

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

**THIRTEENTH CONGRESS  
First Regular Session**

**HOUSE BILL No. 1021**

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**Introduced by GABRIELA Women's Party List  
Representative LIZA LARGOZA-MAZA**

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**EXPLANATORY NOTE**

Non-government and women's organizations have, for the past several decades, endeavored to raise public consciousness on women workers' rights, welfare and development and gender equality in view of cases of sexual harassment and discrimination in the workplace.

While these initiatives are recognized, lauded, encouraged and supported, it is government that should be primarily responsible for women and gender equality education in conformity with the Constitution's mandate.

This bill addresses the need for government to enforce the promotion and protection of women workers' rights, welfare and development and gender equality through education seminars in the workplace.

A citizenry aware and enlightened on women's rights, welfare and development and gender equality is better equipped to promote and protect women, prevent crimes against women of all ages and eliminate gender and sex discrimination and inequality.

The approval of this bill is earnestly and urgently sought.

  
**LIZA LARGOZA-MAZA**

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AN ACT  
AMENDING TITLE FOUR OF BOOK FOUR OF THE LABOR CODE OF THE  
PHILIPPINES PROVIDING FOR WOMEN AND GENDER EDUCATION IN THE  
WORKPLACE

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

**SECTION 1. Title.** — Title Four of Book Four of the Labor Code of the Philippines is amended to read as follows:

"ART. 210. *Adult education.* - Every employer shall render assistance in the establishment and operation of adult education programs for their workers and employees as prescribed by regulations jointly approved by the Department of Labor and Employment and the Department of Education and Culture.

"ART. 210-A. *Women and gender education.* Every employer is required to give their workers and employees free annual education seminars on women's rights, welfare, development and gender equality, Republic Act No. 7877 or the "Anti-Sexual Harassment Act of 1995" and Republic Act No. 9208 or the "Anti-Trafficking in Persons Act of 2003" in the workplace using participatory and non-formal education modules prescribed by the National Commission on the Role of Filipino Women and women's organizations, training and resource centers and institutes.

**SECTION 2. Repealing Clause.** — All laws, decrees, executive orders, proclamations, rules and regulations, and other issuance or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**SECTION 3. Separability Clause.** — If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions hereof shall not be affected thereby.

**SECTION 4. Effectivity Clause.** — This Act shall take effect fifteen (15) days from its publication in the Official Gazette or in at least two (2) national newspapers of general circulation which ever comes earlier.

Approved,