



WAGE ORDER NO. CAR-DW-06

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN THE CORDILLERA ADMINISTRATIVE REGION

WHEREAS, the Regional Tripartite Wages and Productivity Boards are mandated under Section 24 of **Republic Act No. 10361 (RA No. 10361)**, otherwise known as the **Domestic Workers Act or Batas Kasambahay** to review, and if proper, determine and adjust the minimum wage rates of domestic workers in their respective regions;

WHEREAS, the current Wage Order No. **CAR-DW-05** took effect on December 05, 2023;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination*, as amended, in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio*, initiate wage review;

WHEREAS, the Board, upon deliberation during its meeting on August 29, 2024, *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 a public hearing on November 07, 2024 at Hotel Supreme, Magsaysay Ave., Baguio City;

WHEREAS, after a thorough evaluation of the existing socio-economic conditions in the region and based on the results of the public hearing and deliberations conducted, the Board deemed it necessary to increase the prevailing minimum wage rate for domestic workers in the region;

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

Area/Location	Current Minimum Wage Rate	Amount of Increase	New Minimum Wage Rate for CAR
All Provinces in the Cordillera Administrative Region	Php 4,900.00	Php 1,100.00	Php 6,000.00

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

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- (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; and
(c) 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. Social and Other Benefits. Pursuant to Section 30 of Batas Kasambahay, a domestic worker who has rendered at least one (1) month of service shall be covered by the Social Security System (SSS), the Philippine Health Insurance Corporation (PhilHealth), and the Home Development Mutual Fund or Pag-IBIG, and shall be entitled to all the benefits in accordance with the pertinent provisions provided by law.

Premium payments or contributions shall be shouldered by the employer. However, if the domestic worker is receiving a wage of Five Thousand Pesos (P5,000.00) and above per month, the domestic worker shall pay the proportionate share in the premium payments or contributions, as provided by law.

Section 5. 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 6. Exemption. No exemption shall be allowed under this wage order.

Section 7. Competency/Productivity - Based Pay. Household employers and their domestic workers may voluntary and mutually agree to adopt a competency/productivity-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

Section 8. Penal Provision. Any person who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under RA 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 9. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 13th day of November, 2024.

Done in Baguio City, Philippines.



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MILTON L. BALAGTEY
Workers' Sector



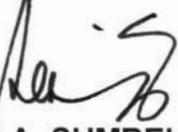
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DOMINADOR C. SOTELO
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(absent)

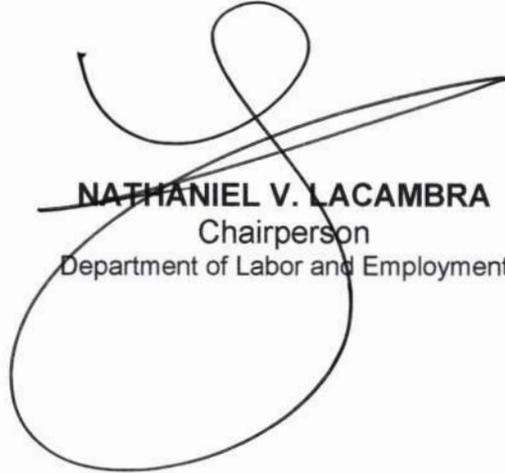
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(For NWPC Secretariat)

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