

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

*13<sup>th</sup> Congress*  
First Regular Session

**HOUSE BILL NO. 376**

---

Introduced by Representative Roseller L. Barinaga

---

**EXPLANATORY NOTE**

For the simple reason that workers are not aware of their labor rights, most fail to avail of the benefits due them under existing laws. There is a dearth of mechanisms that would ensure that they are amply informed and properly guided on how to access and maximize their rights, benefits and privileges under existing laws and company policies or employment contracts.

An example is the low percentage of availed benefits under the Employees Compensation Program (ECP). Hon. Leonardo A. Quisumbing, former Secretary of Labor and Employment, stated that out of 250,000 workers who suffer work-related illnesses or accidents annually, only about 147,000 have availed of the benefits under the ECP. Moreover, contributory to the considerably high number of unclaimed benefits is the law's provision that "uninformed workers who do not file claims lose their right to compensation following a prescriptive period of three (3) years."

Clearly, there is a dire need for information dissemination to workers of their labor rights, benefits and privileges, and this should be undertaken on a concerted effort from the government, employers, labor unions and other concerned groups. In this light, this bill proposes to require the employers to inform their employees both at their engagement and at the time a particular contingency occurs of the benefits available to them. The bill also proposes that the Department of Labor and Employment, with the support of other government agencies, unions, industry organizations, labor federations/centers and non-governmental organizations, launch education programs for workers on a regular basis.

The immediate passage of this bill is earnestly requested.

  
**ROSELLER L. BARINAGA**

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

*13th Congress*  
First Regular Session

House Bill No. 376

---

Introduced by Representative Roseller L. Barinaga

---

**AN ACT**  
**REQUIRING EMPLOYERS TO INFORM THEIR EMPLOYEES OF**  
**THEIR RIGHTS, BENEFITS AND PRIVILEGES UNDER EXISTING**  
**LAWS, AND COMPANY POLICIES OR EMPLOYMENT**  
**CONTRACTS**

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

1           **SECTION 1. *Statement of Policy.*** - It is hereby the declared policy of the State  
2 to provide social protection, promote full employment and an improved quality of life for  
3 all. Towards this end, the State shall ensure the regular dissemination to both employers  
4 and workers of information on labor rights, benefits and privileges under existing laws,  
5 statutes, rules and regulations, and collective bargaining agreements. This is to guarantee  
6 full enjoyment of the rights, benefits and privileges accorded to workers.

7  
8           **SEC. 3. *Duty of the Employer to Inform His/Her Workers of their Rights,***  
9 ***Benefits and Privileges.*** - Every employer shall inform each employee, orally and in  
10 writing, in a language known to him/her, on the first day of his/her employment and  
11 everytime a compensable contingency occurs, of his/her rights, benefits and privileges  
12 under existing laws, statutes, rules and regulations, and company policies or employment

1 contracts: *Provided*, however, That with respect to the worker's rights, benefits and  
2 privileges under a collective bargaining agreement, it shall be the duty of the union  
3 concerned to educate its members.

4 Compliance with the above shall be included as an item in the checklist of  
5 requirements subject to examination by the labor inspectors of the Department of Labor  
6 and Employment (DOLE).

7  
8 **SEC. 3. *Duty of the Department of Labor and Employment to Conduct Labor***  
9 ***Education Seminars*** – In line with the objectives of this Act, the DOLE shall ensure that  
10 both workers and employers are fully informed about labor rights, benefits and privileges  
11 under existing laws, statutes, and rules and regulations. It is therefore the duty of the  
12 DOLE or its appropriate agency to conduct on a regular basis, or at the request of an  
13 employer and/or the union, education seminars for both employers and workers.

14 The DOLE may enlist the assistance of all concerned agencies including, but not  
15 limited to, the local government units, Social Security System, Home Development  
16 Mutual Fund, Philippine Health Insurance Corporation, as well as government and  
17 private educational institutions. The DOLE may also coordinate with industry  
18 organizations, chambers, labor federations or centers, and non-governmental  
19 organizations in providing free labor education seminars.

20 The DOLE shall likewise establish a special labor education fund, using the fines  
21 collected under Section 4 hereof. This fund shall be utilized solely for the labor education  
22 program of the DOLE.

23  
24 **SEC. 4. *Penalties*** – Any employer or union who fails or refuses to inform  
25 his/her workers, or members as the case may be, of their rights, benefits and  
26 privileges as provided under Sec. 2 hereof shall be imposed a fine by the Secretary of

1 Labor and Employment of not less than fifty thousand pesos (P50, 000.00) nor more than  
2 one hundred thousand pesos (P100, 000.00).

3  
4 **SEC. 5. *Implementing Rules and Regulations.*** – The Secretary of Labor and  
5 Employment, in consultation with employers' groups, labor groups and concerned  
6 government agencies, shall promulgate the necessary rules and regulations to implement  
7 the provisions of this Act within three (3) months after its effectivity.

8 **SEC. 6. *Separability Clause.*** - If any part, section, or provision of this Act shall  
9 be held invalid or unconstitutional, the other provisions shall not be affected thereby.

10  
11 **SEC. 7. *Repealing Clause.*** - All laws, decrees, orders, issuances, rules and  
12 regulations or parts thereof inconsistent with the provisions of this Act are hereby  
13 repealed, amended, or modified accordingly.

14  
15 **SEC. 8. *Effectivity.*** - This Act shall take effect fifteen (15) days after its  
16 complete publication in the *Official Gazette* or in at least two (2) newspapers of national  
17 circulation.

Approved,