



MINISTRY ORDER NO. 029
Series of 2022

Payment of Wages for the Legal (Regular) Holiday on May 3, 2022

In view of Proclamation No. 1356 issued by the Office of the President on May 1, 2022, declaring May 3, 2022 as Regular Non-Working Holiday in observance of Eid'l Fitr (Feast of Ramadhan), 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.


MUSLIMIN G. SEMA
Minister

May 2, 2022