



WAGE ORDER NO. ROVII-DW-04

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

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. RO VII-DW-03 took effect on June 14, 2022;

WHEREAS, on February 14, 2023, the Board received a petition filed by Cebu Labor Coalition (CELAC), Lonbisco Employees Organization (LEO), Metaphil Workers Union (MWU), Unionbank Employees Association (UBEA) and Domestic Workers of the Philippines seeking a Php1000.00 per month minimum wage increase for all domestic workers in the region;

WHEREAS, the minimum wage determination process for the kasambahays was part of the agenda in the public hearings conducted on July 10 and 26, August 01, 10 and 11, 2023, in various parts of the region;

WHEREAS, after careful review of the socio-economic conditions in the region relevant to kasambahays, the Board issued Resolution No. 08 on September 5, 2023, *Declaring a Status Quo on the Minimum Wage of Domestic Workers / Kasambahays*, stating among others, the further review of the minimum wages of kasambahays six (6) months thereafter.

WHEREAS, during the Board's regular meeting on February 29, 2024, the Board, *motu proprio* decided to commence another round of review of the minimum wage for kasambahays;

WHEREAS, after due notice to all stakeholders, the Board conducted two (2) public hearings on the following schedules:

DATE	STAKEHOLDERS	LOCATION
April 7, 2024 (9:30 – 11:30 A.M)	Employers of Kasambahays and other interested parties	Grub Hub Food Park, Belmont One, Upper Calajoan, Minglanilla, Cebu
April 7, 2024 (1:30 – 4:00 P.M)	Kasambahays	Grub Hub Food Park, Belmont One, Upper Calajoan, Minglanilla, Cebu

WHEREAS, after a thorough review and evaluation of the results of the 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 rates of domestic workers;

NOW THEREFORE, by virtue of the power and authority vested under RA No. 10361, RTWPB-VII hereby issues this Wage Order.

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Section 1. New Monthly 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 Monthly Wage Increase	New Monthly Minimum Wage Rates
Chartered Cities and First-Class Municipalities	5,500.00	500.00	6,000.00
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.

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.

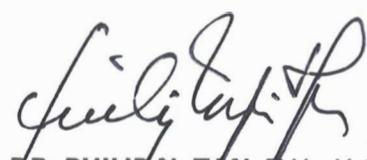


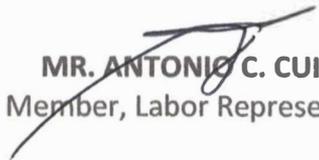
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APPROVED. This 18th day of April, 2024

Done in Cebu City, Philippines.


ATTY. NORA ANALYN S. DEMETERIO-DIEGO
Member, Labor Representative

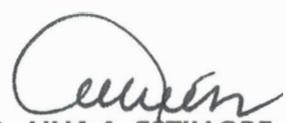

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(For NWPC Secretariat)

Date of Publication: 25 day of April 2024

Date of Effectivity: 11 day of May 2024