



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



LABOR ADVISORY NO. 12  
Series of 2021

DOLE-AS *Windy* 11 JUN '21 15:38

### Payment of Wages for the Regular Holiday on June 12, 2021 in Observance of the 123<sup>rd</sup> Philippine Independence Day

Pursuant to Proclamation No. 1107 issued by President Rodrigo Roa Duterte on February 26, 2021, the following rules for pay on regular holidays shall apply on June 12, 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%]<sup>1</sup>**;
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%]<sup>1</sup>**;
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 June 12, 2021 under this Advisory.

Be guided accordingly.

// June 2021

*Silvestre H. Bello III*  
SILVESTRE H. BELLO III  
Secretary

Dept. of Labor & Employment  
Office of the Secretary



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<sup>1</sup> Cost of Living Allowance (COLA) is included in the computation of holiday pay



MALACAÑAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 1107

**AMENDING PROCLAMATION NO. 986, S. 2020, DECLARING THE REGULAR HOLIDAYS AND SPECIAL (NON-WORKING) DAYS FOR THE YEAR 2021**

**WHEREAS**, Proclamation No. 986, s. 2020, declared the Regular Holidays, Special (Non-Working) Days, and additional Special (Non-Working) Days to be observed for the year 2021;

**WHEREAS**, by virtue of Proclamation No. 929, s. 2020, as extended by Proclamation No. 1021, s. 2020, the Philippines remains to be under a State of Calamity due to COVID-19;

**WHEREAS**, COVID-19 protocols promulgated by health authorities discourage large gatherings and festivities that usually take place during public commemorations;

**WHEREAS**, for the country to recover from the adverse economic impact of the COVID-19 pandemic, there is a need to encourage economic productivity by, among others, minimizing work disruption and commemorating some special holidays as special (working) days instead;

**NOW, THEREFORE, I, RODRIGO ROA DUTERTE**, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare:

**SECTION 1.** Section 1 of Proclamation No. 986, s. 2020, is hereby amended as follows:

"Section 1. The following regular holidays and special days for the year 2021 shall be observed in the country:

**A. Regular Holidays**

New Year's Day	-	1	January (Friday)
Araw ng Kagitingan	-	9	April (Friday)
Maundy Thursday	-	1	April
Good Friday	-	2	April
Labor Day	-	1	May (Saturday)
Independence Day	-	12	June (Saturday)
National Heroes Day	-	30	August (Last Monday of August)
Bonifacio Day	-	30	November (Tuesday)

THE PRESIDENT OF THE PHILIPPINES

Christmas Day	-	25	December (Saturday)
Rizal Day	-	30	December (Thursday)

**B. Special (Non-Working) Days**

Chinese New Year	-	12	February (Friday)
EDSA People Power Revolution	-	25	February (Thursday)
Ninoy Aquino Day	-	21	August (Saturday)
Black Saturday	-	3	April
All Saints' Day	-	1	November (Monday)
Feast of the Immaculate Conception of Mary	-	8	December (Wednesday)

**C. Special (Working) Days**

All Souls' Day	-	2	November (Tuesday)
Christmas Eve	-	24	December (Friday)
Last Day of the Year	-	31	December (Friday)"

**SECTION 2.** All other provisions of Proclamation No. 986, s. 2020, shall remain unchanged, valid, and existing.


**SECTION 3.** This Proclamation shall take effect immediately.


**SECTION 4.** This Proclamation shall be published in a newspaper of general circulation.

**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 26<sup>th</sup> day of February in the year of Our Lord, Two Thousand and Twenty-One.

By the President:

  
**SALVADOR C. MEDIALDEA**  
 Executive Secretary

Office of the President  
 MALACANANG RECORDS OFFICE  
**CERTIFIED COPY**  
  
 ATTY. CONCEPCION ZARY E. FERROLING-ENAD  
 DIRECTOR IV  
 Feb 26, 2021

