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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



**MOLE ADVISORY NO. 003ji
Series of 2024**

Payment of Wages for Special (Non-Working) Day on November 01, 2024 (All Saint's Day) & November 02, 2024 (All Soul's Day) as Additional Holiday

In view of Proclamation No. 368, series of 2023 issued by the Office of the President of the Philippines, declaring November 1, 2024 as Special (Non-working) Day and November 02, 2024 as Additional Special (Non-Working) 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, 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

Be guided accordingly Ministry of Labor and Employment
OFFICE OF THE MINISTER

RELEASED

Date: 30 OCT 2024 Time: 10:19 AM
By: SITTIE RAHMA G. UTTO

MUSLIMIN G. SEMA
Minister

October 30, 2024



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.

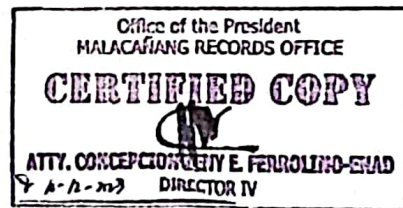
SECTION 5. This Proclamation shall be published in a newspaper of general circulation.

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

Done in the City of Manila, this 11th day of October, in the year of Our Lord, Two Thousand and Twenty Three.

By the President:


LUCAS P. BERSAMIN
Executive Secretary





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