



WAGE ORDER NO. RB 1-DW-04

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR THE DOMESTIC WORKERS IN REGION-I

WHEREAS, Section 24 of *Republic Act No. 10361, otherwise known as the Domestic Workers Act or Batas Kasambahay*, mandated the Regional Tripartite Wages and Productivity Board to review, and if proper, determine and adjust the minimum wage rates of **WHEREAS**, the current Wage Order No. RB1-DW-03 took effect on **June 6, 2023**;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, and in the absence of any petition for a minimum wage adjustment, the Board may motu proprio initiate the wage review;

WHEREAS, after due notice to all the stakeholders, the Board conducted consultations on August 15, 2023 in Vigan City, Ilocos Sur for the provinces of Ilocos Norte and Ilocos Sur, and on August 29, 2023 in Dagupan City, Pangasinan for the provinces of La Union and Pangasinan; and a public hearing on September 12, 2023 in the City of San Fernando, La Union to assess and determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, after a thorough review and evaluation of the results of the consultations and public hearing, existing socio-economic conditions in the region, the needs of the domestic workers and their families, as well as the employer's capacity to pay, the Board deemed it necessary to increase the prevailing minimum wage rate for domestic workers.

NOW THEREFORE, by virtue of the power and authority vested under *RA No. 10361*, RTWPB-I hereby issues this Wage Order.

Section 1. New Minimum Wage Rate. Upon effectivity of this Wage Order, the new monthly minimum wage of domestic workers in the Region shall be:

Previous Wage Order RB 1-DW-03	New Wage Order RB 1-DW-04	
Monthly Minimum Wage	Amount of Increase	New Monthly Minimum Wage Rate
₱ 5,000.00	₱ 500.00	₱ 5,500.00

Section 2. Coverage. This Wage Order shall apply to all domestic workers, whether on a live-in or live-out arrangement, such as but not limited to:

- (a) General househelp;
- (b) Yaya;
- (c) Cook;
- (d) Gardener;
- (e) Laundry person; and
- (f) Any person who regularly performs domestic work in one household on an occupational basis.

The following are not covered:

- (a) Service providers;
- (b) Family drivers;
- (c) Children under a foster family arrangement; and are provided access to education and given an allowance incidental to education; and
- (d) Any other person who performs work occasionally or sporadically and not on an occupational basis.

Section 3. Payment of Wages. The wages of the domestic worker shall be paid in cash at least once a month. No deductions shall be made other than those mandated by law.

Section 4. Application to Private Employment Agencies (PEAs). In the case of hiring/contracting domestic workers' services through licensed PEAs, the wage rate prescribed in this Order shall be borne by the principals or clients of the PEAs and the contract shall be deemed amended accordingly. In the event that the principals or clients fail to pay the prescribed wage rate, the PEAs shall be jointly and severally liable with their principal or client.

Section 5. Non-Applicability of Exemption. This Wage Order does not allow any exemption.

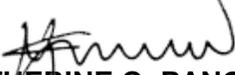
Section 6. Competency-Based Pay. Household employers and their domestic workers may voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

Section 7. Penal Provision. Any person, who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under Republic Act No. 10361 and its implementing Rules and Regulations, shall be dealt with in accordance with the said law, and such other laws as may be deemed applicable.

Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

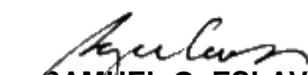
APPROVED, this 10th day of October 2023.

Done in the City of San Fernando, La Union, Philippines.


CATHERINE Q. PANGAN
Labor Representative


SALVADOR R. POSERIO
Management Representative


GRACE FALGUI-BALUYAN
Vice Chairperson


SAMUEL G. ESLAVA
Labor Representative


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Management Representative


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EXEQUIEL RONIE A. GUZMAN
Chairperson

(For NWPC Secretariat)

Date of Publication: 21 day of October, 2023
Date of Effectivity: 06 day of November, 2023