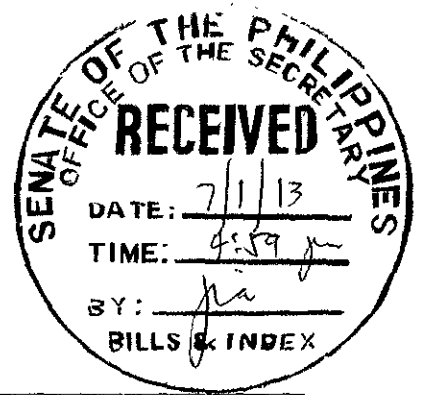


SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

SENATE
S. B. No. 226



Introduced by Senator Maria Lourdes Nancy S. Binay

EXPLANATORY NOTE

Equality of men and women in the work place is one of the primary responsibilities of the government. It is for this reason that the women worker's rights, welfare and development should be made aware to all employees in the work place.

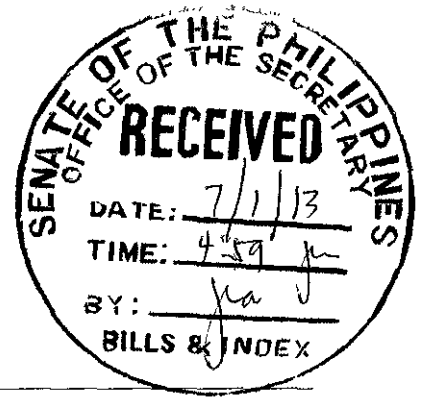
The proposed bill seeks to amend Title IV of Book IV of the Labor Code of the Philippines by mandating the training on women's rights and gender education in the workplace, including gender sensitivity training, which is an important factor in the attainment of a truly inclusive and bias-free workplace.

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


MARIA LOURDES NANCY S. BINAY
Senator

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

SENATE
S. B. No. 226



Introduced by Senator Maria Lourdes Nancy S. Binay

AN ACT AMENDING TITLE FOUR OF BOOK FOUR OF THE LABOR CODE OF THE PHILIPPINES PROVIDING FOR WOMEN AND GENDER EDUCATION IN THE WORKPLACE

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

3
4 **SECTION 1.** *Title.* Article 210 Title IV of Book Four of the Labor Code of the Philippines is
5 amended to read as follows:
6

7 “ART.210. *Adult education.* – Every employer shall render assistance in the
8 establishment and operation of adult education programs for their workers and
9 employees as prescribed by regulations jointly approved by the Department of
10 Labor and Employment and the Department of Education, Culture and Sports.

11
12 **“ART. 210-A. WOMEN AND GENDER EDUCATION.**
13 **EVERY EMPLOYER IS REQUIRED TO GIVE THEIR**
14 **WORKERS AND EMPLOYEES FREE EDUCATION**
15 **SEMINARS AND TRAINING ON GENDER**
16 **SENSITIVITY, WOMEN’S RIGHTS, WELFARE,**
17 **DEVELOPMENT AND GENDER EQUALITY,**
18 **REPUBLIC ACT NO. 7877 OR THE “ANTI-SEXUAL**
19 **HARASSMENT ACT OF 1995” AND REPUBLIC ACT**
20 **NO. 9208 OR THE “ANTI-TRAFFICKING IN PERSONS**
21 **ACT OF 2003” IN THE WORKPLACE**

22
23 **TO THIS END, EMPLOYERS SHALL USE**
24 **PARTICIPATORY AND NON-FORMAL EDUCATION**
25 **MODULES PRESCRIBED BY THE PHILIPPINE**
26 **COMMISSION ON WOMEN (“PCW”) AND**
27 **ACCREDITED WOMEN’S ORGANIZATIONS,**
28 **TRAINING AND RESOURCE CENTERS AND**
29 **INSTITUTES AND ENSURE THAT THE PERSON/S**
30 **CONDUCTING THE TRAINING ARE DULY-**
31 **QUALIFIED AND ACCREDITED BY THE PCW.**

32
33 **THE FOREGOING TRAINING/SEMINARS SHALL BE**
34 **CONDUCTED AT LEAST ONCE EVERY CALENDAR**

1 **YEAR DURING REGULAR WORK HOURS AND**
2 **SHALL BE COMPENSABLE.”**
3

4 **SECTION 2. *Repeating Clause.*** – All laws, decrees, executive orders, proclamations, rules
5 and regulations and other issuance of parts thereof, inconsistent with the provisions of this
6 Act are hereby repealed or modified accordingly.
7

8 **SECTION 3. *Separability Clause.*** – If, for any reason, any section or provision of this Act is
9 held unconstitutional or invalid, the other sections or provisions hereof shall not be affected
10 thereby.
11

12 **SECTION 4. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days from its
13 publication in the Official Gazette or in at least two (2) national newspapers of general
14 circulation.

Approved,