



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



Belle
DOLE-AS 18 JUL '25 10:30

LABOR ADVISORY NO. 09
Series of 2025

**Payment of Wages for the Special (Non-Working) Day
on 27 July 2025**

Pursuant to Proclamation No. 729, Series of 2024, the following pay rules shall apply:

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. 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%*);
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*);
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
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.


BIENVENIDO E. LAGUESMA
Secretary



Department of Labor and Employment
Office of the Secretary



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18 July 2025



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 729

DECLARING SUNDAY, 27 JULY 2025, AS A SPECIAL (NON-WORKING) DAY
THROUGHOUT THE COUNTRY

WHEREAS, on 27 July 2025, Sunday, the Iglesia ni Cristo will celebrate its
Founding Anniversary;

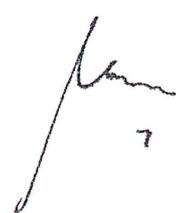
WHEREAS, in order to give the members of Iglesia ni Cristo the full opportunity
to participate in the occasion, 27 July 2025, Sunday, may be declared as a special
(non-working) day throughout the country;

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the
Philippines, by virtue of the powers vested in me by law, do hereby declare Sunday,
27 July 2025, a special (non-working) day throughout the country.

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:


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LUCAS P. BERSAMIN
Executive Secretary

THE PRESIDENT OF THE PHILIPPINES


REPUBLIC OF THE PHILIPPINES
OFFICE OF THE EXECUTIVE SECRETARY
MALACAÑAN RECORDS OFFICE
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ATTY. LOVELY V. TOLENTINO-NAVA
ACTING DIRECTOR IV
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