Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 9943



Introduced by CIBAC Party-List Representative
Hon. Eduardo "Bro. Eddie" C. Villanueva

EXPLANATORY NOTE

Water is life. Despite being a water rich country many Filipinos especially its workforce has inaccessibility to a safe, potent, and free drinking water. United Nations General Assembly explicitly recognized the human right to water and acknowledged that clean drinking water and sanitation are essential to the realization of all human rights.

Every employer in the country including all government offices should provide a safe drinking water within its workplace free of charge. There should be a free refilling station in the aforementioned establishments where patrons may refill their own water flasks. This policy may even dramatically reduce the use of single-use plastic bottles that are harmful to our environment.

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

EDUARDO "BRO. EDDIE" C. VILLANUEVA

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AN ACT
REQUIRING ALL EMPLOYERS IN THE COUNTRY, BOTH IN PUBLIC AND PRIVATE SECTORS, TO PROVIDE FREE DRINKING WATER TO ALL ITS EMPLOYEES

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

Section 1. *Short Title.* – This Act shall be known as the "*Libreng Malinis na Inuming Tubig para sa mga Empleyado Act."*

Section 2. *Declaration of Policy.* – Access to water is a basic human right. The State recognizes the need to promote an accessible and free drinking water to all Filipino employees throughout the country.

Section 3. *Definition of Terms.* – As used under this Act, the following words or terms shall have the following meanings:

a. Drinking Water – water intended for direct human consumption or for use in food preparation or related processes and with quality within the standard limits set in accordance with Philippine National Standards for Drinking Water of 2017 by the Department of Health.
b. Employers – is any person or entity who employs the services of others and pays them wages or salaries or one for whom an employee works. It includes owners/proprietors of private businesses, commercial, trade, industrial or service establishments such as, but not limited to, malls, stores, pharmacies, factories, restaurants, hotels, inns and the like likes.
c. Employee – refers to any worker disregarding the nature of employment including permanent, regular, contractual, job order, and the likes.

Section 4. *Free Drinking Water for all employees.* – All employers in the private and public offices are mandated to provide free, safe and potent drinking water for all its employees within the vicinity of their workplace.

Employers are prohibited from taking off any amount against the salaries and allowances or benefits of the employee for the consumption of the drinking water.

Section 5. *Penalties.* – Any person, entity or agency who fails to comply with the provisions of Section 4 of this Act shall be punished with a fine of not less than Two Hundred Thousand (P200,000.00) but not more than Five Hundred Thousand (P500,000.00) and an imprisonment of not more than six (6) months.

Section 6. *Implementing Agencies.* – The Department of Labor and Employment and the Department of Health shall lead the implementation of this Act.

Section 7. If, for any reason, any part or provision of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

Section 8. All other laws, presidential decrees, executive orders, rules and regulations contrary to or inconsistent with the provisions of this Act are repealed or modified accordingly.

Section 9. This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,