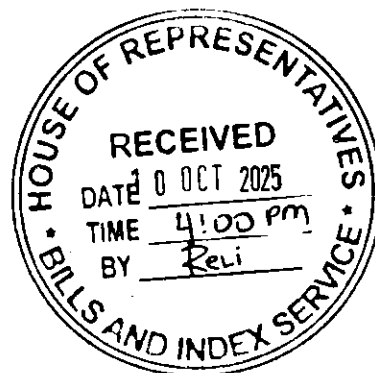




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **5461**

Introduced by **Representative MA. RENE ANN LOURDES G. MATIBAG**

AN ACT MANDATING PAY TRANSPARENCY AND GENDER-DISAGGREGATED REPORTING IN THE PRIVATE SECTOR, PROMOTING EQUAL PAY FOR EQUAL WORK, STRENGTHENING MECHANISMS FOR MONITORING GENDER EQUALITY IN THE WORKPLACE, AND PROVIDING PENALTIES FOR NON-COMPLIANCE

EXPLANATORY NOTE

In the perennial struggle toward a more just, egalitarian, and emancipatory social order, one of the most obstinate vestiges of systemic subjugation is the persistence of gender-based economic asymmetries, which manifest with alarming regularity in the domains of labor remuneration, upward mobility, and recognition of merit. Despite the constitutional enshrinement of the principle of substantive equality under Article II, Section 14 of the 1987 Philippine Constitution, and the legislative guarantees embedded in such statutes as the Magna Carta of Women (R.A. No. 9710) and the Labor Code of the Philippines, the empirical reality remains dishearteningly incongruent with the normative vision they proclaim.

This disjuncture is not incidental - it is symptomatic of entrenched patriarchal epistemologies embedded within institutional logics, corporate hierarchies, and cultural inertia. The private sector, in particular, has served as a citadel of opacity, asymmetrical power relations, and gender-blind compensation structures, wherein wage disparities and glass ceilings are neither aberrational nor inadvertent, but rather systemic and structurally reproduced through mechanisms rendered invisible by the absence of transparency and enforceable accountability.

It is in this context that this legislative measure - the Pay Transparency and Gender Equality Monitoring Act - is introduced as a juridical-political intervention of paramount urgency and moral gravity. It is not a perfunctory statutory proposal, but a normative recalibration of labor justice, animated by the need to dismantle epistemic silences, excavate hidden inequities, and institutionalize the grammar of fairness within the corporate economy.

This Act endeavors to architect a regime of radical transparency, predicated on the following essential provisions:

1. The obligatory disclosure of gender-disaggregated compensation, promotion, and retention data, thereby compelling private entities to confront the structural biases embedded within their pay scales and advancement matrices;
2. The submission of annual, disaggregated Gender Equality Reports (GERs) to the Department of Labor and Employment (DOLE), constituting an empirical corpus for regulatory scrutiny, policy recalibration, and longitudinal impact tracking;
3. The creation of a centralized, publicly accessible Pay Equity Portal, serving as a democratic repository of anonymized but actionable data, and enabling civil society, labor groups, and state institutions to engage in evidence-based policy discourse;
4. The empowerment of DOLE and the Philippine Commission on Women (PCW) to conduct forensic audits, compel corrective action, and impose sanctions upon employers whose practices are demonstrably discriminatory or evasive; and
5. The imposition of graduated sanctions—from administrative penalties to the potential suspension of operating licenses—for recalcitrant actors and those engaging in fraudulent misrepresentation of data, thereby transforming compliance into an imperative grounded not only in legality but in corporate ethics.

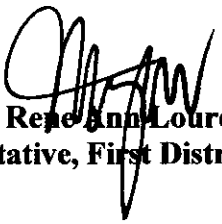
The proposed legislation is anchored in the axiomatic principle that economic justice is indivisible from gender justice, and that opacity is the progenitor of impunity. In laying bare the scaffolding of wage inequities, this measure reclaims the discursive terrain from euphemisms and exposes the *de facto* stratification of labor markets that systematically undervalue women and gender minorities.

