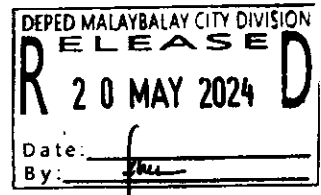




Republic of the Philippines
Department of Education
REGION X- NORTHERN MINDANAO
DIVISION OF MALAYBALAY CITY

DA 2024-05-025



DIVISION ADVISORY
No. 025 series of 2024

To: Assistant Schools Division Superintendent
Chief Education Supervisors, CID and SGOD
Public Elementary and Secondary School Heads
All Others Concerned
This Division

From:  **CHERRY MAE L. REYES, PhD., CESO V**
Schools Division Superintendent

Date: May 15, 2024

Subject: **ADOPTION OF WAGE ORDER NO. RX-22 (Providing for Minimum Wage Rate Increase for the Private Sector in Region-X)**

1. Relative to WAGE ORDER NO. RX-22 published on December 26, 2023 at Mindanao Daily which took effect on January 11, 2024, school heads in all public schools are hereby advised to adopt and incorporate the latest minimum wage increase in the preparation of their respective proposed program of works to cover the labor costs and other manpower services.
2. Immediate and wide dissemination of this advisory is hereby directed.

Encl:

Wage Order No. RX-22



Address: Sayre Hi-way, Purok 6, Casisang, Malaybalay City
Telefax No.: 088-314-0094; Telephone No.: 088-813-1246
Email Address: malaybalay.city@deped.gov.ph



Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO
DIVISION OF MALAYBALAY CITY

CERTIFICATION

This is to certify that pursuant to the latest issued Wage Order NO. RX-22 regarding the Minimum Wage Rate Increase of the Department of Labor and Employment, National Wages and Productivity Commission, Regional Tripartite Wages and Productivity Board - Region X as of January 11, 2024, this office will consider and adopt the latest wage increase to cover the labor cost and other manpower services incorporated in the schools and division office as required and prescribed.

Thus, the setting of the minimum wage within the City of Malaybalay in reference to the Latest Standard Labor Rates of the Department of Labor and Employment and other references hereby attached.



CHERRY MAE L. REYES, PhD., CESO V
Schools Division Superintendent



Address: Sayre Hi-way, Purok 6, Casisang, Malaybalay City
Telefax No.: 088-314-0094; Telephone No.: 088-813-1246
Email Address: malaybalay.city@deped.gov.ph



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Office No. X
Bukidnon Provincial Field Office

2024-92650
DEPED MALAYBALAY CITY DIVISION
RECEIVED
APR DATE: 17-2024 Time: 11:15
By: 
April 17, 2024

CHERRY MAE L. REYES, PhD., CESO V
Schools Division Superintendent
Department of Education
Region-X Northern Mindanao
Division of Malaybalay City, Bukidnon

Dear **Dr. Reyes**

Greetings of peace and joy!

This pertains to your request for an official copy of the new classification Wage Category-Minimum Wage in Region-X specifically in Malaybalay City for private sector and domestic workers in Region-X.

Please be informed that:

- a. The Board issued Wage Order No. RX-22 (Providing for Minimum Wage Rate Increase for the Private Sector in Region-X) published on December 26, 2023 at Mindanao Daily. The order will become effective after (15) days from publication or on January 11, 2024.
- b. There is an increase of a **THIRTY-THREE (Php33.00)** in the daily minimum wage of all covered workers which will be given in two (2) tranches. An initial increase of **TWENTY-THREE PESOS (Php23.00)** on their daily minimum wage effective January 11, 2024 and an additional **TEN PESOS (Php10.00)** on their daily minimum wage, effective July 1, 2024.

Attached are the printed copies of Wage Order RX-22 for your reference.

We do hope that we have shed light on your request.

Thank you very much and more power.

Very truly yours,


RAUL L. VALMORES
Provincial Head





WAGE ORDER NO. RX-22

**PROVIDING FOR MINIMUM WAGE RATE
 INCREASE FOR THE PRIVATE SECTOR IN REGION - X**

WHEREAS, the Regional Tripartite Wages and Productivity Board - X is mandated under *Republic Act 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. RX- 21 took effect on June 18, 2022;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, 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 May 24, 2023, *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 and a public hearing to assess and determine the propriety of issuing a new wage order;

Activity	Date	Coverage	Venue
Wage Consultations	October 16, 2023	Provinces of Misamis Oriental & Camiguin	Eastland Hotel, Gingoog City
	October 17, 2023	Province of Lanao del Norte	Online via Zoom
	November 6, 2023	Province of Misamis Occidental	Online via Zoom
	November 28, 2023	Province of Bukidnon	People's Hall, City Hall, Malaybalay City
Public Hearing	December 15, 2023	Region-wide	Cagayan de Oro City

WHEREAS, in setting the minimum wage, the Board has to consider the various criteria under *Republic Act No. 6727*, as well as the procedures laid down in the *Omnibus Rules on Minimum Wage Determination*;

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

- a. Based on the current Consumer Price Index (CPI) in Region X (October 2023), the average inflation rate from the effectivity of the last wage increase from 18 June 2022 up to October 2023 is 6.5%;
- b. The annual inflation rate for the year 2022 and 2023 are 5.8% and 6.2% respectively;
- c. The 2021 Full Year Philippine Statistics Authority (PSA) Poverty Survey for a family of five (5) in Region X had a poverty threshold of PhP12,015 per month.

