

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

Twentieth Congress
First Regular Session

HOUSE BILL NO. **4003**



Introduced by **Representative RAYMOND ADRIAN SALCEDA**

AN ACT
GRANTING LOCAL CHIEF EXECUTIVES THE AUTHORITY TO DECLARE
LOCAL FESTIVAL HOLIDAYS, LIMITING SUCH HOLIDAYS TO ONE DAY,
AND CLARIFYING THEIR EFFECT ON PRIVATE SECTOR COMPENSATION

EXPLANATORY NOTE

Local festivals are an essential part of Filipino life. They embody the history, traditions, and cultural identity of provinces, cities, and municipalities. They also promote tourism, strengthen community ties, and provide opportunities for local economic activity.

At present, however, the declaration of local holidays for such festivals is fragmented and often requires either a presidential proclamation or a special law enacted by Congress. This process not only delays local requests but also creates inconsistencies across different areas. In some cases, local festival holidays have been stretched to cover multiple days, disrupting productivity and creating uncertainty for workers and employers alike.

This bill seeks to harmonize the rules on the declaration of local festival holidays by granting the authority directly to local chief executives — governors, city mayors, and municipal mayors — to declare a special non-working day within their jurisdiction for purposes of celebrating local festivals and commemorative events. To preserve productivity and prevent abuse, the declaration is strictly limited to **one (1) day only** per festival or commemorative occasion.

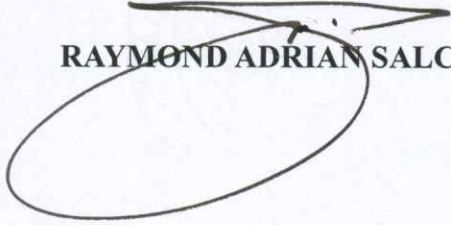
The measure also makes clear that such holidays shall be treated under the **Labor Code of the Philippines, as amended**, as *special (non-working) days*. This means:

1. If no work is performed, the “no work, no pay” principle applies, unless company policy, practice, or a collective bargaining agreement provides otherwise; and
2. If work is performed, employees are entitled to an additional thirty percent (30%) of their basic wage for the first eight hours of work.

By expressly adopting the existing labor standards, this bill ensures that no new category of paid holiday is created and no additional financial burden is imposed on the private sector.

In sum, the proposed measure strikes a balance between **local autonomy** (by empowering governors and mayors to decide for their constituents), **cultural preservation** (by allowing one day for the celebration of traditions), and **economic stability** (by limiting it to one day and following existing pay rules).

In view of the foregoing, the immediate passage of this bill is earnestly sought.



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

SECTION 1. *Short Title.* This Act shall be known as the “Local Holidays Harmonization Act.”

SEC. 2. *Declaration of Policy.* It is the policy of the State to respect and promote cultural traditions and heritage through local festivals and commemorations, while ensuring consistency in labor standards, local autonomy, and national productivity.

SEC. 3. *Authority to Declare Local Festival Holidays.* The provincial governor, city mayor, or municipal mayor, as the case may be, is hereby authorized to declare a special non-working day for purposes of celebrating a local festival or commemorative event within their respective jurisdictions. Such declaration shall be limited to one (1) day only per festival or commemorative occasion.

SEC. 4. *Effect on Private Sector Compensation.* Local festival holidays declared under this Act shall be treated as *special (non-working) days* under the Labor Code of the Philippines, as amended.

1. If no work is performed, the “no work, no pay” principle shall apply, unless a more favorable company policy, practice, or collective bargaining agreement provides otherwise.
2. If work is performed, the employee shall be entitled to an additional thirty percent (30%) of the basic wage for the first eight (8) hours of work.

No new category of paid holiday is hereby created, and this Act shall not be construed to impose additional compensation obligations on private employers beyond those already provided under existing labor laws.

SEC. 5. *Implementing Rules and Regulations.* Within sixty (60) days from the effectivity of this Act, the Department of Labor and Employment (DOLE), in consultation with the Department of the Interior and Local Government (DILG), shall promulgate the necessary rules and regulations to implement this Act.

SEC. 6. *Separability Clause.* If any part or provision of this Act is declared unconstitutional or invalid, the remaining parts not affected shall continue to be in full force and effect.

SEC. 7. *Repealing Clause.* All laws, decrees, executive orders, proclamations, or administrative issuances inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 8. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,