



## WAGE ORDER NO. RB XI-DW-04

### PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION XI

**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. RB XI-DW-03 took effect on 06 March 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 13 October 2025, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rates for domestic workers;

**WHEREAS**, after due notice to all stakeholders and publication of the Notice of Public Hearing on January 28, 2026, in SunStar Davao, the Board conducted the following consultations and public hearing to assess and determine the propriety of issuing a new wage order:

Date	Venue
Consultations	
November 11, 2025	Virtual
November 25, 2025	Virtual
December 10, 2025	Virtual
December 18, 2025	Virtual
February 13, 2026 (AM)	2 <sup>nd</sup> Floor, Mei King Room, Grand Regal Hotel, J.P. Laurel Ave., Davao City
Public Hearing (Onsite and Virtual)	
February 13, 2026 (PM)	Ground Floor, Luzon Ballroom, Grand Regal Hotel, J.P. Laurel Ave., Davao City

**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 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-XI hereby issues this Wage Order.

**Section 1. New Minimum Wage Rate.** Upon effectivity of this Wage Order, the new monthly minimum wage rate of domestic workers in the Region-XI shall be as follows:

Area/Location	Minimum Wage Rates (Wage Order No. RB XI-DW-03)	Amount of Wage Increase	New Minimum Wage Rate
Chartered Cities and First-Class Municipalities	Php 6,000.00	Php 500.00	Php 6,500.00
Other Municipalities	Php 5,000.00	Php 1,500.00	

**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 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 19<sup>th</sup> day of February, 2026

Done in Davao City, Philippines.

(Sgd.)

**VIRGINIA T. CAMUS**

Workers' Sector Representative

(Sgd.)

**ATTY. SUSAN P. CARIAGA**

Employers' Sector Representative

(Sgd.)

**JOSEFINA C. LIM**

Workers' Sector Representative

(Sgd.)

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**PRISCILLA R. SONIDO**

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(Sgd.)

**ATTY. RANDOLF C. PENSOY**

Chairperson

Department of Labor and Employment-XI

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(For NWPC Secretariat)

Date of Publication: 25 day of February 2026

Date of Effectivity: 13 day of March 2026