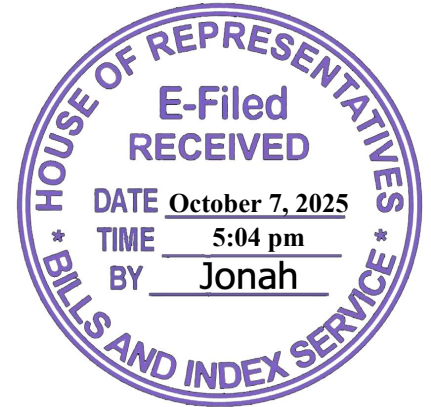


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City  
**TWENTIETH CONGRESS**  
First Regular Session  
**House Bill No. 5264**



---

**Introduced by Representative**  
**BRIAN POE, PhD, MNSA.**

---

**AN ACT**  
**EXPANDING THE COVERAGE OF REPUBLIC ACT NO. 10361,**  
**OTHERWISE KNOWN AS THE “DOMESTIC WORKERS ACT” OR**  
**“BATAS KASAMBAHAY,” TO EXPRESSLY INCLUDE PRIVATE**  
**HOUSEHOLD DRIVERS**

This bill, titled the “Kasambahay Inclusion Act of 2025,” seeks to amend Republic Act No. 1036, otherwise known as the Domestic Workers Act or Batas Kasambahay, by expressly including private household drivers within its coverage.

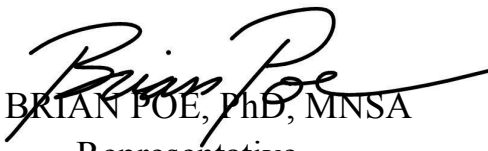
Although the Supreme Court, in *Atienza vs. Saluta* (G.R. No. 233135, June 17, 2019), has already recognized that a driver employed exclusively by a household to perform personal and domestic services qualifies as a domestic worker under Article 141 of the Labor Code, the current text of RA 10361 does not explicitly list drivers among the categories of *kasambahay*. This omission has led to confusion, inconsistent enforcement, and the denial of statutory

benefits such as minimum wage, social security coverage, rest periods, and written contracts to thousands of private household drivers across the country.

This bill clarifies the law by amending paragraph d, Section 4 of RA 10361 to expressly include “private household driver” in the definition of *kasambahay*; Defining a private household driver as one who operates a private vehicle solely for domestic purposes and not for commercial or public use; Ensuring that qualifying drivers receive the full protections and benefits under the Kasambahay Law; and Excluding drivers engaged in commercial, public, or business transport services to maintain the law’s domestic scope.

The measure also mandates the Department of Labor and Employment (DOLE), in coordination with local government units, to conduct awareness campaigns and simplify registration processes. Penalties for non-compliance remain consistent with existing provisions under RA 10361.

By codifying existing jurisprudence into statute, this bill eliminates legal ambiguity, strengthens labor protections, and affirms the State’s constitutional duty to promote social justice and protect the dignity of all workers especially those in vulnerable and often overlooked roles within the household.

  
HON. BRIAN POE, PhD, MNSA  
Representative  
FPJ Panday Bayanihan Party-List

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**

Quezon City

**TWENTIETH CONGRESS**

First Regular Session

House Bill No. 5264

---

**Introduced by Representative**

**BRIAN POE, PhD, MNSA.**

---

**AN ACT**

**EXPANDING THE COVERAGE OF REPUBLIC ACT NO. 10361,  
OTHERWISE KNOWN AS THE “DOMESTIC WORKERS ACT” OR  
“BATAS KASAMBAHAY,” TO EXPRESSLY INCLUDE PRIVATE  
HOUSEHOLD DRIVERS**

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

**SECTION 1. *Title.*** – This Act shall be known as the “Kasambahay Inclusion Act of 2025.”

**SECTION 2. *Declaration of Policy.*** – It is hereby declared the policy of the State to uphold the dignity, rights, and welfare of all domestic workers, in accordance with Article XIII, Section 3 of the 1987 Constitution, which mandates the protection of labor and promotion of social justice. The State recognizes that the definition of “domestic worker” or “kasambahay” must

reflect evolving social and economic realities, including the integral role played by private household drivers in the daily functioning of Filipino homes.

