

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

First Regular Session
THIRTEENTH CONGRESS

House Bill No. 454



Introduced by Rep. Manuel "Way Kurat" E. Zamora

EXPLANATORY NOTE

Official non-working days are eagerly being looked forward to by government and private firms' employees alike—sometimes even at a more enthusiastic fashion than their natal days. These vacation days offer them not only freedom, however fleeting, from the boredom of routine jobs, but also a time to attend to personal business matters. They also provide them ample time to share precious moments with their loved ones as family activities and gatherings are usually set on these dates.

It has been an observed and validated fact, however, that when these holidays fall on Tuesdays and Thursdays, the tendency of employees is that they will no longer go to work on the Monday preceding the Tuesday non-working day and on the Friday following a Thursday holiday. This is based on the misplaced notion that the workers might as well absent themselves on those days so as to enjoy as "extended vacation extravaganza" which stretches over the week-end. This invariably results to a decrease in the production output of these workers because of the "intentional absences" incurred during working days sandwiched between a non-working day and a weekend. Furthermore, work continuity is harmfully affected by this anomalous practice in both the public and private sectors.

In this light, this measure proposes that all official non-working days should be mandatorily scheduled such that they will either fall on a Monday or a Friday. This will address the problem of "intentional absenteeism" of workers and will therefore positively impact on productivity. The longer breaks are also expected to promote domestic tourism and the health of the workers by giving them more time for their personal and recreational needs.

Hence, the immediate and favorable passage of this bill is earnestly requested.

MANUEL "WAY KURAT" E. ZAMORA

A handwritten signature in black ink, which appears to be "Manuel Way Kurat", written over the printed name.

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**AN ACT DECLARING ALL OFFICIAL NON-WORKING DAYS TO FALL
EITHER ON A MONDAY OR A FRIDAY**

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

SECTION 1. All official non-working days except New Year's Day, Christmas Day and Independence Day shall be scheduled to fall either on a Monday or a Friday.

The term "official non-working days" as used in this Act shall include those days duly declared and recognized by the government of the Republic of the Philippines wherein employees of both the public and private sectors are privileged not to attend work because of a national, international or traditional observance or celebration.

SEC. 2. For the purpose of scheduling the official non-working days, the following guidelines shall be followed:

- a. When the holiday should fall on a Tuesday or Wednesday, the non-working day shall be scheduled on the Monday of the same week.
- b. When the holiday should fall on a Thursday, the non-working day shall be scheduled on the Friday of the same week.

SEC. 3. All laws, decrees, orders, rules, regulations and other issuances or parts thereof inconsistent herewith are hereby repealed

SEC. 4. This Act shall take effect upon its approval.

Approved,