

News Release
Department of Labor and Employment
Bureau of Working Conditions
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Various labor standards inquiries, clarified



Several questions and concerns on general labor standards were clarified by Atty. Queen Therese “Queenie” Espinas during the Facebook live broadcast of i-ARTA Na ‘Yan, hosted by Ria Fernandez-Obina and Atty. Marco Angelo Ballester.

Questions involving the processing time under the Single Entry Approach or SEnA, provision of a rest day, and payment of wages on Labor Day were some of the questions raised during the broadcast.

Atty. Espinas explained that SEnA, as defined in DOLE Department Order No. 107-10, Series of 2010, is an administrative approach to provide a speedy, impartial, and inexpensive, settlement procedure of all labor issues. Conciliation-mediation is set to be conducted within thirty (30) calendar days via conciliation meeting/s to clarify issues and settle disputes. Moreover, she advised that the requests for assistance under SEnA can now be filed online through sena.dole.gov.ph

On the second inquiry, Atty. Espinas stated that the provision of at least one (1) rest day in a week is mandated under the Labor Code of the Philippines. She explained that the principle of “no work, no pay” shall apply, which means that workers who are not required or permitted to work on their rest day are not entitled to any compensation, unless there is a more favorable company policy or collective bargaining agreement which provides payment on such day even if unworked.

Lastly, she reminded the employers and the employees that the payment of wages during the regular holiday on May 1 or Labor Day shall be in accordance with the DOLE Labor Advisory No. 11, Series of 2022.

Whole interview of Atty. Espinas can be viewed on Radyo Pilipinas Facebook page at [i-ARTA Na 'Yan](#). More information on LA no. 11-22 can be viewed and downloaded at [DOLE website](#).

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