



WAGE ORDER NO. RBIII-DW-04

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION III

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. RBIII-DW-03 took effect on 20 June 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 filed, the Board decided *motu proprio* to initiate wage review on the monthly minimum wage of domestic workers;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on 25 February 2024 in the City of San Fernando, Pampanga to assess and determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, after a thorough review and evaluation of the result of the public hearing, existing socio-economic conditions in Region III, 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 monthly minimum wage rates for domestic workers;

WHEREAS, to ensure compliance with minimum wages and for ease of enforcement and implementation of Wage Orders, the Board simplified the minimum wage structure for domestic workers in Region III;

NOW THEREFORE, by virtue of the power and authority vested under Republic Act No. 10361, the Regional Tripartite Wages and Productivity Board III hereby issues this Wage Order.

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

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Area/Location	Current Monthly Minimum Wage Rates	New Monthly Wage Increase	New Monthly Minimum Wage Rates
Chartered Cities and First Class Municipalities	Php5,000.00	Php1,000.00	Php6,000.00
Other Municipalities	Php4,500.00	Php1,500.00	

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 the principal or client.

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

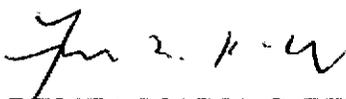
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Section 6. **Competency-Based Pay.** Household employers and their domestic workers may voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum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

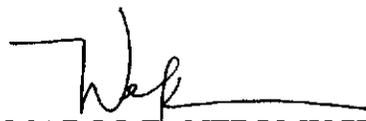
Section 7. **Penal Provision.** Any person who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under *Republic Act No. 10361 and its Implementing Rules and Regulations*, shall be dealt with in accordance with the said law, and such other laws 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.

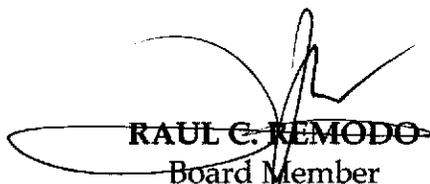
APPROVED this 4th day of March, 2024 at the City of San Fernando, Pampanga, Philippines.



FLORDELIZA MARIA C. REYES-RAYEL
Board Member
Employers' Sector



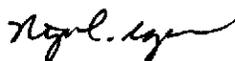
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(For NWPC Secretariat)

Date of Publication: 16 day of March 2024
Date of Effectivity: 01 day of April 2024