



Republic of Palau
Office of the President

Tommy E. Remengesau, Jr.
President

P.O. Box 6051, Palau, PW 96940
Tel. (680) 767-2403/2828
Fax. (680) 767-2424/1662
Email: rop.president@palaunet.com

PRESIDENTIAL DIRECTIVE NO. 20-41

*Enabling Offices of the Executive Branch of the National Government
to Adopt Compressed Work Schedules During the COVID-19 Pandemic.*

WHEREAS, national government employees must work 40 hours per week; and

WHEREAS, the basic work week is Monday through Friday 7:30 am to 4:30 pm; and

WHEREAS, for the Republic of Palau to continue to grow healthier as a nation and develop our overall social and cultural structure, it is important to ensure that its citizens maintain a positive work-life balance, with ample time to spend on self-enhancing activities that will contribute to the social and cultural health of individuals, families, and communities; and

WHEREAS, the need for self-care is especially important during the COVID-19 pandemic, which is significantly increasing stress and anxiety for all in Palau; and

WHEREAS, there is no better time than during this pandemic for families to spend quality time with loved ones and to engage in other productive activities, including those that will foster the character building of our children, imparting social and cultural skills to the next generation, and, most importantly, working together to ensure food security and other improvements within households; and

WHEREAS, permitting the temporary adoption of a compressed work week to engage in other activities aimed at bettering the employee's physical and/or mental health during the COVID-19 pandemic, to spend quality time with family, and to develop the Palauan community may benefit Palau as a whole; and

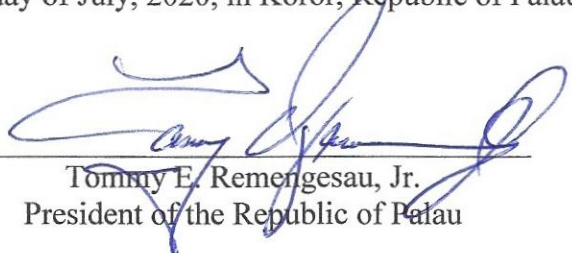
NOW, THEREFORE, pursuant to the authority vested in me by the Constitution and laws of the Republic of Palau, I, Tommy E. Remengesau, Jr., direct relevant management officials as follows:

1. Any office of the Executive Branch of the National Government may adopt a compressed work schedule between July 1, 2020 and December 31, 2020.
2. The Bureau of Public Service System shall provide administrative guidance and assistance to the relevant management official of any Executive Branch office that chooses to adopt a compressed work schedule. A compressed work schedule shall be voluntary, and shall allow employees to work 40 hours per week on a schedule other than the basic workweek. A compressed work schedule shall ensure the continued provision of essential government services at existing levels.



3. Executive Branch offices responsible for maintaining law and order, providing front-line services with respect to COVID-19, or providing other hospital or emergency services shall ensure the public remains protected for the full week, regardless of whether they adopt compressed work schedules.
4. This Directive and its mandate shall expire on December 31, 2020.

SO DIRECTED this 1st day of July, 2020, in Koror, Republic of Palau.



Tommy E. Remengesau, Jr.
President of the Republic of Palau