



## WAGE ORDER NO. RBIII-26

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - III

**WHEREAS**, the Regional Tripartite Wages and Productivity Board (RTWPB) - III is mandated under **Republic Act (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. **RBIII-25** took effect on 17 October 2024;

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

**WHEREAS**, the Board, upon deliberation during its meeting on 15 July 2025, *motu proprio*, decided to commence the minimum wage determination process starting 03 September 2025 and review the current minimum wage rates;

**WHEREAS**, on 18 August 2025, the Board caused the publication of the Notice of Public Hearing for workers in private establishments in a newspaper of general circulation in the region;

**WHEREAS**, after due notice to all stakeholders, the Board conducted the following public hearings to assess and determine the propriety of issuing a new wage order:

DATE	VENUE
<b>For the Provinces of Bataan &amp; Zambales</b>	
03 September 2025	SMX Olongapo City Convention Center, Olongapo City, Zambales
<b>For the Provinces of Nueva Ecija &amp; Tarlac</b>	
09 September 2025	Old SP Hall, Tarlac Capitol, Brgy. San Vicente, Tarlac City, Tarlac
<b>For the Province of Aurora</b>	
11 September 2025	AMCO Beach Resort, Baler, Aurora
<b>For the Provinces of Bulacan &amp; Pampanga</b>	
16 September 2025	CDC Training Hall Health and Sanitation Department, Clark Freeport Zone, Pampanga

**WHEREAS**, in setting the minimum wage, the Board has to consider 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 Consumer Price Index ("**CPI**") in Region III increased to 132.6 in August 2025 from 131.1 in October of 2024;
- b. The 2023 poverty threshold in Region III, based on the latest available data provided by the Philippine Statistics Authority ("**PSA**"), for an average family of five (5) members is in the amount of Five Hundred Twenty-Eight Pesos (Php528.00), and
- c. Based on the latest available data provided by the PSA, Region - III is among the eight (8) regions with an economic growth rate above the national level. The Gross Regional Domestic Product ("**GRDP**") of Region - III is at 6.5% for 2023-2024 period using constant 2018 prices.

**WHEREAS**, during the deliberation process, aside from the prevailing socio-economic conditions in Region - III and its provinces, the Board also considered the positions and views of all interested parties during the public hearings, the needs of the workers and their families, the capacity of the employers to pay, and labor and enterprise productivity and sustainability in the region;

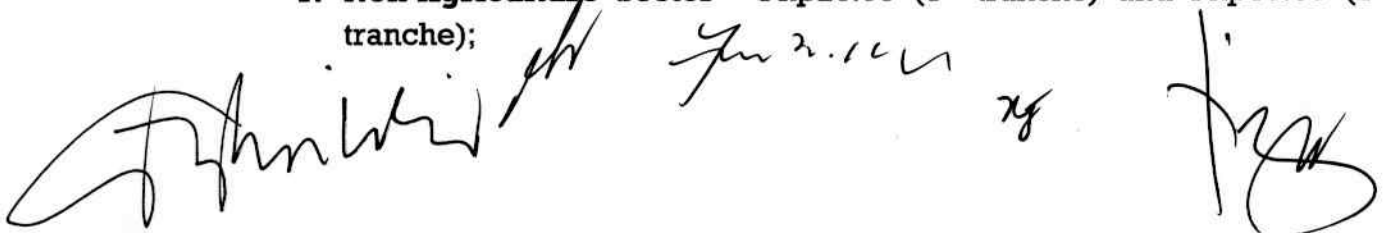
**WHEREAS**, the Board deemed it just to increase the daily minimum wage, considering the need to restore the purchasing power of the workers' wages; to progressively close the minimum wage-poverty threshold gap in the region; and to ensure equitable distribution of the fruits of economic growth between workers and employers;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB - III 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 Php50.00 – Php80.00 basic wage increase per day.

