



WAGE ORDER NO. RB IVA-DW-02
PROVIDING FOR WAGE INCREASE FOR DOMESTIC WORKERS IN
REGION IVA CALABARZON

WHEREAS, the Regional Tripartite Wages and Productivity Board RTWPB-IVA is mandated under R.A. No. 6727 (The Wage Rationalization Act), to periodically assess wage rates and conduct continuing studies in the determination of the minimum wage applicable in the region or industry;

WHEREAS, Section 24 of Republic Act No. 10361, entitled *An Act Instituting Policies for the Protection and Welfare of Domestic Workers or Batas Kasambahay* which took effect on 10 February 2013, sets the minimum wage of domestic workers and mandated the Regional Tripartite Wages and Productivity Boards to review, and if proper, determine and adjust the minimum wage rates of domestic workers one (1) year from the effectivity of the law and periodically thereafter;

WHEREAS, the first wage order for domestic workers in Region IVA CALABARZON Region, Wage Order No. IVA-DW-01, has reached its anniversary date on April 01, 2017, hence, this Board initiated and conducted wage review and continuing deliberation, studies on the socio-economic condition of the region including those data affecting the interests of both the employers and domestic workers and the conduct of public consultations and regional public hearing for possible adjustments on the current regional minimum wage levels for domestic workers;

WHEREAS, after due notice to concerned sectors, the Board conducted stakeholders' consultations at the Provinces of Rizal on October 17, 2017; Quezon on October 24, 2017; Batangas on November 08, 2017; Cavite on November 15, 2017 and Laguna on November 21, 2017; and a regional public hearing on December 04, 2017 in Laguna to determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, results of the continuing studies of the socio-economic condition obtaining in the region coupled with the results of the series of public consultations and regional public hearing on the issue of adjusting the current minimum wage rates of domestic workers in the region show a sufficient ground to increase the same, providing relief with the rising cost of living;

NOW THEREFORE, by virtue of the power and authority vested under R.A. 6727 and R.A. 10361, this Board hereby issues this Wage Order for Domestic Workers in CALABARZON.

3rd Flr., Milan Prestige Building, National Highway, Brgy. Halang, Calamba City, Laguna

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Email: rtwpb4a@yahoo.com Website: www.nwpc.dole.gov.ph

Section 1. NEW MINIMUM WAGE RATES. Upon effectivity of this Wage Order, the new monthly minimum wage rates of Domestic Workers in the region shall not be less than the following:

AREA CLASSIFICATION	MINIMUM WAGE UNDER WO NO. RBIVA-DW-01	AMOUNT OF INCREASE	NEW MONTHLY MINIMUM WAGE RATE
GROWTH CORRIDOR AREA	Php 2,500.00	Php 1,000.00	Php 3,500.00
EMERGING GROWTH AREA and RESOURCE BASED AREA	Php 1,800.00	Php 1,200.00	Php 3,000.00

Section 2. COVERAGE. This Wage Order shall apply to all Domestic Workers, whether on a live-in or live-out arrangements, such as, but not limited to:

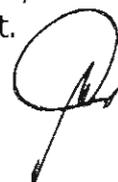
- a. General Househelp
- b. Yaya
- c. Cook
- d. Gardener
- e. Laundry Person or
- f. Any person who regularly performs domestic work in one household on an occupational basis.

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. MODE/FREQUENCY OF PAYMENT. The wages of the Domestic Workers shall be paid in cash at least once a month. No deductions from the wages of the domestic workers 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 a licensed PEAs, the wage rates prescribed under this Order shall be borne by the principals or clients of the PEAs and the contract shall be deemed amended accordingly. In the event, however, that the principals or clients fail to pay the prescribed wage rates, 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 exemption.

Section 6. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file an appeal to the NWPC, through the Board, in three (3) printed copies, not later than ten (10) days from the publication of this Wage Order, subject to compliance with Sections 11 and 12 of the NWPC Guidelines No. 01, Series of 2014.

