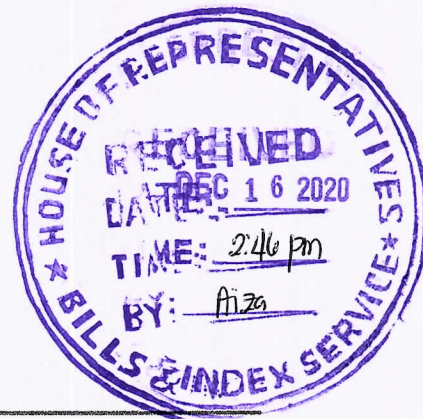


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

House Bill No. 8267



Introduced by Representative **MICAELA S. VIOLAGO**

EXPLANATORY NOTE

The 1987 Constitution provides that, "The State recognizes the Filipino family as the foundation of the nation. Accordingly, it shall strengthen its solidarity and actively promote its total development." The family indeed plays a critical role in Philippine society as it is the primary unit which provides for the physical and emotional needs of its members, and it is also where values and beliefs are first transmitted and formed.

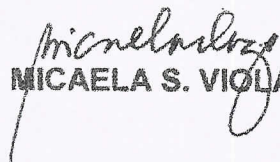
The typical Filipino family is, by its nature, extended and closely-knit. It is not unusual in a number of Filipino families that the children who have already graduated from college and have begun working, or even those who stopped attending school to find work due to poverty, would eventually become the breadwinners of their families.

In almost all cases nationwide, many of such single individuals function like a solo parent and bears the most burden in the family. The older children usually support the schooling of their younger siblings. The unmarried or single children, on the other hand, more often than not, support their parents especially when the latter are advancing in age or are in custody of relatives who have been limited by disabilities. Moreover, some single or unmarried individuals likewise provide financial support to the children of their siblings, or serve as guardians in cases where their siblings are abroad or are financially incapable of supporting their own children.

This stark reality behooves us to provide additional benefits and privileges to single or unmarried individuals with dependents through giving them leave privileges and a flexible working schedule, both of which will enable them to have more time to attend to various family matters. This is to recognize their sacrifice and their financial and moral contribution for the strengthening of the Filipino family.

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

This bill has been filed in the 17th Congress by Rep. Cesar V. Sarmiento and is being refiled by this representative with the earnest hope that approval of the same be given the highest priority it deserves.


MICAELA S. VIOLAGO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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EIGHTEENTH CONGRESS
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House Bill No. 8267

Introduced by Representative MICAELA S. VIOLAGO

AN ACT
PROVIDING FOR THE BENEFITS AND PRIVILEGES TO SINGLE PERSONS AND
THEIR DEPENDENTS APPROPRIATING FUNDS THEREFOR AND FOR OTHER
PURPOSES

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

SECTION 1. *Title.* – This Act shall be known as the "Single Persons' Welfare Act."

SEC. 2. – *Declaration of Policy.* – It is the policy of the State to promote the family as the foundation of the nation, to strengthen its solidarity, and to ensure its total development. Towards this end, the State shall develop a comprehensive program of services for single persons and their dependents to be carried out by pertinent government and non-government agencies.

SEC. 3. *Definition of Terms.* – Whenever used in this Act, the following terms shall mean as follows:

(a) "Single Person" – refers to any individual who is not legally married, or to anyone who was previously married but whose marriage was subsequently annulled or declared void *ab initio*, and who exercises custody on or financially supports or aids someone not his or her child.

Any change in the status or circumstance of the single person claiming the benefits and privileges under this Act, such that he or she has contracted a valid marriage, shall terminate his or her eligibility for the said benefits and privileges.

(b) "Dependent" – refers to any person whose support and maintenance is contingent upon the aid of the single person such as the latter's minor siblings, minor nephews or nieces, unemployed parents and ascendants and relatives up to the 4th degree of consanguinity who have disabilities.

SEC. 4. *Scope.* – This Act shall be applicable to all single person who has a dependent as defined herein, except to those single persons who fall under the coverage of Republic Act No. 8972 or the Solo Parents' Welfare Act of 2000.

SEC. 5. *Leave.* – In addition to the leave privileges under existing laws, the leave of not more than three (3) days every year shall be granted to any single person employee who has a dependent and who has rendered service of at least one (1) year.

SEC. 6. *Flexible Work Schedule.* – The employer shall endeavor to provide a flexible working schedule and other considerations for single employees upon determination that such single persons have dependents or function as the provider or head of the family: *Provided,* That the same shall not affect individual and company productivity: *Provided, further,* That any employer may request an exemption from the above requirements from the Department of Labor and Employment (DOLE) on certain meritorious grounds.

SEC. 7. *Implementing Rules and Regulations.* – The DOLE, in coordination with concerned agencies and stakeholders, shall promulgate the implementing rules and regulations within sixty days (60) from the effectivity of this Act. The said IRR shall include the procedures to determine the qualifications of persons covered by this Act.

SEC. 8. *Repealing Clause.* – All laws, decrees, executive orders, administrative orders or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SEC. 9. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, other provisions not affected thereby shall continue to be in full force and effect.

SEC. 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days following its complete publication in the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,