



WAGE ORDER NO. RB 1-DW-05

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

WHEREAS, the Regional Tripartite Wages and Productivity Board-I is mandated under Section 24 of **Republic Act 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. **RB1-DW-04** took effect on **November 6, 2023**;

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

WHEREAS, after due notice to all stakeholders, the Board conducted the following wage consultations and a public hearing to assess and determine the propriety of issuing a new wage order:

Date	Venue
Consultations	
August 13, 2024	Dagupan City, Pangasinan
August 22, 2024	Candon City, Ilocos Sur
August 27, 2024	Laoag City, Ilocos Norte
Public Hearing	
September 30, 2024	San Fernando City, La Union

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 employer's 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-I hereby issue 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:

Previous Wage Order RB 1-DW-04	NEW WAGE ORDER RB 1-DW-05	
Monthly Minimum Wage	Amount of Increase	New Monthly Minimum Wage Rate
₱ 5,500.00	₱ 500.00	₱ 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:

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- (1) General househelp;
- (2) Yaya;
- (3) Cook;
- (4) Gardener;
- (5) Laundry person; and
- (6) Any person who regularly performs domestic work in one household on an occupational basis.

The following are not considered domestic workers, and hence, not covered:

- (1) Service providers;
- (2) Family drivers; and
- (3) 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 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 9th day of October 2024.

Done in the City of San Fernando, La Union, Philippines.


CATHERINE Q. PANGAN
 Workers' Sector Representative


SALVADOR R. POSERIO
 Employers' Sector Representative


SAMUEL G. ESLAVA
 Workers' Sector Representative

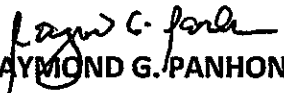

IVES Q. NISCE
 Employers' Sector Representative


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(For NWPC Secretariat)

Date of Publication: 22 day of October 20 24
Date of Effectivity: 07 day of November 20 24