

**Press Release**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**19 November 2021**

**DOLE-BWC discusses holiday pay rules and updates**



Following the issuance of Proclamation No. 1236, Series of 2021 declaring the regular holidays and special working/non-working days for the year 2022, the Department of Labor and Employment - Bureau of Working Conditions (DOLE-BWC) conveyed various holiday pay rules and updates via PTV's Laging Handa Public Briefing on 04 November 2021.

DOLE-BWC's Policy and Program Development Division Chief Nicanor Bon discussed that for 2022, twelve (12) regular holidays and nine (9) special days shall be observed in the country. Six (6) special days were non-working, while three (3) were declared as working days.

Chief Bon explained that holiday pay is only applicable to regular holidays where employees, regardless of employment status, are entitled to their 100% wage for any unworked regular holiday, provided that they either rendered work or are on leave with pay on the last workday before the regular holiday.

For work rendered during the special non-working days, Chief Bon added that employees are entitled to a premium pay or an additional 30%. However, "the no work, no pay" rule shall apply to employees who did not work during the special non-working days. On the other hand, special working days are treated as ordinary workdays, and no additional compensation is required.

In terms of establishment's compliance on payment of holiday pay, data reports as of October 2021 showed a 97.23%<sup>1</sup>compliance rate where 54,770 establishments were compliant while 1,562 establishments were found to be non-compliant.

While employers who reported total closure of establishment or cessation of operation during the community quarantine period are exempted from paying holiday pay, Chief Bon emphasized that the establishments that operated during this period are required to pay their employees' holiday pay. He further advised that employees may request assistance to the DOLE Regional Office with jurisdiction over their workplace for issues or complaints on holiday pay.

Whole interview on holiday pay may be watched on [PTV's YouTube channel](#) while the Proclamation No. 1236, s. 2021 may be viewed on [Official Gazette \(Proclamation no. 1236\)](#).

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<sup>1</sup> Reports were generated by the DOLE-BWC's MIS Monitoring Team

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