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LABOR ADVISORY NO. 25
Series of 2020

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**Payment of Wages for the Regular Holiday on July 31, 2020
in Observance of Eid'l Adha (Feast of Sacrifice)**

Pursuant to Proclamation No. 985 issued by President Rodrigo Roa Duterte on July 29, 2020, the following rules for pay on regular holidays shall apply on July 31, 2020:

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 200% of his/her wage for that day for the first eight hours $[(\text{Basic wage} + \text{COLA}) \times 200\%]^1$;
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, employers are allowed to defer payment of the holiday pay on July 31, 2020, until such time that the present emergency situation has been abated and the normal operations of the establishment is in place.

Establishments that have totally closed or ceased operation during the community quarantine period are exempted from the payment of the holiday pay under this Advisory.

Be guided accordingly.

Silvestre H. Bello III
SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary



30 July 2020

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



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 985

DECLARING FRIDAY, 31 JULY 2020, A REGULAR HOLIDAY THROUGHOUT THE COUNTRY, IN OBSERVANCE OF *EID'L ADHA* (FEAST OF SACRIFICE)

WHEREAS, *Eid'l Adha* or Feast of Sacrifice is one of the two greatest feasts of Islam;

WHEREAS, Republic Act No. 9849 provides that *Eid'l Adha* shall be observed as a regular holiday;

WHEREAS, the National Commission on Muslim Filipinos has recommended that 31 July 2020, Friday, be declared a national holiday, in observance of *Eid'l Adha*; and

WHEREAS, the observance of *Eid'l Adha* shall be subject to existing community quarantine and social distancing measures;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Friday, 31 July 2020, a regular holiday throughout the country, in observance of *Eid'l Adha*.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 29th day of July, in the year of Our Lord, Two Thousand and Twenty.

By the President:

R Duterte 


SALVADOR C. MEDIALDEA
Executive Secretary

Office of the President
MALACAÑANG RECORDS OFFICE
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Almaki
ATTY. CONCEPCION LARRY E. PERKALIND-ENAD
DIRECTOR IV
MA 7/30/20



THE PRESIDENT OF THE PHILIPPINES