



WAGE ORDER NO. RBVIII-DW-06

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

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. RBVIII-DW-05 took effect on 02 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 wage review;

WHEREAS, the Board, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates;

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

Date	Venue
Consultations	
August 27, 2025	Sabin Resort Hotel, Brgy. Bantigue, Ormoc City, Leyte
September 3, 2025	Maasin Country Lodge and Restaurant, Brgy. Mambajao, Maasin City, Southern Leyte
September 17, 2025	Prim Hotel, G. Abogado St., Borongan City, Eastern Samar
September 18, 2025	Business Development Center (BDC), Northwest Samar State University, Rueda St., Calbayog City, Samar
Public Hearing	
October 27, 2025	Radiant Hotel and Events, Dadison St., Brgy. 56, Pericohon, Tacloban City

WHEREAS, after a thorough review and evaluation of the results of the consultations and 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 for domestic workers;

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

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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 Rates	Amount of Increase	New Minimum Wage Rates
Chartered Cities and First Class Municipalities	₱6,000.00	₱400.00	₱6,400.00
Other Municipalities	₱5,500.00	₱300.00	₱5,800.00

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 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.




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

APPROVED. This 10th day of November 2025.

Done in Tacloban City, Philippines.


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Member, Representing the Workers Sector


Edwin C. Mañas
Member, Representing the Employers Sector


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(For NWPC Secretariat)

Date of Publication: 22 day of November 20 25
Date of Effectivity: 08 day of December 20 25