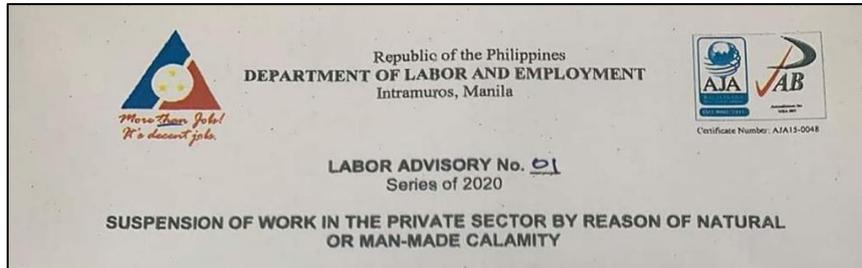


Good News
Department of Labor and Employment
Bureau of Working Conditions
31 January 2020



DOLE ISSUES ADVISORY FOR WORK SUSPENSION DUE TO NATURAL OR MAN-MADE CALAMITY

The Bureau has been receiving numerous queries relative to pay rules for work suspension in light of the volcanic activities of the Taal Volcano. As response to the arising concern of the public, the Department of Labor and Employment issued Labor Advisory No. 01, Series of 2020 which covers pay rules for suspension of work in the private sector by reason of natural or man-made calamity.

Calamity, in general, refers to an event that causes great and often sudden damage or distress (Lexico, 2020) which is caused by natural or man-made disaster. Natural disasters, may be referred to as “catastrophic events with atmospheric, geological, and hydrological origins (e.g., droughts, earthquakes, floods, hurricanes, landslides) that can cause fatalities, property damage and social environmental disruption (Natural disasters and social conflict: A systematic literature review, 2016).” On the other hand, man-made disasters are those characterized by an “element of human intent, negligence or error involving man-made system. This includes arson, civil disorder, terrorism, war, biological / chemical threat, cyber-attacks (Emergency Mangement Monroe County, 2020).

Relative to the above foregoing, employers in the private sector, in exercise of their management prerogative and in coordination with their safety and health committee, safety officer, or any responsible company officer, may suspend work to ensure the safety and health of their employees.

The pay rules for unworked days due to natural or man-made calamity shall be governed by the principle of “no work, no pay” unless there is a favorable company policy, practice, or collective bargaining agreement granting payment of wages on said day. In the absence of the latter, employees may be allowed to utilize his accrued leave. Also, employees who fail or refuse to work by reason of imminent danger resulting from natural or man-made calamity shall not be exposed to or subject to any administrative sanction.

Conversely, employers are not mandated to give additional pay to their employees for work rendered despite the calamity. However, employers are encouraged to provide extra incentive or benefit to the latter to alleviate the plight of employees in times of calamities.

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