



WAGE ORDER NO. NCR-25

PROVIDING FOR A MINIMUM WAGE INCREASE IN THE NATIONAL CAPITAL REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board – National Capital Region 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. NCR-24 took effect on July 16, 2023;

WHEREAS, the Board received several wage petitions filed by various labor groups seeking for minimum wage increase for all workers in the private sector in the Region, to wit:

Petitioners	Date of Filing & Receipt	Proposed Amount of Increase
1. Unity for Wage Increase Now (UWIN)	May 24, 2024	P597.00
2. St. Lukes Medical Center Employees' Association (SLMCEA), The Medical City Employees' Association (TMCEA), St. Luke's Medical Center Global City Employees' Union Independent (SLMC(GC)EUI), and Manila Doctors Hospital Employees' Association (MDHEA)	June 18, 2024	P750.00
3. Pasig Labor Alliance for Democracy and Development (PALAD)	June 20, 2024	P750.00

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

Consultations/Public Hearing	Date	Venue
Labor Consultation	May 23, 2024	Ichikawa Hall, Occupational Safety and Health Center, Diliman, Quezon City
Management Consultation	June 4, 2024	Ichikawa Hall, Occupational Safety and Health Center, Diliman, Quezon City
Public Hearing	June 20, 2024	Ichikawa Hall, Occupational Safety and Health Center, Diliman, Quezon City

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

WHEREAS, workers are entitled to their fair share in economic growth, while enterprises to reasonable returns on their investments and to expansion and growth;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the Region as well as the positions of labor and management, the following findings were established:

- The current Consumer Price Index (CPI) in the Region was at 118.1 in May 2023, and at 121.8 in May 2024;

- b. Based on the abovementioned CPI figures in the Region, the average inflation rate from May 2023 up to May 2024 is 4.42%;
- c. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2021 is in the amount of P452.00;
- d. Labor productivity and other relevant findings of the Board.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB - NCR 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 amount of **THIRTY FIVE PESOS (P35.00)** increase in the basic wage per day.

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

Sectors/Industry	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Non-Agriculture	P610.00	P35.00	P645.00
Agriculture (Plantation and Non-Plantation)	P573.00	P35.00	P608.00
Service/Retail Establishments employing 15 workers or less			
Manufacturing Establishments regularly employing less than 10 workers			

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.

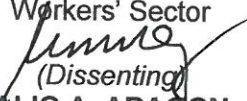
Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of Section 12 of RA No. 6727, as amended by RA No. 8188.

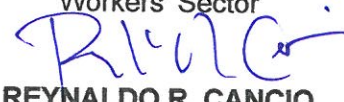
Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.


APPROVED. This 27th day of June 2024.


Done in the City of Manila, Philippines.



(Dissenting)
ANGELITA D. SEÑORIN
Workers' Sector


(Dissenting)
ROSALIO A. ARAGON, JR.
Workers' Sector


REYNALDO R. CANCIO
Vice-Chairperson
National Economic & Development Authority


FEDERICO R. MARQUEZ, JR.
Employers' Sector


JOSE ROLAND A. MOYA
Employers' Sector


MA. SOFIA G. NARAG
Vice-Chairperson
Department of Trade & Industry


SARAH BUENA S. MIRASOL
Chairperson

(For NWPC Secretariat)

Date of Publication: _____ day of _____ 20____
Date of Effectivity: _____ day of _____ 20____