



## WAGE ORDER NO. RB-MIMAROPA-DW-06

### PROVIDING FOR A MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN THE MIMAROPA REGION

**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-MIMAROPA-DW-05** took effect on **23 December 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 a wage review;

**WHEREAS**, the Board, upon deliberation during its meeting on 07 August 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates for domestic workers;

**WHEREAS**, on 24 October 2025, the Board caused the publication of the Notice of Public Hearing for domestic workers in a newspaper of general circulation;

**WHEREAS**, after due notice to all stakeholders, the Board conducted consultation and public hearings on the following dates and venues to assess and determine the propriety of issuing a new wage order for domestic workers, to wit:

Date	Venue
<b>Consultation</b>	
November 12, 2025	Seasons Hotel and Convention Center, Brgy. San Roque, San Jose, Occidental Mindoro
<b>Public Hearings</b>	
November 18, 2025	Citystate Asturias Hotel Palawan, South National Highway, Tiniguiban Heights, Puerto Princesa City, Palawan
December 02, 2025	Tree of Life Business Center, Brgy. Salong, Calapan City, Oriental Mindoro

**WHEREAS**, after a thorough review and evaluation of the results of the consultation and public hearings, 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-MIMAROPA 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 shall be as follows:

Area/Location	Current Minimum Wage Rate	Amount of Increase	New Minimum Wage Rate
MIMAROPA Region	Php 6,500.00	Php 500.00	Php 7,000.00

**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/her 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 the 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 4<sup>th</sup> day of December, 2025.

Done in Calapan City, Oriental Mindoro, Philippines.

**(SGD.) ROMEO R. ARICA**  
Member  
Workers' Sector

**JOEL C. DE VEYRA**  
Member  
Employers' Sector

**(SGD.) DARIUS M. GUERRERO**  
Member  
Workers' Sector

**(SGD.) CAROL VERNETTE R. ESTARES**  
Member  
Employers' Sector

**(SGD.) VALTER L. MORADA**  
Vice-Chairperson  
Department of Economy,  
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**(SGD.) AMORMIO CARMELO  
JOSELITO S. BENTER**  
Vice-Chairperson  
Department of Trade and Industry

**(SGD.) NAOMI LYN C. ABELLANA**  
Chairperson  
Department of Labor and Employment

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*(For NWPC Secretariat)*

Date of Publication: 16 day of December 2025  
Date of Effectivity: 01 day of January 2026