



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. 0138**  
Series of 2024

**Payment of Wages for Regular Holidays on May 01, 2024**

In view of Proclamation No. 368 issued by the Office of the President of the Philippines on October 11, 2023 declaring May 01, 2024 as Regular Holiday, the following rules for pay shall apply in the Bangsamoro Autonomous Region in Muslim Mindanao in accordance with the Labor Code of the Philippines, to wit:

**1. Regular Holiday – May 01, 2024 (Labor Day)**

1.1 If the employee did not work, he/she shall be paid 100% of his/her daily wage for that day;

**Daily Wage X 100%**

1.2 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%**

1.3 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**

1.4 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**

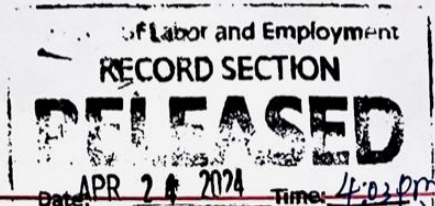
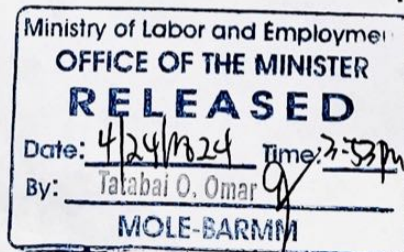
1.5 For work done in excess of eight (8) hours (overtime work) during a regular holiday that also falls on worker's rest day, he/she shall be paid an additional compensation equivalent to the rate of the first eight (8) hours on a holiday or rest day plus at least thirty percent (30%) thereof;

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

For strict compliance.

MUSLIMIN G. SEMA  
Minister

April 24, 2024





MALACAÑAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 368

**DECLARING THE REGULAR HOLIDAYS AND SPECIAL (NON-WORKING) DAYS  
FOR THE YEAR 2024**

**WHEREAS**, Republic Act (RA) No. 9492 dated 24 July 2007 amended Section 26, Chapter 7, Book I of Executive Order (EO) No. 292, also known as the Administrative Code of 1987, by declaring certain days (specific or movable) as special or regular holidays;

**WHEREAS**, on 10 February 2024, Chinese nationals all over the world will celebrate Spring Festival, popularly known as the Chinese New Year, which is one of the most revered and festive events celebrated not only in China but also in the Philippines, and such date may be declared as a special (non-working) day without detriment to public interest;

**WHEREAS**, Black Saturday, which falls on 30 March 2024, has been traditionally declared a special (non-working) day throughout the country, the observance of Holy Week being one of the most cherished traditions of our predominantly Catholic people;

**WHEREAS**, RA No. 9256 dated 25 February 2004 declared August 21 of every year as national non-working holiday to commemorate the death anniversary of former Senator Benigno S. Aquino Jr.;

**WHEREAS**, RA No. 10966 dated 28 December 2017 provides that December 8 of every year shall be celebrated as a special non-working holiday in the entire country to commemorate the Feast of the Immaculate Conception of Mary;

**WHEREAS**, declaring 02 November 2024 (Saturday), as additional special (non-working) day throughout the country will strengthen family ties by providing more time for the traditional All Saints' Day, All Souls' Day activities, as well as promote domestic tourism;

**WHEREAS**, RA No. 9177 dated 13 November 2002 declared the first day of Shawwal, the tenth month of the Islamic calendar, as a regular holiday throughout the country for the observance of *Eidul Fitr*; and

**WHEREAS**, RA No. 9849 dated 11 December 2009 provides that the tenth day of Zhul Hijja be declared as a national holiday in observance of *Eidul Adha*;

THE PRESIDENT OF THE PHILIPPINES

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., by virtue of the powers vested in me by the Constitution as President of the Philippines, do hereby declare:

**SECTION 1.** The following regular holidays and special days for the year 2024 shall be observed in the country:

**A. Regular Holidays**

New Year's Day	-	1	January (Monday)
Maundy Thursday	-	28	March
Good Friday	-	29	March
Araw ng Kagitingan	-	9	April (Tuesday)
Labor Day	-	1	May (Wednesday)
Independence Day	-	12	June (Wednesday)
National Heroes Day	-	26	August (Last Monday of August)
Bonifacio Day	-	30	November (Saturday)
Christmas Day	-	25	December (Wednesday)
Rizal Day	-	30	December (Monday)

**B. Special (Non-Working) Days**

Ninoy Aquino Day	-	21	August (Wednesday)
All Saints' Day	-	1	November (Friday)
Feast of the Immaculate Conception of Mary	-	8	December (Sunday)
Last Day of the Year	-	31	December (Tuesday)

**Additional Special (Non-Working) Days**

Chinese New Year	-	10	February (Saturday)
Black Saturday	-	30	March
All Souls' Day	-	2	November (Saturday)
Christmas Eve	-	24	December (Tuesday)

**SECTION 2.** The proclamations declaring national holidays for the observance of *Eidul Fitr* and *Eidul Adha* shall hereafter be issued after the approximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is possible or convenient. To this end, the National Commission on Muslim Filipinos shall recommend to the Office of the President the actual dates on which these holidays shall respectively fall.

**SECTION 3.** The Department of Labor and Employment shall promulgate the implementing guidelines for this Proclamation.

**SECTION 4.** This Proclamation shall take effect immediately.

**SECTION 5.** This Proclamation shall be published in a newspaper of general circulation.