

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 0610



Introduced by HON. RESURRECCION MARRERO-ACOP, MD

EXPLANATORY NOTE

Article XIII, Section 14 of the 1987 Constitution provides that "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."

With the increasing number of women in the work force, the proposed measure seeks to empower the working women with the right to access information from their respective employers as to the working conditions which may affect their health, including the medical and health benefits due to them, available facilities for women, health-related training programs, the presence and identification of occupational health hazards in the work environment and how to reduce or avoid the same.

In accordance with the State's constitutional mandate to protect the working women, it has become imperative for Congress to ensure that they not only receive these entitlements and benefits under our expanding labor and social legislation, but also have knowledge thereof.

In view of the foregoing, the passage of this bill is most earnestly sought.

/m acop

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AN ACT

**PROVIDING PROTECTION TO WORKING WOMEN BY GRANTING THEM
THE RIGHT TO KNOW WORKING CONDITIONS AFFECTING THEIR
HEALTH AND PROVIDING PENALTIES FOR VIOLATION THEREOF**

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

SECTION 1. Short Title. — This Act shall be known as the “Working Women’s Right-to-Know Act of 2019.”

SEC. 2. Declaration of Policy. — The State shall ensure safe and healthful working conditions for women by considering their maternal functions, and such other facilities and opportunities to enhance their welfare and realize their full potential in the service of the nation. To achieve this goal, women shall be granted the right to know the working conditions directly affecting their health.

SEC. 3. Definition of Terms. — For purposes of this Act, these terms are defined as follows:

- (a) **Employer** is any person acting in the interest of an employer, directly or indirectly, including the government and all its branches, subdivisions, and instrumentalities, all government-owned and controlled corporations and institutions, as well as non-profit private institutions or organizations. The term does not include labor organizations or any of its officers or agents, except when acting as an employer; and
- (b) **Secretary** is the Secretary of Labor and Employment.

SEC. 4. Required Information. —

- (a) The prospective employer shall furnish in writing the following information to all women applicants:

1. the medical and health benefits which workers are entitled to, including, but not limited to, maternity leave benefits and the availability of family planning services;
 2. the health hazards associated with this work, including hazards that may affect their maternal functions;
 3. the occupational safety and health-related programs, trainings, medical surveillance and research, screening tests for reproductive tract diseases, provisions for technical support/advice, and development of information, education and communication materials;
 4. the availability of facilities for women which are required under Section 132 of Presidential Decree No. 442, as amended, also known as the Labor Code of the Philippines; and
 5. such other information as to working conditions which may affect women's health.
- (b) Women already employed prior to the effectivity of this Act shall likewise be informed as required under paragraph (a) of this section.

SEC. 5. Annual Report. — The Secretary shall submit an annual report to the President. The Report shall include:

- (a) A list of work hazards, especially those that affect women's maternal functions;
- (b) A list of employers found to have violated any provisions of this Act; and
- (c) Rate of compliance of employers with the provisions of this Act.

SEC. 6. Penalties. — Any person violating any of the provisions of Section 4 of this Act shall be punished with a fine of not less than twenty thousand pesos (Php 20,000.00) but not more than thirty thousand pesos (Php 30,000.00) or imprisonment of not less than six (6) months but not more than twelve (12) months, or both such fine and imprisonment at the discretion of the court.

If the offense is committed by a corporation, trust, firm, partnership, association or any other entity, the penalty shall be imposed upon the guilty officer or officers of such corporation, trust, firm, partnership, association or entity.

SEC. 7. Implementing Rules and Regulations. — The Department of Labor and Employment (DOLE) shall promulgate within sixty (60) days from the effectivity of this Act, the rules and regulations necessary to carry out the provisions hereof.

SEC. 8. *Separability Clause.* — Should any provision of this Act or any part hereof be declared invalid, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SEC. 9. *Repealing Clause.* — All laws, decrees, rules and regulations or parts thereof contrary to or inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 10. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,