



WAGE ORDER NO. RB VIII-25

PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN REGION - VIII

WHEREAS, the Regional Tripartite Wages and Productivity Board - VIII 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 VIII-24** took effect on 02 December 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 minimum wage adjustment, the Board may, *motu proprio*, initiate wage review;

WHEREAS, the Board, *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 consultations and a public hearing to determine the propriety of issuing a new wage order, to wit:

Date	Venue
Consultations	
August 27, 2025	Sabin Resort Hotel, Brgy. Bantigue, Ormoc City, Leyte
September 3, 2025	Maasin Country Lodge and Restaurant, Brgy. Mambajao, Maasin City, Southern Leyte
September 17, 2025	Prim Hotel, G. Abogado St., Borongan City, Eastern Samar
September 18, 2025	Business Development Center (BDC), Northwest Samar State University, Rueda St., Calbayog City, Samar
Public Hearing	
October 27, 2025	Radiant Hotel and Events, Dadison St., Brgy. 56, Pericohon, Tacloban City

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:

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- a. Based on the current Consumer Price Index (CPI) in the region, the average inflation rate from the effectivity of the last wage increase in December 2024 up to September 2025 is 0.68%;
- b. The 2023 poverty threshold in Region VIII 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 ₱444; and
- c. The Gross Regional Domestic Product growth rate is at 6.2% for 2023-2024 period using constant 2018 prices. The economy grew from ₱523.56 billion in 2023 to ₱555.6 billion in 2024.
- d. In PSA's 2024 List of Establishments, out of 46,349 establishments in Eastern Visayas, 43,355 (93.5%) are classified as micro.

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 - VIII 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 - VIII 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 ₱35.00 increase per day to be given in two (2) tranches as follows:

- First Tranche: ₱17.00 per day from effectivity;
- Second Tranche: Additional ₱18.00 per day starting on June 1, 2026.

Section 2. New Minimum Wage Rate/s. The new daily minimum wage rates in Region - VIII shall be as follows:

Sectors/Industry	Current Minimum Wage Rates	Wage Increase (Upon Effectivity)	New Minimum Wage Rates	Wage Increase (Effective June 01, 2026)	New Minimum Wage Rates
Non-Agriculture					
Service/ Retail establishment employing more than 10 workers	₱435.00	₱17.00	₱452.00	₱18.00	₱470.00
Service/Retail establishment employing 1 to 10 workers	₱405.00	₱17.00	₱422.00	₱18.00	₱440.00
Cottage and Handicraft					
Agriculture					

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Section 3. Basis of Minimum Wage Rate/s. The minimum wage rate/s 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 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 10th day of November 2025.

Done in Tacloban City, Philippines.


Atty. Miguel T. Tezon
Member, Representing the Workers Sector


Edwin C. Mañas
Member, Representing the Employers Sector


(Dissenting)
Ferdinand C. Ulalan
Member, Representing the Workers Sector


Atty. Kenneth B. Fabifa
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Meylene C. Rosales
Vice-Chairperson
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Atty. Dax B. Villaruel
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(For NWPC Secretariat)

Date of Publication: 22 day of November 2025
Date of Effectivity: 08 day of December 2025