



WAGE ORDER NO. RXIII - 20

PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN CARAGA REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board XIII (Caraga Region) 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. **RXIII-19** took effect on 02 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 28 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 03 November 2025, the Board conducted consultations and public hearings on the following dates and venues to assess and determine the propriety of issuing a new wage order, to wit:

Date	Venue
Consultations	
21 October 2025	Amarah Hotel, Butuan City
28 October 2025	ASEMCO, San Francisco, Agusan del Sur
Public Hearings	
24 November 2025	ASELCO Conference Hall, Brgy. San Isidro, San Francisco, Agusan del Sur
25 November 2025	The Aperio Restaurant, Brgy. Mangagoy, Bislig City, Surigao del Sur
27 November 2025	VCDU Prince Hotel, Brgy. Imadejas, Butuan City
01 December 2025	Maradjaw Event Center, Borromeo St., Surigao 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:

- a. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from the effectivity of the last wage increase in January 2025 up to October 2025 is at 0.9%; and
- b. The poverty threshold per family per month based on the latest available data provided by the Philippine Statistics Authority (PSA) in 2023 is in the amount of PhP12,319.

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 - Caraga 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-XIII (Caraga Region) 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 40.00 increase per day to be given in two tranches: (i) PhP20.00 upon effectivity of the wage order; and (ii) PhP20.00 effective 01 May 2026.**

Section 2. New Minimum Wage Rate. The new daily minimum wage rate in Caraga Region shall be as follow:

Sectors/Industry	Minimum Wage Rate per WO XIII-19	WO XIII-20			
		Amount of Increase Upon Effectivity	New Minimum Wage Rate	Amount of Increase Effective 01 May 2026	New Minimum Wage Rate
Non-Agriculture	435.00	20.00	455.00	20.00	475.00
Agriculture					
Service/Retail					
Manufacturing					

Based on 26 working days in a month under Article 83 of the Labor Code of the Philippines

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.

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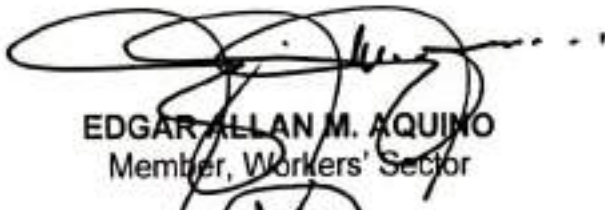
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Section 5. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of *Section 12 of RA No. 6727, as amended by Republic 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 9th day of December, 2025.


Done in Butuan City, Philippines.



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Member, Workers' Sector



FLORANTE O. PEREZ
Member, Workers' Sector




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Vice-Chairperson
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(For NWPC Secretariat)

Date of Publication: 18 day of December 2025
Date of Effectivity: 03 day of January 2026