

Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD - IX
Regional Office No. 9
Zamboanga City

WAGE ORDER NO. RIX-13

**PROVIDING FOR NEW MINIMUM WAGE RATES IN THE PRIVATE SECTOR
IN REGION - IX BY INTEGRATING TWENTY PESOS (PhP 20.00) COST OF
LIVING ALLOWANCE (COLA) TO THE BASIC MINIMUM WAGE AND
INCREASING THE MINIMUM WAGE RATES BY FIFTEEN PESOS (PhP 15.00)**

WHEREAS, Republic Act No. 6727, otherwise known as the "Wage Rationalization Act of 1989, empowers the Regional Tripartite Wages and Productivity Board (RTWPB) to determine and fix minimum wage rates applicable in the region and to issue the corresponding wage orders subject to the guidelines issued by the National Wages and Productivity Commission (NWPC) ;

WHEREAS, the Regional Tripartite Wages and Productivity Board of Region IX has not received any petition for wage increase after Wage Order No. RX-12 took effect on 26 June 2005;

WHEREAS, the Regional Tripartite Wages and Productivity Board of Region - IX motu proprio has conducted public consultations/hearings in Ipil, Zamboanga Sibugay Province on 27 June 2006; in Dipolog City on 28 June 2006; in Pagadian City on 29 June 2006; in Isabela City on 05 July 2006; and in Zamboanga City on 06 July 2006 for the purpose of integrating the PhP 20.00 Cost of Living Allowance (COLA) to the basic minimum wage;

WHEREAS, the Regional Tripartite and Wages and Productivity Board of Region -IX created a Wage Study Group (WSG) composed of representatives from the National Economic Development Authority (NEDA), the Department of Trade and Industry (DTI) and the Regional Secretariat to study the impact of socio-economic indicators of the region for the purpose of determining the possibility of adjusting the current wage levels and henceforth recommend to the Board on the propriety of the issuance of a new wage order;

WHEREAS, as a result of regional public consultations, hearings and studies conducted, this Regional Board finds it imperative to integrate the PhP 20.00 COLA to the basic minimum wage and further recognizes the compelling necessity to increase the current minimum wage levels after the integration, to help workers

cope with the increase in the cost of living without hampering the growth of business and industry;

WHEREAS, economic realities demand the cooperation of labor and management in order for them to survive and become globally competitive and endeavor to increase their productivity through concerted efforts;

NOW, THEREFORE, on the above premises and by virtue of the power and authority vested under Republic Act No. 6727 otherwise known as "Wage Rationalization Act of 1989", the Regional Tripartite Wages and Productivity Board–IX, hereby issues this Wage Order No. 13:

SECTION 1. NEW MINIMUM WAGE RATES. Upon effectivity of this Wage Order,

- a) PhP 20.00 COLA shall be integrated to the basic minimum wage and the new daily minimum wage ;
- b) After the COLA integration, the minimum wage workers and employees in the private sector in Region- IX receive a wage increase of rates Fifteen Pesos (Php 15.00) per day

CATEGORY/SECTOR	Basic Wage after COLA integration	Wage Increase under this Order	New Minimum Wage Rate upon effectivity of this Order
1. NON-AGRICULTURAL			
Includes private hospital, educational institutions, security agencies, janitorial, retail/service establishments employing more than 30 workers	200.00	15.00	215.00
2.AGRICULTURAL			
Includes rubber-based enterprises			
~ Plantation Agricultural Enterprise	175.00	15.00	190.00
~ Non-Plantation Agricultural Enterprise	155.00	15.00	170.00
3.RETAIL / SERVICE ESTABLISHMENT			
Employing not more than 30 workers	180.00	15.00	195.00
4. COTTAGE/HANDICRAFT	155.00	15.00	170.00

SECTION 2. COVERAGE. The wage increase prescribed herein shall cover all private sector workers and employees receiving the minimum wage in Region IX regardless of their position, designation or status and irrespective of the method by which their wages are paid.

This Wage Order shall not cover household or domestic helpers and persons employed in the personal service of another including family drivers; and employees and workers of registered Barangay Micro Business Enterprises (BMBE) pursuant to RA 9178.

SECTION 3. BASIS OF MINIMUM WAGE. The minimum wage rates prescribed in this Wage Order shall be for the normal working hours, which shall not exceed eight (8) hours work a day.

