

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

SEVENTEENTH CONGRESS  
First Regular Session

House Bill No. 739

HOUSE OF REPRESENTATIVES	
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REGISTRATION UNIT BILL AND INDEX SERVICE	

Introduced by DIWA Party-list Representative Emmeline Y. Aglipay – Villar

#### EXPLANATORY NOTE

The importance of early childhood education in the formation of the intelligence and character of a child cannot be overemphasized. In the Philippines, studies have shown that only 3 out of 10 children from ages 0 to 6 years old have access to day care centers or any form of early childhood education. Even more, these numbers are even lower in remote areas where insufficient manpower and resources, difficult terrains, and a lack of appreciation for childhood education hamper the possibility of providing early learning.

The inaccessibility of day care centers poses a serious problem especially for the children of middle-class workers and single parents who will most likely be at work during the day. Because earning income is usually perceived as more urgent, middle-class parents are often forced to sacrifice the time that they are supposed to allot in educating their children, to be able to fulfil their responsibilities at work.

Our Constitution mandates that, “the State recognizes the Filipino family as the foundation of the nation”. However, the State is still unable to provide quality and accessible early childhood education. By providing day care centers at every baranggay, workers will have the luxury of leaving their children with a trusted guardian while they are at work. More importantly, it will allow children to receive the early childhood education and interaction that they need.

This bill includes in its scope the government, including all its instrumentalities and also grants use of the day care centers to all employees, whether regular or otherwise. This bill also seeks to fulfil the constitutional mandate to assist families in the rearing of their children and will contribute in ensuring that young children will receive the proper early learning and stimulation that they need.

*Emmeline Y. Aglipay*  
EMMELINE Y. AGLIPAY –VILLAR  
Representative, DIWA Party-list

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**AN ACT REQUIRING EMPLOYERS TO PROVIDE DAYCARE  
FACILITIES FOR THEIR EMPLOYEES' CHILDREN AGED  
FIVE (5) YEARS OLD AND BELOW**

*Be it enacted by the Senate and House of Representatives of the Philippines in  
Congress assembled:*

**SECTION 1. Short Title.** This Act shall be known as the “Day Care Services Act”

**SECTION 2. Declaration of Policy.** It is hereby declared the policy of the State to ensure the welfare and development of the youth in recognition of their vital role in nation-building, and shall promote and protect their physical, intellectual, and social well-being. It is also the policy of the State to support social services to enable parents to combine family obligations with work responsibilities, as well as the harmonization of work and family responsibilities for both men and women, in accordance with the Philippines’ commitment to the Convention on the Elimination of Discrimination Against Women (CEDAW).

**SECTION 3.** All employers, including the national government and any of its political subdivisions, government owned and/or controlled corporations and charitable and religious organizations, with at least 300 employees, shall establish a daycare facility for their employees’ children aged five (5) years and below. The facility shall be handled by qualified and competent personnel with proven experience in child care.

**SECTION 4.** The requirement for the establishment of a day care facility shall not be applicable in case there is a day care facility which is accessible from the employer’s establishment and such employer makes arrangements for the reservation and free use of such facility for the benefit of his employees during their respective working days.

**SECTION 5.** The Department of Labor and Employment (DOLE) shall promulgate rules and regulations to implement the provisions of this Act.

**SECTION 6. Repealing Clause.** All laws, decrees, order, rules and regulations, or portions thereof, inconsistent with this Act are hereby repealed or modified accordingly.

**SECTION 7. Separability Clause.** Should any part or provision of this Act be declared unconstitutional or invalid, other parts or provisions hereof not otherwise affected thereby shall remain in full force and effect.

**SECTION 8. Effectivity.** This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,