



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



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**LABOR ADVISORY NO. 9-A**  
Series of 2024

**Payment of Wages for the Special (Non-Working) Day  
on August 23, 2024 (Ninoy Aquino Day)**

Pursuant to Proclamation No. 665, Series of 2024, amending Proclamation No. 368, Series of 2023, the following pay rules shall apply:

**1. Special (Non-Working) Day – August 23, 2024 (Ninoy Aquino Day)**

- 1.1 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;
- 1.2 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%*);
- 1.3 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*);
- 1.4 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%*); and
- 1.5 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*).

**2. Ordinary Working Day– August 21, 2024**

- 2.1 It shall be considered as an ordinary working day for the purpose of payment of wages and wage-related benefits;
- 2.2 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;
- 2.3 For work done on an ordinary working day, the employer shall pay 100% of the employee’s wage for that day for the first eight hours (*Basic wage x 100%*); and

- 2.4 For work done in excess of eight hours, the employer shall pay the employee an additional 25% of the hourly rate on said day (Hourly rate of the basic wage x 125%).

The pay rules under Labor Advisory No. 09, Series of 2024 shall apply to the Regular Holiday on August 26, 2024 (National Heroes Day).

  
**BIENVENIDO E. LAGUESMA**  
Secretary

14 August 2024





MALACAÑAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 665

**AMENDING PROCLAMATION NO. 368 S. 2023 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**, RA No. 9492 provides that Ninoy Aquino Day may be celebrated on the Monday nearest August 21 unless modified by law or proclamation;

**WHEREAS**, Proclamation No. 368 dated 11 October 2023 declared 21 August 2024 (Ninoy Aquino Day), Wednesday, as a special non-working day throughout the country;

**WHEREAS**, in order to provide for a longer weekend thereby promoting domestic tourism, the celebration of Ninoy Aquino Day may be moved from 21 August 2024 (Wednesday) to 23 August 2024 (Friday), provided that the historical significance of Ninoy Aquino Day is maintained;

**NOW, THEREFORE, I, FERDINAND R. MARCOS, JR.**, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Friday, 23 August 2024, 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 15th day of August, in the year of Our Lord, Two Thousand and Twenty Four.

By the President:

  
**LUCAS P. BERSAMIN**  
Executive Secretary



THE PRESIDENT OF THE PHILIPPINES

  
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