



WAGE ORDER NO. RB-IVA-DW-03

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION – IVA

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. RB-IVA-DW-02 took effect on March 01, 2019;

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 virtual consultations on April 08, 2022 in Rizal; April 18, 2022 in Cavite; April 22, 2022 in Batangas; May 02, 2022 in Quezon and on May 06, 2022 in Laguna and conducted its Regional Public Hearing for Kasambahay on May 17, 2022 held at Cavite to assess and determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, after a thorough review and evaluation of the results of the consultation 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- IVA* hereby issues this Wage Order.

Section 1. Amount of Increase. Upon effectivity of this Wage Order, domestic workers in the Region shall receive one thousand pesos (Php1,000.00) per month to one thousand five hundred pesos (Php1,500.00) per month on top of their current minimum wage rates.

Section 2. New Minimum Wage Rates. The new monthly minimum wage of domestic workers in the Region upon effectivity of this Wage Order shall be as follows:

Area Classification	WO NO. RB-IVA-DW-02	WAGE ORDER NO. RB-IVA-DW-03	
	Current Minimum Wage Rate	Basic Wage Adjustment	New Minimum Wage Rate
		Upon Effectivity	
Growth Corridor Area (cities and first class municipalities)	3,500.00	1, 500.00	5,000.00
Emerging Growth Area and Resource-Based Area (other municipalities)	3,000.00	1,000.00	4,000.00

Mammie C. Apant

Section 3. 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 occupational basis.

Section 4. 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 5. 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 6. Non-Applicability of Exemption. This Wage Order does not allow any exemption.

Section 7. 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- 4A, 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 8. Competency – Based Pay. Household employers and their domestic workers may voluntary 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.

Mamie C. Cepant M. Aguirre H. D. A
J. P. J. P. R. P. A

Section 9. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 15th day of June, 2022.

Done in Calamba City, Philippines.



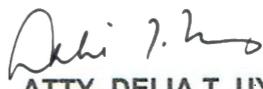
ENGR. PATROCINIO S. CAISIP
Workers' Sector



ENGR. RENATO B. ALMEDA
Employers' Sector



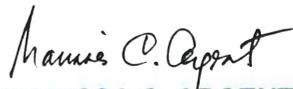
ENGLEBERT C. LASANG
Workers' Sector



ATTY. DELIA T. UY
Employers' Sector



RD LUIS G. BANUA
Vice-Chairperson
National Economic & Development Authority



RD MARISSA C. ARGENTE
Vice-Chairperson
Department of Trade & Industry



RD EXEQUIEL ROME A. GUZMAN
Chairperson
Department of Labor and Employment

(For NWPC Secretariat)

Date of Publication: 30 day of June 2022
Date of Effectivity: 16 day of July 2022