



**WAGE ORDER NO. RX-24**

**PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN REGION - X**

**WHEREAS**, the Regional Tripartite Wages and Productivity Board - X 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. RX-23 took effect on 12 January 2025;

**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 minimum wage adjustment, the Board may, *motu proprio*, initiate wage review;

**WHEREAS**, the Board, upon deliberation during its meeting on 13 October 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

**WHEREAS**, after due notice to all stakeholders and publication of the notice of public hearings on 14 November 2025, the Board conducted a consultation and series of public hearings on the following dates and venues to assess and determine the propriety of issuing a new wage order for workers in the private sector, to wit:

Date	Venue
<b>Consultation</b>	
30 October 2025	Mallberry Suites Business Hotel, Florentino St., Limketkai Drive, Cagayan de Oro City
<b>Public Hearings</b>	
01 December 2025	Bethany Gardens Resort, Bangkal, Bitoon, Ozamiz City, Misamis Occidental
02 December 2025	Sweet Mommy's Catering Service, Brgy. Palao, Iligan City
09 December 2025	Veranda Catering Services, Casisang, Malaybalay City, Bukidnon
10 December 2025	Mallberry Suites Business Hotel, Florentino St., Limketkai Drive, Cagayan de Oro City

**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:

- The 2023 poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family of five is in the amount of Php459;
- The consumer price index for January 2025 is 129.2 and for November 2025 is 128.4;
- The total number of establishments in Region X is 47,881, with the following breakdown based on the employment size: Micro: 90.7%, Small: 8.7%, Medium: 0.3%, and Large: 0.3%;
- The number of employed persons in Region X as of 2024 is estimated at around 2.24 million; and
- Labor Productivity in 2024 for Region X (at constant 2018 prices) was at Php449,836, about 6.4 percent higher than the 2023 figure of Php422,668.

**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-X 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-X hereby issues this Wage Order.

**Section 1. Amount of Increase.** The minimum wage earners in the private sector in Region-X shall receive a **Thirty-nine Pesos (Php39.00)** increase per day.

**Section 2. New Minimum Wage Rate/s.** The new daily minimum wage rates in Region-X shall be as follows:

WAGE CATEGORY	SECTOR	CURRENT MINIMUM WAGE RATES	Wage Increase (1 <sup>st</sup> Tranche)	New Minimum Wage Rates Upon Effectivity	Wage Increase (2 <sup>nd</sup> Tranche)	New Minimum Wage Rates by May 1, 2026
Wage Category I	Non-Agriculture and Agriculture	461	25	486	14	500
Wage Category II	Non-Agriculture and Agriculture	446	25	471	14	485

**WAGE CLASSIFICATION**

**WAGE CATEGORY I**

*Cities of Cagayan de Oro, Iligan, Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz and the Municipalities of Tagoloan, Villanueva, Jasaan, Opol, Maramag, Quezon, Manolo Fortich, and Lugait*

**WAGE CATEGORY II**

*All other areas not mentioned under Wage Category I.*

*All Retail and Service Establishments employing not more than ten (10) workers.*

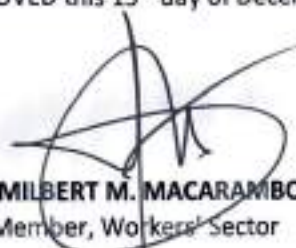
**Section 3. Basis of Minimum Wage Rate/s.** The minimum wage rate/s prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.


**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 15<sup>th</sup> day of December, 2025 in Cagayan de Oro City, Philippines.

  
**MR. MILBERT M. MACARAMBON**  
Member, Workers' Sector

  
**MR. ARSENIO L. SEBASTIAN III**  
Member, Employers' Sector

  
**MR. LIMUEL R. OLIVERIO**  
Member, Workers' Sector

  
**MS. VIVIEN M. LAWANSA**  
Member, Employers' Sector

  
**DIR. MYLAH FAYE AURORA B. CARIÑO**  
Vice Chairperson  
Department of Economy, Planning, and  
Development

  
**DIR. RUEL B. PACLIPAN**  
Vice Chairperson  
Department of Trade and Industry

  
**DIR. JOFFREY M. SUYAO**  
Chairperson  
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 31 December 2025  
Date of Effectivity: 16 January 2026