



WAGE ORDER NO. RTWPB 2-21

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - 2

WHEREAS, the Regional Tripartite Wages and Productivity Board – 2 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. **RTWPB 2-20** took effect on **March 16, 2020**;

WHEREAS, pursuant to **Section 3(A), Rule II of NWPC Guidelines No. 03, Series of 2020 or the Omnibus Rules in Minimum Wage Determination**, and considering further the rising price of basic commodities, such as food, electricity and water utilities, the skyrocketing prices of oil products, and other changes in the values of wage-related socio-economic indicators, the Board upon deliberation during its meeting on March 24, 2022, deemed it necessary to motu proprio commence the minimum wage determination process and review the current minimum wage rates;

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

Consultations:

Date	Stakeholder	Mode
April 6, 2022	Province of Batanes	Face-to-face at Batanes State College and via Zoom
April 8, 2022	Province of Cagayan and Tuguegarao City	Face-to-face at Villa Blanca Hotel, Tuguegarao City
April 20, 2022 (AM)	Cauayan City and southern municipalities of the Province of Isabela	Face-to-face at Japi Hotel, Cauayan City
April 20, 2022 (PM)	Iligan City and northern municipalities of the Province of Isabela	Face-to-face at FND Hall, Isabela Capitol, Iligan City
April 26, 2022	Province of Nueva Vizcaya	Face-to-face at Lotus Hotel, Bayombong Nueva Vizcaya
April 27, 2022	Province of Quirino	Face-to-face at DISADECO, Diffun, Quirino
April 28, 2022	City of Santiago (Independent City)	Face-to-face at Diocita's Hotel, Santiago City

Public Hearing:

Date	Location
May 5, 2022	Villa Blanca Hotel, Tuguegarao City

WHEREAS, in setting the minimum wage, the Board considered the various criteria under **Republic Act No. 6727**, such as the prevailing wage levels, cost of living, capacity to pay of employers, among others, as well as the guidelines on the **Two-Tiered Wage System**;

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, including looking into the need for a living wage, the Board agrees 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-2 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 the following increased rates, with the integration of the ₱10.00 Cost of Living Allowance (COLA) as provided under Wage Order No. RTWPB 2-19:

- a. For the workers under the Sector/Industry *Non-Agriculture; and Retail/Service Establishments employing more than 10*, they shall receive an increase of ₱50.00/day, to be given in two tranches, namely: ₱30.00/day upon effectivity of the Wage Order, and another ₱20.00/day on January 1, 2023;
- b. For the workers under the Sector/Industry *Agriculture*, they shall receive an increase of ₱55.00/day, to be given in two tranches, namely: ₱30.00/day upon effectivity of the Wage Order, and another ₱25.00/day on January 1, 2023; and
- c. For the workers under the Sector/Industry *Retail/Service Establishments employing not more than 10*, they shall receive an increase of ₱75.00/day, to be given in three tranches, namely: ₱30.00/day upon effectivity of the Wage Order, ₱25.00/day on October 1, 2022, and another ₱20.00/day on January 1, 2023;

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

Sectors/Industry	Current Minimum Wage Rates (w/ Integration of ₱10.00 COLA)	New Wage Increase	New Minimum wage Rates
Non Agriculture	370.00	30.00 Upon Effectivity of this Wage Order	400.00 Upon Effectivity of this Wage Order
		20.00 January 1, 2023 (second tranche)	420.00 January 1, 2023 (second tranche)
Agriculture	345.00	30.00 Upon Effectivity of this Wage Order	375.00 Upon Effectivity of this Wage Order
		25.00 January 1, 2023 (second tranche)	400.00 January 1, 2023 (second tranche)
Retail/Service Establishments employing not more than 10	345.00	30.00 Upon Effectivity of this Wage Order	375.00 Upon Effectivity of this Wage Order
		25.00 October 1, 2022 (second tranche)	400.00 October 1, 2022 (second tranche)
		20.00 On January 1, 2023 (third tranche)	420.00 On January 1, 2023 (third tranche)

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 17th day of May, 2022.

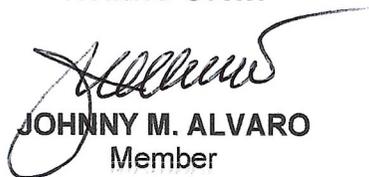
Done in Tuguegarao City, Cagayan, Philippines.



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Chairperson
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(For NWPC Secretariat)

Date of Publication: 23 day of May 2022
Date of Effectivity: 08 day of June 2022