SECTION 4. WAGES OF SPECIAL GROUPS OF WORKERS. Wages of apprentices and learners shall in no case be less than seventy five percent (75%) of the applicable minimum wage prescribed by this Wage Order.

All recognized learnership and apprenticeship agreements entered into before the effectivity of this Order shall be considered automatically modified insofar as their wage clauses are concerned to reflect the new minimum wage rates.

SECTION 5. APPLICATION TO CONTRACTORS. In the case of workers covered by service contracts for work and services, the prescribed increase in the minimum wage set forth herein shall be borne by the principal, and the contract shall be deemed amended accordingly. In the event, however, that the principal or client of the contractor fails to pay the prescribed increase, the contractor shall be jointly and severally liable with the principal or client.

SECTION 6. APPLICATION TO INDUSTRIES WHOSE REVENUES ARE REGULARLY REGULATED BY LAW. Industries whose revenues are regulated by law (such as arrastre, transportation, utilities, etc) shall comply with this Wage Order immediately upon approval of an adjustment in the rates by the concerned government agencies but not later than three (3) months from effectivity of this Wage Order;

SECTION 7. APPLICATION TO WORKERS PAID BY RESULTS. All workers paid by results, including those who are paid on piecework, "takay", "pakyaw" or task basis shall receive not less than the prescribed minimum wage rate under this Order for the normal working hours that shall not exceed eight (8) hours a day, or a proportion of the new minimum wage rates for work of less than the normal working hours.

SECTION 8. MOBILE AND BRANCH WORKERS. The minimum wage rates of workers, who by nature of their work have to travel, shall be those applicable in the domicile or head office of their employer.

The minimum wage rates of workers working in branches or agencies of establishments within the region shall be those applicable in the place where they stationed.

SECTION 9. TRANSFER OF PERSONNEL. The transfer of personnel to areas with lower rates shall in no case be a valid ground for the reduction of the higher wage rates being enjoyed by the worker prior to such transfer. However, where the worker is transferred to an area with higher minimum wage rate, he or she shall be entitled to the higher minimum wage rate.

SECTION 10. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission (NWPC) through the Regional Wages and Productivity Board (RTWPB) within ten (10) calendar days from the publication of this Wage Order.

SECTION 11. EFFECT OF FILING OF APPEAL. The filing of the appeal does not operate to stay the Order unless the party appealing such Order shall file with the Commission an undertaking with a surety or sureties satisfactory to the Commission for payment of the corresponding increase to employees affected by this Wage Order in the event such Order is affirmed .

SECTION 12. EFFECT ON EXISTING WAGE STRUCTURE. Where the application of the increase in wage under this Wage Order results in distortion of the wage structure within an establishment, the same shall be corrected immediately in accordance with the procedure provided for under Art. 124 of the Labor Code, as amended.

SECTION 13. CREDITING OF FACILITIES FURNISHED BY EMPLOYER. Facilities such as board, lodging or other facilities provided by an employer to his worker capable of being expressed in terms of money whether fixed or ascertained in a time, task, piece or commission basis or other methods of calculating the same may be credited in the minimum wage or pay upon voluntary and written acceptance by the workers and the conduct of facility evaluation and the issuance of a corresponding Facility Evaluation Order by the Regional Office IX of the Department of Labor and Employment (DOLE).

SECTION 14. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with this Wage Order shall be filed with Regional Office No. IX of the Department of Labor and Employment and shall be the subject of enforcement proceedings under Articles 128 and 129 of the Labor Code, as amended, without

prejudice to criminal prosecution which may be undertaken against those who fail to comply.

SECTION 15. PRODUCTIVITY BASED-WAGES. In order to sustain rising levels of wages and enhance competitiveness, businesses are encouraged to adopt productivity improvement schemes such as time and motion studies, good housekeeping techniques, quality circles, labor management cooperation, as well as implement gain-sharing programs. Accordingly, the Board shall provide the necessary studies and technical assistance pursuant to Republic Act No. 6971 otherwise known as the Productivity Incentives Act of 1990.

SECTION 16. NON-DIMINUTION OF BENEFITS. Nothing in this Wage Order shall be construed to reduce existing wage rates, allowances and benefits of any form under existing laws, decrees, issuance, and executive orders and/or under any contract of agreement between workers and employers.

