



**WAGE ORDER NO. RBV-DW-02**

**PROVIDING FOR MINIMUM WAGE RATE INCREASE  
 FOR DOMESTIC WORKERS IN REGION V**

**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. RBV-DW-01 took effect on 2 June 2017;

**WHEREAS**, the Board on 4 March 2020 approved Wage Order RBV-DW-02 providing for a monthly increase of One Thousand Pesos (P1,000.00) for all Kasambahays in Bicol, hence Four Thousand Pesos (P4,000.00) in Cities and First Class Municipalities and Three Thousand Five Hundred Pesos (P3,500.00) in Other Municipalities;

**WHEREAS**, as required under the Rules, the said Wage Order was immediately transmitted to National Wages and Productivity Commission (NWPC) for review and was calendared for the 12 March 2020 Commission Meeting which was cancelled due to pandemic-related circumstances;

**WHEREAS**, the Board then agreed on 29 May 2020 to suspend the issuance of WO RBV-DW-02 and accordingly requested NWPC to hold in abeyance its review subject to periodic monitoring on the effects of the pandemic to the employers' and workers' sectors, which request was granted by the latter on 4 June 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 on 22 March 2022 decided *motu proprio* to initiate wage review;

**WHEREAS**, after due notice to stakeholders, the Board conducted public hearings on 26 April 2022 at Naga City, Camarines Sur and 28 April 2022 at Legazpi City, Albay to assess and determine the propriety of issuing new wage order for domestic workers;

**WHEREAS**, after a thorough review and evaluation of the results of the public hearings, 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 *Republic Act No. 10361, RTWPB V* 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 Rates	New Wage Increase	New Minimum Wage Rate
Chartered Cities and First Class Municipalities	P3,000.00	P1,000.00	P4,000.00
Other Municipalities	P2,500.00	P1,500.00	

**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 NWPC, through RTWPB V, 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 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.

**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 19<sup>th</sup> day of May, 2022.

Done in Naga City, Camarines Sur, Philippines.



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*Workers' Sector Representative*



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(For NWPC Secretariat)

Date of Publication: 02 day of June 2022  
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