- d. During the wage deliberation of the previous wage order last May 2022, the Full Year 2021 Poverty Survey Result was not yet available, hence, the Board considered the latest available PSA 2021 First Semester Survey Result with poverty threshold for a family of 5, in the amount of Php 11,280;
- e. The average household size in Region X per latest data from PSA is 4.2;
- f. Employed persons in Region X as of full-year 2022 and July 2023 are estimated at 2.341 million and 2.057 million, respectively;
- g. Labor Productivity at Constant 2018 Prices in 2022 for Region X was at Php 399,476 about 4.9 percent higher than the 2021 figure of Php380,968;
- h. 2022 Investments in Region X increased compared to 2021:
 - i. SEC-registered investment decreased by 2.7 percent, but Value of BOI-registered investment increase by 21 percent;
 - ii. Number of Business Name Registered (BNR) of DTI increased by 7 percent and value of investment was higher by 5.2 percent; and
 - iii. Number of Cooperatives expanded by 5.12 percent and paid-up capital increased by 18.97 percent.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-X 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 **Thirty Three Pesos (Php 33.00)** increase per day to be given in two (2) tranches.

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

SECTOR	WAGE CATEGORY	CURRENT MINIMUM WAGE RATE	WAGE INCREASE		NEW MINIMUM WAGE RATE
			1 st Tranche <i>Upon Effectivity</i>	2 nd Tranche <i>July 1, 2024</i>	
Non-Agriculture	Wage Category I	405	23	10	438
	Wage Category II	390	23	10	423
Agriculture	Wage Category I	393	23	10	426
	Wage Category II	378	23	10	411

WAGE CLASSIFICATION
WAGE CATEGORY I <i>Cities of Cagayan de Oro, Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait</i>
WAGE CATEGORY II <i>Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, Balingasag and all other areas not covered under the above categories</i> <i>All Retail and Service Establishments employing not more than ten (10) workers</i>

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. Freedom to Bargain. This Order shall not prevent Organized and Unorganized Establishment, from bargaining for higher wages and/or benefits with their respective employers.

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 21st day of December, 2023.


Done in Cagayan de Oro City, Philippines.


DIR. MYLAH FAYE AURORA B. CARIÑO
Vice Chairperson, RTWPB-X/
Regional Director NEDA-X



MR. ARSENIO L. SEBASTIAN III
Management Representative, PIE-MO


MS. VIVIEN M. LAWANSA
Management Representative, PMAP


DIR. ERMEDIO J. ABANG
Vice Chairperson, RTWPB-X/
Regional Director DTI-X


MR. MILBERT M. MACARAMBON
Labor Representative, AWATU TUCP


MR. LIMUEL R. OLIVERIO
Labor Representative, MALTU


DIR. ERWIN N. AQUINO
Chairperson, RTWPB-X/
Regional Director DOLE-X



WAGE ORDER NO. RBX-DW-04

**PROVIDING FOR MINIMUM WAGE RATE
 INCREASE FOR DOMESTIC WORKERS IN REGION - X**

WHEREAS, Section 24 of *Republic Act No. 10361, otherwise known as the Domestic Workers Act or Batas Kasambahay*, mandated the Regional Tripartite Wages and Productivity Board to review, and if proper, determine and adjust the minimum wage rates of domestic workers;

WHEREAS, the current Wage Order No. **RBX-DW-03** took effect on June 18, 2022;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, 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 May 24, 2023, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate for domestic workers;

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

Activity	Date	Coverage	Venue
Wage Consultation	October 16, 2023	Provinces of Misamis Oriental & Camiguin	Eastland Hotel, Gingoog City
	October 17, 2023	Province of Lanao del Norte	Online via Zoom
	November 6, 2023	Province of Misamis Occidental	Online via Zoom
	November 28, 2023	Province of Bukidnon	People's Hall, City Hall, Malaybalay City
Public Hearing	December 15, 2023	Region-wide	Cagayan de Oro City

WHEREAS, after a thorough review and evaluation of the results of the consultations and public hearing, existing socio-economic conditions in the region, the needs of the domestic workers and their families, as well as the employer's capacity to pay, the Board deemed it necessary to increase the prevailing minimum wage rates for domestic workers;

NOW THEREFORE, by virtue of the power and authority vested under *RA No. 10361*, RTWPB-X hereby issues this Wage Order.

Section 1. New Minimum Wage Rates. Upon effectivity of this Wage Order, the new monthly minimum wage of domestic workers in the Region shall be as follows:

[Handwritten signature]

Area/Location	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Chartered Cities and First Class Municipalities	Php 4,500	Php 500	Php 5,000
Other Municipalities	Php 3,500	Php 1,500	

Section 2. Coverage. This Wage Order shall apply to all domestic workers, whether on a live-in or live-out arrangement, such as but not limited to:

- (a) General househelp;
- (b) Yaya;
- (c) Cook;
- (d) Gardener;
- (e) Laundry person; and
- (f) Any person who regularly performs domestic work in one household on an occupational basis.

The following are not covered:

- (a) Service providers;
- (b) Family drivers;
- (c) Children under foster family arrangement, and are provided access to education and given an allowance incidental to education; and
- (d) Any other person who performs work occasionally or sporadically and not on an occupational basis.

Section 3. Payment of Wages. The wages of the domestic worker shall be paid in cash at least once a month. No deductions shall be made other than those mandated by law.

Section 4. Application to Private Employment Agencies (PEAs). In the case of hiring/contracting of domestic workers services through licensed PEAs, the wage rate prescribed in this Order shall be borne by the principals or clients of the PEAs and the contract shall be deemed amended accordingly. In the event that the principals or clients fail to pay the prescribed wage rate, the PEAs shall be jointly and severally liable with the principal or client.

