



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. 0127**  
Series of 2023

**Payment of Wages for the Special Non-Working Holiday on March 18, 2023 in  
Observance of the Bangsamoro History Month**

In view of the Memorandum Circular No. 0046, series of 2023 issued by the Office of the Chief Minister on March 13, 2023, declaring March 18, 2023 as Special Non-Working Holiday in observance of Bangsamoro History Month, the following rules shall apply in Bangsamoro Autonomous Region in Muslim Mindanao, in accordance with the Labor Code of the Philippines, 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

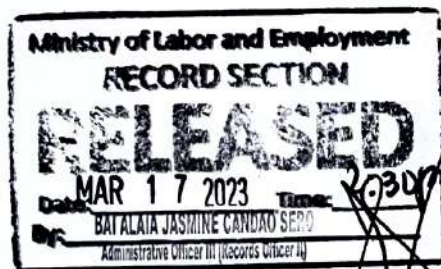
**Basic wage X 150%**

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.

March 14, 2023



MUSLIMIN G. SEMA  
Minister

