

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 2990**



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**Introduced by Rep. Precious Hipolito Castelo**

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**EXPLANATORY NOTE**

The switch from an eight-hour, Monday to Friday work week, or 8/5, to a ten-hour, Monday to Thursday work week, or 10/4, could produce tremendous savings for workers and employers alike – if and when implemented in the public and private sectors.

The ten-hour, four-day, or 10/4, work week is being proposed to address the rising prices of goods and services and stagnant wages.

It is premised on this assertion: If wages could not be raised due to multifaceted factors, which include the employers' general aversion to legislated wage hikes, the alternative is to lessen the workers' expenditures.

The proposed 10/4 work week addresses the changing work environment, which is now characterized by the following:

1. increasing business process outsourcing, where even the core business functions of many private firms, big or small, are contracted to outside service providers;
2. declining unionism, where only 200,000 unionized workers have collective bargaining agreements, and where trade unions have generally become ineffective to force employers to raise wages or grant benefits;
3. growing "informalization" of the formal sector, where many corporations and other business enterprises in the formal sector opt to become part of the informal sector, or the so-called "underground economy," where firms do not pay taxes, do not issue receipts, and do not register themselves for appropriate state regulation;
4. subcontracting, and other decadent employer-employee relationship like the so-called "five-month work contract" to circumvent the provisions of the Labor Code; and
5. other labor issues like rising unemployment and underemployment, wage cuts, and rising incidents of nonpayment of workers' benefits for social security, health insurance, among others.

The advantages of the 10/4 work week scheme far outweigh the disadvantages.

The 10/4 work week could provide the following benefits to workers:

1. Greater morale and productivity for workers since he is not financially, physically, and mentally drained to attend to his work;
2. The extended weekend would enable workers to spend greater time with their families, providing them the domestic stability;
3. The extra day-off would enable workers to pursue other interests like learning or retooling themselves with new skills that would be necessary to the workplace;
4. The additional day-off would also enable workers to pursue their hobbies and leisure.

Also, the 10/4 proposed work schedule could mean enormous savings, placed conservatively at 20 percent of a worker's weekly expenditures while going to work and returning home.

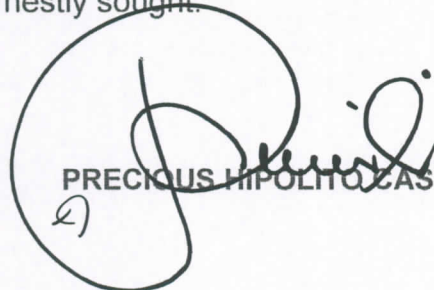
If a worker in Metro Manila spends P200 a day in transport fare, food and snacks, and other expenses in going to work, or P1,000 every week, the 10/4 work week will mean a savings of P200 per week.

For workers in the provinces, who spend a daily average of P100 or less, the weekly savings could be P100 or less.

Overall, the proposed 10/4 work week could mean weekly savings amounting to at least P20 billion for the over 20 million private sector workers and 1.5 million state employees.

For employers, which include the government and private business enterprises, the savings on maintenance and operational expenditures are enormous. Costs otherwise spent on electric bills, water bills, gasoline, telecommunications services on Friday could be rechanneled for other productive purposes.

The Immediate enactment of this bill is most earnestly sought.



PRECIOUS HIPOLITO CASTELO



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**AN ACT**  
**MANDATING FOUR-DAY WORK WEEK IN PUBLIC AND PRIVATE SECTORS,**  
**REQUIRING THEREBY TEN HOURS OF WORK DAILY AND FOR OTHER**  
**PURPOSES**

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

SECTION 1: This Act shall be known as the "Ten-Hour, Four-Day Work Week Act."

SECTION 2: Coverage of this Act: This mandates a four-day work week starting from Monday to Thursday in public and private sectors, thereby requiring workers to render ten hours of work daily during the said period.

SECTION 3: Exemption: In the interest of emergency, security, natural disasters, and other justifiable reasons, the strict observance of this Act may be waived upon the judgment of the head of a government agency, or a private enterprise, or when the exigency of services so requires.

SECTION 4: Violation: The pertinent provisions of Presidential Decree No. 442, or the Labor Code of the Philippines as amended, will apply on heads of government agencies and private enterprises and other responsible persons, who are found to have violated provisions of this Act.

SECTION 5: Repeal: All laws, decrees, executive orders, and rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 6: Implementation: This Act shall take effect sixty (60) days after its complete publication in the Official Gazette and in at least three (3) newspapers of general circulation.

Approved,