



WAGE ORDER NO. RB XII-DW-05

PROVIDING FOR A MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION - XII

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 XII-DW-04** took effect on **16 October 2023**;

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

WHEREAS, the Board conducted consultations on 19 August 2025 and 27 August 2025 in Kidapawan City and the City of Koronadal, respectively, to gather public sentiments, views, and opinions from the stakeholders on the necessity and propriety of having a minimum wage adjustment for the domestic workers in the region;

WHEREAS, the Board, in its regular meeting held on 27 August 2025, *motu proprio*, decided to commence the minimum wage determination process and review of the current minimum wage rates;

WHEREAS, on 1 September 2025, the Board caused the publication of the notice of public hearing in a newspaper of general circulation in the region as well as the posting of the said notice in at least three (3) public places in the region;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on 17 September 2025 in General Santos City to assess and determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, during its deliberations, the Board recognized the plight of working solo parents who, despite their need to earn a living, are often confronted with the difficulty of having no available individual to attend and take care of their children;

WHEREAS, the Board deems it necessary to advocate for and encourage Local Government Units (LGUs) to establish, provide, and/or institutionalize a day care system that may be entrusted with the care and supervision of the children of solo parents while the latter are engaged in gainful employment;

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-XII hereby issues this Wage Order.

Section 1. The 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
Cities and 1 st class municipalities	P 5,000.00	P 1,000.00	P 6,000.00
Other municipalities	P 4,500.00	P 1,500.00	P 6,000.00

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.

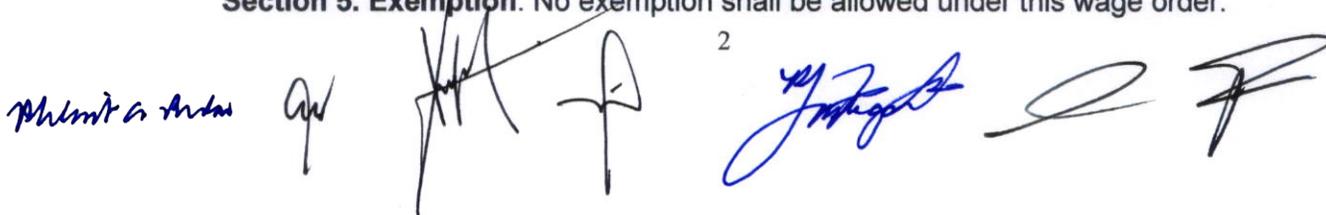
The following are not covered:

- (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.

A series of handwritten signatures in black and blue ink, including the name 'Phelmita A. Ardas' and several other illegible signatures.

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 Republic Act 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 22nd day of September, 2025.

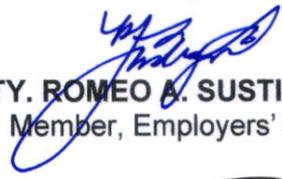
Done in the City of Koronadal, Province of South Cotabato, Philippines.


ALICE B. DUMA
Member, Workers' Sector

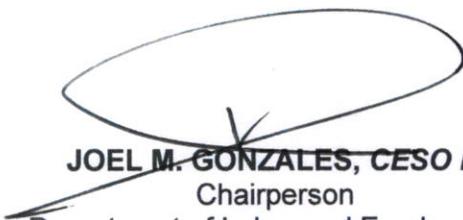

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(For NWPC Secretariat)

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