Section 5. Non-Applicability of Exemption. This Wage Order does not allow any exemption.

Section 6. Competency- Based Pay. Household employers and their domestic workers may voluntary and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

Section 7. Penal Provision. Any person who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under Republic Act No. 10361 and its Implementing Rules and Regulations, shall be dealt with in accordance with the said law, and such other laws as may be deemed applicable.


Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.


Handwritten signature


APPROVED. This 21st day of December, 2023.

Done in Cagayan de Oro City, Philippines.


DIR. MYLAH FAYE AURORA B. CARIÑO
Vice Chairperson RTWPB-X/
Regional Director NEDA-X

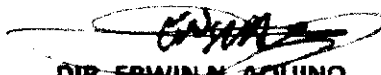

MR. ARSENIO L. SEBASTIAN III
Management Representative, PIE-MO


MS. VIVIEN M. LAWANSA
Management Representative, PMAP


DIR. ERMEDIO J. ABANG
Vice Chairperson RTWPB-X/
Regional Director DTI-X


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Labor Representative, AWATU TUCP


MR. LIMUEL R. OLIVERIO
Labor Representative, MALTU



DIR. ERWIN N. AQUINO
Chairperson, RTWPB-X
Regional Director DOLE-X




WAGE ORDER NO. RX-22

Providing for Minimum Wage Rate Increase for the Private Sector in Region X

NON-AGRICULTURE

 CLASSIFICATION	Minimum Wage Rate Under WO RX-21	1ST TRANCHE Effectivity on January 11, 2024		2ND TRANCHE Effectivity on July 1, 2024	
		INCREASE	New Minimum Wage Rate	INCREASE	New Minimum Wage Rate
WAGE CATEGORY 1	P405	P23	P428	P10	P438
WAGE CATEGORY 2	P390	P23	P413	P10	P423

AGRICULTURE

 CLASSIFICATION	Minimum Wage Rate Under WO RX-21	1ST TRANCHE Effectivity on January 11, 2024		2ND TRANCHE Effectivity on July 1, 2024	
		INCREASE	New Minimum Wage Rate	INCREASE	New Minimum Wage Rate
WAGE CATEGORY 1	P393	P23	P416	P10	P426
WAGE CATEGORY 2	P378	P23	P401	P10	P411

CLASSIFICATION

WAGE CATEGORY 1	Cities of Cagayan de Oro , Iligan, Malaybalay, Valencia, Gingoog, El Salvador, Ozamiz, and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich and Lugait
WAGE CATEGORY 2	Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, Balingasag and all other areas not covered under the above categories. All Retail and Service Establishments employing not more than ten (10) workers.



RTWPB Region 10



**2/F Trinidad Bldg
 Corrales St-Cor. Yacap
 St., Cagayan de Oro City**





Frequently Asked Questions

on the Minimum Wage Increase for the Private Sector in Region 10

1. IS THERE A NEW WAGE ORDER ISSUED AND WHEN WILL TAKE IT EFFECT?

- The Board issued Wage Order No. RX-22 (Providing for Minimum Wage Rate Increase for the Private Sector in Region X) published on December 26, 2023 at Mindanao Daily. The Order will become effective after fifteen (15) days from publication or on January 11, 2024.

2. HOW MUCH IS THE NEW MINIMUM WAGE INCREASE?

- There is an increase of **THIRTY THREE (Php 33.00)** in the daily minimum wage of all covered workers which will be given in two (2) tranches. An initial increase of **TWENTY THREE PESOS (Php 23.00)** on their daily minimum wage effective January 11, 2024 and an additional **TEN PESOS (Php 10.00)** on their daily minimum wage, effective July 1, 2024.

CLASSIFICATION	MINIMUM WAGE UNDER WO RX-21	NON-AGRICULTURE			
		1st TRANCHE		2nd TRANCHE	
		INCREASE	NEW MINIMUM WAGE RATE	INCREASE	NEW MINIMUM WAGE RATE
Wage Category I	P405	P23	P428	P10	P438
Wage Category II	P390	P23	P413	P10	P423

CLASSIFICATION	MINIMUM WAGE UNDER WO RX-21	AGRICULTURE			
		1st TRANCHE		2nd TRANCHE	
		INCREASE	NEW MINIMUM WAGE RATE	INCREASE	NEW MINIMUM WAGE RATE
Wage Category I	P393	P23	P416	P10	P426
Wage Category II	P378	P23	P401	P10	P411

3. WHAT ARE THE WAGE CATEGORIES?

Wage Category I	Cities of Cagayan de Oro, Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich and Lugait.
Wage Category II	Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, Balingasag and all other areas not covered under the above categories. All retail and service establishments employing not more than ten (10) workers.

4. HOW DO WE APPLY THE NEW MINIMUM WAGE RATE TO THE WAGE CATEGORIES?

- An employee will apply the new wage rate in the wage category where he/she is working.
- Retail and Service establishments employing ten (10) workers or less, regardless where located shall apply the rate under Wage Category II.

5. WHAT IS THE APPLICABLE MINIMUM WAGE FOR MOBILE AND BRANCH WORKERS? AND THOSE WORKERS WHO TRANSFER TO OTHER REGIONS?

- Mobile Workers.** The minimum wage rates of those workers who by the nature of their work has to travel from one place to another are those in the domicile or head office of the employer.
- Branch Workers.** The minimum wage rate of those working in branches or agencies of establishments are those applicable in the place where they are stationed.
- Transfer.** The transfer of personnel to areas outside Region X shall not be a valid ground for the reduction of the wage being enjoyed by the worker prior to such transfer. The workers transferred to other regions with higher wage rates shall be entitled to the wage rate applicable on that region.