SECTION 17. PENAL PROVISION. Any person, corporation, trust or firm, partnership, association or entity which refuses or fails to pay the prescribed minimum wage rates in accordance with this Wage Order shall be subject to the penal provision under RA 6727, as amended by RA 8188 otherwise known as the Double Indemnity Act of 1996.

SECTION 18. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceeding before the Board.

SECTION 19. FREEDOM TO BARGAIN. This Wage Order shall not be construed to prevent workers in particular firms or enterprises or industries from bargaining for higher wages with their respective employers.

SECTION 20. REPORTING REQUIREMENT. Any person, company, corporation, partnership or any entity engaged in business shall submit a verified itemized listing of their labor component to the Board not later than 31 January 2007 and every year thereafter in accordance with the form prescribed by the Commission.

SECTION 21. REPEALING CLAUSE. All provisions, laws, orders, issuances, rules and regulations which are in conflict with the provisions of this Wage Order are hereby repealed, amended, superseded or modified accordingly.

SECTION 22. SEPARABILITY CLAUSE. If, for any reason, any section or provision of this Order is declared unconstitutional or illegal, the other provisions or parts thereof shall remain valid.

SECTION 23. IMPLEMENTING RULES. The Regional Board shall prepare the necessary rules to implement this Wage Order subject to the approval of the Secretary of Labor and Employment.

SECTION 24. EFFECTIVITY. This Wage Order shall take effect fifteen (15) days after complete publication in at least one (1) newspaper of general circulation in the region.

APPROVED this 12TH day of July 2006, in Zamboanga City, Philippines.

HON. ATTY. ARSENIO L. GONZALES, JR.

Member, Employers' Representative

HON. JOSE J. SUAN

Member, Workers' Representative

HON. RAFAEL G. EVANGELISTA, JR.,

CESO III

Vice-Chairman and NEDA-IX Director IV

HON. EDGAR B. LIM,

CPA

Member, Employers' Representative

HON. JOSELITO R. DAGAYLOAN

(Deceased)

Member, Workers' Representative

HON. NAZRULLAH. B. MANZUR,

CESO III

Vice-Chairman and DTI-IX Director IV

HON. CHITA G. CILINDRO,

CESO III

Chairperson and DOLE-IX Director IV

Effectivity : 29 July 2006

Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD - IX
Regional Office No. 9
Zamboanga City

RULES IMPLEMENTING WAGE ORDER NO. RIX-13

Pursuant to Section 5, Rule IV of the National Wages and Productivity Commission (NWPC) Revised Rules of Procedure on Minimum Wage Fixing and Section 24 of Wage Order No. RIX-13, the following implementing rules and regulations are hereby issued for guidance and compliance by all concerned:

RULE I
GENERAL PROVISIONS

Section 1. TITLE. These Rules shall be known as the Implementing Rules of Wage Order No. RIX-13.

Section 2. DEFINITION OF TERMS. As used in this Rules:

- a. **Act** refers to Republic Act No. 6727 otherwise known as the "Wage Rationalization Act of 1989".
- b. **AGRICULTURE** refers to farming in all its branches and among others, the cultivation and tillage of the soil, production, cultivation, growing and harvesting of agricultural and horticultural commodities, dairying, raising of livestock or poultry, the culture of fish and other aquatic products in farms or ponds, any other activities performed by a farmer or on a farm as an incident to or in conjunction with such farming operations, but does not include the manufacturing and/or processing of sugar, coconut, abaca, tobacco, pineapple, aquatic and other farm products .
- c. **PLANTATION AGRICULTURAL ENTERPRISE** refers to one engaged in agriculture with an area of more than twenty four (24) hectares in a locality or which employs at least twenty (20) workers. Any other agricultural enterprises shall be considered as "Non-Plantation Enterprise".
- d. **REGIONAL BOARD** refers to the Regional Tripartite Wages and Productivity Board (RTWPB), Region IX.
- e. **BASIC WAGE** means all the remunerations or earnings paid by an employer to a worker for services rendered on normal working days and hours but does not include cost-of- living allowances, profit-sharing- payments, premium payments, 13th month pay or other monetary benefits which are not considered as part of or integrated into the regular wage or salary of the

workers on the date the wage increases become effective.

