



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



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LABOR ADVISORY NO. 14
Series of 2023

**Payment of Wages for the Regular Holiday on June 28, 2023
in Observance of Eid'l Adha (Feast of Sacrifice)**

Pursuant to Proclamation No. 258, Series of 2023, 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.

BIENVENIDO E. LAGUESMA
Secretary

Dept. of Labor & Employment
Office of the Secretary



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16 June 2023



MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 258

DECLARING WEDNESDAY, 28 JUNE 2023, 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;

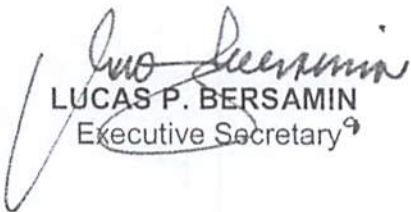
WHEREAS, following the 1444 Hijrah Islamic Lunar Calendar, the National Commission on Muslim Filipinos has recommended that 28 June 2023, Wednesday, be declared a national holiday, in observance of *Eid'l Adha*;

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Wednesday, 28 June 2023, 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 13th day of June, in the year of Our Lord, Two Thousand and Twenty Three.

By the President:


LUCAS P. BERSAMIN
Executive Secretary⁹



THE PRESIDENT OF THE PHILIPPINES

