



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. 004ji
Series of 2024

Payment of Wages for the Regular Holiday on January 21, 2024 in Observance of Bangsamoro Foundation Day

In view of Proclamation No. 005, series of 2023 issued by the Office of the Chief Minister of the Bangsamoro Autonomous Region in Muslim Mindanao on December 29, 2023, declaring January 21, 2024 as Regular Holiday in observance of Bangsamoro Foundation 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;

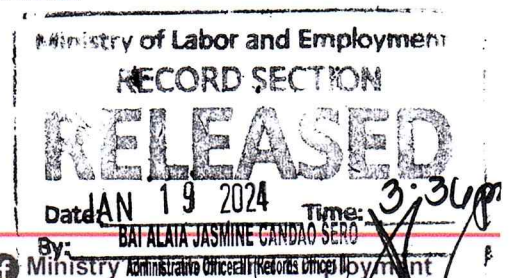
Hourly Rate of the Daily Wage X 200% X 130% X 130% X number of hours

For strict compliance.

January 19th, 2024



MUSLIMIN G. SEMA
Minister





Republic of the Philippines
Bangsamoro Autonomous Region in Muslim Mindanao
OFFICE OF THE CHIEF MINISTER
 Bangsamoro Government Center, Governor Gutierrez Avenue, Rosary Heights VII, Cotabato City 9600

PROCLAMATION NO. 00598
 Series of 2023

DECLARING THE REGULAR HOLIDAYS AND SPECIAL (WORKING/NON-WORKING) DAYS IN THE BANGSAMORO AUTONOMOUS REGION IN MUSLIM MINDANAO (BARM) FOR THE YEAR 2024

WHEREAS, Republic Act (RA) No. 9492 dated 24 July 2007 or "An Act Rationalizing the Celebration of National Holidays Amending for the Purpose Section 26, Chapter 7, Book I of Executive Order No. 292, as amended, Otherwise Known as the Administrative Code of 1987," declared certain days (specific or movable) as special or regular holidays;

WHEREAS, RA No. 9177 dated 13 November 2002, "An Act Declaring the First Day of Shawwal, the Tenth Month of the Islamic calendar, a National Holiday for the Observance of Eidul Fitr, and the Tenth Day of Zhul Hijja, the Twelfth Month of the Islamic calendar, a Regional Holiday in the Autonomous Region in Muslim Mindanao (ARMM) for the Observance of Eidul Adha, Amending for the purpose Section 26, Chapter 7 of Executive Order No. 292, Otherwise Known as the Administrative Code of 1987, and for Other Purposes," declared the first day of Shawwal, the tenth month of the Islamic calendar, as a regular holiday for the observance of Eidul Fitr;

WHEREAS, RA No. 9849 dated 11 December 2009, or "An Act Declaring the Tenth Day of Zhul Hijja, the Twelfth Month of the Islamic Calendar, a National Holiday for the Observance of Eidul Adha, Further Amending for the Purpose Section 26, Chapter 7, Book I of Executive Order No. 292, Otherwise Known as the Administrative Code of 1987, As Amended," provides that the tenth day of Zhul Hijja, the twelfth month of the Islamic calendar be declared a national holiday in observance of Eidul Adha;

WHEREAS, Book I, Chapter 2, Section 10 of the Bangsamoro Autonomy Act (BAA) No. 13, or "An Act Providing for the Bangsamoro Administrative Code and for Other Related Purposes" proclaims January 21 as the Bangsamoro Foundation Day;

WHEREAS, by virtue of Bangsamoro Autonomy Act No. 39, "An Act Governing the Observance of Regular and Special Holidays in the Bangsamoro Autonomous Region in Muslim Mindanao (BARM), Repealing for the Purpose Muslim Mindanao Autonomy Act No. 17, Otherwise Known as An Act Recognizing Muslim Historical and Religious Events and All Existing Muslim Holidays in the Autonomous Region in Muslim Mindanao (ARMM) and for Other Purposes," it is the policy of the Bangsamoro Government to recognize the observance of regional and local public holidays that preserve and promote the rich history, tradition, and cultural heritage of the Bangsamoro;

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Ministry of Labor and Employment
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WHEREAS, pursuant to the provisions of BAA No. 39, it is expressly mandated that the Chief Minister shall declare, through an official proclamation issued on or before December 31 of each calendar year, the regular and special holidays to be observed within BARMM in the succeeding year:"

WHEREAS, Art. VII, Sec. 32 of Republic Act No. 11054 grants the Chief Minister power to "issue executive orders and other policies of the Bangsamoro Government" and to "exercise such other powers and functions inherent to the office;"

NOW, THEREFORE, I, ABDULLAH M. CUSAIN, Assistant Senior Minister, by virtue of the powers vested in me as the Officer-in-Charge of the Office of the Chief Minister - BARMM, under OCM Special Order No. 518, series of 2023, by authority of the Chief Minister, AHOD B. EBRAHIM, do hereby declare:

SECTION 1. The following regular holidays and special (working/non-working) days for the year 2024 shall be observed in the Bangsamoro Autonomous Region:

REGULAR NON-WORKING HOLIDAYS:

1. **Bangsamoro Foundation Day - January 21 (Sunday)**
2. *Eid'l Fit'r - Shawwal 1*
3. *Eid'l Adha - Dhul Hijja 10*
4. *Day of Shuhada - March 18 (Monday)*

SPECIAL NON-WORKING HOLIDAYS:

1. *Day of Arafah - Dhul Hijja 9*
2. *1st Day of Tashriq - Dhul Hijja 11*

SPECIAL WORKING HOLIDAYS:

1. *Bangsamoro Day of Solidarity - February 1 (Thursday)*
2. *Battle of Bud Daho Day - March 6 (Wednesday)*
3. *Commemoration of the Signing of the Comprehensive Agreement on the Bangsamoro - March 27 (Wednesday)*
4. *Battle of Bayang Day - May 2 (Thursday)*
5. *Shiek Karimul Makhdum Day - November 7 (Thursday)*
6. *Shariff Kabunsuan Day - December 19 (Thursday)*
7. *Commemoration of the Signing of the Moro National Liberation Front-Organization of Islamic Conference-Government of the Republic of the Philippines (MNL-OIC-GRP) 1996 Final Peace Agreement and 1976 Tripoli Agreement - September 2 (Monday)*

Special Working Holidays (by virtue of Presidential Decree No. 1083):

8. *Amun Jadid - Muharram 1*
9. *Maulid-un-Nabi - Rabi-ul-Awwal 12*
10. *Lailatul Isra Wal Mi'raj - Rajab 27*

SECTION 2. The proclamations declaring national holidays for the observance of *Eid'l Fit'r* and *Eid'l Adha*, and special holidays for the observance of the *Day of Arafah*, *1st Day of Tashriq*, *Amun Jadid*, *Maulid-un-Nabi*, and *Lailatul Isra Wal Mi'raj* shall hereafter be issued after the approximate date of these 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.


SECTION 3. This Proclamation shall take effect immediately.

SECTION 4. This Proclamation shall be published in the Bangsamoro gazette or at least one (1) newspaper of general circulation in the BARMM.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Bangsamoro Government to be affixed.

DONE in the City of Cotabato, this 29th day of December Two Thousand and Twenty Three.


By Authority of the Chief Minister


ABDULLAH M. CUSAIN
Assistant Senior Minister
Officer-in-Charge

Bangsamoro Autonomous Region in Muslim Mindanao
Office of the Chief Minister
OFFICE OF THE SENIOR MINISTER
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