


FIFTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

SENATE
OFFICE OF THE SECRETARY

10 JUL 13 P4:17

SENATE
S.B. No. 1430

RECEIVED BY: 

Introduced by Senator Loren Legarda

EXPLANATORY NOTE

This bill seeks to make it compulsory for all employers with at least 150 employees to provide day care facilities for the children of their regular employees aged five years and below to aid parents in pursuing their career and livelihood for the family while ensuring the safety and welfare of their children.

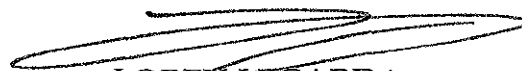
Section 1, Article XV of the 1987 Constitution provides that the State recognizes the Filipino family as the foundation of the nation. Accordingly, it shall strengthen its solidarity and actively promote its total development. Parents are essentially at the forefront of ensuring that the family stays together. In addition, Section 12 of Article II of the same Constitution declares that the natural and primary right and duty of parents in the rearing of the youth for civic efficiency and the development of moral character shall receive the support of the Government. In effect, it is the State's responsibility to enable parents to provide for their family while at the same time ensuring that parents will be able to ensure the welfare and safety of their small children.

Data from the National Statistical Coordination Board reveal that in the year 2006, Filipino families living in the National Capital Region comprising of five members should have earned a monthly income of ₱8,254.00 to sustain their families' minimum basic food and non-food needs. Of this ₱8,254.00 monthly income, ₱4,920.00 (60% of the poverty threshold) should have been allocated for basic food needs and ₱3,334.00 (40% of the poverty threshold) to basic non-food needs of the family. On the other hand, at the national level, a family of five needed ₱204.00 daily to buy their minimum basic food and non-food needs. Clearly, with the rising cost of living in our country today, the conventional roles that spouses play in a growing family has become an exception rather than the rule, as more and more women join the male population in taking jobs to support the family.

With these developments, the State must act to fulfill its constitutional mandate to support parents in caring for the family. This bill aims to do just that by making it compulsory for all employers in the country, except the government, to establish day care facilities for companies and establishments that have at least 150 employees. This way, parents will be able to pursue

their careers that redound to the benefit of the family while being able to care for their small children.

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

A handwritten signature in black ink, consisting of several overlapping, horizontal, wavy lines that form a stylized, elongated shape.

LOREN LEGARDA
Senator

1 **SECTION 2.** The Department of Labor and Employment (DOLE) shall
2 promulgate rules and regulations to implement the provision of this Act.

3
4 **SECTION 3. *Repealing Clause.*** All laws, decrees, order, rules and
5 regulations, or portions thereof, inconsistent with this Act are hereby repealed or
6 modified accordingly.

7
8 **SECTION 4. *Separability Clause.*** Should any part or provision of this Act be
9 declared unconstitutional or invalid, other parts or provisions hereof not otherwise
10 affected thereby shall remain in full force and effect.

11
12 **SECTION 5. *Effectivity.*** This Act shall take effect fifteen (15) days after its
13 publication in at least two (2) newspapers of general circulation.

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15 Approved,