



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



DEPARTMENT OF LABOR AND EMPLOYMENT  
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LABOR ADVISORY NO. 13  
Series of 2016

**Payment of Wages for the Regular Holidays  
and Special (Non-Working) Days for the Year 2017**

Pursuant to Proclamation No. 50 issued by President Rodrigo R. Duterte on August 16, 2016, the following rules for pay on regular holidays and special days shall apply:

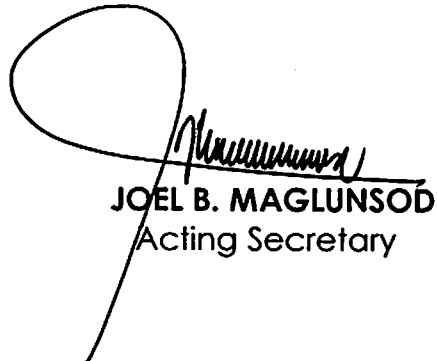
1. **Regular Holidays – January 1, April 9, April 13, April 14, May 1, June 12, August 28, November 30, December 25, December 30, Eid'l Fitr (to be proclaimed) and Eidul Adha (to be proclaimed)**
  - 1.1 If the employee did not work, he/she shall be paid 100% of his/her salary for that day  $[(\text{Daily rate} + \text{COLA}) \times 100\%]^1$ ;
  - 1.2 For work done during the regular holiday, the employee shall be paid 200% of his/her regular salary for that day for the first eight hours  $[(\text{Daily rate} + \text{COLA}) \times 200\%]^1$ ;
  - 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  $[\text{Hourly rate of the basic daily wage} \times 200\% \times 130\% \times \text{number of hours worked}]$ ;
  - 1.4 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 daily rate of 200%  $[(\text{Daily rate} + \text{COLA}) \times 200\%] + [30\% (\text{Daily rate} \times 200\%)]$ ; and
  - 1.5 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  $(\text{Hourly rate of the basic daily wage} \times 200\% \times 130\% \times 130\% \times \text{number of hours worked})$ .

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

**2. Special (Non-Working) Days – January 28, February 25, April 15, August 21, October 31, November 1, and December 31**

- 2.1 If the employee did not work, the “no work, no pay” principle shall apply unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day;
- 2.2 For work done during the special, he/she shall be paid an additional 30% of his/her daily rate on the first eight hours of work **[(Daily rate x 130%) + COLA]**;
- 2.3 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 daily wage x 130% x 130% x number of hours worked)**;
- 2.4 For work done during a special day that also falls on his/her rest day, he/she shall be paid an additional 50% of his/her daily rate on the first eight hours of work **[(Daily rate x 150%) + COLA]**; and
- 2.5 For work done in excess of eight hours (overtime work) during a special day 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 daily wage x 150% x 130% x number of hours worked)**.

Be guided accordingly.



**JOEL B. MAGLUNSOD**  
Acting Secretary

23 August 2016

# 2017 HOLIDAYS



## REGULAR HOLIDAYS

January 1    April 14    August 28  
 April 9    May 1    November 30  
 April 13    June 12    December 25  
                                          December 30  
 Eid'1 Fitr (to be proclaimed)  
 Eidul Adha (to be proclaimed)

January 28    August 21  
 February 25    October 31    December 31  
 April 15    November 1

## SPECIAL NON-WORKING DAYS

### RULES FOR PAY OF DAILY PAID EMPLOYEES

CONDITION	REGULAR HOLIDAY	SPECIAL NON-WORKING DAY
 <b>DID NOT WORK</b>	Basic Wage + COLA	"No Work No Pay**"
 <b>DID WORK</b>	$(\text{Basic Wage} + \text{COLA}) \times 2$	$[(\text{Daily Rate} \times 1.3) + \text{COLA}]$
 <b>OVERTIME WORK</b>	$[(\text{Basic Wage} + \text{COLA}) \times 2] + (\text{Basic Hourly Rate} \times \text{No. of excess hrs.} \times 2.6)$	$[(\text{Daily Rate} \times 1.3) + \text{COLA}] + (\text{Daily Rate} \times 1.69 \times \text{No. of excess hrs.})$
 <b>WORKED ON A REST DAY</b>	$[(\text{Basic Wage} + \text{COLA}) \times 2] + [(\text{Basic Wage} \times 2) \times .30]$	$[(\text{Daily Rate} \times 1.5) + \text{COLA}]$
 <b>WORKED OVERTIME ON A REST DAY</b>	$[(\text{Basic Wage} + \text{COLA}) \times 2] + [(\text{Basic Wage} \times 2) \times .30] + [(\text{Basic Hourly Rate} \times 2.6) \times \text{No. of excess hrs.} \times 1.3]$	$[(\text{Daily Rate} \times 1.5) + \text{COLA}] + (\text{Basic Hourly Rate} \times 1.95 \times \text{No. of excess hrs.})$

\*\*Unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day  
 For the official list of 2017 Holidays, please see Proclamation No. 50 s. 2016 (<http://www.gov.ph/2016/08/16/proclamation-no-50-s-2016/>)

For other inquiries, please contact us at:  
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 DEPARTMENT OF LABOR AND EMPLOYMENT

# 2017 HOLIDAYS



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January 1    April 14    August 28  
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## SPECIAL NON-WORKING DAYS

### RULES FOR PAY OF DAILY PAID EMPLOYEES

CONDITIONS	REGULAR HOLIDAY	SPECIAL NON-WORKING DAY
 <b>DID NOT WORK</b>	Basic Wage + COLA	"No Work No Pay**"
 <b>DID WORK</b>	$(\text{Basic Wage} + \text{COLA}) \times 2$	$[(\text{Daily Rate} \times 1.3) + \text{COLA}]$
 <b>OVERTIME WORK</b>	$[(\text{Basic Wage} + \text{COLA}) \times 2] + (\text{Basic Hourly Rate} \times \text{No. of excess hrs.} \times 2.6)$	$[(\text{Daily Rate} \times 1.3) + \text{COLA}] + (\text{Daily Rate} \times 1.69 \times \text{No. of excess hrs.})$
 <b>WORKED ON A REST DAY</b>	$[(\text{Basic Wage} + \text{COLA}) \times 2] + [(\text{Basic Wage} \times 2) \times .30]$	$[(\text{Daily Rate} \times 1.5) + \text{COLA}]$
 <b>WORKED OVERTIME ON A REST DAY</b>	$[(\text{Basic Wage} + \text{COLA}) \times 2] + [(\text{Basic Wage} \times 2) \times .30] + [(\text{Basic Hourly Rate} \times 2.6) \times \text{No. of Excess hrs.} \times 1.3]$	$[(\text{Daily Rate} \times 1.5) + \text{COLA}] + (\text{Basic Hourly Rate} \times 1.95 \times \text{No. of excess hrs.})$

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