



Republic of the Philippines
House of Representatives
Quezon City

TWENTIETH CONGRESS

Second Regular Session

House Bill No. 11322



Introduced by Representative Jernie Jett V. Nisay

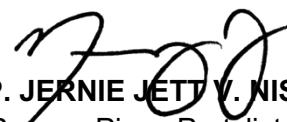
EXPLANATORY NOTE

In 2025, 74% of Filipino adults were able to correctly answer at least half of six basic financial literacy questions, an improvement from 69 percent in 2021. However, the Bangko Sentral ng Pilipinas noted that while understanding of risk and diversification is relatively strong, knowledge of interest rates, particularly compound interest, continues to lag. These findings show that progress in financial literacy does not mean that financial education is no longer needed. There remain important areas of personal finance that workers need to better understand in order to make informed decisions about their income, savings, debt, investments, and financial security.

This proposed measure now seeks to address this gap by requiring employers to provide a Personal Finance Education Program for their workers and employees. The employer is placed at the center of this measure because the workplace provides a practical and reliable avenue for reaching workers. Requiring financial education to be provided through the workplace therefore allows the State to reach a broad segment of the working population without requiring workers to seek out financial education on their own time or expense.

A regular paycheck does not automatically lead to financial security. For many Filipino workers, the challenge is not only earning enough, but knowing how to manage what they earn, prepare for emergencies, deal with debt, protect their income, and plan for the future.

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


REP. JERNIE JETT V. NISAY
Pusong Pinoy Partylist



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AN ACT
MANDATING EMPLOYERS TO PROVIDE A PERSONAL FINANCE EDUCATION
PROGRAM, AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442,
AS AMENDED, OTHERWISE KNOWN AS THE LABOR CODE OF THE
PHILIPPINES

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

SECTION 1. This Act shall be known as the *“Personal Finance Education in the Workplace Act.”*

SEC. 2. A new Article denominated as 217-A is hereby inserted after Article 217 of Presidential Decree No. 442, as amended, to read as follows:

“ARTICLE 217-A. PERSONAL FINANCE EDUCATION PROGRAM. – EVERY EMPLOYER SHALL PROVIDE A FINANCIAL EDUCATION PROGRAM FOR ALL ITS WORKERS AND EMPLOYEES WHICH SHALL INCLUDE:

- (A) BEHAVIORAL FINANCE;**
- (B) SAVINGS, EMERGENCY, AND RESILIENCE FUND DEVELOPMENT;**
- (C) DEBT MANAGEMENT;**
- (D) INVESTMENT, INSURANCE, AND RETIREMENT PLANNING; AND**
- (E) OTHER APPLICABLE PERSONAL FINANCE PROGRAMS.”**

SEC. 3. Within thirty (30) days from the effectivity of this Act, the Secretary of Labor and Employment shall promulgate the necessary rules and regulations for the implementation of this Act.

SEC. 4. If any provision of this Act is declared unconstitutional or invalid,

1 the other provisions hereof shall remain in full force and effect.

2
3 **SEC. 5.** Any law, issuance, or parts thereof, inconsistent with this Act
4 are hereby modified accordingly.

5
6 **SEC. 6.** This Act shall take effect fifteen (15) days after its publication in
7 the *Official Gazette* or in a newspaper of general circulation.

8
9 *Approved,*