6. WHO ARE COVERED BY THE NEW MINIMUM WAGE INCREASE?

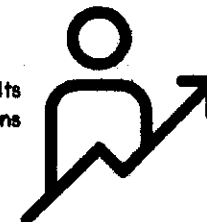
- It covers all minimum wage earners in the Private Sector in Region X, regardless of their position, designation or status of employment and irrespective of the method by which their wages are paid.

7. WHO ARE EXCLUDED FROM THE COVERAGE OF THE NEW MINIMUM WAGE RATES?

- Family Drivers** - their wages shall be governed by the contractual arrangements with the households they are rendering service pursuant to the Civil Code of the Philippines.
- Domestic Workers or Kasambahays** - under Batas Kasambahay Act (RA 10361)
- Workers of Barangay Micro Business Enterprises (BMBEs)** registered under Ga Negosyo Act (RA 9178)

8. WILL THERE BE AN IMPLEMENTING RULES AND REGULATIONS (IRR) ISSUED?

- Under RA 6727, the wage order issued by the Board is effective after 15 days from its publication, there is no need for the issuance of an implementing rules and Regulations (IRR) for the wage order to be implemented.



WAGE DISTORTION

9. WHAT WILL HAPPEN TO EMPLOYEES WHO ARE NOT MINIMUM WAGE EARNERS BUT WHOSE SALARIES WILL BE AFFECTED IN THE IMPLEMENTATION OF THE WAGE INCREASE?

- Wage Distortion happens when an increase in prescribed wage rates results in the elimination or severe contraction of intentional quantitative differences in wage or salary rates between and among employee groups in an establishment as to effectively obliterate the distinctions embodied in such wage structure based on skills, length of service or other logical bases of differentiation.
- For organized establishments, the employer and union shall negotiate to correct the distortions; any dispute, shall be resolved through grievance procedure and if unresolved, through voluntary arbitration. For unorganized establishments, the employer and workers shall endeavor to correct the wage distortions, any dispute shall be subject to mandatory conciliation-mediation of the NCMB and if remained unsolved, through voluntary arbitration.

- There are suggested formulas for reference in resolving the distortion.

Example: **Wage Distortion Adjustment under PINEDA Formula**

$$\frac{\text{Minimun Wage under Wage Order RX 21}}{\text{Wage of Employee}} = \text{Mandated Wage Increase under Wage Order RX 22}$$

WAGE EXEMPTION

10. CAN EMPLOYERS APPLY FOR WAGE EXEMPTION?

- Upon application and as determined by the Board, employers may apply for wage exemption under these two exemptible category:

RETAIL/SERVICE ESTABLISHMENTS REGULARLY EMPLOYING NOT MORE THAN TEN (10) WORKERS

Exemption may be granted if it is engaged in the retail sale of goods and/or services to end users for personal or household use. For purposes of this rule, regular shall mean that an establishment is employing not more than 10 workers for an aggregate of at least six (6) months in a calendar year.

ESTABLISHMENTS ADVERSELY AFFECTED BY NATURAL CALAMITIES AND/OR HUMAN INDUCED DISASTERS

- The establishment must be located in an area covered by a Declaration of State of Calamity issued pursuant to Sec. 16 of RA 10121 or the PDRRMA;
- The calamity must have occurred within six (6) months prior to the effectivity of the WO. Where the calamity occurred during the life of the WO, establishments may still apply for exemption but only with respect to tranches that are yet to be implemented, if any;

11. HOW DO THEY APPLY FOR WAGE EXEMPTION?

- Applications shall be filed not later than seventy-five (75) days from the date of publication of Wage Order RX 22, or from the date of declaration of calamity, as the case may be.

HOW : File a verified application in person, by mail or e-mail

WHERE: RTWPB-X or DOLE Regional or Provincial/City Field Office

WHEN : Not later than 75 days from publication of wage order or until **March 10, 2024**.

12. WHAT ARE THE CRITERIA TO QUALIFY FOR WAGE EXEMPTION?

Documentary Requirements:

1. Affidavit of Undertaking (Annex J) of the employer stating the following:

- Number of its employees and the duration of their employment;
- The fact that it notified its workers of its action to apply for exemption from payment of wage increase;
- The fact that it is compliance with the previous WO No. RX 21;
- That in case the application is not granted, the employees shall receive the appropriate increase plus interest of 1% per month retroactive to the effectivity of the wage order.

2. Certified True Copy of the business Permit for the current year issued by the LGU

3. Proof of Notice of Filing of Wage Exemption application serve to the worker's president (if unionized) or signed by the workers (if not unionized).

4. Certificate of No Pending Case issued by DOLE-X Regional Office

5. Audited Financial Statement or the Income Tax Return with verified financial report, whichever is applicable to the applicant.

6. The Board may require submission of other pertinent documents to support the application.

Documentary Requirements:

1. Affidavit of Undertaking (Annex K) of the employer stating the following:

- Amount of losses/damages suffered;
- List of properties damaged/lost together with its estimated valuation;
- The fact that it notified its workers of its action to apply for exemption from payment of wage increase;
- The fact that it is compliant with the previous WO No. RX 21;
- That in case the application is not granted, the employees shall receive the appropriate increase plus interest of 1% per month retroactive to the effectivity of the wage order;
- That in case of a pandemic, state the nature of business and the impact of pandemic on business operations.

2. Pictures of damaged business property, if applicable.

3. Certified True Copy of the business Permit for the current year issued by the LGU

4. Certificate of Registration issued by the appropriate government agency.

5. Certificate of No Pending Case issued by DOLE-X Regional Office

6. Proof of Notice of Filing of Wage Exemption application serve to the worker's president (if unionized) or signed by the workers (if not unionized).

