


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

8 JUL 21 2014

SENATE
S. No. 2444

RECEIVED BY: 

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article XIII, Section 14 provides that:

SEC. 14. The State shall protect working women by providing safe and healthful working conditions taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.

In recent studies conducted on women in workplace, it is shown that the Philippines is one of the best place to work for women as the percentage of women in management is the highest in Asia.¹ However, despite the fact that women land management position, there is still a wide gap of salary between men and women. Moreover, women still have to assert themselves more to achieve the same level of success for men. Even in various fields in Science and Technology, women are having a hard time performing their job because highly patriarchal culture in the workplace.²

This bill seeks to establish a center that can provide our policymakers with sufficient information to assist the women in our workplace.


MIRIAM DEFENSOR SANTIAGO

¹ McIndoe, Alastair. In the Philippines, Women Bosses Rule. The Straits Times. October 15, 2007

² Marites D. Vitug "Abstract of "The Philippines: Fighting the Patriarchy in Growing Numbers"" Online Ethics Center for Engineering. 8/2/2006. National Academy of Engineering.
<www.onlineethics.org/CMS/workplace/workplacediv/abstractsindex/philippines.aspx>

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1 AN ACT
2 TO DIRECT THE SECRETARY OF LABOR AND EMPLOYMENT TO MAKE A GRANT
3 TO A PUBLIC UNIVERSITY TO ESTABLISH THE CENTER FOR THE STUDY OF
4 WOMEN AND WORKPLACE POLICY
5

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

8 SECTION 1. *Short Title.* – This Act shall be known as the “Center for the Study of
9 Women and Workplace Policy Act.”

10 SECTION 2. *Establishment.* – The Secretary of Labor and Employment (referred to in
11 this Act as the “Secretary”) shall make a grant to public university to establish the “Center for
12 the Study of Women and Workplace Policy” (referred to in this Act as the “Center”). The
13 Secretary shall extend the grant to the public university most capable of undertaking and
14 maintaining the study set forth by this Act.

15 SECTION 3. *Compilation and Analysis of Data.* – The Center established under Section
16 2 shall compile and analyze available data and data sets on the difference between the earnings
17 of men and women and to identify factors which affect differences in earnings.

18 SECTION 4. *Dissemination of Findings.* – The Center shall--

19 (A) disseminate its findings annually to the public, using a website and any other
20 appropriate means; and

21 (B) maintain a website to serve as a clearinghouse for the data and findings of relevant
22 recent studies the database established and maintained under this Act and to encourage its
23 use by interested parties.

1 (C) provide a copy of the findings to the National Commission on the Role of Filipino
2 Women

3 SECTION 5. *Best Practices Guides.* – Each year, the Center shall publish one best
4 practices guide, as follows:

5 (A) Best Practices Guide For Businesses- Not later than one year after the Center is
6 established under Section 2, the Center shall publish a best practices guide for businesses
7 containing recommended guidelines for--

- 8 (1) workplace equity;
- 9 (2) retaining women in the workplace; and
- 10 (3) promoting a family-friendly workplace.

11 (B) Best Practices Guide For Families- Not later than one year after the publication of the
12 best practices guide for businesses under subparagraph (A), the Center shall publish a
13 best practices guide for families, containing information about--

- 14 (1) the policies of various employers relating to workplace equity, retaining
15 women in the workplace, and promoting a family-friendly workplace;
- 16 (2) strategies for addressing inequity in the workplace; and
- 17 (3) recent findings on inequity in the workplace.

18 (C) Subsequent Editions- The Center shall update, revise, and publish a subsequent
19 edition of each of the best practices guides under subparagraphs (A) and (B) once every
20 two years after the initial publication of each guide.

21 SECTION 6. *Report.* – Not later than 12 months after receiving a grant under this Act,
22 the recipient shall submit to the Secretary and to Congress a report documenting how the
23 university used the grant funds and evaluating the level of success of the Center funded by the
24 grant.

25 SECTION 7. *Appropriations.* – To carry out the provisions of this Act, such amount as
26 hereby necessary is hereby authorized to be appropriated from the National Treasury.

1 SECTION 8. *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 9. *Repealing Clause.* – Any law, presidential decree or issuance, executive
5 order, letter of instruction, administrative order, rule or regulation contrary to or is inconsistent
6 with the provision of this Act is hereby repealed, modified, or amended accordingly.

7 SECTION 10. *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,

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