

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

SENATE
S.B. NO. 239



Introduced by Senator Maria Lourdes Nancy S. Binay

EXPLANATORY NOTE

Equality for both men and women is a vital aspect for the development of a nation. The laws of nature, however, limit women in terms of physical condition, strength, capacity and attributes. Admittedly, the male specie is sturdier, more tolerant when put up against punishing demands of physical employment. This situation is evident in shopping malls, department stores and contractor stalls that require their sales person to suffer work in standing position for long periods of time.

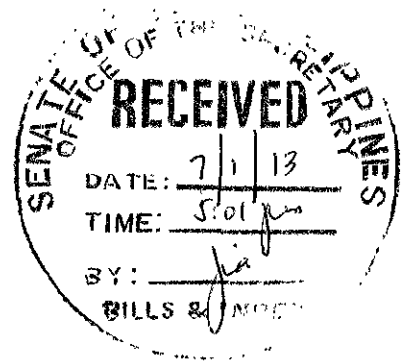
The proposed bill seeks to amend Section 132(A) of the Labor Code by mandating owners and/or operators of malls, department stores, stalls and similar establishments to grant their female employees assigned in sales fifteen (15) minute rest periods for every two (2) hours of continuous and uninterrupted sales and store operations in consideration of the physical toll of continuous standing on women personnel.

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


MARIA LOURDES NANCY S. BINAY
Senator

SIXTEENTH CONGRESS OF THE REPUBLIC)
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1 AN ACT REQUIRING OWNERS AND/OR OPERATORS OF MALLS, DEPARTMENT
2 STORES, STALLS AND SIMILAR ESTABLISHMENTS TO GRANT AND ALLOW
3 THEIR WOMEN EMPLOYEES ASSIGNED IN SALES 15-MINUTE RESTS EVERY
4 TWO HOURS OF CONTINUOUS AND UNINTERRUPTED SALES AND STORE
5 OPERATION ASSIGNMENTS, AMENDING FOR THIS PURPOSE SECTION 132(A),
6 CHAPTER 1, TITLE III, OF THE LABOR CODE OF THE PHILIPPINES.
7

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

10
11 **SECTION 1.** Article 132(a), Chapter 1, Title III, of the Labor Code of the Philippines, is
12 hereby amended to reads as follows:

13
14 “ART.132. Facilities for women. – The Secretary of Labor and
15 Employment shall establish standards that will ensure the safety and health of
16 women employees. In appropriate cases, he shall, by regulation, require
17 employers to:

18
19 “(a) Provide seats proper for women and permit them to use such seats
20 when they are free from work and during work hours, provided they can
21 perform their duties in this position without detriment to efficiency,
22 PROVIDED, FURTHER, THAT WOMEN ASSIGNED IN MALLS,
23 DEPARTMENT STORES, STALLS AND SIMILAR ESTABLISHMENTS
24 WHOSE ASSIGNED TASKS REQUIRE THEM TO BE IN A STANDING
25 POSITION WHILE ATTENDING TO CUSTOMERS AND CLIENTS
26 SHALL, IN ADDITION TO THEIR MEAL BREAKS, BE ALLOWED
27 FIFTEEN (15)-MINUTE REST PERIODS FOR EVERY TWO (2) HOURS
28 OF UNINTERRUPTED AND CONTINUOUS DUTY.”
29

30 **SECTION 2.** The Department of Labor and Employment shall within 60 days from
31 effectivity of this law, promulgate the necessary rules and regulations for the effective
32 implementation of this section.
33

34 **SECTION 3. Repealing Clause.** - All laws, decrees, executive orders, rules and regulations
35 or parts thereof contrary to, or inconsistent with this act, are hereby modified or repealed
36 accordingly.
37

1 **SECTION 4. *Effectivity Clause.*** - This Act shall take effect fifteen days after its complete
2 publication in at least two (2) national newspapers of general circulation.

Approved,