

WAGE ORDER NO. CAR-DW-05

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN THE CORDILLERA ADMINISTRATIVE REGION

WHEREAS, the Regional Tripartite Wages and Productivity Board – Cordillera Administrative Region (CAR) 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, 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 domestic workers;

WHEREAS, the current Wage Order No. **CAR-DW-04** took effect on June 14, 2022;

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 filed, the Board decided *motu proprio* to initiate a wage review;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on October 10, 2023 at Hotel Veniz, Session Rd., Baguio City;

WHEREAS, after a thorough evaluation of the existing socio-economic conditions in the region and based on the results of public hearing and deliberations conducted, the Board deemed it necessary to increase the prevailing minimum wage rates for domestic workers in the region;

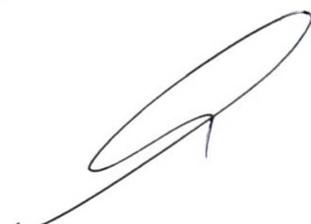
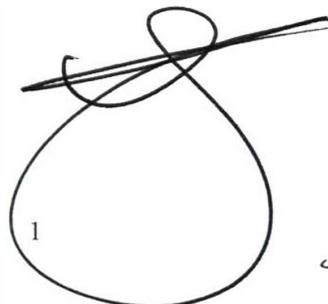
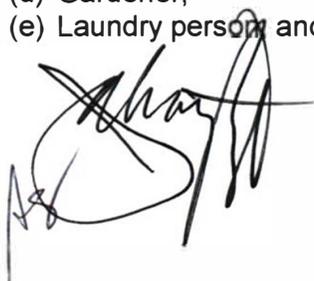
NOW THEREFORE, by virtue of the power and authority vested under RA No. 10361, RTWPB-CAR hereby issues this Wage Order.

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

Area/Location	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rate for CAR
All Provinces in the Cordillera Administrative Region	Php 4,500.00	Php 400.00	Php 4,900.00

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 foster family arrangement; 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. Social and Other Benefits. Pursuant to Section 30 of Batas Kasambahay, a domestic worker who has rendered at least one (1) month of service shall be covered by the Social Security System (SSS), the Philippine Health Insurance Corporation (PhilHealth), and the Home Development Mutual Fund or Pag-IBIG, and shall be entitled to all the benefits in accordance with the pertinent provisions provided by law.

Premium payments or contributions shall be shouldered by the employer. However, if the domestic worker is receiving a wage of Five Thousand Pesos (P5,000.00) and above per month, the domestic worker shall pay the proportionate share in the premium payments or contributions, as provided by law.

Section 5. Application to Private Employment Agencies (PEAs). In the case of hiring/contracting of 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 his principal or client.

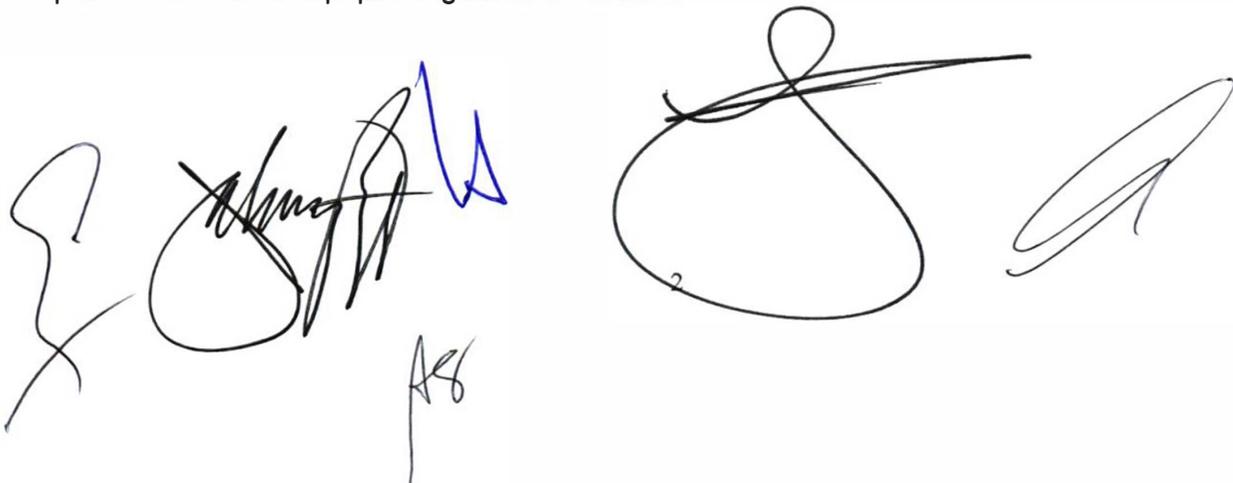
Section 6. Non-Applicability of Exemption. This Wage Order does not allow any exemption.

Section 7. Appeal to the Commission. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission (NWPC), through RTWPB-CAR, not later than ten (10) days from the publication of this Wage Order, subject to the provisions of *Rule V of the Omnibus Rules on Minimum Wage Determination*.

Section 8. Competency/Productivity - Based Pay. Household employers and their domestic workers may voluntary and mutually agree to adopt a competency/productivity-based pay scheme in setting and adjusting the pay of domestic workers and shall not be computed as part of the applicable minimum wage.

Section 9. Unlawful Acts and Penalties. Pursuant to Rule XII, Section 1 b) and c) of the IRR of the Batas Kasambahay, withholding and interference in the disposal of wages of the domestic workers are declared unlawful and shall be punishable with a fine of not less than Ten Thousand Pesos (P10,000.00) but not more than Forty Thousand Pesos (P40,000.00), without prejudice to the filing of the appropriate civil and/or criminal action by the aggrieved party.

Section 10. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.



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**PROVIDING FOR MINIMUM WAGE RATE INCREASE
FOR DOMESTIC WORKERS
IN THE CORDILLERA ADMINISTRATIVE REGION**

APPROVED. This 6th day of November 2023

Done in Baguio City, Philippines.



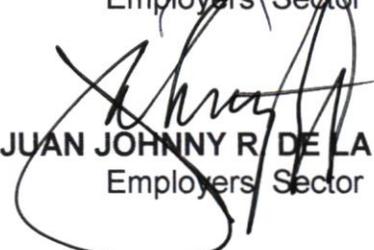
MILTON L. BALAGTEY
Workers' Sector



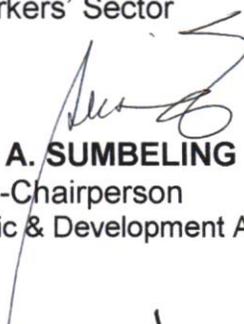
ALFONSO T. LAO
Employers' Sector



RENERIO C. LARDIZABAL, JR.
Workers' Sector



JUAN JOHNNY R. DE LA CRUZ
Employers' Sector



SUSAN A. SUMBELING
Vice-Chairperson
National Economic & Development Authority

(On Official Travel)
JULIET P. LUCAS
Vice-Chairperson
Department of Trade & Industry



NATHANIEL V. LACAMBRA
Chairperson