- f. **COMMISSION** refers to the National Wages and Productivity Commission (NWPC).
- g. **COTTAGE/HANDICRAFT ESTABLISHMENT** refers to one engaged in an economic endeavor in which the products are primarily done in the home or such other places for profit, which requires manual dexterity and craftsmanship.
- h. **COLA** refers to the cost-of- living allowance.
- i. **DEPARTMENT** refers to the Department of Labor and Employment.
- j. **ESTABLISHMENT** refers to an economic unit which engages in one area or predominantly one kind of economic activity at a single fixed location.
- k. **RETAIL ESTABLISHMENT** is one principally engages in the sale of goods to the end users for personal or household use. A retail establishment that regularly engages in wholesale activities loses its retail character.
- l. **SERVICE ESTABLISHMENT** is one principally engaged in the sale of services to individuals for their own or household use and is generally recognized as such.
- m. **ESTABLISHMENT REGULARLY EMPLOYING NOT MORE THAN 30 WORKERS** refers to an establishment employing not more than thirty (30) workers regardless of status, except the owner/s, for at least six (6) months in any calendar year.
- n. **REGIONAL MIMNIMUM WAGE RATE** refers to the lowest wage rates that an employer can pay the workers, as fixed by the Regional Board.
- o. **ORDER** refers to Wage Order No. RIX-13.
- p. **REGION-IX** is the geographical area covering the Zamboanga Peninsula Region comprising the Provinces of Zamboanga del Sur, Zamboanga del Norte, Zamboanga Sibugay and the Cities of Zamboanga, Pagadian, Dipolog, Dapitan and Isabela .
- q. **WAGE DISTORTION** refers to a situation where an increase in prescribed wage rates results in the elimination or severe contraction of intentional quantitative differences in wage or salary rates between and among employees group in an establishment as to effectively obliterate the distinction embodied in such wage structure based on skills, length of service or other logical basis of differentiation.

RULE II

NEW MINIMUM WAGE RATES

Section 1. NEW MINIMUM WAGE RATES. Effective 28 July 2006:

- a. PHP 20.00 per day COLA under Wage Order No. RIX-12 shall be integrated into the basic minimum wage

- b. After the COLA integration, the minimum wage workers and employees in the private sector in Region- IX shall be granted a wage increase of Fifteen Pesos (PhP 15.00) per day.
- c. The new daily minimum wage rates are as follows:

CATEGORY/SECTOR	Basic Wage after COLA integration	Wage Increase under this Order	New Minimum Wage Rate upon effectivity of this Order
1. NON-AGRICULTURAL			
Includes private hospital, educational institutions, security agencies, janitorial, retail/service establishments employing more than 30 workers	200.00	15.00	215.00
2.AGRICULTURAL			
Includes rubber-based enterprises			
~ Plantation Agricultural Enterprise	175.00	15.00	190.00
~ Non-Plantation Agricultural Enterprise	155.00	15.00	170.00
3.RETAIL / SERVICE ESTABLISHMENT			
Employing not more than 30 workers	180.00	15.00	195.00
4. COTTAGE/HANDICRAFT	155.00	15.00	170.00

Section 2. COVERAGE. The wage increase prescribed herein shall apply to all private sector workers and employees receiving the minimum wage in Region IX, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Not covered are household or domestic helpers; persons employed in the personal service of another including family drivers; and employees and workers of registered Barangay Micro Business Enterprises (BMBEs) pursuant to RA 9178 otherwise known as the "Barangay Micro Business Enterprises Act of 2002" .

Section 3. BASIS OF MINIMUM WAGE. The minimum wage rates prescribed in this Wage Order shall be for the normal working hours which shall not exceed eight (8) hours work a day.

Section 4. WAGES OF SPECIAL GROUP OF WORKERS. Wages of apprentices and learners shall in no case be less than seventy five percent (75%) of the applicable minimum wage rates prescribed in the Wage Order.

All recognized learnerhip and apprenticeship agreements entered into before the effectivity of the Wage Order shall be considered automatically modified insofar as their wage provisions are concerned to reflect the increase prescribed under this Order.

Section 5. APPLICATION TO CONTRACTORS. In the case of workers covered by service contracts for work and services, the prescribed increase in the minimum wage set forth herein shall be borne by the principal , and the contract shall be deemed amended accordingly. In the event, however, that the principal or client of the contractor fails to pay the prescribed increase, the contractor shall be jointly and severally liable with the principal or client.

