



Republic of the Philippines
 Department of Labor and Employment
 National Wages and Productivity Commission
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
 REGION IV-A (CALABARZON)**



WAGE ORDER NO. RB-IVA-DW-05

**PROVIDING FOR MINIMUM WAGE RATE
 INCREASE FOR DOMESTIC WORKERS IN REGION-IVA**

WHEREAS, Section 24 of *Republic Act No. 10361 (RA No. 10361)*, otherwise known as the *Domestic Workers Act or Batas Kasambahay*, mandated the Regional Tripartite Wages and Productivity Boards 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-IVA-DW-04 took effect on 19 February 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 during its meeting on 18 December 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 the regional public consultation on 10 January 2025 in Antipolo City, Rizal, and the regional public hearing on 24 January 2025 in Bacoor City, Cavite, to assess and determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, after a thorough review and evaluation of the results of the consultation and 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 for domestic workers in the region;

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

Section 1. New Minimum Wage Rates. The new monthly minimum wage of domestic workers in the Region upon effectivity of this Wage Order shall be as follows:

Jay Purificacion

[Signature]

Marianne C. Caparosa

[Signature]

April 7, 2025

Current Area Classification	WO NO. RB-IVA-DW-04	WAGE ORDER NO. RB-IVA-DW-05	
	Current Minimum Wage Rates	Amount of Increase	New Minimum Wage Rates
Cities and First Class Municipalities	6,000.00	750.00	6,750.00
Other Municipalities	5,000.00	1,750.00	6,750.00

W.M. City
Hannah C. Capron

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.

Done 7.26

Josephine

[Signature]

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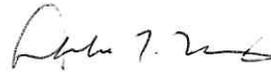
Section 6. Competency-Based Pay. Household employers and their domestic workers may voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

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 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.

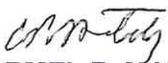
Approved this 10th day of February 2025 in Calamba City, Laguna.

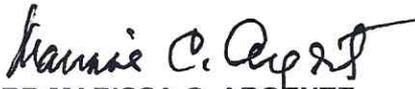

ENGR. PATROCINIO S. CAISIP
Workers' Sector

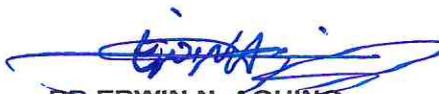

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(For NWPC Secretariat)

Date of Publication: 19 day of February 2025
Date of Effectivity: 07 day of March 2025