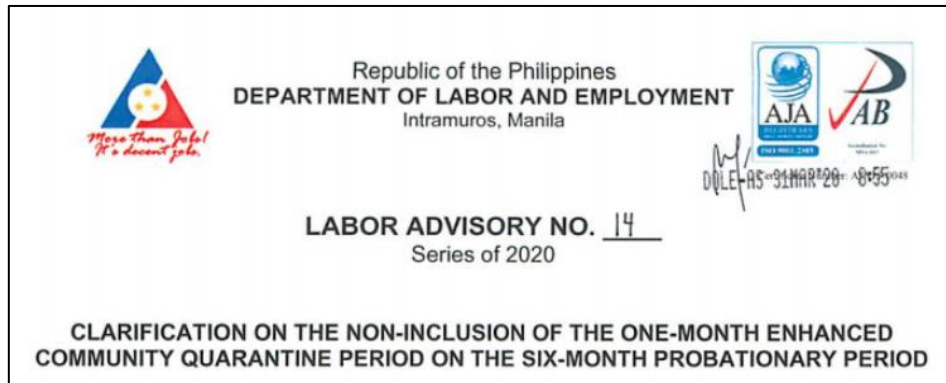


Good News
Department of Labor and Employment
Bureau of Working Conditions
31 March 2020



Probationary period not to include ECQ

Yesterday, the Department of Labor and Employment issued Labor Advisory No. 13, Series of 2020 clarifying the non-inclusion of the one (1)-month enhanced community quarantine (ECQ) period on the six-month probationary period.

The Labor Advisory shall apply to all employers in the private sector who are required under Article 296 of the Labor Code, as renumbered, to comply with the probationary period not to exceed six (6) months from the date of the employee started working.

For purposes of determining the six-month probationary period, the one (1)-month ECQ period shall be excluded.

Pursuant to Article 5 and 296 of the Labor Code of the Philippines, as renumbered, and its Implementing Rules and Regulations, the Labor Advisory was issued to guide the public on the matter.

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