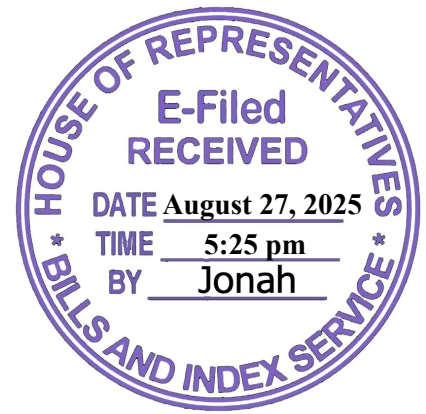


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4117



Introduced by **HON. JORGE DANIEL S. BOCOBO**

EXPLANATORY NOTE

*“Speak up for those who cannot speak for themselves, for the rights of all who are destitute.
Speak up and judge fairly; defend the rights of the poor and needy.”*

Proverbs 31: 8-9

Republic Act No. 10361, known as the “Domestic Workers Act” or “Batas Kasambahay,” is a landmark statute enacted to promote the dignity, protect the rights, and ensure the welfare of domestic workers in the Philippines. This law harmonizes the obligations of employers with the constitutional principles of social justice and the protection of vulnerable groups, as well as relevant provisions under the Labor Code of the Philippines.

Meanwhile, this proposed measure, *“Enhanced Batas Kasambahay Act”*, seeks to reduce social inequalities by addressing persistent challenges such as low wages, limited access to upskilling opportunities, and the lack of healthcare support for chronic conditions.

The measure mandates employers to provide kasambahays with at least one hour per day or six hours per week for continuing alternative or skills education, with this time counted as compensable working hours.

To support online learning, the bill directs the Department of Labor and Employment (DOLE) in coordination with the Department of Information and Communications Technology (DICT) to institute a program that will make internet-enabled devices accessible to kasambahays.

To implement these reforms, the bill creates a Kasambahay Education Inter-Agency Committee composed of the DOLE, Technical Education and Skills Development Authority (TESDA), Department of Education (DepEd), and Commission on Higher Education (CHED).

The committee is tasked to: 1) Formulate practical learning modules for kasambahays; 2) Provide access to learning despite technological limitations; and, 3) Balance the rights of both employers and kasambahays in designing terms of participation. Thereby, empowering kasambahays with opportunities for self-improvement and lifelong learning.

Additionally, this law is supplemented by various DOLE orders, implementing rules, and other social legislation such as the Social Security System (SSS), Philippine Health Insurance Corporation (PhilHealth), and Home Development Mutual Fund (Pag-IBIG Fund) Acts. The bill also includes provisions for free maintenance medicines for kasambahays suffering from illnesses like diabetes, hypertension, asthma, tuberculosis, and other chronic conditions to be determined by the Department of Health (DOH).

These will be procured by the LGUs of the kasambahay's workplace and legally charged to PhilHealth under the National Health Insurance Program.

The measure also seeks stricter enforcement of employer obligations to register kasambahays under SSS, PhilHealth, and Pag-IBIG, while improving access to grievance mechanisms and legal support for victims of abuse or exploitation.

Overall, this measure reaffirms our commitment to decent work, health, growth, security, and opportunity for our domestic workers, our most essential household support.

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



JORGE DANIEL S. BOCOBO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4117

Introduced by **HON. JORGE DANIEL S. BOCOBO**

AN ACT
PROVIDING FOR ADDITIONAL RIGHTS AND BENEFITS TO KASAMBAHAYS
UNDER REPUBLIC ACT NO. 10361, ENTITLED “AN ACT INSTITUTING
POLICIES FOR THE PROTECTION AND WELFARE OF DOMESTIC
WORKERS”, OTHERWISE KNOWN AS THE “DOMESTIC WORKERS ACT”
OR “BATAS KASAMBAHAY”, AND FOR OTHER PURPOSES

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 "*Enhanced Batas Kasambahay Act.*"

Sec. 2. *Declaration of Policy.* – It is the policy of the State to protect and promote the right to health of the people while affirming labor as a primary social economic force, protecting the rights of workers and promoting their welfare. It is therefore the responsibility of the State to provide social benefits for the labor force and the underprivileged. The Constitution also encourages non-formal, informal, and indigenous learning systems, as well as self-learning, independent, and out-of-school study programs particularly those that respond to community needs.

Congress shall give highest priority to the enactment of measures that protect and enhance the right of all the people to human dignity, and reduce social, economic, and political inequalities. The provision of additional benefits and access to education, especially to the disadvantaged citizens of our society, works to this end.

By providing their services, *kasambahays* play a vital role in the basic unit of our society. Therefore, it is necessary that the State promote and protect their rights by providing them access to social services and benefits, consistent with the principle of raising the quality of life for all, especially the underprivileged.

