



**WAGE ORDER NO. RB-MIMAROPA-DW-05**

**PROVIDING FOR MINIMUM WAGE RATE  
 INCREASE FOR DOMESTIC WORKERS IN  
 MIMAROPA 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. **RB-MIMAROPA-DW-04** took effect on **07 December 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 20 June 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

**WHEREAS**, on 08 October 2024, the Board caused the publication of the Notice of Public Hearing for domestic workers in a newspaper of general circulation;

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

Date	Stakeholder	Venue
November 07, 2024	Palawan	Hotel Centro, National Highway, Barangay San Pedro, Puerto Princesa City, Palawan
November 11, 2024	Oriental Mindoro	Playa Ignacio Resort, Barangay Pachoca, Calapan City, Oriental Mindoro

**WHEREAS**, after a thorough review and evaluation of the results of the public hearings, 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 rate for domestic workers.

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

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**Section 1. New Minimum Wage Rate.** 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	New Wage Increase	New Minimum Wage Rate
MIMAROPA Region	P5,500.00	P1,000.00	P6,500.00

**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; 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. 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. Exemption.** No exemption shall be allowed under this wage order.

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

**APPROVED.** This 27<sup>th</sup> day of November, 2024.

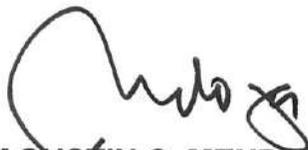
Done in Calapan City, Oriental Mindoro, Philippines.

  
**ROMEO R. ARICA**  
Member  
Workers' Sector

  
**JOEL C. DE VEYRA**  
Member  
Employers' Sector

  
**DARIUS M. GUERRERO**  
Member  
Workers' Sector

Vacant  
Member  
Employers' Sector

  
**AGUSTIN C. MENDOZA**  
Vice-Chairperson  
National Economic and Development Authority

  
**RODOLFO J. MARIPOSQUE**  
Vice-Chairperson  
Department of Trade and Industry

  
**NAOMI LYN C. ABELLANA**  
Chairperson  
Department of Labor and Employment

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(For NWPC Secretariat)

Date of Publication: 07 day of December 2024  
Date of Effectivity: 23 day of December 2024