



WAGE ORDER NO. ROVII-26

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–25 took effect on October 02, 2024;

WHEREAS, the Board conducted a consultation with the workers' and employers' sectors on July 14, 2025;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination (Omnibus Rules)*, 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 July 28, 2025, *motu proprio*, decided to commence the minimum wage determination process to review the current minimum wage rates and published, on August 03, 2025, the Notice of Public Hearing with The Freeman newspaper;

WHEREAS, after due notice to all stakeholders, the Board conducted a series of public hearings to assess and determine the propriety of issuing a new wage order which was attended by business associations/chambers/organizations, labor groups, media, micro, small and medium enterprises (MSMEs), and private citizens on the following dates:

DATE	VENUE
August 19, 2025	Pavilion Hall, Department of Education (DepEd) Ecotech Center, Sudlon, Lahug, Cebu City, Cebu
August 28, 2025	Joshua 1, Bethel Guest House, Rizal Boulevard., Dumaguete City, Negros Oriental
August 29, 2025	Ruby Hall, The MetroCentre Hotel and Convention Center, C.P.G. Avenue, Tagbilaran City, Bohol

WHEREAS, in the course of its review, the Board received several petitions for wage increase, as follows:

DATE	PETITIONER	PRAYER
August 19, 2025	Cenapro Chemical Employee Association	PhP 1,200.00 per day as minimum wage
	Alyansa sa Mamumu-ong Kontraktwal sa Sugbo (ALSA Kontraktwal - Cebu)	
September 01, 2025	Bukluran ng Manggagawang Pilipino (BMP)	PhP 1,500.00 per day as minimum wage

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

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

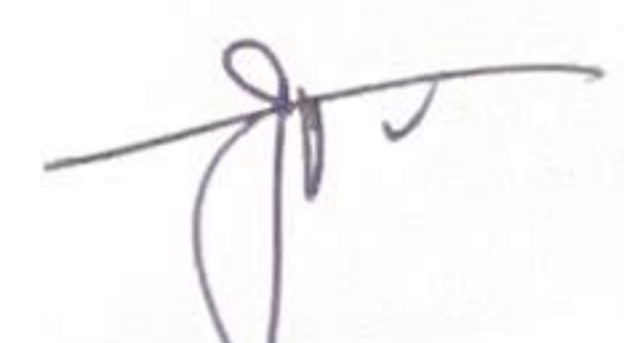
- a. Consumer Price Index (CPI) in the region was at 120.7 in October 2024 and rose to 123.9 in August 2025;
- b. The average inflation rate in the region from the effectivity of the last wage increase on October 2, 2024 up to August 2025 is 2.0%;
- c. The purchasing power of the peso at the time of wage order effectivity was at PhP0.83 in October 2024 and has gone down to PhP0.78 in August 2025;
- d. The 2023 poverty threshold for a family of five (5) in the region, which is the latest available data provided by the Philippine Statistics Authority, is in the amount of PhP473.00; Two of the three minimum wage rates in the region are still below the 2023 Poverty Threshold.
- e. The Gross Regional Domestic Product Growth Rates at Constant 2018 Prices of Central Visayas grew by 7.3% from 2023 to 2024;
- f. The Labor Productivity Growth Rate in Central Visayas for 2022 to 2023 was at 4.3%. However, 2023 to 2024 Growth Rates in Central Visayas cannot be computed due to the transfer of some provinces from Region VI and Region VII to create the Negros Island Region (NIR).

WHEREAS, in adherence to NWPC Resolution No. 04, Series of 2024, enjoining the RTWPBs to observe regular review of wage classifications to ensure consistency with socio-economic demographics, the Board agreed to simplify the wage rate classifications in the region by merging the previous Class B and Class C of Wage Order No. ROVII-25 into one class resulting to only two classifications of wage rates in the new wage order, namely Class A and Class B;

NOW THEREFORE, by virtue of the power and authority vested under *Republic Act 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 37.00 to PhP 47.00 increase per day.

