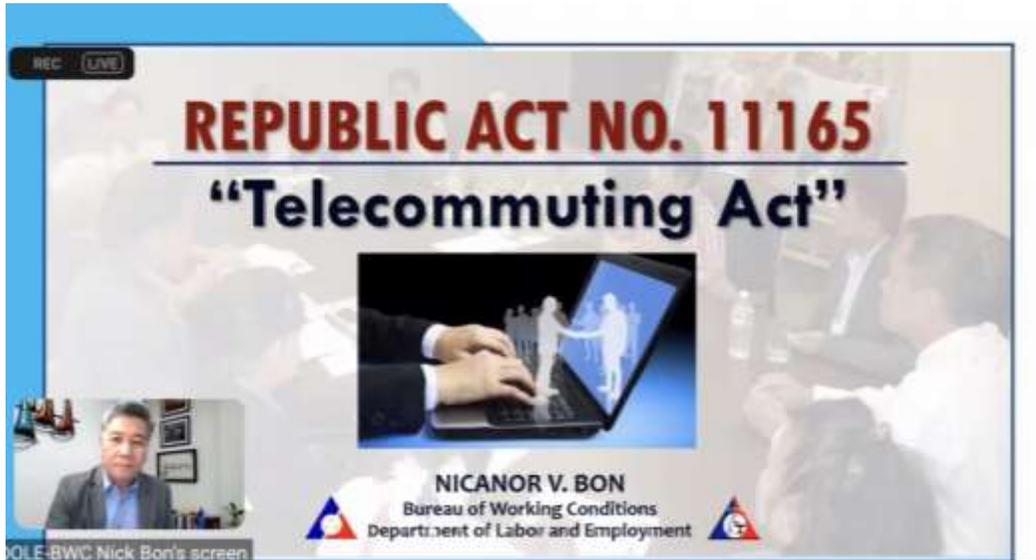


Press Release
Department of Labor and Employment
Bureau of Working Conditions
08 August 2021

Telecommuting in the new normal



To highlight the provisions of the Republic Act 11165 or commonly known as the Telecommuting Act, a webinar hosted by the Occupational Safety and Health Center (OSHC) and Bureau of Working Conditions (BWC) was held on August 4, 2021, via Zoom and Facebook live.

As the challenges brought about by the COVID-19 pandemic and the implementation of various community quarantines continue, companies have to adapt to the new normal. Some rely significantly on the telecommuting work arrangement to maintain business productivity and preserve employment.

Mr. Nicanor “Nick” Bon, the Chief of the Policy and Program Development Division of the BWC, discussed the salient features of the Telecommuting Act and its Implementing Rules and Regulations, such as the legal basis, general information, and guidelines for the effective implementation of this work arrangement. Mr. Bon emphasized that the adoption and implementation of telecommuting work arrangement or simply telecommuting is voluntary in nature and must be mutually agreed upon by the employer and employees. He also clarified that telecommunication technologies, such as computer networks and the internet, must be part of the implementation to consider a work arrangement as telecommuting under the law.

Also, Mr. Bon discussed the other features of the Telecommuting Act, such as the practice of fair treatment by the employers and the implementation of the company’s data privacy policy for data protection.

Since it is based on voluntariness, the administration of telecommuting falls under the responsibility of the employer, employees, and the company’s grievance mechanism. On the other hand, the duties of the Department of Labor and Employment (DOLE) include the monitoring of the telecommuting work arrangement reports submitted by the companies through the DOLE regional office, creation of telecommuting pilot program, and mandatory review of the IRR every three (3) years, to assess the benefits and drawbacks of telecommuting program and adjust regulations according to the findings.

Employers or authorized representative may submit their telecommuting reports online at <https://reports.dole.gov.ph/>, while the livestream of the webinar may be watched at <https://bit.ly/3fKPwSK>.

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