

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

Fifteenth Congress

First Regular Session

HOUSE BILL NO. 3471

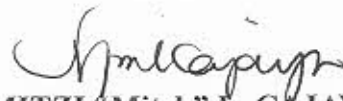
Introduced by Hon. MARY MITZI "MITCH" L. CAJAYON

EXPLANATORY NOTE

Article 13, Section 14 of the Constitution provides that "The State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation."

Consistent with the aforesaid social justice and human rights provision, this proposal seeks to provide working women the right to be informed of work conditions which affect their health. This is in light of the increasing participation of women in the workplace which has brought about concerns regarding working conditions that adversely affect their health, especially those of pregnant women.

In view of the foregoing, the passage of this bill is earnestly sought.


MARY MITZI "Mitch" L. CAJAYON

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AN ACT

PROVIDING PROTECTION TO WORKING WOMEN BY GRANTING THEM THE RIGHT TO KNOW WORK CONDITIONS AFFECTING THEIR HEALTH

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

SECTION 1. *Short Title.* - This Act shall be known as the "Working Women's Protection Act. "

SEC. 2. *Declaration of Policy.* - The Constitution directs the State to protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation. To achieve this mandate, it is declared a state policy to grant women the right to know work conditions which affect their health.

SEC. 3. *Required Information.* -

(a) The prospective employer shall furnish in writing the following information to all women applicants:

- (1) the probable and actual dangers from which women workers might be exposed;
- (2) the medical and health benefits which women workers are entitled to, including maternity leave benefits and the availability of family planning services;
- (3) the health hazards associated with the work, including hazards that may affect women's maternal functions; and
- (4) the availability of facilities for women which are required under Section 132 of the Labor Code of the Philippines.

(b) Women already employed prior to the effectivity of this Act shall likewise be furnished information required under the preceding Section.

SEC. 5. *Rules and Regulations.* - The Department of Labor and Employment, in consultation with the National Commission on the Role of Filipino Women, shall promulgate the necessary rules and regulations to carry out the purposes of this Act.

SEC. 6. *Annual Report.* - The Secretary of the Department of Labor and Employment shall submit an annual report to the President which shall include the following:

- (a) list of work hazards, especially those that effect women's maternal functions;
- (b) 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 (P20,000) but not more than Fifty Thousand Pesos (P50,000) or imprisonment of not less than three (3) months but not more than six (6) months, or both, at the discretion of the court. If the offense is committed by a corporation, trust, firm, partnership or association or other entity, the penalty shall be imposed upon the guilty officer or officers of such corporation, trust, firm, partnership or association or entity.

SEC 8. *Separability Clause.* - If any provision or part hereof, is held invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SEC. 9. *Repealing Clause.* - Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with, the provisions of this Act *is* hereby repealed, modified or amended accordingly.

SEC. 10. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,