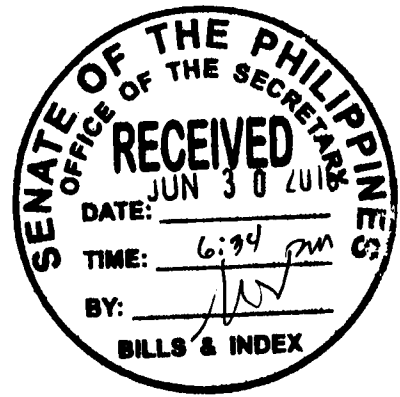


SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



SENATE

P. S. RES. NO. 5

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Introduced by Senator JOEL "TESDAMAN" VILLANUEVA

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**RESOLUTION**

**DIRECTING THE COMMITTEE ON LABOR, EMPLOYMENT & HUMAN RESOURCES DEVELOPMENT TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE FEASIBILITY OF A "TELECOMMUTING PILOT PROGRAM" IN THE PHILIPPINES**

**WHEREAS**, Filipino workers have been negotiating demands at work and demands at home but very few have the flexibility in the workplace. Moreover, the daily struggle of employees, especially low-wage workers, in urban centers with worsening traffic situations, has negatively impact their work-life balance;

**WHEREAS**, in a study released by the US-based WorldatWork, as much as 88 percent of organizations now offer telecommuting or working from home as a work option. In the Philippines, many companies already recognize the benefits of flexible workplace arrangements;

**WHEREAS**, in 2010, the Department of Labor and Employment issued DOLE Advisory No. 4 or the "Guidelines on the Implementation of Flexible Work Arrangements and the Exemption from the Night work Prohibition for Women Employees in the Business Process Outsourcing Industry";

**WHEREAS**, the said Advisory defines flexible work arrangement as "alternative arrangements or schedules other than the traditional or standard work hours, work days, and work week";

**WHEREAS**, there are three flexible arrangements that companies and their employees may consider: (a) compressed workweek, where the normal workweek is reduced to less than six (6) days, but the total number of work hours of 48 hours per week shall remain. In this arrangement, the normal work day is extended to more than

eight (8) hours, but should not exceed 12 hours, without corresponding overtime premium; (b) gliding, or flexi-time schedule, where the employees are required to complete the core work hours, but are free to determine their arrival and departure time; and (c) flexi-holidays schedule, where the employees agree to avail the holidays at some other days, provided there is no diminution of existing benefits as a result of such arrangement;

**WHEREAS**, in 2013, 544 establishments adopted a compressed workweek scheme after consultation and in agreement with their employees;

**WHEREAS**, in response to the growing clamor to address scheduling practices and providing further flexibility in workplace arrangements, the implementation of DOLE Advisory No. 4 can serve as a springboard to the implementation of a "Telecommuting" currently being practiced in many countries abroad;

**WHEREAS**, the implementation of a "Telecommuting Pilot Program" which can last no more than 18 months, shall raise awareness and encourage employers to offer telecommuting options to employees, and provide information regarding telecommuting to workers;

**WHEREAS**, in the implementation of the said pilot program, DOLE shall provide educational materials on the benefits of telecommuting and conduct outreach to industry associations and even small and medium enterprises (SMEs) to encourage telecommuting options to their workers;

**WHEREAS**, at the end of the program, DOLE shall identify a framework to help employers, employees, and labor unions who are thinking about how to provide greater workplace flexibility through telecommuting and policymakers that will be useful in crafting policy solutions to make flexibility a regular feature of scheduling in the workplace;

**WHEREAS**, DOLE should submit a report to the Senate and update the Committee on Labor, from time to time, on the status of a Telecommuting Pilot Program";

**RESOLVE BY THE SENATE**, to direct the Committee on Labor, Employment & Human Resources Development to conduct an investigation, in aid of legislation, on the feasibility of a "Telecommuting Pilot Program" in the Philippines.

Adopted,

  
**SENATOR JOEL "TESDAMAN" VILLANUEVA**