In the landmark case of *Amenza vs. Saluta* (G.R. No. 233135, June 17, 2019), the Supreme Court affirmed that a driver employed exclusively by a household to render personal services such as transporting family members, running errands, and performing other domestic tasks is a domestic worker under Article 141 of the Labor Code of the Philippines. Despite this jurisprudential clarification, Republic Act No. 10361 (the Kasambahay Law) does not explicitly enumerate drivers among the covered workers, resulting in inconsistent application, lack of awareness, and denial of statutory benefits.

To eliminate ambiguity and ensure full protection under the law, this Act expressly includes private household drivers within the scope of the Kasambahay Law, thereby guaranteeing them the same rights to just wages, social security, health benefits, rest periods, and humane working conditions as other domestic workers.

**SECTION 3. *Amendment to Republic Act No. 10361.*** – Section 2 of Republic Act No. 10361 is hereby amended to read as follows:

“ SECTION 2. Declaration of Policy. – It is hereby declared the policy of the State to protect and promote the rights and welfare of domestic workers or kasambahay , including but not limited to general househelp, yaya (nanny), cook, gardener, laundry person, caregiver, and private household driver , who are employed in the service of another in the latter’s home to minister exclusively to the personal comfort and enjoyment of the employer’s family. The State shall afford them the same rights and protections granted to other workers under the Labor Code and other relevant laws, consistent with the principles of social justice and human dignity.”

**SECTION 4. *Definition of Terms.*** – For purposes of this Act, the following terms shall have the following meanings:

(a) Private Household Driver refers to a person employed by a household to operate a private motor vehicle primarily for the transportation of the employer, the employer's family members, or for domestic errands directly related to household needs, and who does not engage in commercial, public, or business transport services.

(b) Domestic Service includes not only traditional household chores but also ancillary duties such as driving, maintenance of household vehicles, procurement of household supplies, and other tasks that directly support the daily life and comfort of the employer's family within the domestic sphere.

**SECTION 5. *Coverage and Application.*** – All private household drivers who meet the definition under Section 4(a) shall be deemed kasambahay under Republic Act No. 10361 and shall be entitled to the same minimum wage, benefits, service incentive leaves and other conditions subject to the original provisions of the Kasambahay.

**SECTION 6. *Exclusion.*** – This Act shall not apply to drivers employed by businesses, government offices, or individuals for commercial, public utility, or non-domestic purposes, including those engaged in ride-hailing, delivery services, or corporate transport.

**SECTION 7. *Implementation and Monitoring.*** – The Department of Labor and Employment (DOLE), in coordination with the Department of the Interior and Local Government (DILG) and local government units (LGUs), shall conduct information campaigns to raise awareness among employers and drivers regarding the rights and obligations under this Act. DOLE shall also establish a simplified registration and compliance mechanism for household employers of private drivers.

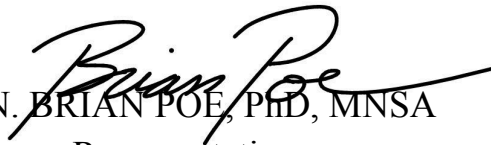
**SECTION 8. *Penalties.*** – Any employer who willfully denies the rights of a private household driver as provided under this Act and RA 10361 shall be subject to the penalties prescribed under Section 40 of RA 10361, including fines and possible cancellation of business permits for repeat violations.

**SECTION 9. *Repealing Clause.*** – All laws, decrees, executive orders, rules, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

**SECTION 10. *Separability Clause.*** – If any provision of this Act is declared unconstitutional, the remaining provisions shall remain in full force and effect.

**SECTION 11. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

*Approved,*

  
HON. BRIAN POE, PhD, MNSA  
Representative  
FPJ Panday Bayanihan Party-List