



**LABOR ADVISORY NO. 01**  
Series of 2024

*belk*  
DOLE-PS 26JAN'24 14:00

**Payment of Wages for the Additional Special (Non-Working)  
Days on 09 and 10 February 2024**

Pursuant to Proclamation No. 368, Series of 2023, declaring 10 February 2024 (Chinese New Year), as an additional special (non-working) day and Proclamation No. 453, Series of 2024, declaring 09 February 2024 as an additional special (non-working) day, the following pay rules shall apply:

1. If the employee does 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 work done during the special day, the employer shall pay the employee an additional 30% of the basic wage on the first eight hours of work (*basic wage x 130%*).
3. For work done in excess of eight hours, the employer shall pay the employee an additional 30% of the hourly rate on said day (*hourly rate of the basic wage x 130% x 130% x number of hours worked*).
4. For work done during the special day that also falls on the employee's rest day, the employer shall pay the employee an additional 50% of the basic wage on the first eight hours of work (*basic wage x 150%*).
5. For work done in excess of eight hours during the special day that also falls on the employee's rest day, the employer shall pay the employee an additional 30% of the hourly rate on said day (*hourly rate of the basic wage x 150% x 130% x number of hours worked*).

Be guided accordingly.

*Belk*  
**BIENVENIDO E. LAGUESMA**  
Secretary

26 January 2024



Department of Labor and Employment  
Office of the 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



**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. 453

DECLARING FRIDAY, 09 FEBRUARY 2024, A SPECIAL (NON-WORKING) DAY  
THROUGHOUT THE COUNTRY

WHEREAS, Proclamation No. 368 dated 11 October 2023 declared 10 February 2024 (Chinese New Year), Saturday, as a special non-working day throughout the country;

WHEREAS, the declaration of 09 February 2024, Friday, as an additional special (non-working) day throughout the country will give the people the full opportunity to celebrate the Chinese New Year and enable our countrymen to avail of the benefits of a longer weekend;

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by law, do hereby declare 09 February 2024 (Friday) as a special (non-working) day throughout the country.

The Department of Labor and Employment is hereby directed to issue the appropriate circular to implement this Proclamation for the private sector.

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 18th day of January, in the year of Our Lord, Two Thousand and Twenty Four.

By the President:

  
LUCAS P. BERSAMIN  
Executive Secretary



THE PRESIDENT OF THE PHILIPPINES

