



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



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LABOR ADVISORY NO. 01
Series of 2022

ISOLATION AND QUARANTINE LEAVES OF EMPLOYEES IN THE PRIVATE SECTOR

Pursuant to Article 5 of the Labor Code of the Philippines, as renumbered, and Republic Act No. 11058, this Advisory is hereby issued to ensure safe and humane working conditions through compliance with general labor standards and occupational safety and health standards as well as the minimum public health protocols:

I. Coverage. This Advisory shall apply to all establishments, employers, and their employees in the private sector.

II. Requirement of Isolation and Quarantine. Employees falling under the case definition of close contact, suspect, probable, or confirmed case shall complete the home-based or facility-based quarantine or isolation period in accordance with the prevailing Department of Health (DOH) Department Memorandum No. 2022-0013 (Updated Guidelines on Quarantine, Isolation, and Testing for COVID-19 Response and Case Management for the Omicron Variant), DOH Department Circular No. 2022-0002 (Advisory on COVID-19 Protocols for Quarantine and Isolation), and the DOLE and DTI Joint Memorandum Circular No. 20-04-A (Supplemental Guidelines on Workplace Prevention and Control of COVID-19).

III. Paid Isolation and Quarantine Leave. Employers are urged, in consultation with the employees or employees' representative if any, to adopt and implement an appropriate paid isolation and quarantine leave program on top of existing leave benefits under the company policy, Collective Bargaining Agreement, the Labor Code of the Philippines, and special laws.

IV. Other Benefits. The paid isolation and quarantine leaves shall be without prejudice to other benefits provided by the Social Security System and the Employees' Compensation Commission.

Be guided accordingly.


SILVESTRE H. BELLO III

Secretary

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