

NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )

SEAL  
Office of the Secretary

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**SENATE**  
**P.S. Res. No. 125**

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Introduced by Senator Grace Poe

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**RESOLUTION**

**URGING THE APPROPRIATE SENATE COMMITTEES TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE IMPLEMENTATION OF REPUBLIC ACT NO. 11165, OTHERWISE KNOWN AS THE "TELECOMMUTING ACT", IN ORDER TO PROPOSE AMENDMENTS THERETO, AND WITH THE END GOAL OF PROMOTING WORK FROM HOME AND HYBRID WORK ARRANGEMENTS IN THE COUNTRY**

1            *WHEREAS*, Section 18, Article 2 of the 1987 Philippine Constitution  
2 provides that the State affirms labor as a primary social economic force and  
3 shall protect the rights of workers and promote their welfare;

4            *WHEREAS*, in accordance with the above principle, the Seventeenth  
5 Congress enacted Republic Act No. 11165, otherwise known as the  
6 "*Telecommuting Act*";

7            *WHEREAS*, Section 2 of R.A. No. 11165 recognizes the technological  
8 developments that have opened up new and alternative avenues for  
9 employees to carry out their work such as telecommuting, and other flexible  
10 work arrangements;

11           *WHEREAS*, in addition, Section 8 of the same law directs the  
12 Department of Labor and Employment (DOLE) to establish and maintain a  
13 telecommuting pilot program, and shall submit a report to Congress on its  
14 findings;

15            *WHEREAS*, due to the mobility restrictions brought about by the COVID-  
16 19 pandemic, many firms and employees resorted to telecommuting  
17 arrangements, colloquially known as ‘work from home’”;

18            *WHEREAS*, according to a 2021 study by the Boston Consulting Group<sup>1</sup>,  
19 nearly 85% of workers- primarily employees in digital or knowledge-based  
20 sectors- in the Philippines undertook work from home arrangements during  
21 the pandemic;

22            *WHEREAS*, the same study found that nearly 50% of Filipino workers  
23 expressed support for complete work from home arrangements;

24            *WHEREAS*, a separate survey<sup>2</sup> by CISCO found that 69.2% of Filipino  
25 workers were in favor of hybrid work arrangements;

26            *WHEREAS*, the same survey reported that Filipinos who underwent  
27 work from home arrangements reported the following benefits to their mental  
28 and emotional welfare:

- 29            • 35.7% had a more relaxing/lower pressure work environment;
- 30            • 27.8% had more time to spend on personal relationships;
- 31            • 22.1% reported greater flexibility;

32            *WHEREAS*, work from arrangements may have reduced transportation  
33 costs, leading to increased savings for middle and high-income Filipino  
34 families<sup>3</sup> in the early stages of the pandemic;

35            *WHEREAS*, finally, work from home arrangements may also reduce  
36 traffic, as there will be less vehicles and less demand for public transportation,  
37 as up to 25.7% of jobs can be done at home<sup>4</sup>;

38            *WHEREAS*, another study found that<sup>5</sup> nearly 4-6% of employees,  
39 equivalent to 1.7 million to 2.4 million workers, have jobs that can be fully be

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<sup>1</sup> Boston Consulting Group. 2021. *Decoding Global Ways of Working*

<sup>2</sup> CISCO. 2022. *Employees are ready for hybrid work, are you? Cisco Global Hybrid Work Study 2022*

<sup>3</sup> Cuaresma, B. "Amid pandemic, household savings rise slightly" *The Business Mirror* (15 December 2020). Retrieved from <https://businessmirror.com.ph/2020/12/15/amid-pandemic-household-savings-rise-slightly/>

<sup>4</sup> Gaudena, A., Caboverds, C. and Flamiano, J. "Telework Potential in the Philippines" *The Economic and Labour Relations Review*. March 2022. doi:10.1177/10353046221075103

40 done at home, while 53% or 2 million workers have jobs that can be partially  
41 done at home;

42 *WHEREAS*, it is clear from the above data that workers must be  
43 provided with options to work under full or hybrid telecommuting  
44 arrangement must be retained;

45 *WHEREAS*, using the data above, it would be possible to construct an  
46 index of which jobs can be done at home, and to provide full or hybrid  
47 telecommuting options for employees of those industries;

48 NOW THEREFORE BE IT RESOLVED, as it is hereby resolved by the  
49 Senate of the Philippines, to urge the appropriate Senate Committees to  
50 conduct an inquiry, in aid of legislation, on the implementation of Republic Act  
51 No. 11165, otherwise known as the "*Telecommuting Act*", in order to propose  
52 amendments thereto, and with the end goal of promoting work from home  
53 and hybrid work arrangements in the country.

Adopted,



GRACE POE

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<sup>5</sup> Generalao, I. "Measuring the telework potential of jobs: evidence from the International Standard Classification of Occupations". *The Philippine Review of Economics*. June and December 2021: Volume 58, No. 1 & 2.