

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Diliman, Quezon City

FOURTEENTH CONGRESS  
First Regular Session

HOUSE BILL No. 1023

**EXPLANATORY NOTE**

Section 14, Article II of the 1987 Constitution provides that "The State recognizes the role of women in the nation-building, and shall ensure the fundamental equality before the law of women and men".


Under Article 130 of the Labor Code, as amended, night work for women employees is generally prohibited in industrial and commercial undertakings. This general rule, however, admits of exceptions as provided for under Article 131 of the same Code. In addition to the six (6) exceptions specifically enumerated in Article 131, where women employees are allowed to work during nighttime, the Secretary of Labor is allowed, in analogous cases, to exempt women employees from the said provision.

There has been a demand for exemption on the night work prohibition for women employees, especially on the call center industry. In granting exemption, the Department of Labor and Employment (DOLE) considered the changes brought about by the increasing demands for globalization, liberalization, advanced information and communication technology and the Constitutional mandate for the equal rights to employment opportunities and the right against employment discrimination.

In view of the foregoing, and given the importance of the Constitutional mandate for providing equal opportunities to all, which will increase women participation in work and enhance employment generation, and their role in nation-building, exemptions from the night work prohibition for women under Article 131 of the Labor Code should be expanded.

Hence, the approval of this bill is earnestly sought.

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MAURICIO G. DOMOGAN

Republic of the Philippines  
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HOUSE BILL No. 1023

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Introduced by  
HON. MAURICIO G. DOMOGAN

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AN ACT EXPANDING THE EXCEPTIONS FROM THE  
NIGHT WORK PROHIBITION OF WOMEN EMPLOYEES,  
THEREBY AMENDING ARTICLE 131 OF PRESIDENTIAL DECREE  
FOUR HUNDRED FORTY TWO (PD 442), AS AMENDED, OTHERWISE  
KNOWN AS THE LABOR CODE OF THE PHILIPPINES

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

**SECTION 1.** Article 131 of the Labor Code is hereby further amended to  
read as follows:

Article 131. Exceptions. - The prohibitions prescribed by the preceding  
Article shall not apply in any of the following cases:

- (a) In cases of actual or impending emergencies caused by serious accident, fire, flood, typhoon, earthquake, epidemic or other disasters or calamity, to prevent loss of life or property, in cases of force majeure or imminent danger to public safety;
- (b) In case of urgent work to be performed on machineries, equipment or installation, to avoid serious loss which the employer would otherwise suffer;
- (c) Where the work is necessary to prevent serious loss of perishable goods;
- (d) Where the women employee holds a responsible position of managerial or technical nature, or where the woman employee has been engaged to provide health and welfare service;
- (e) Where the nature of the work requires manual skill and dexterity of women workers and the same cannot be performed with equal efficiency by male workers;

- (f) Where the women employees are immediate members of the family operating the establishment or undertaking;
- (g) Where increasing demands for work provide equal opportunities to work at night; and
- (h) Under analogous cases exempted by the Secretary of Labor and Employment in appropriate regulations.

**SEC. 2.** Separability Clause - If any portion of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

**SEC. 3.** Repealing Clause - All laws, acts, decrees, executive orders, rules and regulations or other issuances or parts thereof, which are inconsistent with this Act, are hereby modified and repealed.

**SEC. 4.** Effectivity Clause - This Act shall take effect after fifteen (15) days following its publication in two (2) national newspapers of general circulation.

Approved,