Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
Second Regular Session

House Bill No. 6110

Introduced by HONORABLE CATALINA C. BAGASINA

EXPLANATORY NOTE

In recognition of the special needs of woman employees who are also mothers of small children, the Labor Code provides for the establishment of nurseries for the benefit of these women employees only. However, in today's world, there are increasing number of male employees who take a greater role in child rearing. Thus, there is a need to make nursery facilities also available to these male employees while they are at work.

This bill is intended to address this inequality in order to allow single fathers to avail of the nursery facilities established by employers for their women employees.

Thus, the immediate approval of this bill is earnestly sought.

CATALINA C. BAGASINA

FIFTEENTH CONGRESS OF THE)
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AN ACT TO AMEND SECTION 132 OF THE LABOR CODE BY PROVIDING CHILDREN OF MALE EMPLOYEES ACCESS TO NURSERY BENEFITS

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

SECTION 1. Section 132 of the Labor Code of the Philippines is hereby amended to allow male employees to use nursery facilities established by employers for the benefit of female employees, as follows:

"**Article 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 regulations, require any employer to:

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;

To establish separate toilet rooms and lavatories for men and women and provide at least a dressing room for women;

To establish a nursery in a workplace for the benefit of all women and men employees therein; and

To determine appropriate minimum age and other standards for retirement or termination in special occupations such as those of flight attendants and the like."

SEC. 2. Upon the effectivity of this law, the services of all existing nurseries established by employers for the benefit of their women employees shall also be made available to their male employees.

SEC. 3. Separability Clause. – If any portion of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

SEC. 4. Repealing Clause. – All laws, acts, decrees, executive orders, rules and regulations or other issuances or parts thereof, which are inconsistent with this Act, are hereby modified and repealed.

SEC. 5. Effectivity Clause. – This Act shall take effect after fifteen (15) days following its publication in two (2) national newspapers of general circulation.

Approved,