



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. 005 H
Series of 2024

Payment of Wages for Special (Non-Working) Days on February 9 & 10, 2024 as Additional Holidays

In view of Proclamation No. 368, series of 2023 and Proclamation No. 453, series of 2024 issued by the Office of the President of the Philippines, declaring February 9 & 10, 2024 as Additional Special (Non-Working) Days, 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, the "no work, no pay" principle shall apply unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day;
2. For the work done during the special day, the worker shall be paid an additional thirty percent (30%) of his/her basic wage on the first eight (8) hours of work;

Basic wage X 130%

3. For work done in excess of eight (8) hours (overtime work), the worker shall be paid an additional thirty percent (30%) of his/her hourly rate on the said day;

Hourly rate of the basic wage X 130% X 130% X number of hours worked

4. For work done during a special day that also falls on worker's rest day, the worker shall be paid an additional fifty percent (50%) of his/her basic wage on the first eight (8) hours of work; and

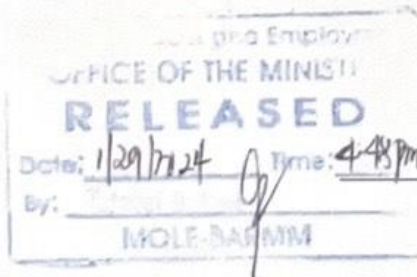
Basic wage X 150%

5. For work done in excess of eight (8) hours (overtime work) during a special day that also falls on worker's rest day, he/she shall be paid an additional thirty percent (30%) of his/her hourly rate on said day;

Hourly rate of the Basic wage X 150% X 130% X number of hours worked

For strict compliance.

January 29th, 2024



MUSLIMIN G. SEMA
Minister

