



## HOUSE OF REPRESENTATIVES

H. No. 5012

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BY REPRESENTATIVES MAZA, VIRADOR, MARIANO, CASIÑO AND BELTRAN, PER  
COMMITTEE REPORT NO. 1303

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AN ACT PROVIDING PRIVATE WORKERS AND EMPLOYEES  
WOMEN AND GENDER EDUCATION IN THE WORKPLACE,  
FURTHER AMENDING FOR THE PURPOSE 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 I. Presidential Decree No. 442, as amended, is hereby further  
2 amended by inserting a new Article 210, to be denominated as Article 210-A,  
3 to read as follows:

4           **“ART. 210-A. WOMEN AND GENDER EDUCATION. – EVERY**  
5           **EMPLOYER SHALL GIVE HIS OR HER WORKERS AND EMPLOYEES**  
6           **FREE ANNUAL EDUCATION SEMINARS IN THE WORKPLACE ON**  
7           **WOMEN’S RIGHTS, WELFARE AND DEVELOPMENT, GENDER**  
8           **EQUALITY, RELEVANT LAWS SUCH AS REPUBLIC ACT NO. 7877**

1 OR THE 'ANTI-SEXUAL HARASSMENT ACT OF 1995', REPUBLIC  
2 ACT NO. 9208 OR THE 'ANTI-TRAFFICKING IN PERSONS ACT OF  
3 2003', REPUBLIC ACT NO. 9262 OR THE 'ANTI-VIOLENCE  
4 AGAINST WOMEN AND THEIR CHILDREN ACT', AND REPUBLIC  
5 ACT NO. 8972 OR THE 'SOLO PARENTS' WELFARE ACT', AND  
6 SUCH OTHER RELATED LAWS THAT MAY BE LATER ENACTED,  
7 USING PARTICIPATORY AND NONFORMAL EDUCATION MODULES  
8 PRESCRIBED BY THE NATIONAL COMMISSION ON THE ROLE OF  
9 FILIPINO WOMEN, AND WOMEN'S ORGANIZATIONS, TRAINING  
10 AND RESOURCE CENTERS AND INSTITUTES.

11 FOR THIS PURPOSE, THE SECRETARY OF LABOR AND  
12 EMPLOYMENT SHALL COORDINATE WITH THE NATIONAL  
13 COMMISSION ON THE ROLE OF FILIPINO WOMEN, OTHER  
14 CONCERNED AGENCIES, AND NONGOVERNMENT ORGANIZATIONS  
15 PROMOTING WOMEN'S RIGHTS, WELFARE AND PROTECTION TO  
16 MONITOR THE STRICT IMPLEMENTATION OF THE WOMEN AND  
17 GENDER EDUCATION PROGRAM PROVIDED HEREIN.”

18 SEC. 2. *Implementing Rules and Regulations.* – Within thirty (30) days  
19 from the effectivity of this Act, the Secretary of Labor and Employment shall  
20 issue and publish the rules and regulations to effectively implement the  
21 provisions of this Act.

1           SEC. 3. *Repealing Clause.* - All other acts, laws, executive orders,  
2   presidential issuances, rules and regulations or any part thereof which are  
3   inconsistent herewith are hereby deemed repealed or modified accordingly.

4           SEC. 4. *Effectivity Clause* - This Act shall take effect fifteen (15)  
5   days after its publication in the *Official Gazette* or in at least two newspapers  
6   of general circulation.

Approved,

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