



WAGE ORDER NO. RIX-DW-04

PROVIDING FOR A MINIMUM WAGE INCREASE FOR KASAMBAHAYS IN REGION IX - ZAMBOANGA PENINSULA

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 (RTWPB-ZamPen Region) to review, and if proper, determine and adjust the minimum wage rates of kasambahays;

WHEREAS, the current Wage Order No. **RIX-DW-3** took effect on **June 25, 2022**;

WHEREAS, during its meeting on July 18, 2023, the Board decided to initiate the minimum wage determination process *motu proprio* for kasambahays, and scheduled the wage consultation for kasambahays on August 18, 2023 in Zamboanga City to gather sectoral views on the wage issue;

WHEREAS, on August 17, 2023, the Board received a petition filed by the ZamPen Association of Kasambahays (ZAK) seeking a wage increase in the amount of Six Hundred Pesos (₱600.00) per month for all kasambahays in the region;

WHEREAS, pursuant to Section 3(B), Rule II of the Omnibus Rules on Minimum Wage Determination, the Board decided to hear the filed petition to ascertain its basis;

WHEREAS, after due notice to all stakeholders, the Board conducted region-wide public hearing on September 24, 2023, in Zamboanga City, to assess and determine the propriety of issuing a new wage order for kasambahays;

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 kasambahays and their families, as well as the employer's capacity to pay, the Board finds substantial basis and necessity to increase the prevailing minimum wage rates for kasambahays in the amount of ₱600.00 as prayed for in the Petition.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 10361, RTWPB - Zamboanga Peninsula (ZamPen) Region hereby issues this Wage Order.

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

Area/Location	Current Minimum Wage Rates	New Wage Increase	New Minimum wage Rates
Chartered Cities and First Class Municipalities	₱ 4,000.00	₱ 600.00	₱ 4,600.00
Other Municipalities	₱ 3,500.00	₱ 600.00	₱ 4,100.00

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

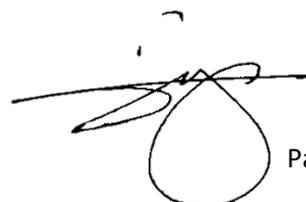
- (a) General househelp;
- (b) Yaya;
- (c) Cook;
- (d) Gardener;
- (e) Laundry person; and
- (f) Any person who regularly performs domestic work in one household on an occupational basis.

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

Section 6. Competency-Based Pay. Household employers and their kasambahays may voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of kasambahays 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 16th day of October, 2023.

Done in Zamboanga City, Philippines.


MR. CARLO B. CATIS
Member
Workers' Sector

Vacant
Vacant
Member
Workers' Sector


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(For NWPC Secretariat)

Date of Publication: **27 day of October 2023**
Date of Effectivity: **12 day of November 2023**