



WAGE ORDER NO. RB-MIMAROPA-DW-04

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

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. **RB-MIMAROPA-DW-03** took effect on **June 10, 2022**;

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;

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

Public Consultation:

Date	Stakeholder	Venue
September 11, 2023	Romblon	Odiongan Covered Court, Brgy. Ligaya, Odiongan, Romblon

Public Hearings:

Date	Stakeholder	Venue
September 21, 2023	Occidental Mindoro	Engineering Building, San Jose Municipal Hall, Barangay 7, San Jose, Occidental Mindoro
September 27, 2023	Marinduque	MARELCO Center for Interactive Learning, Barangay Ihatub, Boac, Marinduque
October 11, 2023	Palawan	VJR Hall, Palawan Provincial Capitol, Provincial Government of Palawan, Fernandez St., Puerto Princesa City
October 24, 2023	Oriental Mindoro	Kalap Hall, City College of Calapan, Barangay Guinobatan, Calapan City, Oriental Mindoro

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 Agustin C. Mendoza

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WHEREAS, after a thorough review and evaluation of the results of the consultations and 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 rate for domestic workers.

NOW THEREFORE, by virtue of the power and authority vested under Republic Act No. 10361, RTWPB - MIMAROPA 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 as follows:

Area/Location	Current Minimum Wage Rate	New Wage Increase	New Minimum Wage Rate
MIMAROPA Region	P4,500.00	P1,000.00	P5,500.00

Section 2. Coverage. This Wage Order shall apply to all domestic workers, whether on a stay-in or stay-out arrangement, such as but not limited to:

- (a) General househelper;
- (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 - MIMAROPA, 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.

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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.

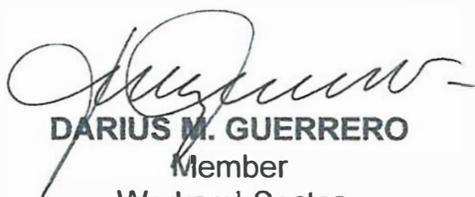
Section 9. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED. This 24th day of October, 2023.

Done in Calapan City, Oriental Mindoro, Philippines.


ROMEO R. ARICA
Member
Workers' Sector

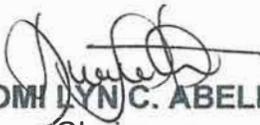

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(For NWPC Secretariat)

Date of Publication: 21 day of November 2023
Date of Effectivity: 07 day of December 2023