Section 6. APPLICATION TO INDUSTRIES WHOSE REVENUES ARE REGULATED BY LAW. Industries whose revenues are regulated by law, such as transportation, electric cooperative , arrastre, utilities, etc, are required to comply with this Wage Order immediately upon approval of adjustment in their rates by the concerned government agencies, but not later than six (6) months from the effectivity of the Wage Order.

Section 7. APPLICATION TO WORKERS PAID BY RESULTS. All workers paid by results , including those who are paid on piece work, "takay", "pakyaw" or task basis, shall receive not less than the applicable minimum wage rates prescribed under this Wage Order for the normal working hours which shall not exceed eight hours work a day or a proportion thereof for work of less than normal working hours.

The wage rates of workers who are paid by results shall continue to be established in accordance with Article 101 of the Labor Code, as amended and its implementing rules.

Section 8. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS.. In case of private educational institutions, the share of covered workers and employees in the increase in tuition fees for School Year 2006-2007 shall be considered as compliance with the increase prescribed herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting School Year 2007-2008.

Private educational institutions which have not increased their tuition fees for the School Year 2006-2007, may defer compliance with the provisions of this Wage Order until the beginning of School Year 2007-2008.

In any case, all private educational institutions shall implement the increase prescribed herein starting School Year 2007-2008.

Section 9. MOBILE AND BRANCH WORKERS. The minimum wage rate of workers, who by nature of their work have to travel, shall be those applicable in the domicile or head office of their employer.

The minimum wage rates of workers working in branches of establishments within the region shall be those applicable in the place where they are stationed.

Section 10. TRANSFER OF PERSONNEL. The transfer of personnel to areas with lower rates shall in no case be a valid ground for the reduction of the higher wage rates being enjoyed by the worker prior to such transfer. However, where the worker is transferred to an area with higher minimum wage rate, he or she shall be entitled the higher minimum wage rate.

RULE III APPEAL

Section 1. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission (NWPC) through the Regional Wages and Productivity Board (RTWPB) within ten (10) calendar days from the publication of the Wage Order.

Section 2. EFFECTS OF FILING OF APPEAL. The filing of the appeal does not operate to stay the Order unless the party appealing such Order shall file with the Commission an undertaking with a surety or sureties satisfactory to the Commission for payment of the corresponding increase to employees affected by this Wage Order in the event such Order is affirmed.

RULE IV SPECIAL PROVISIONS

Section 1. EFFECTS ON EXISTING WAGE STRUCTURE. Should any dispute arise as a result of wage distortion, the employer and the union shall negotiate to correct the distortions through the grievance procedure under their collective bargaining agreement, and if it remains unresolved, through voluntary arbitration. Unless otherwise agreed by the parties in writing, such dispute shall be decided by the voluntary arbitrator or panel of voluntary arbitrators within ten (10) calendar days from the time said dispute was referred for voluntary arbitration.

In cases where there are no collective bargaining agreements or recognized labor unions, the employers and workers shall endeavor to correct such distortions. Any dispute arising therefrom shall be settled through the National

Conciliation and Mediation Board and if it remains unresolved after ten (10) calendar days of conciliation, the same shall be referred to the appropriate branch of the National Labor Relations Commission (NLRC). The NLRC shall conduct continuous hearings and decide the dispute within twenty (20) calendar days from the time said dispute is submitted for compulsory arbitration.

The pendency of a dispute arising from wage distortion shall not in any way delay the applicability of any increase prescribed in the Order.

Section 2. COMPLAINTS FROM NON-COMPLIANCE. Complaints for non-compliance with the wage increase prescribed under this Wage Order shall be filled with the Regional Office of the Department of Labor and Employment having the jurisdiction over the workplace and shall be the subject of the enforcement proceedings under Articles 128 and 129 of the Labor Code, as amended.

Section 3. CONDUCT OF INSPECTION BY THE DEPARTMENT OF LABOR AND EMPLOYMENT. The Department shall conduct inspections of establishments, as often as necessary, to determine whether the workers are paid the prescribed wage rates and other benefits granted by law or any Wage Order. In the conduct of inspection in unionized companies, Department inspectors shall always be accompanied by the president or other responsible officer of the recognized bargaining unit or of any interested union. In the case of non-unionized establishment, a worker representing the workers in the said company will accompany the inspector.

