



WAGE ORDER NO. 02-DW-06

PROVIDING FOR MINIMUM WAGE RATE INCREASE FOR DOMESTIC WORKERS IN REGION – II

WHEREAS, the Regional Tripartite Wages and Productivity Boards are mandated under Section 24 of **Republic Act (RA) No. 10361**, otherwise known as the **Domestic Workers Act or Batas Kasambahay**, to review, and if proper, determine and adjust the minimum wage rates of domestic workers in their respective regions;

WHEREAS, the current Wage Order No. **02-DW-05** took effect on 16 October 2023;

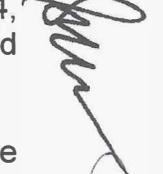
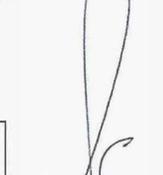
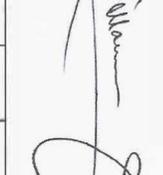
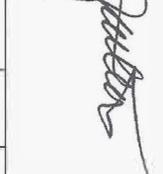
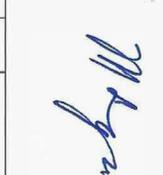
WHEREAS, pursuant to *Section 3(A), Rule II of the Omnibus Rules on Minimum Wage Determination*, (Omnibus Rules), as amended, in the absence of any petition for a minimum wage adjustment, the Board may *motu proprio* initiate wage review;

WHEREAS, the Board, upon deliberation during its meeting on 16 July 2024, *motu proprio*, decided to commence the minimum wage determination process and review the current minimum wage rate for domestic workers;

WHEREAS, after due notice to all stakeholders, the Board conducted the following wage consultations and a public hearing, to assess and determine the propriety of issuing a new wage order:

Date	Venue
WAGE CONSULTATIONS	
August 07, 2024	Nueva Vizcaya Pasalubong Center, Solano, Nueva Vizcaya
August 08, 2024	Provincial Gymnasium, Cabarroguis, Quirino
August 13, 2024	BOSS Center , Santiago City, Isabela
August 14, 2024	NEDA Conference Hall, Tuguegarao City, Cagayan
August 15, 2024	Provincial PNP Conference Hall, Basco, Batanes via Zoom
PUBLIC HEARING	
September 03, 2024	Isabela Convention Center (ICON), San Fermin, Cauayan City, Isabela



WHEREAS, after a thorough review and evaluation of the results of the consultations and public hearing, existing socio-economic conditions in the region, the needs of the domestic workers and their families, as well as the employers' 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 to RTWPB-II under RA No. 10361, 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 Minimum Wage Rate	New Wage Increase	New Minimum Wage Rate
All Cities and Municipalities regardless of income class	5,500.00	500.00	6,000.00

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 a occupational basis.

The following are not covered:

- (a) Service providers;
- (b) Family drivers;
- (c) Children under foster family arrangement, and are provided access to education and given an allowance incidental to education; 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. 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 7. Penal Provision. Any person, who withholds the payment of the prescribed minimum wage or otherwise commits any of the unlawful acts enumerated under *RA 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.

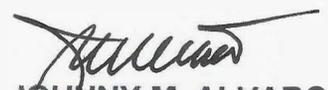
Section 8. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

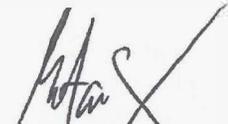
APPROVED. This 11th day of September, 2024.

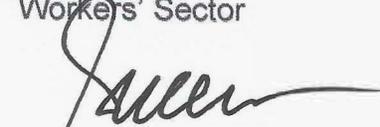
Done in Tuguegarao City, Cagayan, Philippines.


JESUS B. VILLAMOR
Workers' Sector

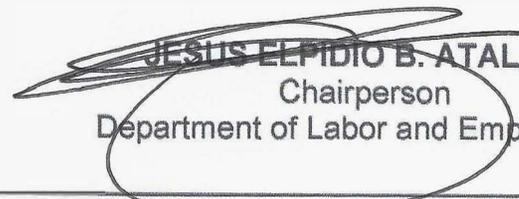

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(For NWPC Secretariat)

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Date of Effectivity: 17 day of October 2024