

Republic of the Philippines  
Autonomous Region in Muslim Mindanao  
Department of Labor and Employment  
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD**  
Cotabato City

**WAGE ORDER NO. ARMM - 04**  
**GRANTING A P9.00/P7.00 DAILY WAGE INCREASE**

WHEREAS, the abrupt increase of oil price and the recent devaluation of the peso brought by the currency crisis triggered an economic turmoil in the ASEAN region, thus necessitating a review and conduct further a study on the prevailing minimum wage levels in ARMM;

WHEREAS, the Regional Board has received five (5) Petitions from the Labor Sector seeking wage increase ranging from P15.00 to P30.00 daily, and six (6) proposals from the management sector, ranging from P5.00 to P9.00 daily, all agreeing to cover all types of workers;

WHEREAS, results of the consultations and public hearings conducted since December 1997 and by economic statistical data presented show that there is an urgent need to provide wage increase with distinct notation in the four provinces of the region;

WHEREAS, the Regional Board has noted the low level of workers organization in the region and the inability of the workers to bargain collectively.

WHEREAS, the Regional Board has also noted on the instruction of Prof. Nur Misuari, Regional Governor of ARMM, to improve the standards of living of the workers while at the same time attract more foreign investors in the region;

NOW, THEREFORE, by virtue of the power and authority vested under Republic Act 6727, otherwise known as Wage Rationalization Act, the Regional Tripartite Wages and Productivity Board of the Autonomous Region in Muslim Mindanao (ARMM) hereby issues this Wage Order with the following provision:

Section 1. Upon effectivity of this Order, all employees/workers in the private sector in Autonomous Region in Muslim Mindanao, regardless of their position, designation or their status of employment are granted an daily wage increase of P9.00 in the provinces of Maguindanao and Lanao Sur and P7.00 in the provinces of Sulu and Tawi - Tawi.

Section 2. All workers paid by result, including those who are paid on piecework "takay" "pakyaw", or task basis, shall received the prescribed across-the board wage increase for the normal working hours which shall not exceed eight (8) hours work a day, or a proportion thereof for working less than the normal working hours.

Section 3. In the case of contractors for construction projects and for the security, janitorial and similar services, prescribed increase in the wage rate workers shall be borne by the principals or clients of the construction/service contractors and their contract shall be deemed amended accordingly.

In the event, however, that the principal or clients fails to pay the prescribed wage rates, the construction/service contractors shall be jointly and severally liable with his principal or client.

Section 4. Wage of learners, apprentices and handicapped workers shall never be less than 75% of the new wage rates prescribed under this Order.

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

Section 5. Creditable Wage Increase - The wage increases granted by the employers on or after January 01, 1998 shall be credited as compliance with the new wage rates prescribed in this Order; but if the increase are less than the prescribed minimum wage rates under this Order, the employer shall pay the difference.

The wage increase granted by the employers that may be credited as compliance shall not include anniversary wage increase, merit wage increase, and those resulting from the regulation or promotion of employees.

The monetary benefits, derived from profit sharing or gainsharing scheme as mutually agreed by the parties involved, permanently or consistently granted to the workers within one (1) year from the effectivity of this Order, shall be considered as compliance to the new wage rates prescribed under the Order, but if the benefits given is less than the prescribed new wage rates, the employer shall pay the difference, and if the profit-sharing or gain

sharing is discontinued the employer shall likewise pay the difference retroactive to the period when the discontinuance of this scheme took effect.

Section 6. Application to Private Educational Institutions - The new wage rates prescribed under this Order shall apply to all workers in the Private Educational Institutions when they have increased or acquired authorization to increase their fees during school year 1997-1998. Otherwise, the minimum wage rates shall be so applicable not later than the opening of the next school year beginning 1998.

Section 7. Wage Distortion - Where the application of the prescribed wage increase under this Wage Order results in distortion, such shall be corrected using the procedure specified under Article 124 of the Labor Code, as amended.

Section 8. COVERAGE OF EXEMPTION - Not covered from the provisions of this Order are household or domestic helpers in the personal service of another, including family drivers.

Section 9. Upon application with and as determined by Board, in accordance with the applicable rules and regulations issued by the National Wages and Productivity Commission, the following may be exempted from the applicability of this Order.

