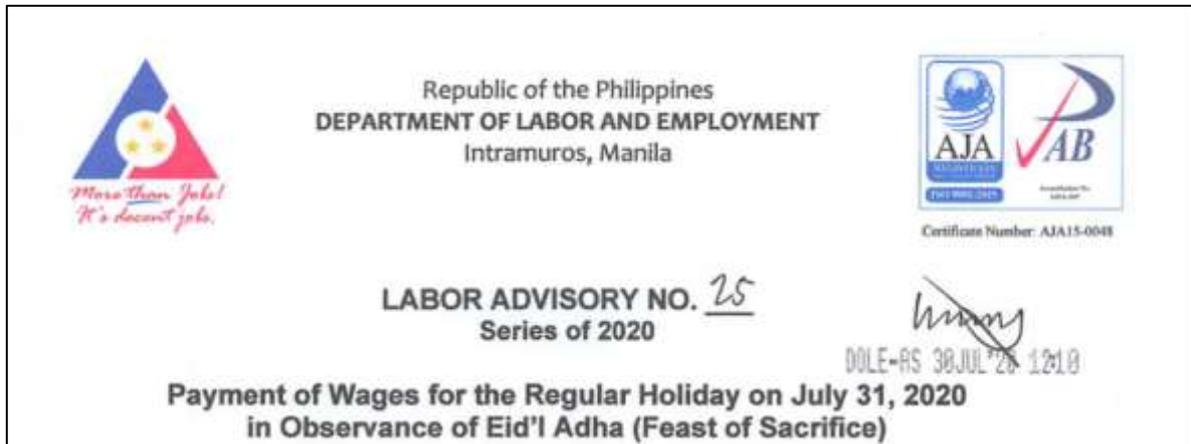


**Good News**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**30 July 2020**

**DOLE issues pay rules for Eid'I Adha**



Yesterday, President Rodrigo Roa Duterte issued Proclamation No. 985 declaring 31 July 2020 as a regular holiday throughout the country. This is in observance of Eid'I Adha<sup>1</sup> or Feast of Sacrifice as recommended by the National Commission on Muslim Filipinos pursuant to Republic Act No. 9849.

The Proclamation also cautions the public that the observance of Eid'I Adha shall be subject to existing community quarantine and social distancing measures while the country is still in a state of public health emergency.

Relative to the declaration of July 31 as regular holiday, employees shall be entitled to holiday pay pursuant to Article 94 of the Labor Code of the Philippines and its implementing rules and regulations.

To be entitled to holiday pay, the employee must be present or on leave of absence with pay on the last workday preceding the regular holiday. Hence, an employee who was on leave of absence without pay may not be paid the required holiday pay if he has not worked on said regular holiday.

The Rules likewise provides that in cases of temporary or periodic shutdown and temporary cessation of work of an establishment, as when a yearly inventory or when the repair or cleaning of machineries and equipment is undertaken, the regular holidays falling within the period shall be compensated. However, those that fall during

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<sup>1</sup> Section 1 of Republic Act No. 9849 describes Eid'I Adha as the "tenth day in the month of Hajj or Islamic Pilgrimage to Mecca wherein Muslims pay homage to Abraham's supreme act of sacrifice and signifies mankind's obedience to God."

the cessation of operation of an enterprise due to business reverses as authorized by the Secretary of Labor and Employment may not be paid by the employer.

In view of the country's present state, Secretary Silvestre H. Bello III signed today a labor advisory allowing the deferred payment of holiday pay for Eid'l Adha until such time that the present situation has been abated and the normal operations of the establishment is in place. Exempted from the pay rules are establishments that have totally closed or ceased their operation during the community quarantine period.

Computation details of the July 31 holiday pay for Eid'l Adha may be found under Labor Advisory No. 25, Series of 2020 dated 30 July 2020. This may be viewed and downloaded in the website of the Department of Labor and Employment and Bureau of Working Conditions.

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