

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

5 MAY 17 10:56

SENATE

RECEIVED BY: _____

S. No. 2025

Introduced by Senator Juan M. Flavier

**AN ACT EXPANDING THE EXCEPTIONS FROM THE
NIGHT WORK PROHIBITION OF WOMEN EMPLOYEES,
THEREBY AMENDING ARTICLE 131 OF PRESIDENTIAL DECREE
FOUR HUNDRED FORTY TWO (PD 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 131 of the Labor Code is hereby further amended to read as follows:

Article 131. Exceptions. – The prohibitions prescribed by the preceding Article shall not apply in any of the following cases:

- (a) In cases of actual or impending emergencies caused by serious accident, fire, flood, typhoon, earthquake, epidemic or other disasters or calamity, to prevent loss of life or property, in cases of force majeure or imminent danger to public safety;
- (b) In case of urgent work to be performed on machineries, equipment or installation, to avoid serious loss which the employer would otherwise suffer;
- (c) Where the work is necessary to prevent serious loss of perishable goods;
- (d) Where the women employee holds a responsible position of managerial or technical nature, or where the woman employee has been engaged to provide health and welfare service;
- (e) Where the nature of the work requires manual skill and dexterity of women workers and the same cannot be performed with equal efficiency by male workers;
- (f) Where the women employees are immediate members of the family operating the establishment or undertaking;
- (g) Where increasing demands for work provide equal opportunities to work at night; and
- (h) Under analogous cases exempted by the Secretary of Labor and Employment in appropriate regulations.

SEC. 2. Separability Clause – If any portion of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

SEC. 3. Repealing Clause – All laws, acts, decrees, executive orders, rules and regulations or other issuances or parts thereof, which are inconsistent with this Act, are hereby modified and repealed.

SEC. 4. Effectivity Clause – This Act shall take effect after fifteen (15) days following its publication in two (2) national newspapers of general circulation.

Approved,