

RESOLUTION NO. 2014-176
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RESOLUTION EARNESTLY INVITING THE ATTENTION OF THE DEPARTMENT OF LABOR AND EMPLOYMENT TO THE SITUATION OF NON-IMPLEMENTATION OF THE PROVISIONS OF THE LABOR CODE REQUIRING SEATS FOR SALESLADIES AS A MEASURE OF HEALTH PROTECTION FOR THEM, EXPRESSING THEN COMMITMENT OF THE CITY GOVERNMENT TO ASSIST IN THE ENFORCEMENT THEREOF, AND CALLING UPON ALL CONCERNED ESTABLISHMENTS IN NAGA CITY TO IMPLEMENT AND COMPLY THEREWITH:-

Author: Honorable City Councilor Mila Raquid Arroyo

WHEREAS, the Philippines is one of the countries in the world whose legislation abound with protection of women and promotion of their rights in recognition of the fact that they, just like men, shape the future of our communities;

WHEREAS, among the areas of protection to women are those for the workplace as contained in the Labor Code of Philippines and its amendments;

WHEREAS, Article 132, paragraph (a) of the Labor Code of the Philippines provides as follows:

“ART.132. Facilities for women. - The Secretary of Labor and Employment shall establish standards that will ensure the safety and health of women employees. In appropriate cases, he shall, by regulations, require any employer to:

“(a) Provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency;

WHEREAS, the above-quoted provisions of the labor code is specifically necessary for the protection of the maternal and reproductive functions of women which are put at risk and danger when women are required to be standing for long hours;

WHEREAS, the work of sales ladies in malls and retail establishments requires women to be standing for long hours within their entire work period;

WHEREAS, the non-implementation of the afore-quoted provision of law is observable in some retail business establishments in the City of Naga as anyone could see that sales ladies are not provided with seats which they can take from time to time when the long hours of standing take its toll on their physical capacities;

WHEREAS, the City of Naga's long established reputation as a business-friendly city should also be seen and felt to mean as being workers-friendly;

WHEREAS, the City Government of Naga, with its strong reputation of promoting partnerships between and among government entities and the private sector in achieving development goals for its communities, is ever willing to do whatever is within its authority to assist in the enforcement of measures for the protection and welfare of its constituents and calling upon all those concerned to join hands for the purpose.

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NOW, THEREFORE, on motion of Honorable City Councilor Mila Raquid Arroyo, seconded by Hon. Ray-An Cydrick G. Rentoy.

BE IT RESOLVED, AS IT IS HEREBY RESOLVED, TO EARNESTLY INVITE THE ATTENTION OF THE DEPARTMENT OF LABOR AND EMPLOYMENT TO THE SITUATION OF NON.IMPLEMENTATION OF THE PROVISIONS OF THE LABOR CODE REQUIRING SEATS FOR SALESLADIES AS A MEASURE OF HEALTH PROTECTION FOR THEM, EXPRESSING THE COMMITMENT OF THE CITY GOVERNMENT TO ASSIST IN THE ENFORCEMENT THEREOF, AND CALLING UPON ALL CONCERNED ESTABLISHMENTS IN NAGA CITY TO IMPLEMENT AND COMPLY THEREWITH.

LET COPIES of this Resolution be furnished the Honorable City Mayor John G. Bongat for his concurrence, the Honorable Secretary of the Department of Labor and Employment and the Regional Director, DOLE Region V, for their respective appropriate action, the Honorable Atty. Maria Leonor Gerona Robredo, Representative, 3rd Congressional District of Camarines Sur, for her information and any appropriate action.

APPROVED. June 17, 2014

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WE HEREBY TO CERTIFY to the correctness of the foregoing resolution.

GIL A. DE LA TORRE
Secretary to the
Sangguniang Panlungsod

NELSON S. LEGACION
City Vice Mayor
& Presiding Officer

APPROVED:

JOHN G. BONGAT
City Mayor