

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Thirteenth Congress
First Regular Session

House Bill No. 1507

Introduced by Honorable Alfonso V. Umali, Jr.

EXPLANATORY NOTE

This bill seeks to encourage employers in the private sectors to adopt a flexible time scheme that would allow their employees to work for a lesser number of days but with same forty-hour work period in a week.

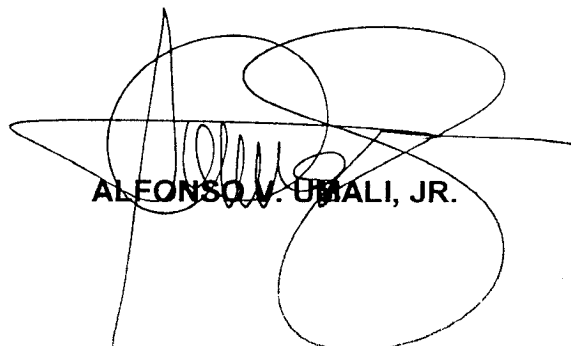
A staggered working hour scheme would give the employees longer weekly respite from their workplace providing them with an additional quality time with their families. This would foster stronger family relations which the State, under the 1987 Constitution, endeavors to uphold and protect.

A lesser number of working days but with the same standard working hours in a week would translate to lesser transportation and food expenses. Lesser working days mean lesser commuters and lesser demand for public transport that would alleviate the horrific traffic condition in the metropolis and other urban centers in the Philippines. This would likewise lessen energy requirement for the country.

Labor sectors working under the protective mantle of the constitution should be given ample opportunity for self-sufficiency outside their workplaces hence an extra free day could be utilized to engage in other income-generating activities that may contribute to the growth of small and medium scale industries.

The lessening of working days for private employees would not diminish their normal take-home wage considering that they are paid by the hour.

Immediate approval of this bill is therefore earnestly requested.



ALFONSO V. UMALI, JR.

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AN ACT
PROVIDING FOR A STRAGGERED WORKING HOUR SCHEME IN THE
PRIVATE SECTOR AND FOR OTHER PURPOSES

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

SECTION 1. Hours of Work.- Any provisions of law to the contrary notwithstanding, the normal hours of employees in the private sector may exceed eight (8) hours a day but shall not exceed forty (40) hours a week.

SEC. 2. Overtime.- Work performed by employees beyond forty (40) hours in a week shall be paid an additional compensation equivalent to its regular hourly rate plus an additional twenty-five percent (25%) thereof. Work performed on a holiday or rest day shall be paid an additional compensation equivalent to the hourly rate on a holiday or rest day plus at least thirty percent (30%) thereof.

SEC. 3. Night Shift Differential.- An employee shall be paid night shift differential of not less than ten percent (10%) of his regular wage for each hour of work performed between ten o'clock in the evening and six o'clock in the morning. When the adopted working hour scheme extends to or commences on the night shift period, the employees shall be paid night shift differential only for the hours worked within the night shift periods.

SEC. 4. Rules and Regulations.- The Secretary of Labor and Employment shall issue rules and regulations necessary to implement the provisions of this Act.

SEC. 5. Effectivity.- This Act shall take fifteen (15) days after its publication in any two (2) newspapers of general circulation.

Approved,