

**Press Release**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**26 November 2020**

**DOLE mandates employers to pay the deferred holiday pay**

Amidst the existence of a national emergency arising from the COVID-19 situation, DOLE allowed the employers to defer payment of the holiday pay. The following Labor Advisories were issued on deferment of holiday pay:

<b>Labor Advisories</b>	<b>Title</b>	<b>Date signed</b>
Labor Advisory No. 13-A	Deferment of Payment of Holiday Pay for the April 2020 Holidays	01 April 2020
Labor Advisory No. 15	Payment of Wages for the Regular Holiday on May 1, 2020	30 April 2020
Labor Advisory No. 20	Payment of Wages for the Regular Holiday on May 25, 2020 in Observance of Eid'l Fitr (Feast of Ramadan)	20 May 2020
Labor Advisory No. 22	Payment of Wages for the Regular Holiday on June 12, 2020	10 June 2020
Labor Advisory No. 25	Payment of Wages for the Regular Holiday on July 31, 2020 in Observance of Eid'l Adha (Feast of Sacrifice)	30 July 2020
Labor Advisory No. 27	Payment of Wages for the Special (Non-Working) Day on August 21, 2020 and Regular Holiday on August 31, 2020	19 August 2020
Labor Advisory No. 29	Payment of Wages for the Special (Non-Working Days on November 1 & 2, 2020 and the Regular Holiday on Nov. 30, 2020	29 October 2020

However, on 25 November 2020, Labor Secretary Silvestre H. Bello III signed Labor Advisory No. 31, Series of 2020 entitled *Payment of Deferred Holiday Pay During the National Emergency Arising from the COVID-19 Situation*.

Under the said Advisory, it mandates all employers in the private sector, who were allowed to defer payment of the holiday pay of their employees, to pay the qualified employees, equivalent to 100% of their daily wage on or before 31 December 2020.

Labor Advisory No. 31, Series of 2020 may be viewed and downloaded in the website of the Department of Labor and Employment and the Bureau of Working Conditions.

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