Section 7. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with the Wage Order shall be filed before the DOLE Field/Provincial/Regional Office No. IVA and shall go through the thirty (30) day mandatory conciliation under the DOLE Single Entry Approach (SEnA) program to exhaust all efforts for settlement. The DOLE Regional Director shall issue a compliance order within ten (10) days from the submission of the case for resolution.

Section 8. UNLAWFUL ACTS AND PENALTIES. Withholding and interference in the disposal of wages of the Domestic Workers are declared unlawful and shall be punishable with a fine of not less than Ten Thousand Pesos (Php10,000.00) but not more than Forty Thousand Pesos (Php40,000.00), without prejudice to the filing of the appropriate civil and/or criminal action by the aggrieved party pursuant to Rule XII, Sections 1 and 2 of Implementing Rules and Regulations of Republic Act 10361.

Section 9. BOARD, LODGING AND MEDICAL ALLOWANCE. The employer shall provide for the basic necessities of the domestic worker to include at least three (3) adequate meals a day and humane sleeping arrangements that ensure safety.

The employer shall provide appropriate rest and assistance to the domestic worker in case of illness and injuries sustained during service without loss of benefits. At no instance shall the employer withdraw or hold in abeyance the provision of these basic necessities as punishment or disciplinary action to the domestic worker.

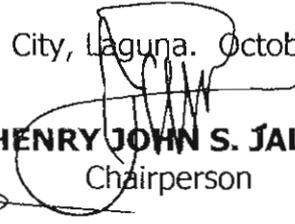
Section 10. NON-DIMINUTION OF BENEFITS. Nothing in this Order shall be construed to reduce any existing wage rates, allowances and benefits of any form under existing laws, decrees, issuances, executive orders and/or under any contract or agreement between the workers and employers.

Section 11. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceedings before the Board.



- Section 12. FREEDOM TO BARGAIN.** This Order shall not be construed to prevent Domestic Workers from bargaining for higher wages with their respective employers.
- Section 13. 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 14. REPEALING CLAUSE.** All orders, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Wage Order are hereby repealed, amended or modified accordingly.
- Section 15. SEPARABILITY CLAUSE.** If any provision or part of this Wage Order is declared unconstitutional, or in conflict with existing law, the other provisions or parts thereof shall remain valid.
- Section 16. IMPLEMENTING RULES.** The Board shall submit to the Commission the necessary Rules and Regulations to implement this Order subject to the approval of the Secretary of Labor and Employment not later than ten (10) days from the publication of the Wage Order.
- Section 17. EFFECTIVITY.** This Wage Order shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

APPROVED. Calamba City, Laguna. October 09, 2018.


Dir. HENRY JOHN S. JALBUENA
Chairperson

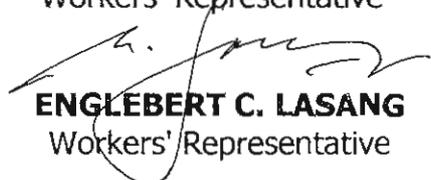

Dir. LUIS G. BANUA
Vice Chairperson - NEDA IVA


Dir. MARILOU Q. TOLEDO
Vice Chairperson - DTI IVA

RENATO B. ALMEDA
Employers' Representative


PATROCINIO S. CAISIP
Workers' Representative

Atty. DELIA T. UY
Employers' Representative


ENGLEBERT C. LASANG
Workers' Representative



**IMPLEMENTING RULES AND REGULATIONS OF
WAGE ORDER NO. RB IVA- DW-02**

Pursuant to Section 16 of Wage Order No. RB IVA-DW-02, Providing For Wage Increase for Domestic Workers in Region IVA CALABARZON, and NWPC Guidelines No. 01, Series of 2014, The Rules of Procedure on Minimum Wage Fixing for Domestic Workers, the following Rules are hereby issued for the guidance and compliance by all concerned in Region IVA CALABARZON Region.

**RULE I
GENERAL PROVISIONS**

Section 1. Title. These Rules shall be known as the Implementing Rules and Regulations of Wage Order No. RB IVA- DW-02.

Section 2. Definition of Terms as used in these Rules.

