



WAGE ORDER NO. RIX-21

PROVIDING FOR A MINIMUM WAGE INCREASE IN THE ZAMBOANGA PENINSULA REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board – Zamboanga Peninsula (ZamPen) 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. **RIX-20** took effect on **July 30, 2018**;

WHEREAS, the Board received on April 4, 2022 a petition filed by the Philippine Integrated Industries Labor Union – Trade Union Congress of the Philippines (PIIU-TUCP), seeking an additional Two Hundred Ten Pesos (₱210.00) per day minimum wage increase for all workers in the private sector in the region;

WHEREAS, pursuant to Section 3(B), Rule II of the Omnibus Rules in Minimum Wage Determination, the Board decided to hear the filed petition to ascertain its basis;

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

	Date	Venue	Coverage
Consultation	April 4, 2022	Zamboanga City	Region-wide
Public Hearings	April 25, 2022	Ipil, Zamboanga Sibugay	Zamboanga Sibugay
	April 26, 2022	Pagadian City, Zamboanga del Sur	Zamboanga del Sur
	April 27, 2022	Dipolog City, Zamboanga del Norte	Zamboanga del Norte
	May 4, 2022	Zamboanga City	Zamboanga City and Isabela City

WHEREAS, in setting the minimum wage, the Board considered the various criteria under Republic Act No. 6727, as well as the guidelines on the Two-Tiered Wage System;

WHEREAS, the Board deemed it necessary to define current wage structures and identify the impact of wage increases especially on the micro and small retail/service establishments;

WHEREAS, the Board reviewed and evaluated the existing socio-economic conditions in the region based on official data published by the Philippine Statistics Authority;

Philippine Statistics Authority

WHEREAS, the Board noted that the current Consumer Price Index increased from 99.60 in July 2018 to 111.10 in April 2022, which was the basis of the decision of the Board to adjust the minimum wage;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-ZamPen Region hereby issues this Wage Order (W.O.).

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 increase in minimum wage rates:

- A. For NON-AGRICULTURAL Enterprises, they shall receive an increase of ₱35.00/day upon effectivity of this Wage Order.
- B. For RETAIL/SERVICE Establishments, those employing 10-30 workers, and 31 workers or more, shall receive an increase of ₱35.00/day upon effectivity of this Wage Order, while those employing 1-9 workers shall receive an increase of ₱20.00/day upon effectivity of this Wage Order, and additional increase of ₱15.00/day on October 1, 2022.
- C. For AGRICULTURAL Enterprises, they shall receive an increase of ₱20.00/day upon effectivity of this Wage Order, and additional increase of ₱15.00/day on October 1, 2022.

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

Previous Wage Categories	New Wage Categories	Minimum Wage Under Wage Order No. RBIX-20	Amount of Increase (Upon Effectivity)	New Minimum Wage Rates (Upon Effectivity)	Amount of Increase October 1, 2022 (2 nd Tranche)	New Minimum Wage Rates October 1, 2022 (2 nd Tranche)
• NON-AGRICULTURAL (Includes private hospitals, educational institutions, security and janitorial agencies; and retail/service establishments employing more than 30 workers)	NON-AGRICULTURAL Enterprises	₱316.00	₱35.00	₱351.00		
	RETAIL/SERVICE • Establishments employing 31 workers or more	₱316.00	₱35.00	₱351.00		
• AGRICULTURAL/RETAIL/ SERVICE ESTABLISHMENTS (Includes rubber-based plantations/ Agricultural Plantation and Non-Plantation; Micro Enterprises; and Retail/Service establishments employing not more than 30 workers)	• Establishments employing 10-30 workers	₱303.00	₱35.00	₱338.00		
	• Establishments employing 1-9 workers	₱303.00	₱20.00	₱323.00	₱15.00	₱338.00
	AGRICULTURAL Enterprises	₱303.00	₱20.00	₱323.00	₱15.00	₱338.00

Printed Name

Ruler's Name

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.

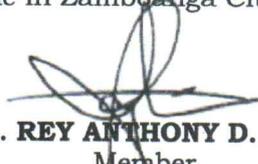
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status, and method by which their wages are paid.

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.

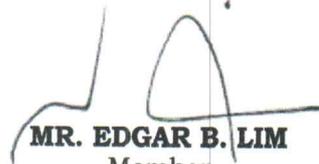
Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 1st day of June, 2022.

Done in Zamboanga City, Philippines.

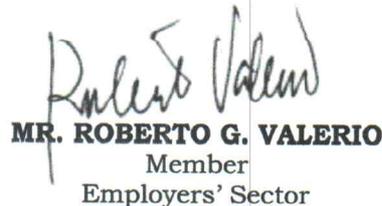


MR. REY ANTHONY D. TRIO
Member
Workers' Sector



MR. EDGAR B. LIM
Member
Employers' Sector

Vacant
Vacant
Member
Workers' Sector



MR. ROBERTO G. VALERIO
Member
Employers' Sector



DIR. PHLORITA A. RIDAO
Vice-Chairperson
National Economic and
Development Authority



DIR. AL-ZAMIR I. LIPAE
Vice-Chairperson
Department of Trade and Industry



DIR./ATTY. ROY L. BUENAFE
Chairperson
Department of Labor and Employment

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