



WAGE ORDER NO. IVA-21

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-20 took effect on September 24, 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, 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 26, 2024 regular board meeting, decided to commence its minimum wage review, ***motu proprio***;

WHEREAS, on July 29, 2024, the Board caused the publication of the notice of public hearings in the Philippine Daily Inquirer;

WHEREAS, after due notice to all stakeholders, the Board conducted the following wage consultation and public hearings to assess and determine the propriety of issuing a new wage order;

DATE	VENUE
Consultation	
August 08, 2024	First Cavite Industrial Estate (FCIE), Dasmariñas City, Cavite
Public Hearings	
August 14, 2024 (Cavite, Laguna and Rizal cluster)	RSM Restaurant, Bacnotan Branch, Calamba City, Laguna
August 20, 2024 (Batangas and Quezon cluster)	Auravel Grande Hotel & Resort, San Pablo City, Laguna

WHEREAS, on August 06, 2024, the Board received a joint petition for minimum wage adjustment of Php750.00 filed by the Bukluran ng Manggagawang Pilipino (BMP), Metal Workers Alliance of the Philippines (MWAP) and National Federation of Labor Union-Kilusang Mayo Uno (NAFLU-KMU) et al, and said joint petition has been presented and discussed by the petitioners during the consultation and the two regional public hearings;

Debi 7.2024 *Secretary* *Thamie C. Agost*

WHEREAS, in setting the new minimum wage rates for private sector workers in the region, the Board considered the said petition and positions of affected sectors, the results of the regional public consultation and two regional public hearings which call for wage simplification, the prevailing socio economic indicators and criteria for wage setting such as the amount to restore the purchasing power of the peso, poverty threshold, comparability of wages vis-a-vis benchmark regions, the dispersal of industries across the region and recent policies, among others;

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

Section 1. Amount of Increase and Renaming of Area Nomenclature. Upon the effectivity of this Wage Order, the area nomenclatures shall be updated as specified below, and minimum wage workers in the private sector within the region shall receive the following daily minimum wage increase:

- A. The Growth Corridor Area composed of the Extended Metropolitan Area and the Component Cities and First-Class Municipalities shall then be collectively called “Component Cities and First-Class Municipalities”, with the following minimum wage increases:
 1. For the Extended Metropolitan Area:
 - a. P40.00 for the non-agriculture sector; and
 - b. P21.00 for the agriculture sector.
 2. For the Component Cities:
 - a. P41.00 (first tranche) and P20.00 (second tranche) for the non-agriculture; and
 - b. P21.00 for the agriculture sector.
 3. For the First-Class Municipalities:
 - a. P41.00 for the non-agriculture sector;
 - b. P40.00 (first tranche) and P35.00 (second tranche) for the agriculture sector; and
 - c. For the Municipality of Rosario, Cavite, P41.00 (first tranche) and P20.00 (second tranche) for the non-agriculture sector, and P40.00 (first tranche) and P35.00 (second tranche) for the agriculture sector.
- B. The Emerging Growth Areas shall then be called Second- and Third-Class Municipalities, with the following minimum wage increases:
 1. P25.00 for the non-agriculture sector; and
 2. P40.00 for the agriculture sector.
- C. The Resource-Based Areas shall then be called Fourth-, Fifth- and Sixth-Class Municipalities, with the following minimum wage increases:
 1. P35.00 (first tranche) and P30.00 (second tranche) for the non-agriculture; and
 3. P40.00 for the agriculture sector.
- D. Retail and Service Establishments Regularly Employing Not More Than 10 workers across all areas shall have an increase of P40.00.

Debi J. [Signature] Secretary *Thamie C. [Signature] Secretary*

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-20	Wage Order No. IVA-21			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of September 24, 2023	1st Tranche		2nd Tranche	
		Upon Effectivity		Effective April 01, 2025	
COMPONENT CITIES AND FIRST-CLASS MUNICIPALITIES (Previously Growth Corridor Area)					
Extended Metropolitan Area	520.00	40.00	560.00	-	560.00
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					
Component Cities	479.00	41.00	520.00	20.00	540.00
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	479.00	41.00	520.00	20.00	540.00
City of Tayabas, Lucena City					
First Class Municipalities					
Province of Cavite					
Rosario					
Province of Cavite					
Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Silang, Tanza					
Province of Laguna	479.00	41.00	520.00	-	520.00
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 (Montalban), San Mateo, Tanay					
Province of Quezon					
Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Sariaya, Tagkawayan, Tiaong					




