



WAGE ORDER NO. RTWPB 2-24

PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION – II (Cagayan Valley)

WHEREAS, the Regional Tripartite Wages and Productivity Board - II is mandated under **Republic Act 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. **RTWPB 2-23** took effect on 17 October 2024;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination (Omnibus Rules)*, 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, in its meeting on 17 June 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, the Board conducted the following wage consultations and public hearings to assess and determine the propriety of issuing a new wage order:

Consultations	
Date	Venue
July 23, 2025	Hybrid Session (via Zoom) for the Province of Batanes DTI Negosyo Center, Carig Sur, Tuguegarao City
July 24, 2025	PDRRMC Action Center, City of Ilagan, Isabela
August 6, 2025	Ammungan Hall, Provincial Capitol, Bayombong, Nueva Vizcaya
August 7, 2025	Business One Stop Shop (BOSS) Center, Santiago City
Public Hearings	
Date	Venue
September 24, 2025	People's Gymnasium, Luna St., Tuguegarao City
September 25, 2025	Robinsons Santiago, Center Atrium, Maharlika Highway, Mabini, Santiago City

WHEREAS, in setting the minimum wage, the Board considered the various criteria provided under *Republic Act No. 6727*, as well as the procedures laid down in the *Omnibus Rules*, as amended;

WHEREAS, existing socio-economic conditions in the region, as well as the positions of the affected sectors on the wage issue were considered.

NOW, THEREFORE, by virtue of the power and authority vested to RTWPB – II under *RA No. 6727*, this Wage Order is hereby issued.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive a P20.00-P40.00 increase per day;

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

Sectors/Industry	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rates
Non-Agriculture	480.00	20.00	500.00
Agriculture	460.00	40.00	

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.

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*.

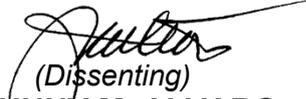
Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 8th day of October, 2025.

Done in Tuguegarao City, Cagayan, Philippines.


(Dissenting)
JESUS B. VILLAMOR
Member, Workers' Sector


GARY KA HONG U. CHONG
Member, Employers' Sector



(Dissenting)
JOHNNY M. ALVARO
Member, Workers' Sector



GERALD C. TACTAY
Member, Employers' Sector



DIONISIO C. LEDRES JR.
Vice Chairperson
Department of Economy, Planning and
Development



MA. SOFIA G. NARAG
Vice Chairperson
Department of Trade & Industry



JESUS ELPIDIO B. ATAL, JR.
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 20 day of October 2025
Date of Effectivity: 05 day of **November 2025**