

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

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. 856

HOUSE OF REPRESENTATIVES	
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Introduced by HON. LINABELLE RUTH R. VILLARICA
4TH DISTRICT, BULACAN

EXPLANATORY NOTE

The State must protect women in their work places by keeping them informed of the available facilities, the pertinent medical and health benefits due them, including the dangers and hazards they are exposed to in their work.

Presently, however, while the Constitution and the Labor Code expressly mandate that working women must be provided with safe and healthy working conditions, employers are not required by law to furnish them with the needed information pertinent thereto.

This bill seeks to effectively implement these statutory mandates and empower women to be informed of the work conditions affecting their health.

Support for the enactment of this measure is earnestly requested.


REP. LINABELLE RUTH R. VILLARICA

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Introduced by HON. LINABELLE RUTH R. VILLARICA
4TH DISTRICT, BULACAN

AN ACT GRANTING WOMEN THE RIGHT TO KNOW WORK CONDITIONS
AFFECTING THEIR HEALTH

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 “Women’s Protection Act”.

SEC. 2. *Declaration of Policy.* – The State shall ensure safe and healthful working conditions for women by considering their maternal functions, and such other facilities and opportunities to enhance their welfare and realize their full potential in the service of the nation. To achieve this goal, women shall be granted the right to know the work conditions directly affecting their health.

SEC. 3. *Definition of Terms.* – For purposes of this Act, these terms are defined as follows:

- (a) *Employer* is any person acting in the interest of an employer, directly or indirectly, including the government and all its branches, subdivisions, and instrumentalities, all government-owned and controlled corporations and institutions, as well as non-profit private institutions or organizations. The term does not include labor organizations or any of its officers or agents, except when acting as an employer; and
- (b) *Secretary* is the Secretary of Labor and Employment.

SEC. 4. *Required Information.* –

- (a) The prospective employer shall furnish in writing the following information to all women applicants:
 - 1. the danger(s) which workers are exposed to or might be exposed to;

2. the medical and health benefits which workers are entitled to, including maternity leave benefits and the availability of family planning services;
3. the health hazards associated with this work, including hazards that may affect their maternal functions;
4. the occupational safety and health-related programs, trainings, medical surveillance and research, screening tests for reproductive tract diseases, provisions for technical support/advice, and development of information, education and communication materials;
5. the availability of facilities for women which are required under Section 132 of Presidential Decree No. 442, as amended, also known as the Labor Code of the Philippines.

(b) Women already employed prior to the effectivity of this Act shall likewise be informed as required under paragraph (a) of this section.

SEC. 5. *Implementing Rules and Regulations.* – The Department of Labor and Employment (DOLE) shall promulgate the necessary rules and regulations within sixty (60) days from the effectivity of this Act.

SEC. 6. *Annual Report.* – The Secretary shall submit an annual report to the President. The Report shall include:

- (a) A list of work hazards, especially those that affect women's maternal functions;
- (b) A list of employers found to have violated any provisions of this Act; and
- (c) Rate of compliance of employers with the provisions of this Act.

SEC. 7. *Penalty.* – Any violation of Section 4 of this Act shall be punished with a fine of not less than twenty thousand pesos (Php 20,000.00) but not more than thirty thousand pesos (Php 30,000.00) or imprisonment of not less than six (6) months but not more than twelve (12) months, or both at the discretion of the court. If the offense is committed by a corporation, trust, partnership, or association, the same, may, after notice and hearing, be dissolved in appropriate proceedings before the Securities and Exchange Commission. If the offense is committed by a director, trustee or officer of the corporation, he shall be punished by a fine of not less than two thousand pesos (Php 2,000.00) but not more than twenty thousand pesos (Php 20,000.00) or by imprisonment for not less than twelve (12) months but not more than six (6) years, or both, at the discretion of the court.

SEC. 8. *Separability Clause.* – If, for any reason any provision of this Act is declared unconstitutional or invalid, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SEC. 9. *Repealing Clause.* – All laws, presidential decrees or issuances, executive orders or letters of instruction, administrative orders, rules and regulations or parts thereof contrary to or inconsistent with the provisions of this Act are hereby repealed, modified, or amended accordingly.

SEC. 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,