1. Retail/Service establishments regularly employing not more than ten (10) workers;
2. Distressed establishment which meets the criteria enumerated in section 3A of the NWPC Guidelines No. 1 series 1996.
3. New Business Enterprises established within two (2) years from the effectivity of this Order.
4. Establishments adversely affected by natural calamities.

Section 10. The Board has the discretion to grant full or partial exemption to such employers with respect to the amount or period of exemption but in no case shall not exceed one (1) year from the effectivity of this Order.

Section 11. Whenever an application for exemption has been duly filed with the Board, action on any complaint for alleged non-compliance with this Wage Order shall be deferred pending its resolution.

Section 12. In the event that an application for exemption is not granted the employees of the applicant firm shall receive the appropriated compensation due them as provided for in this Order together with the payment of simple interest amounting to one percent (1%) per month retroactive to the effectivity of this Order.

Section 13. Extent and Duration of Exemption - A full exemption of one (1) year shall be granted to all categories of establishments that meet the applicable criteria for exemption under section 3 of NWPC Guidelines No. 01, Series of 1996.

However, a partial exemption of 50% with respect to the amount or period of exemption shall be granted only in the case of distressed establishment as enumerated under Section 8 of NWPC Guidelines 01, Series of 1996.

Section 14. Deadline of Application for Exemption - The deadline for filing of applications for exemptions shall be sixty (60) days from the date of publication of this approved rules implementing this Order in at least one newspaper of general circulation in the region. In the case of NBEs, applications shall be filed not later than sixty (60) days from date of registration.

Section 15. Non-Diminution of Benefits - Nothing in this Order and its Rules shall be construed to reduce any existing wage rates, allowances and benefits of any form under existing wage decrease, issuances, executive Order, and / or under any contract or agreement between the workers and employees.

Section 16. Workers Opposition - Any worker or, if unionized, the union in the applicant establishment, may file within fifteen (15) days from the receipt of the notice with the reasons why the application should not be approved, copy furnished the applicant.

Section 17. Motion for Reconsideration - Only one (1) Motion for Reconsideration may be filed with the Board by the aggrieved party within ten (10) days from receipt of the decision and shall state the grounds upon which the motion is based, copy furnished the other party and the Department of Labor and Employment in the Autonomous Region of Muslim Mindanao (ARMM).

The denial of motion for Reconsideration shall be final and executory unless appealed to the Commission.

Section 18. Complaint for Non-Compliance - The complaint for non-compliance with the new wage rates prescribed under this order may be filed with the Regional Office of the Department of Labor and Employment

ARMM and shall be subject for an enforcement proceeding under Art. 128 & Art. 129 of the Labor Code, as amended without prejudice to the criminal prosecution.

Section 19. Penal Provision - Any person, corporation, trust or firm, partnership, association or entity which refuses or fails to pay any of the prescribed increases or adjustments in the new minimum wage rates made in accordance with this Order shall be punished by a fine not less than P25,000.00 nor more than One Hundred Thousand Pesos (P100,000) 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 Order shall not be entitled to the benefits provided for under the Probation Law.

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

The employer concerned shall be ordered to pay an amount equivalent to double the unpaid benefits owing to the employees: Provided, that payments of indemnity shall not absolve the employer from the criminal liability imposable under RA 8188.

Section 20. 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 21. Rules Implementing This Order - The Board shall prepare the necessary rules to implement this Order, subject to the approval of the Regional Governor of the Autonomous Region in Muslim Mindanao.

Section 22. Separability Clause - If, for any reason, any section or provisions of this Order is declared unconstitutional or illegal, the other provisions or parts shall remain valid.

Section 23. Effectivity. This Order shall take effect fifteen (15) days after publication in at least one (1) newspaper of general circulation in the region.

