



HOUSE OF REPRESENTATIVES

H. No. 4209

BY REPRESENTATIVES DE JESUS, ILAGAN, GUNIGUNDO, CASIÑO,
COLMENARES, MARIANO, PALATINO, TINIO, MARCOLETA, LACSON-NOEL
AND SYJUCO, PER COMMITTEE REPORT NO. 633

AN ACT STRENGTHENING ADULT EDUCATION PROGRAMS FOR
WORKERS AND EMPLOYEES, AMENDING FOR THE PURPOSE
ARTICLE 210 OF PRESIDENTIAL DECREE NO. 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:*

1 SECTION 1. Article 210 of Presidential Decree No. 442, as amended,
2 otherwise known as the "Labor Code of the Philippines", is hereby further
3 amended to read as follows:

4 "ARTICLE 210. *Adult education AND INFORMATION.* --

5 [Every] [e]Employers AND TRADE UNIONS shall render assistance
6 in the establishment and operation of FREE adult education AND
7 INFORMATION programs for [their] workers and employees as
8 prescribed by regulations jointly approved by the Department of
9 Labor and Employment and the Department of Education[, Culture
10 and Sports].

1 “ADULT EDUCATION AND INFORMATION FOR WORKERS AND
2 EMPLOYEES SHALL INCLUDE, BUT NOT BE LIMITED TO, THE
3 FOLLOWING:

4 “(A) EDUCATION SEMINARS ON WOMEN’S RIGHTS,
5 WELFARE, DEVELOPMENT AND GENDER EQUALITY, INCLUDING
6 RELEVANT LAWS AND INSTRUMENTALITIES SUCH AS REPUBLIC
7 ACT NO. 7877 OR THE ‘ANTI-SEXUAL HARASSMENT ACT OF
8 1995’, REPUBLIC ACT NO. 9208 OR THE ‘ANTI-TRAFFICKING IN
9 PERSONS ACT OF 2003’, REPUBLIC ACT NO. 8972 OR THE ‘SOLO
10 PARENTS’ WELFARE ACT OF 2000’, REPUBLIC ACT NO. 9262 OR
11 THE ‘ANTI-VIOLENCE AGAINST WOMEN AND CHILDREN ACT OF
12 2004’, REPUBLIC ACT NO. 6725 OR THE ‘PROHIBITION ON
13 DISCRIMINATION AGAINST WOMEN ACT’, AND THE
14 CONVENTION ON THE ELIMINATION OF DISCRIMINATION
15 AGAINST WOMEN (CEDAW), USING PARTICIPATORY AND NON-
16 FORMAL EDUCATION MODULES PRESCRIBED BY THE PHILIPPINE
17 COMMISSION ON WOMEN AND WOMEN’S ORGANIZATIONS,
18 TRAINING AND RESOURCE CENTERS AND INSTITUTES; AND

19 “(B) EDUCATION SEMINARS ON WORKERS’ RIGHTS,
20 BENEFITS AND PRIVILEGES UNDER EXISTING LAWS, STATUTES,
21 RULES AND REGULATIONS, COLLECTIVE BARGAINING
22 AGREEMENTS, COMPANY POLICIES AND EMPLOYMENT
23 CONTRACTS, AND THEIR COUNTERPART DUTIES AND
24 RESPONSIBILITIES AS GOOD WORKERS AND EMPLOYEES.

1 “THE EMPLOYERS AND TRADE UNIONS MAY ENLIST THE
2 ASSISTANCE OF GOVERNMENT AGENCIES, LOCAL GOVERNMENT
3 UNITS, INDUSTRY CHAMBERS, LABOR FEDERATIONS OR CENTERS,
4 NONGOVERNMENT ORGANIZATIONS AND ENTITIES PROVIDING
5 FREE EDUCATION SEMINARS.”

6 SEC. 2. *Separability Clause.* – If, for any reason, any section or
7 provision of this Act is held unconstitutional or invalid, the other sections or
8 provisions hereof shall not be affected thereby.

9 SEC. 3. *Repealing Clause.* – All laws, decrees, executive orders,
10 proclamations, rules and regulations, and other issuances or parts thereof
11 inconsistent with the provisions of this Act are hereby repealed or modified
12 accordingly.

13 SEC. 4. *Effectivity Clause.* – This Act shall take effect fifteen (15) days
14 after its complete publication in the *Official Gazette* or in a newspaper of
15 general circulation.

 Approved,

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