

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

7 JUN 13

SENATE  
S. B. No. 1279

RECEIVED

16

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article II provides:

Section 17. The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism, nationalism, accelerate social progress, and promote total human liberation and development.

The Administrative Code, P.D. No. 442, a.k.a. the "Labor Code of the Philippines," and R.A. No. 8187, a.k.a. "Paternity Leave Act of 1996," provide for instances when an employee can officially take a leave of absence with pay.

This bill seeks to allow employees to take a limited leave to participate in the academic school activities of their children or to participate in literacy training. This is in recognition of the fact that parents play a very important role in the advancement of their children's education.\*

*Miriam Defensor Santiago*  
MIRIAM DEFENSOR SANTIAGO  
*gls*

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

FOURTEENTH CONGRESS OF THE REPUBLIC)  
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7 JUL 18 1975

SENATE  
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1 AN ACT  
2 TO ALLOW EMPLOYEES TO TAKE SCHOOL INVOLVEMENT LEAVE  
3 TO PARTICIPATE IN THE ACADEMIC SCHOOL ACTIVITIES  
4 OF THEIR CHILDREN OR TO PARTICIPATE IN LITERACY TRAINING

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

7 SECTION 1. *Short Title.* – This Act shall be known as the “Time for Schools Act.”

8 SECTION 2. *Declaration of Policy.* – It is the policy of the State to give priority to  
9 education, science and technology, arts, culture, and sports to promote total human liberation and  
10 development.

11 SECTION 3. *Definition of Terms.* – For purposes of this Act, the term:

12 (A) “Family literacy program” means a program of services that are of sufficient  
13 intensity in terms of hours, and of sufficient duration, to make sustainable changes in  
14 a family and that integrate all of the following activities:

- 15 (1) Interactive literacy activities between parents and their sons and daughters;
- 16 (2) Training for parents on how to be the primary teacher for their sons and  
17 daughters and full partners in the education of their sons and daughters;
- 18 (3) Parent literacy training; and
- 19 (4) An age-appropriate education program for sons and daughters.

20 (B) “Literacy” used with respect to an individual, means the ability of the individual to  
21 speak, read, and write English, and complete and solve problems, at levels of  
22 proficiency necessary –

- 23 (1) To function on the job, in the family of the individual, and in society;

1 (2) To achieve the goals of the individual; and

2 (3) To develop the knowledge potential of the individual.

3 (C) "School" means an elementary school or secondary school, and a child care facility  
4 operated by a provider who meets the applicable State or local government licensing,  
5 certification, approval, or registration requirements, if any.

6 SECTION 4. *Entitlement to School Leave.* –

7 (A) *In General.* – An eligible employee shall be entitled to a total of twenty-four (24)  
8 hours of leave during any twelve (12)-month period to participate in an academic activity of a  
9 school of a son or daughter of the employee, such as a parent-teacher conference or an interview  
10 for a school, or to participate in literacy training under a family literacy program.

11 (B) *Notice.* – In any case in which the necessity for leave is foreseeable, the employee  
12 shall provide the employing agency with not less than seven (7) days' notice, before the date of  
13 leave is to take effect, of the employee's intention to take leave. If the necessity for the leave is  
14 not foreseeable, the employee shall provide such notice as is practicable.

15 SECTION 5. *Penalties.* – Any person, corporation, trust, firm, partnership, association or  
16 entity found violating this Act or the rules and regulations promulgated pursuant to this Act shall  
17 be punished by a fine not exceeding Twenty Five Thousand Pesos (P25,000.00) or imprisonment  
18 of not less than thirty (30) days or more than six (6) months.

19 If the violation is committed by a corporation, trust or firm, partnership, association or  
20 any other entity, the penalty of imprisonment shall be imposed on the entity's responsible  
21 officers, including, but not limited to, the president, vice-president, chief executive officer,  
22 general manager, managing director or partner directly responsible for the same.

23 SECTION 6. *Non-Diminution Clause.* – Nothing in this Act shall be construed to reduce  
24 any existing benefits of any form granted under existing laws, decrees, executive orders, or any  
25 contract, agreement or policy between employer and employee.

1           SECTION 7. *Separability Clause.* – If any provision or part hereof is held invalid or  
2 unconstitutional, the remainder of the law or the provision not otherwise affected shall remain  
3 valid and subsisting.

4           SECTION 8. *Repealing Clause.* – Any law, presidential decree or issuance, executive  
5 order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent  
6 with, the provision of this Act is hereby repealed, modified or amended accordingly.

7           SECTION 9. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its  
8 publication in at least two (2) newspapers of general circulation.

9           Approved,