



WAGE ORDER NO. ROVII- 23

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - VII

WHEREAS, the Regional Tripartite Wages and Productivity Board - VII 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. ROVII-22** took effect on **January 5, 2020**;

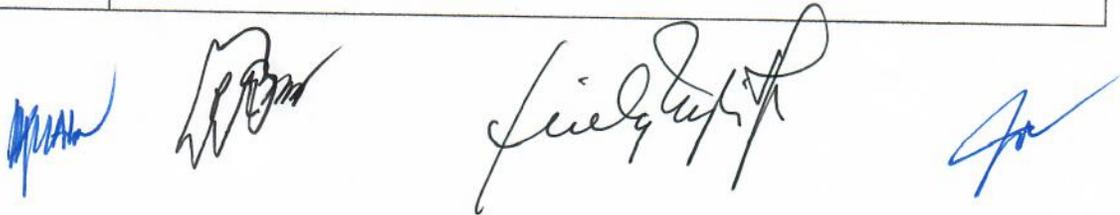
WHEREAS, the Board received the following petitions for minimum wage increase for all workers in the private sector in the region, as follows:

Date Received	Petitioner	Wage Adjustment Sought
March 11, 2022	Solidarity of Unions in the Philippines for Empowerment and Reforms (SUPER)	Increases ranging from Php 346.00 – Php 399.00 in the existing wage classification to effect a uniform Php 750.00 minimum wage rate in Central Visayas
March 21, 2022	Cebu Labor Coalition (CELAC), Lonbisco Employees Organization (LEO), Metaphil Workers Union (MWU), and Unionbank Employees Association (UBEA)	Php 308.00 minimum wage adjustment
March 21, 2022	Trade Union Congress of the Philippines (TUCP)	Php 430.00 minimum wage adjustment
March 21, 2022	Alyansa sa mg Mamumu-ong Kontraktwal sa Sugbo (ALSA Kontraktwal – Cebu)	Increases ranging from Php 346.00 – Php 399.00 in the existing wage classification to effect a uniform Php 750.00 minimum wage rate in Central Visayas

WHEREAS, after due notice to all stakeholders, the Board conducted the following:

Consultation

Date	Location
March 22, 2022	DEPED EcoTech Center, Sudlon, Lahug Cebu City





Public Hearings

Date	Stakeholder	Location
April 12, 2022	Northern Cebu	Capitancillo Café and Restaurant, 2nd Flr, R&F Pension House, M H Del Pilar, Pelaez St., Bogo City
April 25, 2022	Bohol	The MetroCentre Hotel and Convention Center, C.P Garcia North Ave., Tagbilaran Bohol
April 29, 2022	Negros Oriental and Siquijor	Bethel Guest House, Rizal Blvd., Dumaguete City
May 6, 2022	Metro Cebu and Southern Cebu	DEPED EcoTech Center, Sudlon, Lahug Cebu 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, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following findings were established:

- a. The Consumer Price Index in the region was 102.9 in January 2020 and rose to 110.0 in April 2022;
- b. The poverty threshold based on the data provided by the Philippine Statistics Authority (PSA) for an average family size of 5 in 2018 is in the amount of Php 353.00 per day;
- c. The Purchasing Power of the Peso at the time of the effectivity of the wage order was at .97; in April 2022 it has gone down to .91;
- d. Region 7's Gross Regional Domestic Product (GRDP) has bounced back from a -9.5% growth in 2020 at constant 2018 prices to 5.4% in 2021;
- e. At the time of its effectivity, the region's highest minimum wage rate of Php 404.00 is equivalent to Php 393.00 in real wages. As of April 2022, the same amount of Php 404.00 only amounts to Php 367.27 in real wages;
- f. Since the effectivity of the wage order in January 2020 until April 2022, prices of unleaded gasoline have risen by around 45%; diesel 89%; LPG by 34%; and
- g. As of April 2022, inflation rate in the region is at 5.4%.

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, 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-VII 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 a PhP 31.00 increase in daily wage. The new minimum wage rates in Region VII will range from PhP 382.00 to PhP 435.00.

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

GEOGRAPHICAL AREA	NON-AGRICULTURE			AGRICULTURE & NON-AGRICULTURE WITH LESS THAN 10 WORKERS		
	PER WOVII-22	WAGE INCREASE	NEW MINIMUM WAGE	PER WOVII-22	WAGE INCREASE	NEW MINIMUM WAGE
CLASS A Cities of Carcar, Cebu, Danao, Lapulapu, Mandaue, Naga, Talisay & Municipalities of Compostela, Consolacion, Cordova Liloan, Minglanilla, San Fernando or Expanded Metro Cebu	404.00	31.00	435.00	394.00	31.00	425.00
CLASS B Other Cities Not Covered Under Class A – Bais, Bayawan, Bogo, Canlaon, Dumaguete, Guihulngan, Tagbilaran, Tanjay, Toledo	366.00	31.00	397.00	361.00	31.00	392.00
CLASS C Other Municipalities Not Covered Under Class A and Class B	356.00	31.00	387.00	351.00	31.00	382.00

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 24th day of May, 2022.

Done in Cebu City, Cebu, Philippines.


JOSE B. TOMONGHA
Workers' Sector


DR. PHILIP N. TAN
Employers' Sector









ATTY. NORA ANALYN DEMETERIO-DIEGO
Workers' Sector - *with reservation*

-VACANT-
Employers' Sector


DIR. EFREN B. CARREON
Vice-Chairperson
National Economic & Development Authority


DIR. MARIA ELENA C. ARBON
Vice-Chairperson
Department of Trade & Industry


USEC. VICTOR A. DEL ROSARIO
Chairperson
Department of Labor & Employment




(For NWPC Secretariat)

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