7. The Board may require submission of other pertinent documents to support the application.

13. WHAT IS THE EXTENT AND DURATION OF THE WAGE EXEMPTION?

- **If granted**, a full exemption of one (1) year from the effectivity of the Wage Order, after meeting all the criteria and as determined by the Board.
- **If disapproved**, workers shall be paid the mandated wage increase from the date of effectivity of the Wage Order plus interest of 1% per month retroactive to the effectivity of the Wage Order.





Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
CENTRAL OFFICE
Manila



0977.7 DPWH

01-10-2024

January 08, 2024

MEMORANDUM

FOR : **All Regional Directors**
This Department

SUBJECT : **Standard Labor Rates for DPWH Regional/District Engineering Offices as of December 2023**

Forwarded herewith is a copy of Standard Labor Rates for DPWH Regional/District Engineering Offices as of December 2023, as evaluated and generated by the Central Office Technical Working Group (COTWG) of the Bureau of Construction and approved by the undersigned, to be used as reference by your respective Regional and District Engineering Offices in the preparation/review of Program of Works (POWs), Approved Budget for the Contract (ABC), and Variation Orders for DPWH Infrastructure Projects.

For the Regional Director's information and guidance.


ALLAN S. BORRROMEO, CESO III
Director, Bureau of Construction

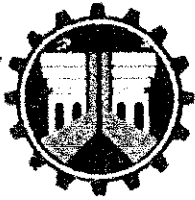
6.1.1 PDF|JAM|JTS
01082024 January 2024 Standard Labor Rates.docx

Website: <https://www.dpwh.gov.ph>
Tel. No(s): 5304-3000 / (02) 165-02



ISO 9001

20 2024/2



Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
CENTRAL OFFICE
Manila



January 04, 2024

MEMORANDUM

FOR : Director **ALLAN S. BORROMELO, CESO III**
Bureau of Construction

THRU : OIC - Assistant Director **MELROSE I. PAILMA**
Bureau of Construction

SUBJECT : **Standard Labor Rates for DPWH Regional/District Engineering Offices as of December 2023**

Forwarded herewith for your approval is the Standard Labor Rates for the DPWH Regional/District Engineering Offices as of December 31, 2023, as evaluated and generated by the Central Office Technical Working Group (COTWG) of the Bureau of Construction to be used as reference by the respective Regional and District Engineering Offices in the preparation/review of Program of Works (POW), Approved Budget for Contract (ABC), and Variation Orders (VO) for DPWH Infrastructure Projects.

For your information and further instruction.


JOEL T. SUROT
Engineer V, Pre-Construction Division
Bureau of Construction

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SCHEDULE OF LABOR RATES AS OF DECEMBER 2023

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
1. Bukidnon 1st									
Cabanglasan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Impasug-ong	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Lantapan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
San Fernando	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Malaybalay City	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Valencia Cty	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	110.59	101.45	92.31	92.31	86.00	79.80	79.80	73.71	61.53
2. Bukidnon 2nd									
Damulog	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Dangcagan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Don Carlos	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kadingilan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kibawe	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kitaotao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Maramag	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Quezon	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	110.25	101.14	92.02	92.02	85.71	79.55	79.55	73.48	61.33
3. Bukidnon 3rd									
Baungon	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kalilangan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Libona	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Malitbog	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Manolo Fortich	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10

SCHEDULE OF LABOR RATES AS OF DECEMBER 2023

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Pangantucan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sumilao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Talakag	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Average Rate	109.74	100.67	91.59	91.59	85.26	79.18	79.18	73.13	61.03
4. Cagayan De Oro City 1st									
Cagayan De Oro City (1st District)	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
5. Cagayan De Oro City 2nd									
Cagayan De Oro City (2nd District)	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
6. Camiguin									
Catarman	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Guinsiliban	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Mahinog	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Mambajao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sagay	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Average Rate	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
7. Lanao Del Norte 1st									
Baloi	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kapatagan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Lala	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Magsaysay	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Matungao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Munai	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74

SCHEDULE OF LABOR RATES AS OF DECEMBER 2023

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Nunungan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Pantao-Ragat	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Pantar	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Poona-Piagapo	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Salvador	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sapad	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sultan Naga Dimaporo (Karomat)	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Tagoloan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Tangcal	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Average Rate	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
8. Lanao Del Norte 2nd									
Bacolod	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Baroy	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kauswagan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kolambugan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Linamon	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Maigo	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Tubod	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Iligan City	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	109.74	100.67	91.59	91.59	85.26	79.18	79.18	73.13	61.03
9. Misamis Occidental 1st									
Aloran	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Baliangao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Calamba	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74

SCHEDULE OF LABOR RATES AS OF DECEMBER 2023

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Concepcion	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Jimenez	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Lopez Jaena	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Panaon	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Plaridel	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sapang Dalaga	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Oroquieta City	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Average Rate	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
10. Misamis Occidental 2nd									
Bonifacio	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Clarin	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Don Victoriano Chlongbian	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sinacaban	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Tudela	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Ozamis City	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Tangub City	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Average Rate	109.81	100.73	91.66	91.66	85.33	79.23	79.23	73.18	61.07
11. Misamis Oriental 1st									
Balingasag	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Balingoan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Binuangan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Kinoguitan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Lagonglong	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Magsaysay (Linugos)	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74

