



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



LABOR ADVISORY NO. 11
Series of 2021

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**Payment of Wages for the Regular Holiday on May 13, 2021
in Observance of Eid' l Fitr (Feast of Ramadhan)**

Pursuant to Proclamation No. 1142 issued by President Rodrigo Roa Duterte on May 10, 2021, the following rules for pay on regular holidays shall apply on May 13, 2021:

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 **[(Basic wage + COLA) x 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 **[(Basic wage + COLA) x 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 **[Hourly rate of the basic wage x 200% x 130% x 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% **[(Basic wage + COLA) x 200%] + [30% (Basic wage x 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 **(Hourly rate of the basic wage x 200% x 130% x 130% x 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 May 13, 2021 under this Advisory.

Be guided accordingly.

12 May 2021

Silvestre H. Bello III
SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary



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