



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



LABOR ADVISORY NO. 31
 Series of 2020

Am
 DOLE-AS 29NOV'20 15:11

**PAYMENT OF DEFERRED HOLIDAY PAY DURING
 THE NATIONAL EMERGENCY ARISING FROM THE COVID-19 SITUATION**

Pursuant to Article 5 of the Labor Code of the Philippines, as renumbered, and in relation to the deferment of the Holiday Pay under Labor Advisories issued during regular holidays, these guidelines are hereby issued:

I. COVERAGE

This advisory shall apply to all employers in the private sector which deferred the payment of holiday pay on account of the existence of a national emergency arising from the COVID 19 situation.

II. LABOR ADVISORIES ISSUED ON DEFERMENT OF HOLIDAY PAY

Labor Advisories	Title	Date signed
Labor Advisory No. 13-A	Deferment of Payment of Holiday Pay for the April 2020 Holidays	01 April 2020
Labor Advisory No. 15	Payment of Wages for the Regular Holiday on May 1, 2020	30 April 2020
Labor Advisory No. 20	Payment of Wages for the Regular Holiday on May 25, 2020 in Observance of Eid'I Fitr (Feast of Ramadan)	20 May 2020
Labor Advisory No. 22	Payment of Wages for the Regular Holiday on June 12, 2020	10 June 2020
Labor Advisory No. 25	Payment of Wages for the Regular Holiday on July 31, 2020 in Observance of Eid'I Adha (Feast of Sacrifice)	30 July 2020
Labor Advisory No. 27	Payment of Wages for the Special (Non-Working) Day on August 21, 2020 and Regular Holiday on August 31, 2020	19 August 2020
Labor Advisory No. 29	Payment of Wages for the Special (Non-Working) Days on November 1 & 2, 2020 and the Regular Holiday on Nov. 30, 2020	29 October 2020

III. PAYMENT OF HOLIDAY PAY

Employers who were allowed to defer payment of the holiday pay of their employees as referred herein, are required to pay all covered employees of the deferred holiday pay equivalent to 100% of their daily wage.

IV. TIME OF PAYMENT

Covered employers shall pay the qualified employees the deferred holiday pay on or before 31 December 2020.

Be guided accordingly

Silvestre H. Bello III
SILVESTRE H. BELLO III
 Secretary

Dept. of Labor & Employment
 Office of the Secretary



25 November 2020