

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Diliman, Quezon City

FIFTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1453

Introduced by ATTY. MAGTANGGOL T. GUNIGUNDO I

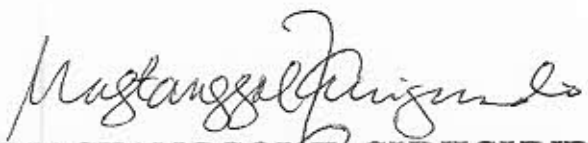
EXPLANATORY NOTE

Trade unions and labor organizations have, for the past several decades, endeavored on their own to raise public consciousness on workers' rights, welfare and development.

While these initiatives are lauded and recognized, it is imperative that such efforts be supplemented by raising the consciousness of the workers themselves on their rights and welfare. This bill seeks to answer this need by encouraging the institutionalization of adult education and information in the workplace, focusing on workers' rights, benefits and privileges, to include women's rights and welfare, among others. This bill further encourages the participation of employers, trade and unions and labor organizations, with the assistance of the government, by providing free education seminars to our workers.

This representation believes that a workforce aware and enlightened on their rights and welfare, duties and responsibilities could contribute better to the development of this country.

In view that this bill has already been extensively discussed and approved by the Committee on Labor and Employment during the 14th Congress, its approval is earnestly sought.


ATTY. MAGTANGGOL T. GUNIGUNDO I

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

FIFTEENTH CONGRESS
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HOUSE BILL NO. 1453

Introduced by Rep. Magtanggol T. Gunigundo I

AN ACT
STRENGTHENING ADULT EDUCATION PROGRAMS FOR
WORKERS AND EMPLOYEES, AMENDING FOR THE PURPOSE
ART. 210 OF P.D. 442, AS AMENDED, OTHERWISE KNOWN AS
THE LABOR CODE OF THE PHILIPPINES

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

1 **SECTION 1.** Article 210 of P.D. 442, as amended, otherwise
2 known as the Labor Code of the Philippines, is hereby amended to
3 read as follows:

4
5 "ART. 210. **ADULT EDUCATION AND INFORMATION.** - [Every]
6 [e]mployers **AND TRADE UNIONS** shall render assistance in
7 the establishment and operation of **FREE** adult education **AND**
8 **INFORMATION** programs for [their] workers and employees as
9 prescribed by regulations jointly approved by the Department of
10 Labor **AND EMPLOYMENT** and the Department of Education
11 [and Culture].
12

13 **ADULT EDUCATION AND INFORMATION FOR**
14 **WORKERS AND EMPLOYEES SHALL INCLUDE BUT NOT BE**
15 **LIMITED TO THE FOLLOWING:**
16

17 **A) EDUCATION SEMINARS ON WOMEN'S RIGHTS,**
18 **WELFARE, DEVELOPMENT AND GENDER EQUALITY,**
19 **INCLUDING RELEVANT LAWS AND INSTRUMENTALITIES**
20 **SUCH AS REPUBLIC ACT NO. 7877 OR THE "ANTI-SEXUAL**
21 **HARASSMENT ACT OF 1995", REPUBLIC ACT NO. 9208 OR**
22 **THE "ANTI-TRAFFICKING IN PERSONS ACT OF 2003",**

1 REPUBLIC ACT NO. 8972 OR THE "SOLO PARENTS ACT",
2 REPUBLIC ACT NO. 9262 OR THE "ANTI-VIOLENCE
3 AGAINST WOMEN AND CHILDREN LAW", REPUBLIC ACT
4 NO. 6725 OR THE "PROHIBITION ON DISCRIMINATION
5 AGAINST WOMEN ACT", AND THE CONVENTION ON THE
6 ELIMINATION OF DISCRIMINATION AGAINST WOMEN
7 (CEDAW), USING PARTICIPATORY AND NON-FORMAL
8 EDUCATION MODULES PRESCRIBED BY THE NATIONAL
9 COMMISSION ON THE ROLE OF FILIPINO WOMEN AND
10 WOMEN'S ORGANIZATIONS, TRAINING AND RESOURCE
11 CENTERS AND INSTITUTES.

12
13 B) EDUCATION SEMINARS ON WORKERS' RIGHTS,
14 BENEFITS AND PRIVILEGES UNDER EXISTING LAWS,
15 STATUTES, RULES AND REGULATIONS, COLLECTIVE
16 BARGAINING AGREEMENTS, COMPANY POLICIES AND
17 EMPLOYMENT CONTRACTS, AND THEIR COUNTERPART
18 DUTIES AND RESPONSIBILITIES AS GOOD WORKERS AND
19 EMPLOYEES.

20
21 THE EMPLOYERS AND TRADE UNIONS MAY ENLIST
22 THE ASSISTANCE OF GOVERNMENT AGENCIES, LOCAL
23 GOVERNMENT UNITS, INDUSTRY CHAMBERS, LABOR
24 FEDERATIONS OR CENTERS, NON-GOVERNMENT
25 ORGANIZATIONS, AND ENTITIES PROVIDING FREE
26 EDUCATION SEMINARS."

27
28 **SEC. 2. Separability Clause.** - If, for any reason, any section or
29 provision of this Act is held unconstitutional or invalid, the other
30 sections or provisions hereof shall not be affected thereby.

31
32 **SEC. 3. Repealing Clause.** - All laws, decrees, executive orders,
33 proclamations, rules and regulations, and other issuance or parts
34 thereof inconsistent with the provisions of this Act are hereby repealed
35 or modified accordingly.

36
37 **SEC. 4. Effectivity Clause.** - This Act shall take effect fifteen (15)
38 days after its complete publication in the *Official Gazette* or in a
39 newspaper of general circulation.

Approved,