



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



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Payment of Wages
for the Regular Holiday on January 1, 2021 (New Year's Day)

Pursuant to Proclamation No. 986 issued by President Rodrigo Roa Duterte on July 30, 2020, the following rules for pay on regular holidays shall apply:

1. If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain requirements under the implementing rules and regulations of the Labor Code, as amended. $[(\text{Basic wage} + \text{COLA}) \times 100\%]$ ¹;
2. For work done during the regular holiday, the employee shall be paid a total of 200% of his/her wage for that day for the first eight hours $[(\text{Basic wage} + \text{COLA}) \times 200\%]$;
3. For work done in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day $[\text{Hourly rate of the basic wage} \times 200\% \times 130\% \times \text{number of hours worked}]$;
4. For work done during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her basic wage of 200% $[(\text{Basic wage} + \text{COLA}) \times 200\%] + [30\% (\text{Basic wage} \times 200\%)]$; and
5. For work done in excess of eight hours (overtime work) during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day $(\text{Hourly rate of the basic wage} \times 200\% \times 130\% \times 130\% \times \text{number of hours worked})$.

However, in view of the existence of a national emergency arising from the Coronavirus Disease 2019 (COVID-19) situation, establishments that have totally closed or ceased operation during the community quarantine period are exempted from the payment of the holiday pay on January 1, 2021 under this Advisory.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

13 December 2020

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay

