

**News Release**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
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**Effect of regular holidays, special non-working days, and special working days on wage explained**

Early this year, the list of holidays for 2021 was amended by Proclamation No. 1107, Series of 2021 wherein November 2 (All Souls' Day), December 24 (Christmas Eve), and December 31 (last day of the year) were declared as "special working days." These dates were previously declared under Proclamation No. 986, Series of 2020 as "special non-working days."

As provided in the later Proclamation, the move to amend the list of holidays for 2021 is to allow the country to recover from the adverse economic impact of the COVID-19 pandemic. Hence, it was found that there is a need to encourage productivity by, among others, minimizing work disruption and commemorating some special non-working days as special working days.

In view of the amendments made in the later proclamation, ten (10) regular holidays, six (6) special non-working days, and three (3) special working days were declared as the regular holidays and special days for the year 2021 that shall be observed in the country. All other provisions of the earlier proclamation remain unchanged, valid, and existing.

It is well-settled that employees are entitled to holiday pay equivalent to 100% of his or her daily salary during unworked regular holidays. To be entitled to holiday pay, the employee must be present or on leave 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%.

In the case of unworked special non-working days, the Omnibus rules provide that the principle of "no work, no pay" applies unless there is a favorable company policy, practice, or collective bargaining agreement granting payment on a special non-working day. In contrast, employees who were permitted or suffered to work during a special non-working day shall receive an additional 30% of his or her basic wage called premium pay.

Nowadays, one of the most frequently asked question is the entitlement of employees to "holiday pay" or "premium pay" on November 2, a special working day. Based on the foregoing paragraphs, it is clear that holiday pay is granted during regular holidays while premium pay is to special non-working days.

In the case of special working days, these days are treated similar to regular or ordinary days. It follows that the principle of "no work, no pay" applies and that an employee is entitled to receive only his or her daily wage for worked performed on such day.

For the guidance of the public, the Department of Labor and Employment regularly issue labor advisories on payment of wages during regular and special days which may be found at the official website of the Department at <https://www.dole.gov.ph/> and of the Bureau of Working Conditions at <https://bwc.dole.gov.ph/>. Pay rules for November holidays are contained in DOLE Labor Advisory No. 19, Series of 2021.

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