



Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
MIMAROPA REGION
2F Luna Building III, Gov. Infantado St., Calapan City, Oriental Mindoro



WAGE ORDER NO. RB-MIMAROPA-DW-01

**PRESCRIBING NEW MINIMUM WAGE RATES
FOR DOMESTIC WORKERS IN MIMAROPA REGION**

WHEREAS, the Regional Tripartite Wages and Productivity Board-MIMAROPA Region, hereinafter referred to as the Board, is mandated by Republic Act 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 rates of Domestic Workers and mandates 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, after due notice to concerned sectors, the Board conducted stakeholders' consultations/public hearings in the five (5) provinces of the Region, on 12 October 2016 in Occidental Mindoro, on 17 November 2016 in Marinduque, on 5 December 2016 in Palawan, on 30 March 2017 in Oriental Mindoro, and on 25 April 2017 in Romblon, to determine the propriety of issuing a new wage order for domestic workers;

WHEREAS, after a thorough evaluation of the existing socio-economic conditions in the Region, the Board has determined the need to provide Domestic Workers with immediate relief measures to enable them to cope with the rising cost of living;

NOW THEREFORE, by virtue of the power and authority vested under Republic Act No. 6727 and Republic Act 10361, the Board hereby issues this Wage Order:

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

Area	Minimum Wage under RA 10361	Increase	New Minimum Wage
1) Chartered Cities and First Class Municipalities	2,000.00	500.00	2,500.00
2) Other Municipalities	1,500.00	1,000.00	2,500.00

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; 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. PAYMENT OF WAGES. 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 in this Wage 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 principal 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.



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Section 6. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file an appeal to the National Wages and Productivity Commission (NWPC) through the RTWPB, in three (3) printed copies, not later than ten (10) days from the publication of this Wage Order, subject to the compliance with Sections 11 and 12 of 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 Department of Labor and Employment (DOLE) Field / Provincial / Regional Office - MIMAROPA 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 (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, Section 1 and 2 of Implementing Rules and Regulations of Republic Act No. 10361.

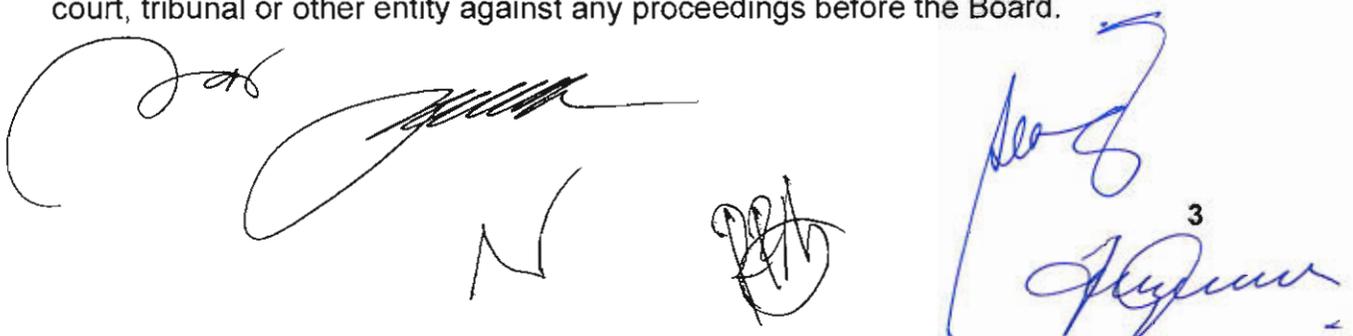
Section 9. BOARD, LODGING AND MEDICAL ALLOWANCE. The Employer shall provide for the basic necessities of the Domestic Worker to include at least three (3) adequate meals a day and humane sleeping arrangements that ensure safety:

The Employer shall provide appropriate rest and assistance to the Domestic Worker in case of illness and injuries during service without loss of benefits

At no instance shall the Employer withdraw or hold in abeyance the provision these basic necessities as punishment or disciplinary action to the Domestic Worker.

Section 10. NON-DIMINUTION OF BENEFITS. Nothing in this Wage Order shall be construed to reduce any existing wage rates, allowance and benefits of any form under existing laws, decrees, issuance, 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.



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Section 12. FREEDOM TO BARGAIN. The Wage 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 rate.

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 part thereof shall remain valid.

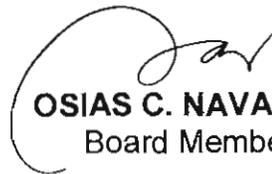
Section 16. IMPLEMENTING RULES. The Regional Tripartite Wages and Productivity Board-MIMAROPA shall submit to the Commission the necessary Rules and Regulations to implement this Wage Order subject to approval of the Secretary of Labor and Employment not later than ten (10) days from the publication 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 this 26th day of May 2017 at Calapan City, Oriental Mindoro, Philippines.



ROMEO R. ARICA
Board Member



OSIAS C. NAVARRO
Board Member



DARIUS M. GUERRERO
Board Member

VACANT
Board Member



SUSAN A. SUMBELING
Vice- Chairperson



JOEL B. VALERA
Vice-Chairperson



ALVIN M. VILLAMOR
Chairperson