The international community has already embraced the normative ascendancy of pay transparency. The European Union's Pay Transparency Directive, the Canadian Pay Equity Act, and Iceland's mandatory certification regime exemplify how juridical mechanisms can interrogate structural injustice, rectify disparities, and restore the moral coherence of markets. The Philippines can ill afford to remain tethered to outdated paradigms of voluntary compliance and rhetorical egalitarianism while its workforce remains stratified by gendered injustices cloaked in corporate discretion.

This proposed Act transcends instrumentalist goals. It is a reaffirmation of the State's constitutional duty to promote social justice in all phases of national development, a re-inscription of dignity into economic relations, and a performative act of collective moral awakening. It compels the rearticulation of economic structures in ways that are not merely efficient, but equitable, transparent, and affirmatively inclusive.

The enactment of this legislation is, therefore, not only a statutory necessity but a civilizational imperative—a testament to our collective resolve to deconstruct entrenched hierarchies, assert the indivisibility of rights and equity, and forge a national labor economy premised on authentic justice and human flourishing.

In view of the foregoing, the immediate passage of this transformative measure is imperative, exigent, and historically consequential.



Hon. Ma. Rene Ann Lourdes G. Matibag
Representative, First District Laguna



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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 “Pay Transparency Act of 2025.”

SEC. 2. *Declaration of Policy.* - It is hereby declared the policy of the State to uphold and advance the principles of equality, dignity, and justice in the world of work by ensuring that all individuals—regardless of sex, gender, or gender identity and expression—are compensated fairly and provided equal opportunities to thrive in their chosen professions. This Act affirms the enduring constitutional commitment that all persons shall have equal protection under the law, and that discrimination in employment, whether direct or systemic, has no place in a just and inclusive society.

(a) The State reaffirms its constitutional and moral obligation to uphold the equality between women and men in all spheres of employment, in both the public and private sectors. It recognizes that equality is not merely about equal access to work, but also about equal recognition, equal rewards, and equal respect within the workplace. The full and meaningful participation of women and gender minorities in the labor force is essential not only for individual empowerment but for the achievement of national development goals.

(b) The State shall actively promote and protect the principle of equal pay for work of equal value, regardless of an individual’s gender, sex, or gender identity and expression. This principle requires that compensation be based solely on the nature of the work performed and the merit of the worker—without bias, without stereotype, and without the perpetuation of

historical disadvantages. The State affirms that work traditionally performed by women or marginalized groups is of no lesser value than that performed by men, and must be recognized as such in wage structures and promotion pathways.

(c) The State further commits to fostering a corporate culture of accountability, inclusivity, and fairness, where employers are encouraged—and required—to proactively examine their internal systems, identify patterns of inequality, and take concrete steps to correct them. Such a culture requires transparent practices, equitable decision-making processes, and the meaningful participation of workers in shaping their employment environments.

(d) Finally, the State acknowledges that policy without measurement is merely aspiration. Therefore, it shall establish and institutionalize a robust and enforceable monitoring and reporting system designed to uncover, track, and address unjustified gender-based wage differentials and discriminatory promotion practices. This system shall be grounded in verifiable data, accessible to both regulators and the public, and designed to promote long-term behavioral and structural change in the private sector.

In enacting this law, the State does not merely reiterate its past commitments—it breathes life into them. It moves beyond statements of principle and into the realm of action. It empowers employees to demand what is just, supports employers in reforming what is flawed, and signals to the world that the Philippines is serious in its pursuit of inclusive, rights-based, and evidence-driven labor reform.

SEC. 3. Coverage. - This Act shall apply to all private sector employers operating within the territorial jurisdiction of the Republic of the Philippines that employ fifty (50) or more regular employees, regardless of the nature of the industry, scale of operations, or geographical location of their principal offices or production facilities.

Covered employers shall include, but not be limited to, corporations, partnerships, associations, foundations, non-governmental organizations, cooperatives, and similar private juridical entities duly registered under Philippine law, including foreign corporations operating through branches, subsidiaries, or regional offices in the country.

This Act shall likewise extend its application to Government-Owned and Controlled Corporations (GOCCs) and their subsidiaries not covered by the jurisdiction of the Civil Service Commission (CSC), in recognition of their function as employers operating under market-based conditions and their obligation to observe constitutional and statutory guarantees of equality and non-discrimination in employment.

