



independence of capital holders, but this freedom cannot be used to blatantly discriminate against others.

In view of the realities described above, this bill seeks to mandate that in the hiring of any vacancy, excluding gender-specific jobs for men, a woman be interviewed before the vacancy is filled. This measure does not impinge on the personal liberties of business owners, but instead simply gives women the opportunity and the platform to prove themselves to cynical powers in our society.



MICHAELINA M. ANTONIO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
17th CONGRESS
Second Regular Session

House Bill No. **6685**

Introduced by Representative Michaelina M. Antonio

**AN ACT MANDATING THE INTERVIEW OF AT LEAST ONE
WOMAN IN HIRING FOR ANY EMPLOYMENT VACANCY**

*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 “Employment Opportunity for Women Act of 2017”

SEC. 2. *Declaration of Policy.* - The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all. It also recognizes women and their rights to opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.

SEC. 3. Article 135 of PD 442 is hereby amended to read as follows:

Article 135. *Discrimination prohibited.* It shall be unlawful for any employer to discriminate against any woman employee with respect to terms and conditions of employment solely on account of her sex.

The following are acts of discrimination:

- a. Payment of a lesser compensation, including wage, salary or other form of remuneration and fringe benefits, to a female employees as against a male employee, for work of equal value; and
- b. Favoring a male employee over a female employee with respect to promotion, training opportunities, study and scholarship grants solely on account of their sexes

IN THE HIRING OF ANY EXECUTIVE, MANAGERIAL POSITION, OR RANK-AND-FILE POSITION, WHICH IN THE DETERMINATION OF THE SECRETARY OF LABOR IS GENDER-NEUTRAL WORK, THE PROSPECTIVE EMPLOYER IS HEREBY MANDATED TO INTERVIEW AT LEAST ONE (1) WOMAN BEFORE HIRING FOR THE POSITION.

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SEC. 4. *Separability Clause.* - If any provision or part of this Act is held invalid or unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

SEC. 5. *Repealing Clause.* - All laws, executive orders, presidential decrees or issuances, letter of instruction, administrative orders, rules, and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 6. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,