SCHEDULE OF LABOR RATES AS OF DECEMBER 2023

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Medina	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Salay	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Sugbongcogon	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Talisayan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Gingog City	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	109.60	100.54	91.48	91.48	85.14	79.07	79.07	73.03	60.95
12. Misamis Oriental 2nd									
Alubijid	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Claveria	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
El Salvador	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Gitagum	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Initao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Jasaan	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Laguindingan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Libertad	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Lugait	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Manticao	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Naawan	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Opoi	109.23	100.20	91.16	91.16	84.82	78.80	78.80	72.78	60.74
Tagoloan	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Villanueva	113.31	103.96	94.60	94.60	88.37	81.81	81.81	75.57	63.10
Average Rate	110.68	101.54	92.39	92.39	86.09	79.87	79.87	73.76	61.58
Regional Average Rate	110.13	101.02	91.92	91.92	85.60	79.46	79.46	73.39	61.26



Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
CENTRAL OFFICE
Manila

097.7 DPWH

07.05.2022

July 1, 2022

MEMORANDUM

FOR : **All Regional Directors**
This Department

SUBJECT : **Standard Labor Rates for DPWH Regional/District Engineering Offices**

Forwarded herewith is a copy of Standard Labor Rates for DPWH Regional/District Engineering Offices as of June 2022, as evaluated and generated by the Central Office Technical Working Group (COTWG) of the Bureau of Construction and approved by the undersigned, to be used as reference by your respective Regional and District Engineering Offices in the preparation/review of Program of Works (POW's), Approved Budget for the Contract (ABC) and Variation Order for DPWH Infrastructure Projects.

For the Regional Director's information and guidance.

ARISTARCO M. DOROY
OIC-Director, Bureau of Construction

SCHEDULE OF LABOR RATES AS OF JUNE 2022

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
1. Bukidnon 1st									
Cabanglasan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Impasug-ong	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Lantapan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
San Fernando	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Malaybalay City	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
Valencia City	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
2. Bukidnon 2nd									
Damulog	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Dangcagan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Don Carlos	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kadingilan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kibawe	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kitaotao	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Maramag	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
Quezon	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
3. Bukidnon 3rd									
Baungon	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kallangan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Libona	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Malitbog	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Manolo Fortich	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26

SCHEDULE OF LABOR RATES AS OF JUNE 2022

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Pangantucan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Sumilao	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Talakag	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
4. Cagayan De Oro City 1st									
Cagayan De Oro City (1st District)	108.34	99.38	90.42	90.42	84.15	78.18	78.18	72.20	60.26
5. Cagayan De Oro City 2nd									
Cagayan De Oro City (2nd District)	108.34	99.38	90.42	90.42	84.15	78.18	78.18	72.20	60.26
6. Camiguin									
Catarman	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Guinsiliban	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Mahinog	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Mambajao	104.08	95.44	86.71	86.71	80.95	75.19	75.19	69.43	58.12
Sagay	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
7. Lanao Del Norte 1st									
Baloi	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kapatagan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Lala	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Magsaysay	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Matungao	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Munai	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91

SCHEDULE OF LABOR RATES AS OF JUNE 2022

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Nunungan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Pantao-Ragat	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Pantar	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Poona-Piagapo	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Salvador	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Sapad	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Sultan Naga Dimaporo (Karomat)	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Tagoloan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Tangcal	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Average Rate	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
8. Lanao Del Norte 2nd									
Bacolod	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Baroy	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kauswagan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kolambugan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Linamon	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Maigo	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Tubod	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Iligan City	108.34	99.38	90.42	90.42	84.15	78.18	78.18	72.20	60.26
Average Rate	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
9. Misamis Occidental 1st									
Aloran	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Baliangao	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Calamba	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91

SCHEDULE OF LABOR RATES AS OF JUNE 2022

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Concepcion	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Jimenez	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Lopez Jaena	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Panaon	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Plaridel	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Sapang Dalaga	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Oroquieta City	104.08	95.44	86.71	86.71	80.95	75.19	75.19	69.43	58.12
10. Misamis Occidental 2nd									
Bonifacio	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Clarin	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Don Victoriano Chiongbian	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Sinacaban	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Tudela	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Ozamis City	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
Tangub City	104.08	95.44	86.71	86.71	80.95	75.19	75.19	69.43	58.12
11. Misamis Oriental 1st									
Balingasag	104.08	95.44	86.71	86.71	80.95	75.19	75.19	69.43	58.12
Balingoan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Binuangan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Kinoguitan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Lagonglong	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Magsaysay (Linugos)	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91

SCHEDULE OF LABOR RATES AS OF JUNE 2022

DPWH - Region X

District Engineering Office Covered Locations	Manpower Labor Rate Per Hour								
	Foreman	Leadman	Equipment Operator			Driver	Labor		
			Heavy	High Skilled	Light Skilled		Skilled	Semi-Skilled	Unskilled
Medina	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Salay	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Sugbongcogon	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Talisayan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Gingog City	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
Regional Average Rate	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
12. Misamis Oriental 2nd									
Alubijid	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Claveria	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
El Salvador	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
Gitagum	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Initao	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Jasaan	108.34	99.38	90.42	90.42	84.15	78.18	78.18	72.20	60.26
Laguindingan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Libertad	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Lugait	106.34	97.53	88.72	88.72	82.75	76.88	76.88	71.00	59.26
Manticao	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Naawan	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Opol	104.08	95.44	86.71	86.71	80.95	75.19	75.19	69.43	58.12
Tagoloan	108.34	99.38	90.42	90.42	84.15	78.18	78.18	72.20	60.26
Villanueva	108.34	99.38	90.42	90.42	84.15	78.18	78.18	72.20	60.26
Regional Average Rate	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91
Regional Average Rate	102.28	93.79	85.21	85.21	79.55	73.89	73.89	68.23	56.91

