



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



LABOR ADVISORY NO. 09
Series of 2016

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY ON JULY 6, 2016
IN OBSERVANCE OF *EID'L FITR* (FEAST OF RAMADHAN)**

Pursuant to Proclamation No. 06 issued by President Rodrigo R. Duterte on July 04, 2016, the following rules for pay on regular holidays shall apply on July 6, 2016:

1. If the employee did not work, he/she shall be paid 100% of his/her salary for that day $[(\text{Daily rate} + \text{COLA}) \times 100\%]$ ¹;
2. For work done during the regular holiday, the employee shall be paid 200% of his/her regular salary for that day for the first eight hours $[(\text{Daily rate} + \text{COLA}) \times 200\%]$ ¹;
3. For work done in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day $[\text{Hourly rate of the basic daily wage} \times 200\% \times 130\% \times \text{number of hours worked}]$;
4. For work done during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her daily rate of 200% $[(\text{Daily rate} + \text{COLA}) \times 200\%] + [30\% (\text{Daily rate} \times 200\%)]$; and
5. For work done in excess of eight hours (overtime work) during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day $(\text{Hourly rate of the basic daily wage} \times 200\% \times 130\% \times 130\% \times \text{number of hours worked})$.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

4 July 2016

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay



MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 06

DECLARING WEDNESDAY, 6 JULY 2016, AS A REGULAR HOLIDAY
THROUGHOUT THE COUNTRY IN OBSERVANCE OF *EID'L FITR*
(FEAST OF RAMADHAN)

WHEREAS, Republic Act No. 9177 declared *Eid'l Fitr* (Feast of
Ramadhan) as a regular holiday throughout the country;

WHEREAS, *Eid'l Fitr* is celebrated by the Muslim world for three (3)
days after the end of the month of fasting;

Wednesday, July 6, 2016
Observed

WHEREAS, the entire Filipino nation should have the full opportunity to
join their Muslim brothers and sisters in peace and harmony in the
observance and celebration of *Eid'l Fitr*, and

WHEREAS, in order to bring the religious and cultural significance of
the *Eid'l Fitr* to the fore of national consciousness, it is necessary to declare
Wednesday, 6 July 2016, as a regular holiday throughout the country.

NOW, THEREFORE, I, RODRIGO R. DUTERTE, President of the
Philippines, by virtue of the powers vested in me by law, do hereby declare
Wednesday, 6 July 2016, as 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 4th day of July, in the year of Our
Lord, Two Thousand and Sixteen.

R Duterte



By the President:

S. Medialdea
SALVADOR C. MEDIALDEA
Executive Secretary

