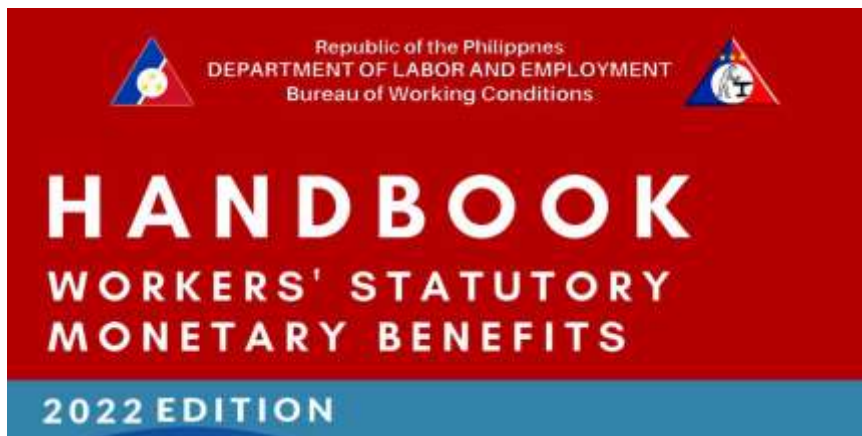


News Release
Department of Labor and Employment
Bureau of Working Conditions
01 April 2022



BWC released the 2022 edition of Handbook on Workers' Statutory Monetary Benefits

The Bureau of Working Conditions notified the public about the release of its 2022 edition of the Handbook on Workers' Statutory Monetary Benefits from its official Facebook page on 10 March 2022.

The Handbook includes labor standards updates as well as the formulation of labor rules and regulations. Among the improvements to the Handbook are the latest prescribed minimum wages rates of workers in the private sector, particularly the Kasambahay minimum wage under certain regions. The Handbook explained the regulations for determining compensable working hours, such as the principles for determining hours worked, waiting time treatment, meal and rest periods, among others.

The 2022 edition updated the factors in the computation of the Estimated Equivalent Monthly Rate of the Monthly-Paid and Daily-Paid Employees in light of the additional proclaimed special non-working holidays to be observed every year issued by the President. The Handbook clarified and included certain points about the Thirteenth Month Pay, such as: 1) income tax coverage; 2) exemption or deferment; and 3) compliance report. This edition also emphasized that retrenched workers' separation pay is exempted from the income tax.

Furthermore, this Handbook provides up-to-date information on the Employees' Compensation Program, PhilHealth Benefits, Social Security Benefits, and Pag-IBIG Benefits.

DOLE Secretary Bello hopes that the 2022 edition of the Handbook on Workers' Statutory Monetary Benefits will serve as an easy reference on worker's and employers' rights and responsibilities.

The Handbook may be downloaded at the BWC website or by visiting this link: tinyurl.com/BWC2022handbook.

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