
Introduced by: HONORABLE DARYL GRACE J. ABAYON
AANGAT TAYO, Partylist Representative

EXPLANATORY NOTE

BY GOD'S DESIGN, the physical condition, strength, capacity and attributes of women are different from those of men. One need not be a woman to understand the delicate nature of the distaff side in relation to responding to physical challenges both in domestic chores as well as in workplaces.

While the congresses of the recent past have consistently pursued the equalization of opportunities for both men and women, especially in the area of nation building, there is, however, no gain saying that no amount of legislation can brush aside the marked difference in the physical attributes, features capacities and tolerance between man and woman. Admittedly, we still looked upon the male specie as the sturdier, more tolerant and decidedly more resistant specie when ranged againsts the punishing demands of physical employment.

Reports and interviews with the sales personnel of all shopping malls, department stores as well as contractor's stalls have invariably yielded information that sales persons are made to suffer for work in standing position attending to the requirements of store's customers and clients for a continuous and uninterrupted long periods of time extending more 5 hours. Without doubt, this practice will take its toll on the delicate physical constitution of women employees.

These may not be noticed of by the shoppers, but interviews made by this representation have indeed convinced the author to come to the succor of the women sales personnel.

Very recently, four gentlemen from the different services of the country's armed forces and the police organization, have been lavishly praised and rewarded for the 9 hours continuous standing assignment as Tita Cory's Honor Guards. They deserved apparently because of the feeling that it is very difficult and physically draining for normal person to continuously stand without rest for 9 continuous hours.

In the malls, department store and similar establishments, do we know how physically taxing is it for salesladies who are made to suffer for work from 1 o'clock in the afternoon till the stores close at 9 or 10 in the evening in standing position without let up? Have we tried it ourselves? And the salesladies uncomplainingly do these daily rituals just because they want to earn a living. Humane condition of work? Of course not!

Hence, approval hereof is earnestly sought.

HOUSE BILL NO. 2518

Introduced by: HONORABLE DARYL GRACE J. ABAYON
AANGAT TAYO, Partylist Representative

AN ACT MANDATORILY REQUIRING OWNERS AND/OR OPERATORS OF MALLS, DEPARTMENT STORES, STALLS AND SIMILAR ESTABLISHMENTS TO GRANT AND ALLOW THEIR WOMEN EMPLOYEES ASSIGNED IN SALES 15-MINUTE RESTS EVERY TWO HOURS OF CONTINUOUS AND UNINTERRUPTED SALES AND STORE OPERATION ASSIGNMENTS, AMENDING FOR THIS PURPOSE SECTION 132(a), CHAPTER 1, TITLE III, OF THE LABOR CODE OF THE PHILIPPINES.

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

Section 1. Article 132(a), Chapter 1, Title III, of the Labor Code of the Philippines, is hereby amended to read as follows:

"ART. 132. Facilities for women.- The Secretary of Labor and Employment shall establish standards that will ensure the safety and health of women employees. In appropriate cases, he shall, by regulation, require employers to:

"(a) Provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency; PROVIDED, FURTHER, THAT WOMEN ASSIGNED IN MALLS, DEPARTMENT STORES, STALLS AND SIMILAR ESTABLISHMENTS WHOSE ASSIGNED TASKS REQUIRE THEM TO BE IN STANDING POSITION WHILE ATTENDING TO CUSTOMERS AND CLIENTS SHALL, IN ADDITION TO THEIR REGULAR MEAL BREAKS, BE ALLOWED FIFTEEN (15) MINUTES REST PERIODS EVERY TWO (2) HOURS OF UNINTERRUPTED AND CONTINUOUS DUTY."

The Department of Labor and Employment shall within 60 days from effectivity of this law, promulgate the necessary rules and regulations for the effective implementation of this section.

Section 2. All laws, decrees, executive orders, rules and regulations or parts thereof contrary to, or inconsistent with this act, are hereby modified or repealed accordingly.

Section 3. This Act shall take effect fifteen days after its complete publication in the Official Gazette or in at least two (2) national newspapers of general circulation whichever comes earlier.

Approved.


DARYL GRACE J. ABAYON
AT (Aangat Tayo) Partylist
Representative