



WAGE ORDER NO. RIX-22

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION IX - ZAMBOANGA PENINSULA

WHEREAS, the Regional Tripartite Wages and Productivity Board IX – Zamboanga Peninsula (RTWPB-ZamPen Region) 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. **RIX-21** took effect on **June 25, 2022**;

WHEREAS, pursuant to Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination (Omnibus Rules), in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio* initiate wage review;

WHEREAS, the Board upon deliberation during its meeting on July 18, 2023, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

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

	Date	Venue	Coverage
Sectoral Consultation	August 15, 2023	Zamboanga City	Region-wide
Public Hearings	September 19, 2023	Ipil, Zamboanga Sibugay	Zamboanga Sibugay
	September 20, 2023	Pagadian City, Zamboanga del Sur	Zamboanga del Sur
	September 21, 2023	Dipolog City, Zamboanga del Norte	Zamboanga del Norte
	September 25, 2023	Zamboanga City	Zamboanga City and Isabela City

WHEREAS, in setting the minimum wage, the Board has to consider the various criteria under Republic Act No. 6727, as well as the procedures laid down in the Omnibus Rules;

WHEREAS, the Board likewise reviewed and evaluated the existing socio-economic conditions of the region based on official data published by the Philippine Statistics Authority, as follows:

- a. The Consumer Price Index (CPI) in the region is at 121.8 in September 2023 from 113.0 in June 2022;

Rubina A. Artao

[Signature]

[Signature]

- b. The Inflation Rate in the region as of September 2023 is 5.4% as compared to the June 2022 inflation rate of 6.8%;
- c. The purchasing power of peso decreased from 0.88 in June 2022 to 0.82 in September 2023; and
- d. The poverty threshold for an average family size of 5 in 2022 is in the amount of ₱394.00.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-ZamPen Region 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 increase in their minimum wage rates:

- A. For NON-AGRICULTURAL Establishments, they shall receive an increase of ₱30.00/day upon effectivity of this Wage Order.
- B. For RETAIL/SERVICE Establishments, those employing 31 workers or more, and those employing 1-9 workers, shall receive an increase of ₱30.00/day upon effectivity of this Wage Order. While those employing 10-30 workers shall receive an increase of ₱30.00/day upon effectivity of this Wage Order and an additional increase of ₱13.00/day starting February 1, 2024.
- C. For AGRICULTURAL Establishments, they shall receive an increase of ₱30.00/day upon effectivity of this Wage Order.

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

Wage Categories	Minimum Wage Under Wage Order No. RBIX-21	Amount of Increase	New Minimum Wage Rates
NON-AGRICULTURAL Establishments	₱351.00	₱30.00	₱381.00
RETAIL/SERVICE • Establishments employing 31 workers or more	₱351.00		
• Establishments employing 10-30 workers	₱338.00	₱30.00 (Upon effectivity)	₱368.00
		₱13.00 February 1, 2024 (2 nd tranche)	₱381.00
• Establishments employing 1-9 workers	₱338.00	₱30.00	₱368.00
AGRICULTURAL Establishments			

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.

Rhina A. Arta

[Signature]

[Signature]

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 method by which their wages are paid.

Section 5. Appeal to the Commission. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission, through RTWPB-ZamPen Region, not later than ten (10) days from the publication of this Wage Order, subject to the provisions of Rule V of the Omnibus Rules on Minimum Wage Determination.

Section 6. Exemptible Categories. Pursuant to Section 1, Rule VII of the Omnibus Rules, the following establishments may apply for exemption from compliance with the present Wage Order:

- A. Retail/Service Establishments regularly employing not more than ten (10) workers; and
- B. Establishments adversely affected by natural calamities and/or human-induced disasters.

Section 7. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which 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 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 16th day of October, 2023.

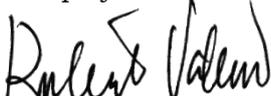
Done in Zamboanga City, Philippines.


MR. CARLO B. CATIS
Member
Workers' Sector

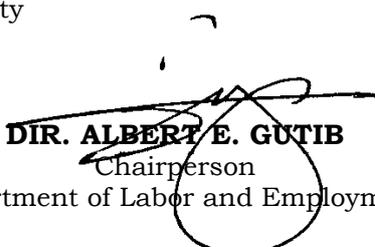
Vacant
Member
Workers' Sector


DIR. PHLORITA A. RIDAO
Vice-Chairperson
National Economic and
Development Authority


MR. EDGAR B. LIM
Member
Employers' Sector


MR. ROBERTO G. VALERIO
Member
Employers' Sector


DIR. AL-ZAMIR I. LIPAE
Vice-Chairperson
Department of Trade and Industry


DIR. ALBERT E. GUTIB
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: **27 day of October 2023**
Date of Effectivity: **12 day of November 2023**