



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
 National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
 Regional Board No. VIII
 Tacloban City



WAGE ORDER NO. RBVIII-DW-03
PROVIDING FOR MINIMUM WAGE RATE
INCREASE FOR DOMESTIC WORKERS IN REGION - VIII

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. **RBVIII-DW-02** took effect on January 1, 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, after due notice to all stakeholders, the Board conducted consultations and public hearings, in order to determine the propriety of issuing a new wage order:

Consultation:

Date	Venue
April 22, 2022	Kuting Reef Resort, Macrohon, Southern Leyte

Public Hearings cum consultations:

Date	Venue
April 27, 2022	Carlostia Hotel, Ormoc City, Leyte
May 16, 2022	Stellar Hotel, Borongan City, Eastern Samar
May 17, 2022	Ciriaco Hotel, Calbayog City, Samar
May 19, 2022	Mijares Hotel, Catarman, Northern Samar
May 23, 2022	Summit Hotel, Tacloban City

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-VIII* hereby issues this Wage Order.

Section 1. 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 Monthly Minimum Wage Rates	New Wage Increase	New Monthly Minimum Wage Rates
Chartered Cities and First Class Municipalities	P4,500.00	P500.00	P5,000.00
Other Municipalities	P4,000.00	P500.00	P4,500.00

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), through RTWPB-VIII 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*.

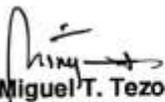
Section 7. Competency- Based Pay. Household employers and their domestic workers may voluntary and mutually agree to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage.

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.

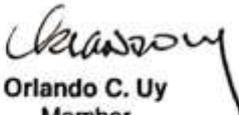
APPROVED. This 6th day of June 2022.

Done in Tacloban City, Philippines.

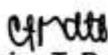

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DATE OF PUBLICATION: JUNE 11, 2022

DATE OF EFFECTIVITY: JUNE 27, 2022