



WAGE ORDER NO. RB XII-22

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - XII

WHEREAS, the Regional Tripartite Wages and Productivity Board - XII 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 XII - 21** took effect on **02 February 2020**;

WHEREAS, *Section 3(A), Rule II of the NWPC Guidelines No. 03, Series of 2020 or the Omnibus Rules in Minimum Wage Determination*, provides that in the commencement of minimum wage determination, whenever conditions in the region so warrant, the Board may, *motu proprio*, initiate action or inquiry to determine whether a Wage Order shall be issued;

WHEREAS, the Board conducted the following consultations to gather public sentiments, views and opinions from both the labor and the management sector on the necessity and propriety of having a minimum wage determination in the region:

| Date | Location |
|---------------|---------------------|
| 28 March 2022 | Tacurong City |
| 29 March 2022 | Kidapawan City |
| 30 March 2022 | Koronadal City |
| 31 March 2022 | General Santos City |

WHEREAS, after considering the results of the public consultations and in light of the present socio-economic conditions of the region, and considering that it has been more than two years since the last wage adjustment, the Board, in its regular meeting on 6 April 2022, resolved to commence *motu proprio* the minimum wage determination in the region;

WHEREAS, the Board caused the publication of the Notice of Public Hearing on 8 April 2022 in a newspaper of general circulation in the region, and the posting of the said Notice in at least three (3) public places in the region;

WHEREAS, on 11 April 2022, the Board received a petition filed by the Trade Union Congress of the Philippines (TUCP), seeking a P388.00 per day minimum wage increase for all workers in the private sector in the region. A copy of the said petition was posted in the Board's website and social media accounts for the information, oppositions, or comments of any interested individuals and/or groups;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on 26 April 2022 at General Santos City, to assess and determine the propriety of issuing a new wage order, and the TUCP petition was presented as well for discussion during the said hearing;

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 was 104.5 in February 2020 and rose to 115.7 in April 2022;
- b. The region's inflation rate likewise ascended from 3.0 to 4.2 in February 2020 to April 2022; and
- c. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family size of five in 2018 is in the amount of P343.00.

WHEREAS, during the series of public consultations and public hearing, sentiments of the both labor and management sectors were heard wherein it was emphasized that COVID-19 pandemic had adversely affected the business sectors in the region and most are still recovering from its effects;

WHEREAS, as a result of the review made on the prevailing socio-economic conditions of the Region, as well as the results of the public hearing/consultations and deliberations conducted, the Board has determined the need to increase the prevailing minimum wage rates for workers in private establishments without impairing the viability of business and industry;

WHEREAS, the increase is consistent with the government's policy of achieving higher levels of productivity to promote economic growth, generate employment and to augment the income of workers;

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

Section 1. The New Daily Minimum Wage Rates. The minimum wage earners in the private sector in the Region shall receive the amount of **THIRTY-TWO PESOS (P32.00)** increase in the basic wage per day. The new daily minimum wage rates in Region - XII shall be as follows:

| Sectors/Industry | Current Minimum Wage Rates | Basic Wage Increase Upon Effectivity | New Minimum Wage Rates | 2 nd Tranche of Basic Wage Increase Effective September 1, 2022 | New Minimum wage Rates |
|---|----------------------------|--------------------------------------|------------------------|--|------------------------|
| Non-Agriculture | P 336.00 | P 16.00 | P 352.00 | P 16.00 | P 368.00 |
| Agriculture/Service/ Retail Establishment | P 315.00 | P 16.00 | P 331.00 | P 16.00 | P 347.00 |

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.

This Wage Order shall not cover the following: (a) household or domestic helpers under Republic Act No. 10361 or the Batas Kasambahay; and (b) workers of registered Barangay Micro Business Enterprises (BMBEs) with Certificate of Authority pursuant to Republic Act No. 9178.

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.*

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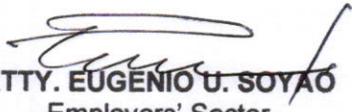
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Section 5. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 18th day of May 2022.

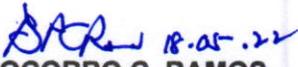
Done in the City of Koronadal, Province of South Cotabato, Philippines.

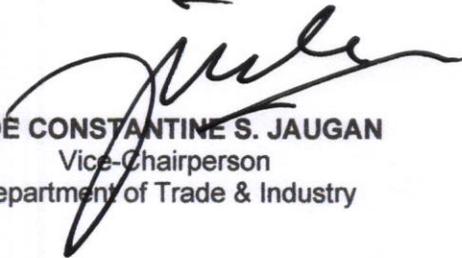

JOEMARIE P. ANGELES
Workers' Sector

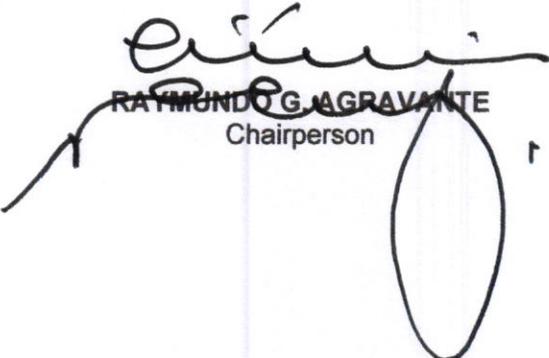

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(for NWPC Secretariat)

Date of Publication: 24 day of May 20 22
Date of Effectivity: 09 day of June 20 22