



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



DOLE-AS  
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OFFICE OF THE SECRETARY  
DOLE-AS

**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