



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
Regional Board No. VIII
Tacloban City



WAGE ORDER NO. RBVIII-DW-04

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION - VIII

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. **RBVIII-DW-03** took effect on June 27, 2022;

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

WHEREAS, the Board *motu proprio* initiated the wage review process during its 12th Regular Board Meeting on July 3, 2023, wherein the Bangko Sentral ng Pilipinas Visayas Regional Office was invited to present data on recent economic indicators and banking highlights in Eastern Visayas;

WHEREAS, the Board conducted consultations with specific groups such as employees and employers' groups; industry associations; provincial, city and municipal officials; concerned government agencies or other interested parties on the following dates and places:

Date	Venue
August 24, 2023	Maasin Country Lodge, Maasin City, Southern Leyte
September 7, 2023	Sabin Hotel Resort, Ormoc City, Leyte
September 21, 2023	Baypark Hotel, Calbayog City, Samar

WHEREAS, the Board published the Notice of Public Hearing in a newspaper of general circulation in the region and posted the said notice in at least three (3) public places in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on October 9, 2023 at Hotel De Fides, Tacloban City wherein the public was engaged in a discussion on wages and wherein evidence and testimonies were received and heard to determine if wage adjustment is necessary;

WHEREAS, after a thorough review and evaluation of the results of the consultation and public hearing, existing socio-economic conditions in the region, the needs of the domestic workers and their families, as well as the employers' 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 *Republic Act No. 10361*, RTWPB-VIII 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 Monthly Minimum Wage Rates	New Wage Increase	New Monthly Minimum Wage Rates
Chartered Cities and First Class Municipalities	₱5,000.00	₱500.00	₱5,500.00
Other Municipalities	₱4,500.00	₱500.00	₱5,000.00

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:

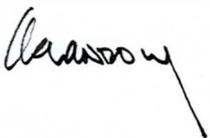
- (a) General househelp;
- (b) Yaya;
- (c) Cook;
- (d) Gardener;
- (e) Laundry person; and
- (f) Any person who regularly performs domestic work in one household on an occupational basis.

The following are not covered:

- (a) Service providers;
- (b) Family drivers;
- (c) Children under foster family arrangement, and 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 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.



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

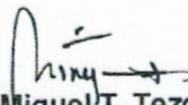
Section 6. Competency- Based Pay. Household employers and their domestic workers may voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

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.

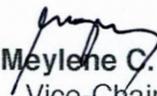
Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 6th day of November 2023.

Done in Tacloban City, Philippines.


Atty. Miguel T. Tezon
Member
Workers' Sector


Efrer M. Gabriola
Member
Workers' Sector


Meylene C. Rosales
Vice-Chairperson
National Economic & Development Authority


Orlando C. Uy
Member
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Edwin C. Mañas
Member
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Celerina T. Bato
Vice-Chairperson
Department of Trade & Industry


Henry John S. Dalbuena
Chairperson

(For NWPC Secretariat)

Date of Publication: 14 day of November 20 23
Date of Effectivity: 30 day of November 20 23