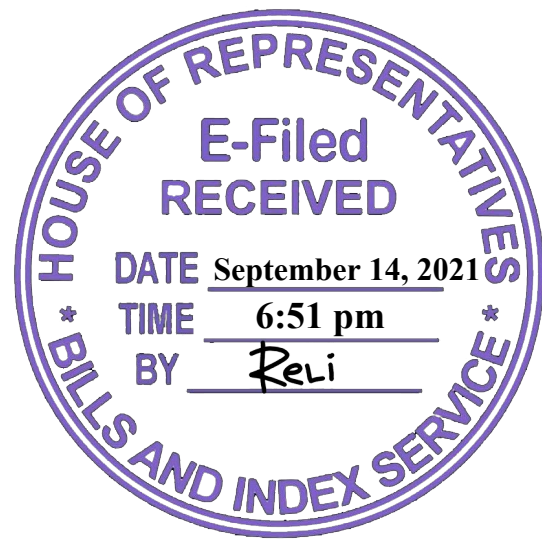




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
Third Regular Session

House Bill No. 10214



Introduced by Representative Junie E. Cua
Lone District, Quirino

AN ACT
RATIONALIZING THE NUMBERS OF HOLIDAYS IN THE PHILIPPINES,
AMENDING FOR THE PURPOSE SECTION 26, CHAPTER 7, BOOK I
OF EXECUTIVE ORDER NO. 292,
OTHERWISE KNOWN AS THE ADMINISTRATIVE CODE OF 1987, AS AMENDED

EXPLANATORY NOTE

The Philippines has 22 holidays in a year, roughly equivalent to one full month of work. This puts our country among the top five percent of world economies in terms of the number of holidays. Among ASEAN, the Philippines has the highest number of holidays, along with Indonesia. Even among predominantly Catholic countries, the Philippines lies on the higher end in terms of the number of holidays.

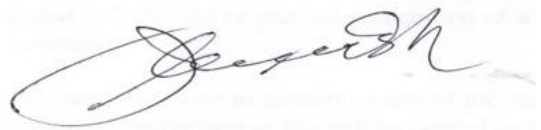
All these holidays result in lower productivity and cost some 346 billion pesos a year in wages, largely borne by the employers as they are required to pay the full daily wage during holidays. Moreover, employers are required to pay higher compensation for employees who go to work or render overtime services during holidays.

Although the large number of holidays seem to compensate for the Philippines having least number of mandated paid leaves among all ASEAN economies, both the private sector and the government provide more than 30 days of leave per year. There are also numerous other special leaves provided under various laws. In addition, work is called off for around two to seven days per year because of typhoon, flooding, and other calamities.

In order to improve competitiveness and overall productivity, this bill proposes to rationalize the number of holidays and reduce the number thereof to 12 days per year, or roughly one day per month, which is in line with the global median.

In summary, the bill proposes the following: (a) the eight traditional holidays (*i.e.*, New Year's Day, Maundy Thursday, Good Friday, Black Saturday, Labor Day, Independence Day, All Saints' Day, and Christmas Day) will be retained; (b) there will be one holiday to commemorate all heroes (which shall be celebrated on Rizal Day); (c) there will be one inter-faith/cultural holiday, to be commemorated at the option of the employees based on their religious or cultural preferences; (d) there will be one holiday to commemorate the death of Ninoy Aquino together with the anniversary of the EDSA People Power Revolution, which are related events; (e) there will be one local holiday, which shall fall on a Monday, to be celebrated on a month with no holiday, such as August, September, or October; and (f) move holidays to Mondays as much as possible to spur tourism and holiday spending.

In view of the foregoing, the approval and promulgation of this bill is earnestly sought.



JUNIE E. CUA



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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

1 SECTION 1. *Short Title.* This Act shall be known as the “Holiday Rationalization
2 Act of 2021.”

3 SECTION 2. *Declaration of Policy.* It is hereby declared the policy of the State to
4 improve competitiveness and overall productivity by rationalizing the number
5 of holidays to be comparable to the global median.

6 SECTION 3. Section 26, Chapter 7, Book I of Executive Order No. 292, otherwise
7 known as “The Administrative Code of 1987”, as amended, is hereby amended
8 to read as follows:

9 “Section 26. Regular Holidays and Nationwide Special Days. – (1) Unless
10 otherwise modified by law, ~~order or proclamation~~, the following regular
11 holidays and special days shall be observed in this country:

12 (A) Regular Holidays

New Year’s Day	– January 1
Maundy Thursday	– Movable date

Good Friday	– Movable date
Araw ng Kagitingan (Bataan and Corregidor Day)	– April 9
Labor Day	– MONDAY NEAREST May 1
Independence Day	– MONDAY NEAREST June 12
National Heroes Day	– Last Sunday of August
Bonifacio Day	– November 30
Christmas Day	– December 25
Rizal Day NATIONAL HEROES DAY	– MONDAY NEAREST December 30

1 (B) Nationwide Special Days

EDSA PEOPLE POWER REVOLUTION AND NINOY AQUINO DAY	– MONDAY NEAREST FEBRUARY 25
BLACK SATURDAY	– MOVABLE DATE
All Saints Day	– MONDAY NEAREST November 1
Last Day of the Year	– December 31
INTER-FAITH/CULTURE HOLIDAY	FLEXIBLE DATE

2 THERE SHALL BE ONE INTER-FAITH/CULTURE HOLIDAY FOR THE
3 OBSERVANCE OF THE CHINESE NEW YEAR, EIDUL FITR, EIDUL ADHA, OR
4 FEAST OF THE IMMACULATE CONCEPTION OF MARY. ALL EMPLOYEES ARE
5 ENTITLED TO CHOOSE ONE (1) SPECIAL DAY TO COMMEMORATE THEIR
6 CHOSEN INTER-FAITH/CULTURE HOLIDAY BASED ON THEIR RELIGIOUS OR
7 CULTURAL PREFERENCES.

8 (2) The terms “legal or regular holiday” and “special holiday”, as used in
9 laws, orders, rules and regulations or other issuances shall be referred
10 to as “regular holiday” and “special day”, respectively.”

11 SECTION 4. *Local Holiday*. Within six (6) months from the effectivity of this Act,
12 the concerned Sangguniang Panlalawigan or Sangguniang Panlungsod shall
13 enact ordinances establishing one local holiday for their respective local
14 government units. This local holiday, which shall fall on a Monday, shall be
15 celebrated on a month with no holiday, such as August, September, or October.

1 Copies of said ordinances shall be submitted to the Office of the President and
2 the Department of Labor and Employment (DOLE).

3 SECTION 5. *Presidential Proclamation.* The President shall issue a proclamation
4 fixing the specific date of the movable holidays under this Act for every
5 particular year. Aside from the holidays provided under this Act, no other
6 proclamation, decree, or order declaring any local special non-working day for a
7 particular date, group, or place may be issued.

8 SECTION 6. *Implementing Rules and Regulations.* The Department of Labor and
9 Employment (DOLE) shall promulgate the rules and regulations to implement
10 the provisions of this Act within ninety (90) days from its effectivity.

12 SECTION 7. *Repealing Clause.* All laws, decrees, orders, and proclamations
13 declaring national or local holidays are hereby repealed. All other laws, decrees,
14 orders, proclamations, rules, regulations, and issuances, or any part thereof, in
15 so far they are inconsistent with the provisions of this Act are hereby repealed
16 or modified accordingly.

17
18 SECTION 8. *Effectivity.* This Act shall take effect immediately upon its publication
19 in in the Official Gazette or in a newspaper of general circulation.

20 Approved,