

REFERENCES FOR MINIMUM WAGE DETERMINATION

1987 Philippine Constitution

Presidential Decree No. 442, as amended and renumbered (Labor Code of the Philippines)

Republic Act No. 6727 (Wage Rationalization Act of 1989)

NWPC Guidelines No. 03, Series of 2020* (Omnibus Rules on Minimum Wage Determination)

NWPC Resolution No. 05, Series of 2024* (Amendments to Rule IV of the Omnibus Rules)

Supreme Court Decisions/Jurisprudence

Other Prevailing Rules and Regulations

*NWPC Guidelines No. 03, Series of 2020 (Omnibus Rules on Minimum Wage Determination)

*NWPC Resolution No. 05, Series of 2024 (Amendments to Rule IV of the Omnibus Rules)

Rule IV, Section 3 of NWPC Guidelines No. 03, Series of 2020:

No new Wage Order shall take effect within twelve (12) months from the effectivity of the immediately preceding Wage Order.

The Board shall conduct continuous review of socio-economic conditions in the region and hold consultations as necessary. Public hearings may be conducted sixty (60) days prior to the anniversary date of the current Wage Order pursuant to Section 3, Rule III hereof.

The NWPC has noted that a new Wage Order cannot be implemented immediately following the anniversary of the current wage order due to mandated waiting periods for issuance and effectivity.

Hence, Rule IV, Section 4 of the Omnibus Rules was amended allowing the Boards to publish a new Wage Order prior to the anniversary date of the current Wage Order, provided that no new Wage Order shall take effect within twelve (12) months from the effectivity of the immediately preceding Wage Order.

REGIONAL MINIMUM WAGE RATES

Region	New Minimum Wage Rates	Date of Effectivity
NCR	₱658-₱695	18 Jul. 2025
CAR	₱505	30 Dec. 2025
Region I	₱480-₱505	19 Nov. 2025
Region II	₱500	05 Nov. 2025
Region III	₱515-₱600 (in tranches)	30 Oct. 2025
Region IVA	₱508-₱600 (in tranches)	05 Oct. 2025
Region IVB	₱455	01 Jan. 2026
Region V	₱435 (in tranches)	05 April 2025
Region VI	₱520-₱550	19 Nov. 2025
Region VII	₱500-₱540	04 Oct. 2025
Region VIII	₱440-₱470 (in tranches)	08 Dec. 2025
Region IX	₱451-₱464	01 Jan. 2026
Region X	₱485-₱500 (in tranches)	16 Jan. 2026
Region XI	₱505-₱510	07 March 2025
Region XII	₱443-₱460	02 Nov. 2025
Region XIII	₱475 (in tranches)	03 Jan. 2026

The rates reflected here are as of the indicated dates. For current minimum wage rates, visit the NWPC website and Facebook page or scan the QR codes below.

 www.nwpc.dole.gov.ph

 www.facebook.com/dole.nwpc

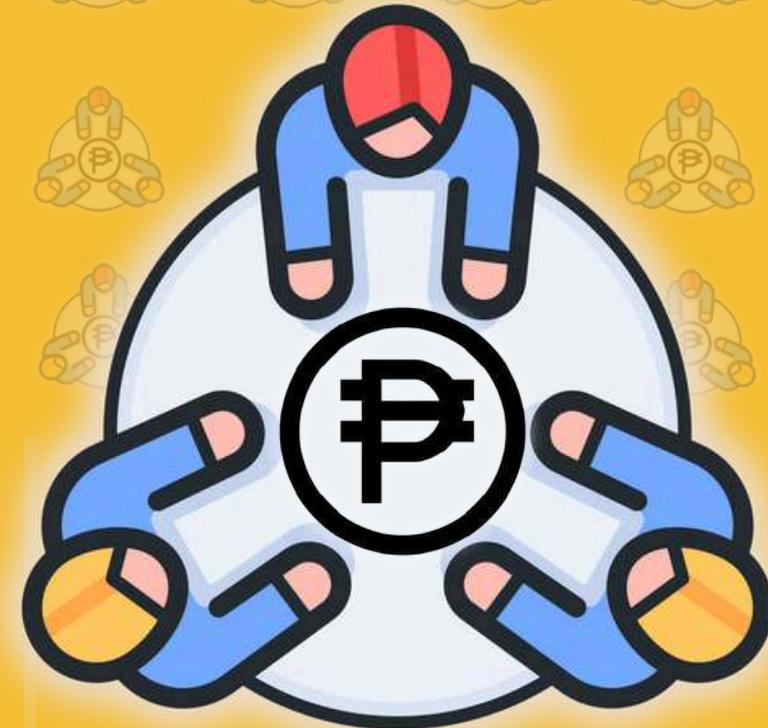


Current Minimum Wage Rates



RTWPB Contact Details

MINIMUM WAGE DETERMINATION



MINIMUM WAGE DETERMINATION

The minimum wage determination process is anchored on the policy of adopting regular, predictable, and moderate adjustments based on prescribed criteria, including prevailing socioeconomic conditions. This approach aims to safeguard the purchasing power of workers while offering employers a stable planning horizon.

Republic Act (R.A.) No. 6727

(Wage Rationalization Act of 1989)

and

Republic Act (R.A.) No. 6971

(Productivity Incentives Act of 1990)

These laws mandate the National Wages and Productivity Commission (NWPC) as the key policy-making body on wages, incomes, and productivity to:

- Determine minimum wages at the regional, provincial and/or industry levels; and
- Promote productivity improvement and gainsharing schemes, particularly among micro, small and medium enterprises.

NWPC formulates policies and guidelines on wages, incomes, and productivity and exercises technical and administrative supervision over the Regional Tripartite Wages and Productivity Boards (RTWPBs).

The Minimum Wage Determination Cycle

