



WAGE ORDER NO. RIX-DW-05

PROVIDING FOR A MINIMUM WAGE INCREASE FOR DOMESTIC WORKERS IN THE ZAMBOANGA PENINSULA REGION

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 Board 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. **RIX-DW-04** took effect on **November 12, 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, the Board during its meeting on January 17, 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate for domestic workers;

WHEREAS, to address the lack of updated relevant data, the Board conducted a region-wide field survey during the 2025 "Araw ng mga Kasambahay" event last January 19, 2025;

WHEREAS, on February 06, 2025, the Board published the Notice of Public Hearing in Zamboanga Times and Zamboanga Today;

WHEREAS, on February 20, 2025, the Board received a petition filed by the ZAMPEN Association of Kasambahay (ZAK) seeking a ₱900.00 per month minimum wage increase for all domestic workers in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted the region-wide public hearing on February 23, 2025, in Zamboanga City, 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 public hearing, field survey, 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 finds substantial basis and necessity 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-IX 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 | Amount of Increase | New Minimum Wage Rates |
|---|----------------------------|--------------------|------------------------|
| Chartered Cities and First Class Municipalities | ₱ 4,600.00 | ₱ 900.00 | ₱ 5,500.00 |
| Other Municipalities | ₱ 4,100.00 | ₱ 900.00 | ₱ 5,000.00 |

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.

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 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.

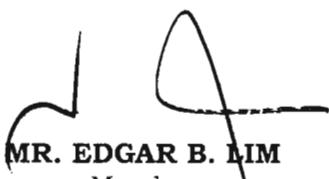
APPROVED. This 24th day of February 2025.

Done in Zamboanga City, Philippines.



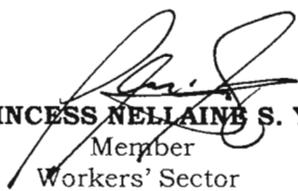
MR. CARLO B. CATIS

Member
Workers' Sector



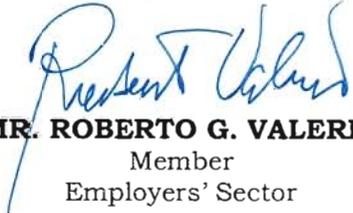
MR. EDGAR B. LIM

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Workers' Sector



MR. ROBERTO G. VALERIO

Member
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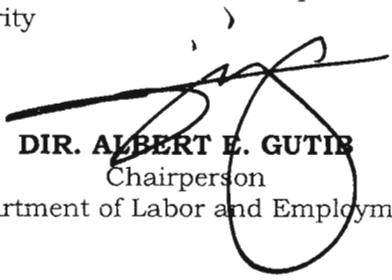
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(For NWPC Secretariat)

Date of Publication: 18 day of March 2025

Date of Effectivity: 03 day of April 2025