



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



LABOR ADVISORY NO. 08
Series of 2024

**Payment of Wages for the Regular Holiday
on June 17, 2024 (Eid'l Adha)**

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DOLE-AS 7JUN'24 17:18

Pursuant to Proclamation No. 579, Series of 2024, the following pay rules shall apply:

1. If the employee does not work, the employer shall pay 100% of the employee's wage for that day, provided that the employee reports to work or is 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 or she shall be entitled to holiday pay if the employee reports to work or is on leave of absence with pay on the day immediately preceding the non-working day or rest day (*Basic wage x 100%*);
2. For work done during the regular holiday, the employer shall pay a total of 200% of the employee's wage for that day for the first eight hours (*Basic wage x 200%*);
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 200% x 130% x number of hours worked*);
4. For work done during a regular holiday that also falls on the employee's rest day, the employer shall pay the employee an additional 30% of the basic wage of 200% (*Basic wage x 200% x 130%*); and
5. For work done in excess of eight hours during a regular holiday 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 200% x 130% x 130% x number of hours worked*).

Be guided accordingly.


UNDERSECRETARY CARMELA I. TORRES
Officer-in-Charge, Office of the Secretary

07 June 2024



Department of Labor and Employment
Office of the Secretary



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MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 579

DECLARING MONDAY, 17 JUNE 2024, A REGULAR HOLIDAY THROUGHOUT THE COUNTRY, IN OBSERVANCE OF *EID'L ADHA* (FEAST OF SACRIFICE)

WHEREAS, *Eid'l Adha* or the Feast of Sacrifice is one of the two greatest feasts of Islam;

WHEREAS, Republic Act No. 9849 declared the Tenth day of Zhul Hijja, the Twelfth month of the Islamic Calendar, a national holiday for the observance of Eidul Adha (*Eid'l Adha*), with a movable date;

WHEREAS, following the 1445 Hijrah Islamic Lunar Calendar, the National Commission on Muslim Filipinos has recommended that 17 June 2024, Monday, be declared a national holiday, in observance of *Eid'l Adha*;

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Monday, 17 June 2024, a regular holiday throughout the country, in observance of *Eid'l Adha*.

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 4th day of June, in the year of Our Lord, Two Thousand and Twenty Four.

By the President:


LUCAS P. BERSAMIN
Executive Secretary


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Office of the President
MALACAÑANG RECORDS OFFICE
CERTIFIED COPY
ATTY. KAMILLE N. ESPINO
ACTING DIRECTOR IV
HEAVENLY
JUL 6 2024



THE PRESIDENT OF THE PHILIPPINES