



WAGE ORDER RBVI-DW-07
PROVIDING FOR NEW MINIMUM WAGE RATES FOR
DOMESTIC WORKERS IN REGION VI
(WESTERN VISAYAS)

WHEREAS, Section 24 of **Republic Act No. 10361 (RA No. 10361)**, otherwise known as the **“Domestic Workers Act” (“Batas Kasambahay”)**, mandates the Regional Tripartite Wages and Productivity Boards to periodically review and, if proper, determine and adjust the minimum wage rates of domestic workers within their respective regions’ jurisdictions;

WHEREAS, the current Wage Order No. RBVI-DW-06 took effect on 17 November 2024;

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

WHEREAS, in furtherance of the said provision, the Board, upon careful deliberation, issued RTWPB-VI Resolution No. 2, s. 2025 to *motu proprio* commence the wage determination process for domestic workers

WHEREAS, in compliance with the notice and publication requirement under Section 3(B), Rule III of the *Omnibus Rules*, as amended, the Notice of Public Hearing was published on 22 September 2025; in a newspaper of general circulation in the region and was posted in various public places and on social media;

WHEREAS, after due notice to all stakeholders and other interested parties in Western Visayas, the Board conducted the following public hearings to determine the propriety of issuing a new wage order for domestic workers:

DATE	VENUE	AREAS COVERED
October 08, 2025	Diamond Jubilee Hall, Mabini St., Iloilo City	Iloilo City, Iloilo , Aklan, Capiz, Antique, and Guimaras
October 16, 2025	Nature’s Village Resort, Talisay City, Negros Occidental	Bacolod City and Province of Negros Occidental

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region and considering the needs of 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 rate for domestic workers in the region;

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

SECTION 1. NEW MINIMUM WAGE RATE. Upon effectivity of this Wage Order, the new monthly minimum wage of domestic workers in the Region, covering the Provinces of Aklan, Antique, Capiz, Guimaras, Iloilo and Negros Occidental including the highly urbanized cities of Iloilo and Bacolod, shall be as follows:

CURRENT MONTHLY MINIMUM WAGE RATE	AMOUNT OF INCREASE	NEW MINIMUM WAGE RATE
Php 6, 000.00	500.00	Php 6,500.00

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 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 their principal or client.

SECTION 5. EXEMPTION. No exemption shall be allowed under this wage order.

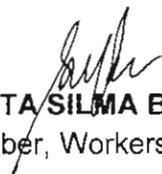
SECTION 6. COMPETENCY-BASED PAY. Household employers and their domestic workers may voluntarily and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

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.

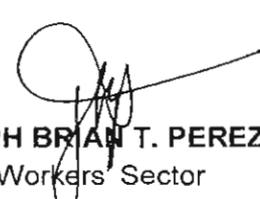
SECTION 8. EFFECTIVITY. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

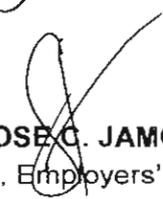
APPROVED, this 23rd day of October 2025.

Done in the Municipality of Janiway, Iloilo, Philippines.


TERESITA SILMA B. BALGOS
Member, Workers' Sector


RONALD U. SO
Member, Employers' Sector

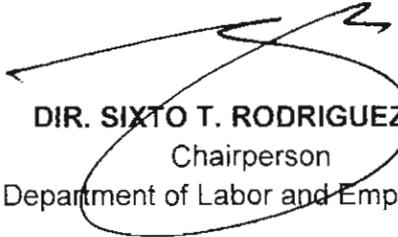

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(For NWPC Secretariat)
Date of Publication: 03 day of November 20 25
Date of Effectivity: 19 day of November 20 25