



**WAGE ORDER NO. RXIII-DW-05**

**PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN CARAGA 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. RXIII-DW-04 took effect on January 1, 2024;

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

**WHEREAS**, the Board, upon deliberation during its meeting on September 30, 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 consultations on October 21, 2024 in Agusan del Sur and October 23, 2024 in Butuan City, to assess and determine the propriety of issuing a new wage order;

**WHEREAS**, after due publication of notice of public hearing on 02 November 2024, the Board conducted public hearings on the following dates and venues:

Date	Venue
November 18, 2024	VCDU Hotel, Imadejas, Butuan City
November 20, 2024	VGP Hall, ASELCO, Agusan del Sur
November 25, 2024	Maradjaw Events Center, Surigao City

**WHEREAS**, after a thorough review and evaluations of the results of the consultations and public hearings, 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 RA No. 10361 RTWPB – XIII (Caraga Region) 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 Rates	New Wage Increase	New Minimum Wage Rate
Chartered Cities and First Class Municipalities	P5,000.00	P1,000.00	<b>P6,000.00</b>
Other Municipalities			

**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:

- (1) General househelp;
- (2) Yaya;
- (3) Cook;
- (4) Gardener;
- (5) Laundry person; and
- (6) Any person who regularly performs domestic work in one household on an occupational basis.

The following are not covered:

- (1) Service providers;
- (2) Family drivers; and
- (3) 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 workers 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 licenses 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.

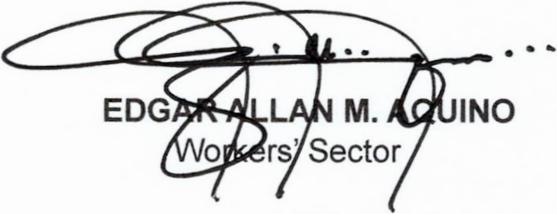
**Section 6. Competency-Based Pay.** Household employers and their domestic workers may voluntary and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

**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 4th day of December 2024.

Done in Butuan City, Philippines.



**EDGAR ALLAN M. AQUINO**  
Workers' Sector



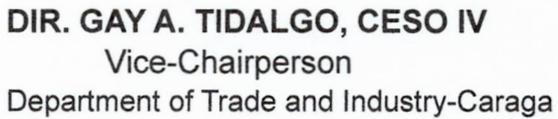
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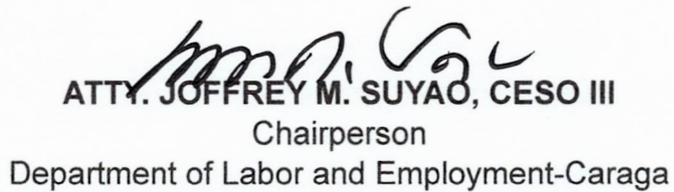
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**ATTY. JOFFREY M. SUYAO, CESO III**  
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(For NWPC Secretariat)

Date of Publication: 17 day of December 20 24  
Date of Effectivity: 02 day of January 20 25