



## WAGE ORDER NO. RB XI-24

### PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE SECTOR WORKERS IN REGION-XI

**WHEREAS**, the Regional Tripartite Wages and Productivity Board-XI 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. RB XI-23 took effect on March 07, 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 the wage review;

**WHEREAS**, the Board, upon deliberation during its meeting on October 13, 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 Hearing on January 28, 2026, in SunStar Davao, the Board conducted the following consultations and public hearing to assess and determine the propriety of issuing a new wage order:

| Date                                   | Venue   |
|--|---|
| Consultations                          |   |
| November 11, 2025                      | Virtual   |
| November 25, 2025                      | Virtual   |
| December 10, 2025                      | Virtual   |
| December 18, 2025                      | Virtual   |
| February 13, 2026 (AM)                 | 2 <sup>nd</sup> Floor, Mei King Room, Grand Regal Hotel, J.P. Laurel Ave., Davao City |
| Public Hearing<br>(Onsite and Virtual) |   |
| February 13, 2026 (PM)                 | Ground Floor, Luzon Ballroom, Grand Regal Hotel, J.P. Laurel Ave., Davao City         |

**WHEREAS**, in setting the minimum wage, the Board considered the various criteria under RA No. 6727, as well as the procedures provided in the Omnibus Rules on Minimum Wage Determination, as amended;

**WHEREAS**, after a thorough review and evaluation of the existing socio-economic conditions in Region XI, the Board observed that there have been significant changes in the Consumer Price Index, Poverty Threshold, and other socio-economic indicators based on data provided by government agencies;

**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-XI 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 a 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-XI hereby issues this Wage Order.

**Section 1. New Minimum Wage Rates.** The new daily minimum wage rates in Region-XI shall be as follows:

| Wage Rates             |                               |  |                       |                         |                       |
|------------------------|-------------------------------|--|-----------------------|-------------------------|-----------------------|
| Sector/Industry        | Under Wage Order No. RB XI-23 | 1 <sup>st</sup> Tranche                |                       | 2 <sup>nd</sup> Tranche |                       |
|                        |                               | Upon the Effectivity of the Wage Order |                       | September 1, 2026       |                       |
|                        |                               | Amount of Increase                     | New Minimum Wage Rate | Amount of Increase      | New Minimum Wage Rate |
| <b>Non-Agriculture</b> | Php 510.00                    | Php 15.00                              | Php 525.00            | Php 15.00               | Php 540.00            |
| <b>Agriculture</b>     | Php 505.00                    | Php 10.00                              | Php 515.00            | Php 10.00               | Php 525.00            |

**Section 2. 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 3. Coverage.** 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 4. Piece Rate Adjustment.** Pursuant to DOLE Department Order No. 125, Series of 2013 (Revised Guidelines on the Conduct of Time and Motion Study), and NWPC Guidelines No. 02, Series of 2020 (Operational Guidelines in the Conduct of Time and Motion Study), an enterprise issued with a Piece Rate Order by this Board shall adjust its piece rate by applying the new minimum wage rate under this Wage Order, consistent with the requirement that all piece rate computations be based on the prevailing minimum wage.

In case of significant changes in work conditions or processes due to technology, methods, or materials that necessitate the conduct of a new Time and Motion Study, the same shall require the enterprise to file a new application with the Board for the corresponding adjustment of their piece rates.

**Section 5. Penal Provision.** Any person, corporation, trust, firm, partnership, association, or entity, which refuses or fails to pay the prescribed increases 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 19<sup>th</sup> day of February, 2026.

Done in Davao City, Philippines.

(Sgd.)

**VIRGINIA T. CAMUS**

Workers' Sector Representative

(Sgd.)

**ATTY. SUSAN P. CARIAGA**

Employers' Sector Representative

(Sgd.)

**JOSEFINA C. LIM**

Workers' Sector Representative

(Sgd.)

**DR. ROLAND T. SUICO**

Employers' Sector Representative

(Sgd.)

**PRISCILLA R. SONIDO**

Vice-Chairperson

Department of Economy, Planning, and  
Development-XI

(Sgd.)

**ROMEO L. CASTAÑAGA**

Vice-Chairperson

Department of Trade & Industry-XI

(Sgd.)

**ATTY. RANDOLF C. PENSOY**

Chairperson

Department of Labor and Employment-XI

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(For NWPC Secretariat)

Date of Publication: 25 day of February 2026

Date of Effectivity: 13 day of March 2026