



WAGE ORDER NO. CAR- 24

PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN THE CORDILLERA ADMINISTRATIVE REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board - CAR 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. CAR-23 took effect on 24 December 2024;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, as amended, the Board, upon deliberation during its meeting on 26 September 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate;

WHEREAS, after due notice to all stakeholders and publication of the notice of public hearing on 26 October 2025, the Board conducted the following public hearings to assess and determine the propriety of issuing a new wage order, to wit:

Date	City/Province Covered	Venue
November 14, 2025	Baguio City and Benguet	Citylight Hotel, Upper General Luna Rd., Baguio City
November 18, 2025	Kalinga and Apayao	Kingsquare Davidson Hotel & Restaurant, Bulanao, Tabuk City, Kalinga
November 25, 2025	Ifugao and Mt. Province	Ridgebrooke Hotel & Restaurant, Bontoc, Mountain Province
November 26, 2025	Abra	ADTEMPCO Conference Hall, Zone 4, Bangued, Abra

WHEREAS, in setting the minimum wage, the Board considered 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 Gross Regional Domestic Product (GRDP) of CAR in 2023 – 2024 is at 4.8% using constant 2018 prices;
- b. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from December 2024 up to October 2025 is 2.41%;
- c. The Poverty Threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2023 is in the amount of *Four Hundred Thirty-Five Pesos (Php435) per day*; and
- d. Other relevant data available to the Board.

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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-CAR 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-CAR 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 35.00 increase per day.

Section 2. New Minimum Wage Rate. The new daily minimum wage rate in Region - CAR shall be:

Area	Current Minimum Wage Rate	Amount of Increase	New Minimum Wage Rate
Cordillera Administrative Region	Php 470.00	Php 35.00	Php 505.00

Section 3. Basis of Minimum Wage Rate. The minimum wage rate prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

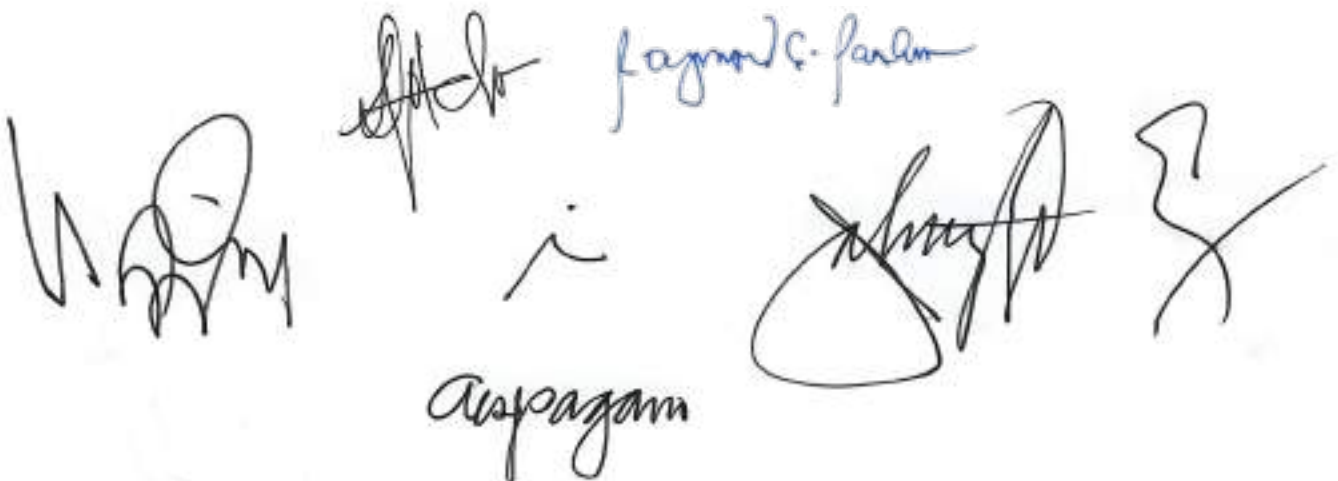
Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

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

APPROVED. This 2nd day of December, 2025.

Done in Baguio City, Philippines.

The block contains several handwritten signatures and names. At the top, there is a signature in blue ink that appears to be 'Fayon G. Farlan'. Below it, there is a signature in black ink that looks like 'Aspagan'. To the left, there is another signature in black ink. To the right, there are two more signatures in black ink, one of which is quite large and stylized.

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IN THE CORDILLERA ADMINISTRATIVE REGION**



MILTON L. BALAGTEY
Workers' Sector



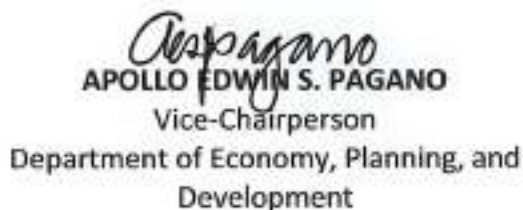
ALFONSO T. LAO
Employers' Sector



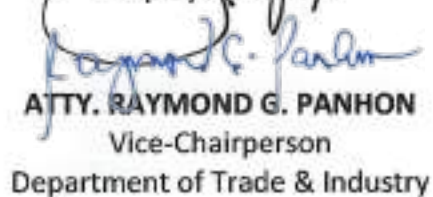
DOMINADOR C. SOTELO
Workers' Sector



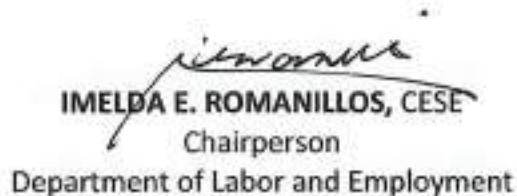
JUAN JOHNNY R. DE LA CRUZ
Employers' Sector



APOLLO EDWIN S. PAGANO
Vice-Chairperson
Department of Economy, Planning, and
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ATTY. RAYMOND G. PANHON
Vice-Chairperson
Department of Trade & Industry



IMELDA E. ROMANILLOS, CESE
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 14 day of December 2025
Date of Effectivity: 30 day of December 2025