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SENATE  
S. No. **1910**

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Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article II provides:

Section 17. The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism, nationalism, accelerate social progress, and promote total human liberation and development.

The Administrative Code, P.D. No. 442, a.l.c.a. the "Labor Code of the Philippines," and R.A. No. 8187, a.k.a. "Paternity Leave Act of 1996," provide for instances when an employee can officially take a leave of absence with pay.

This bill seeks to allow employees to take a limited leave to participate in the academic school activities of their children or to participate in literacy training. This is in recognition of the fact that parents play a very important role in the advancement of their children's education.<sup>1</sup>

*Miriam Defensor Santiago*  
MIRIAM DEFENSOR SANTIAGO

<sup>1</sup> This bill was originally filed during the Thirteenth Congress, First Regular Session

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1 AN ACT  
2 TO ALLOW EMPLOYEES TO TAKE SCHOOL INVOLVEMENT LEAVE TO  
3 PARTICIPATE IN THE ACADEMIC SCHOOL ACTIVITIES OF THEIR CHILDREN OR TO  
4 PARTICIPATE IN LITERACY TRAINING

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

5 SECTION 1. *Short Title.* - This Act shall be known as the "Time for Schools Act."

6 SECTION 2. *Declaration of Policy.* - It is the policy of the State to give priority to  
7 education, science and technology, arts, culture, and sports to promote total human liberation and  
8 development.

9 SECTION 3. *Definition of Terms.* -For purposes of this Act, the term:

10 (A) "Family literacy program" means a program of services that are of sufficient intensity  
11 in terms of hours, and of sufficient duration, to make sustainable changes in a family and that  
12 integrate all of the following activities:

- 13 (1) Interactive literacy activities between parents and their sons and daughters;  
14 (2) Training for parents on how to be the primary teacher for their sons and  
15 daughters and full partners in the education of their sons and daughters;  
16 (3) Parent literacy training; and  
17 (4) An age-appropriate education program for sons and daughters.

1 (B) "Literacy" used with respect to an individual, means the ability of the individual to  
2 speak, read, and write English, and complete and solve problems, at levels of proficiency  
3 necessary -

4 (1) To function on the job, in the family of the individual, and in society;

5 (2) To achieve the goals of the individual; and

6 (3) To develop the knowledge potential of the individual.

7 (C) "School" means an elementary school or secondary school, and a child care facility  
8 operated by a provider who meets the applicable State or local government licensing,  
9 certification, approval, or registration requirements, if any.

10 SECTION 4. *Entitlement to School Leave.* -

11 (A) *In General.* - An eligible employee shall be entitled to a total of twenty-four (24)  
12 hours of leave during any twelve (12)-month period to participate in an academic activity of a  
13 school of a son or daughter of the employee, such as a parent-teacher conference or an interview  
14 for a school, or to participate in literacy training under a family literacy program.

15 (B) *Notice.* - In any case in which the necessity for leave is foreseeable, the employee  
16 shall provide the employing agency with not less than seven (7) days' notice, before the date of  
17 leave is to take effect, of the employee's intention to take leave. If the necessity for the leave is  
18 not foreseeable, the employee shall provide such notice as is practicable.

19 SECTION 5. *Penalties.* - Any person, corporation, trust, firm, partnership, association or  
20 entity found violating this Act or the rules and regulations promulgated pursuant to this Act shall  
21 be punished by a fine not exceeding Twenty Five Thousand Pesos (P25,000.00) or imprisonment  
22 of not less than thirty (30) days or more than six (6) months. If the violation is committed by a  
23 corporation, trust or firm, partnership, association or any other entity, the penalty of  
24 imprisonment shall be imposed on the entity's responsible officers, including, but not limited to,  
25 the president, vice-president, chief executive officer, general manager, managing director or  
26 partner directly responsible for the same.

1           SECTION 6. *Non-Diminution Clause.* -Nothing in this Act shall be construed to reduce  
2 any existing benefits of any form granted under existing laws, decrees, executive orders, or any  
3 contract, agreement or policy between employer and employee.

4           SECTION 7. *Separability Clause.* - If any provision or part hereof is held invalid or  
5 unconstitutional, the remainder of the law or the provision not otherwise affected shall remain  
6 valid and subsisting.

7           SECTION 8. *Repealing Clause.* - Any law, presidential decree or issuance, executive  
8 order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent  
9 with, the provision of this Act is hereby repealed, modified or amended accordingly.

10           SECTION 9. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its  
11 publication in at least two (2) newspapers of general circulation.

Approved,