



Republic of the Philippines  
Department of Labor and Employment  
National Wages and Productivity Commission  
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD - NCR**  
**WAGE ORDER NO. NCR-26**



**PROVIDING FOR A MINIMUM WAGE INCREASE IN THE  
NATIONAL CAPITAL REGION**

**WHEREAS**, the Regional Tripartite Wages and Productivity Board – National Capital Region 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. NCR-25 took effect on July 17, 2024;

**WHEREAS**, pursuant to Sec 3(A) Rule II of the Omnibus Rules on Minimum Wage Determination, as amended, in the absence of any petition for wage increase filed, the Board may, *motu proprio*, initiate wage review;

**WHEREAS**, the Board, during its meeting last May 6, 2025, decided *motu proprio* to initiate the minimum wage review and determination process;

**WHEREAS**, after due notice to all concerned stakeholders, the Board conducted consultations and public hearing to determine the propriety of issuing a new wage order, to wit:

Consultations/Public Hearing	Date	Venue
Labor Consultation	May 22, 2025	Philippine Trade Training Center, G. Puyat Avenue, Pasay City
Management Consultation	May 28, 2025	Philippine Trade Training Center, G. Puyat Avenue, Pasay City
Public Hearing	June 17, 2025	Occupational Safety and Health Center, Diliman, Quezon City

**WHEREAS**, during the sectoral consultations and public hearing, several petitions for wage increase were filed before this Board;

**WHEREAS**, in setting the minimum wage, the Board has to consider the various criteria under **Republic Act 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 as well as the positions of labor and management, the following findings were established:

- a. The poverty threshold based on the latest available data provided by the Philippine Statistics Authority (PSA) for an average family size of five (5) in 2023 is in the amount of Five Hundred Seventeen Pesos (P 517);
- b. The risks presently being encountered due to the uncertain geopolitical environment;
- c. Labor productivity and other relevant economic indicators considered by the Board.

**WHEREAS**, during the deliberation process, aside from the prevailing socio-economic conditions in the region, the Board also considered the positions of all stakeholders during the consultations and public hearing, the petitions for wage increase, needs of workers and their families, the right of labor to its just share in the fruits of production, capacity of the employers to pay, and labor and enterprise productivity in the region;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-NCR 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 the amount of **FIFTY PESOS (P50.00)** increase in the basic wage per day.

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

Sectors/Industry	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rates
Non-Agriculture	P645.00	P50.00	P695.00
Agriculture (Plantation and Non-Plantation)	P608.00	P50.00	P658.00
Service/Retail Establishments employing 15 workers or less			
Manufacturing regularly employing less than 10 workers			

**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 who 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 24th day of June 2025.

Done in the City of Pasay, Philippines.

  
**ANGELITA D. SEÑORIN**  
Workers' Sector  
(with reservation)

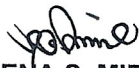
  
**FEDERICO R. MARQUEZ, JR.**  
Employers' Sector

  
**ROSALIO A. ARAGON JR.**  
Workers' Sector  
(with reservation)

  
**JOSE ROLAND A. MOYA**  
Employers' Sector

  
**DESIREE JOY O. NARVAEZ**  
Vice-Chairperson  
Department of Economy, Planning and  
Development

  
**JAY A. ACAR**  
Vice-Chairperson  
Department of Trade & Industry

  
**SARAH BUENA S. MIRASOL**  
Chairperson

(For NWPC Secretariat)

Date of Publication: 02 day of July 20 25  
Date of Effectivity: 18 day of July 20 25