For the purpose of determining coverage, the threshold of fifty (50) regular employees shall be based on the aggregate number of individuals with permanent or regular employment status within the enterprise, regardless of the nature of work, rank, or job category, and irrespective of whether the positions are based in a single site or distributed across multiple branches, units, or project offices.

Nothing in this provision shall preclude smaller enterprises—those employing fewer than fifty (50) workers—from voluntarily complying with the provisions of this Act, and such voluntary compliance shall be encouraged and recognized as a model of ethical and inclusive business practice.

The Department of Labor and Employment (DOLE) shall be authorized to issue supplemental guidelines on the determination of employer coverage, the verification of employee headcount, and the appropriate classification of hybrid, remote, or non-traditional work arrangements for the purpose of this Act.

This inclusive and strategic coverage seeks to strike a balance between regulatory practicality and the imperative to effect widespread cultural and institutional change in both traditional and emerging sectors of the Philippine labor market.

SEC. 4. Definition of Terms. - For the effective implementation of this Act, the following terms are hereby defined and shall be understood as follows:

(a) Pay Transparency. - *Pay Transparency* refers to the deliberate and systematic practice of sharing clear, accurate, and accessible information about a company's compensation structures, including base salaries, bonuses, allowances, incentives, and benefits, in a manner that is disaggregated by gender, job level, employment status, and occupational classification. It includes the internal dissemination of compensation frameworks to employees, as well as the external disclosure of statistical pay and promotion data for public and regulatory purposes. Pay transparency aims to eliminate wage discrimination, promote fairness, and build a culture of trust and accountability within organizations.

(b) Gender-Disaggregated Data. - *Gender-Disaggregated Data* refers to quantitative or qualitative information that is separated and classified according to the sex and/or gender identity of individuals, with the aim of identifying and analyzing differences, disparities, or inequalities in outcomes such as wages, promotion rates, bonuses, employment levels, benefits, and leadership representation. This form of data is essential in revealing patterns that would otherwise remain obscured in aggregate statistics and is critical for evidence-based policymaking, monitoring, and evaluation in both government and corporate contexts.

(c) Pay Gap. - *Pay Gap* denotes the measurable difference in average compensation received by women and men who are performing work of equal or comparable value. The pay gap may be direct—where women are paid less for doing the same work as men—or indirect, where women are systematically concentrated in lower-paying roles or sectors despite having similar qualifications and contributions. The term encompasses both unadjusted gaps (overall average differences) and adjusted gaps (differences after accounting for job type, experience, education, and other relevant factors). The existence of a pay gap may signal systemic inequalities and discriminatory practices that require correction.

(d) Promotion Rate. - *Promotion Rate* refers to the percentage or proportion of employees within an organization who have been elevated to higher ranks or job classifications during a specific period, typically calculated annually. This rate shall be disaggregated by gender, department, job level, and employment type to identify trends or disparities in upward mobility and career advancement. Monitoring promotion rates is essential to ensuring fairness in leadership development opportunities and addressing glass ceilings or biases that may hinder equitable progression.

(e) Annual Gender Equality Report (AGER). - The *Annual Gender Equality Report (AGER)* is a mandatory, standardized reporting instrument to be submitted annually by covered employers to the Department of Labor and Employment (DOLE). The AGER shall contain detailed gender-disaggregated statistics and analysis covering, but not limited to:

1. Base salary and total compensation across job categories
2. Hiring, promotion, and attrition rates by gender
3. Gender distribution in leadership and executive roles
4. Access to benefits and professional development
5. Workplace grievances related to discrimination or unequal treatment

The report shall serve as the primary mechanism for assessing compliance with this Act and guiding corrective actions to address inequalities within enterprises.

(f) Equal Pay for Work of Equal Value. - *Equal Pay for Work of Equal Value* is a foundational principle of this Act and of international labor standards. It means that individuals performing the same work, or different work that is nonetheless of equal value in terms of skill, effort, responsibility, and working conditions, must be compensated equally—regardless of their sex, gender, or gender identity and expression. This principle calls for the objective evaluation of jobs and performance rather than reliance on historical wage practices, stereotypes, or assumptions about roles traditionally assigned to women or men.