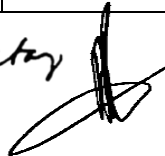
Covered Areas	Non-Agriculture									
	W.O. No. IVA-20	Wage Order No. IVA-21								
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage					
	as of September 24, 2023	1st Tranche		2nd Tranche						
		Upon Effectivity		Effective April 01, 2025						
SECOND AND THIRD CLASS MUNICIPALITIES (Previously Emerging Growth Area)										
Province of Cavite	425.00	25.00	450.00	-	450.00					
Maragondon, Noveleta										
Province of Laguna										
Alaminos, Bay, Calauan, Cavinti, Kalayaan, Lumban, Nagcarlan, Pagsanjan, Pila, Siniloan										
Province of Batangas										
Calatagan, Ibaan, Laurel, Lian, Lobo, Malvar, Padre Garcia, Taal, Talisay, Taysan, Tuy										
Province of Rizal										
Cardona, Morong, Teresa										
Province of Quezon	385.00	35.00	420.00	30.00	450.00					
Guinayangan, Lucban, Polilio, San Francisco (Aurora), San Narciso										
FOURTH, FIFTH & SIXTH CLASS MUNICIPALITIES (Previously Resource-Based Area)										
Province of Cavite						385.00	35.00	420.00	30.00	450.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez, Ternate										
Province of Laguna										
Famy, Liliw, Luisiana, Mabitac, Magdalena, Majayjay, Paete, Pakil, Pangil, Rizal, Santa Maria, Victoria										
Province of Batangas										
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy										
Province of Rizal										
Baras, Jala-Jala										
Province of Quezon	385.00	35.00	420.00	30.00	450.00					
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan										



Covered Areas	Agriculture		
	W.O. No. IVA-20	Wage Order No. IVA-21	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of September 24, 2023	Upon Effectivity	
SECOND AND THIRD CLASS MUNICIPALITIES <i>(Previously Emerging Growth Area)</i>	385.00	40.00	425.00
Province of Cavite			
Maragondon, Noveleta			
Province of Laguna			
Alaminos, Bay, Calauan, Cavinti, Kalayaan, Lumban, Nagcarlan, Pagsanjan, Pila, Siniloan			
Province of Batangas			
Calatagan, Ibaan, Laurel, Lian, Lobo, Malvar, Padre Garcia, Taal, Talisay, Taysan, Tuy			
Province of Rizal			
Cardona, Morong, Teresa			
Province of Quezon			
Guinayangan, Lucban, Polilio, San Francisco (Aurora), San Narciso			
FOURTH, FIFTH & SIXTH CLASS MUNICIPALITIES <i>(Previously Resource-Based Area)</i>			
Province of Cavite			
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez, Ternate			
Province of Laguna			
Famy, Liliw, Luisiana, Mabitac, Magdalena, Majayjay, Paete, Pakil, Pangil, Rizal, Santa Maria, Victoria			
Province of Batangas			
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy			
Province of Rizal			
Baras, 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			

Debi 7.200





Marissa C. Reyes

Covered Areas	Retail & Service Establishment Employing Not More Than 10 Workers		
	W.O. No. IVA-20	Wage Order No. IVA-21	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of September 24, 2023	Upon Effectivity	
Province of Cavite	385.00	40.00	425.00
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, Alitagtag, 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 (Montalban), 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 (Aurora), San Narciso, Sariaya, Unisan			






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*:

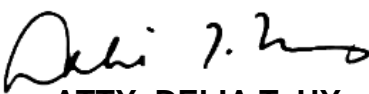
- a) Retail/Service Establishments regularly employing not more than ten (10) workers; and
- b) Establishments adversely affected by natural calamities and/or human-induced disasters.

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 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 10th day of September 2024 in Calamba City, Laguna.

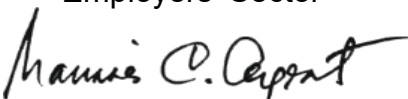

ENGR. PATROCINIO S. CAISIP
Workers' Sector

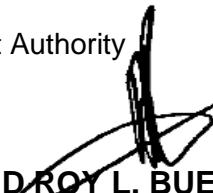

ATTY. DELIA T. UY
Employers' Sector


ENGLEBERT C. LASANG
Workers' Sector

(VACANT)
Employers' Sector


RD CARMEL P. MATABANG
Vice-Chairperson
National Economic & Development Authority


RD MARISSA C. ARGENTE
Vice-Chairperson
Department of Trade & Industry


RD ROY L. BUENAFE
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

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