

WAGE ORDER NO. BARMM - 05

**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, also known as the "Bangsamoro Administrative Code" and Republic Act (RA) No. 6727, also 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 for the determination of the minimum wage applicable for the BARMM;

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 – 04** took effect on **July 17, 2025**;

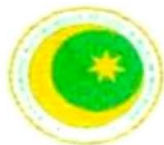
WHEREAS, pursuant to Section 3(A), Rule II of the BTWPB Guidelines No. 01, Series of 2024 or the Guidelines on Minimum Wage Determination for All Private Sectors including Domestic Workers, in the absence of any petition filed for a minimum wage adjustment, the Board may *motu proprio* initiate wage review;

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

DATE	STAKEHOLDER	LOCATION
June 9, 2026	Cluster Cotabato City, Maguindanao del Sur, Maguindanao del Norte and Special Geographic Area	Hall 1, Robinson's Mall, Cotabato City
June 16, 2026	Tawi-Tawi	Beachside-inn Resort, Bongao, Tawi-Tawi
June 18, 2026	Lamitan City and Basilan	Jann Café, Brgy. Malakas, Lamitan City, Basilan
June 24, 2026	Marawi City and Lanao del Sur	Raifa Hall, Ranaw Business Hotel, Brgy. Poblacion, 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 area has a different standard of living and classification, hence, it is recommended to have re-group areas such as; Lamitan City and Marawi City together with Cotabato City and Special Geographic Area (SGA) together with other remaining areas;
- That the EMPLOYERS and WORKERS shall continue to develop and improve their policies on non-wage benefits, bonuses and other related incentives;
- That all sectors supported the productivity-based scheme on the company level, in the form of income augmentation;
- 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 BARMM from January - May 2026 was at 132.7, while the average CPI for 2023 was at 121.6;
- b. BARMM poverty threshold for an average family size of five (5) in 2023 was estimated at Twelve Thousand Eight Hundred Eighty-Four Pesos (Php 12,884.00); and
- c. With price escalation (inflation) as measured by the present change in the CPI between the two periods (2023 – 2026), the prices of commodities from 2023-2026 has gone up by 9.1%.

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 to be given in two tranches.

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-04	Basic Wage Increase upon Effectivity	New Minimum Wage Rates under W.O. No. BARMM-05	2 nd tranche Basic Wage Increase effective December 1, 2026	New Minimum Wage Rates under W.O. No. BARMM-05
Cotabato City/ Lamitan City / Marawi City	Non-Agriculture	Php 411.00	Php 25.00	Php 436.00	Php 25.00	Php 461.00
	Agriculture/Retail	Php 386.00	Php 25.00	Php 411.00	Php 25.00	Php 436.00
Maguindanao del Norte/ Maguindanao del Sur / Lanao del Sur except Marawi City/ Basilan except Lamitan City/Tawi-Tawi/SGA	Non-Agriculture	Php 386.00	Php 25.00	Php 411.00	Php 25.00	Php 436.00
	Agriculture/Retail	Php 376.00	Php 25.00	Php 401.00	Php 25.00	Php 426.00

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.

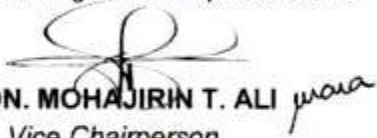
Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in the Bangsamoro Gazette or in a newspaper of regional circulation within BARMM.

APPROVED. This 15th day of July, 2026.

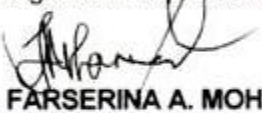
Done in the City of Cotabato, Bangsamoro Autonomous Region in Muslim Mindanao, Philippines.

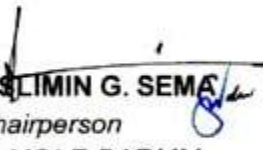

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(For BTWPB Secretariat)

Date of Publication: 21st day of July 2026

Date of Effectivity: 6th day of August 2026