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SENATE
S.B. No. 2869

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Introduced by Senator Ramon Bong Revilla, Jr.

EXPLANATORY NOTE

No less than the State recognizes the importance of the workforce as the *primary social economic force*. The 1987 Constitution declares that "the State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare." In this light, the government pursues policies to provide benefits and uphold the rights of our dear workers. Concrete examples are the enactment of sound policies such as, the Anti-Sexual Harassment Act, Anti-Trafficking in Persons Act, and ultimately the Labor Code. There also exists different regulations prescribed by government agencies that provide for other benefits for workers. Utmost importance is attributed to the workers. This is evidenced by the provision of different benefits and upholding their rights.

However, these benefits can not be fully enjoyed if the workers are not aware of its existence. Rights and benefits are useless if the workers are ignorant of its essence.

This proposal seeks to address this matter. Adult education is already provided in the Labor Code. However, we want to strengthen this provision through making this mandatory. this proposal also enumerates the important laws and regulations that must be discussed to the employees. Furthermore, we solicit the assistance of other government agencies and non-government organizations in realizing such initiative.

We recognize the importance of the workers in our society. Hence, urgent passage of this bill is requested.



RAMON BONG REVILLA, JR.

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**AN ACT STRENGTHENING ADULT EDUCATION PROGRAMS FOR
WORKERS AND EMPLOYEES, AMENDING FOR THE PURPOSE ART. 210
OF P.D. 442, AS AMENDED, OTHERWISE KNOWN AS THE LABOR CODE
OF THE PHILIPPINES**

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

Section 1. Article 210 of P.D. 442, as amended, otherwise known as the
Labor Code of the Philippines, is hereby amended to read as follows:

Art. 210. [Adult] **WORKER** Education **AND
INFORMATION.** – Every employer shall [render
assistance in the establishment and operation of]
PROVIDE FREE REGULAR adult education **AND
INFORMATION** programs for their workers and
employees as prescribed by regulations jointly approved
by the Department of Labor and Employment and the
Department of Education [Culture and Sports].

**EDUCATION AND INFORMATION FOR WORKERS
AND EMPLOYEES SHALL INCLUDE PROGRAMS
SUCH AS, BUT NOT LIMITED TO EDUCATION
SEMINARS ON WORKER'S RIGHTS, BENEFITS AND
PRIVILEGES UNDER EXISTING LAWS, STATUTES,
RULES AND REGULATIONS, SUCH AS BUT NOT
LIMITED TO, GSI AND SSS LAW, ANTI-SEXUAL
HARASSMENT ACT OF 1995, ANTI-TRAFFICKING IN
PERSONS ACT OF 2003, SOLO PARENTS' ACT, AND
PRESIDENTIAL DECREE NO. 626, COLLECTIVE
BARGAINING AGREEMENTS, COMPANY POLICIES**

AND EMPLOYMENT CONTRACTS, AND THEIR COUNTERPART DUTIES AND RESPONSIBILITIES AS WORKERS AND EMPLOYEES.

210-A. ASSISTANCE FROM GOVERNMENT AGENCIES, LOCAL GOVERNMENT UNITS, INDUSTRY CHAMBERS, LABOR FEDERATIONS, NONGOVERNMENT ORGANIZATIONS AND ENTITIES PROVIDING SEMINARS OF THIS NATURE MAY BE SOUGHT FOR THE FULFILLMENT OF THE PROVISION OF THIS ACT.

210-B. COVERAGE – ALL REGULAR EMPLOYEES, REGARDLESS OF THE NATURE AND TYPE OF WORK, ARE COVERED IN THIS ACT.

Sec. 2. Another Article is hereby inserted to read as follows:

ARTICLE 211. IMPLEMENTING RULES AND REGULATIONS. – THE DEPARTMENT OF LABOR AND EMPLOYMENT IS HEREBY TASKED TO PROMULGATE THE IMPLEMENTING RULES AND REGULATIONS NECESSARY FOR THE IMPLEMENTATION OF THE PROVISIONS OF THIS ACT.

Sec. 3. Separability Clause. - If any part, section, or provision of this Act shall be held invalid or unconstitutional, the other provisions shall not be affected thereby.

Sec. 4. Repealing Clause. - All laws, decrees, orders, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

Sec. 5. Effectivity. - This Act shall take effect (15) days after its complete publication in at least two (2) newspapers of national circulation.

Approved,