



**WAGE ORDER NO. BARMM-03**

**PROVIDING FOR A MINIMUM WAGE INCREASE IN THE BANGSAMORO  
 AUTONOMOUS REGION IN MUSLIM MINDANAO (BARMM)**

**WHEREAS**, Item jj, Section 2, Article V of Republic Act No. 11054 also known as the “Organic Law for Bangsamoro Autonomous Region in Muslim Mindanao” provides among others, that the Bangsamoro Government shall exercise its authority, over labor employment and occupation.

**WHEREAS**, Pursuant to Section 18 (c) and (e) of the Bangsamoro Autonomous Act (BAA) No.13, otherwise known as the “*Bangsamoro Administrative Code*” and Republic Act (RA) No. 6727, otherwise known as the “*Wage Rationalization Act*”, the Bangsamoro Tripartite Wages and Productivity Board (BTWPB) is mandated to periodically assess wage rates and conduct continuing studies in determination of the minimum wage applicable in the region or industry;

**WHEREAS**, pursuant to Section 18 (d), Chapter 4, Title IX, Book VI of BAA No.13, the BTWPB of the Ministry of Labor and Employment (MOLE) is mandated to determine the minimum wage rate in **the Bangsamoro Autonomous Region based on the public consultations conducted.**

**WHEREAS**, the current Wage Order No. **BARMM – 02** took effect on **21 July 2022**;

**WHEREAS**, pursuant to Section 3(A), Rule of the NWPC Guidelines No. 03, Series of 2020 or the Omnibus Rules in Minimum Wage Determination, in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio* initiate wage review;

**WHEREAS**, after due notice to all stakeholders, the BTWPB *motu proprio* conducted series of Public Consultations with the Tripartite Sectors BARMM wide;

DATE	STAKEHOLDERS	LOCATION
October 03, 2023	<ul style="list-style-type: none"> <li>• Cotabato City</li> <li>• Maguindanao</li> <li>• Special Geographic Area (SGA)</li> </ul>	Pagana Kutawato Native Restaurant, Cotabato City
October 17, 2023	Bongao, Tawi-Tawi	Beach Side Inn Resort, Bongao, Tawi-Tawi
November 07, 2023	<ul style="list-style-type: none"> <li>• Marawi City</li> <li>• Lanao del Sur 1</li> <li>• Lanao del Sur 2</li> </ul>	Samsara Palace, Sultan Omar Dianalan, New Bridge, Marawi City
November 21, 2023	<ul style="list-style-type: none"> <li>• Lamitan City</li> <li>• Basilan</li> </ul>	Lamitan Plaza Kitchenette, Lamitan City, Basilan
November 23, 2023	Jolo, Sulu	Notre Dame Review Center, Jolo, Sulu

**WHEREAS**, after the conduct of the said public consultations, the BTWPB made the following assessment, to wit:

- a) That both the EMPLOYERS and WORKERS support a minimum wage increase for all sectors;
- b) That every province has a different standard of living, hence, it is recommended to have different increase of minimum wage rate;
- c) That the EMPLOYERS and WORKERS shall continue to develop and improve their policies on non-wage benefits, bonuses and other related incentives;
- d) That all sectors supported the productivity-based scheme on the company level, in a form of income augmentation;

- e) That the BARMM, under the leadership of Interim Chief Minister AHOD BALAWAG EBRAHIM, intends to primarily increase employment rate in the Bangsamoro Autonomous Region, thus encouraging more investors to come through creation of more job opportunities and productivity improvement through skills trainings and strategize proper utilization of mineral resources for economic and industrial development;
- f) That the BTWPB urges the National and BARMM Government to further improve the public utilities in BARMM areas, especially energy/power, water systems, irrigation systems, road networks, and peace and order. This is to ensure that businesses will improve and thrive, and to attract new investments; and
- g) That the BARMM Government should enhance the skills of our workers/laborers – making them more competent and competitive and to prepare for the influx of new investments. Once all of these are met, the Wage Board is committed to increase further the minimum wage rates in BARMM areas.

