



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. *1048*
Series of 2023

Payment of Wages for the Special Public (Non-Working) Holiday on January 21, 2023 in Celebration of the Bangsamoro Foundation Day

In view of the Memorandum Circular No. 0016, series of 2023 issued by the Office of the Chief Minister on January 17, 2023, declaring January 21, 2023 as Special Non-Working Holiday in Celebration of the Bangsamoro Foundation Day, the following rules for pay under the Labor Code of the Philippines shall apply in Bangsamoro Autonomous Region in Muslim Mindanao, to wit:

1. If the employee did not work, the "no work, no pay" principle shall apply unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day;
2. For the work done during the special day, the worker shall be paid an additional thirty percent (30%) of his/her basic wage on the first eight (8) hours of work;

Basic wage X 130%

3. For work done in excess of eight (8) hours (overtime work), the worker shall be paid an additional thirty percent (30%) of his/her hourly rate on the said day;

Hourly rate of the basic wage X 130% X 130% X number of hours worked

4. For work done during a special day that also falls on worker's rest day, the worker shall be paid an additional fifty percent (50%) of his/her basic wage on the first eight (8) hours of work; and

Basic wage X 150%

5. For work done in excess of eight (8) hours (overtime work) during a special day that also falls on worker's rest day, he/she shall be paid an additional thirty percent (30%) of his/her hourly rate on said day;

Hourly rate of the Basic wage X 150% X 130% X number of hours worked

For strict compliance.

Ministry of Labor and Employment
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January 18, 2023

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MUŞLIMIN G. SEMA
Minister