



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. 009
Series of 2024

**Payment of Wages for Regular Holidays on March 18, 28 & 29, 2024 and for
Special (Non-Working) Day on March 30, 2024**

In view of Proclamation No. 005 issued by the Office of the Chief Minister of the Bangsamoro Autonomous Region in Muslim Mindanao on December 29, 2023 declaring March 18, 2024 as Regular Holiday, and Proclamation No. 368 issued by the Office of the President of the Philippines on October 11, 2023 declaring March 28 & 29, 2024 as Regular Holidays and March 30, 2024 as Special (Non-Working) Day, 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 Holidays – March 18, 2024 (Day of *Shuhada*), March 28, 2024 (Maundy Thursday) and March 29, 2024 (Good Friday)

- 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



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2. Special (Non-Working) Day – March 30, 2024 (Black Saturday)

1.1 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;

1.2 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%

1.3 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

1.4 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

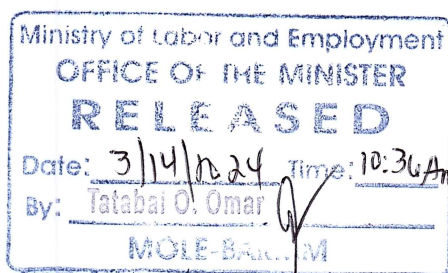
Basic wage X 150%

1.5 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.

March 14, 2024



MUSLIMIN G. SEMA
Minister

