

The following are not covered:

- (a) Service providers;
- (b) Family drivers;
- (c) Children under a 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 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 their 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-I, 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.

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 16th day of May 2022.

Done in the City of San Fernando, La Union, Philippines.


CATHERINE Q. PANGANI
Labor Representative


SALVADOR R. POSERIO
Management Representative


SAMUEL G. ESLAVA
Labor Representative


GRACE FALGUI-BALUYAN
Vice-Chairperson


NESTOR G. RILLON
Vice-Chairperson


ATTY. EVELYN R. RAMOS
Chairperson

All concerned are hereby enjoined to be guided accordingly and to give this Circular as wide a publicity as possible.


LILIA CATRIS GUILLERMO
Commissioner of Internal Revenue *W*

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