



WAGE ORDER NO. RB 1-24

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION-I

WHEREAS, the Regional Tripartite Wages and Productivity Board I 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. **RB1-23** took effect on 07 November 2024;

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 02 September 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

WHEREAS, on 08 September 2025, the Board caused the publication of the Notice of Public Hearing in a newspaper of general circulation in the region;

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

DATE	VENUE
Consultations	
September 16, 2025	Silverio's Restaurant, Dagupan City, Pangasinan
September 17, 2025	DOLE Conference Room, RSRK Bldg., Biday, City of San Fernando, La Union
September 25, 2025	Max's Restaurant, Vigan City, Ilocos Sur
Public Hearing	
September 23, 2025	San Juan Multi-Purpose Training Center, Ili Sur, San Juan, La Union

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 a thorough review and evaluation of the existing socio-economic conditions in the region, the following were established:

- a. The Gross Regional Domestic Product (GRDP) growth rate of Region I is at 4.9% for 2022-2023 period using 2018 constant prices;

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- b. The regional labor market remains strong, with an employment rate of 95.3% as of July 2025;
- c. The 2023 Poverty threshold for a family of five (5) based on the latest available data of the Philippine Statistics Authority is in the amount of 478.51;
- d. The average inflation rate from the effectivity of the wage order in November 2024 to September 2025 is 2.3%;
- e. The total business name registration in the region in 2024 is 57,645 wherein 49,829 are new registration and 7,816 are renewal;

WHEREAS, during the deliberation process, the Board duly considered, in addition to the prevailing socio-economic conditions in the region, the additional productivity contributed by an extra unit of labor, referred to as Marginal Productivity of Labor and Wage Rates;

WHEREAS, such study provided critical insights on the alignment of wage rates with labor productivity, and the impact of these factors on the region's unemployment, inflation and Gross Regional Domestic Product and consumption matters;

NOW, THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-I 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 the following increase:

- A. ₱37/day for all non-agriculture establishments employing 10 or more employees;
- B. ₱45/day for all non-agriculture establishments employing less than 10 employees and agriculture.

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

Sectors/Industry	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rates
A. Non-Agriculture employing 10 or more employees	P468	P37	P505
B. Non-Agriculture employing less than 10 employees; and Agriculture	P435	P45	P480

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 in the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Exclusion. Enterprises with valid certificates of authority under RA 9178, as amended, or the Barangay Micro Business Enterprises (BMBEs) Act are excluded from the coverage of this wage order.

Section 6. Exemptions. Exemptions may be granted under NWPC Guidelines No.3, Series of 2020, as amended, to wit:

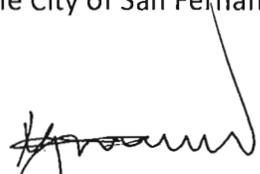
- a. Retail/Service Establishments regularly employing not more than ten (10) workers; and
- b. Establishments adversely affected by natural calamities and/or human-induced disasters.

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 *Republic Act 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 16th day of October 2025.

Done in the City of San Fernando, La Union, Philippines.



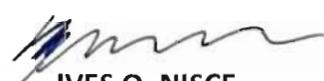
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Member, Employers' Sector

*Remaining
not comparing with law
(10 factor for MWT fixing);
based only on
poverty threshold*



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(For NWPC Secretariat)

Date of Publication: 03 day of November 20 25
Date of Effectivity: 19 day of November 20 25

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