



LABOR ADVISORY NO. 10
Series of 2023

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**Payment of Wages for the Regular Holiday on April 21, 2023
in Observance of Eid'Il Fitr (Feast of Ramadhan)**

Pursuant to Proclamation No. 201 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 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%*);
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



17 April 2023



MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 201

DECLARING FRIDAY, 21 APRIL 2023, A REGULAR HOLIDAY THROUGHOUT THE COUNTRY IN OBSERVANCE OF *EID'L FITR* (FEAST OF RAMADHAN)

WHEREAS, Republic Act No. 9177, amending Section 26, Chapter 7, Book I of Executive Order No. 292, declared *Eidul Fitr* (*Eid'l Fitr*) as a regular holiday throughout the country;

WHEREAS, the National Commission on Muslim Filipinos has recommended the declaration of Friday, 21 April 2023, as a national holiday in observance of *Eid'l Fitr* (Feast of Ramadhan); and

WHEREAS, in order to bring the religious and cultural significance of the *Eid'l Fitr* to the fore of national consciousness, and to allow the entire Filipino nation to join their Muslim brothers and sisters in peace and harmony in the observance and celebration of *Eid'l Fitr*, it is necessary to declare Friday, 21 April 2023, a regular holiday throughout the country.

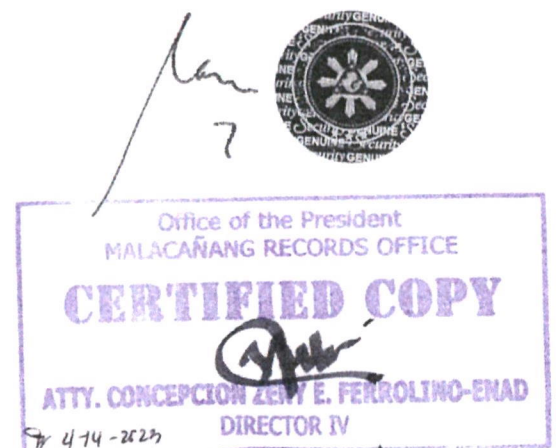
NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Friday, 21 April 2023, a regular holiday throughout the country in observance of *Eid'l Fitr* (Feast of Ramadhan).

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 14th day of April, in the year of Our Lord, Two Thousand and Twenty Three.

By the President:


LUCAS P. BERSAMIN
Executive Secretary



THE PRESIDENT OF THE PHILIPPINES

