

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

15th CONGRESS
First Regular Session

HOUSE BILL NO. 4081

Introduced by REP. SALVADOR H. ESCUDERO III

EXPLANATORY NOTE

The Philippines currently observes eighteen (18) national non-working holidays, including thirteen (13) regular holidays, four (4) special holidays and one school holiday. Moreover, the foundation days and fiestas of almost every town, city and province have already been proclaimed as non-working holidays, raising the number of local non-working holidays to more than a hundred.

As if all these holidays were not enough, Republic Act No. 9492 "rationalized" the celebration of national holidays by moving the commemoration of certain holidays to the Mondays nearest their original dates. This ensured that each and every national non-working holiday will fall on a weekday.

RA 9492 was based on the so-called principle of holiday economics and was intended to boost the economy by giving more opportunities for our countrymen to engage in domestic tourism. While the intention is laudable, this has been causing much grief to our manufacturing, industrial and other business sectors. The numerous and frequent holidays translate to loss of work hours and/or higher overhead costs due to the premium payments given for work rendered.

There is obviously a need to acknowledge in equal measure the economic contributions of both the tourism industry and the manufacturing/industrial sector and to strike a balance between the two interests. This bill seeks to do just that.

Without taking anything away from the significance of any of our national holidays, it is proposed that certain national holidays which are better commemorated through appropriate programs in schools and establishments, as well as all local holidays shall now be *working* holidays. Likewise, we must abandon the practice (formalized in RA 9492) of moving holidays that actually fall on a weekend to the nearest working day.

In light of the above, approval of this bill is earnestly sought.


SALVADOR H. ESCUDERO III
Representative
1st District, Sorsogon

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AN ACT
DECLARING CERTAIN NATIONAL HOLIDAYS AND ALL LOCAL HOLIDAYS AS
WORKING HOLIDAYS AND AMENDING FOR THE PURPOSE REPUBLIC ACT
9492, PRESIDENTIAL DECREE 442, OTHERWISE KNOWN AS THE LABOR CODE
OF THE PHILIPPINES, AND OTHER LAWS AND ORDINANCES INCONSISTENT
WITH THIS ACT

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

SECTION 1. *Title* – This Act shall be known as the “Holiday Rationalization Act.”

SEC. 2. *Regular and Special Holidays as Working Holidays* – All declared regular and national special holidays in the Philippines, except for New Year’s Day, Maundy Thursday, Good Friday, Independence Day, Christmas Day, General Election Day, Eid’l Fit’r, Eid’l Adha and All Saints Day, shall be working holidays throughout the country.

SEC. 3. *Local Foundation Days as Working Holidays* – All local foundation days, including those previously declared as non-working holidays, shall henceforth be commemorated as working holidays.

SEC. 4. *Commemoration of Working Holidays* – All other regular and special holidays, whether national or local, which fall on weekdays and/or schooldays shall be commemorated by appropriate and special programs in all schools and government offices. These working holidays shall include, but shall not be limited to:

- (a) Chinese New Year
- (b) EDSA Anniversary – February 22
- (c) Araw ng Kagitingan – April 9
- (d) Labor Day – May 1

- (e) Ninoy Aquino Day – August 21
- (f) National Heroes Day – August 30
- (g) Bonifacio Day – November 30
- (h) Rizal Day – December 30
- (i) All local foundation days.

SEC. 5. *Amendment of Republic Act 9492* – All holidays shall be commemorated on their original dates. As such, Section 1 of Republic Act 9492, insofar as it moves regular and special holidays to the Mondays nearest their original dates, is hereby repealed.

SEC. 6. *Repealing Clause* – Republic Act 9492, Chapter III of Presidential Decree No. 442 (Labor Code of the Philippines) and all other laws, presidential decrees, executive orders, ordinances and rules and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 7. *Separability Clause* – If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions thereof shall not be affected thereby.

SEC. 8. *Effectivity* – This Act shall take effect fifteen (15) days after its publication in at least two newspapers of general circulation.

Approved,