



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



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LABOR ADVISORY NO. 14
Series of 2020

CLARIFICATION ON THE NON-INCLUSION OF THE ONE-MONTH ENHANCED COMMUNITY QUARANTINE PERIOD ON THE SIX-MONTH PROBATIONARY PERIOD

Pursuant to Articles 5 and 296 of the Labor Code of the Philippines, as renumbered and its Implementing Rules and Regulations, this Advisory is hereby issued for the guidance of all concerned:

I. COVERAGE

This Advisory shall apply to all employers in the private sector who are required under Article 296 of the Labor Code, as renumbered, to comply with the probationary employment period not to exceed six (6) months from the date the employee started working.

II. NON-INCLUSION OF THE ONE-MONTH ENHANCED COMMUNITY QUARANTINE (ECQ) PERIOD

For purposes of determining the six-month probationary period, the one-month ECQ period is not included thereof.

III. MONITORING AND ENFORCEMENT

The nearest DOLE Regional/Provincial/Field Office which has jurisdiction over the workplace, shall monitor the implementation of this issuance.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

30 March 2020