

Workers in the Philippines are entitled to various legally mandated benefits designed to protect their rights and promote their welfare. Here are the key benefits:

1. **13th Month Pay:** Employees are entitled to a 13th month pay, which is calculated as 1/12 of the total basic salary earned within a calendar year. This amount is to be paid no later than December 24 each year (Presidential Decree No. 851) (G.R. No. 240774 Mar 2021).
2. **Service Incentive Leave:** Workers are entitled to a five-day service incentive leave with pay for each year of service, which can be commutable to cash if unused (DOLE Department Order No. 14, S. 2001).
3. **Overtime Pay:** For work beyond the normal eight-hour workday, employees are entitled to overtime pay. This pay is calculated at a minimum of 25% of the regular wage for ordinary days, and up to 30% for work rendered on regular holidays, special days, or employees' rest days (Labor Code, Article 87).
4. **Premium Pay:** Workers who work on a special day declared by the President receive an additional 30% of their daily rate, and if this coincides with their rest day, they are entitled to a total of 50% more (G.R. No. 218010 Feb 2023).
5. **Night Shift Pay:** Employees who work between 10:00 PM and 6:00 AM are entitled to night shift differential pay equivalent to 10% of the regular hourly wage (G.R. No. 202275 Jul 2018).
6. **Maternity Benefits:** Female employees are entitled to paid maternity leave, which is 60 days for normal delivery and 78 days for cesarean delivery, as mandated by the Social Security Law (Republic Act No. 8282) (G.R. No. 202275 Jul 2018).
7. **Paternity Leave:** Male employees are entitled to seven days of paid paternity leave (Republic Act No. 8187) which can be availed around childbirth of their legitimate spouse (G.R. No. 218010 Feb 2023).
8. **Retirement Pay:** An employee who retires is entitled to retirement pay under Republic Act No. 7641, or based on any bonafide retirement plan that provides greater benefits (BWC DEPARTMENT ORDER NO. 40 Nov 1994).
9. **Termination Pay:** If an employee's separation from the company is due to an authorized cause, they are entitled to termination pay, which is usually computed depending on their length of service (Labor Code, Article 298).
10. **Health Coverage:** Workers are also entitled to benefits provided by Social Security System (SSS), PhilHealth, and the Home Development Mutual Fund (Pag-IBIG Fund) in accordance with laws pertaining to these benefits (Republic Act No. 11996) (G.R. No. 229396 Jun 2021).

These benefits reflect the commitment of the Philippine government to protect workers' rights and ensure fair and humane working conditions. It is important for both employers and workers to be aware of these rights and responsibilities under the law.