



WAGE ORDER NO. 02-DW-04

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION - 2

WHEREAS, Section 24 of *Republic Act No. 10361, otherwise known as the Domestic Workers Act or Batas Kasambahay*, mandated the Regional Tripartite Wages and Productivity Board to review, and if proper, determine and adjust the minimum wage rates of domestic workers;

WHEREAS, the current Wage Order No. **02-DW-03** took effect on **March 16, 2020**;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules in Minimum Wage Determination*, and in the absence of any petition for a minimum wage adjustment filed, the Board decided *motu proprio* to initiate wage review;

WHEREAS, after due notice to all stakeholders, the Board conducted consultations and public hearing on the following dates, in order to determine the propriety of issuing a new wage order:

Consultations:

Date	Stakeholder	Mode
April 6, 2022	Province of Batanes	Face-to-face at Batanes State College and via Zoom
April 8, 2022	Province of Cagayan and Tuguegarao City	Face-to-face at Villa Blanca Hotel, Tuguegarao City
April 20, 2022 (AM)	Cauayan City and southern municipalities of the Province of Isabela	Face-to-face at Japi Hotel, Cauayan City
April 20, 2022 (PM)	Iligan City and northern municipalities of the Province of Isabela	Face-to-face at FND Hall, Isabela Capitol, Iligan City
April 26, 2022	Province of Nueva Vizcaya	Face-to-face at Lotus Hotel, Bayombong Nueva Vizcaya
April 27, 2022	Province of Quirino	Face-to-face at DISADECO, Diffun, Quirino
April 28, 2022	City of Santiago (Independent City)	Face-to-face at Diocita's Hotel, Santiago City

Public Hearing:

Date	Location
May 5, 2022	Villa Blanca Hotel, Tuguegarao City

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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 employer's 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-2 hereby issues this Wage Order.

Section 1. New Minimum Wage Rate. Upon effectivity of this Wage Order, the new monthly minimum wage of domestic workers in the Region shall be

Area/Location	Current Minimum Wage Rate	New Wage Increase	New Minimum Wage Rate
ALL Cities and municipalities regardless of income class	4000.00	1,000.00	5,000.00

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;
- (c) Children under foster family arrangement; and
- (d) 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 his principal or client.

Section 5. Non-Applicability of Exemption. This Wage Order does not allow any exemption.

Section 6. Appeal to the Commission. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission (NWPC), through RTWPB- 2, not later than ten (10) days from the publication of this Wage Order, subject to the provisions of *Rule V of the Omnibus Rules on Minimum Wage Determination*.

Section 7. 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 8. Employer's Reportorial Duties. The employers shall register all domestic workers under their employment in the Registry of Domestic Workers in the barangay where the employer's residence is located.

Section 9. Penal Provision. Any person, corporation, trust, firm, partnership, association or entity who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under Republic Act 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 10. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 18th day of May 2022.

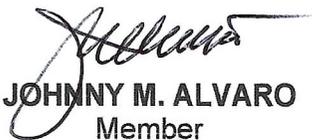
Done in Tuguegarao City, Cagayan, Philippines.



JESUS B. VILLAMOR
Member
Workers' Sector



ARCELI L. DULIN
Member
Employers' Sector



JOHNNY M. ALVARO
Member
Workers' Sector

(vacant)
Member
Employers' Sector



DIONISIO C. LEDRES JR.
Vice-Chairperson
National Economic & Development Authority



ROMLEAH JULIET P. OCAMPO
Vice-Chairperson
Department of Trade & Industry



JOEL M. GONZALES
Chairperson
Department of Labor and Employment