



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
 National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
 Regional Board No. VIII
 Tacloban City



WAGE ORDER NO. RB VIII-22

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - VIII

WHEREAS, the Regional Tripartite Wages and Productivity Board - VIII 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. **RB VIII-21** took effect on August 18, 2019;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination*, the Board *motu proprio* initiated the wage review process during its first regular Board Meeting on February 7, 2022, wherein the Philippines Statistics Authority VIII was invited to present data on the rebasing of Consumer Price Index for all Income Households for 2022;

WHEREAS, the Board received on March 8, 2022 petition filed by Solidarity of Unions in the Philippines for Empowerment and Reforms (SUPER), seeking a Seven Hundred Fifty per day minimum wage rate for all workers in the private sector in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted consultations and public hearings, in order to determine the propriety of issuing a new wage order:

Consultation

Date	Venue
April 22, 2022	Kuting Reef Resort, Macrohon, Southern Leyte

Public Hearings cum consultation:

Date	Venue
April 27, 2022	Carlostia Hotel, Ormoc City, Leyte
May 16, 2022	Stellar Hotel, Borongan City, Eastern Samar
May 17, 2022	Ciriaco Hotel, Calbayog City, Samar
May 19, 2022	Mijares Hotel, Catarman, Northern Samar
May 23, 2022	Summit Hotel, Tacloban 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, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following findings were established:

- a. The Consumer Price Index (CPI) in the region increased from 101.4 in August 2019 to 114.4 in April 2022;
- b. The region's inflation rate likewise increased from 0.8 to 6.1 in the same period;
- c. CY 2018 Full-Year Poverty Threshold is at P342 for a family of five;

WHEREAS, after due consideration of the results of the consultations and public hearing, and a thorough review and evaluation of the existing socio-economic conditions in the region, the Board unanimously agreed to adjust the prevailing daily wage rates of workers/employees in the Region to enable them to cope with the rising cost of living without impairing the viability of business and industry;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-VIII 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 basic wage increase of P50.00 per day to be given in two (2) tranches as follows:

First Tranche: P 25.00 per day from effectivity;

Second Tranche: Additional P25.00 per day starting on January 2, 2023.

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

Sectors/Industry	Current Minimum Wage Rates	Wage Increase from effectivity	New Minimum Wage Rates	Wage Increase starting January 2, 2023	New Minimum Wage starting January 2, 2023
Non-Agriculture	325.00	25.00	350.00	25.00	375.00
Retail/Service					
• Employing 11 workers and above	325.00	25.00	350.00	25.00	375.00
• Employing 10 workers and below	295.00	25.00	320.00	25.00	345.00
Cottage and Handicraft	295.00	25.00	320.00	25.00	345.00
Agriculture	295.00	25.00	320.00	25.00	345.00

Section 3. Basis of Minimum Wage Rates. The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

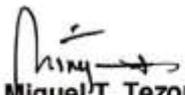
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

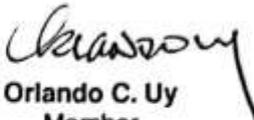
Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity who refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by RA No. 8188.*

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

APPROVED. This 6th day of June 2022.

Done in Tacloban City, Philippines.

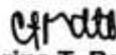

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DATE OF PUBLICATION: JUNE 11, 2022

DATE OF EFFECTIVITY: JUNE 27, 2022