

# Presidential Decree No. 851, s. 1975

Signed on December 16, 1975 (<https://www.officialgazette.gov.ph/1975/12/16/presidential-decree-no-851-s-1975/>)

MALACAÑANG  
MANILA

## PRESIDENTIAL DECREE No. 851

### 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 worldwide 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.

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

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

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

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

By the President:

(Sgd.) JUAN C. TIVERA  
Presidential Assistant

Source: **Malacañang Records Office**

## RESOURCES

- [PDF] [Presidential Decree No. 851, December 16, 1975](http://www.officialgazette.gov.ph/downloads/1975/12dec/1975/1216-PD-0851-FM.pdf)  
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