



**WAGE ORDER NO. RBVI-29
 PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION VI
 (WESTERN VISAYAS)**

WHEREAS, the Regional Tripartite Wages and Productivity Board VI (RTWPB-VI) is mandated under **Republic Act No. 6727 (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. RBVI-28 took effect on 17 November 2024;

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 minimum wage adjustment, the Board may, *motu proprio*, initiate action or inquiry to determine whether a wage order shall be issued in the region;

WHEREAS, in furtherance of the said provision, the Board conducted a consultation with stakeholders on 18 September 2025, and, upon careful deliberation, issued RTWPB-VI Resolution No. 1, s. 2025 to *motu proprio* commence the conduct of the wage determination process for workers in private establishments;

WHEREAS, in compliance with the notice and publication requirement under Section 3(B), Rule III of the *Omnibus Rules*, as amended, the Notice of Public Hearing was published on 22 September 2025 in a newspaper of general circulation in the region and was posted in various public places and on social media;

WHEREAS, after due notice to the workers' and employers' groups; industry associations; provincial, city, and municipal officials; concerned government agencies, and other interested parties in Western Visayas, the Board conducted a series of public hearings to determine the propriety of issuing a new wage order on the following dates:

DATE	VENUE	AREAS COVERED
October 08, 2025	Diamond Jubilee Hall, Mabini St., Iloilo City	Iloilo City, Iloilo, Aklan, Capiz, Antique, and Guimaras
October 15, 2025	Nature's Village Resort, Talisay City, Negros Occidental	Bacolod City and Province of Negros Occidental

WHEREAS, in setting the minimum wage, the Board considered the various socio-economic criteria under *RA No. 6727* and complied with 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 and considering the positions of the workers' and employers' sectors, the following were established:

1. The Consumer Price Index (CPI) in the region is at 126.2 in September 2025 from 125.9 in November 2024;
2. The Purchasing Power of the Peso (PPP) is at P0.79 in September 2025;
3. The 2023 Poverty Threshold for a family of five (5) based on the latest available data of the Philippine Statistics Authority (PSA), is in the amount of P13,801.00 per month; and
4. The Western Visayas Gross Regional Domestic Product (GRDP) growth rate is at 4.3% for 2023 to 2024 using the 2018 constant prices.

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WHEREAS, should compliance with the increases mandated in this wage order result in wage distortions within enterprises, workers and employers may seek guidance and technical assistance from the RTWPB-VI Secretariat in addressing the same. They may also refer to the formulas and examples provided under NWPC Advisory No. 01, Series of 2023, which serve as guide in adjusting wage structures to correct wage distortions; further, employers and workers may likewise develop and agree on a formula suited to their specific needs and circumstances, including through collective bargaining, as appropriate.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-VI 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 amount of **Php 37.00 - Php 40.00** increase in wage per day.

SECTION 2. NEW MINIMUM WAGE RATES. The new minimum wage rates in Region VI-Western Visayas shall be as follows:

SECTOR/INDUSTRY	MINIMUM WAGE RATE UNDER WAGE ORDER NO. RBVI-28	AMOUNT OF INCREASE	NEW MINIMUM WAGE RATES
1. <i>Non-Agriculture/Industrial/Commercial</i>			
A. <i>Employing more than ten (10) workers</i>	513.00	37.00	550.00
B. <i>Employing ten (10) workers or less</i>	485.00	40.00	525.00
2. <i>Agriculture</i>	480.00	40.00	520.00

The new minimum wage rates shall cover the provinces of Aklan, Antique, Capiz, Guimaras, Iloilo, and Negros Occidental, including highly urbanized cities of Iloilo and Bacolod.

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 *Republic Act No. 8188*.

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


APPROVED, this 23rd day of October 2025.

Done in the Municipality of Janiuay, Iloilo, Philippines


TERESITA SILMA B. BALGOS
Member, Workers' Sector



RONALD U. SO
Member, Employers' Sector


ATTY. JOSEPH BRIAN T. PEREZ
Member, Workers' Sector


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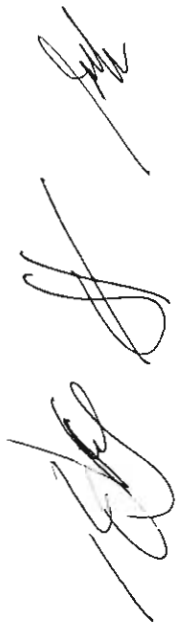
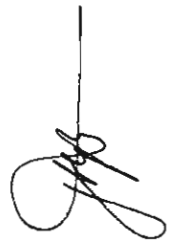
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(For NWPC Secretariat)
Date of Publication: 03 day of **November** 2025
Date of Effectivity: 19 day of **November** 2025