



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. 010
Series of 2023

**Payment of Wages for the Special (Non-Working) Holiday on February 24, 2023 in
Observance of EDSA People Power Revolution Anniversary**

In view of the Proclamation No. 167, series of 2023 issued by the President of the Philippines on February 23, 2023, declaring February 24, 2023 as Special (Non-Working) Holiday in observance of EDSA People Power Revolution Anniversary, 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

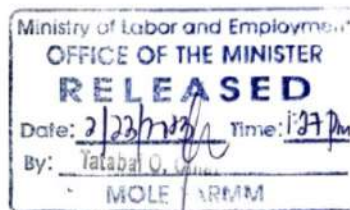
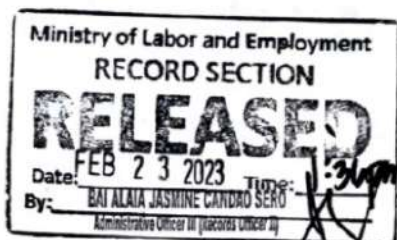
4. For work done during a special day that also falls on worker's rest day, the worker shall be paid an additional fifty percent (50%) of his/her basic wage on the first eight (8) hours of work;
and

Basic wage X 150%

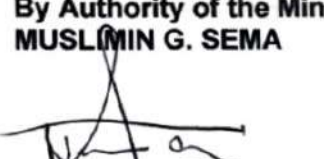
5. For work done in excess of eight (8) hours (overtime work) during a special day that also falls on worker's rest day, he/she shall be paid an additional thirty percent (30%) of his/her hourly rate on said day;

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

For strict compliance.



By Authority of the Minister
MUSLIMIN G. SEMA


TOMMY J. NAWA
Deputy Minister

February 23, 2023