



**REVISITING LAWS ON WOMEN: a Tool to  
Guide Men in Observing, Respecting ,  
and Promoting Women's Rights**

BY:  
CORAZON AGUILAR-DAVID, LL.B, MPA,  
ED.D  
LOCAL AND INTERNATIONAL LECTURER



## IMPORTANT NOTES ON PROTECTING WOMEN'S RIGHTS

- Laws on women were crafted to guarantee that women are protected by the state.
- The Philippines is the first Asian Countries who allows women to vote.

# PHILIPPINE LAWS PROTECTING WOMEN

- **1. The 1987 Philippine Constitution**
- **-Article II- The State recognizes the role of women in nation building, it shall ensure the equality of men and women before the law.**
- **- Are there still discriminatory laws despite the state policy and guaranty of equality of men and women before the law?**

## 2. RA 11210- THE 105-DAY EXPANDED MATERNITY LEAVE LAW OF 2019

- **Who are covered by law**
- **-What is paternity leave**
- **-Are unmarried women enjoy the benefit of the law?**

### 3. RA 9262- THE ANTI-VIOLENCE AGAINST WOMEN AND THEIR CHILDREN ACT OF 2004

- -Forms of Violence
- - What is economic violence and its penalty?
- -What is protection Order?

## 4. RA 10644- THE NEGOSYO ACT OF 2014

- The State created a Small Business Guarantee and Finance Corporation.
- This law provides assistance to Filipino women in their pursuit of owning, operating and managing small business Enterprises.
- The state through the DTI created the Bureau of Small and Medium Business Development Council.

## 5. RA 7877- THE ANTI-SEXUAL HARRASMENT LAW OF 1995

- **-What is ASH Law?**
- **What is Joint and Solidary liability of Employer/Head of Office?**
- **How do we distinguish Sexual harassment that of Acts of lasciviousness?**

## 6. RA 8353- THE ANTI-RAPE LAW OF 1997

- -What is Rape?
- -What is Statutory Rape?
- -Who may be the possible victim?
- Is the crime of rape bailable?



## 7. RA 8505- THE RAPE VICTIM ASSISTANCE AND PROTECTION ACT OF 1998

- -The state established a a Rape Crisis Center in every province to help victim in the litigation of their cases and for their recovery from the effects of the crime.
- -Financial assistance is also provided for by the DOJ.

## 8. RA 9710- THE MAGNA CARTA OF WOMEN OF 2009

- - It conveys a framework of rights of women like the right to file menstrual leave. The substance of the law is for everyone to condemn discrimination against all women and practice gender equality in all phases of life.
- Forma of Gender Equality:
- 1. Gender Equality in Governance 2. Gender Equality in Theory 3. Gender equality in Society 4. Gender Equality in Symbol 5. Gender Equality in Education 6. Gender equality in Economics

## 9.RA 6949- DECLARING MARCH 8 AS THE INTERNATIONAL WOMEN'S DAY


- **March 8 of every year is declared as International Women's day . It is decalred as a special working Holiday.**
- **-All government agencies must engage and participate in any activity to be conducted within the premises of their office.**
- **-Now, even private institution are also mandated to observe and celebrate March 8 as an International Women's Day.**

## 10. RA 679- AN ACT TO REGULATE THE EMPLOYMENT OF WOMEN AND CHILDREN

- **-Women should not made to suffer to do hazardous work.**
- **-Children below 15 years old may be employed provided it will not prejudice their attendance in school and the nature of the work is not harmful to their development.**

## 11. RA 1564-AN ACT GRANTING MATERNITY LEAVE TO WOMEN IN GOVERNMENT SERVICE UNDER TEMPORARY APPOINTMENT

- - **A female employee who have rendered less than 2 years in service and whose employment is under temporary status is entitled to maternity leave under the 105-Expanded maternity Benefit law.**

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- 12. RA 8972 –THE SOLO PARENT ACT**
- **This law is about the provision of benefits and privileges to Solo parents and their children.**
  - **Who is a Solo parent?**
  - **Is a Solo Parent entitled to Paternal Leave?**

## 13. RA 10932-THE ANTI-HOSPITAL DEPOSIT LAW OF 2018

- **Are pregnant women covered under the law since pregnancy is not a sickness?**
- **Is it legal for a hospital to refuse treatment to any woman who wished to be confined in a hospital?**

## 14. RA 9995 –THE ANTI-PHOTO AND VIDEO VOYEURISM ACT OF 2009

- **What is RA 9995 all about?**
- **Who are covered by law? Are persons victims of Cyber Bully covered under the Law?**
- **Is it legal to video record someone without their consent?**



## 15.EO 209- THE FAMILY CODE OF THE PHILIPPINES OF 1988

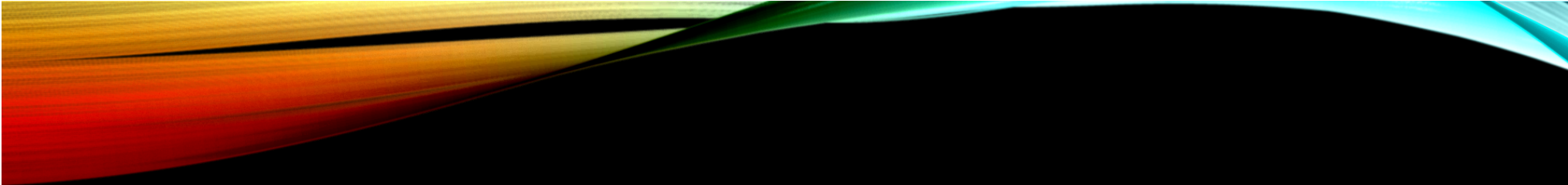
- What is the effect of not marrying the woman whom a man promised to marry her?
- -What are conjugal properties?
- - What applicable law to live-in partners who acquired properties during their union?
- What is the law on custody to children and support?

## 16. ACT 3815- THE REVISED PENAL CODE OF 1930

- **What is Adultery under the criminal code of the Philippines?**
- **Can a criminal case of adultery be committed by men?**
- **-What is Death under Exceptional circumstance? Are preliminary acts covered under the exempting circumstance?**

**“ YOUR TAKE HOME MESSAGE FROM  
YOUR SPEAKER.**

- **“ Gender equality is that, men and women, girls and boys , enjoy the same rights, privileges, resources, opportunities and protection before the law .”**

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- **Thank you all very much for this wonderful opportunity to share my thoughts on the effects of knowing women's law..**
  - **Until our next encounter!**