THE CONCEPT OF WORK FROM HOME IN THE PHILIPPINES

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COVID-19 pandemic is causing a move in worldview in how work is done in the Philippines. While after a short time long stretches of remain in the workplace was the standard, the inconvenience of the Enhanced Community Quarantine ("ECQ") constrained managers of unimportant enterprises to perceive that work should be possible even outside the workplace premises, for example, through Work-From-Home ("WFH") plans. These WFH courses of action have been generally grasped and are required to wait much after the ECQ has been lifted. There is, in this way, an early stage need to see how WFH courses of action fit in the work law scene and how they ought to be legitimately actualized.

The idea of workers telecommunicating in the Philippines isn’t new. Indeed, even before the appearance of COVID-19, businesses have consistently had the right to where a representative ought to play out their work — in the workplace premises, in the field, at home, or somewhere else. All things considered, even without enactment, bosses can put their workers on a WFH plan. In any case, the Philippines has as of late sanctioned a law, the Telecommuting Act, which from the outset may appear to completely cover all WFH courses of action. Is that actually the case? As will be expounded beneath, there is more subtlety in the Telecommuting Act and WFH game plans that the eye can see.

The law stresses two (2) key standards: Fair Treatment and Data Privacy. The Fair Treatment guideline guarantees that working from home representatives are agreed with a similar least work norms and treatment as on location representatives. This incorporates extra time, occasion pay, and privilege to leave benefits. The
Telecommuting Act likewise necessitates that working from home representatives be given the equivalent or practically identical remaining task at hand and execution principles as on location workers. They ought to have same access to preparing and vocation improvement openings, remembering preparing for the specialized hardware available to them in a practically identical manner that on location representatives are prepared to utilize gear nearby. With respect to the guideline of Data Privacy, the Telecommuting Act basically requires businesses and workers to concur on least principles that will secure individual data. For this reason, the business is liable for taking the suitable measures to guarantee the security of information utilized and handled by the working from home representative for proficient purposes. These measures may incorporate crippling of equipment, alteration of Universal Serial Bus (USB) gets to, and limitations on the utilization of outer cloud-based capacity by WFH workers.

With the requirement for proceeded with social distancing, Philippine organizations are exceptionally urged to embrace elective work plans, for example, WFH game plans, as a major aspect of the 'new typical' post-ECQ. In instances of WFH courses of action finished with the utilization of media transmission or potentially PC innovations, it is fitting for Philippine managers to receive a conventional working from home program under the Telecommuting Act. In spite of the fact that the necessities for receiving formal working from home game plans are undeniably more severe than a WFH course of action during the ECQ, these equivalent prerequisites exactly guarantee businesses that their reception of a working from home program would be in accordance with Philippine laws.

References: