



WAGE ORDER NO. 02-DW-07

**PROVIDING FOR MINIMUM WAGE RATE
 INCREASE FOR DOMESTIC WORKERS IN REGION – II (Cagayan Valley)**

WHEREAS, the Regional Tripartite Wages and Productivity Boards are mandated under Section 24 of **Republic Act (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. **02-DW-06** took effect on 17 October 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, the Board, upon deliberation during its meeting on 17 June 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, the Board conducted the following wage consultations and public hearings to assess and determine the propriety of issuing a new wage order:

Consultations	
Date	Venue
July 23, 2025	Hybrid Session (via Zoom) for the Province of Batanes DTI Negosyo Center, Carig Sur, Tuguegarao City
July 24, 2025	PDRRMC Action Center, City of Ilagan, Isabela
August 6, 2025	Ammungan Hall, Provincial Capitol, Bayombong, Nueva Vizcaya
August 7, 2025	Business One Stop Shop (BOSS) Center, Santiago City
Public Hearings	
Date	Venue
September 24, 2025	People’s Gymnasium, Luna St., Tuguegarao City
September 25, 2025	Robinsons Santiago, Center Atrium, Maharlika Highway, Mabini, Santiago City

WHEREAS, after a thorough review and evaluation of the results of the consultations and public hearings, existing socio-economic conditions in the region, the needs of the domestic workers and their families, as well as the employers’

[Handwritten signatures on the left margin]

[Handwritten signature on the right margin]

[Handwritten signature on the right margin]


[Handwritten signature on the right margin]

[Handwritten signature on the right margin]




capacity to pay, the Board deemed it necessary to increase the prevailing minimum wage rate for domestic workers;

NOW, THEREFORE, by virtue of the power and authority vested under RA No. 10361, RTWPB- II 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:




Area/Location	Current Minimum Wage Rate	Amount of Increase	New Minimum Wage Rate
All Cities and Municipalities regardless of income class	6,000.00	500.00	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 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 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.

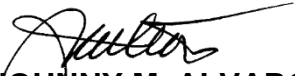
Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 8th day of October 2025.

Done in Tuguegarao City, Cagayan, Philippines.


JESUS B. VILLAMOR
Member, Workers' Sector

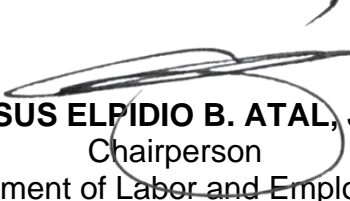

GARY KA HONG U. CHONG
Member, Employers' Sector


JOHNNY M. ALVARO
Member, Workers' Sector


GERALD C. TACTAY
Member, Employers' Sector


DIONISIO C. LEDRES JR.
Vice Chairperson
Department of Economy, Planning and
Development


MA. SOFIA G. NARAG
Vice Chairperson
Department of Trade & Industry


JESUS ELPIDIO B. ATAL, JR.
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 20 day of October 2025
Date of Effectivity: 05 day of **November 2025**