



## WAGE ORDER NO. RIX-23

### PROVIDING FOR A MINIMUM WAGE INCREASE IN THE ZAMBOANGA PENINSULA REGION

**WHEREAS**, the Regional Tripartite Wages and Productivity Board IX – Zamboanga Peninsula (ZamPen) Region is mandated under **Republic Act (RA) 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-22** took effect on **November 12, 2023**;

**WHEREAS**, pursuant to Section 3(A), Rule II of the *Omnibus Rules on Minimum Wage Determination*, as amended, 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 **September 13, 2024**, *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, on the following dates, conducted a wage consultation and a series of public hearings in order to determine the propriety of issuing a new wage order:

	Date	Venue	Coverage
<b>Consultation</b>	October 2, 2024	Grand Astoria Hotel, Mayor Jaldon, Zamboanga City	Region-wide
<b>Public Hearings</b>	October 28, 2024	Mibang Hotel, Sta. Filomena, Dipolog City, Zamboanga del Norte	Zamboanga del Norte Province
	October 29, 2024	Chandler Suites, FS Pajares, Pagadian City, Zamboanga del Sur	Zamboanga del Sur Province
	October 30, 2024	Cecil's Catering and Pension House, Sanito, Ipil, Zamboanga Sibugay	Zamboanga Sibugay Province
	November 4, 2024	Grand Astoria Hotel, Mayor Jaldon, Zamboanga City	Zamboanga City and Isabela City

**WHEREAS**, in setting the minimum wage, the Board must consider the various criteria provided under RA No. 6727, as well as the procedures laid down in the *Omnibus Rules on Minimum Wage Determination*, as amended;

**WHEREAS**, after due consideration of the results of the consultation and public hearings conducted, and a thorough review and evaluation of the existing socio-economic conditions in the region, the Board unanimously agreed to adjust the prevailing daily minimum wage rates of workers/employees in the private sector in the Region to enable them to cope with the rising cost of living without impairing the viability and sustainability of business and industry;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB IX 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 Php 33.00 wage increase per day.

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

*[Handwritten signature]*

*[Handwritten signature]*

Wage Categories	Minimum Wage Under Wage Order No. RBIX-22	Amount of Increase	New Minimum Wage Rates
<b>NON-AGRICULTURAL Establishments</b> (Including <b>RETAIL/SERVICE</b> Establishments employing 10 workers or more)	<b>₱381.00</b>	<b>₱33.00</b>	<b>₱414.00</b>
<b>AGRICULTURAL Establishments</b> (Including <b>RETAIL/SERVICE</b> Establishments employing 1-9 workers)	<b>₱368.00</b>	<b>₱33.00</b>	<b>₱401.00</b>

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

APPROVED. This 11<sup>th</sup> day of November, 2024.

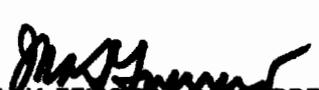
Done in Zamboanga City, Philippines.

  
**MR. CARLO B. CATIS**  
 Member  
 Workers' Sector

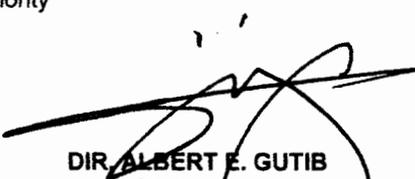
  
**MR. EDGAR B. LIM**  
 Member  
 Employers' Sector

  
**MS. PRINCESS NELLAINÉ S. YUNG**  
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 Chairperson  
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(For NWPC Secretariat)

Date of Publication: 26 day of November 20 24  
 Date of Effectivity: 12 day of December 20 24