



WAGE ORDER NO. RBV-23

PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE SECTOR WORKERS IN REGION V

WHEREAS, the Regional Tripartite Wages and Productivity Board V 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. **RBV-22** took effect on 05 April 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 09 December 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, the Board conducted the following consultations to assess and determine the propriety of issuing a new wage order:

CONSULTATIONS	
Date	Venue
30 January 2026	Virac, Catanduanes
13 February 2026	Masbate City, Masbate
18 February 2026	Daet, Camarines Norte
20 February 2026	Sorsogon City, Sorsogon

WHEREAS, on 04 February 2026, the Board published the Notice of Public Hearing and pursuant thereto, conducted public hearings on the following dates and venues:

PUBLIC HEARINGS	
Date	Venue
23 February 2026	Naga City, Camarines Sur
24 February 2026	Legazpi City, Albay

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 on 05 April 2025 up to January 2026 is 1.5 %;

- b. The 2023 poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family of five (5) members in January 2026 is in the amount of P460.00;
- c. The real minimum wage in the region is ₱318.00 as of January 2026; and
- d. The Gross Regional Domestic Product (GRDP) growth rate is at 4.9% for 2023-2024, using constant 2018 prices.

WHEREAS, should compliance with the increase mandated in this wage order result in wage distortions within enterprises, workers and employers may seek guidance and technical assistance from the RTWPB V 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 V hereby issues this Wage Order.

Section 1. New Minimum Wage Rate. Upon the effectivity of this Wage Order, the daily minimum wage rate for private sector workers in the Region shall be adjusted as follows:

All Sectors/Industry	Current Minimum Wage Rate	WAGE ORDER NO. RBV-23			
		First Tranche		Second Tranche	
		Amount of Increase	New Minimum Wage Rate upon the effectivity of this Wage Order	Amount of Increase	New Minimum Wage Rate effective on 01 December 2026
Bicol Region	₱435.00	₱20.00	₱455.00	₱25.00	₱480.00

Section 2. 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 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/s 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 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 3rd day of March 2026.

Done in Legazpi City, Albay, Philippines.

(SGD.) LOPITO R. MENDOZA
Member, Workers' Sector

(SGD.) ROMEO S. TAN
Member, Employers' Sector

(SGD.) DANTE L. ENCINAS
Member, Workers' Sector

(SGD.) CLARINE P. TOBIAS
Member, Employers' Sector

(SGD.) RD EDNA CYNTHIA S. BERCES
Vice-Chairperson
Department of Economy, Planning, and
Development

(SGD.) RD DINDO G. NABOL
Vice-Chairperson
Department of Trade and Industry

(SGD.) RD IMELDA F. GATINAO
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 23rd day of March 2026
Date of Effectivity: 8th day of April 2026