



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



LABOR ADVISORY NO. 25
Series of 2022

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**Payment of Wages
for the Special (Non-Working) Day on December 8, 2022,
the Special (Working) Days on December 24 & 31, 2022,
and the Regular Holidays on December 25 & 30, 2022**

Pursuant to Proclamation No. 1236 issued by President Rodrigo Roa Duterte on October 29, 2021, the following pay rules shall apply:

1. Special (Non-Working) Day – December 8, 2022 (Feast of the Immaculate Conception of Mary)

- 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 work done during the special day, he/she shall be paid an additional 30% of his/her basic wage on the first eight hours of work (Basic wage x 130%);
- 1.3 For work done in excess of eight hours, he/she shall be paid an additional 30% of his/her hourly rate on 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 his/her rest day, he/she shall be paid an additional 50% of his/her basic wage on the first eight hours of work (Basic wage x 150%); and
- 1.5 For work done in excess of eight hours during a special day that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day (Hourly rate of the basic wage x 150% x 130% x number of hours worked).

2. Special (Working) Day – December 24, 2022 (Christmas Eve) and December 31, 2022 (Last Day of the Year)

For work performed on a declared Special Working Day, an employee is entitled only to his/her daily wage. No premium pay is required since work performed on said day is considered work on an ordinary working day.

3. Regular Holiday – December 25, 2022 (Christmas Day) and December 30, 2022 (Rizal Day)

- 3.1 If the employee did not work, he/she shall be paid 100% of his/her wage for that day, provided he/she worked or was on leave of absence with pay on the day immediately preceding the regular holiday. Where the day immediately preceding the regular holiday is a non-working day in the establishment or the scheduled rest day of the employee, he/she shall be entitled to holiday pay if he/she worked or was on leave of absence with pay on the day immediately preceding the non-working day or rest day (Basic wage x 100%);
- 3.2 For work done during the regular holiday, the employee shall be paid a total of 200% of his/her wage for that day for the first eight hours (Basic wage x 200%);
- 3.3 For work done in excess of eight hours, he/she shall be paid an additional 30% of his/her hourly rate on said day (Hourly rate of the basic wage x 200% x 130% x number of hours worked);
- 3.4 For work done during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her basic wage of 200% (Basic wage x 200% x 130%); and
- 3.5 For work done in excess of eight hours during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day (Hourly rate of the basic wage x 200% x 130% x 130% x number of hours worked).

Be guided accordingly.


BIENVENIDO E. LAGUESMA
Secretary

07 December 2022

Dept. of Labor & Employment
Office of the Secretary





MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 1236

**DECLARING THE REGULAR HOLIDAYS AND SPECIAL (WORKING/NON-WORKING)
DAYS FOR THE YEAR 2022**

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, RA No. 9849 dated 11 December 2009 provides that the Eidul Adha shall be celebrated as a national holiday;

WHEREAS, on 01 February 2022, 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, on 25 February 2022, the country will commemorate the 36th Anniversary of the EDSA People Power Revolution, which restored democracy and ushered political, social, and economic reforms in the country;

WHEREAS, Black Saturday, which falls on 16 April 2022, 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. 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; and

WHEREAS, for the country to recover from the adverse economic impact of the COVID-19 pandemic, there is a need to encourage economic productivity by, among others, minimizing work disruption and commemorating some special holidays as special (working) days instead;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, 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 2022 shall be observed in the country:

A. Regular Holidays

New Year's Day	-	1	January (Saturday)
Araw ng Kagitingan	-	9	April (Saturday)

Maundy Thursday	-	14	April
Good Friday	-	15	April
Labor Day	-	1	May (Sunday)
Independence Day	-	12	June (Sunday)
National Heroes Day	-	29	August (Last Monday of August)
Bonifacio Day	-	30	November (Wednesday)
Christmas Day	-	25	December (Sunday)
Rizal Day	-	30	December (Friday)

B. Special (Non-Working) Days

Chinese New Year	-	1	February (Tuesday)
EDSA People Power Revolution Anniversary	-	25	February (Friday)
Black Saturday	-	16	April
Ninoy Aquino Day	-	21	August (Sunday)
All Saints' Day	-	1	November (Tuesday)
Feast of the Immaculate Conception of Mary	-	8	December (Thursday)

C. Special (Working) Days

All Souls' Day	-	2	November (Wednesday)
Christmas Eve	-	24	December (Saturday)
Last Day of the Year	-	31	December (Saturday)

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 29th day of October, in the year of Our Lord, Two Thousand and Twenty One.

By the President:


SALVADOR C. MEDIALDEA
 Executive Secretary

