



## WAGE ORDER NO. RB XII – 25

### PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION - XII

**WHEREAS**, the Regional Tripartite Wages and Productivity Board (RTWPB) - XII 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. **RB XII - 24** 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 conducted consultations on 19 August 2025 and 27 August 2025 in Kidapawan City and the City of Koronadal, respectively, to gather public sentiments, views, and opinions from the workers' and employers' sectors, as well as views from other stakeholders, on the necessity and propriety of having a minimum wage adjustment in the region;

**WHEREAS**, the Board, in its regular meeting held on 27 August 2025, *motu proprio*, decided to commence the minimum wage determination process and review of the current minimum wage rates;

**WHEREAS**, on 1 September 2025, the Board caused the publication of the notice of public hearing in a newspaper of general circulation in the region as well as the posting of the said notice in at least three (3) public places in the region;

**WHEREAS**, after due notice to all stakeholders, the Board conducted a public hearing on 17 September 2025 in General Santos City, to assess and determine the propriety of issuing a new wage order;

**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**, as a result of the review made on the prevailing socio-economic conditions of the Region, as well as the results of the consultations and public hearing and deliberations conducted, the Board has determined the need to increase the prevailing minimum wage rates for workers in private establishments without impairing the viability of business and industry;

**WHEREAS**, the Board, in the exercise of its mandate, has duly considered both the needs of the workers and the capacity of employers to pay in determining the appropriate level of minimum wage;

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*Melmit G. Ardas*

**WHEREAS**, based on available data, minimum wage earners in the Region comprise at least five percent (5%) of the total employed labor force in private establishments and the Board recognizes that any adjustment in the minimum wage may have a consequential impact on wage distortion within and among establishments;

**WHEREAS**, the increase is consistent with the government's policy of achieving higher levels of productivity to promote economic growth, generate employment and to augment the income of workers;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB - XII 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 30.00 for Non-Agriculture, Retail/Service Establishment, and PhP 33.00 for Agriculture** increase per day, to be given in tranches.

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

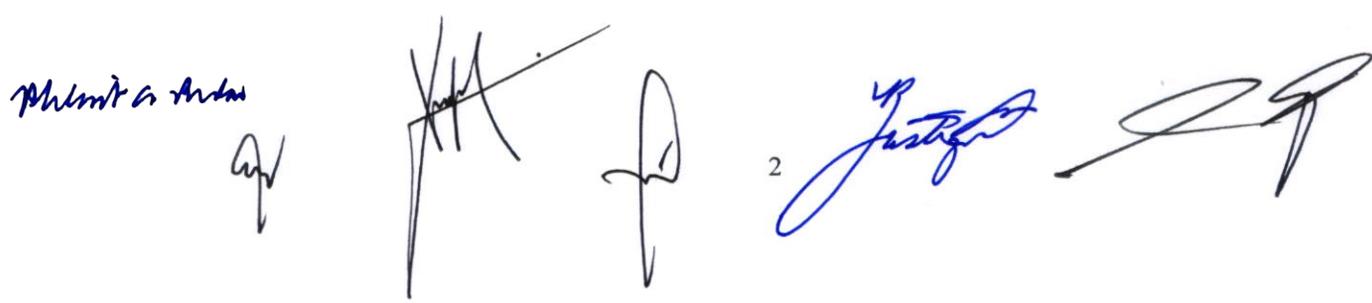
Sectors/ Industry	Current Minimum Wage Rates WO No. XII- 24	Basic Wage Increase Upon Effectivity	New Minimum Wage Rates WO No. XII- 25	2nd tranche Basic Wage Increase Effective December 15, 2025	New Minimum Wage Rates WO No. XII- 25
Non- Agriculture / Retail / Service	430.00	P 20.00	<b>P 450.00</b>	P 10.00	<b>P 460.00</b>
Agriculture	410.00	P 23.00	<b>P 433.00</b>	P 10.00	<b>P 443.00</b>

**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.

**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.


  
 A series of handwritten signatures in blue ink, including the name 'Militar A. Ardas' and a signature that appears to be 'Justine'. There is a small number '2' written below one of the signatures.

**APPROVED.** This 22<sup>nd</sup> day of September, 2025.

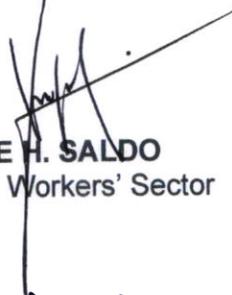
Done in the City of Koronadal, Province of South Cotabato, Philippines.



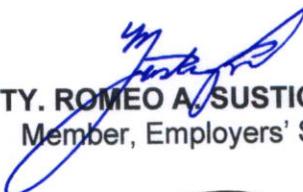
**ALICE B. DUMA**  
Member, Workers' Sector



**WARREN GREGORIO A. MANILAY**  
Member, Employers' Sector



**ALFE H. SALDO**  
Member, Workers' Sector



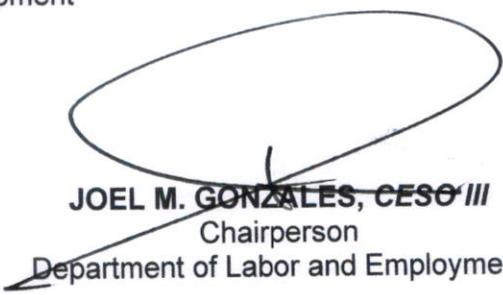
**ATTY. ROMEO A. SUSTIGUER, JR.**  
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**PHLORITA A. RIDAO**  
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**JOEL M. GONZALES, CESO III**  
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Department of Labor and Employment

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(For NWPC Secretariat)

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Date of Effectivity: 02 day of November 2025