

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Tripartite Wages and Productivity Board-Region XI
Davao City

WAGE ORDER NO. RB XI-21

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION XI

WHEREAS, the Regional Tripartite Wages and Productivity Board - XI 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 XI-20** took effect on August 16, 2018;

WHEREAS, pursuant to *Section 3(A), Rule II of the 2020 Omnibus Rules in Minimum Wage Determination*, the Board decided *motu proprio* to initiate minimum wage review in Region XI;

WHEREAS, during the course of *motu proprio* wage review, two petitions for wage increase were filed as follows:

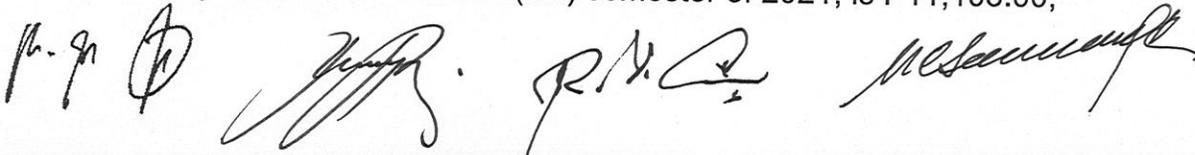
1. On April 20, 2021 the United Pantaron Banana Workers Union-Association of Democratic Labor Organizations-Kilusang Mayo Uno (UPBWU-ADLO-KMU) filed a petition seeking for a One-Hundred-Peso (P100.00) wage increase in the daily minimum wage for workers in the private sector except for workers in businesses employing less than ten (10) workers in Region XI;
2. On March 24, 2022, the Trade Union Congress of the Philippines (TUCP) filed a petition seeking for a Four-Hundred-Eighteen-Peso (P418.00) wage increase in the daily minimum wage of workers in the private sector in Region XI.

WHEREAS, after due notice to all stakeholders, the Board conducted consultations on January 8, 2021, February 10, 2021, March 10, 2021, September 28, 2021, November 9, 2021, December 21, 2021, January 6, 2022, January 20, 2022, and on February 11, 2022 via zoom application and a public hearing on April 19, 2022 via zoom application to assess and determine the propriety of issuing a new wage order;

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 Region XI was 101.3 in August 2018 and rose to 113.4 in April 2022; and
- b. The poverty threshold in Region XI based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family size of 5 for the first (1st) semester of 2021, is P11,103.00;



WHEREAS, pursuant to the policy that the Boards shall simplify the minimum wage structures as provided in *Section 2, Rule I of the 2020 Omnibus Rules on Minimum Wage Determination*, the wage rates under Wage Order No. RB XI – 20 for Non-Agriculture/Industrial/Commercial and Retail/Service Establishments **Employing more than ten (10) workers** and Retail/Service Establishments **Employing not more than ten (10) workers** shall be subsumed under the Non-Agriculture Sector. Henceforth, there shall be one minimum wage rate for all workers belonging to the Non-Agriculture Sector;

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

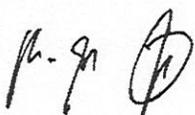
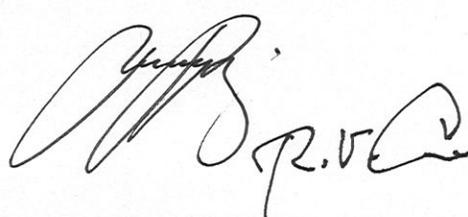
Section 1. New Minimum Wage Rates. The new daily minimum wage rates in Region - XI shall be granted in tranches, as follows:

SECTOR / INDUSTRY	MINIMUM WAGES						
	Under Wage Order No. RB XI-20	Upon Effectivity		Effective January 01, 2023		Effective April 01, 2023	
		Amount of Increase	New Minimum Wage	Amount of Increase	New Minimum Wage	Amount of Increase	New Minimum Wage
I. Non-Agriculture							
-Industrial/ Commercial and Retail / Service Employing More Than 10 Workers	P396.00	P31.00	P427.00	P16.00	P443.00		
-Retail / Service Employing Not More Than 10 Workers	P381.00	P31.00	P412.00	P16.00	P428.00	P15.00	P443.00
II. Agriculture	P391.00	P31.00	P422.00	P16.00	P438.00		

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 Region XI, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

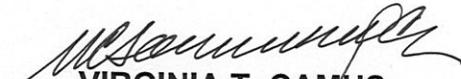
Section 4. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity who refuses or fails to pay the prescribed minimum wage shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by RA No. 8188*.


Section 5. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 31st day of May, 2022.

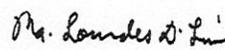
Done in Davao City, Philippines.

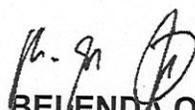

VIRGINIA T. CAMUS
Workers' Sector Representative

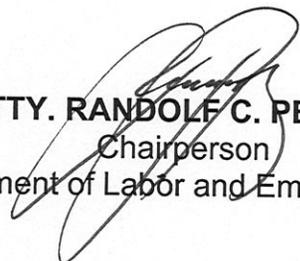

RULFO V. ASIS
Employers' Sector Representative

VACANT
Workers' Sector Representative

VACANT
Employers' Sector Representative


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Lourdes Damaso
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Chairperson
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(For NWPC Secretariat)

Date of Publication: 03 day of June 20 22
Date of Effectivity: 19 day of June 20 22