



**MINISTRY ORDER NO. 02673**  
**Series of 2022**

**Payment of Wages for the Legal (Regular) Holidays on April 9, 14, & 15  
and Special (Non-Working) Holiday on April 16, 2022**

In view of Proclamation No. 1236 issued by the Office of the President on October 29, 2021, declaring April 9, 14, & 15, 2022 as Regular Non-Working Holidays in observance of *Araw ng Kagitingan*, Maundy Thursday, and Good Friday respectively and April 16, 2022 as Special (Non-Working) Holiday in observance of the Black Saturday, the following rules shall apply in Bangsamoro Autonomous Region in Muslim Mindanao, in accordance with the Labor Code of the Philippines, to wit:

**A. Regular (Non-Working) Holidays - April 9, 14, & 15, 2022**

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**



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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



**B. Special (Non-Working) Holiday – April 16, 2022**

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**

However, establishments that have totally closed or ceased operation during the community quarantine period are exempted from the payment of the holiday pay under this Order.

For strict compliance.

April 4, 2022



MUSLIMIN G. SEMA  
Minister