The workers' representative shall have the right to submit his or her own findings to the Department and to testify on the same if he or she does not concur with the findings of the labor inspector.

Section 4. NON-DIMINUTION OF BENEFITS. Nothing in this Wage Order and this Rules shall be construed to reduce any existing wage rates and benefits or any form under existing laws, decrees, executive order, any or any contract or agreement between workers and employers.

Section 5. PRODUCTIVITY ENHANCEMENT. In order to sustain rising levels of wages and enhance competitiveness, businesses are encouraged to strongly adopt productivity improvement schemes such as time and motion studies, good housekeeping techniques, quality circle, labor-management cooperation as well as implement gain-sharing programs. Accordingly, the Board shall provide the necessary studies and technical assistance pursuant to Republic Act No. 6971 otherwise known as the "Productivity Incentives Act of 1990 " .

Section 6. CREDITABLE WAGE INCREASES. Wage increases granted by an employer in an organized establishment within three (3) months prior to the effectivity of the Order shall be credited as compliance with the prescribed

increase set forth therein, provided that an agreement to this effect has been forged between the parties or a provision in the Collective Bargaining Agreement allowing credibility exists. In the absence of such an agreement or provision in the CBA, any increase granted by the employer shall not be credited as compliance with the increase prescribed in this Order.

In unorganized establishments, wage increases granted by the employer within three (3) months prior to the effectivity of the Order shall be credited as compliance.

In case the increase given is less than the prescribed increase, the employer shall pay the difference. Such increase shall not include anniversary increases, merit wage increases and those resulting from the regularization of employees.

Section 7. PENAL PROVISIONS. Pursuant to the provisions of Section 12 of RA No. 6727, as amended by RA 8188 or otherwise known as the "Double Indemnity Act of 1996" any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay any of the prescribed increase in the Order, shall be punished by a fine of not less than Twenty Five Thousand Pesos (PhP 25, 000.00) nor more than One Hundred Thousand Pesos (PhP 100, 000.00) or imprisonment of not less than two (2) years nor more than four (4) years or both such fine and imprisonment at the discretion of the Court: Provided, That any person convicted under this Wage Order shall be entitled to the benefits provided for under Presidential Decree No. 1257 otherwise known as the " Probation Law of 1976".

If violation is committed by a corporation, trust or form, partnership, association, or any other entity, the penalty of imprisonment shall be imposed upon the entity's responsible officer, including but not limited to the president, vice-president, chief executive officer, general manager, managing director as partner.

Section 8. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction or temporary restraining order (TRO) may be issued by the court, tribunal or other entity against any proceedings before the Commission or the Regional Boards.

Section 9. FREEDOM TO BARGAIN. The Wage Order shall not be construed to prevent workers in particular firms or enterprises of industries from bargaining for higher wages and flexible working arrangement with their respective employers.

Section 10. REPORTING REQUIREMENTS. Any person, company, corporation, partnership or any entity engaged in business shall submit a verified

listing of their labor component to the Board not later than 31 January 2007 and every year thereafter in accordance with form prescribed by the Commission.

Section 11. REPEALING CLAUSE. All orders, issuances, rules and regulations on wages, or parts thereof inconsistent with the provisions of the Wage Order and this Rules are hereby repealed, amended or modified accordingly.

Section 12. SEPARABILITY CLAUSE. If any provision of this Wage Order is held unconstitutional or illegal, the other provisions or parts thereof shall remain valid.

Section 13. EFFECTIVITY. These Rules shall take effect on 28 July 2006.

APPROVED, this 21st day of July 2006 in Zamboanga City, Philippines.

HON. RAFAEL G. EVANGELISTA, JR.,
CESO III

Vice-Chairman and NEDA –IX Director IV

HON. NAZRULLAH B. MANZUR, CESO III

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HON. ARSENIO L. GONZALEZ, JR.

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(Deceased)

Member, Workers' Representative

HON. CHITA G. CILINDRO, CESO III

Chairperson and DOLE-IX Director IV

HON. ARTURO D. BRION

Secretary

DEPARTMENT OF LABOR AND EMPLOYMENT