Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
REGION IV-A (CALABARZON)

WAGE ORDER NO. IVA (CALABARZON)-23

PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN REGION - IVA

WHEREAS*,** the Regional Tripartite Wages and Productivity Board-IVA 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. IVA-22 took effect on 5 October 2025;

WHEREAS, the Board received the following petitions filed by several petitioners, seeking varying amounts of minimum wage increase per day for all workers in the private sector in the region:

DATE FILED	PETITIONER	SUBJECT/ AMOUNT OF INCREASE SOUGHT
27 April 2026	**Unimagna Workers Union NAFLU-KMU**	P600-P692
27 April 2026	**Pag-asa at Ilaw na mga Manggagawa ng Asia Brewery Independent (PIMA)**	P900-P992
27 April 2026	**Capasco United Workers Association (CUWA)**	P900-P992
27 April 2026	**Metal Workers Alliance Philippines (MWAP)**	P600-P692
27 April 2026	**Koalisyon at Ugnayan ng mga Manggagawang Kababaihan sa Rehiyon 4A (KUMARE)**	P900-P992
27 April 2026	**Calamba Medical Center Employees Union (CMCEU)**	P900-P992
27 April 2026	**TCB Royal Workers Union (TCBRWU)**	P900-P992
27 April 2026	**Wyeth Philippines Progressive Workers Union DFA-KMU (WPPWU-DFA-KMU)**	P600-P692
27 April 2026	**Cirtek Electronic Corp.-United Cirtek Employees Association-Federation of Free Workers (UCEA-FFW)**	P600-P692
27 April 2026	**Nexperia Phils. Inc. Workers Union-NAFLU-KMU (NPIWU-NAFLU-KMU)**	P600-P692
27 April 2026	**Mga Manggagawang Malaya ng Yakult (MALAYA-DFA-KMU)**	P600-P692
27 April 2026	**MEC Electronics Philippines Workers Union-Independent (MECEPWU-Independent)**	P600-P692
27 April 2026	**United Rank and File Employees of J&T Express-FFW Chapter (URFEJTE-FFW)**	P600-P692
28 April 2026	**Philippine Metal Workers Alliance (PMA)**	P900-P992
4 May 2026	**Bank of the Philippine Islands Employee Union-Southern Tagalog Chapter**	P900-P992
12 August 2026	**Association of Minimum Wage Earners and Advocates-PTGWO (AMWEA-PTGWO)**	P666-P758

WHEREAS**,** after due notice to all stakeholders and publication of the notice of public hearings on 7 August 2026 and 29 August 2026, the Board conducted public/stakeholder consultations and public hearings on the following dates to assess and determine the propriety of issuing a new wage order for the workers in the private sector:

Public/Stakeholder Consultation			
1st Public Consultation		**2nd Public Consultation**	
Date	9 July 2026	Date	16 July 2026
Venue	Fynn Boutique Hotel, Bacoor City, Cavite	Venue	Hotel Siena, Antipolo City, Rizal
3rd Stakeholder Consultation		**4th Stakeholder Consultation**	
Date	23 July 2026	Date	1 September 2026
Venue	St. Jude Coop Hotel, Tayabas City, Quezon	Venue	DOLE Laguna Checkpoint Mall Paciano Rizal, Calamba City, Laguna
5th Stakeholder Consultation		**6th Stakeholder Consultation**	
Date	4 September 2026	Date	7 September 2026
Venue	DOLE Laguna Checkpoint Mall Paciano Rizal, Calamba City, Laguna	Venue	St. Jude Coop Hotel, Tayabas City, Quezon
7th Stakeholder Consultation		**8th Stakeholder Consultation**	
Date	9 September 2026	Date	11 September 2026
Venue	DOLE Laguna Checkpoint Mall Paciano Rizal, Calamba City, Laguna	Venue	DOLE Laguna Checkpoint Mall Paciano Rizal, Calamba City, Laguna

