



WAGE ORDER NO. RBX-DW-04

**PROVIDING FOR MINIMUM WAGE RATE
 INCREASE FOR DOMESTIC WORKERS IN REGION - X**

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. **RBX-DW-03** took effect on June 18, 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, upon deliberation during its meeting on May 24, 2023, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate for domestic workers;

WHEREAS, after due notice to all stakeholders, the Board conducted the following consultations and a public hearing to assess and determine the propriety of issuing a new wage order for domestic workers:

Activity	Date	Coverage	Venue
Wage Consultation	October 16, 2023	Provinces of Misamis Oriental & Camiguin	Eastland Hotel, Gingoog City
	October 17, 2023	Province of Lanao del Norte	Online via Zoom
	November 6, 2023	Province of Misamis Occidental	Online via Zoom
	November 28, 2023	Province of Bukidnon	People's Hall, City Hall, Malaybalay City
Public Hearing	December 15, 2023	Region-wide	Cagayan de Oro City

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 rates for domestic workers;

NOW THEREFORE, by virtue of the power and authority vested under *RA No. 10361*, RTWPB-X 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:

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Area/Location	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Chartered Cities and First Class Municipalities	Php 4,500	Php 500	Php 5,000
Other Municipalities	Php 3,500	Php 1,500	

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 the 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 voluntary 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.

Minister

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APPROVED. This 21st day of December, 2023.

Done in Cagayan de Oro City, Philippines.

DIR. MYLAH FAYE AURORA B. CARIÑO
Vice Chairperson RTWPB-X/
Regional Director NEDA-X

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Vice Chairperson RTWPB-X/
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DIR. ERWIN N. AQUINO
Chairperson, RTWPB-X
Regional Director DOLE-X

(For NWPC Secretariat)

Date of Publication: 26 day of December 2023
Date of Effectivity: 11 day of January 2024