



## WAGE ORDER NO. RB XII - 24

### PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - XII

**WHEREAS**, the Regional Tripartite Wages and Productivity Board (RTWPB) - XII is mandated under **Republic Act (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 XII - 23** took effect on 16 October 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 filed, the Board may *motu proprio* initiate wage review;

**WHEREAS**, the Board conducted public consultations on 20 August 2024 and 27 August 2024 in Kidapawan City and Koronadal City, respectively, to gather public sentiments, views and opinions from the workers' and employers' sectors, as well as views from other stakeholders, on the necessity and propriety of having a minimum wage adjustment in the region;

**WHEREAS**, the Board, in its regular meeting held on 27 August 2024, *motu proprio*, decided to commence the minimum wage determination process and review of the current minimum wage rates;

**WHEREAS**, on 02 September 2024, the Board caused the publication of the notice of public hearing in a newspaper of general circulation in the region as well as the posting of the said notice in at least three (3) public places in the region;

**WHEREAS**, after due notice to all stakeholders, the Board conducted a public hearing on 18 September 2024 in General Santos City, to assess and determine the propriety of issuing a new wage order;

**WHEREAS**, in setting the minimum wage, the Board has to consider 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, as well as the positions of the workers' and employers' sectors, the following were established:

- a. The Consumer Price Index (CPI) in the region was 125.2 in October 2023 and increased to 129.0 by August 2024;
- b. The Region's inflation rate, however, decreased from 5.3% in October 2023 to 3.6% in August 2024;

- c. The Gross Regional Domestic Product (GRDP) of Region XII has recorded a growth rate of 3.5% from 2022 to 2023; and
- d. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for a family of five (5) members in 2023 is in the amount of P402.00.

**WHEREAS**, as a result of the review made on the prevailing socio-economic conditions of the Region, as well as the results of the consultations and public hearing and deliberations conducted, the Board has determined the need to increase the prevailing minimum wage rates for workers in private establishments without impairing the viability of business and industry;

**WHEREAS**, the increase is consistent with the government's policy of achieving higher levels of productivity to promote economic growth, generate employment and to augment the income of workers;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB - XII 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 27.00 for Non – Agriculture, PhP 28.00 for Agriculture, and PhP 48.00 for Retail/Service Establishment** basic increase per day, to be given in tranches.

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

| Sectors/<br>Industry            | Current<br>Minimum<br>Wage<br>Rates | Basic<br>Wage<br>Increase<br>Upon<br>Effectivity | New<br>Minimum<br>Wage<br>Rates | 2 <sup>nd</sup><br>Tranche<br>of Basic<br>Wage<br>Increase<br>Effective<br>January<br>1, 2025 | New<br>Minimum<br>Wage<br>Rates | 3 <sup>rd</sup><br>Tranche<br>of Basic<br>Wage<br>Increase<br>Effective<br>April 1,<br>2025 | New<br>Minimum<br>Wage<br>Rates | 4 <sup>th</sup><br>Tranche<br>of Basic<br>Wage<br>Increase<br>Effective<br>June 1,<br>2025 | New<br>Minimum<br>Wage Rates |
|---------------------------------|-------------------------------------|--|---------------------------------|---|---------------------------------|---|---------------------------------|--|------------------------------|
| Non-<br>Agriculture             | P 403.00                            | P 14.00  | P 417.00                        | P 13.00   | -                               |   |                                 |  | P 430.00                     |
| Retail/Service<br>Establishment | P382.00                             | P 14.00  | P 396.00                        | P 14.00   | P410.00                         | P 10.00   | P 420.00                        | P10.00   |                              |
| Agriculture                     | P 382.00                            | P 14.00  | P 396.00                        | P 14.00   | -                               |   |                                 |  | P 410.00                     |



**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 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 Rule VII of the *Omnibus Rules*, 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 increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727*, as amended by *RA No. 8188*.


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

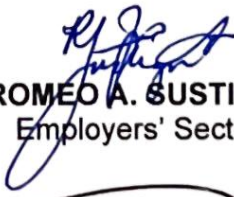
**APPROVED.** This 19<sup>th</sup> day of September, 2024.

Done in the City of Koronadal, Province of South Cotabato, Philippines.

  
**ALICE B. DUMA**  
Workers' Sector


  
**WARREN GREGORIO A. MANILAY**  
Employers' Sector

  
**ALFE H. SALDO**  
Workers' Sector

  
**ATTY. ROMEO A. SUSTIGUER, JR.**  
Employers' Sector

  
**PHLORITA A. RIDAO**  
Vice-Chairperson  
National Economic & Development Authority

  
**FLORA POLITUD-GABUNALES**  
Vice-Chairperson  
Department of Trade & Industry

  
**JOEL M. GONZALES**  
Chairperson  
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 01 day of October 2024  
Date of Effectivity: 17 day of October 2024