


'19 JUL 25 P4:51

SENATE

S. No. 789

RECEIVED BY: 

**INTRODUCED BY SENATOR RISA HONTIVEROS**

**AN ACT**  
**DECLARING JANUARY 18 OF EVERY YEAR A SPECIAL NON-WORKING**  
**HOLIDAY FOR ALL KASAMBAHAY IN THE ENTIRE COUNTRY. THE ACT**  
**SHALL BE CALLED AS "NATIONAL KASAMBAHAY DAY" OR "ARAW NG**  
**KASAMBAHAY"**

**EXPLANATORY NOTE**

The passage of the R.A. 10361 or the Domestic Workers Act (Kasambahay Law) on 18 January 2013 was a big step by government to recognize domestic workers' rights and welfare as it came after we adopted and ratified International Labor Organization (ILO) Convention No. 189 or the Decent Work for Domestic Workers Convention the year prior. The Kasambahay Law thus accords due respect to our Kasambahays and grants them protection from abusive employers as well as being placed in poor working conditions.

At present, an estimated 2.9 million domestic workers provide services to millions of households and families who are in dire need of help to do various domestic chores and concerns – such as cooking, laundry, taking care of children, among others. Without help from domestic workers, heads of families working in the formal sector will have a difficult time or will not be able to go to work to earn a living.

In commemoration of the enactment of the Kasambahay Law, this bill seeks to acknowledge and to thank all the invaluable work and services of kasambahay. The declaration of the national holiday for all kasambahay shall be a work free day for them in order for them to enjoy the celebration and be able to participate in the activities organized by the Department of Labor and Employment (DOLE).


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

*Risa Montiveros Garapuel*  
**RISA HONTIVEROS**  
**Senator**

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

- 1           Section 1. *Short Title.* – This Act shall be known as the "National  
2 Kasambahay Day" or "Araw ng Kasambahay"
- 3           Sec. 2. *Declaration of Policies.* – It is hereby declared that the State shall  
4 protect the workers, promote full employment and provide equal opportunities  
5 regardless of sex, race and religious belief, and regulate policies and relations  
6 between workers and employers. The State shall also guarantee the rights of the  
7 workers to self-organization, collective bargaining, security of tenure, and just and  
8 humane working conditions. As stated in the ILO Convention 189 or the Decent Work  
9 for Domestic Workers Convention which was ratified by the Philippine government in  
10 May 2012, it is the responsibility of the State to recognize the significant contribution  
11 of domestic workers to the local and global economy, which includes increasing paid  
12 job opportunities for women and men with family responsibilities, greater scope for  
13 caring for ageing populations, children and persons with disability and among others.
- 14           Sec. 3. *Definition.* – For purposes of this Act, the following definitions shall  
15 apply:
- 16                   (a) Domestic worker or "kasambahay" as defined in R.A. 10361 refers to  
17 any person engaged in domestic work within an employment  
18 relationship such as, but not limited to the following: general house  
19 help, nursemaid or "yaya", cook, gardener, or laundry person, but  
20 shall exclude any person who performs domestic work only  
21 occasionally or sporadically and not on an occupational basis



1           Sec. 4. *National Kasambahay Day or Araw ng Kasambahay.* – In recognition of  
2 the contribution of domestic workers to Filipino families and society in general,  
3 January 18 of every year shall be declared as a Special Non-Working Holiday for all  
4 kasambahays and shall be known as National Kasambahay Day or Araw ng  
5 Kasambahay.

6 In the event that this day falls on their rest day, the employer shall pay the  
7 corresponding payment of salary or compensation for his/her kasambahays who will  
8 be required to work on this day, in compliance with the relevant provisions in the  
9 R.A. 10361 or the Domestic Workers Act of 2013.

10           Sec. 5. *Role of Relevant Government Agencies in the Implementation.* – The  
11 Department of Labor and Employment (DOLE), Philippine Information Agency and  
12 other concerned agencies shall formulate plans for the implementation of this Act.

13           Sec. 6. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
14 publication in the Official Gazette or in a newspaper of general circulation.

Approved,