- a. **Order** - refers to Wage Order No. DW RB-IVA-02.
- b. **Commission or NWPC** - refers to the National Wages and Productivity Commission.
- c. **Board** - refers to the Regional Tripartite Wages and Productivity Board of Region IVA CALABARZON.
- d. **DOLE-IVA** - refers to the Department of Labor and Employment Regional Office No. IVA CALABARZON.
- e. **TESDA** - refers to the Technical Education and Skills Development Authority.
- f. **Republic Act 10361** - refers to the law enacted by Congress known as an "Act Instituting Policies for the Protection and Welfare of Domestic Workers" commonly referred to as Batas Kasambahay.
- g. **NWPC Guidelines 01-14** - refers to the rules of procedure on minimum wage fixing for domestic workers.
- h. **Domestic Worker** - refers to any person engaged in domestic work within an employment relationship, whether on a live-in or live-out arrangement, such as, but not limited to, general househelp, "yaya", cook, gardener, or laundry person, but shall exclude service, family drivers, children who are under foster family arrangement, or any person who performs domestic work only occasionally or sporadically and not on an occupational basis.

Rules Implementing Wage Order RBIVA-DW-02

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- i. **Basic Necessities** - is defined pursuant to Rule IV, Section 13, Rules Implementing R.A. 10361 to include: a) At least three (3) adequate meals a day, taking into consideration the Kasambahay's religious beliefs and cultural practices; b) Humane sleeping conditions that respects the person's privacy for live-in arrangement; and c) Appropriate rest and medical assistance in the form of first-aid medicines, in case of illness and injuries sustained during service without loss of benefits.

For the Kasambahay under live-out arrangement, he/she shall be provided space for rest and access to sanitary facilities.

- j. **Private Employment Agency (PEA)** - refers to any individual, legitimate partnership, corporation or entity licensed to engage in the recruitment and placement of domestic workers for local employment.
- k. **Single Entry Approach (SEnA)** - refers to an administrative approach to provide a speedy, impartial, inexpensive and accessible settlement procedure of all labor issues or conflicts to prevent them from ripening into full blown disputes.
- l. **Competency-Based Pay Scheme** - refers to a compensation system that rewards domestic workers with additional pay a) by reason of the National Certification II program of the TESDA or b) by written mutual agreement.
- m. **Growth Corridor Area** - refers to areas classified as Extended Metropolitan Areas for the Province of Cavite i.e. Bacoor, Imus; Province of Laguna i.e. Biñan City, Laguna Techno Park, San Pedro City; Province of Rizal i.e. Cainta, Taytay, all component cities for the Province of Cavite i.e. Cavite City, City of Dasmariñas, Tagaytay City, Trece Martires City; for the Province of Laguna i.e. Cabuyao City, Calamba City, San Pablo City, Santa Rosa City; Province of Batangas i.e. Batangas City, LIMA Technology Center, Lipa City, City of Tanauan; Province of Rizal i.e. City of Antipolo; Province of Quezon i.e. Lucena City and City of Tayabas, and first income class municipalities for the Province of Cavite i.e. Carmona, General Trias, Rosario, Kawit, Silang, Tanza, Gen. Mariano Alvarez, Indang, Naic, Alfonso; Province of Laguna i.e. Los Baños, Sta. Cruz; Province of Batangas i.e. Bauan, San Pascual, Santo Tomas, Balayan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose, San Juan; Province of Rizal i.e. Rodriguez (Montalban), Tanay, Angono, Binangonan, San Mateo, Pililla; Province of Quezon i.e. 'Candelaria, Sariaya, Tiaong, Atimonan, Calauag, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Tagkawayan, all in Region IVA.



- n. **Emerging Growth Area** - refers to areas classified as second and third income class municipalities for the Province of Cavite i.e. Maragondon, Noveleta; Province of Laguna i.e. Bay, Calauan, Nagcarlan, Siniloan, Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila; Province of Batangas i.e. Calatagan, Ibaan, Malvar, Padre Garcia, Taysan, Laurel, Lian, Lobo, Taal, Talisay, Tuy; Province Of Rizal i.e. Morong, Teresa, Cardona; Province of Quezon i.e. Lucban, San Francisco (Aurora), Guinayangan, Polilio, San Narciso, all in Region IVA.

