



LABOR ADVISORY NO. 04
Series of 2025

Jason
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**Payment of Wages for the Regular Holidays on
01 April 2025 (Eid'l Fitr), 09 April 2025 (Araw ng Kagitingan),
17 April 2025 (Maundy Thursday), and 18 April 2025 (Good Friday),
and Special (Non-Working) Day on 19 April 2025 (Black Saturday)**

Pursuant to Proclamation No. 839, Series of 2025, and Proclamation No. 727, Series of 2024, the following pay rules shall apply:

1. Regular Holidays – 01 April (Eid'l Fitr), 09 April (Araw ng Kagitingan), 17 April (Maundy Thursday) and 18 April (Good Friday)

- 1.1 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%*);
- 1.2 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%*);
- 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 200% x 130% x number of hours worked*);
- 1.4 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
- 1.5 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*).

2. Special (Non-Working) Day – 19 April (Black Saturday)

- 2.1 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;
- 2.2 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%*);
- 2.3 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*);
- 2.4 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
- 2.5 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*).

Be guided accordingly.

24 March 2025


BIENVENIDO E. LAGUESMA
Secretary





MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 839

DECLARING TUESDAY, 01 APRIL 2025, 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 NCMF has recommended the declaration of 31 March 2025, (Monday), or 01 April 2025 (Tuesday) as a national holiday in observance of *Eid'l Fitr* (Feast of Ramadhan);

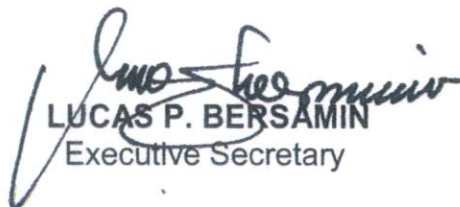
WHEREAS, in order to bring the religious and cultural significance of the *Eid'l Fitr* to the fore of national consciousness, and to allow the entire Filipino nation to join their Muslim brothers and sisters in peace and harmony in the observance and celebration of *Eid'l Fitr*, it is necessary to declare 01 April 2025, Tuesday, 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 Tuesday, 01 April 2025, 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 20th day of March, in the year of Our Lord, Two Thousand and Twenty Five.

By the President:


LUCAS P. BERSAMIN
Executive Secretary






THE PRESIDENT OF THE PHILIPPINES



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 727

**DECLARING THE REGULAR HOLIDAYS AND SPECIAL (NON-WORKING) DAYS
FOR THE YEAR 2025**

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, on 29 January 2025, Chinese nationals all over the world will celebrate Spring Festival, popularly known as the Chinese New Year, which is one of the most revered and festive events celebrated not only in China but also in the Philippines, and such date may be declared as a special (non-working) day without detriment to public interest;

WHEREAS, on 25 February 2025 (Tuesday), the country will commemorate the 39th Anniversary of the EDSA People Power Revolution which ushered political, social, and economic reforms in the country, thus, may be declared as a special working day;

WHEREAS, Black Saturday, which falls on 19 April 2025, has been traditionally declared a special (non-working) day throughout the country, the observance of Holy Week being one of the most cherished traditions of our predominantly Catholic people;

WHEREAS, RA No. 9256 dated 25 February 2004 declared August 21 of every year as national non-working holiday to commemorate the death anniversary of former Senator Benigno S. Aquino Jr.;

WHEREAS, RA No. 10966 dated 28 December 2017 provides that December 8 of every year shall be celebrated as a special non-working holiday in the entire country to commemorate the Feast of the Immaculate Conception of Mary;

WHEREAS, declaring 31 October 2025 (Friday) and 24 December 2025 (Wednesday), as additional special (non-working) days throughout the country will strengthen family ties by providing more time for the traditional All Saints' Day, All Souls' Day, and Christmas Day activities, as well as promote domestic tourism;

THE PRESIDENT OF THE PHILIPPINES

WHEREAS, RA No. 9177 dated 13 November 2002 declared the first day of Shawwal, the tenth month of the Islamic calendar, as a regular holiday throughout the country for the observance of *Eidul Fitr*; and

WHEREAS, RA No. 9849 dated 11 December 2009 provides that the tenth day of Zhul Hijja be declared as a national holiday in observance of *Eidul Adha*;

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., by virtue of the powers vested in me by the Constitution as President of the Philippines, do hereby declare:

SECTION 1. The following regular holidays and special days for the year 2025 shall be observed in the country:

A. Regular Holidays

New Year's Day	-	1	January (Wednesday)
Araw ng Kagitingan	-	9	April (Wednesday)
Maundy Thursday	-	17	April
Good Friday	-	18	April
Labor Day	-	1	May (Thursday)
Independence Day	-	12	June (Thursday)
National Heroes Day	-	25	August (Last Monday of August)
Bonifacio Day	-	30	November (Sunday)
Christmas Day	-	25	December (Thursday)
Rizal Day	-	30	December (Tuesday)

B. Special (Non-Working) Days

Ninoy Aquino Day	-	21	August (Thursday)
All Saints' Day	-	1	November (Saturday)
Feast of the Immaculate Conception of Mary	-	8	December (Monday)
Last Day of the Year	-	31	December (Wednesday)

C. Special (Working) Day

EDSA People Power Revolution Anniversary	-	25	February (Tuesday)
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Additional Special (Non-Working) Days

Chinese New Year	-	29	January (Wednesday)
Black Saturday	-	19	April
Christmas Eve	-	24	December (Wednesday)
All Saints' Day Eve	-	31	October (Friday)

SECTION 2. The proclamations declaring national holidays for the observance of *Eidul Fitr* and *Eidul Adha* shall hereafter be issued after the approximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is possible or convenient. To this end, the National Commission on Muslim Filipinos shall

recommend to the Office of the President the actual dates on which these holidays shall respectively fall.

SECTION 3. The Department of Labor and Employment shall promulgate the implementing guidelines for this Proclamation.

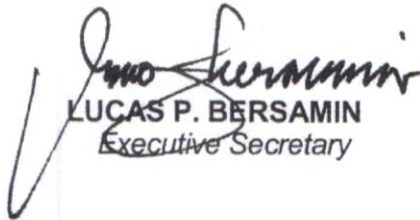
SECTION 4. This Proclamation shall take effect immediately.

SECTION 5. This Proclamation shall be published in a newspaper of general circulation.

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 30th day of October, in the year of Our Lord, Two Thousand and Twenty Four.

By the President:


LUCAS P. BERSAMIN
Executive Secretary