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



Geographical Areas	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rates
Class A Cities of Carcar, Cebu, Danao, Lapulapu, Mandaue, Naga, Talisay and Municipalities of Compostela, Consolacion, Cordova, Liloan, Minglanilla, San Fernando or Expanded Metro Cebu	501.00	39.00	540.00
Class B	*463.00	37.00	500.00
Other Cities and Municipalities Not Covered Under Class A	**453.00	47.00	

* Cities of Bais, Bayawan, Bogo, Canlaon, Dumaguete, Guihulngan, Tagbilaran, Tanjay, Toledo
 ** Other Municipalities not covered under Class A

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 Republic Act No. 6727*, as amended by *Republic Act No. 8188*.

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

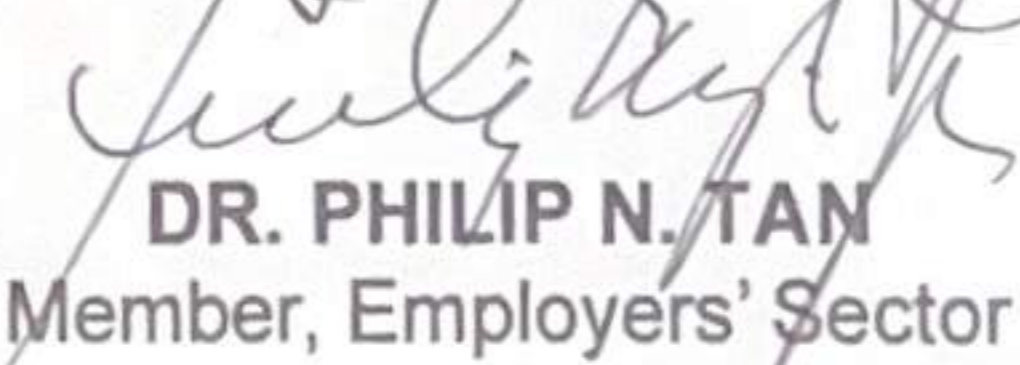
APPROVED. This 11th day of September, 2025.


Done in Cebu City, Philippines.


ATTY. NORA ANALYN DEMETERIO-DIEGO
 Member, Workers' Sector

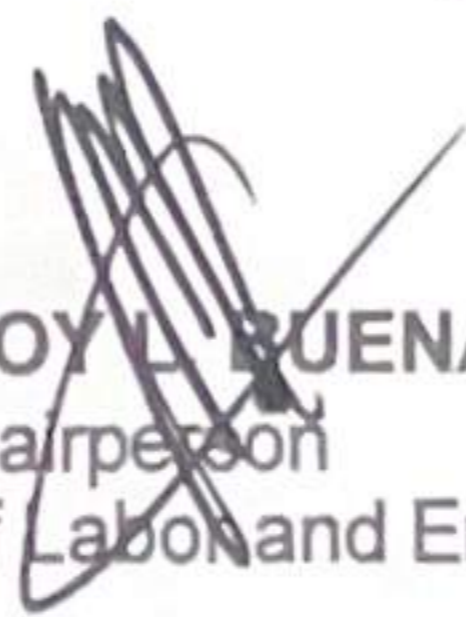

ATTY. JOSEPH S. TANCO
 Member, Employers' Sector


MR. ANTONIO T. GUIZON
 Member, Workers' Sector


DR. PHILIP N. TAN
 Member, Employers' Sector


DIR. JENNIFER C. BRETaña
 Vice Chairperson
 Department of Economy,
 Planning and Development

- ABSENT -
DIR. ESPERANZA T. L. MELGAR
 Vice Chairperson
 Department of Trade and Industry


DIR. ROY L. BUENAFE
 Chairperson
 Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 18 day of September 2025

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Date of Effectivity: 04 day of October 2025