Public Hearing			
1st Public Hearing		**2nd Public Hearing**	
Date	25 August 2026	Date	27 August 2026
Venue	Monte Vista Hotsprings and Conference Resort (Calamba Hall), National Highway, Brgy. Pansol, Calamba City, Laguna	Venue	The Blue Sapphire Hotel (Angelo's Pavilion), Purok 5, Brgy. Sico, Lipa City, Batangas
Additional Schedules			
3rd Public Hearing		**4th Public Hearing**	
Date	15 September 2026	Date	17 September 2026
Venue	FCIE Locators Hall, Admin Building, Governor's Drive, Brgy. Langkaan, Dasmariñas City, Cavite	Venue	Ynares Event Center, Ynares Center, Antipolo City, Rizal

WHEREAS, in setting the minimum wage, the Board considered 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, and after due consideration of all the petitions and position papers filed by the Confederation of Wearable Exporters of the Philippines (CONWEP) and Employers Confederation of the Philippines (ECOP)-CALABARZON, the results of the public/stakeholder consultations and public hearings, the following were established:

a. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from the effectivity of the last wage increase in October 2025 up to August 2026 is 4.3%;
b. The 2025 poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) is in the amount of P16,324/month or P537/day for a family;
c. CALABARZON accounted for 14.8% of Philippine's total Gross Domestic Product (GDP) in 2025 and Gross Regional Domestic Product (GRDP) Annual 2024 to 2025 Growth Rate of 5.1%, at Constant 2018 Prices.

WHEREAS, should compliance with the increases mandated in this wage order result in wage distortions within enterprises, workers and employers may seek guidance and technical assistance from the RTWPB IV-A Secretariat in addressing the same. They may also refer to the formulas and examples provided under NWPC Advisory No. 01, Series of 2023, which serve as guide in adjusting wage structures to correct wage distortions; further, employers and workers may likewise develop and agree on a formula suited to their specific needs and circumstances, including through collective bargaining, as appropriate.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB IV-A 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 daily minimum wage increase:

A. Component Cities and First-Class Municipalities:

    1. For the Extended Metropolitan Area:
        a. P45.00 for the non-agriculture sector; and
        b. P25.00 for the agricultural sector.

    2. For the Component Cities
        a. P45.00 for the non-agriculture sector; and
        b. P25.00 for the agriculture sector.

    3. For the First-Class Municipalities:
        a. P40.00 for the non-agriculture sector;
        b. P25.00 for the agriculture sector; and
        c. For the Municipality of Rosario, Cavite, P45.00 for the non-agriculture sector, and P25.00 for the agriculture sector.

B. For Second-, Third-, Fourth-, Fifth- Class Municipalities:
    1. P25.00 for the non-agriculture sector; and
    2. P42.00 for the agriculture sector.

C. Retail and Service Establishment Regularly Employing Not More Than 10 workers across all areas shall have an increase of P42.00.

Section 2. New Minimum Wage Rates. The new daily minimum wage rates in Region- IVA upon effectivity under this Wage Order shall be:

Covered Areas	Non-Agriculture		
	W.O. No. IVA-22	Wage Order No. IVA-23	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		Upon Effectivity	
COMPONENT CITIES AND FIRST-CLASS MUNICIPALITIES			
Extended Metropolitan Area	600.00	45.00	645.00
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			
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			
City of Tayabas, Lucena City			
First Class Municipalities			
Province of Cavite			
Rosario			
Province of Cavite	550.00	40.00	590.00
Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Noveleta, Silang, Tanza			
Province of Laguna			
Alaminos, Bay, Calauan, Los Baños, Nagcarlan, Pila, Siniloan, Sta. Cruz			
Province of Batangas			
Balayan, Bauan, Calatagan, Ibaan, Lemery, Lian, Lobo, Mabini, Malvar, Nasugbu, Padre Garcia, Rosario, San Jose, San Juan, San Pascual, Taal, Talisay, Taysan			
Province of Rizal			
Angono, Baras, Binangonan, Morong, Pililla, Rodriguez, San Mateo, Tanay, Teresa			
Province of Quezon			
Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Guinayangan, Gumaca, Infanta, Lopez, Lucban, Mauban, Mulanay, Pagbilao, Polilio, Real, San Francisco, San Narciso, Sariaya, Tagkawayan, Tiaong			
SECOND TO FIFTH CLASS MUNICIPALITIES			
Province of Cavite	525.00	25.00	550.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Maragondon, Mendez, Ternate			
Province of Laguna			
Cavinti, Famy, Kalayaan, Liliw, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Paete, Pagsanjan, Pakil, Pangil, Rizal, Santa Maria, Victoria			
Province of Batangas			
Agoncillo, Alitagtag, Balete, Cuenca, Laurel, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy, Tuy			
Province of Rizal			
Cardona, 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			

