

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **3952**



Introduced by **HON. MIGUEL LUIS R. VILLAFUERTE, HON. VINCENZO RENATO LUIGI R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G. HORIBATA, AND HON. TERRY L. RIDON**

EXPLANATORY NOTE

According to the 2024 TomTom Traffic Index, several Philippine cities are among the most traffic-congested in the world.¹ As a result, many Filipino workers endure long commuting hours, increasing transport expenses, and reduced opportunities for rest and family life. These daily burdens take a toll not only on productivity but also on the health and overall well-being of employees.

In response, this bill proposes to amend Articles 83, 87, and 91 of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, to formalize and institutionalize the Compressed Work Week (CWW) scheme. The proposed arrangement allows employees to work more than eight (8) hours per day, provided that the total number of work hours shall not exceed forty-eight (48) hours per week. This offers an alternative to the rigid "8-hour-a-day" rule, accommodating the flexible and evolving nature of modern work environments. Under the CWW, employees may enjoy up to three consecutive days off, and any work rendered beyond the prescribed 48 hours remains subject to overtime pay in full compliance with labor standards.

Beyond helping workers achieve better work-life balance, reducing commuting days through the CWW scheme also helps lessen traffic congestion, decrease fuel consumption, and help mitigate greenhouse gas emissions, issues that continue to plague Metro Manila and other urban centers.

Moreover, this measure aligns with Republic Act No. 11165, or the "Telecommuting Act," which promotes flexible working conditions through telecommunication technologies.

In view of these economic, environmental, and workforce realities, the immediate passage of this bill is earnestly sought.


HON. MIGUEL LUIS R. VILLAFUERTE

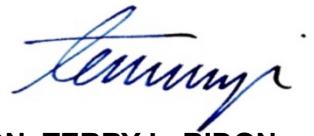
¹ Valmonte, Kaycee (2025, February 19). *Philippine cities with worst traffic congestion in 2024*. Rappler.com. <https://www.rappler.com/business/philippine-cities-worst-traffic-congestion-in-2024/>

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HON. VINCENZO RENATO LUIGI R. VILLAFUERTE

A cursive signature in black ink, with the first letter 'T' being particularly large and ornate, followed by a horizontal line.

HON. TSUYOSHI ANTHONY G. HORIBATA

A cursive signature in blue ink, with the first letter 'T' being particularly large and ornate, followed by a horizontal line.

HON. TERRY L. RIDON

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 3952

Introduced by **HON. MIGUEL LUIS R. VILLAFUERTE, HON. VINCENZO RENATO LUIGI R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G. HORIBATA, AND HON. TERRY L. RIDON**

AN ACT INCREASING THE NORMAL WORK HOURS PER DAY UNDER A COMPRESSED WORK WEEK SCHEME, AMENDING ARTICLES 83, 87, AND 91 OF PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES

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

SECTION 1. Article 83 of the Labor Code of the Philippines, as amended, is hereby amended to read as follows:

“ART. 83. *Normal hours of work.* – The normal hours of work of any employee shall not exceed eight (8) hours a day[.] **EXCEPT IN CASES WHERE THE ENTERPRISE ADOPTS A COMPRESSED WORK WEEK SCHEME, BUT SHALL NOT EXCEED FORTY-EIGHT (48) HOURS A WEEK. THIS IS WITHOUT PREJUDICE TO FIRMS WHOSE NORMAL WORK WEEK IS FIVE (5) DAYS, OR A TOTAL OF FORTY (40) HOURS BASED ON THE NORMAL WORK DAY OF EIGHT (8) HOURS.**

“EMPLOYEES SHALL BE PERMITTED TO COMPLETE THEIR WORKING HOURS ON A COMPRESSED WORK WEEK SCHEME WHEREBY THE NORMAL WORK WEEK IS REDUCED TO LESS THAN SIX (6) DAYS BUT THE TOTAL NUMBER OF NORMAL WORK HOURS PER WEEK SHALL REMAIN AT FORTY-EIGHT (48) HOURS.

“Health personnel in cities and municipalities with a population of at least one million (1,000,000) or in hospitals and clinics with a bed capacity of at least one hundred (100) shall hold regular office hours for eight (8) hours a day, for five (5) days a week, exclusive of time for meals, except where the exigencies of the service require that such personnel work for six (6) days or forty-eight (48) hours, in which case, they shall be entitled to an additional compensation of at least thirty percent (30%) of their regular wage for work on the sixth day. For purposes of this Article, “health personnel” shall include resident physicians, nurses, nutritionists, dietitians, pharmacists, social workers, laboratory technicians, paramedical technicians, psychologists, midwives, attendants and all other hospital or clinic personnel.”

SECTION 2. Article 87 of the Labor Code of the Philippines, as amended, is hereby amended to read as follows:

“ART. 87. *Overtime work.* – Work may be performed beyond eight (8) hours a day **OR FORTY-EIGHT (48) HOURS A WEEK** provided that the employee is paid for the overtime work, an additional compensation equivalent to **[his] THE** regular wage plus at least twenty-five percent (25%) thereof. Work performed beyond eight (8) hours **OR NUMBER OF HOURS UNDER A COMPRESSED WORK WEEK SCHEME** on a holiday or rest day shall be paid an additional compensation equivalent to the rate of the first eight (8) hours **OR NUMBER OF HOURS UNDER A COMPRESSED WORK WEEK SCHEME** on a holiday or rest day plus at least thirty percent (30%) thereof.”

SECTION 3. Article 91 of the Labor Code of the Philippines, as amended, is hereby amended to read as follows:

“ART. 91. *Right to weekly rest day.* – (a) It shall be the duty of every employer, whether operating for profit or not, to provide each of **[his] THE** employees a rest period of not less than twenty-four (24) consecutive hours after every six (6) consecutive normal work days. **IN THE CASE OF A COMPRESSED WORK WEEK SCHEME, A REST PERIOD OF NOT LESS THAN FORTY-EIGHT (48) HOURS BUT NOT MORE THAN SEVENTY-TWO (72) HOURS, AS THE CASE MAY BE, SHALL BE PROVIDED TO THE EMPLOYEES.**

“(b) The employer shall determine and schedule the weekly rest day of **[his] THE** employees subject to collective bargaining agreement and to such rules and regulations as the Secretary of Labor may provide. However, the employer shall respect the preference of employees as to their weekly rest day when such preference is based on religious grounds.”

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

SECTION 5. *Separability Clause.* – Should any provision of this Act be declared unconstitutional, the remainder thereof not otherwise affected shall remain in full force and effect.

SECTION 6. *Repealing Clause.* – All laws, presidential decrees, executive orders, proclamations or administrative regulations that are inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 7. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,