



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. 013/2023**  
**Series of 2023**

**Payment of Wages for the Special (Non-Working) Day on March 27, 2023 in Commemoration of the Signing of the Comprehensive Agreement of the Bangsamoro**

In view of Proclamation No. 0001, s. 2023 issued by the Office of the Chief Minister on March 24, 2023, declaring March 27, 2023 as Special (Non-Working) Day in commemoration of the signing of the Comprehensive Agreement of the Bangsamoro, 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.

**MUSLIMIN G. SEMA**  
Minister

March 24, 2023

