



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Republic of the Philippines
Bangsamoro Autonomous Region in Muslim Mindanao

MINISTRY OF LABOR AND EMPLOYMENT
OFFICE OF THE MINISTER

Bangsamoro Government Center, Gov. Gutierrez Ave., RH- VII, Cotabato City 9600



MINISTRY ORDER NO. 019

Series of 2026

**INTERIM GUIDELINES ON THE ACCREDITATION OF DOLE REGISTERED
LABOR UNIONS AND FEDERATIONS SEEKING TO REPRESENT WORKERS
IN BANGSAMORO AUTONOMOUS REGION IN MUSLIM MINDANAO**

Pursuant to Book VI, Title IX, Chapter 1, Section 1 of the Bangsamoro Autonomy Act No. 13, also known as the “Bangsamoro Administrative Code”, and Book V, Chapter II, Section 170 of Bangsamoro Autonomy Act No. 82 also known as the “Bangsamoro Labor and Employment Code (BLEC) of 2025”, the following interim guidelines on the accreditation of DOLE registered labor unions and federations seeking to represent workers in Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) are hereby adopted and promulgated.

I. LEGAL BASES

Book VI, Title IX, Chapter 1, Section 1 of the Bangsamoro Autonomy Act No. 13, also known as the “Bangsamoro Administrative Code”, states that:

“Sec. 1. Declaration of Policy. - The Bangsamoro Government recognizes labor as a primary social economic force for development. It shall afford full protection to labor, promote full employment, ensure equal work opportunities regardless of gender, race, or creed, regulate the relations between workers and employer, and promote the right of labor to its just share in the fruits of production, and the right of enterprise to reasonable returns on investments and to expansion and growth.”

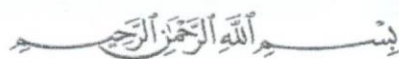
The Bangsamoro Government shall guarantee the fundamental rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike, in accordance with the Constitution and the Labor Code of the Philippines.”

Book VI, Chapter II, Section 170 of BAA No. 82, provides that:

“Sec. 170. MOLE Accreditation. – DOLE registered labor unions and federations seeking to represent workers in BARMM shall file for accreditation with MOLE.

Only MOLE- accredited labor unions and federations may be entitled to all the rights provided in this Code.”

Union accreditation recognition as a legitimate labor organization in the BARMM centers on promoting industrial peace based on social justice and protecting worker rights, ensuring that self-organization is a viable tool for improving employment conditions within the region. Accredited unions act as the recognized, exclusive bargaining agents in collective bargaining and negotiations.



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II. COVERAGE

This guideline shall cover the DOLE-registered union or federation seeking to represent workers in BARMM.

III. OBJECTIVE

To empower workers to form labor organization, uphold their fundamental rights, and ensure fair, safe working conditions aligned with the Bangsamoro Labor and Employment Code (BLEC) and principles of justice, promoting economic development.

IV. QUALIFICATION

The Labor Union and Federation applying for the accreditation in the BARMM must be duly registered in Department of labor and Employment (DOLE).

V. DOCUMENTARY REQUIREMENTS

For Independent Labor Union

1. Copy of Certificate of Registration issued by the Department of Labor and Employment
2. Updated list of officers and members
3. Updated Constitution and By-Laws
4. Updated Financial Reports

For Local and Federation Chapter

1. Copy of Certificate of Registration
2. Updated list of National Executive Officers
3. Updated Constitution and By-Laws

VI. PAYMENTS AND VALIDITY

All DOLE-registered labor unions and federations applying for accreditation in the BARMM are required to pay, upon issuance of the Order of Payment, based on the following.

FEES	VALIDITY PERIOD	WHERE TO APPLY	WHERE TO PAY
P1,000.00	5 years	Bureau of Labor Relations and Standards – Labor Welfare Division Focal Person	MOLE-Cashier



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VII. Repealing Clause

All prior orders and issuances that are inconsistent with this Order are hereby repealed or modified accordingly.

VIII. Separability Clause

If any provision or part of this Order is held invalid or unconstitutional, the remaining provisions not affected thereof shall remain valid and effective.

IX. Effectivity Clause

This Interim Guidelines shall take effect immediately upon its publication in the Bangsamoro Gazette or in a newspaper of regional circulation in the BARMM.

Issued in the City of Cotabato, Bangsamoro Autonomous Region in Muslim Mindanao, Philippines this 20th day of July, 2026.

Ministry of Labor and Employment
OFFICE OF THE MINISTER
RELEASED

Date: 20 JUL 2026 Time: 2:20pm
By: Ann Linette Jill I. Cabrera

MUSLIMIN G. SEMA
Minister

