


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

7 JUL 18 1976

SENATE  
S. B. No. 1256

RECEIVED BY: 

---

Introduced by Senator Miriam Defensor Santiago

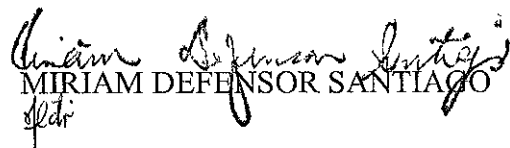
---

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

---

\* This bill was originally filed during the Thirteenth Congress, First Regular Session.

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

7 JUL 18 1978

SENATE  
S. B. No. 1256

RECEIVED BY: \_\_\_\_\_

---

Introduced by Senator Miriam Defensor Santiago

---

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

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

6 SECTION 1. *Short Title.* – This Act shall be known as the “Women’s Protection Act.”

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

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, directly or  
15 indirectly. The term shall not include any labor organization or any of its officers or agents  
16 except when acting as an employer; and

17 (B) “Secretary” refers to the Secretary of Labor and Employment.

18 SECTION 4. *Required Information.* –

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

21 (1) The danger which workers are exposed to or might be exposed to;

1           (2) The medical and health benefits which workers are entitled to, including  
2           maternity leave benefits and the availability of family planning services;

3           (3) The health hazards associated with this work, including hazards that may  
4           affect their maternal functions;

5           (4) The availability of facilities for women which are required under Presidential  
6           Decree No. 442, as amended, also known as the Labor Code, Section 132.

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

9           SECTION 5. *Rules and Regulations.* – The Department of Labor and Employment shall  
10          promulgate the necessary rules and regulations to carry out the purpose of this Act.

11          SECTION 6. *Annual Report.* – The Secretary shall submit an annual report to the  
12          President. The report shall include the following:

13          (A) A list of work hazards, especially those that affect women’s maternal functions;

14          (B) A list of employers found to have violated any provision of this Act; and

15          (C) Rate of compliance of employers with the provisions of this Act.

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

21          SECTION 8. *Separability Clause.* – If any provision or part hereof, is held invalid or  
22          unconstitutional, the remainder of the law of the provision not otherwise affected shall remain  
23          valid and subsisting.

24          SECTION 9. *Repealing Clause.* – Any law, presidential decree or issuance, executive  
25          order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent  
26          with, the provisions of this Act is hereby repealed, modified or amended accordingly.

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

3           Approved,