

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

Nineteenth Congress
First Regular Session

HOUSE BILL NO. 7213



Introduced by Honorable Dan S. Fernandez

EXPLANATORY NOTE

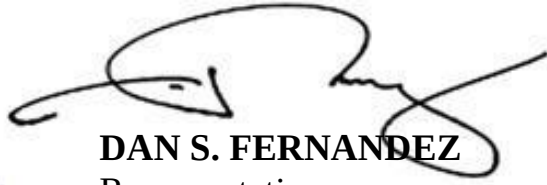
We have institutionalized holidays to commemorate special events that have an important bearing in our cultural, religious and personal lives. They also provide much needed rest from work and an occasion to refresh and reboot ourselves from the rigors of our daily existence. Further, they are also a major driver in the promotion of tourism, at least for some people who have money to spare.

However, holidays have not always been a boon to our people inasmuch as they are perceived to be generally inimical to the interest of the daily wage earner and they tend to lessen our nation's productivity. Too many holidays also tend to diminish learning opportunities at a time when our policy-makers have determined that we need to recoup the "lost pandemic years" for our schoolchildren. Over the years, the number of our holidays have multiplied and it may be presumed that more will be added to the list in the future.

This bill seeks to rationalize our regular holidays and special non-working days. It aims to reduce our present number of regular holidays while giving room for flexibility by providing employees the option to choose ten (10) "special days". This enables workers to commemorate only those days which are especially meaningful for them on the basis of their cultural, religious and personal preferences.

Furthermore, this measure mandates local government units to have only two (2) local holidays to be determined by the concerned sanggunian. They could commemorate their fiestas, founding anniversary or even the lives of their illustrious citizens.

In view of all the foregoing considerations, the early approval of this bill is earnestly requested.

A handwritten signature in black ink, appearing to read 'Dan S. Fernandez', with a stylized flourish at the end.

DAN S. FERNANDEZ
Representative
Lone District of Santa Rosa City

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

Nineteenth Congress
First Regular Session

HOUSE BILL NO. 7213

Introduced by Honorable Dan S. Fernandez

AN ACT
RATIONALIZING REGULAR HOLIDAYS AND SPECIAL
NON-WORKING DAYS IN THE COUNTRY

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

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

SEC. 2. *Declaration of Policy.* – It is the policy of the State to promote productivity and enhance competitiveness for our workers as well as maximize learning opportunities for our children by rationalizing the regular holidays and special days in the country through limiting the number of non-working days in commemoration thereof in order to build a stronger republic that will raise the quality of life for all.

SEC. 3. *Regular Holidays.* – The following regular holidays shall be observed in the country:

New Year's Day	-	January 1
Good Friday	-	Movable Date
Eidul Fitr	-	Movable Date
Labor Day	-	May 1
Independence Day	-	June 12
All Saints' Day	-	November 1
Bonifacio Day	-	November 30
Christmas Day	-	December 25
Rizal Day	-	December 30

SEC. 4. *Special Days.* – Employees are hereby given the option to choose ten (10) special non-working days on the basis of their cultural, religious, and personal preferences. In the absence or in default of such a choice, the following special days shall apply to the employees concerned:

Chinese New Year	-	Movable Date
EDSA People Power Anniversary	-	February 25
Maundy Thursday	-	Movable Date
Eidul Adha	-	Movable Date
Black Saturday	-	April 8
Araw ng Kagitingin	-	April 9

Ninoy Aquino Day	-	August 21
Feast of the Immaculate Conception of Mary	-	December 8
Christmas Eve	-	December 24
Last Day of the Year	-	December 31

SEC. 5. *Local Holidays.* – Each local government unit is mandated to have only two (2) local holidays to commemorate either its fiesta, founding anniversary or the life of an illustrious citizen. The local holidays shall be identified in a resolution of the concerned sanggunian at least six (6) months prior to the chosen local holiday and a copy thereof furnished to the Office of the President of the Philippines.

SEC. 6. *Non-Working Days.* – The regular holidays, special days and local holidays stated in this Act shall be non-working days.

The ten (10) special non-working days chosen by the employee under Section 4 of this Act shall be identified with the agreement of their employers. However, the employer shall respect the preference of employees as to their special non-working days when such preference is based on religious grounds.

SEC. 7. *Holiday Economics.* – In the interest of holiday economics, when any regular holiday or special day falls on a Sunday, the President may, by Proclamation, move the commemoration thereof to the following Monday.

SEC. 8. *Implementing Rules and Regulations.* - The Secretary of Labor and Employment shall promulgate the necessary rules and

regulations for the effective implementation of this Act within ninety (90) days from its effectivity.

SEC. 9. *Repealing Clause.* - All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed, modified or amended accordingly.

SEC. 10. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication either in the Official Gazette or in a newspaper of general circulation.

Approved,