



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. Subanon Ave., 3rd Fl., Cotabato City 6300



MINISTRY ORDER NO. 115
Series of 2022

Payment of Wages for the Legal (Regular) Holiday on May 1, 2022

In view of Proclamation No. 1236 issued by the Office of the President on October 29, 2021, declaring May 1, 2022 as Regular Non-Working Holiday in observance of Labor Day, 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%;

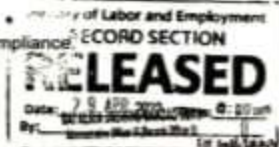
[Daily Wage X 200%] + [30% (Daily Wage X 200%)]; and

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

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, RECORD SECTION



MUSLIMIN G. SEMA
Minister

April 29, 2022