

# [ PRESIDENTIAL DECREE NO. 851, December 16, 1975 ]

## REQUIRING ALL EMPLOYERS TO PAY THEIR EMPLOYEES A 13TH MONTH PAY.

**WHEREAS**, it is necessary to further protect the level of real wages from the ravage of world-wide inflation;

**WHEREAS**, there has been no increase in the legal minimum wage rates since 1970;

**WHEREAS**, the Christmas season is an opportune time for society to show its concern for the plight of the working masses so they may properly celebrate Christmas and New Year.

**NOW, THEREFORE, I, FERDINAND E. MARCOS**, by virtue of the powers vested in me by the Constitution do hereby decree as follows:

**SECTION 1.** All employers are hereby required to pay all their employees receiving a basic salary of not more than P1,000 a month, regardless of the nature of their employment, a 13th-month pay not later than December 24 of every year.

**SEC. 2.** Employers already paying their employees a 13th-month pay or its equivalent are not covered by this Decree.

**SEC. 3.** This Decree shall take effect immediately.

Done in the City of Manila, this 16th day of December 1975.

(Sgd.) **FERDINAND E. MARCOS**  
President  
Republic of the  
Philippines

By the President:

(Sgd.) **JUAN C. TUVERA**  
Presidential  
Assistant



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