



Republic of the Philippines  
**DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT**  
DILG-NAPOLCOM Center, EDSA corner Quezon Avenue, West Triangle, Quezon City  
<http://www.dilg.gov.ph>

## **ADVISORY**

**MAY 28 2020**

**TO : ALL PROVINCIAL GOVERNORS, CITY MAYORS, AND MUNICIPAL MAYORS, DILG REGIONAL DIRECTORS, AND THE BARMM MINISTER OF LOCAL GOVERNMENT**

**SUBJECT : ADHERENCE TO THE RETURN-TO-WORK POLICIES**

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The 1987 Constitution provides that government shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.

In view of the COVID-19 crisis, **Inter-Agency Task Force (IATF) Omnibus Guidelines on the Implementation of Community Quarantine**, issued on May 15, 2020 through IATF Resolution No. 37 S. 2020, provides that **in no case shall the testing of all returning workers be construed as a condition precedent for his/her return.**

Pursuant to this, the **Department of Health issued Memorandum No. 2020-0220: Interim Guidelines on the Return-to-Work** on May 11, 2020, which provides that employers can opt to conduct testing but may do so in a representative sample of those who are to return to work physically and have a high risk of contracting COVID-19 due to the nature of the work (e.g. front liners), and provided further that return to work should not be dependent on testing.

Likewise, the **Department of Labor and Employment and the Department of Trade and Industry through a Joint Memorandum dated April 30, 2020, for private sector workers, and the Civil Service Commission MC 10, s. 2020, for government employees**, have set guidelines for returning to work, including the provision of alternative working arrangements, checking of body temperature, distribution of personal protective equipment, and social distancing in the workplace.

In view of this, Local Government Units are directed to ensure employers within their localities abide by these guidelines. However, Local Governments shall in **NO case require more than what are specified by the above mentioned policies**, such as among others:

1. requiring of COVID-19 testing of employees, both in the government and private sector, as a condition in returning to work;
2. requiring 14 days quarantine for returning workers; and
3. requiring exemption certificates to be secured from local chief executives.

All DILG Regional Directors and the BARMM Minister of Local Government are hereby directed to cause the immediate and widest dissemination of this Advisory to all local government units within their areas of jurisdiction.

For the guidance and compliance of everyone concerned.

  
**EDUARDO M. AÑO**  
Secretary ↑