WAGE ORDER NO. RBX-DW-03

PROVIDING FOR A MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION - X

WHEREAS, Section 24 of *Republic Act No. 10361, otherwise known as the Domestic Workers Act or Batas Kasambahay*, mandated the Regional Tripartite Wages and Productivity Board to review, and if proper, determine and adjust the minimum wage rates of domestic workers;

WHEREAS, the current Wage Order No. RBX-DW-02 took effect on 01 January 2020;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination*, and in the absence of any petition for a minimum wage adjustment filed, the Board decided to initiate wage review;

WHEREAS, after due notice to all stakeholders, the Board conducted virtual wage consultations on the following dates and venues to assess and determine the propriety of issuing a new wage order, to wit:

Date	Area	Venue
April 07, 2022	Misamis Oriental and Camiguin	Blended thru Zoom
April 12, 2022	Bukidnon	Blended thru Zoom
April 25, 2022	Misamis Occidental and Lanao del Norte	Blended thru Zoom

WHEREAS, the Board conducted its Regional Public Hearing for the Domestic Workers on May 11, 2022 at Grand Caprice Restaurant, Limketkai Drive, Cagayan de Oro City;

WHEREAS, after a thorough review and evaluation of the results of the consultation and public hearing, existing socio-economic conditions in the region, the needs of the domestic workers and their families, as well as the employer's capacity to pay, the Board deemed it necessary to increase the prevailing minimum wage rates for domestic workers.

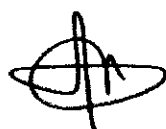
NOW THEREFORE, by virtue of the power and authority vested under *RA No. 10361*, RTWPB-X hereby issues this Wage Order.

Section 1. New Minimum Wage Rates. Upon effectivity of this Wage Order, the new monthly minimum wage of domestic workers in the Region shall be as follows:

Area/Location	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Cities and First Class Municipalities	Php 4,000.00	Php 500.00	Php 4,500.00
Other Municipalities	Php 3,000.00	Php 500.00	Php 3,500.00

Section 2. Coverage. This Wage Order shall apply to all domestic workers, whether on a live-in or live-out arrangement, such as but not limited to:

- (a) General househelp;
- (b) Yaya;
- (c) Cook;
- (d) Gardener;
- (e) Laundry person; and
- (f) Any person who regularly performs domestic work in one household on an occupational basis.



The following are not covered:

- (a) Service providers;
- (b) Family drivers;
- (c) Children under foster family arrangement; and
- (d) Any other person who performs work occasionally or sporadically and not on an occupational basis.

Section 3. Payment of Wages. The wages of the domestic worker shall be paid in cash at least once a month. No deductions shall be made other than those mandated by law.

Section 4. Application to Private Employment Agencies (PEAs). In the case of hiring/contracting of domestic workers services through licensed PEAs, the wage rate prescribed in this Order shall be borne by the principals or clients of the PEAs and the contract shall be deemed amended accordingly. In the event that the principals or clients fail to pay the prescribed wage rate, the PEAs shall be jointly and severally liable with his principal or client.

Section 5. Non-Applicability of Exemption. This Wage Order does not allow any exemption.

Section 6. Appeal to the Commission. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission (NWPC), through RTWPB-X, not later than ten (10) days from the publication of this Wage Order, subject to the provisions of *Rule V of the Omnibus Rules on Minimum Wage Determination*.

Section 7. Competency- Based Pay. Household employers and their domestic workers may voluntary and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

Section 8. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under Republic Act No. 10361 and its implementing Rules and Regulations, shall be dealt with in accordance with the said law, and such other laws as may be deemed applicable.

Section 9. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.


APPROVED. This 27th day of May, 2022.

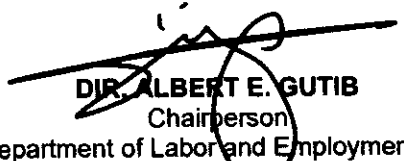
Done in Cagayan de Oro City, Philippines


MR. MILBERT M. MACARAMBON
Member, Workers' Sector


MR. ARSENILO L. SEBASTIAN III
Member, Employers' Sector


DIR. MYLAN FAYE AURORA B. CARIÑO
Vice-Chairperson
National Economic and Development Authority – X


DIR. ERMEDIO J. ABANG
Vice-Chairperson
Department of Trade and Industry – X


DIR. ALBERT E. GUTIB
Chairperson
Department of Labor and Employment - X

(For NWPC Secretariat)

Date of Publication: 2nd day of June 2022
Date of Effectivity: 18th day of June 2022

WAGE ORDER NO. RX-21

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION X

WHEREAS, the Regional Tripartite Wages and Productivity Board - X is mandated under **Republic Act 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. RX-20 took effect on 01 November 2018;

WHEREAS, pursuant to Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination, the Board decided to initiate wage review and in consideration of the petition for a minimum wage adjustment filed by the Trade Union Congress of the Philippines (TUCP) seeking for a Four Hundred Thirteen Pesos (Php 413.00) daily minimum wage increase for all workers in the private sector in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted virtual wage consultations on the following dates and venues to assess and determine the propriety of issuing a new wage order, to wit:

Date	Area	Venue
April 07, 2022	Misamis Oriental and Camiguin	Blended thru Zoom
April 12, 2022	Bukidnon	Blended thru Zoom
April 25, 2022	Misamis Occidental and Lanao del Norte	Blended thru Zoom

