

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

SEVENTEENTH CONGRESS

First Regular Session

HOUSE BILL NO. 3164



Introduced by: Representative JOHNNY T. PIMENTEL

EXPLANATORY NOTE

In 2013, the Philippines stood as a beacon of social justice and labor rights when it passed RA 10361 or the Domestic Workers Act. A law was finally enacted to recognize the circumstance of every household helpers, which seemed to have alluded notice from Philippine labor laws. Such law duly expanded the rights and social protection of our household helpers.

Among the key features that the Domestic Workers Act enshrined was the imposition of a minimum wage. It granted *kasambahays* the minimum wage of P2,500.00, P2,000.00, and P1,500.00 for those employed in the National Capital Region (NCR), chartered cities and first class municipalities, and other municipalities respectively. The same law also provided that the minimum wages shall be subject to the review and determination of the Regional Tripartite and Productivity Wage Boards (RTPWBs) a year after the law's effectivity.

Nevertheless, after three years of the enactment of this lofty Act, review and adjustment to the minimum wage of our *kasambahays* remain elusive. It is apparent that RTPWBs have failed to address the needs of *kasambahays*, especially in the provision of the minimum salary considering the changes in the Consumer Price Index. In fact, this year the National Capital Region's RTPWB issued Wage Order No. NCR – 20. It revealed that the average inflation rate from

April, 2015 to April, 2016 is 0.6%. Yet, the same wage order expressly stated that household help are excluded from its coverage.

Neglect to this marginalized subsector of Philippine labor is specifically the very spirit and purpose for the enactment of RA 10361. *Kasambahays* serve a crucial role in Filipino households. The lapses in government protection to *kasambahays*, especially in their economic needs vis-à-vis the changes in the Consumer Price Index, affronts this nation's policy in guaranteeing the rights of our labor force.

This Bill seeks to keep the Domestic Workers Act abreast with the present economic realities.

Its approval is earnestly sought.



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AN ACT

INCREASING THE MINIMUM WAGE OF KASAMBAHAYS AMENDING FOR THIS PURPOSE SEC. 24 OF REPUBLIC ACT NO. 10361, ALSO KNOWN AS THE “DOMESTIC WORKERS ACT” OR “BATAS KASAMBAHAY”

Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

SECTION 1. Section 24 of the Domestic Workers Act or Batas Kasambahay, is hereby amended to read as follows:

“SEC. 24. *Minimum Wage.* – The minimum wage of domestic workers shall not be less than the following:

- (a) [Two thousand five hundred pesos (P2,500.00)] **THREE THOUSAND PESOS (P3,000.00)** a month for those employed in the National Capital Region (NRC);
- (b) [Two thousand pesos (P2,000.00)] **TWO THOUSAND FIVE HUNDRED PESOS (P2,500.00)** a month for those employed in chartered cities and first class municipalities; and
- (c) [One thousand five hundred pesos (P1,500.00)] **TWO THOUSAND PESOS** a month for those employed in other municipalities.

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SECTION 2. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule, regulation or

ordinance contrary to or inconsistent with the provisions of the Act is hereby repealed, modified or amended accordingly.

SECTION 3. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,