


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

SENATE
OFFICE OF THE SECRETARY

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SENATE
S. No. 2203

RECEIVED BY: 

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article XIII, Section 14, mandates the State to "protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such other facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation."

Such provision would be ineffectual if women are not informed of the rights guaranteed by law. To this date, employers are not required by any law to furnish women pertinent information regarding their work conditions.

This bill seeks to grant and strengthen the right of women to be informed of work conditions which affect their health, by providing punishment for employers who will deny such right.*


MIRIAM DEFENSOR SANTIAGO
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* This bill was originally filed during the Thirteenth Congress, First Regular Session

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SENATE
S. No. 2203

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1 AN ACT
2 GRANTING WOMEN THE RIGHT TO KNOW WORK CONDITIONS AFFECTING THEIR
3 HEALTH

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

4 SECTION 1. *Short Title.* -This Act shall be known as the "Women's Protection Act."

5
6 SECTION 2. *Declaration of Policy.* - The Constitution directs the State to protect
7 working women by providing safe and healthful working conditions, taking into account their
8 maternal functions, and such other facilities and opportunities that will enhance their welfare and
9 enable them to realize their full potential in the service of the nation. To achieve this mandate, it
10 is declared a state policy to grant women the right to know work conditions which affect their
11 health.

12
13 SECTION 3. *Definition of Terms.* - For purposes of this Act, the term:

14 (A) "Employer" includes any person acting in the interest of an employer,
15 directly or indirectly. The term shall not include any labor organization or
16 any of its officers or agents except when acting as an employer; and

17 (B) "Secretary" refers to the Secretary of Labor and Employment.
18

19 SECTION 4. *Required Information.* -

20 (A) The prospective employer shall furnish in writing the following
21 information to all women applications:

- 1 (1) The danger which workers are exposed to or might be exposed to;
- 2 (2) The medical and health benefits which workers are entitled to,
- 3 including maternity leave benefits and the availability of family
- 4 planning services;
- 5 (3) The health hazards associated with this work, including hazards
- 6 that may affect their maternal functions;
- 7 (4) The availability of facilities for women which are required under
- 8 Presidential Decree No. 442, as amended, also known as the Labor
- 9 Code, Section 132.

10 (B) Women already employed prior to the effectivity of this Act shall likewise
11 be furnished information required under paragraph (A) of this section.

12
13 SECTION 5. *Rules and Regulations.* - The Department of Labor and Employment shall
14 promulgate the necessary rules and regulations to carry out the purpose of this Act.

15
16 SECTION 6. *Annual Report.* - The Secretary shall submit an annual report to the
17 President. The report shall include the following:

- 18 (A) A list of work hazards, especially those that affect women's maternal
- 19 functions;
- 20 (B) A list of employers found to have violated any provision of this Act; and
- 21 (C) Rate of compliance of employers with the provisions of this Act.

22
23 SECTION 7. *Penalty.* - Any violation of Section 4 of this Act shall be punished with a
24 fine of not less than Ten Thousand Pesos (P10,000.00) but not more than Twenty Thousand
25 Pesos (P20,000.00) or imprisonment of not less than three (3) months but not more than six (6)
26 months, or both at the discretion of the court. If the offense is committed by a corporation, trust,
27 partnership, or association or entity.

1 SECTION 8. *Separability Clause.* - If any provision or part hereof, is held invalid or
2 unconstitutional, the remainder of the law of the provision not otherwise affected shall remain
3 valid and subsisting.

4
5 SECTION 9. *Repealing Clause.* - Any law, presidential decree or issuance, executive
6 order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent
7 with, the provisions of this Act is hereby repealed, modified or amended accordingly.

8
9 SECTION 10. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its
10 publication in at least two (2) newspapers of general circulation.

Approved,