



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. *0315*  
Series of 2022**

**Payment of Wages for the Legal (Regular) Holiday on June 12, 2022  
in Observance of Independence Day**

In view of Proclamation No. 1236 issued by the Office of the President on October 29, 2021, declaring June 12, 2022 as Regular Non-Working Holiday in observance of Independence 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**

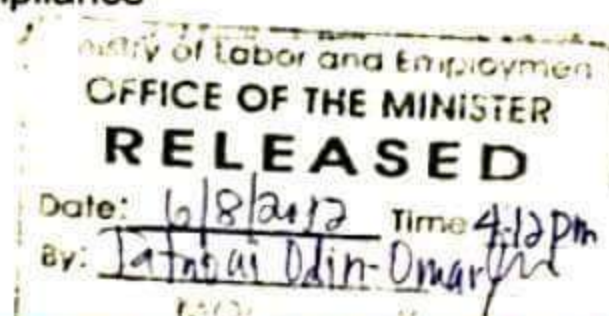
5. For work done in excess of eight (8) hours (overtime work) during a regular holiday that also falls on worker's rest day, he/she shall be paid an additional compensation equivalent to the rate of the first eight (8) hours on a holiday or rest day plus at least thirty percent (30%) thereof;

**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

June 1, 2022



*MUSLIMIN G. SEMA*  
Minister