

FIFTEENTH CONGRESS OF THE REPUBLIC  
OF THE PHILIPPINES  
Second Regular Session




Senate  
Office of the Secretary

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SENATE

Senate Bill No. 2903

RECEIVED BY: 

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INTRODUCED BY SEN. JINGGOY EJERCITO ESTRADA

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### EXPLANATORY NOTE

The 1987 Philippine Constitution as a matter of policy states in Article II Section 4 that "The State recognizes the vital role of communication and information in nation-building."

In trade and industrial productivity, a well informed and educated employee in terms of his rights, welfare and development, benefits and privileges under existing laws, statutes, rules and regulations, company policies and employment contract, and his counterpart duties and responsibilities as good employee is tantamount to a focused, vigilant and efficient worker.

With the passage of more sophisticated pieces of legislation, the Filipino work force has to be updated, informed and educated not only on the pertinent provisions of the Labor Code but on other recently adopted legislated measures concerning the public, in general, such as but not limited to the following: "Women's Rights, Welfare, Development and Gender Equality," including relevant laws and instrumentalities such as "The Anti-Sexual Harassment Act of 1995," "The Anti-Trafficking in Persons Act of 2003," "The Solo Parents' Welfare Act of 2000," "The Anti-Violence Against Women And Children Act of 2004," or "The Prohibition on Discrimination Against Women Act, and the Convention on the Elimination Discrimination Against Women, and so on and so forth." Hence, the pertinent provision of Article 210 of Presidential Decree No. 442, as amended, otherwise known as the "Labor Code of the Philippines," is hereby recommended for further amendment.

Passage of this bill is earnestly sought.

  
JINGGOY EJERCITO ESTRADA  
Senator

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


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**AN ACT**  
**STRENGTHENING ADULT EDUCATION PROGRAMS FOR WORKERS AND**  
**EMPLOYEES, AMENDING FOR THE PURPOSE ARTICLE 210 OF**  
**PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE KNOWN AS**  
**THE "LABOR CODE OF THE PHILIPPINES"**

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

**SECTION 1.** Article 210 of Presidential Decree No. 442, as amended, otherwise known as the "Labor Code of the Philippines," is hereby further amended to read as follows:

"ARTICLE 210. Adult education **AND INFORMATION.** – [Every] [e]Employer**S** AND TRADE UNIONS shall render assistance in the establishment and operation of FREE adult education AND INFORMATION programs for [their] workers and employees as prescribed by regulations jointly approved by the Department of Labor and Employment and the Department of Education[, Culture and Sports]"

"ADULT EDUCATION AND INFORMATION FOR WORKERS AND EMPLOYEES SHALL INCLUDE, BUT NOT BE LIMITED TO, THE FOLLOWING:

"(A) EDUCATION SEMINARS ON WOMEN'S RIGHTS, WELFARE, DEVELOPMENT AND GENDER EQUALITY, INCLUDING RELEVANT LAWS AND INSTRUMENTALITIES SUCH AS REPUBLIC ACT NO. 7877 OR THE 'ANTI-SEXUAL HARASSMENT ACT OF 1995' REPUBLIC ACT NO. 9208 OR THE 'ANTI-TRAFFICKING IN PERSONS ACT OF 2003,' REPUBLIC ACT NO. 8972 OR THE 'SOLO PARENTS' WELFARE ACT OF 2000', REPUBLIC ACT NO. 9262 OR THE 'ANTI-VIOLENCE

AGAINST WOMEN AND CHILDREN ACT OF 2004,' REPUBLIC ACT NO. 6725 OR THE 'PROHIBITION ON DISCRIMINATION AGAINST WOMEN ACT,' AND THE CONVENTION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (CEDAW), USING PARTICIPATORY AND NON-FORMAL EDUCATION MODULES PRESCRIBED BY THE PHILIPPINE COMMISSION ON WOMEN AND WOMEN'S ORGANIZATIONS, TRAINING AND RESOURCE CENTERS AND INSTITUTES; AND

“(B) EDUCATION SEMINARS ON WORKERS' RIGHTS, BENEFITS AND PRIVILEGES UNDER EXISTING LAWS, STATUTES, RULES AND REGULATIONS, COLLECTIVE BARGAINING AGREEMENTS, COMPANY POLICIES AND EMPLOYMENT CONTRACTS, AND THEIR COUNTERPART DUTIES AND RESPONSIBILITIES AS GOOD WORKERS AND EMPLOYEES.

“THE EMPLOYERS AND TRADE UNIONS MAY ENLIST THE ASSISTANCE OF GOVERNMENT AGENCIES, LOCAL GOVERNMENT UNITS, INDUSTRY CHAMBERS, LABOR FEDERATIONS OR CENTERS, NONGOVERNMENT ORGANIZATIONS AND ENTITIES PROVIDING FREE EDUCATION SEMINARS.”

**SEC. 2. *Separability Clause.*** – If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**SEC. 3. *Repealing Clause.*** – All laws, decrees, executive orders, proclamations, rules and regulations, and issuances, or parts thereof, which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

**SEC. 4. *Effectivity.*** – This Act shall take effect fifteen (15) days after publication in the Official Gazette or in two (2) national newspapers of general circulation.

***Approved,***