

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8371



Introduced by: Hon. Keith Micah "Atty. Mike" D.L. Tan

AN ACT

MANDATING A MINIMUM OF ONE (1) DAY REMOTE WORK SETUP PER WORKWEEK FOR EMPLOYEES IN APPLICABLE INDUSTRIES, PROVIDING EXEMPTIONS, AND PRESCRIBING PENALTIES FOR VIOLATIONS THEREOF

EXPLANATORY NOTE

The COVID-19 pandemic demonstrated that the traditional office-bound model is not the only path to productivity. The forced shift to remote work revealed that many industries can operate efficiently, and often more effectively, outside the confines of a physical office. This shift is not merely a matter of convenience, but mainly a strategic response to the perennial problems of urban centers: crippling traffic, rising carbon emissions, and the mounting cost of living for the Filipino workforce.

The economic cost of traffic congestion in the Philippines, meanwhile, has long been staggering. A comprehensive study by the Japan International Cooperation Agency (JICA) estimated that traffic congestion in Metro Manila costs the economy approximately P3.5 billion per day due to lost productivity, fuel wastage, and logistical delays, with projections that losses could rise further without structural reforms.¹ Moreover, crude prices have been soaring after the U.S. and Israel launched strikes on Iran which causes the tanker traffic through the Strait of Hormuz, the world's most critical chokepoint for oil shipments.²

However, this bill recognizes that a "one-size-fits-all" approach is impractical. Certain industries require physical presence by their very nature, such as manufacturing, healthcare, and manual labor. Furthermore, companies that have already taken the initiative to provide flexible work arrangements should not be overburdened.

¹ Japan International Cooperation Agency. (2018). *Roadmap for transport infrastructure development for Metro Manila and its surrounding areas (Region III & Region IV-A)*.

² Lee, Y. S. (2026, March 4). *Iran-Israel-U.S. war risks sending oil, gas and LNG prices higher — and central banks are watching inflation*. CNBC.

To ensure the integrity of this mandate, this bill includes a system of graduated penalties for employers who fail to comply without valid justification, ensuring that the benefits of remote work are realized nationwide.

In view thereof, the immediate approval of this measure is earnestly sought.

A handwritten signature in black ink, appearing to read 'Keith Tan', with a stylized flourish at the end.

Keith Micah "Atty. Mike" D.L. Tan
4th District, Quezon

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

SECTION 1. *Short Title.* – This Act shall be known as the "Mandatory Remote
Work Act".

SEC. 2. *Declaration of Policy.* – It is the policy of the State to protect the
welfare of workers, promote their health and well-being, and ensure a balance
between economic productivity and quality of life. In line with this, the State
recognizes the viability of remote work as proven by the global pandemic
catastrophe, which demonstrated that technology-driven industries can operate
seamlessly outside traditional office spaces. Moreover, the State also recognizes
the urgent need to mitigate urban traffic congestion in major metropolitan areas,
thereby improving national productivity, and the commitment to environmental
protection by reducing vehicle emissions and air pollution through decreased
daily commuting; and

The State shall, therefore, institutionalize a hybrid work culture that is
adaptive to modern technological capabilities and responsive to the needs of the
environment.

SEC. 3. *Mandatory Remote Work Setup.* – All employers in Applicable
Industries as provided for in Section 4 of this Act are hereby mandated to
implement a remote work or telecommuting setup for their employees for at least
one (1) day per workweek.

SEC. 4. *Applicable Industries.* – This Act applies to enterprises where tasks
can be performed via telecommunication technologies, specifically:

- a) Information Technology and Business Process Management (IT-BPM);
- b) Financial, Insurance, and Legal Services;
- c) Professional, Scientific, and Technical Services;
- d) Administrative and Support Service Activities;
- e) Creative, Media, and Digital Industries.

SEC. 5. *Exemptions.* – The following shall be exempt from the mandate provided in this Act:

a) **Compliant Employers:** Companies that already provide at least one (1) day of remote work per week through existing policy or collective bargaining agreements shall not be mandated to add another day.

b) **Non-Remote-Capable Industries:** Industries and job roles where the nature of the work requires physical presence, manual labor, or on-site equipment, including but not limited to:

- 1) Agriculture, Forestry, and Fishing;
- 2) Manufacturing and Industrial Production;
- 3) Construction and Civil Engineering;
- 4) Frontline Healthcare and Emergency Services;
- 5) Retail (Front-of-house), Hospitality, and Food Service;
- 6) Logistics and Transport Operations;

c) Companies practicing a four (4)-day workweek/compressed workweek prior to the effectivity of this Act.

SEC. 6. *Penalties.* – Any employer who fails to comply with the mandatory remote work setup without a valid exemption under Section 3 shall be subject to the following administrative penalties:

a) **First Offense:** A formal Reprimand and a Compliance Order from the Department of Labor and Employment (DOLE) requiring the employer to implement the remote work setup within thirty (30) days.

b) **Second Offense:** A fine of Fifty Thousand Pesos (P50,000.00) for every month of non-compliance, or a fine of One Thousand Pesos (P1,000.00) per affected employee, whichever is higher.

c) **Third and Subsequent Offenses:** A fine of One Hundred Thousand Pesos (P100,000.00) and a recommendation to the relevant Local Government Unit (LGU) or the Department of Trade and Industry (DTI) for the suspension of the company's Business Permit for a period of not less than thirty (30) days.

SEC. 7. *Fair Treatment.* – No employer shall use the remote work setup as a justification to reduce wages, diminish existing benefits, or increase the workload beyond standard on-site requirements.

SEC. 8. *Visitorial and Enforcement Power.* – The Secretary of Labor and Employment, or his duly delegated representatives, including labor regulation officers, are hereby authorized to administer, supervise, and investigate any fact, condition or matter which may be necessary to determine violations or which may aid the implementation of this Act subject to the applicable provisions of Presidential Decree No. 442 or the Labor Code of the Philippines, as amended, and of any labor law, wage order or rules and regulations issued pursuant thereto.

SEC. 9. *Implementing Rules and Regulations (IRR).* – The Department of Labor and Employment (DOLE), in consultation with the Department of Information and Communications Technology (DICT), and the Department of Trade and Industry (DTI), shall promulgate the IRR within sixty (60) days from the effectivity of this Act.

SEC. 10. *Interpretation and Construction.* – All doubts in the implementation and interpretation of the provisions of this Act, including its implementing rules and regulations, shall be resolved in favor labor.

SEC. 11. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

SEC. 12. *Repealing Clause.* – All laws, decrees, executive orders and rules and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 13. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,