

WAGE ORDER NO. RX-21

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION X

WHEREAS, the Regional Tripartite Wages and Productivity Board - X 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. RX-20 took effect on 01 November 2018;

WHEREAS, pursuant to Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination, the Board decided to initiate wage review and in consideration of the petition for a minimum wage adjustment filed by the Trade Union Congress of the Philippines (TUCP) seeking for a Four Hundred Thirteen Pesos (Php 413.00) daily minimum wage increase for all workers in the private sector in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted virtual wage consultations on the following dates and venues to assess and determine the propriety of issuing a new wage order, to wit:

Date	Area	Venue
April 07, 2022	Misamis Oriental and Camiguin	Blended thru Zoom
April 12, 2022	Bukidnon	Blended thru Zoom
April 25, 2022	Misamis Occidental and Lanao del Norte	Blended thru Zoom

WHEREAS, the Board conducted its Regional Public Hearing for the Formal Establishments workers on May 11, 2022 at Grand Caprice Restaurant, Limketkai Drive, Cagayan de Oro 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, in consonance with Section 2 of NWPC Guidelines No. 3, series of 2020, otherwise known as the Omnibus Rules on Minimum Wage Determination, the Board shall simplify the Minimum Wage Structure;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following findings were established:

- a. Based on the current Consumer Price Index (CPI) in Region X (April 2022), the average inflation rate from the effectivity of the last wage increase from 01 November 2018 up to April 2022 is 3.4 percent;
- b. The regional poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2021 is in the amount of Php 11,920;
- c. Employed persons as of full year 2021 and January 2022 are estimated at 2.291 million and 2.088 million, respectively;
- d. Labor Productivity at Constant 2018 Prices in 2020 for Region X was at Php 389,805 about 0.14 percent higher than the 2019 figure of Php 389,241;
- e. 2021 investments in the Region X increased compared to 2020:
 - Number and value of SEC-registered investment increased by 81.18 percent and 64.27 percent, respectively;
 - Number of business name registered (BNR) of DTI increased by seven (7%) percent and value of investment was higher by 5.19 percent; and
 - Number of cooperatives expanded by 5.12 percent and paid-up capital increased by 11.78 percent.

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

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

CLASSIFICATION	NON-AGRICULTURE					AGRICULTURE				
	MWR UNDER W.O. RX-20	1 ST TRANCHE <i>Upon Effectivity of W.O. RX- 21</i>		2 ND TRANCHE <i>Effective on December 16, 2022</i>		MWR UNDER W.O. RX-20	1 ST TRANCHE <i>Upon Effectivity of W.O. RX- 21</i>		2 ND TRANCHE <i>Effective on December 16, 2022</i>	
		INCREASE	NEW MINIMUM WAGE RATE	INCREASE	NEW MINIMUM WAGE RATE		INCREASE	NEW MINIMUM WAGE RATE	INCREASE	NEW MINIMUM WAGE RATE
WAGE CATEGORY I (Cities of Cagayan de Oro and Iligan, and the Municipalities of Tagoloan, Villanueva, and Jasaan)	365.00	25.00	390.00	15.00	405.00	353.00	25.00	378.00	15.00	393.00
WAGE CATEGORY II (Cities of Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz, and the Municipalities of Opol, Maramag, Quezon, Manolo Fortich, and Lugait)	358.00	25.00	383.00	22.00		346.00	25.00	371.00	22.00	
WAGE CATEGORY III (Cities of Oroquieta and Tangub and the Municipalities of Laguindingan Mambajao, and Balingasag)	350.00	25.00	375.00	15.00	390.00	338.00	25.00	363.00	15.00	378.00
WAGE CATEGORY IV All other areas not covered under the above categories	343.00	25.00	368.00	22.00		331.00	25.00	356.00	22.00	
All Retail and Service Establishments employing not more than ten (10) workers										

*MWR – Minimum Wage Rate

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.

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.*

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

APPROVED. This 27th day of May, 2022.

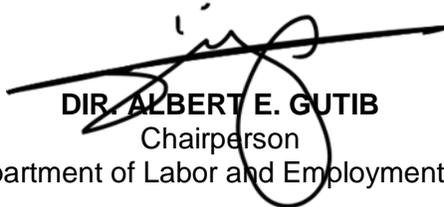
Done in Cagayan de Oro City, Philippines.


MR. MILBERT M. MACARAMBON
Member, Workers' Sector


MR. ARSENIO L. SEBASTIAN III
Member, Employers' Sector


DIR. MYLAH FAYE AURORA B. CARIÑO
Vice-Chairperson
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DIR. ALBERT E. GUTIB
Chairperson
Department of Labor and Employment - X

(For NWPC Secretariat)

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