



## WAGE ORDER NO. RB XI-DW-03

### PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION - XI

**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 Boards to review, and if proper, determine and adjust the minimum wage rates of domestic workers;

**WHEREAS**, Wage Order No. RB XI-DW-02 took effect on June 20, 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 wage review;

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

Activity	Date	Venue
Wage Consultations	January 09, 2023	Virtual via Zoom
	January 24, 2023	
	February 14, 2023	
	May 05, 2023	
	May 16, 2023	
	June 13, 2023	
	September 26, 2023	
Public Hearing	February 07, 2024	In-person at Grand Regal Hotel, J.P. Laurel Avenue, Lanang, Davao City and virtual via Zoom

**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 *Republic Act No. 10361*, the Regional Tripartite Wages and Productivity Board-XI hereby issues this Wage Order.

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

Area/Location	Current Minimum Wage Rate	Amount of Wage Increase	New Minimum Wage Rates
Chartered Cities and First-Class Municipalities	Php4,500.00	Php1,500.00	Php6,000.00
Other Municipalities		Php500.00	Php5,000.00

**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 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.

**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 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.

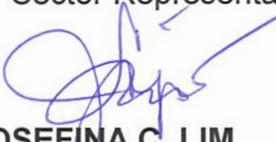
**Section 8. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 13<sup>th</sup> day of February 2024.

Done in Davao City, Philippines.

  
**VIRGINIA T. CAMUS**  
Workers' Sector Representative

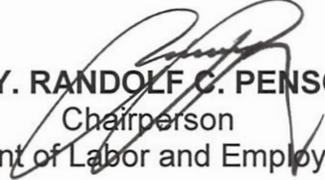
  
**ATTY. SUSAN P. CARIAGA**  
Employers' Sector Representative

  
**JOSEFINA C. LIM**  
Workers' Sector Representative

**VACANT**  
Employers' Sector Representative

  
**PRISCILLA R. SONIDO**  
Vice-Chairperson  
National Economic & Development  
Authority-XI

  
**ROMEO L. CASTAÑAGA**  
Vice-Chairperson  
Department of Trade & Industry-XI

  
**ATTY. RANDOLF C. PENSOY**  
Chairperson  
Department of Labor and Employment-XI

(For NWPC Secretariat)

Date of Publication: 19 day of February 2024  
Date of Effectivity: 06 day of March 2024