

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



'17 AUG 29 P 1:30

SENATE

S.B. No. 1571

RECEIVED BY: _____

Introduced by Senator JOEL VILLANUEVA

**AN ACT
AMENDING ARTICLE 83 OF THE PRESIDENTIAL DECREE NO. 442
OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES,
AS AMENDED**

EXPLANATORY NOTE

Given the increasing complexity of work, there is now a growing recognition on the benefits of veering away from the conventional work setup and into a more flexible work arrangement. Flexibility in the workplace allows employees to find an arrangement where they can best fulfill their work obligations given their respective situations. It also allows an employer to accommodate the uniqueness in the backgrounds and capacities of its employees without compromising their productivity. Workplace flexibility therefore allows both employer and employee to find a mutually beneficial arrangement of work that works best for both parties.

One way to adopt a flexible work arrangement is to provide an option for compressed workweek. Under the standard work week, a worker is required to render eight (8) hours of work for five (5) days. In a compressed workweek arrangement, the employee may opt to reduce the number of days dedicated to work, provided that the worker maintains the minimum number of hours required. Compressed workweek arrangement will not only reduce cost of work transit, but will

also enable employees to allocate more time for other personal and social obligations, thus further promoting work-life balance.

Towards this objective, this bill seeks to institutionalize the adoption of alternative working arrangements, such as compressed workweek. To allow for a shortened workweek, this bill amends Article 83 of the Labor Code of the Philippines to accommodate work duration that exceeds eight (8) hours per day. Nevertheless, the bill limits the work duration to forty-eight (48) hours per week to safeguard the rights, health, and well-being of each employee. With this measure, an employee is given greater liberty to allocate his work hours to the number of days that works best for his situation.

The passage of this measure is earnestly sought.



SENATOR JOEL VILLANUEVA

SEVENTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
Second Regular Session



'17 AUG 29 P1:30

SENATE

S.B. No. 1571

RECEIVED BY: 

Introduced by Senator JOEL VILLANUEVA

**AN ACT
AMENDING ARTICLE 83 OF THE PRESIDENTIAL DECREE NO. 442,
OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES,
AS AMENDED**

*Be it enacted by the Senate and the House of Representatives of the Philippines in
Congress assembled*

1
2 **SECTION 1.** Articles 83 of the Philippine Labor Code, as amended, is hereby
3 amended to read as follows:
4

5 **"ARTICLE 83. Normal Hours of Work.** – The normal hours of work of any
6 employee shall not exceed eight (8) hours a day[.] EXCEPT WHEN THE EXIGENCY
7 OF BUSINESS OPERATIONS OR NATIONAL EMERGENCY REQUIRES THE
8 ADOPTION OF ALTERNATIVE WORK ARRANGEMENTS SUBJECT TO CONDITIONS
9 AS MAY BE DETERMINED BY THE SECRETARY OF LABOR AND EMPLOYMENT IN
10 APPROPRIATE REGULATIONS ENSURING THAT HOURS OF WORK SHALL NOT
11 EXCEED FORTY-EIGHT (48) HOURS A WEEK, AND THE RIGHTS, HEALTH
12 AND WELL-BEING OF THE EMPLOYEES ARE PROTECTED.

13
14 Health personnel in cities and municipalities with a population of at least one
15 million (1,000,000) or in hospitals and clinics with a bed capacity of at least one
16 hundred (100) shall hold regular office hours for eight (8) hours a day, for five
17 (5) days a week, exclusive of time for meals, except where the exigencies of the
18 service require that such personnel work for six (6) days or forty-eight (48)
19 hours, in which case, they shall be entitled to an additional compensation of at
20 least thirty percent (30%) of their regular wage for work on the sixth day. For
21 purposes of this Article, "health personnel" shall include resident physicians,

1 nurses, nutritionists, dietitians, pharmacists, social workers, laboratory
2 technicians, paramedical technicians, psychologists, midwives, attendants and all
3 other hospital or clinic personnel.

4
5 **SECTION 2. *Rules and Regulations.*** – The Secretary of Labor and Employment
6 shall promulgate the necessary implementing rules and regulations within ninety (90)
7 days from the effectivity of this Act.

8
9 **SECTION 3. *Separability Clause.*** – If any part of this Act shall be held
10 unconstitutional or invalid, other parts not otherwise affected thereby shall remain in
11 force and effect.

12
13 **SECTION 4. *Repealing Clause.*** All laws, decrees, resolutions, orders, or
14 ordinances or parts thereof inconsistent with this Act are hereby repealed, amended
15 or modified accordingly.

16
17 **SECTION 5. *Effectivity.*** This Act shall take effect fifteen (15) days after its
18 publication in the Official Gazette or in one newspaper of general circulation.

19
20 ***Approved,***