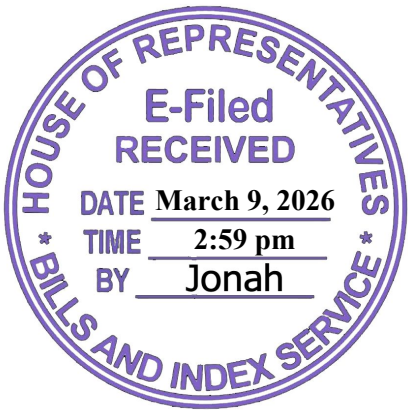


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session



HOUSE BILL NO. 8366

**Introduced by AKBAYAN Representatives PERCIVAL V. CENDAÑA,
JOSE MANUEL TADEO "CHEL" I. DIOKNO, and DADAH KIRAM ISMULA and
Dinagat Islands Representative KAKA BAG-AO**

**AN ACT
DECLARING JANUARY 18 OF EVERY YEAR AS SPECIAL NON-WORKING
HOLIDAY FOR ALL KASAMBAHAYS IN THE PHILIPPINES**

EXPLANATORY NOTE

Kasambahay literally means a household companion, our *kasama sa bahay* whom generations of Filipino households have relied on for various household chores – cooking, cleaning, laundry, gardening, and taking care of children, among others. Based on a Department of Labor and Employment (DOLE) and Philippine Statistics Authority (PSA) survey conducted in October 2019, there are about 1.4 million Filipinos working as *kasambahays*.¹

Republic Act No. 10361 or the Domestic Workers Act, also more popularly referred to as *Batas Kasambahay*, was enacted into law on January 18, 2023. This landmark law which instituted policies for the promotion and protection of the rights and welfare of *kasambahays* came in the heels of the International Labor Organization (ILO) Convention No. 189 or the Domestic Workers Convention, which the Philippines ratified on September 5, 2012.

In commemoration of the enactment of the *Batas Kasambahay*, this bill seeks to declare a day in honor of our *kasambahays* and recognize their invaluable contribution to the well-being of families and communities across the country. The National *Kasambahay* Day or Araw ng *Kasambahay* shall be a non-working day for all *kasambahays*, but also a reminder to implementing offices and agencies of the *Batas Kasambahay*, household employers, and the general public, to support fair wages and provide safe and healthful working conditions for an often-marginalized sector, in pursuit of promoting the overall general welfare of our *kasambahays*.

¹ ECC, DOLE celebrate Batas Kasambahay | Employees' Compensation Commission, <https://ecc.gov.ph/ecc-dole-celebrate-batas-kasambahay/> (last visited Mar 9, 2026).

In view of the foregoing, the immediate passage of this bill is earnestly sought.



PERCIVAL V. CENDAÑA
Akbayan Representative



JOSE MANUEL TADEO
"CHEL" I. DIOKNO
Akbayan Representative



DADAN KIRAM ISMULA
Akbayan Representative



KAKA BAG-AO
Dinagat Islands Representative

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AN ACT
DECLARING JANUARY 18 OF EVERY YEAR AS SPECIAL NON-WORKING
HOLIDAY FOR ALL KASAMBAHAYS IN THE PHILIPPINES

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

1 **Section 1. Short Title.** – This Act shall be known as the "National *Kasambahay*
2 *Day*" or "*Araw ng Kasambahay*"
3

4 **Sec. 2. Declaration of Policies.** – It is hereby declared that the State shall protect
5 the workers, promote full employment and provide equal opportunities regardless of sex,
6 race and religious belief, and regulate policies and relations between workers and
7 employers. The State shall also guarantee the rights of the workers to self-organization,
8 collection bargaining, security of tenure, and just and humane working conditions. As
9 stated in the International Labor Organization (ILO) Convention No. 189 or the Decent
10 Work for Domestic Workers Convention which was ratified by the Philippine government
11 in May 2012, it is the responsibility of the State to recognize the significant contributions
12 of domestic workers to the local and global economy, which includes increasing paid job
13 opportunities for women and men with family responsibilities, greater scope for caring
14 for ageing populations, children and persons with disability and among others.
15

16 **Sec. 3. Definition of Kasambahay.** A *kasambahay* or domestic worker as defined
17 in Republic Act No. 10361 or *Batas Kasambahay* refers to any person engaged in domestic
18 work within an employment relationship such as, but not limited to, the following: general
19 house help, nursemaid or "yaya", cook, gardener, or laundry person, but shall exclude any
20 person who performs domestic work only occasionally or sporadically and not on an
21 occupational basis.
22

23 **Sec. 4. National Kasambahay Day or Araw ng Kasambahay.** – In recognition of
24 the contribution of domestic workers to Filipino families and society in general, January
25 18 of every year shall be declared as a Special Non-Working Holiday for all *kasambahays*
26 and shall be known as National *Kasambahay Day* or *Araw ng Kasambahay*.
27

1 In the event that this day falls on their rest day, the employer shall pay the
2 corresponding payment of salary or compensation for the kasambahays who will be
3 required to work on this day, in compliance with the relevant provisions in Republic Act
4 No. 10361 or *Batas Kasambahay*.

5
6 **Sec. 5. *Role of Relevant Government Agencies.*** – The Department of Labor and
7 Employment (DOLE), in coordination with the Philippine Information Agency (PIA) shall
8 lead in the national observance of the National *Kasambahay* Day or *Araw ng Kasambahay*.

9
10 The heads of all government agencies, government-owned and controlled
11 corporations, local government units, and other governmental instrumentalities shall
12 support the DOLE in its activities related to the observance of the National *Kasambahay*
13 Day or *Araw ng Kasambahay*.

14
15 **Sec. 6. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication
16 in the Official Gazette or in a newspaper of general circulation.

Approved,