Approved, March 03, 1998 at Cotabato City, Philippines

**(SGD) HON. FERRALDY P. SINSUAL**  
Member  
Labor Sector

**(SGD) HON. GEORGE C. JABIDO**  
Member  
Employer Sector

**VACANT**  
Labor Sector

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Employer Sector

**(SGD) HON. DIAMADEL E. DUMAGAY**  
Vice – Chairman

**(SGD) HON. FATIMA IRENE T. RASUL**  
Vice - Chairman

**(SGD) HON. BAYAN G. BALT**  
Chairman

Republic of the Philippines  
Department of Labor and Employment  
Autonomous Region in Muslim Mindanao  
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD**  
Cotabato City

**RULES IMPLEMENTING WAGE ORDER NO. ARMM-04**

Pursuant to the authority granted to the Regional Tripartite Wages and Productivity Board under Section 5, Rule IV of the NWPC Rules of Procedure on Minimum Wage Fixing, the following rules are hereby issued for guidance and compliance by all concerned:

Definition of Terms:

- a) "Order" means Wage Order No. ARMM-04;
- b) "Commission" refers to the National Wages and Productivity Commission;
- c) "Regional Board" means the Regional Tripartite Wages and Productivity Board of ARMM;
- d) "Regional Department" refers to the Department of Labor and Employment – ARMM;
- e) "ARMM" refers to the geographic area in the Autonomous Region in Muslim Mindanao covering the provinces of Maguindanao, Lanao Sur, Sulu, and Tawi-Tawi;
- f) "Agriculture" refers to the farming in all its branches and among others, including the cultivation, growing, and harvesting of any agricultural or horticultural commodities, dairying, raising of livestock or poultry, the culture of fish and other products in farms or ponds and any activities performed by a farmer or on a farm as an incident to or in conjunction with some farming operations, but does not include the manufacturing and/or processing of sugar, coconut, abaca, tobacco, pineapple, aquatic or other farm products;
- g) "Plantation Agricultural Enterprises" is the 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 enterprise shall be considered as non-plantation agricultural enterprise;
- h) "New Business Enterprises" refer to establishments including non-profit institution, established within two (2) years from the effectivity of the Wage Order based on the latest registration with the appropriate government agency such as SEC, DTI, CDA and Mayor's Office;
- i) "Establishment" refers to an economic unit which engages in one or predominantly one kind of economic activity at a single fixed location;  
  
For purposes of determining eligibility for exemption, establishment under the same owner/s but separately registered with the Securities and Exchange Commission (SEC), Department of Trade and Industry (DTI), or Cooperative Development Authority (CDA) as the case may be, irrespective of their location, shall be treated as individual and distinct establishment;
- j) "Cottage/handicraft Establishment" is one engaged in economic endeavor in which the products are primarily done in the home or such other places for profit which requires manual dexterity and craftsmanship and/or whose capitalization does not exceed P1,500,000.00 as per SMED Council Resolution No. 3 Series of 1995.
- k) "Retail Establishment" is one principally engaged in the sale of goods to end users for personal or household use;
- l) "Service Establishment" is one principally engaged in the sale of service to individuals for their own or household use and is generally recognized as such;
- m) "Establishment" regularly employing not more than ten (10) workers" refers to an establishment employing not more than (10) workers regardless of status, except the owner/s, for at least six (6) months in any calendar year;
- n) "Basic Wage" means all remuneration 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, 13<sup>th</sup> month pay or other monetary benefits which are not considered as part or integrated into regular salary of the workers on the date the Order became effective;

- o) "Minimum Wage rate" refers to the lowest wage rate that an employer can pay his workers, as fixed by the Board, which shall not lower than the applicable minimum wage rates;
- p) "Wage Distortion" means 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 employee groups in an establishment as to effectively obliterate the distinction embodied in such wage based of differentiation;
- q) "Capitalization" means paid-up capital in the case of a corporation, and total invested capital in the case of a partnership or single proprietorship;

Section 1. Amount of Wage Increase – After complying with 15-day mandatory publication of this Order and upon its effectivity, all workers and employees in the private sector within the ARMM are granted a P9.00 per day wage increase in the provinces of Maguindanao and Lanao Sur, and P7.00 per day wage increase in the provinces of Sulu and Tawi-Tawi.

1.A Daily Minimum wage – The daily minimum wage rates of workers and employees shall be as follows:

Section 2. Workers Paid By Results – All workers apid by results, including those who are paid on piecework, "takay", "pakyaw", or task basis, shall receive the prescribed across-the-board wage increase for the normal working hours which shall not exceed eight (8) hours work a day, or a proportion thereof for work less than normal working hours.

Section 3. Application for Contractors – In the case for contracts for construction projects and for security, janitorial and the principals or clients of the construction/service contractor and the contract shall be deemed amended accordingly.

