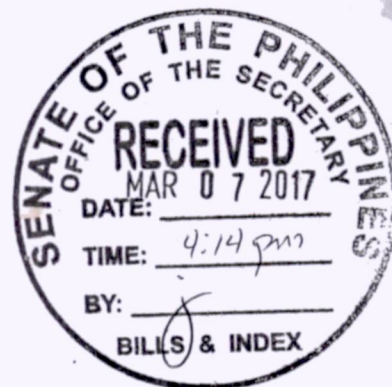


SEVENTEENTH CONGRESS OF THE REPUBLIC  
OF THE PHILIPPINES

First Regular Session

SENATE  
P.S. Res. No. 316



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Introduced by Senator Poe

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**RESOLUTION**

**DIRECTING THE PROPER SENATE COMMITTEE TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE SUBSTANTIAL RISE IN THE NUMBER OF OVERWORKED FILIPINOS IN THE PAST TWENTY YEARS, ITS ROOT CAUSES, AND TO PROPOSE LEGISLATIVE MEASURES TO ADDRESS IT, TAKING INTO ACCOUNT THE STATE POLICY TO AFFORD FULL PROTECTION TO LABOR BY ENSURING JUST AND HUMANE WORK CONDITIONS AS PROVIDED FOR IN THE 1987 PHILIPPINE CONSTITUTION**

**WHEREAS**, Article 2, Section 18 of the 1987 Constitution provides that the State "...affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare";

**WHEREAS**, Article 13, Section 3 of the Constitution provides:

The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.

...They shall be entitled to security of tenure, **humane conditions of work**, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law.... (Emphasis supplied);

**WHEREAS**, Presidential Decree No. 442, otherwise known as the "*Labor Code of the Philippines*", as amended, also includes "just and humane conditions of work" in its declared state policy to afford protection to labor;

**WHEREAS**, overwork is one of the major obstacles to human dignity in the workplace, according to *Dignity at Work* by sociologist Randy Hodson;

**WHEREAS**, according to a report<sup>1</sup> by the Philippine Statistics Authority (PSA) on Decent Work in the Philippines, there were 8.8 million overworked Filipinos in 2015;

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<sup>1</sup> Ordinario, C. "'Overworked' Filipinos rose to 8 million plus in 2015-PSA report" *Businessworld* (March 02, 2017). Retrieved from <http://www.businessmirror.com.ph/overworked-filipinos-rose-to-8-million-plus-in-2015-psa-report/>

**WHEREAS**, the same report of the PSA stated the number of overworked Filipinos increased by 41.2 percent, or 2.363 million more than the 5.742 million recorded 20 years ago;

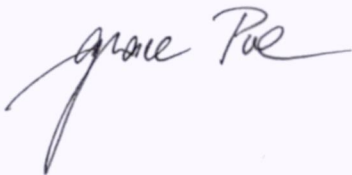
**WHEREAS**, the PSA also stated that overwork may interfere with the balance between personal life and work, may increase injury hazard risks, may signal an inadequate pay and, in the long term, may be a threat to workers' physical and mental capacity to work;

**WHEREAS**, an article<sup>2</sup> from the *British Medical Journal* conclusively stated that "overwork can kill" based on the following studies:

- "A Danish study, which followed up 2465 bus drivers over seven years, found that objective workload, as measured by the intensity of traffic on the drivers' routes, was the factor most strongly associated with death or admission to hospital with acute myocardial infarction."
- "A seven year follow up of 500 retired Swedish men found that, after adjustment for social class and recognised cardiovascular risk factors, job strain predicted mortality."

**NOW THEREFORE BE IT RESOLVED**, as it hereby resolved by the Philippine Senate, to direct the proper Senate committee to conduct an inquiry, in aid of legislation, on the substantial rise in the number of overworked Filipinos in the past twenty years, and to propose legislative measures to address it, taking into account the State policy to afford full protection to labor by ensuring just and humane work conditions as provided for in the 1987 Philippine Constitution.

*Adopted,*



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<sup>2</sup> Michie, S. and Cockroft, A. "Overwork can Kill" *British Medical Journal* (1996). Retrieved from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2350741/pdf/bmj00537-0005.pdf>