



WAGE ORDER NO. RBX-DW-06

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION-X

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. RBX-DW-05 took effect on 12 January 2025;

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, upon deliberation during its meeting on 13 October 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate for domestic workers;

WHEREAS, after due notice to all stakeholders and publication of the notice of public hearings on 14 November 2025, the Board conducted a consultation and series of 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
Consultation	
30 October 2025	Mallberry Suites Business Hotel, Florentino St., Limketkai Drive, Cagayan de Oro City
Public Hearings	
01 December 2025	Bethany Gardens Resort, Bangkal, Bitoon, Ozamiz City, Misamis Occidental
02 December 2025	Sweet Mommy's Catering Service, Brgy. Palao, Iligan City
09 December 2025	Veranda Catering Services, Casisang, Malaybalay City, Bukidnon
10 December 2025	Mallberry Suites Business Hotel, Florentino St., Limketkai Drive, Cagayan de Oro City

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-X 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
All areas in Region X	Php6,000	Php500	Php6,500

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 voluntary 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 15th day of December, 2025 in Cagayan de Oro City, Philippines.



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(For NWPC Secretariat)

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