



Republic of the Philippines
Department of Social Welfare and Development

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SENATOR JOEL VILLANUEVA

Chairperson

Committee on Labor, Employment and

Human Resources Development

Senate of the Philippines

Pasay City

Dear **Chairperson Villanueva**:

This refers to Senate Bill No. 1033 or "An Act Institutionalizing Telecommuting in the Workplace and for Other Purposes" which the Chairperson filed.

Our Department supports the intention of the bill to promote work and life balance among employees by introducing telecommuting as an alternative work arrangement.

To contribute to the bill's enhancement, may we also provide the following comments and recommendations:

1. A thorough review of the organization and its operations is necessary to determine which unit may benefit from telecommuting. Those involved in front-line services including the DSWD as well as those with high-demand functions like finance and personnel administration may not gain from the said arrangement.
2. Pregnant women, solo parents and persons with disabilities may be prioritized in the implementation of telecommuting.
3. Other factors which may be considered by the Committee are:
 - a. Identifying the functions and tasks which may be accomplished via telecommuting
 - b. Setting clearer targets and timelines to gauge the performance of employees who will choose this work arrangement
 - c. Determining the basis for salary and other benefits in the absence of daily time records

Thank you.

Very truly yours,

JUDY M. TAGULWALO
Secretary