



Alliant Global Services

Global Knowledge Center

Philippines
2025 Statutory Holidays



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Statutory Holidays

Legislation governing statutory holidays

There are two types of statutory employer-paid holidays in the Philippines, namely, regular holidays and special non-working holidays.

Key legislation governing statutory holidays comprises the [Labor Code](#) and the [Republic Act No. 9492](#), dated 24 July 2007, entitled "An Act Rationalizing the Celebration of National Holiday Amending for the Purpose Section 26, Chapter 7, Book 1 of Executive Order No. 292, as amended, otherwise known as The Administrative Code of 1987."

The Republic Act No. 9492 lists the regular holidays and special non-working days to be observed in the country unless otherwise modified by law, order, or proclamation.

Schedule of 2025 statutory holidays

In total, employees are entitled to 18 employer-paid statutory holidays, observed over a total of **18** days. These comprise 10 regular holidays and eight special non-working holidays.

The 2025 statutory holidays are as indicated in the table below.

Holiday Name	Holiday Type	2025 Date
New Year's Day	Regular	Wednesday, 1 January ⁽²⁾
Chinese New Year	Special non-working	Wednesday, 29 January ⁽²⁾
The Day of Valor (<i>Araw ng Kagitingan</i>)	Regular	Wednesday, 9 April ⁽²⁾
Maundy Thursday	Regular	Thursday, 17 April
Good Friday	Regular	Friday, 18 April
Black Saturday	Special non-working	Saturday, 19 April
Labor Day	Regular	Thursday, 1 May
Independence Day	Regular	Thursday, 12 June
Ninoy Aquino Day ⁽¹⁾	Special non-working	Thursday, 21 August
National Heroes' Day ⁽³⁾	Regular	Monday, 25 August

Holiday Name	Holiday Type	2025 Date
All Saints' Day Eve	Special non-working	Friday, 31 October
All Saints' Day	Special non-working	Saturday, 1 November
Bonifacio Day ⁽¹⁾	Regular	Sunday, 30 November
Immaculate Conception Day	Special non-working	Monday, 8 December
Christmas Eve	Special non-working	Wednesday, 24 December
Christmas Day	Regular	Thursday, 25 December
Rizal Day ⁽¹⁾	Regular	Tuesday, 30 December
Last Day of the Year	Special non-working	Wednesday, 31 December
<p>(1) Per Republic Act No. 9492, in the event the holiday falls on a Sunday, the holiday will be observed on the Monday that follows, unless otherwise modified by law, order, or proclamation. See Proclamation 727 for 2025 dates.</p> <p>(2) In the event the holiday falls on a Wednesday, the holiday will be observed on the Monday of that week, unless otherwise modified by law, order, or proclamation. See Proclamation 727 for 2025 dates.</p> <p>(3) Last Monday of August each year.</p> <p>(4) If a statutory holiday falls on a Sunday, the holiday is observed on the Monday that follows,</p>		

Presidential Proclamations declaring holidays for the observance of Eidul Fitr and Eidul Adha are issued after the approximate dates of these Islamic holidays are determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations. The National Commission on Muslim Filipinos recommends the actual dates of these holidays. It should be noted that Eidul Adha is celebrated as a regional holiday in the Autonomous Region in Muslim Mindanao.

Per Republic Act No. 9492, Eidul Fitr, Maundy Thursday, and Good Friday are statutory holidays considered as "movable", provided the President issues a proclamation at least six months prior to the holiday concerned.

Entitlement to holiday pay

Every employee shall be paid their regular daily wage during regular holidays. except in retail and service establishments regularly employing less than 10 employees. (Labor Code Article 94.a.)

Pay in lieu provisions

In this context, it is worth noting the distinction between regular holidays and special non-working holidays. Working on a regular holiday entails additional pay, while work performed on special non-working holidays typically do not entail additional pay, unless otherwise declared by the government.

The employer may require an employee to work on a regular holiday, provided they are paid twice their regular pay. (Labor Code, Article 94.b.)

Furthermore, where such holiday work falls on the employee's scheduled rest day, they become entitled to an additional compensation of at least 50% of their regular wage. (Labor Code, Article 94.c.)

Work performed on a special non-working holidays, that does not exceed eight hours, must be paid as overtime, i.e., at least an additional 30% of the employee's regular wage. For work performed in excess of eight hours on a special non-working holiday, an additional compensation equivalent to their rate for the first eight hours plus at least 30% thereof must be paid. (Labor Code, Article 93. b. and Article 87)

Where the collective bargaining agreement (CBA) or other applicable employment contract stipulates higher pay, the employer must pay the higher rate. (Labor Code, Article 93. d.)

Working on a statutory holiday

An employer may require an employee to work on any holiday, but they must be compensated at a higher rate depending on the type of holiday (regular versus non-working holiday), as detailed above. (Labor Code, Article 93. b.)

Holidays that fall on a non-working day

When a statutory holiday falls on a Sunday, the holiday will be observed on the Monday that follows.

For movable holidays, the President shall issue a proclamation, at least six months prior to the holiday concerned, specifying the date that shall be declared as a nonworking day. (Section 26 para c, Chapter 7, Book 1 of the Republic Act No. 9492)

Bridging of holidays

When a statutory holiday falls on a Wednesday, the holiday is observed on the Monday of that week. (Republic Act No. 9492, Section 26.c.)

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