

Good News
Department of Labor and Employment
Bureau of Working Conditions
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Work arrangements under Alert Level 1



DOLE Assistant Secretary Ma. Teresita S. Cucueco clarified in a televised interview that telecommuting or work-from-home (WFH) arrangement, as it is often called, may continue even with the implementation of Alert Level 1.

Asec. Cucueco explained via phone call interview on 02 March 2022, that employers may continue implementing the WFH arrangement, guided by the “telecommuting agreement” or the mutual consent of the employer and the employee in its implementation. Asec. Cucueco added that aside from WFH, there are also other Flexible Work Arrangements (FWAs) that can be implemented for employment preservation such as the compressed workweek and reduction of workdays, among others.

On the topic of employees’ benefits, Asec. Cucueco explained the “fair treatment” which means that the employees under WFH arrangement shall be given the same treatment and benefits as those employees working on site, pursuant to Republic Act No. 11165, otherwise known as the Telecommuting Act.

On the other hand, Asec. Cucueco remarked that since 100% on-site workforce is permitted under Alert Level 1, it is the responsibility of the employers to highly ensure that the employees’ safety and health are safeguarded.

Owing to continuous vaccination effort and strict adherence to the prescribed minimum public health standards, risks, and cases of COVID-19 infection continue to decrease throughout the country.

Whole interview of Asec. Cucueco on WFH arrangement can be viewed on [GMA News](#) while the information on WFH and FWAs can be found on [BWC website - Flexible Work Arrangement](#).

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