

FIFTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

Office of the Secretary

12 MAY -3 9:00

SENATE
S.B. No. 3174

RE:

Per

Introduced by SENATOR MANNY VILLAR

EXPLANATORY NOTE

One of the most powerful manifestations on working women can be found in the supreme law. Article XIII, Sec. 14 of the 1987 Philippine Constitution declared, "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."

Life nowadays are hard, the traditional family where the father is the only one working is gone. Women, married or not, are now a vital part of our work force. Sometimes, even when already pregnant, women still go to work and expend energy just to earn and save for their impending delivery. Work brings stress and employed pregnant women are exposed to unwanted stress that might affect their unborn child. Pregnant women have a hard time in striking a balance between working and getting the proper rest. As such, this representation finds it proper that the State allow pregnant women to work and earn but limit the time for work to insure that employed pregnant women get the proper rest.

A pregnant woman ideally needs more rest than when she is not pregnant. Rest in women is important to avoid certain complications. However, the need to earn for a living is also paramount to employed pregnant women. The State should find a balance in those differing considerations. The State should help employers recognize that having healthy mothers and infants will be better not only for business but the entire nation as well.

Allowing pregnant women workers to work in a six-hour a day schedule and receive the same salary earned from a eight-hour work schedule is the best way to insure that employed pregnant women gets to earn a living and get the proper rest at the same time.

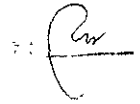
Approval of the bill is earnestly sought.


MANNY VILLAR

12 MAY -3 12:00

SENATE

RS



S.B. No. 3174

Introduced by SENATOR MANNY VILLAR

**AN ACT
PRESCRIBING A SIX-HOUR WORKING SCHEDULE FOR EMPLOYED PREGNANT
WOMEN AND FOR OTHER PURPOSES.**

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

1 **Section 1. Title.** – This Act shall be known as the “Pregnant Women Workers Act of
2 2012”.

3 **Section 2. Declaration of Policy.** – The State hereby declares that proper health of
4 pregnant women is vital to maintaining a low maternal and infant mortality rate and the
5 State shall strive to uphold the mandate of respecting the life of the mother and the unborn.

6 **Section 3. Six-Hour a Day Work Schedule.** – All employers shall only require
7 pregnant women to render six-hours of work a day prior to the latter's actual availment of
8 maternity leave benefits prescribed under existing laws.

9 **Section 4. Eight-Hour Pay.** – All pregnant women required to work under the
10 preceding section shall be entitled to be paid by their respective employers the regular pay
11 covering an eight-hour work schedule.

12 **Section 5. Application in Public and Private Employment.** Benefits granted to
13 pregnant women under this Act shall be applicable to all those employed in both the public
14 and private sector.

15 **Section 6. Implementing Rules and Regulations.** – The Department of Labor and
16 Employment and the Civil Service Commission, in consultation with at least two (2)
17 recognized non-government organizations (NGOs) on women and human resources
18 development, shall formulate and issue rules and regulations implementing this Act within
19 thirty (30) days upon its effectivity.

20 **Section 7. Repealing Clause.** – All laws, decrees, orders, rules and regulations, or
21 any part thereof inconsistent with this Act are hereby repealed or amended accordingly.

22 **Section 8. Effectivity.** – This Act shall take effect fifteen (15) days after its
23 publication in two (2) newspapers of general circulation.

24

25 *Approved,*

26