



WAGE ORDER NO. RB XII-DW-03

PROVIDING FOR A MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION - XII

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 XII-DW-02** took effect on **23 February 2020**;

WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on 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, the Board conducted the following consultations to gather public sentiments, views and opinions from the stakeholders on the necessity and propriety of having a minimum wage determination for the domestic workers in the region:

Date	Location
28 March 2022	Tacurong City
29 March 2022	Kidapawan City
30 March 2022	Koronadal City
31 March 2022	General Santos City

WHEREAS, after due notice to all stakeholders, the Board conducted a public hearing on 28 June 2022 in Koronadal City 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 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-XII hereby issues this Wage Order.

Section 1. The New Minimum Wage Rates. Upon effectivity of this Wage Order, the new monthly minimum wage of domestic workers in the Region shall be as follows:

Area/Location	Current Minimum Wage Rates	New Wage Increase	New Minimum wage Rates
Cities and 1 st class municipalities	P 4,000.00	P 500.00	P 4,500.00
Other municipalities	P 3,500.00	P 500.00	P 4,000.00

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 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.

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature

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-XII, 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. 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.

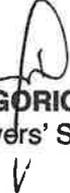
APPROVED. This 28th day of June, 2022.

Done in the City of Koronadal, Province of South Cotabato, Philippines.


JOEMARIE F. ANGELES
Workers' Sector


ATTY. EUGENIO U. SOYAO
Employers' Sector

(Vacant)
Workers' Sector


WARREN GREGORIO A. MANILAY
Employers' Sector


TERESITA SOCORRO C. RAMOS
Vice-Chairperson
National Economic & Development Authority


JUDE CONSTANTINE S. JAUGAN
Vice-Chairperson
Department of Trade & Industry


RAYMUNDO G. AGRAVANTE
Chairperson

(For NWPC Secretariat)

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