



WAGE ORDER NO. BARMM-DW-01

PROVIDING FOR A MINIMUM WAGE FOR DOMESTIC WORKERS 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*”, Republic Act (RA) No. 6727, otherwise known as the “*Wage Rationalization Act*” and Republic Act (RA) 10361 otherwise known as the “*Batas Kasambahay*”, 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 including Domestic Workers;

WHEREAS, pursuant to Section 18 (d), Chapter 4, Title IX, Book VI of the 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, there is no Wage Order issued for the minimum wage of Domestic Workers in the Bangsamoro Autonomous Region;

WHEREAS, pursuant to Section 3(A), Rule II of the BTWPB Guidelines on Minimum Wage Determination for All Privates Sectors including Domestic Workers, Series of 2024, in the absence of any petition for a minimum wage adjustment filed, the Board may *motu proprio* initiate the wage process;

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
May 26, 2024	<ul style="list-style-type: none"> Cotabato City Maguindanao del Sur and del Norte Special Geographic Area 	Pagana Kutawato Native Restaurant, Cotabato City
May 29, 2024	<ul style="list-style-type: none"> Marawi City Lanao del Sur 	Santorini, Brgy. Malutlut, Marawi City
June 05, 2024	<ul style="list-style-type: none"> Tawi-Tawi 	Beachside-inn Hotel and Restaurant, Bongao, Tawi-Tawi
June 19, 2024	<ul style="list-style-type: none"> Basilan Sulu 	<ul style="list-style-type: none"> Lamitan Hostel Function Room, Lamitan City, Basilan Notre Dame Review Center, Jolo, Sulu

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

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- a) That both the EMPLOYERS and DOMESTIC WORKERS support a setting of the minimum wage across the BARMM;
 - b) That every province has a different standard of living, however, it appears in the gathered data and during an open forum, they have common proposed amount in all provinces, hence, it is recommended to have the same minimum wage across the Bangsamoro Autonomous Region;
 - c) That the EMPLOYERS and DOMESTIC WORKERS shall continue to develop and improve their mutual respect and recognize both rights as provided for in Republic Act 10361, otherwise known as Batas Kasambahay;
 - d) That the BARMM, under the leadership of Chief Minister AHOD BALAWAG EBRAHIM, intends to establish a minimum and competitive wage rate for the Domestic Workers in the Bangsamoro Autonomous Region, thus encouraging the latter to stay and work within the region instead of finding somewhere else outside the region;
 - e) 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 attract new investors, hence more employers; and
 - f) That the BARMM Government should enhance the skills of our workers/laborers including Domestic Workers– making them more competent and competitive and preparing them for employment.



NOW, THEREFORE, by virtue of the power and authority vested under R.A. 6727, RA 10361 and BAA No. 13, the BTWPB hereby issues this Wage Order:

Section 1. Minimum Wage Rate. Upon the effectivity of this Wage Order, all Domestic Workers across the Bangsamoro Autonomous Region in Muslim Mindanao shall receive a basic wage of **Five Thousand Pesos (Php 5,000.00) per month.**

Section 2. Coverage. This Wage Order applies to all domestic workers, residing or working in the region, such as: all around household works, cooking, cleaning, laundry, babysitter or care giver, gardener and others of the same nature, except family drivers, children under foster family arrangement and service providers.



Section 3. Basis of Minimum Wages. The minimum basic 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. Copy Furnish of the Contract. Any employer who employed a domestic worker shall furnish a written Contract between the Employer and the Domestic Worker not later than 180 days from the date of employment to MOLE-BARMM in the form prescribed by the Ministry.

Section 5. Social Benefits and Access to Trainings. The employer is encouraged to provide social benefits and allow the domestic worker to access training to develop their self-esteem and enhance the latter's quality of service and productivity for the benefits of both parties.

Section 6. Complaints for Non-Compliance. Complaints for non-compliance with this Order shall be filed with the Ministry of Labor and Employment (MOLE) having jurisdiction over the workplace and shall be subjected to the Mandatory thirty (30) day conciliation and mediation process under Single Entry Approach (SEnA). However, if settlement fails, the case is elevated to Arbitration Committee of the Ministry.



Section 7. Non-Diminution of Benefits. Nothing in this Order shall be construed to reduce any existing wage rates, allowances and benefits of any form under existing laws, decrees, issuances, executive orders and/or under any contract or agreements between the domestic worker and employer.

Section 8. Penal Provision. Any employer who refuses or fails to comply with this Order shall be subjected to penal provisions under R.A. 6727, as amended by R.A. 8188, and RA 10361, as the case may be.



Section 9. Separability Clause. If, for any reason, any section or provision of this Order is declared unconstitutional or illegal, the other provisions or parts shall remain valid.

Section 10. Effectivity. This Order shall take effect fifteen (15) days after publication in at least one (1) newspapers of regional circulation in BARMM.

Signed this **19th day of August, 2024** held at MOLE-BARMM, Bangsamoro Government Center, Cotabato City, BARMM, Philippines.



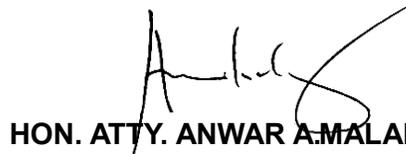
HON. JONATHAN P. ACOSTA
Workers' Representative



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

Attested by:



BAILYN E. NANDING
Board Secretary VI

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Date of Effectivity: September 19, 2024