

BY THE PRESIDENT OF THE PHILIPPINES

MEMORANDUM CIRCULAR NO. 81

IMPLEMENTING THE STAGGERED WORKING TIME IN THE EXECUTIVE DEPARTMENT IN RELATION TO THE OTHER BRANCHES OF GOVERNMENT AND THE PRIVATE SECTOR IN METRO MANILA DURING THE CHRISTMAS SEASON FROM DECEMBER 15, 2004 TO JANUARY 6, 2005.

WHEREAS, the Government, in the exercise of its fundamental functions, has been focusing its effort to establish and provide the appropriate social, political and economic environment within which development can prosper;

WHEREAS, one factor that slows down development is the limited movement of goods and services due to traffic congestion in the Metro Manila area, which serves as the center of economic activity;

WHEREAS, it has become necessary that the traffic congestion in Metro Manila be significantly reduced during peak hours for the convenience of all road users;

WHEREAS, there is a need to institutionalize a system to regulate the use of roads within Metro Manila to ensure faster travel time, thus promoting business competitiveness and productivity, improving efficiency by lowering operating costs, and reducing work-related expenses of employees;

WHEREAS, this was the result of the consultation with the various groups such as the Department of Labor and Employment, Civil Service Commission, Tripartite Industrial Peace Council, Trade Union Congress of the Philippines, and Employers Confederation of the Philippines;

WHEREAS, during the consultation with the employers and employees, through their associations, they have expressed approval and support;

NOW, THEREFORE, I, GLORIA MACAPAGAL-ARROYO, President of the Republic of the Philippines, by virtue of the power vested in me by law, do hereby order the implementation of a "**STAGGERED WORKING TIME**" to improve the delivery of goods and services, in accordance with the following provisions:



SECTION 1. The Executive Department and its bureaus and offices, including government owned and controlled corporations in the Metro Manila area, whose current office working hours start between 7:00 a.m. to 9:00 a.m. shall now hold office starting at 7:00 a.m. and ending at 4:00 p.m. to complete the eight (8) hour work day.

In no case shall the weekly working hours be reduced in the event Government departments, bureaus and offices including government owned and controlled corporations in the Metro Manila area adopt the above work schedule in reporting for work.

SECTION 2. Offices in the private sector, whose current office working hours start between 7:00 a.m. to 9:00 a.m., are strongly encouraged to hold office starting at 9:00 a.m. and ending at 6:00 p.m. to complete the eight (8) hour work day.

SECTION 3. The offices of the Legislative and Judicial Branches of Government, the Constitutional Commissions and Local Government Units in the Metro Manila area are strongly urged to adopt the provisions of this Circular.

SECTION 4. Repealing Clause. All orders, issuances, rules and regulations, which are considered inconsistent with this Memorandum Circular are hereby repealed and modified accordingly.

SECTION 5. Effectivity. This Memorandum Circular shall take effect from December 15, 2004 to January 6, 2005.

Done in the City of Manila, this 14th day of December, in the year of our Lord, two thousand and four.

Honora Arroyo

By the President:

Eduardo R. Ermita

EDUARDO R. ERMITA
Executive Secretary



CGRA Hologram # 28857