

SIXTEENTH CONGRESS OF THE REPUBLIC )  
OF THE PHILIPPINES )  
Third Regular Session )



Senate  
Office of the Secretary

'16 JAN 26 P3:10

SENATE  
S. No. 3147

RECEIVED BY: *J.*

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Introduced by Senator Miriam Defensor Santiago

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AN ACT  
DIRECTING THE SECRETARY OF LABOR AND EMPLOYMENT TO AWARD A  
GRANT TO A PUBLIC UNIVERSITY TO ESTABLISH THE CENTER FOR THE  
STUDY OF WOMEN AND WORKPLACE POLICY

EXPLANATORY NOTE

The Constitution, Article 13, Section 14, provides:

The State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.

In studies conducted on women in the workplace, it is shown that the Philippines is one of the best places to work for women as the percentage of women in management is the highest in Asia. However, despite the fact that women land managerial positions, there is still a wide gap of salary between men and women. Moreover, women still have to assert themselves more to achieve the same level of success for men. Even in various fields in Science and Technology, women are having a hard time performing their job because of the highly patriarchal culture in the workplace.

This bill seeks to establish a Center that can provide our policymakers with sufficient information to assist women in the workplace.<sup>1</sup>

*Miriam Defensor Santiago*  
MIRIAM DEFENSOR SANTIAGO  
RP

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<sup>1</sup> This bill was originally filed during the Fourteenth Congress, Second Regular Session.

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

1 SECTION 1. *Short Title.* – This Act shall be known as the “Center for the Study  
2 of Women and Workplace Policy Act.”

3 SECTION 2. *Establishment.* – The Secretary of Labor and Employment (referred  
4 to in this Act as the “Secretary”) shall award a grant to a public university to establish the  
5 “Center for the Study of Women and Workplace Policy” (here referred to as the  
6 “Center”). The Secretary shall extend the grant to the public university most capable of  
7 undertaking and maintaining the study provided by this Act.

8 SECTION 3. *Compilation and Analysis of Data.* – The Center established under  
9 Section 2 shall compile and analyze available data and data sets on the difference  
10 between the earnings of men and women and to identify factors which affect differences  
11 in earnings.

12 SECTION 4. *Dissemination of Findings.* – The Center shall –

13 (A) disseminate its findings annually to the public, using a website and any other  
14 appropriate means;

1 (B) maintain a website to serve as a clearinghouse for the data and findings of  
2 relevant recent studies the database established and maintained under this Act and to  
3 encourage its use by interested parties; and

4 (C) provide a copy of the findings to the National Commission on the Role of  
5 Filipino Women.

6 SECTION 5. *Best Practices Guides.* – Each year, the Center shall publish one best  
7 practices guide, as follows:

8 (A) Best Practices Guide for Businesses. – Not later than one year after the Center  
9 is established under Section 2, the Center shall publish a best practices guide for  
10 businesses containing recommended guidelines for –

11 (1) workplace equity;

12 (2) retaining women in the workplace; and

13 (3) promoting a family-friendly workplace.

14 (B) Best Practices Guide for Families. – Not later than one year after the  
15 publication of the best practices guide for businesses under subparagraph (A), the Center  
16 shall publish a best practices guide for families, containing information about –

17 (1) the policies of various employers relating to workplace equity, retaining  
18 women in the workplace, and promoting a family-friendly workplace;

19 (2) strategies for addressing inequity in the workplace; and

20 (3) recent findings on inequity in the workplace.

21 (C) Subsequent Editions. – The Center shall update, revise, and publish a  
22 subsequent edition of each of the best practices guides under subparagraphs (A) and (B)  
23 once every two years after the initial publication of each guide.

24 SECTION 6. *Report.* – Not later than 12 months after receiving a grant under this  
25 Act, the recipient shall submit to the Secretary and to Congress a report documenting

1 how the university used the grant funds and evaluating the level of success of the Center  
2 funded by the grant.

3 SECTION 7. *Appropriations.* – To carry out the provisions of this Act, such  
4 amount as hereby necessary is hereby authorized to be appropriated from the National  
5 Treasury.

6 SECTION 8. *Separability Clause.* – If any provision of this Act is held invalid or  
7 unconstitutional, the same shall not affect the validity and effectivity of the other  
8 provisions hereof.

9 SECTION 9. *Repealing Clause.* – All laws, decrees, orders, and issuances, or  
10 portions thereof, which are inconsistent with the provisions of this Act, are hereby  
11 repealed, amended or modified accordingly.

12 SECTION 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days  
13 after its publication in the *Official Gazette* or in two (2) newspapers of general  
14 circulation.

Approved,

/ml1Dec2015