



WAGE ORDER NO. RBIII-26

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - III

WHEREAS, the Regional Tripartite Wages and Productivity Board (RTWPB) - III 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. **RBIII-25** took effect on 17 October 2024;

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 15 July 2025, *motu proprio*, decided to commence the minimum wage determination process starting 03 September 2025 and review the current minimum wage rates;

WHEREAS, on 18 August 2025, the Board caused the publication of the Notice of Public Hearing for workers in private establishments in a newspaper of general circulation in the region;

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

DATE	VENUE
For the Provinces of Bataan & Zambales	
03 September 2025	SMX Olongapo City Convention Center, Olongapo City, Zambales
For the Provinces of Nueva Ecija & Tarlac	
09 September 2025	Old SP Hall, Tarlac Capitol, Brgy. San Vicente, Tarlac City, Tarlac
For the Province of Aurora	
11 September 2025	AMCO Beach Resort, Baler, Aurora
For the Provinces of Bulacan & Pampanga	
16 September 2025	CDC Training Hall Health and Sanitation Department, Clark Freeport Zone, Pampanga

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

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

- a. The Consumer Price Index ("**CPI**") in Region III increased to 132.6 in August 2025 from 131.1 in October of 2024;
- b. The 2023 poverty threshold in Region III, based on the latest available data provided by the Philippine Statistics Authority ("**PSA**"), for an average family of five (5) members is in the amount of Five Hundred Twenty-Eight Pesos (Php528.00), and
- c. Based on the latest available data provided by the PSA, Region - III is among the eight (8) regions with an economic growth rate above the national level. The Gross Regional Domestic Product ("**GRDP**") of Region - III is at 6.5% for 2023-2024 period using constant 2018 prices.

WHEREAS, during the deliberation process, aside from the prevailing socio-economic conditions in Region - III and its provinces, the Board also considered the positions and views of all interested parties during the public hearings, the needs of the workers and their families, the capacity of the employers to pay, and labor and enterprise productivity and sustainability in the region;

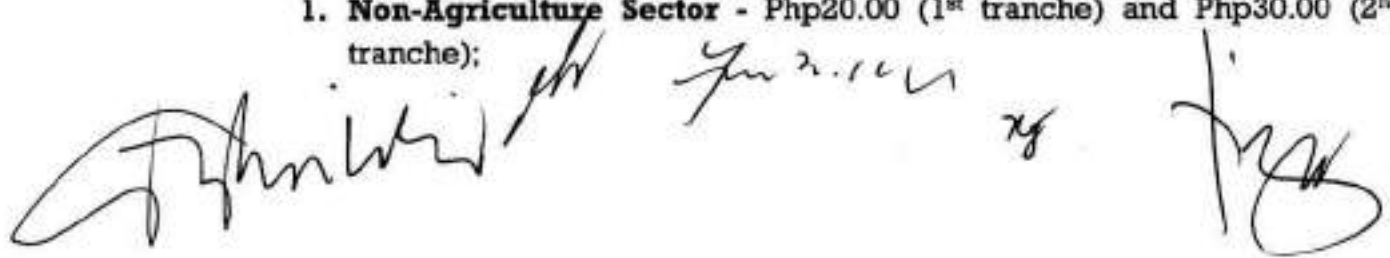
WHEREAS, the Board deemed it just to increase the daily minimum wage, considering the need to restore the purchasing power of the workers' wages; to progressively close the minimum wage-poverty threshold gap in the region; and to ensure equitable distribution of the fruits of economic growth between workers and employers;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB - III 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 Php50.00 – Php80.00 basic wage increase per day.

A. For the minimum wage earners in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales:

1. **Non-Agriculture Sector** - Php20.00 (1st tranche) and Php30.00 (2nd tranche);

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2. **Agriculture Sector** - Php20.00 (1st tranche) and Php30.00 (2nd tranche); and
3. **Retail and Service Sector** - Php20.00 (1st tranche) and Php30.00 (2nd tranche).

B. For the minimum wage earners in the province of Aurora:

1. **Non-Agriculture Sector** – Php30.00 (1st tranche) and Php30.00 (2nd tranche);
2. **Agriculture Sector** – Php30.00 (1st tranche) and Php30.00 (2nd tranche); and
3. **Retail and Service Sector** – Php40.00 (1st tranche) and Php40.00 (2nd tranche).

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

Sector/Industry	Provinces of BATAAN, BULACAN, NUEVA ECIJA, PAMPANGA, TARLAC, ZAMBALES				
	MW under W.O. No. RBIII-25	Wage Increase	New Minimum Wage	New Minimum Wage	
				Wage Increase	
				1 st Tranche Upon Effectivity	2 nd Tranche April 16, 2026
Non-Agriculture	P550.00	P20.00	P570.00	P30.00	P600.00
Agriculture	P520.00	P20.00	P540.00	P30.00	P570.00
Retail / Service	P540.00	P20.00	P560.00	P30.00	P590.00

Sector/Industry	Province of AURORA				
	MW under W.O. No. RBIII-25	Wage Increase	New Minimum Wage	New Minimum Wage	
				Wage Increase	
				1 st Tranche Upon Effectivity	2 nd Tranche April 16, 2026
Non-Agriculture	P500.00	P30.00	P530.00	P30.00	P560.00
Agriculture	P485.00	P30.00	P515.00	P30.00	P545.00
Retail / Service	P435.00	P40.00	P475.00	P40.00	P515.00

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.

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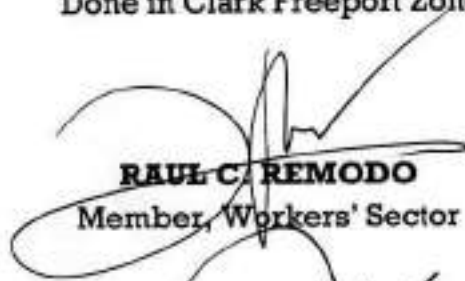
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

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 16th day of September 2025.

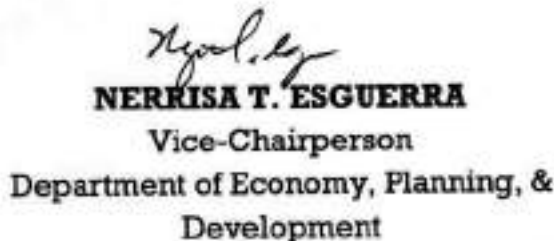
Done in Clark Freeport Zone, Pampanga, Philippines.



RAUL C. REMODO
Member, Workers' Sector



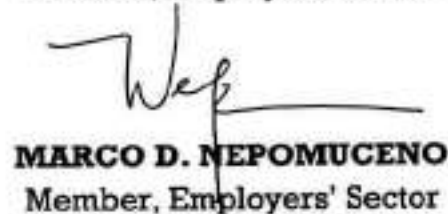
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(For NWPC Secretariat)

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