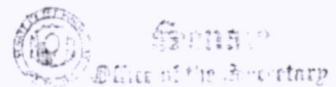


SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)



'18 SEP 12 A11 :41

SENATE
P.S. Res. No. 891

REC. _____
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Introduced by Senator Grace Poe

RESOLUTION
DIRECTING THE SENATE COMMITTEE ON LABOR, EMPLOYMENT AND HUMAN RESOURCES DEVELOPMENT TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE FEASIBILITY OF INSTITUTIONALIZING A FOUR (4) DAY COMPRESSED WORK WEEK IN THE COUNTRY, TO STUDY THE COSTS AND BENEFITS OF THESE PROPOSALS, AND TO ENSURE THAT SUCH WOULD NEITHER IMPINGE UPON THE RIGHTS OF WORKERS, NOR IMPOSE UNNECESSARY COSTS ON BUSINESSES AND CAPITAL

1 WHEREAS, Article II, Section No. 18 of the 1987 Philippine Constitution directs
2 the State to "...protect the rights of workers and promote their welfare";

3 WHEREAS, Article XIII, Section 3 of our Fundamental Law further reiterates that
4 the State shall "...afford full protection to labor, local and overseas, organized and
5 unorganized, and promote full employment and equality of employment opportunities
6 for all" ;

7 WHEREAS, finally, Presidential Decree No. 442, otherwise known as the "*Labor*
8 *Code of the Philippines*" mandates the State to assure the rights of workers to just and
9 humane conditions of work;

10 WHEREAS, currently, there are existing proposals to amend the Labor Code to
11 institutionalize a four (4) day "compressed work week" to "promote business
12 competitiveness, work efficiency, and labor productivity";

13 WHEREAS, these proposals if enacted into law would in result forty (40) to forty
14 eight (48) hour work weeks;

1 WHEREAS, as a trade-off, employees would have three days off and will be
2 provided overtime pay if they work for more than 48 hours a week;

3 WHEREAS, certain offices in the private and public sectors are already
4 implementing a compressed work week scheme through an advisory issued by the
5 Department of Labor;

6 WHEREAS, there is a need to consider the concrete costs and benefits of such
7 proposals, and to take into account the actual experience of those who are actually
8 implementing it;

9 WHEREAS, these proposals must ensure that the proposed compressed four day
10 work weeks must neither compromise the rights of workers, nor impose an excessive
11 burden on businesses, nor create a perverse incentive for firms to lay-off workers due
12 to additional costs;

13 WHEREAS, in addition to the possible benefits for both labor and capital, a
14 compressed work week, when combined with innovative solutions such as
15 telecommuting, may ease traffic and congestion in major urban centers by reducing the
16 number of employees who will be on the roads;

17 **NOW THEREFOR BE IT RESOLVED**, as it is hereby resolved by the Senate of
18 the Philippines, to direct the Senate Committee on Labor, Employment and Human
19 Resources Development to conduct an inquiry, in aid of legislation, on the feasibility of
20 institutionalizing a four (4) day compressed work week in the country, to study the
21 costs and benefits of these proposals, and to ensure that such would neither impinge
22 upon the rights of workers, nor impose unnecessary costs on businesses and capital.

Adopted,


GRACE POE