In the event, however, that principal or client fails to pay the prescribed wage rates, the construction/service contractor shall be jointly and severally liable with the principal or client.

Section 4. Wages of Special Group of Workers – Wage of apprentices, learners, and handicapped workers shall in no case be less than 75 percent of the applicable minimum wage rates provided in the Order.

All recognized learnership and apprenticeship agreements entered into before the April 9, 1996 shall be considered as automatically modified in so far as their wage clauses are concerned to reflect the new minimum wage rates prescribed under this Order.

Section 5. Creditable Wage increase – The wage increases granted by the employers on or before (January 1, 1997) shall be credited as partial compliance with the new minimum wage rates prescribed in this Order; but if the increase are less than the prescribed new minimum wage rats uder this order, the employer shall pay the difference.

The wage increases granted by the employers shall not include anniversary wage increase, merit wage increases, and those resulting from the regulation or promotion of the employees.

The monetary benefits, derived from profit-sharing or gainsharing scheme as mutually agreed by the parties involved permanently or consistently granted to the workers within one (1) year from the effectivity if this Order and have been continuously granted even after the effectivity of this Order, shall considered as compliance to the new minimum wage rates prescribed under this Order, but if the benefits are less than the prescribed minimum wage rates, the employer shall pay the difference, and if the profit-sharing or gain-sharing is discontinued, the employer shall likewise pay the difference retroactive to the period when the discontinuance of the scheme took effect.

Section 6. Application to Private Educational Institutions – The new minimum wage rates prescribed under this Order shall apply to all workers in the Private Education Institutions when they have increase or acquired authorization to increase their tuition fees during the school year 1996-97. Otherwise, the new minimum wage rates shall be so applicable not later than the opening of the next school year beginning 1997.

Section 7. Wage Distortion – When the application of the prescribed minimum wages increase under Wage Order results in distortion, such shall be corrected using the procedure specified under Article 124 of the labor Code, as amended.

Section 8. Coverage – The wage order in the autonomous region applies to all workers and employees in the private sector, regardless of their position, designation, or their status, and irrespective of the method by which their wages are paid, except household or domestic helper and persons in the personal service of another, including family drivers.

Section 9. Other Exemption – The following may likewise be exempted from compliance with the Wage Order upon application with and as determined by the Regional Board in accordance with the NWPC Guidelines:

A) Retail and services establishments regularly employing not more than ten (10) workers/ employees, provided the following requirements are submitted together with the application, to wit:

1. Affidavit from stating the following:
  - a. It is retail/service establishment.
  - b. It is regularly employing not more than ten (10) workers for at least six months in any calendar year.
2. Business permit for the current year from the appropriate government agency.

B) Distressed Establishment

1. For Stock Corporation / Cooperative

- a.) When deficit as of the last accounting period or interim period, immediately preceding the effectivity of the Order amounts to 20% or more of the paid-up capital for the same period; or
- b.) When an establishment registers capital deficiency i.e. negative stockholders equity as of the last full accounting period or interim period, if any, immediately preceding the effectivity of this Order.

2. For single Proprietorship/Partnership

A.) Single Proprietorship/Partnerships operating for at least two (2) years may be granted exemption:

- a.1.) When the next accumulated losses for the last two (2) full accounting periods and interim period, if any, preceding the effectivity of the Order amounts to 20% or more of the total invested capital at the beginning of the Period under review, or
- a.2.) When an establishment registers capital deficiency i.e. negative net worth as of the last full accounting period or interim period, if any, immediately preceding the effectivity of the Order.

B.) Single Proprietorships/Partnership operating for less than two (2) years may be granted exemption when the net accumulated losses for the period immediately preceding the effectivity of the Order amounts to 20% or more of the total invested capital at the beginning of the period under review.

3. For Non-Stock Non-Profit Organizations

A.) Non-Stock Non-Profit Organizations operating for at least two (2) may be granted exemption:

- a.1) When the net accumulated losses for at least two (2) full accounting periods and interim period, if any, immediately preceding the effectivity of the Order amounts to 20% or more of the fund balance/members contributes at the beginning of the period under review, or
- a.2) When an establishment registers capital deficiency i.e., negative fund balance/ member's contributions as of the last full accounts period or interim period, if any, immediately preceding the effectivity of the Order.

