



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

DEPARTMENT OF LABOR AND EMPLOYMENT	
Administrative Service Center - Section-GSD	
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LABOR ADVISORY NO. 14
Series of 2016

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY ON SEPTEMBER 12, 2016
IN OBSERVANCE OF EID'L ADHA (FEAST OF SACRIFICE)**

Pursuant to Proclamation No. 56 issued by President Rodrigo R. Duterte on September 5, 2016, the following rules for pay on regular holidays shall apply on September 12, 2016:

1. If the employee did not work, he/she shall be paid 100% of his/her salary for that day **[(Daily rate + COLA) x 100%]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 **[(Daily rate + 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 daily 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 daily rate of 200% **[(Daily rate + COLA) x 200%] + [30% (Daily rate 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 daily wage x 200% x 130% x 130% x number of hours worked)**.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

6 September 2016

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



MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 56

**DECLARING MONDAY, 12 SEPTEMBER 2016, AS A REGULAR HOLIDAY
THROUGHOUT THE COUNTRY IN OBSERVANCE OF *EID'L ADHA*
(FEAST OF SACRIFICE)**

WHEREAS, *Eid'l Adha* is one of the two greatest feasts of Islam;

**WHEREAS, Republic Act No. 9849 provides that *Eid'l Adha* shall be
celebrated as a regular holiday;**

**WHEREAS, the National Commission on Muslim Filipinos has
recommended that the observance of *Eid'l Adha* be on 12 September 2016;**

**NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the
Philippines, by virtue of the powers vested in me by law, do hereby declare
Monday, 12 September 2016, as a regular holiday throughout the country in
observance of *Eid'l Adha* (Feast of Sacrifice).**

**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 5th day of September in the year of
Our Lord, Two Thousand and Sixteen.

By the President:


SALVADOR C. MEDIALDEA
Executive Secretary





Eid'l Adha

FEAST OF SACRIFICE

SEPTEMBER 12 is a Regular Holiday

Rules For Pay of Daily Paid Employees



Did not work

Basic Wage + COLA



Did work

(Basic Wage + COLA) x 2



Overtime work

$[(\text{Basic Wage} + \text{COLA}) \times 2] +$
 $(\text{Basic Hourly Rate} \times$
 $\text{No. of excess hrs.} \times 2.6)$



Worked on a
Rest Day

$[(\text{Basic Wage} + \text{COLA}) \times 2] +$
 $[(\text{Basic Wage} \times 2) \times .30]$



Worked Overtime
on a Rest Day

$[(\text{Basic Wage} + \text{COLA}) \times 2] +$
 $[(\text{Basic Wage} \times 2) \times .30] +$
 $[(\text{Basic Hourly Rate} \times 2.6) \times$
 $\text{No. of excess hrs.} \times 1.3]$

Proclamation No. 56, issued on 05 September 2016
For the official list of 2016 Holidays, please see Proclamation No. 1105 s. 2015
(<http://www.gov.ph/2015/08/26/nationwide-holidays-2016/>)

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