



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. 025
Series of 2023

Payment of Wages for the Regular Non-Working Holiday on July 28, 2023 in Observance of Ashura

In view of Memorandum Circular No. 0112 issued by the Office of the Chief Minister on July 24, 2023, declaring July 28, 2023 as Regular Non-Working Holiday in observance of Ashura, 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, he/she shall be paid 100% of his/her daily wage for that day;

Daily Wage X 100%

2. For the work done during regular holiday, the worker shall be paid a total of 200% of his/her daily wage for that day for the first eight hours;

Daily Wage X 200%

3. For work done in excess of eight (8) hours (overtime work) during a regular holiday, the worker shall be paid an additional compensation equivalent to the rate of the first eight hours (8) hours on a holiday plus at least thirty percent (30%) thereof;

Hourly rate of the daily wage X 200% X 130% X number of hours worked

4. For work done during a regular holiday that also falls on worker's rest day, he/she shall be paid an additional thirty percent (30%) of his/her daily wage of 200%;

[Daily Wage X 200%] + [30% (Daily Wage X 200%)]; and

5. For work done in excess of eight (8) hours (overtime work) during a regular holiday that also falls on worker's rest day, he/she shall be paid an additional compensation equivalent to the rate of the first eight (8) hours on a holiday or rest day plus at least thirty percent (30%) thereof;

Hourly Rate of the Daily Wage X 200% X 130% X 130% X number of hours

For strict compliance.

July 26, 2023


MUSLIMIN G. SEMA
Minister

