



WAGE ORDER NO. RX-22

**PROVIDING FOR MINIMUM WAGE RATE
 INCREASE FOR THE PRIVATE SECTOR IN REGION - X**

WHEREAS, the Regional Tripartite Wages and Productivity Board - X 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. RX- 21 took effect on June 18, 2022;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, 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 May 24, 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 the following wage consultations and a public hearing to assess and determine the propriety of issuing a new wage order;

Activity	Date	Coverage	Venue
Wage Consultations	October 16, 2023	Provinces of Misamis Oriental & Camiguin	Eastland Hotel, Gingoog City
	October 17, 2023	Province of Lanao del Norte	Online via Zoom
	November 6, 2023	Province of Misamis Occidental	Online via Zoom
	November 28, 2023	Province of Bukidnon	People's Hall, City Hall, Malaybalay City
Public Hearing	December 15, 2023	Region-wide	Cagayan de Oro 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 on Minimum Wage Determination;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region, the following were established:

- a. Based on the current Consumer Price Index (CPI) in Region X (October 2023), the average inflation rate from the effectivity of the last wage increase from 18 June 2022 up to October 2023 is 6.5%;
- b. The annual inflation rate for the year 2022 and 2023 are 5.8% and 6.2% respectively;
- c. The 2021 Full Year Philippine Statistics Authority (PSA) Poverty Survey for a family of five (5) in Region X had a poverty threshold of Php12,015 per month.

- d. During the wage deliberation of the previous wage order last May 2022, the Full Year 2021 Poverty Survey Result was not yet available, hence, the Board considered the latest available PSA 2021 First Semester Survey Result with poverty threshold for a family of 5, in the amount of Php 11,280;
- e. The average household size in Region X per latest data from PSA is 4.2;
- f. Employed persons in Region X as of full-year 2022 and July 2023 are estimated at 2.341 million and 2.057 million, respectively;
- g. Labor Productivity at Constant 2018 Prices in 2022 for Region X was at Php 399,476 about 4.9 percent higher than the 2021 figure of Php380,968;
- h. 2022 Investments in Region X increased compared to 2021:
 - i. SEC-registered investment decreased by 2.7 percent, but Value of BOI-registered Investment increase by 21 percent;
 - ii. Number of Business Name Registered (BNR) of DTI increased by 7 percent and value of investment was higher by 5.2 percent; and
 - iii. Number of Cooperatives expanded by 5.12 percent and paid-up capital increased by 18.97 percent.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-X 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 **Thirty Three Pesos (Php 33.00)** increase per day to be given in two (2) tranches.

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

SECTOR	WAGE CATEGORY	CURRENT MINIMUM WAGE RATE	WAGE INCREASE		NEW MINIMUM WAGE RATE
			1 st Tranche <i>Upon Effectivity</i>	2 nd Tranche <i>July 1, 2024</i>	
Non-Agriculture	Wage Category I	405	23	10	438
	Wage Category II	390	23	10	423
Agriculture	Wage Category I	393	23	10	426
	Wage Category II	378	23	10	411

WAGE CLASSIFICATION
WAGE CATEGORY I <i>Cities of Cagayan de Oro, Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait</i>
WAGE CATEGORY II <i>Cities of Oroquieta and Tangub and the Municipalities of Laguindingan, Mambajao, Balingasag and all other areas not covered under the above categories</i> <i>All Retail and Service Establishments employing not more than ten (10) workers</i>

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. Freedom to Bargain. This Order shall not prevent Organized and Unorganized Establishment, from bargaining for higher wages and/or benefits with their respective employers.

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Section 6. 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 7. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 21st day of December, 2023.

Done in Cagayan de Oro City, Philippines.


DIR. MYLAH FAYE AURORA B. CARIÑO
Vice Chairperson, RTWPB-X/
Regional Director NEDA-X


MR. ARSENIO L. SEBASTIAN III
Management Representative, PIE-MO


MS. VIVIEN M. LAWANSA
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DIR. ERWIN N. AQUINO
Chairperson, RTWPB-X/
Regional Director DOLE-X

(For NWPC Secretariat)

Date of Publication: 26 day of December 2023
Date of Effectivity: 11 day of January 2024