**WHEREAS**, after a thorough review and evaluation of the existing socio-economic conditions in BARMM based on the data dissemination and news conference of the Philippine Statistics Authority (PSA) – BARMM, the following were established:

- a. The Consumer Price Index (CPI) in the region was at 119.8 in June 2023 and rose to 124.6 in December 2023;
- b. The region's inflation rate was 4.1% in 2022 and rose to 6.2% in December 2023; and
- c. The poverty threshold for an average family size of five (5) in 2021 is in the amount of P398 per day.

**NOW, THEREFORE**, by virtue of the power and authority vested under R.A. 6727 and Bangsamoro Autonomy Act No. 13, the BTWPB hereby issues this Wage Order:

**Section 1. Amount of Increase.** the private sector minimum wage earners within the BARMM, except for the areas covered by the Special Geographic Area (SGA), shall receive a wage increase amounting to TWENTY PESOS (P20.00) per day.

**Section 2. New Daily Minimum Wage Rates.** The new daily minimum wage rates in BARMM shall be as follows:

Area Coverage	Sector/Industry	Current Minimum Wage under W.O. No. BARMM-02	New Wage Increase	New Minimum Wage Order No. BARMM-03
Cotabato City	<b>Non-Agriculture</b>	Php 341.00	Php 20.00	Php 361.00
	<b>Agriculture</b> • Plantation • Non-Plantation • Retail	Php 316.00	Php 20.00	Php 336.00
<ul style="list-style-type: none"> <li>▪ Maguindanao del Norte</li> <li>▪ Maguindanao del Sur</li> <li>▪ Lanao del Sur and Marawi City</li> <li>▪ Basilan and Lamitan City</li> <li>▪ Sulu</li> <li>▪ Tawi-Tawi</li> </ul>	<b>Non-Agriculture</b>	Php 316.00	Php 20.00	Php 336.00
	<b>Agriculture</b> • Plantation • Non-Plantation • Retail	Php 306.00	Php 20.00	Php 326.00
Special Geographic Area (SGA)	<b>Non-Agriculture</b>	Php 341.00	-	Php 341.00
	<b>Agriculture</b> • Plantation • Non-Plantation • Retail	Php 316.00	-	Php 316.00

**Section 3. Basis of Minimum Wage Rates.** The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

**Section 4. Covered.** The wage increase prescribed herein shall apply to minimum wage earners in the private sector within BARMM, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

This Wage Order shall not cover the following: (a) household or domestic helpers under Republic Act No. 10361 or the Batas Kasambahay; (b) workers of registered Barangay Micro Business Enterprises (BMBEs) with Certificate of Authority pursuant to Republic Act No. 9178; and others authorized by law.


**Section 5. Penal Provision.** Any person, corporation, trust, firm, partnership, association, or entity which refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of Section 12 of R.A. No. 6727, as amended by R.A. No. 8188.


**Section 6. Effectivity.** This Wage Order shall take effect fifteen (15) days after its publication in a newspaper of general circulation in the BARMM.

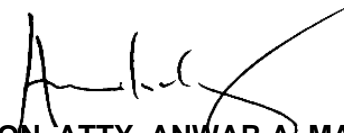
APPROVED. This 7<sup>th</sup> day of February, 2024.

Done in the City of Cotabato, Bangsamoro Autonomous Region in Muslim Mindanao, Philippines.

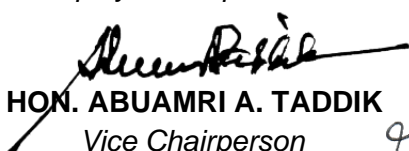
  
**HON. JONATHAN P. ACOSTA**  
*Workers' Representative*


  
**HON. NORLYN A. ODIN**  
*Workers' Representative*

  
**HON. MOHAJIRIN T. ALI**  
*Vice Chairperson*  
*Director General, BPDA-BARMM*

  
**HON. ATTY. ANWAR A. MALANG**  
*Employers' Representative*

  
**HON. DATU HARON U. BANDILA**  
*Employers' Representative*

  
**HON. ABUAMRI A. TADDIK**  
*Vice Chairperson*  
*Minister, MTIT-BARMM*

  
**HON. MUSLIMIN G. SEMA**  
*Chairperson*  
*Minister, MOLE-BARMM*

\_\_\_\_\_  
(For NWPC Secretariat)

Date of Publication:     \_\_\_ day of \_\_\_\_\_ 20\_\_  
Date of Effectivity:     \_\_\_ day of \_\_\_\_\_ 20\_\_