

**Press Release
Department of Labor and Employment
Bureau of Working Conditions
25 January 2021**

2021 Philippine regular holidays at a glance

Under Proclamation No. 986, s. 2020, the specific dates of observance of the ten regular holidays and nine special (non-working) days were declared by the Palace for the year 2021. In addition, two regular holidays are also expected to be declared in observance of Eid'l Fitr and Eid'l Adha which dates are to be recommended by the National Commission on Muslim Filipinos.

Looking at the wage aspect of the public holidays in the country, employees are entitled to holiday and premium pay under the Philippine labor law. The governing rules to payment thereof may be found in Book 3 of the Omnibus Rules Implementing the Labor Code.

During unworked regular holidays, employees shall be entitled to holiday pay equivalent to 100% of his/her daily salary. To be entitled to holiday pay, the employee must be present or on leave of absence with pay on the last workday immediately preceding the regular holiday. If actual work is rendered on a regular holiday, employees shall be entitled to a total of 200%. However, as authorized by the Secretary of Labor and Employment, employers may be exempted from the payment of holiday pay on the regular holidays during the cessation of operation of an enterprise due to business reverses.

While for special (non-working) days, the rules provide that, if the employee did not work, the principle of "no work, no pay" shall apply unless there is a favorable company policy, practice, or collective bargaining agreement granting payment on a special day. In contrast, employees who were permitted or suffered to work during a special (non-working) day shall receive an additional 30% of his/her basic wage on the first eight hours of work.

For the guidance of the public, the Department of Labor and Employment regularly issue labor advisories on payment of wages during regular holidays and special (non-working) days which may be found at the official website of the DOLE at <https://www.dole.gov.ph/> and of the Bureau of Working Conditions <https://bwc.dole.gov.ph/>.

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