B.) Non-stock, Non-Profit Organizations Operating for less than two (2) years may be granted exemption when the net accumulated losses for the period immediately preceding the effectivity of the Order amount to 20% or more of the fund balance/members contributes at the beginning of the period under

4. For Bank and Quasi-Banks

a.) Under Receivership / Liquidation

Exemption may be granted to a bank or a quasi-bank under receivership or liquidation when there is a certificate from Banko Sentral ng Pilipinas that it is under receivership or liquidation as provided in section 30 of RA 7650 otherwise known as the new Central Bank Act.

b) Under Controllorship / Conservatorship

A bank or quasi-bank under controllorship / conservatorship may apply for exemptions as a distressed establishment under Section 3A of this Guidelines.

C) New Business Enterprises

Exemption may be granted to the new business enterprises established within two (2) years from effectivity of the Order, classified under any of the following:

- c.1) Agricultural establishments whether Plantation or Non-Plantation.
- c.2) Establishment with a total assets after financing of Five Million (P5,000,000.00) and below.

For all categories of exemption proof of notice of filing of application to the President of the Union/Contracting party if one of organized in the establishment, or if there is no union, a copy of a application to all the workers in the establishment is also required. The proof of notice, which may be translated in the vernacular, shall state that the workers shall be posted in a conspicuous place in the establishment.

D) Establishment Adversely Affected by Natural Calamities

1. The establishment must be located in an area declared by a competent authority as under a state of calamity.

2. The natural calamities, such as earthquakes, lahar flow, typhoons,, volcanic eruptions, fire, floods and similar occurrences, must have occurred within 6 months prior to the effectivity of the Wage Order.

3. Losses suffered by the establishment as a result of the calamity that exceed the insurance coverage should amount to 20% or more of the stockholder's equity as of the last full accounting period in the case of corporations and cooperatives, total invested capital in the case of partnership and single proprietorships and fund balance/members contributions in the case of non - stock non-profit organizations.

Only losses or damage to properties directly resulting from the calamity and not incurred as a result of normal business operations shall be considered.

4. Where necessary, the Board or its duly authorized representative shall conduct an ocular inspection of the establishment or engage the services of experts to validate the extent of damage suffered.

Section 10. Discretion to Grant Exemption - the Board has the discretion to grant full or partial exemption to such employers with respect to the amount or period of exemption but in no case shall not exceed one (1) year from the effectivity of this Wage Order.

Section 11. Application for Exemption - The Board has the discretion to grant full or partial exemption has been duly with the Regional Board, action on any complaint for alleged non-compliance with the Order shall be deferred pending resolution of the petition for exemption by the Regional Board.

Section 12. Denial of Application for Exemption - In the event that application for exemption are not granted, workers and employees of the establishments whose appropriate adjustment in compensation due them as provided for in the order plus simple interest of the one percent (1%) per month retroactive to the effectivity of the order.

Section 13. Duration and Extent of Exemption - the establishment that properly applied and found qualified full exemption one (1) year activity of this Order; however, distressed establishment may be granted a partial exemption of 50% with respect to the amount or period of exemption as provided under Section 8 of NWPC Guidelines No. 1, Series of 1996.

Section 14. Deadline of Application of Exemption - The deadline for filing of application for exemption shall be sixty (60) days from the date of publication authorized, from the date of publication of the approved rules implementing this Order in at least one (1) newspaper of general circulation in this region

Section 15. Workers Opposition - Any workers or if authorized, the union in the applicant establishment, may file with the Board an opposition to the application for exemption stating reasons why the application should not be approved, copy furnished the applicant.

Section 16. Motion for Reconsideration - Only one (1) motion for reconsideration may be filed with the Board by the aggrieved party within ten (10) days from receipt of the decision and shall state the grounds upon which the motion based, copy furnished the Autonomous Region in Muslim Mindanao (ARMM).

The denial of the motion for reconsideration shall be final and executory unless appealed to the Commission.

Section 17. Complaint for Non-Compliance - The complaint for the non-compliance of the new minimum wage rates prescribed in this Order may be filed with the Regional Office of the Department of Labor and Employment under Article 128 of Labor Code, as Amended, without prejudice to the criminal prosecution.