- o. **Resource-Based Area** - refers to areas classified as fourth, fifth and sixth income class municipalities for the Province of Cavite i.e. Ternate, Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez; Province of Laguna i.e. Paete, Pakil, Famy, Liliw, Luisiana, Mabitac, Magdalena, Majayjay, Pangil, Rizal, Santa Maria, Victoria; Province of Batangas i.e. Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy; Province of Rizal i.e. Baras, Jala-Jala; Province of Quezon i.e. Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan, all in Region IVA.

**RULE II
WAGE ADJUSTMENTS**

Section 1. New Monthly Minimum Wage Rates. Upon effectivity of Wage Order No. DW RB-IVA-02, the new monthly minimum wage rates for domestic workers in CALABARZON shall not be less than the following:

AREA CLASSIFICATION	MINIMUM WAGE UNDER WO NO. RBIVA-DW-01	AMOUNT OF INCREASE	NEW MONTHLY MINIMUM WAGE RATE
GROWTH CORRIDOR AREA	Php 2,500.00	Php 1,000.00	Php 3,500.00
EMERGING GROWTH AREA and RESOURCE BASED AREA	Php 1,800.00	Php 1,200.00	Php 3,000.00



Section 2. Coverage of the Wage Order. Wage Order No. RB IVA-DW-02 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 or
- f. Any person who regularly performs domestic work in one household on an occupational basis.

NOT covered are the following:

- 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.

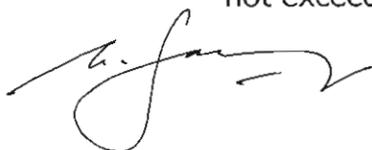
Section 3. Mode and Frequency of Payments of Wages. The wages of the domestic workers shall be paid in cash at least once a month. No payment by means of promissory notes, vouchers, coupons, tokens, tickets, chits, or any object other than cash shall be allowed.

Section 4. Deductions for Loss or Damage. Other than those mandated by law, the employer shall not deduct any amount from the wages of the Domestic Worker without his/her written consent or authorization; provided that, deduction for loss or damage shall only be made under the following conditions:

- a. The Domestic Worker is clearly shown to be responsible for the loss or damage;
- b. The Domestic Worker is given reasonable opportunity to show cause why deductions should not be made;
- c. The total amount of such deductions is fair and reasonable and shall not exceed the actual loss or damage and
- d. The deduction from the wages of the domestic worker does not exceed 20% of his/her wages in a month.

The DOLE shall extend free assistance in the determination of fair and reasonable wage deductions under this Section.

Section 5. Deduction for Loans. By written agreement, the employer may deduct the loans from the wages of the domestic worker, which amount shall not exceed 20% of his/her wages every month.



Section 6. Application to Private Employment Agencies (PEAs). In the case of hiring/contracting of domestic workers services through a licensed PEAs, the wage rates prescribed in the Order shall be borne by the principals or clients of the PEAs and the contract shall be deemed amended accordingly.

In the event, however, that the principals or clients fail to pay the prescribed wage rates, the PEAs shall be jointly and severally liable with his principal or client.

Section 7. Exemption from Compliance. Filing of applications for exemption from compliance with the Wage Order is not allowed.

Section 8. Provision of Basic Necessities. The employer shall provide for the basic necessities of the domestic workers as defined in Rule 1, Section 2.i of this Rules.

At no instance shall the employer withdraw or hold in abeyance the provision of these basic necessities as punishment or disciplinary action to the domestic worker.

Section 9. Non-Diminution of Benefits. Nothing in the wage order shall be construed to reduce any existing wage rates, allowances and benefits of any form under existing laws, decrees, issuances, executive orders and/or any contract or agreement between the workers and employers.

