

**Good News**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**23 March 2021**

**DOLE issues COVID-19 vaccine guidelines**



Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Intramuros, Manila



**LABOR ADVISORY NO. 03**  
Series of 2021

**GUIDELINES ON THE ADMINISTRATION OF COVID-19 VACCINES IN THE  
WORKPLACES**

The Department of Labor and Employment (DOLE) recently issued the Labor Advisory No. 03, Series of 2021 or the Guidelines on the Administration of COVID-19 Vaccines in the Workplaces as the COVID-19 vaccines are gradually arriving in the country.

LA No. 03-21 covers all establishments and employers in the private sector that will administer COVID-19 vaccines in their workplaces. Item II of the advisory stated that the establishments may avail of the COVID-19 vaccines and seek the guidance of the appropriate government agencies in terms of safe handling and administration, but firmly conveys that the employer must shoulder the cost of vaccination and no cost shall be charged against the employees.

Item III of the same reiterated that there should be no implementation of “no vaccine, no work” policy in the workplace. This means that an employee who refuses or fails to be vaccinated, shall not be discriminated against in terms of tenure, promotion, and pay, or be terminated from employment.

“In terms of vaccination, non-mandatory. *“ang sinasabi [ay] i-encourage na mapabakunahan ang mga empleyado, pero kung hindi ho talaga sila papayag, hindi ito magiging basehan ng terminasyon, non-promotion, or [may] mga iba pa nga [na] ‘di papapasukin sa loob ng kumpanya. Discriminatory na po ‘yan. Hindi ‘yon sang-ayon sa mga issuances ng DOLE.”* Assistant Secretary Teresita Cucueco highlighted in an interview.

Also provided in the advisory that all covered establishments and employers must implement the appropriate vaccination policy that is in harmony with the issued guidelines of the Department of Health and the Inter-Agency Task Force.

The DOLE Regional Offices shall be the one to enforce and monitor the compliance of the covered establishments.

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