



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4481

Introduced by Representative Michael L. Romero

EXPLANATORY NOTE

The Republic of the Philippines strongly upholds labor as the primary social force and is committed to respect, promote, protect and realize the fundamental principles and rights at work including, but not limited to, abolition of child labor, elimination of all forms of forced labor, discrimination in employment and occupation, and trafficking in persons, especially women and children.

The State also adheres to internationally accepted working conditions for workers in general, and establishes labor standards for domestic workers in particular, towards decent employment and income, enhanced coverage of social protection, respect for human rights and strengthened social dialogue.

The State more so acknowledges the need to protect the rights of **domestic workers** against abuse, harassment, violence, economic exploitation and performance of work that is hazardous to their physical and mental health.

This House Bill seeks to further protecting domestic workers and recognizing their special needs to ensure safe and healthful working conditions, promotes gender-sensitive measures in the formulation and implementation of policies and programs affecting the local domestic work.

Thus, the early passage of this bill is earnestly requested.


MICHAEL L. ROMERO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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EIGHTEENTH CONGRESS

First Regular Session

HOUSE BILL NO. **4481** _____

Introduced by Representative Michael L. Romero

AN ACT

**AMENDING REPUBLIC ACT 10361, "OTHERWISE KNOWN AS
THE DOMESTIC WORKERS ACT", AND FOR OTHER PURPOSES**

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

SECTION 1. Section 24 of Republic Act 10361 is hereby amended to
read as follows:

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

- (a) Five thousand pesos (**P5,000.00**) a month for
those employed in the National Capital Region
(NCR);
- (b) Four thousand pesos (**P4,000.00**) a month for
those employed in chartered cities and first class
municipalities; and
- (c) Three thousand pesos (**P3,000.00**) a month
for those employed mother municipalities.

After one (1) year from the effectivity of this Act, and periodically thereafter, the Regional Tripartite and Productivity Wage Boards (RTPWBs) shall review, and if proper, determine and adjust the minimum wage rates of domestic workers.

SECTION 2. Section 40 of Republic Act 10361 is hereby amended to read as follows:

Section 40. Penalty. – Any violation of the provisions of this Act declared unlawful shall be punishable with a fine of not less than Forty thousand pesos (**P40,000.00**) without prejudice to the filing of appropriate civil or criminal action by the aggrieved party.

SECTION 3. IMPLEMENTING RULES AND REGULATIONS. – The departments and agencies charged with carrying out the provisions of this Act shall, within sixty (**60**) days after the effectivity of this Act, formulate the necessary rules and regulations for its effective implementation.

SECTION 4. REPEALING CLAUSE. – All laws, decrees, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 5. SEPARABILITY CLAUSE. – If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions hereof shall not be affected thereby.

SECTION 6. EFFECTIVITY CLAUSE. – This Act shall take effect after fifteen (15) days from its publication in the Official Gazette or in at least two (2) national newspapers of general circulation whichever comes earlier.

Approved,