona, Jala-Jala					
Province of Quezon					
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan					

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Covered Areas	Retail & Service Establishment Employing Not More Than 10 Workers				
	W.O. No. IVA-21	Wage Order No. IVA-22			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		1st Tranche		2nd Tranche	
		Upon Effectivity		Effective April 01, 2026	
Province of Cavite	425.00	60.00	485.00	23.00	508.00
Alfonso, Amadeo, Cavite City, City of Bacoor, City of Carmona, City of Dasmariñas, City of General Trias, City of Imus, Gen. Emilio Aguinaldo, Gen. Mariano Alvarez, Indang, Kawit, Magallanes, Maragondon, Mendez, Naic, Noveleta, Rosario, Silang, Tagaytay City, Tanza, Ternate, Trece Martires City					
Province of Laguna					
Alaminos, Bay, Calauan, Cavinti, City of Biñan, City of Cabuyao, City of Calamba, City of Santa Rosa, City of San Pedro, Famy, Kalayaan, Liliw, Los Baños, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Nagcarlan, Paete, Pagsanjan, Pakil, Pangil, Pila, Rizal, San Pablo City, Santa Cruz, Santa Maria, Siniloan, Victoria					
Province of Batangas					
Agoncillo, Aitagtag, Balayan, Balete, Batangas City, Bauan, Calatagan, City of Calaca, City of Santo Tomas, City of Tanauan, Cuenca, Ibaan, Laurel, Lemery, Lian, Lipa City, Lobo, Mabini, Malvar, Mataas na Kahoy, Nasugbu, Padre Garcia, Rosario, San Jose, San Juan, San Luis, San Nicolas, San Pascual, Santa Teresita, Taal, Talisay, Taysan, Tingloy, Tuy					
Province of Rizal					
Angono, City of Antipolo, Baras, Binangonan, Cainta, Cardona, Jala-Jala, Morong, Pililla, Rodriguez, San Mateo, Tanay, Taytay, Teresa					
Province of Quezon					
Agdangan, Alabat, Atimonan, Buenavista, Burdeos, Calauag, Candelaria, Catanauan, City of Tayabas, Dolores, General Luna, General Nakar, Guinayangan, Gumaca, Infanta, Jomalig, Lopez, Lucban, Lucena City, Macalelon, Mauban, Mulanay, Padre Burgos, Pagbilao, Panukulan, Patnanungan, Perez, Pitogo, Plaridel, Polilio, Quezon, Real, Tagkawayan, Tiaong, Sampaloc, San Andres, San Antonio, San Francisco, San Narciso, Sariaya, Unisan					

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Section 3. Basis of Minimum Wage. 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. Coverage. 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. 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:

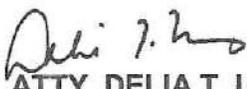
- a) Retail/Service Establishments regularly employing not more than ten (10) workers; and
- b) Establishments adversely affected by natural calamities and/or human-induced disasters.

Section 6. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed minimum wage rates in this Wage Order shall be dealt with pursuant to the provisions of Section 12 of R.A. No. 6727, as amended by R.A. No. 8188.

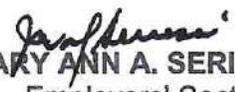
Section 7. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

Approved this 3rd day of September 2025 in Calamba City, Laguna.

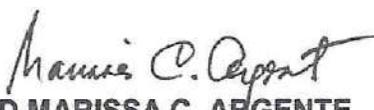

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(For NWPC Secretariat)

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Date of Effectivity: 05 day of October 2025