

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Tripartite Wages and Productivity Board-Region XI
Davao City

WAGE ORDER NO. RB XI-DW-02

**PROVIDING FOR MINIMUM WAGE RATE
INCREASE FOR DOMESTIC WORKERS IN REGION - XI**

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 XI-DW-01** took effect on December 16, 2017;

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 on January 24, 2020, February 5, 2020, February 11, 2020, and on March 2, 2020 at 3rd Floor, Department of Trade and Industry Regional Office XI, Mintrade Building, Monteverde Avenue corner Sales St., Poblacion District, Davao City and on January 8, 2021, February 10, 2021, March 10, 2021, September 28, 2021, November 9, 2021, December 21, 2021, January 6, 2022, January 20, 2022, and February 11, 2022 via zoom application and a public hearing on April 19, 2022 via zoom application 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*, the Regional Tripartite Wages and Productivity Board-XI 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 **FOUR THOUSAND FIVE HUNDRED PESOS (P4,500.00)**.

Area/Location	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rate
Chartered Cities and First Class Municipalities	P3,000.00	P1,500.00	P4,500.00
Other Municipalities	P2,000.00	P2,500.00	

Mr. Santos & Co.
M. S. Santos & Co.
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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 the Regional Tripartite Wages and Productivity Board-XI, 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. Harmonization with Republic Act No. 10361. The provisions of *Republic Act No. 10361* and its *Implementing Rules and Regulations*, shall form part of this Wage Order, such that any violation shall become actionable by the aggrieved party.

Section 8. 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.

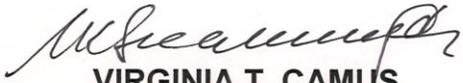
Section 9. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

Ms. Amanda S. In...

[Handwritten signatures and initials]

APPROVED. This 18th day of May 2022.

Done in Davao City, Philippines.


VIRGINIA T. CAMUS
Workers' Sector Representative

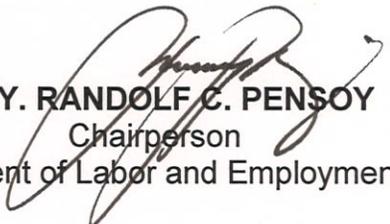

RULFO V. ASIS
Employers' Sector Representative

VACANT
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ATTY. RANDOLF C. PENSOY
Chairperson
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(For NWPC Secretariat)

Date of Publication: 04 day of June 20 22
Date of Effectivity: 20 day of June 20 22