

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 5648



Introduced by **HON. LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.**

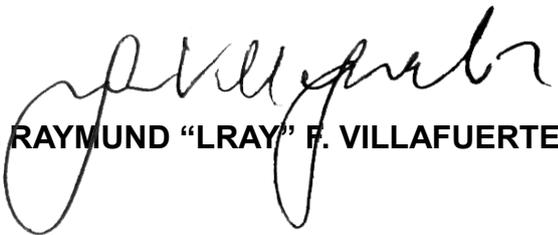
EXPLANATORY NOTE

Family is recognized as the basic social unit of our society. With this premise, we also give premium to the role of parents in the holistic development of children's well-being including instilling social values, health and sanitation practices, and education habits. As parents juggle between work and this vital role in the family, this bill seeks to strike a balance between these two.

This bill seeks to allow employees to take a limited leave to participate in the academic school activities of their children or to participate in literacy training. This measure is consistent with Section 10, Article II of the 1987 Constitution, which provides that the State shall give priority to education to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development.

Same measures were already enacted including the Administrative Code, P.D. No. 442, also known as the "Labor Code of the Philippines," and Republic Act No. 8187, or the "Paternity Leave Act of 1996," where an employee can officially take a leave of absence with pay.

To enable strengthened parental guidance on their children's education and welfare, the immediate passage of this bill is earnestly sought.


LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 5648

Introduced by **HON. LUIS RAYMUND “LRAY” F. VILLAFUERTE, JR.**

AN ACT
TO ALLOW EMPLOYEES TO TAKE SCHOOL INVOLVEMENT LEAVE
TO PARTICIPATE IN THE ACADEMIC SCHOOL ACTIVITIES
OF THEIR CHILDREN OR TO PARTICIPATE IN LITERACY TRAINING

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

SECTION 1. *Short Title.* – This Act shall be known as the “*Time for Schools Act.*”

SECTION 2. *Declaration of Policy.* – It is the policy of the State to give priority to education, science and technology, arts, culture, and sports to promote total human liberation and development.

SECTION 3. *Definition of Terms.* – For purposes of this Act, the term:

(A) “Family literacy program” means a program of services that are of sufficient intensity in terms of hours, and of sufficient duration, to make sustainable changes in a family and that integrate all the following activities:

- (1) Interactive literacy activities between parents and their sons and daughters;
- (2) Training for parents on how to be the primary teacher for their sons and daughters and full partners in the education of their sons and daughters;
- (3) Parent literacy training; and
- (4) An age-appropriate education program for sons and daughters.

(B) “Literacy” used with respect to an individual, means the ability of the individual to speak, read, and write English, and complete and solve problems, at levels of proficiency necessary –

- (1) To function on the job, in the family of the individual, and in society;
- (2) To achieve the goals of the individual; and
- (3) To develop the knowledge potential of the individual.

(C) "School" means an elementary school or secondary school, and a childcare facility operated by a provider who meets the applicable State or local government licensing, certification, approval, or registration requirements, if any.

SECTION 4. *Entitlement to School Leave.* –

(A) In General. – An eligible employee shall be entitled to a total of twenty-four (24) hours of leave during any twelve (12)-month period to participate in an academic activity of a school of a son or daughter of the employee, such as a parent-teacher conference or an interview for a school, or to participate in literacy training under a family literacy program.

(B) Notice. – In any case in which the necessity for leave is foreseeable, the employee shall provide the employing agency with not less than seven (7) days' notice, before the date of leave is to take effect, of the employee's intention to take leave. If the necessity for the leave is not foreseeable, the employee shall provide such notice as is practicable.

SECTION 5. *Penalties.* – Any person, corporation, trust, firm, partnership, association, or entity found violating this Act or the rules and regulations promulgated pursuant to this Act shall be punished by a fine not exceeding Twenty-Five Thousand Pesos (P25,000.00) or imprisonment of not less than thirty (30) days or more than six (6) months.

If the violation is committed by a corporation, trust or firm, partnership, association or any other entity, the penalty of imprisonment shall be imposed on the entity's responsible officers, including, but not limited to, the president, vice-president, chief executive officer, general manager, managing director or partner directly responsible for the same.

SECTION 6. *Non-Diminution Clause.* – Nothing in this Act shall be construed to

reduce any existing benefits of any form granted under existing laws, decrees, executive orders, or any contract, agreement or policy between employer and employee.

SECTION 7. *Separability Clause.* – If any provision or part hereof is held invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SECTION 8. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent with, the provision of this Act is hereby repealed, modified or amended accordingly.

SECTION 9. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,