

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS

Second Regular Session

HOUSE BILL NO. 5031

Introduced by the **Honorable Anthony Rolando T. Golez, Jr.**

EXPLANATORY NOTE

Section 12, Article of the Constitution states that the recognizes the sanctity of family life and shall equally protect the life of the mother and of the unborn child. Implicit in this policy enshrined in the Constitution is the proper health care of pregnant women, carrying in their wombs, the future of our beloved nation.

Life nowadays are hard, the traditional family where the father is the only one working is gone. Women, married or not, are now a vital part of our work force. Sometimes, even when already pregnant, women still go to work and expend energy just to earn and save for their impending delivery. Work brings stress and employed pregnant women are exposed to unwanted stress that might affect their unborn child. Pregnant women have a hard time in striking a balance between working and getting the proper rest. As such, this representation finds it proper that the State allow pregnant women to work and earn but limit the time for work to insure that employed pregnant women get the proper rest.

A pregnant woman ideally needs more rest than when she is not pregnant. Rest in women is important to avoid certain complications. However, the need to earn for a living is also paramount to employed pregnant women. The State should find a balance in those differing considerations. The State should help employers recognize that having healthy mothers and infants will be better not only for business but the entire nation as well.

Allowing pregnant women workers to work in a six-hour a day schedule and receive the same salary earned from a eight-hour work schedule is the best way to insure that employed pregnant women gets to earn a living and get the proper rest at the same time.

Approval of the bill is earnestly sought.

A handwritten signature in black ink, appearing to read "ARTISS", with a stylized flourish at the end.

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HOUSE BILL NO. 5031

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**AN ACT PRESCRIBING
A SIX-HOUR WORKING SCHEDULE
FOR EMPLOYED PREGNANT WOMEN
AND FOR OTHER PURPOSES.**

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

Section 1. Title. – This Act shall be known as the "Pregnant Women Workers Act".

Section 2. Declaration of Policy. – The State hereby declares that proper health of pregnant women is vital to maintaining a low maternal and infant mortality rate and the State shall strive to uphold the mandate of respecting the life of the mother and the unborn.

Section 3. Six-Hour a Day Work Schedule. – All employers shall only require pregnant women to render six-hours of work a day prior to the latter's availing of maternity leave benefits prescribed under existing laws.

Section 4. Eight-Hour Pay. – All pregnant women required to work under the preceding section shall be entitled to be paid by their respective employers the regular pay covering an eight-hour work schedule.

Section 5. Application in Public and Private Employment. Benefits granted to pregnant women under this Act shall be applicable to all those employed in both the public and private sector.

Section 6. Implementing Rules and Regulations. – The Department of Labor and Employment and the Civil Service Commission, shall formulate and issue rules and regulations implementing this Act within thirty (30) days upon its effectivity.

Section 7. Repealing Clause. – All laws, decrees, orders, rules and regulations, or any part thereof inconsistent with this Act are hereby repealed or amended accordingly.

Section 8. Effectivity. – This Act shall take effect fifteen (15) days after its publication in two (2) newspapers of general circulation.

APPROVED,