

WAGE ORDER NO. RBIII-DW-03

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION III

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. RBIII-DW-02 took effect on 01 January 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 on the monthly minimum wage of domestic workers;

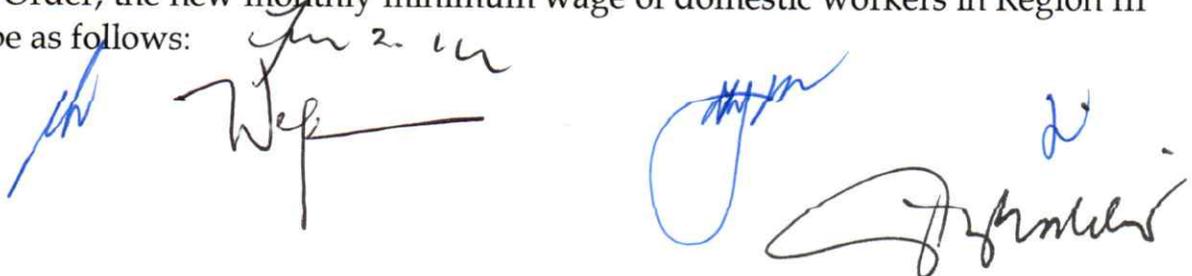
WHEREAS, after due notice to all stakeholders, the Board conducted the following public hearings to assess and determine the propriety of issuing a new wage order for domestic workers:

Date	Stakeholder	Venue
20 April 2022	Pampanga	San Fernando, Pampanga
22 April 2022	Bulacan	Malolos, Bulacan
26 April 2022	Bataan	Abucay, Bataan
27 April 2022	Zambales	Subic Bay Freeport Zone, Zambales
05 May 2022	Aurora	Baler, Aurora
11 May 2022	Tarlac	Tarlac City, Tarlac
12 May 2022	Nueva Ecija	Cabanatuan City, Nueva Ecija

WHEREAS, after a thorough review and evaluation of the results of the public hearings, existing socio-economic conditions in Region III, 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 monthly minimum wage rates for domestic workers;

NOW THEREFORE, by virtue of the power and authority vested under Republic Act No. 10361, the Regional Tripartite Wages and Productivity Board III hereby issues this Wage Order.

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



Area/Location	Current Monthly Minimum Wage Rates	New Wage Increase	New Monthly Minimum Wage Rates
Chartered Cities and First Class Municipalities	Php4,500.00	Php500.00	Php5,000.00
Other Municipalities	Php4,000.00	Php500.00	Php4,500.00

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" for brevity), through the Board, 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 30th day of May, 2022 at the City of San Fernando, Pampanga, Philippines.

FLORDELIZA MARIA C. REYES-RAYEL

Board Member
Employers' Sector

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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