Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD VII

WAGE ORDER NO. ROVII-DW-05

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

WHEREAS, Section 24 of **Republic Act No. 10361, otherwise known as the Domestic Workers Act or Batas Kasambahay**, mandated the Regional Tripartite Wages and Productivity Boards to review, and if proper, determine and adjust the minimum wage rates of domestic workers;

WHEREAS, the current Wage Order No. RO VII-DW-04 took effect on May 11, 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 wage review;

WHEREAS, the Board, upon deliberation during its meeting on 28 July 2025, *motu proprio,* decided to commence the minimum wage determination process to review the current minimum wage rate for domestic workers and published on August 03, 2025, the Notice of Public Hearing with The Freeman newspaper;

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on August 31, 2025, to assess and determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, the Board, hereby agreed to adopt a uniform wage rate for the domestic workers in the region;

WHEREAS, following deliberate review and evaluation of the results of the 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 of domestic workers; and

NOW THEREFORE, by virtue of the power and authority vested under *Republic Act No. 10361*, RTWPB-VII hereby issues this Wage Order.

Section 1. New Monthly 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
Central Visayas	*6,000.00	1,000.00	**7,000.00**
	**5,000.00	2,000.00	

* Charted Cities and First-Class Municipalities
** Other Municipalities

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. Non-Applicability of 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 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 11th day of September, 2025.

Done in Cebu City, Philippines.

ATTY. NORA ANALYN S. DEMETERIO-DIEGO
Member, Workers' Sector

ATTY. JOSEPH S. TANCO
Member, Employers' Sector

MR. ANTONIO T. QUIZON
Member, Workers' Sector

DR. PHILIP N. TAN
Member, Employers' Sector

- ABSENT -

DIR. JENNIFER C. BRETAÑA
Vice-Chairperson
Department of Economy, Planning and Development

DIR. ESPERENZA T. L. MELGAR
Vice-Chairperson
Department of Trade and Industry

DIR. ROY A. BUENAFE
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 18 day of September 20 25

Date of Effectivity: 04 day of October 20 25