

THIRTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

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S E N A T E

S. No. 485

Introduced by Senator S. R. Osmeña III

EXPLANATORY NOTE

The Philippines probably has more official non-working holidays than most developed countries. This means that government and business concerns have to shoulder higher overhead costs of production. There is therefore an incentive for employers to hire more personnel on a daily rather than monthly basis. On a daily basis, the cost of holidays is shouldered by the worker, who do not get paid on holidays.

When official holidays fall on a Tuesday or Thursday, there is a tendency for government and/or private employees to consider the "sandwiched" day as another holiday and intentionally to absent themselves from work. This leads to further erosions in manpower productivity.

This bill proposes that all national and local non-working holidays, regardless of the calendar date of the actual even or anniversary sought to be celebrated, must fall on a Monday or a Friday.

In view of the foregoing, early passage of this bill is earnestly requested.

S. Osmeña III

SERGIO OSMEÑA III
Senator

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**AN ACT
DECLARING ALL OFFICIAL NON-WORKING DAYS TO FALL EITHER ON A
MONDAY OR A FRIDAY**

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

1 **Section 1.** Monday or Friday Holiday. – All official non-working days shall
2 be scheduled to fall either on a Monday or a Friday.

3 The term "official non-working days" as used in this Act shall include those
4 days declared and recognized by the government of the Republic of the
5 Philippines wherein employees of both the public and the private sectors are
6 *privileged not to attend work* because of a national, international or traditional
7 observance or celebration. It shall not include the legal/regular holidays and
8 special days enumerated under Section One of Executive Order Two Hundred
9 and Three (203).

10 **Sec.2. Guidelines.** – For the purpose of scheduling official non-working
11 days, the following guidelines shall be followed:

12 a) When the holiday should fall on a Tuesday or Wednesday,
13 the non-working day shall be scheduled on the Monday of the same week.

14 b) When the holiday should fall on a Thursday, the non-working
15 day shall be scheduled on the Friday of the same Week.

1 **Sec. 3. Repealing Clause.** – Any provision of law, decree, executive
2 order or issuance inconsistent herewith are hereby repealed and/or modified
3 accordingly.

4 **Sec. 4. Separability Clause.** – If any of the sections or provisions of this
5 Act is held invalid, all the other provisions not affected thereby shall remain valid.

6 **Sec. 5. Effectiviy Clause.** – This Act shall take effect fifteen (15) days
7 after its publication in the Official Gazette or in at least two (2) national
8 newspapers of general circulation.

Approved,