



## WAGE ORDER NO. RB-MIMAROPA-13

### PROVIDING FOR A MINIMUM WAGE INCREASE FOR PRIVATE WORKERS IN THE MIMAROPA REGION

**WHEREAS**, the Regional Tripartite Wages and Productivity Board – MIMAROPA 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-MIMAROPA-12** took effect on **23 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 a wage review;

**WHEREAS**, the Board, upon deliberation during its meeting on 07 August 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

**WHEREAS**, on 24 October 2025, the Board caused the publication of the Notice of Public Hearing for workers in private establishments in a newspaper of general circulation;

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

Date	Venue
<b>Consultation</b>	
November 12, 2025	Seasons Hotel and Convention Center, Brgy. San Roque, San Jose, Occidental Mindoro
<b>Public Hearings</b>	
November 18, 2025	Citystate Asturias Hotel Palawan, South National Highway, Tiniguiban Heights, Puerto Princesa City, Palawan
December 02, 2025	Tree of Life Business Center, Brgy. Salong, Calapan City, Oriental Mindoro

**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 23 December 2024 up to October 2025 is 1.8%;
- b. The poverty threshold based on the latest available data from the Philippine Statistics Authority (PSA) for a family size of five (5) is Four Hundred Seventeen Pesos (Php 417.00); and

- c. The Gross Regional Domestic Product growth rate is at 4.4% for 2023-2024 using constant 2018 prices.

**WHEREAS**, after due consideration of the results of the consultation and public hearings, and a thorough review and evaluation of the existing socio-economic conditions in the region, the Board unanimously agreed to adjust the prevailing daily wage rates of workers/employees in the region to enable them to cope with the rising cost of living without impairing the viability of business and industry;

**WHEREAS**, the Board agreed to adopt a single rate for all minimum wage earners in the region, thereby simplifying the previous wage structure and eliminating the separate tier applicable to all private establishments employing less than 10 workers;

**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-MIMAROPA 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 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-MIMAROPA hereby issues this Wage Order.

**Section 1. Amount of Increase.** Upon effectivity of this Wage Order, minimum wage earners in private establishments in the Region shall receive the following daily minimum wage increase:

- A. **Twenty-Five Pesos (Php 25.00)** for establishments with 10 workers and above; and
- B. **Fifty-One Pesos (Php 51.00)** for establishments with less than 10 workers.

**Section 2. New Minimum Wage Rate.** In line with the Board's adoption of a single minimum wage rate for all workers in private establishments in the Region, the new minimum wage rate in the MIMAROPA Region shall be:

Area/Location	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rate
MIMAROPA	Php 430.00 (Establishments with 10 workers and above)	Php 25.00	Php 455.00
	Php 404.00 (Establishments with less than 10 workers)	Php 51.00	

**Section 3. 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 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. Productivity Improvement and/or Productivity Incentives Programs.** Enterprises, through their workers and management, are encouraged to implement productivity improvement programs with gainsharing schemes to support wage growth and ensure that the gains from the implementation of such programs are shared with the workers. The Board may issue an advisory guideline on said schemes for reference of enterprises as well as provide the necessary studies and technical assistance, pursuant to Republic Act No. 6971 or the Productivity Incentives Act of 1990.

**Section 6. 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 7. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

**APPROVED.** This 4<sup>th</sup> day of December, 2025.

Done in Calapan City, Oriental Mindoro, Philippines.

**(SGD.) ROMEO R. ARICA**  
Member  
Workers' Sector

**JOEL C. DE VEYRA**  
Member  
Employers' Sector

**(SGD.) DARIUS M. GUERRERO**  
Member  
Workers' Sector

**(SGD.) CAROL VERNETTE R. ESTARES**  
Member  
Employers' Sector

**(SGD.) VALTER L. MORADA**  
Vice-Chairperson  
Department of Economy,  
Planning and Development

**(SGD.) AMORMIO CARMELO  
JOSELITO S. BENTER**  
Vice-Chairperson  
Department of Trade and Industry

**(SGD.) NAOMI LYN C. ABELLANA**  
Chairperson  
Department of Labor and Employment

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(For NWPC Secretariat)

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