



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-02**

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

**WHEREAS**, Section 24 of Republic Act No. 10361, otherwise known as the *Domestic Workers Act of 2013 or Batas Kasambahay Law*, 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 effectivity of the law and periodically thereafter;

**WHEREAS**, the prevailing Wage Order No. RB-MIMAROPA-DW-01 is in existence for more than one (1) year since its effectivity on 07 July 2017;

**WHEREAS**, the Members of the Regional Tripartite Wages and Productivity Board (Board for brevity) MIMAROPA, agreed to initiate *motu proprio* a review of the current minimum wage rate of domestic workers in the region considering the prevailing socio-economic conditions vis-à-vis the comparative minimum wage level of domestic workers in MIMAROPA and other regions;

**WHEREAS**, after due notice to concerned sectors, the Board conducted a public consultation and a public hearing on 23 May 2019 and 13 June 2019 in Calapan City, Oriental Mindoro and Puerto Princesa City, Palawan, respectively, to determine whether or not there is a need to adjust the minimum wage of domestic workers;

**WHEREAS**, after a thorough evaluation of the results of the public consultation and public hearing, the existing socio-economic conditions in the region and the comparative minimum wage level of domestic workers in MIMAROPA and other regions, the Board deemed it necessary to provide domestic workers with immediate relief measure 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 RATE.** Upon the effectivity of this Wage Order, the monthly minimum wage rate for domestic workers in the Region shall be adjusted as follows:

Area	MINIMUM WAGE RATES		
	Previous Wage Order (MIMAROPA-DW-01)	Amount of increase	New Wage Order (MIMAROPA-DW-02)
MIMAROPA Region	P 2,500.00	P 1,000.00	P 3,500.00

*[Handwritten signatures and initials]*

*[Handwritten signature]*

*very true*

*good de*

**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
- e) 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 PEA, the wage rates prescribed in this Wage Order shall be borne by the principal or client of the PEA and the contract shall be deemed amended accordingly. In the event, however, that the principal or client fails to pay the prescribed wage rates, the PEA shall be jointly and severally liable with his/her principal or client.

**Section 5. NON-APPLICABILITY OF EXEMPTION.** This Wage Order does not allow exemption.

**Section 6. BASIC NECESSITIES.** 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 and privacy.

The employer shall also provide appropriate rest and assistance to the domestic worker in case of illness and injuries sustained during service without loss of benefits.

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

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 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 rate.

**Section 8. EMPLOYER'S REPORTORIAL DUTY.** Every employer shall register the Kasambahay under his/her employment in the barangay where his/her residence is located.

*just be yagta*

**Section 9. NON-DIMINUTION OF BENEFITS.** Nothing in this Wage Order shall be construed to cause the diminution or substitution of any existing wage rates, allowances, benefits and privileges of any form currently enjoyed by the domestic worker by practice and/or under existing laws, decrees, issuances, executive orders and/or under any contract or agreement between the domestic workers and employers.

**Section 10. 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 11. 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 Board, 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 12. 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 subject to the thirty (30) day mandatory conciliation and mediation proceeding 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 13. 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 14. FREEDOM TO BARGAIN.** This Wage Order shall not be construed to prevent domestic workers from bargaining for higher wages with their respective employers.

**Section 15. 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 16. SEPARABILITY CLAUSE.** If any provision or part of this Wage Order is declared unconstitutional, or in conflict with existing laws, the other provisions or part thereof shall remain valid.

**Section 17. 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 18. EFFECTIVITY.** This Wage Order shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

The bottom of the page features several handwritten signatures and initials. On the left, there is a signature in blue ink. In the center, there is a signature in black ink. On the right, there are several vertical signatures and initials, including one that appears to be 'P. de Vera' and another that looks like 'J. de Vera'. There are also some scribbles and marks at the bottom right.

**APPROVED** this 3<sup>rd</sup> day of July 2019 in the City of Manila for Calapan City,  
Oriental Mindoro, Philippines.



**ROMEO R. ARICA**  
*Board Member*



**JOEL C. DE VEYRA**  
*Board Member*



**DARIUS M. GUERRERO**  
*Board Member*



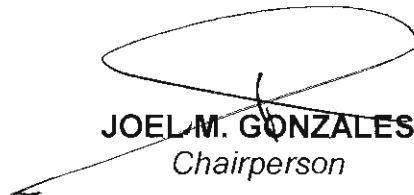
**TERESITA A. TOLENTINO**  
*Board Member*



**SUSAN A. SUMBELING**  
*Vice-Chairperson*



**JOEL B. VALERA**  
*Vice-Chairperson*



**JOEL M. GONZALES**  
*Chairperson*