

Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
Intramuros, Manila



27 July 2006

**Atty. Alexander Llanes Acain, Jr.**

Guzman Tanedo & Acain Law Offices  
316 Mile Long Bldg., Amoroso St.  
Makati City 1200

Dear Atty. Acain:

This refers to your letter dated 27 June 2006 requesting that your client, Proview Global Administration, Inc. be exempted from the nightwork prohibition for women employees under Article 130 of the Labor Code, as amended.

You stated that your client is a US based business process outsourcing company; that it plans to alter its working schedule to include women employees who will work on nightshift from 10:00 pm to 6:00 am; that it is committed to provide the benefits for the women employees who will work on night shift which are appurtenant to the grant of the exemption.

I hereby grant your client's request for an exemption under the terms of Article 130 of the Labor Code, as amended. Accordingly, it may be allowed to employ women employees to work during nighttime in accordance with Article 131 of the Labor Code, subject to the limitation that the female employees so employed should not be below eighteen (18) years of age.

Your client is additionally required, among others, to provide safe and healthful working conditions, and adequate/reasonable facilities such as sleeping/resting quarters.

Pregnant women and nursing mothers may be allowed to work at nighttime only if a competent physician, other than the company physician, shall certify to their fitness for night work, and specify, in the case of pregnant women, the period of the pregnancy when they can safely work.

Any deviation from the limitations stated above and those provided for under the Labor Code shall be grounds for revocation of this exemption.

Very truly yours,

  
**ARTURO D. BRION**  
Secretary

CC: Director Ricardo S. Martinez, Sr., CESO III  
DOLE-National Capital Region (NCR)  
DY International Bldg.  
1650 San Marcelino cor. Gen. Malvar Sts.  
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Dept. of Labor & Employment  
Office of the Secretary

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