Section 10. Competency-Based Pay Scheme. Household employers and their domestic workers may voluntarily and mutually agree to adopt a compensation system that rewards domestic workers with additional pay in exchange for formal TESDA certification of the domestic workers mastery of skills, knowledge and/or competencies.

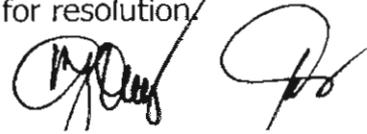
Those who will adopt the Competency-Based Pay Scheme may refer to the NWPC Advisory on Competency-Based Wage for Domestic Workers issued on 24 February 2015.

**RULE III
SPECIAL PROVISIONS**

Section 1. Appeal to the Commission. Any party aggrieved by the Wage Order may file an appeal with the NWPC, through the Board, in three (3) legible copies, not later than ten (10) days from the publication of this Wage Order, subject to compliance with Sections 11 and 12 of the NWPC Guidelines No. 01 Series of 2014

Section 2. Complaints for Non-Compliance. Complaints for non-compliance with the Wage Order shall be filed before the DOLE Field/Provincial/Regional Office IVA CALABARZON and shall go through the thirty (30) day mandatory conciliation under the DOLE Single Entry Approach (SERA) program to exhaust all efforts for settlement.

The DOLE Regional Director shall issue a Compliance Order within ten (10) days from the submission of the case for resolution.

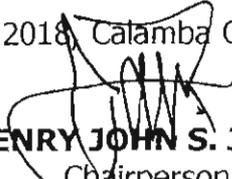


Rules Implementing Wage Order RBIVA-DW-02

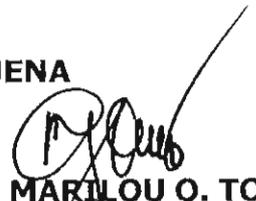
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- Section 3. Freedom to Bargain.** The Wage Order shall not be construed to prevent domestic workers from bargaining for higher wages with their respective employers.
- Section 4. Unlawful Acts and Penalties.** Withholding and interference in the disposal of wages of the domestic workers are declared unlawful and shall be punishable with a fine of not less than Ten Thousand Pesos (P10,000.00) but not more than Forty Thousand Pesos (P40,000.00), without prejudice to the filing of the appropriate civil and/or criminal action by the aggrieved party pursuant to Rule XII, Sections 1 and 2 of Implementing Rules and Regulations of Republic Act No. 10361.
- Section 5. Prohibition Against Injunction.** No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceedings before the Board.
- Section 6. Repealing Clause.** All orders issuances, rules and regulations or parts thereof inconsistent with the provisions of the Wage Order are hereby repealed, amended or modified accordingly.
- Section 7. Separability Clause.** If any provision or part of the Wage Order is declared unconstitutional, or in conflict with existing law, the other provisions or parts thereof shall remain valid.
- Section 8. Effectivity.** These Implementing Rules and Regulations shall have the same date of effectivity as that of the Wage Order No. DW RB-IVA-02.

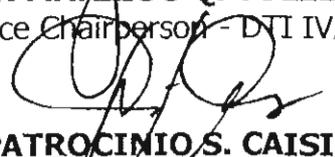
Done this 16th day of October 2018, Calamba City, Laguna.


Dir. HENRY JOHN S. JALBUENA
 Chairperson

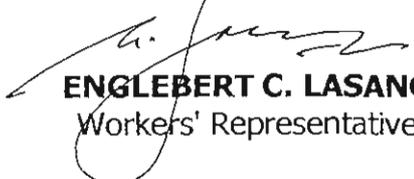

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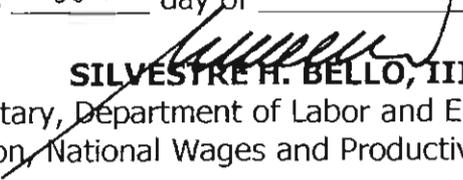
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ENGLEBERT C. LASANG
 Workers' Representative

APPROVED this 30th day of JANUARY, 2019.


SILVESTRE H. BELLO, III
 Secretary, Department of Labor and Employment
 Chairperson, National Wages and Productivity Commission