**A. For the minimum wage earners in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales:**

1. **Non-Agriculture Sector** - Php20.00 (1<sup>st</sup> tranche) and Php30.00 (2<sup>nd</sup> tranche);

The bottom of the page features several handwritten signatures and initials in black ink. On the left, there is a large, stylized signature. To its right, there are several smaller, more legible signatures and initials, including one that appears to be 'J. R. R.' and another that looks like 'J. R. R.' with a large 'x' or 'y' mark next to it. The signatures are written over the printed text of the wage order.

2. **Agriculture Sector** - Php20.00 (1<sup>st</sup> tranche) and Php30.00 (2<sup>nd</sup> tranche); and
3. **Retail and Service Sector** - Php20.00 (1<sup>st</sup> tranche) and Php30.00 (2<sup>nd</sup> tranche).

**B. For the minimum wage earners in the province of Aurora:**

1. **Non-Agriculture Sector** – Php30.00 (1<sup>st</sup> tranche) and Php30.00 (2<sup>nd</sup> tranche);
2. **Agriculture Sector** – Php30.00 (1<sup>st</sup> tranche) and Php30.00 (2<sup>nd</sup> tranche); and
3. **Retail and Service Sector** – Php40.00 (1<sup>st</sup> tranche) and Php40.00 (2<sup>nd</sup> tranche).

**Section 2. New Minimum Wage Rates.** The new daily minimum wage rates in Region - III shall be as follows:

Sector/Industry	Provinces of BATAAN, BULACAN, NUEVA ECIJA, PAMPANGA, TARLAC, ZAMBALES				
	MW under W.O. No. RBIII-25	Wage Increase	New Minimum Wage	Wage Increase	New Minimum Wage
Non-Agriculture	P550.00	P20.00	P570.00	P30.00	P600.00
Agriculture	P520.00	P20.00	P540.00	P30.00	P570.00
Retail / Service	P540.00	P20.00	P560.00	P30.00	P590.00

Sector/Industry	Province of AURORA				
	MW under W.O. No. RBIII-25	Wage Increase	New Minimum Wage	Wage Increase	New Minimum Wage
Non-Agriculture	P500.00	P30.00	P530.00	P30.00	P560.00
Agriculture	P485.00	P30.00	P515.00	P30.00	P545.00
Retail / Service	P435.00	P40.00	P475.00	P40.00	P515.00

**Section 3. 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.

*[Handwritten signatures and initials]*

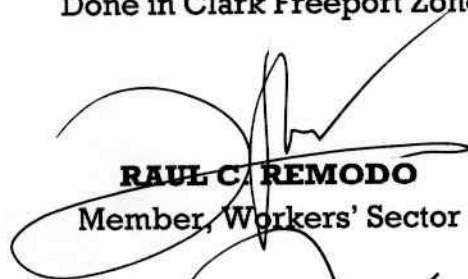
**Section 4. Covered.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

**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 *RA No. 8188*.

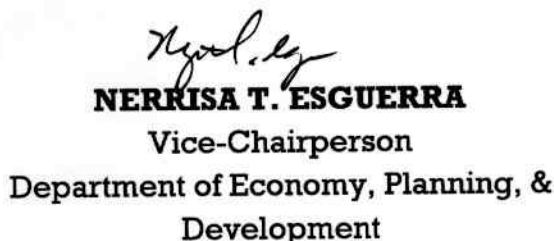
**Section 6. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

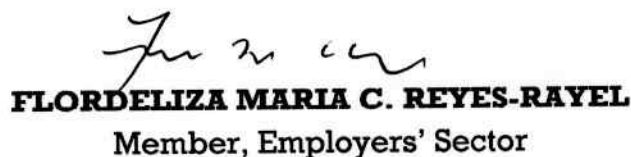
**APPROVED.** This 16<sup>th</sup> day of September 2025.

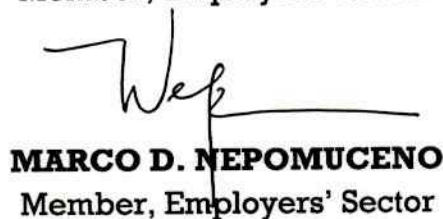
Done in Clark Freeport Zone, Pampanga, Philippines.

  
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(For NWPC Secretariat)

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