



WAGE ORDER NO. RBV-DW-04

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION V

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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. RBV-DW-03 took effect on 01 December 2023;

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

Wage Consultations	
Date	Venue
23 August 2024	Virac, Catanduanes
30 August 2024	Sorsogon City, Sorsogon
20 September 2024	Masbate City, Masbate
27 September 2024	Daet, Camarines Norte

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WHEREAS, on 22 October 2024, Tropical Storm (TS) Kristine (international name: Trami) severely hit Bicol Region and necessitated the Declaration of a State of Calamity in the Provinces of Albay, Camarines Sur, Camarines Norte, Sorsogon, and Masbate.

WHEREAS, on 23 October 2024, the scheduled public hearings in the Provinces of Camarines Sur and Albay on 24 and 25 October 2024, respectively, were immediately suspended as the said provinces were heavily submerged in flood waters;

WHEREAS, on 29 October 2024, the Workers' Sector Representatives, through a written manifestation, formally recommended the deferment of the minimum wage determination process due to the devastating effects of TS Kristine to the region. The temporary deferment will allow all workers and employers to prioritize their immediate needs and contribute to rebuilding efforts which will ensure the sustainability of employment and of businesses;

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WHEREAS, on 07 November 2024, the Board unanimously issued RTWPB-V Resolution No. 001, Series of 2024 entitled, "Resolution Deferring the Wage Determination Process for Private Sector Workers and Kasambahay due to the Destructive Impact of Tropical Storm (TS) Kristine in Bicol Region" and committed to resume the wage determination process after three (3) months from the issuance thereof;

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WHEREAS, on 15 November 2024, the Commission acknowledged the Resolution stating that the said course of action underscores the need to sustain both employment and business viability during the recovery period;

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WHEREAS, on 17 February 2025, the Board published the Notice of Public Hearing, which was conducted on 10 March 2025 in Legazpi City, Albay.

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WHEREAS, after a thorough review and evaluation of the results of the consultations 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;

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

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Area/Location	Current Minimum Wage Rate	Amount of Increase	New Minimum Wage Rate
Chartered Cities, First-Class Municipalities and Other Municipalities	P5,000.00	P1,000.00	P6,000.00

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.
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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.

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

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.

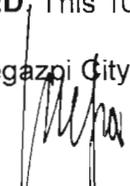
Section 7. Penal Provision. Any person who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under RA No. 10361 and its Implementing Rules and Regulations, shall be dealt with in accordance with the said law, and such other laws as may be deemed applicable.

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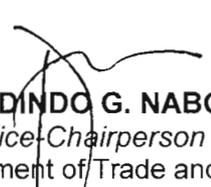
Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED, This 10th day of March, 2025.

Done in Legazpi City, Albay.


LOPITO R. MENDOZA
Member
Workers' Sector


DANTE L. ENCINAS
Member
Workers' Sector


RD DINDO G. NABOL
Vice-Chairperson
Department of Trade and Industry V


RD EDNA CYNTHIA S. BERCES
Vice-Chairperson
National Economic and Development Authority V


RD IMELDA F. GATINAO
Chairperson
Department of Labor and Employment V

(For NWPC Secretariat)

Date of Publication: 20 day of March 2025
Date of Effectivity: 05 day of April 2025