Sec. 3. *Definition of Terms.* – For the purposes of this Act, the following terms are defined:

(a) ***Kasambahay*** – refers to any person who is employed or otherwise engaged in domestic work exclusively for one (1) household, whether on a live-in or live-out arrangement, and whose working hours for such household is at least twenty (20) hours per week.

Kasambahay shall include individuals performing tasks related to general househelp, caregiving, child-minding, cooking, gardening, and other similar activities, but shall exclude (a) those performing such tasks on a freelance, part-time, or per-task basis; (b) those

performing such tasks occasionally or sporadically and not on an occupational basis; and (c) those who are performing such tasks for multiple households.

The definition of a *kasambahay* found in Republic Act No. 10361 shall remain in effect for the purposes of that law insofar as it is not inconsistent with the purpose of this Act.

(b) **Alternative Learning Systems or ALS** – refers to a learning system that provides for a substitute or option to formal education through practical means.

(c) **Maintenance drugs or medicines** – refer to medications taken regularly or on a recurring basis prescribed to treat chronic and/or long-term illnesses or diseases.

(d) **Outpatient drugs or medicines** – refer to medications that are obtained outside of a hospital.

Sec. 4. *Continuing Education.* – Without prejudice to Section 20 of Republic Act No. 10361, otherwise known as the *Batas Kasambahay*, each *kasambahay* shall have at least one (1) hour per day, or six (6) hours per week, for continuing alternative or skills education which hours shall be considered as compensable working hours.

To make online learning accessible to *kasambahay*, the Department of Labor and Employment (DOLE), in coordination with the Department of Information and Communications Technology (DICT), shall institute a program to make internet and internet-enabled devices accessible to *kasambahays*.

Sec. 5. *Access to Alternative Learning Systems.* – The Technical Education and Skills Development Authority (TESDA), Department of Education (DepEd), and Commission on Higher Education (CHED) shall provide alternative learning systems to all *kasambahays*, ensuring that all *kasambahays* have equal opportunities and access to such systems. These systems shall include applications and online content designed to enable and encourage participation, interaction, and development for upskilling and further study.

Sec. 6. *Kasambahay Education Inter-Agency Committee.* – There is hereby created a *Kasambahay Education Inter-Agency Committee*, hereinafter referred to as the Committee, for the formulation of effective alternative learning framework for all *kasambahays*. The Committee shall be composed of the Secretary of the DOLE as Chairman, or any official as may be appointed by him, and the respective heads of TESDA, DepEd, and CHED, or any official as may be appointed by such heads, as members.

The Committee shall have the following mandate:

- (a) Formulate a practical, accessible and convenient module for the alternative learning of *kasambahays*;
- (b) Study and implement efficient terms and conditions for the access of *kasambahays* to alternative learning taking into consideration the right of both employers and *kasambahays*;
- (c) Provide efficient access to alternative learning systems, ensuring that *kasambahays* have access to the necessary tools or gadgets to access online education; and
- (d) Such other functions as may be deemed necessary for the implementation of the alternative learning of *kasambahays*.

Sec. 7. *Free Maintenance Medicine for Kasambahays.* – Maintenance medicine of *kasambahays* for illnesses and conditions such as diabetes, hypertension, asthma, tuberculosis, and such other chronic illnesses and conditions to be determined by the DOH shall be purchased by the LGUs of their workplace. Such maintenance medicine purchased

shall be legally chargeable and covered by the National Health Insurance Program implemented by PhilHealth. A delivery system must be put in place for monthly or quarterly regular deliveries of such maintenance medicines to *kasambahays*.

Such coverage shall be distinct from in-patient drugs provided during and right after confinement due to the aforementioned illnesses and diseases.

Sec. 8. *Earlier Access to Social Security System (SSS) Benefits for Kasambahays.* – A *kasambahay* who has paid at least sixty (60) monthly contributions prior to the semester of retirement and who: (a) has reached the age of fifty-six (56) years and is already separated from employment; or (b) has reached the age of sixty (60) years, shall be entitled for as long as he lives to the monthly pension: *Provided*, That he shall have the option to receive his first eighteen (18) monthly pensions in lump sum discounted at a preferential rate of interest to be computed and determined by the SSS.

Sec. 9. *Implementing Rules and Regulations.* – Within thirty (30) days upon approval of this Act, the *Kasambahay* Education Inter-Agency Committee and PhilHealth shall promulgate rules and regulations for the effective implementation of the provisions of this Act.

Sec. 10. *Repealing Clause.* – All laws, executive orders, presidential decrees, administrative orders, rules and regulations, issuances, or parts thereof inconsistent with any provision of this Act are hereby repealed or amended accordingly.

Sec. 11. *Separability Clause.* – If, for any reason, any portion or provision of this Act shall be held unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

Sec. 12. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or at least two (2) national newspapers of general circulation.

Approved,