

Women and Children Labor Law

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This Comment on Republic Act No. 679 (An Act to Regulate the Employment of Women and Children) discusses the law's new features designed to protect the welfare of women and children under 18 years of age engaged in paid labor. Notable emphasis is given to the following: (1) the requirement of parental consent for children below 18 years of age who wish to seek employment; (2) limitations on working hours of children; (3) the obligation of employers to provide adequate working facilities for women and children; and (4) the right of women to maternity protection, i.e., the obligation imposed upon employers to provide compensated leaves to its female employees giving birth, and the prohibition on discharging a female employee on grounds of prolonged absence due to illness incidental to pregnancy or delivery. It is hoped that with the law's new features, the rights and welfare of women and children engaged in labor will be given greater protection.