WHEREAS, the Board conducted its Regional Public Hearing for the Formal Establishments workers on May 11, 2022 at Grand Caprice Restaurant, Limketkai Drive, Cagayan de Oro City;

WHEREAS, in setting the minimum wage, the Board has to consider the various criteria under Republic Act No. 6727, as well as the guidelines on the Two-Tiered Wage System;

WHEREAS, in consonance with Section 2 of NWPC Guidelines No. 03, series of 2020, otherwise known as the Omnibus Rules on Minimum Wage Determination, the Board shall simplify the minimum wage structure, to wit:

OLD CLASSIFICATION	NEW CLASSIFICATION (Effective December 16, 2022)
WAGE CATEGORY I Cities of Cagayan de Oro and Iligan, and the Municipalities of Tagoloan, Villanueva, and Jasaan	WAGE CATEGORY I Cities of Cagayan de Oro, Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait
WAGE CATEGORY II Cities of Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz, and the Municipalities of Opol, Maramag, Quezon, Manolo Fortich, and Lugait	WAGE CATEGORY II Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, and Balingasag
WAGE CATEGORY III Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, and Balingasag	WAGE CATEGORY II Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, Balingasag, and all other areas not covered under the above categories
WAGE CATEGORY IV All other areas not covered under the above categories	WAGE CATEGORY II Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, Balingasag, and all other areas not covered under the above categories
All Retail and Service Establishments employing not more than ten (10) workers	All Retail and Service Establishments employing not more than ten (10) workers

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

- Based on the current Consumer Price Index (CPI) in Region X (April 2022), the average inflation rate from the effectivity of the last wage increase from 01 November 2018 up to April 2022 is 3.4 percent;
- The regional poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2021 is in the amount of Php 11,920;
- Employed persons as of full year 2021 and January 2022 are estimated at 2.291 million and 2.088 million, respectively;

- d. Labor Productivity at Constant 2018 Prices in 2020 for Region X was at Php 389,805 about 0.14 percent higher than the 2019 figure of Php 389,241;
- e. 2021 investments in the Region X increased compared to 2020:
- Number and value of SEC-registered investment increased by 81.18 percent and 64.27 percent, respectively;
 - Number of business name registered (BNR) of DTI increased by seven (7%) percent and value of investment was higher by 5.19 percent; and
 - Number of cooperatives expanded by 5.12 percent and paid-up capital increased by 11.78 percent.

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

Section 1. New Minimum Wage Rates. The new daily minimum wage rates in Region - X shall be as follows:

NON-AGRICULTURE						
OLD CLASSIFICATION	MWR UNDER W.O. RX-20	1 ST TRANCHE <i>Upon Effectivity of W.O. RX- 21</i>		NEW CLASSIFICATION	2 ND TRANCHE <i>Effective on December 16, 2022</i>	
		INCREASE	NEW MINIMUM WAGE RATE		INCREASE	NEW MINIMUM WAGE RATE
WAGE CATEGORY I Cities of Cagayan de Oro and Iligan, and the Municipalities of Tagoloan, Villanueva, and Jasaan	365.00	25.00	390.00	WAGE CATEGORY I Cities of Cagayan de Oro and Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait	15.00	405.00
WAGE CATEGORY II Cities of Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz, and the Municipalities of Opol, Maramag, Quezon, Manolo Fortich, and Lugait	358.00	25.00	383.00		22.00	
WAGE CATEGORY III Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, and Balingasag	350.00	25.00	375.00	WAGE CATEGORY II Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, and Balingasag, and all other areas not covered under the above categories.	15.00	390.00
WAGE CATEGORY IV All other areas not covered under the above categories	343.00	25.00	368.00		22.00	
All Retail and Service Establishments employing not more than ten (10) workers						

AGRICULTURE						
OLD CLASSIFICATION	MWR UNDER W.O. RX-20	1 ST TRANCHE <i>Upon Effectivity of W.O. RX- 21</i>		NEW CLASSIFICATION	2 ND TRANCHE <i>Effective on December 16, 2022</i>	
		INCREASE	NEW MINIMUM WAGE RATE		INCREASE	NEW MINIMUM WAGE RATE
WAGE CATEGORY I Cities of Cagayan de Oro and Iligan, and the Municipalities of Tagoloan, Villanueva, and Jasaan	353.00	25.00	378.00	WAGE CATEGORY I Cities of Cagayan de Oro and Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait	15.00	393.00
WAGE CATEGORY II Cities of Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz, and the Municipalities of Opol, Maramag, Quezon, Manolo Fortich, and Lugait	346.00	25.00	371.00		22.00	







WAGE CATEGORY III Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, and Balingasag	338.00	25.00	363.00	WAGE CATEGORY II Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, and Balingasag, and all other areas not covered under the above categories.	15.00	378.00
WAGE CATEGORY IV All other areas not covered under the above categories						
All Retail and Service Establishments employing not more than ten (10) workers	331.00	25.00	356.00	All Retail and Service Establishments employing not more than ten (10) workers	22.00	

Section 2. 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 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 RA 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 27th day of May, 2022.


Done in Cagayan de Oro City, Philippines.


MR. MILBERT M. MACARAMBON
Member, Workers' Sector


MR. ARSENIO L. SEBASTIAN III
Member, Employers' Sector


DIR. MYLAH FAYE AURORA B. CARIÑO
Vice-Chairperson
National Economic and Development Authority – X


DIR. ERMEDIO J. ABANG
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DIR. ALBERT E. GUTIB
Chairperson
Department of Labor and Employment - X

(For NWPC Secretariat)

Date of Publication: 2nd day of June 2022
Date of Effectivity: 18th day of June 2022