Section 18. Penal provision - Any person corporation, trust or firm, partnership, association or entity which refuses or fails to pay of the prescribed increases or adjustment in the new minimum wage rates made in

accordance with this Order shall be punished by a fine not less than Twenty-Five Thousand Pesos (P25,000.00) nor more than One Hundred thousand pesos (P100,000.00) 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 for uinder this Order shall not be entitled to benefits provided for under the Probation Law.

If the violation is committed by a corporation, trust or firm, partnership, assoication or any entity, the penalty of imprisonment shall be imposed upon the entity /s responsible officers, including but not limited to the president, vice president, chief executive officer, genral manager, managing director or partner.

Section 19. Prohibition Againts Injusnction - No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceedings before the Board.

Section 20. Rules Implementing this Order - The Board shall prepare the necessary rules to implementing this Order, subject to the approval of the Regional Governor of the Autonomous Region in Muslim Mindanao.

Section 21. Separability Clause - If, for any reason, any section or provision of thos Order is declared unconstitutional or illegal, order provisions or parts shall remain valid.

Section 22. Effectivity - This Rule shall take effect fifteen (15) days after publication in at least one newspaper of general ciruclation in region.

APPROVED, on March 03, 1998 at Cotabato City, Philippines

**(SGD) HON. FERRALDY P. SINSUAL**

Member  
Labor Sector

**VACANT**  
Labor Sector

**(SGD) HON. DIAMADEL E. DUMAGAY**

Vice – Chairman

**(SGD) HON. GEORGE C. JABIDO**

Member  
Employer Sector

**VACANT**  
Employer Sector

**(SGD) HON. FATIMA IRENE T. RASUL**

Vice - Chairman

**(SGD) HON. BAYAN G. BALT**

Chairman

APPROVED: This \_\_\_\_\_ day of \_\_\_\_\_ 1998 at the Office of the Regional Governor - Autonomous Region in Muslim Mindanao, Cotabato City, Philippines

**(SGD) HON. Prof. NUR P. MISUARI**

Regional Governor

**MINIMUM DAILY WAGE RATE**  
EFFECTIVE APRIL 13, 1998

SECTOR / INDUSTRY	PROVINCES			
	Maguindanao	Lanao del Sur	Sulu	Tawi-Tawi
<b>NON-AGRICULTURE</b>				
<b>INDUSTRIAL</b>				
Employing more than 20 workers	140	140	139	139
Employing 11 - 20 workers	135.6	135.6	133.6	133.6
Employing not more than 10 workers	131.2	131.2	129.2	129.2
<b>COMMERCIAL</b>				
Employing more than 20 workers	140	140	138	138
Employing 11 - 20 workers	135.6	135.6	133.6	133.6
Employing not more than 10 workers	131.2	131.2	129.2	129.2
<b>AGRICULTURE</b>				
Plantation				
Plantation (i.e. more than 24 hectares with annual gross sales of P5M or more)	121.9	121.9	119.9	119.9
Plantation with annual gross sales of less than P5M	114.9	114.9	94.05	94.05
Non-Plantation	96.06	96.06		
<b>COTTON/HANDICRAFT:</b>				
Employing more than 50 workers	118	118	116	116
With 50 - 100 bed capacity	116	116	114	114
<b>PRIVATE HOSPITAL / CLINICS:</b>				
With more than 100 bed capacity	136	136	134	134
Employing not more than 50 workers	133.6	133.6	131.6	131.6
With less than 50 bed capacity	131.2	131.2	129.2	129.2
<b>RETAIL /SERVICES</b>				
Employing more than 20 workers	140	140	138	138
Employing 11 - 20 workers	133.6	133.6	131.6	131.6
Employing not more than 10 workers	104.2	104.2	102.2	102.2
<b>PRIVATE EDUCATIONAL INSTALLATION</b>				
Employing more than 20 workers/teachers	140	140	138	138
Employing 11 - 20 workers/teachers	137.6	137.6	135.0	135.0
Employing not more 10 workers/teachers	135.6	135.6	133.0	133.0

Violators shall be punished by a fine not less than P25,000.00 nor more than P100,000 or imprisonment of not less than 2 years nor more than 4 years or both fine and imprisonment pursuant to Republic Act No.: 8188.