



WAGE ORDER NO. BARMM-04

**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), Chapter 4, Title IX, Book VI 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) - BARMM is mandated to determine the minimum wage rate in the Bangsamoro Autonomous Region based on its socio-economic indicators as presented during public consultations.

WHEREAS, the current Wage Order No. **BARMM – 03** took effect on **28 February 2024**;

WHEREAS, pursuant to Section 3(A), Rule II of the BTWPB Guidelines No. 01, Series of 2024 or the Guidelines on Minimum Wage Determination for All Private Sectors including Domestic Workers, in the absence of any petition filed for a minimum wage adjustment, 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	STAKEHOLDER	LOCATION
February 27, 2025	Cotabato City	Pagana Kutawato Native Restaurant, Cotabato City
March 18, 2025	Maguindanao del Sur/ del Norte	Darul Aman Suite and Function Hall, D.O.S., Maguindanao del Norte
March 24, 2025	Special Geographic Area (SGA)	Red Palm Restaurant and Catering Services, Pob. 6, Midsayap, Cotabato
April 7, 2025	Tawi-Tawi	Beach Side Inn Resort, Bongao, Tawi-Tawi
April 10, 2025	• Lamitan City • Basilan	Lamitan Plaza Kitchenette, Lamitan City, Basilan
April 13, 2025	Jolo, Sulu	Notre Dame Review Center, Jolo, Sulu
April 29, 2025	• Marawi City • Lanao del Sur 1 • Lanao del Sur 2	Marawi Skylight Hotel and Garden Café, Basak Malutlut, Marawi City

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

- That both the EMPLOYERS and WORKERS support a minimum wage increase for all sectors;
- That every province has a different standard of living, hence, it is recommended to have different minimum wage rate;
- That the EMPLOYERS and WORKERS shall continue to develop and improve their policies on non-wage benefits, bonuses and other related incentives;



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- 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 ABDULRAOF A. MACACUA intends to primarily increase employment rate in the Bangsamoro Autonomous Region, thus encouraging more investors to come to create 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/ productivity 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 improve 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 average Consumer Price Index (CPI) in the BARMM in 2024 was at 126.01;
- b. The region's average inflation rate was 4.1% in 2024; and
- c. BARMM poverty threshold for an average family size of five (5) in 2021 is in the amount of Php 11,348.00.

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 shall receive a wage increase amounting to FIFTY PESOS (P50.00) 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-03	New Wage Increase	New Minimum Wage Order No. BARMM-04
Cotabato City	Non-Agriculture	Php 361.00	Php 50.00	Php 411.00
	Agriculture - Plantation - Non-Plantation - Retail	Php 336.00	Php 50.00	Php 386.00
	Non-Agriculture	Php 336.00	Php 50.00	Php 386.00
- Maguindanao del Norte - Maguindanao del Sur - Lanao del Sur and Marawi City - Basilan and Lamiitan City - Sulu - Tawi-Tawi	Non-Agriculture	Php 336.00	Php 50.00	Php 386.00
	Agriculture - Plantation - Non-Plantation - Retail	Php 326.00	Php 50.00	Php 376.00



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Special Area (SGA)	Geographic	Non-Agriculture	Php 341.00	Php 50.00	Php 391.00
		Agriculture • Plantation • Non-Plantation • Retail	Php 316.00	Php 50.00	Php 366.00

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 after fifteen (15) days from its publication in the Bangsamoro Gazette or in a newspaper of regional circulation within BARMM.

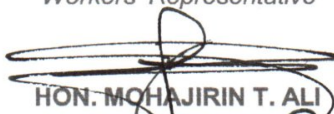
APPROVED. This 9th day of June, 2025.

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


HON. DATU HARON U. BANDILA, AL-HAJ
Management Representative


HON. MORLYN A. ODIN
Workers' Representative


HON. JONATHAN P. ACOSTA
Workers' Representative


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


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


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

(For BTWPB Secretariat)

Date of Publication: 1st day of July 2025
Date of Effectivity: 17th day of July 2025