Covered Areas	Agriculture		
	W.O. No. IVA-22	Wage Order No. IVA-23	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		Upon Effectivity	
COMPONENT CITIES AND FIRST CLASS MUNICIPALITIES			
Extended Metropolitan Area	525.00	25.00	550.00
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			
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			
City of Tayabas, Lucena City			
First Class Municipalities			
Province of Cavite			
Alfonso, Gen. Mariano Alvarez, Indang, Kawit, Naic, Noveleta, Rosario, Silang, Tanza			
Province of Laguna			
Alaminos, Bay, Calauan, Los Baños, Nagcarlan, Pila, Siniloan, Sta. Cruz			
Province of Batangas			
Balayan, Bauan, Calatagan, Ibaan, Lemery, Lian, Lobo, Mabini, Malvar, Nasugbu, Padre Garcia, Rosario, San Jose, San Juan, San Pascual, Taal, Talisay, Taysan			
Province of Rizal			
Angono, Baras, Binangonan, Morong, Pililla, Rodriguez, San Mateo, Tanay, Teresa			
Province of Quezon			
Atimonan, Calauag, Candelaria, Catanauan, General Nakar, Guinayangan, Gumaca, Infanta, Lopez, Lucban, Mauban, Mulanay, Pagbilao, Polilio, Real, San Francisco, San Narciso, Sariaya, Tagkawayan, Tiaong			
SECOND TO FIFTH CLASS MUNICIPALITIES			
Province of Cavite	508.00	42.00	550.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Maragondon, Mendez, Ternate			
Province of Laguna			
Cavinti, Famy, Kalayaan, Liliw, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Paete, Pagsanjan, Pakil, Pangil, Rizal, Santa Maria, Victoria			
Province of Batangas			
Agoncillo, Alitagtag, Balete, Cuenca, Laurel, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy, Tuy			
Province of Rizal			
Cardona, 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			

Covered Areas	Retail & Service Establishment Employing Not More Than 10 Workers		
	W.O. No. IVA-22	Wage Order No. IVA-23	
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage
		Upon Effectivity	
Province of Cavite	508.00	42.00	550.00
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, 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, San Narciso, Sariaya, Unisan			

Section 3. Basis of Minimum Wage Rate/s. The minimum wage rate/s 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. Piece-Rate Adjustment. Pursuant to DOLE Department Order No. 125, Series of 2013 (Revised Guidelines on the Conduct of Time and Motion Study), and NWPC Guidelines No. 02, Series of 2020 (Operational Guidelines in the Conduct of Time and Motion Study), an enterprise issued with a Piece-Rate Order by this Board shall adjust its piece-rate by applying the new minimum wage rate under this Wage Order, consistent with the requirement that all piece-rate computations be based on the prevailing minimum wage.

In case of significant changes in work conditions or processes due to technology, methods, or materials that necessitate the conduct of a new Time and Motion Study, the enterprise shall be required to file a new application with the Board for the corresponding adjustment of their piece rates.

Section 6. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity that 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 7. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

Approved this 25th day of September 2026 in Calamba City, Laguna.

DISSENTING
(SGD.)
ENGR. PATROCINIO S. CAISIP
Workers' Sector

(SGD.)
ATTY. DELIA T. UY
Employers' Sector

DISSENTING
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ENGLEBERT C. LASANG
Workers' Sector

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RD CARMEL P. MATABANG
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Chairperson
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(For NWPC Secretariat)

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