



HOUSE OF REPRESENTATIVES

H. No. 6152

BY REPRESENTATIVES GO (M.), SAVELLANO, BULUT-BEGTANG, AGGABAO, CELESTE, DE VENECIA, FARIÑAS, COSALAN, DY, BATAOIL, REVILLA, PRIMICIAS-AGABAS, CUARESMA, VIOLAGO, TING, CASILAO, MONTORO, CUEVA, ONG (E.), VELOSO, LAGMAN, UNABIA, ROMUALDEZ, SANTOS-RECTO AND CORTUNA, PER COMMITTEE REPORT NO. 345

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 the House of Representatives of the Philippines in Congress assembled:

1 SECTION 1. Article 83 of the Labor Code of the Philippines, as
2 amended, is hereby amended to read as follows:
3 “ART. 83. *Normal hours of work.* – The normal hours of
4 work of any employee shall not exceed eight (8) hours a day[.]
5 EXCEPT IN CASES WHERE THE ENTERPRISE ADOPTS A
6 COMPRESSED WORK WEEK SCHEME, BUT SHALL NOT EXCEED
7 FORTY-EIGHT (48) HOURS A WEEK. THIS IS WITHOUT PREJUDICE
8 TO FIRMS WHOSE NORMAL WORK WEEK IS FIVE (5) DAYS, OR A
9 TOTAL OF FORTY (40) HOURS BASED ON THE NORMAL WORK DAY
10 OF EIGHT (8) HOURS.

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

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

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

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

1 first eight (8) hours OR NUMBER OF HOURS UNDER A COMPRESSED
2 WORK WEEK SCHEME on a holiday or rest day plus at least thirty
3 percent (30%) thereof.”

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

6 “ART. 91. *Right to weekly rest day.* –

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

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

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

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

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

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

Approved,

O