



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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 6718



Introduced by **Representative KATRINA REIKO CHUA - TAI**
1st District, Zamboanga City

AN ACT
IMPOSING A LIMIT TO THE NUMBER OF HOURS AN EMPLOYEE CAN WORK AND
BE MADE TO WORK OVERTIME MANDATORILY, AMENDING ARTICLE 87 OF
PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE
“LABOR CODE OF THE PHILIPPINES”

EXPLANATORY NOTE

The Filipino workforce is celebrated for its unwavering dedication and remarkable perseverance. Yet, even as they drive our nation forward, countless workers still shoulder grueling hours that steal away their health, peace of mind, and precious moments with loved ones.

Recent data from the Philippine Statistics Authority reveal that over 8 million Filipinos regularly work more than 48 hours a week, exposing themselves to greater risks of heart disease, stroke, mental health struggles, exhaustion, and workplace injuries. Global research echoes these dangers, underscoring how relentless overwork chips away at both health and productivity.

The Labor Code, enacted in 1974, is out of step with today’s workforce realities. Back then, no one could have imagined work-from-home setups, gig jobs, digital careers, or flexible and compressed schedules. As a result, outdated overtime rules fall short in protecting workers from the unique challenges of modern employment, such as tracking hours beyond office walls and guarding against exploitation in unconventional jobs.

The current overtime premium, a modest 25%, has failed to keep pace with inflation or global norms, where overtime pay often doubles the regular rate. Worse, broad exemptions for field personnel and managerial staff are sometimes exploited, leaving many workers vulnerable to unfair misclassification and without the protection they deserve.

While many countries set clear weekly or monthly limits on overtime, Philippine law imposes none. This exposes workers to endless demands, whether they choose them or not. The toll is clear: burnout, falling productivity, chronic illness, and the slow unraveling of work-life balance.

This bill seeks to update labor standards by setting weekly limits for mandatory overtime, guaranteeing humane working hours, and pressing employers to foster healthier, safer, and fairer workplaces. The Department of Labor and Employment is tasked with setting clear rules for compressed workweeks and other modern work arrangements. The Constitution calls on the State to defend workers’ rights, champion their welfare, and honor their dignity. This measure answers that call by aligning protection with today’s workforce realities.

By revising Article 87 of the Labor Code, this measure clarifies overtime rules, ensures just compensation, and shields workers from needless physical and mental hardship. The reforms address outdated standards, expanding fair treatment and protection in the evolving landscape of work.

IN VIEW OF THE FOREGOING, immediate passage of this bill is earnestly sought.

A handwritten signature in black ink, appearing to be 'K. Reiko Chua', written in a cursive style.

KATRINA REIKO CHUA - TAI



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

SECTION 1. Title. - This Act shall be known as the "Mandatory Overtime Limit Act."

SECTION 2. Declaration of Policy. - It is hereby declared the policy of the State to afford full protection to labor, promote humane and safe working conditions, and regulate relations between workers and employers. The State recognizes the right of workers to just compensation, humane work hours, and a meaningful work-life balance. Congress is mandated to enact measures that uphold human dignity and protect the well-being of all Filipino workers.

SECTION 3. Amendment of Article 87 of the Labor Code. - Article 87 of Presidential Decree No. 442, as amended, is hereby amended to read as follows:

"Art. 87. Overtime Work. Work may be performed beyond eight (8) hours a day provided that the employee is paid for the overtime work, an additional compensation equivalent to ~~his~~ **THEIR** regular wage plus at least twenty-five percent (25%) thereof. Work performed beyond eight (8) hours on a holiday or rest day shall be paid an additional compensation equivalent to the rate of the first eight hours on a holiday or rest day plus at least thirty percent (30%) thereof.

FOR EMPLOYEES COVERED BY THE REGULAR WORKWEEK SCHEME, THE TOTAL ALLOWABLE MANDATORY OVERTIME WORK HOURS SHALL NOT EXCEED TEN (10) HOURS PER WEEK.

THE DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE) SHALL PROMULGATE SPECIFIC RULES TO DETERMINE THE APPLICABLE WEEKLY MANDATORY OVERTIME WORK LIMITS FOR EMPLOYEES COVERED BY COMPRESSED WORKWEEK ARRANGEMENTS, HYBRID WORK SETUPS, TELECOMMUTING, FLEXIBLE SCHEDULES, GIG-BASED OR DIGITAL PLATFORM WORK, AND OTHER NON-TRADITIONAL OR IRREGULAR WORK SCHEMES.

1 The employee may not be required to render mandatory overtime work beyond the
2 weekly limit, except in emergency cases as defined under existing laws and regulations.”

3 **SECTION 4. *Strengthening Enforcement.*** - The DOLE shall enhance its inspection,
4 monitoring, and reporting mechanisms to ensure compliance with overtime limits, prevent
5 misclassification of employees, and uphold workers’ rights under this Act and existing labor
6 laws.

7 **SECTION 5. *Implementing Rules and Regulations.*** - The Department of Labor and
8 Employment shall, within ninety (90) days after the approval of this Act, revise, amend, and
9 promulgate the necessary rules and regulations to implement the relevant provisions of the
10 Labor Code of the Philippines as amended by this Act.

11 **SECTION 6. *Separability Clause.*** - If any provision of this Act is declared
12 unconstitutional, the remainder shall continue to be in full force and effect.

13 **SECTION 7. *Repealing Clause.*** - All laws inconsistent with this Act are hereby
14 amended or repealed accordingly.

15 **SECTION 8. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
16 publication in the Official Gazette or in a newspaper of general circulation.

17 **Approved,**