

**[REPUBLIC ACT NO. 6237]**

AN ACT FURTHER AMENDING REPUBLIC ACT NUMBERED SIX HUNDRED SEVENTY-NINE, AS AMENDED BY REPUBLIC ACT NUMBERED ELEVEN HUNDRED THIRTY-ONE (re Woman and Child Labor Law)

SEC. 4. Section seven of the same Act, as amended, is further amended to read as follows:

“SEC. 7. *Employment of women.* —

(a) No women, regardless of age, shall be employed in any shop, factory, commercial or industrial establishment or other place of labor to perform work which requires the employee to work always standing or which involves the lifting of heavy objects.

(b) No woman, regardless of age, shall be employed or permitted or suffered to work, with or without compensation, in any industrial undertaking or branch thereof between ten o'clock at night and ten o'clock in the morning of the following day, except those who are immediate members of the family operating or owning the same. An employer may be exempted from the requirement of this subsection —

“ (1) in case of *force majeure* causing an interruption in the work which was not foreseen and which is not of a recurring character;

(2) by the Secretary of Labor, if he finds, after proper investigation, that the work has to do with raw material or materials in the course of treatment which are subject to rapid deterioration and night work is necessary to preserve such materials from loss; and

(3) by the President of the Philippines, with or without the recommendation of the Secretary of Labor, after consultation with employers and workers' organizations concerned in case of serious emergency where national interest demand the suspension of the night work prohibition for women in particular industry or industries. Such suspension shall be notified by the government to the Director General of the International Labor Office in its Annual Report on the Application of the Night Work Convention.

“(c) No woman, regardless of age, shall be employed or permitted or suffered to work, with or without compensation, in any commercial or non-industrial undertaking or branch thereof, other than agricultural, between twelve o'clock

midnight and seven o'clock in the morning of the following day, except those who are immediate members of the family owning or operating the same.

“(d) No woman, regardless of age shall be employed or permitted or suffered to work in any agricultural undertaking at night without giving her a period of rest of not less than nine consecutive hours.

The prohibition against night work for women provided for in subsections (b), (c) and (d) hereof shall not apply to –

- (1) women holding responsible positions of a managerial or technical character; and
- (2) women employed in health and welfare services.

“(e) In any shop, factory, commercial, industrial, non-industrial or agricultural establishment or other place of labor where men and women are employed, the employer shall not discriminate against any woman in respect to terms and conditions of employment on account of her sex, and shall pay equal remuneration for work of equal value for both men and women employees.

“(f) No woman, eighteen years or over, shall be allowed or permitted or suffered to work in any shop, factory, commercial or industrial establishment or in any place of labor without granting her a rest period of eleven consecutive hours of work between two working periods.

Approved, June 19, 1971.