SEC. 5. Mandatory Pay Transparency and Gender Reporting. - To ensure compliance with the principles of this Act and to promote a culture of openness, accountability, and gender equity in the workplace, every covered employer, as defined in Section 3 of this Act, shall be required to undertake the following mandatory actions:

(a) Submission of an Annual Gender Equality Report (AGER). All covered employers shall prepare and submit to the Department of Labor and Employment (DOLE) an Annual Gender Equality Report (AGER) in a prescribed format not later than March 31 of every calendar year, covering data for the preceding fiscal year.

The AGER shall contain accurate, complete, and gender-disaggregated information on the following core indicators:

1. Average Monthly Basic Pay – The average base salary of employees, categorized by job classification and disaggregated by gender, reflecting the fixed remuneration for standard working hours before deductions.
2. Average Total Compensation – The cumulative value of all compensation received, including but not limited to benefits, bonuses, commissions, allowances, and other forms of remuneration, presented by gender and occupational level.
3. Promotion Statistics – The number and percentage of employees promoted during the reporting period, disaggregated by gender, department, and job level, to reveal disparities in upward mobility and career advancement.
4. Organizational Composition – The gender composition of the workforce across all job levels, including but not limited to entry-level, supervisory, managerial, executive, and board-level positions.
5. Recruitment and Separation Data – The gender breakdown of new hires and terminated employees, whether through voluntary separation, retirement, redundancy, or dismissal, during the reporting period.
6. Grievance and Complaint Records – The number and nature of formal grievances, complaints, or labor disputes filed within the reporting period that relate to discrimination, harassment, pay disparity, or other unfair labor practices, disaggregated by the sex or gender of the complainants.

All data shall be supported by appropriate internal documentation and shall be subject to verification, audit, or validation by DOLE or its duly authorized representatives.

(b) **Public Disclosure of Summary Report.** To enhance transparency and promote informed engagement among employees and stakeholders, each covered employer shall:

1. Publish a summary version of its AGER on the company's official website, specifically in a section that is easily accessible to the general public; and
2. Prominently display a printed copy of the same summary in all workplace bulletin boards or communication spaces accessible to employees, such as HR lounges, common areas, and union halls.

The summary report shall be presented in clear and comprehensible language, with visual aids (such as tables, graphs, or charts) when necessary, to ensure the accessibility of information to all levels of the workforce.

(c) **Development and Implementation of an Internal Gender Action Plan (IGAP).** In recognition that data must lead to action, each employer shall be required to formulate and implement an Internal Gender Action Plan (IGAP) based on the findings of their AGER. The IGAP shall:

1. Identify specific gaps or disparities revealed in the report, particularly with respect to pay inequality, underrepresentation in leadership, or skewed promotion outcomes;
2. Set concrete, time-bound, and measurable targets for addressing these gaps, including responsible units or personnel for implementation;
3. Outline planned interventions, reforms, and resource allocations, such as job evaluation reviews, gender sensitivity training, or policy revisions;
4. Be developed in consultation with employees and, where applicable, labor unions or gender focal point systems;
5. Be submitted alongside the AGER to DOLE and subject to periodic review or audit.

Employers may seek technical guidance from DOLE, the Philippine Commission on Women (PCW), or accredited gender experts in the formulation and implementation of the IGAP.

Failure to submit the AGER, publish the summary report, or develop an IGAP within the prescribed timeframes shall constitute non-compliance with this Act and may subject the employer to administrative penalties as provided under Section 9 herein.

This section aims not merely to collect data, but to institutionalize a cycle of reflection, action, and accountability, enabling both employers and employees to work collectively toward eliminating unjustified disparities in the workplace.

SEC. 6. Centralized Monitoring and Public Portal. - In order to institutionalize a national framework for data-driven enforcement, policy development, and public accountability, the Department of Labor and Employment (DOLE), in close coordination with the Philippine Commission on Women (PCW) and the National Economic and Development Authority (NEDA), shall establish and maintain a centralized, accessible, and transparent monitoring system in accordance with the following mandates:

(a) **Creation and Management of the National Pay Equity Portal.** DOLE shall create, manage, and continuously enhance the National Pay Equity Portal (NPEP)—an online, public-facing

digital platform that will serve as a centralized repository of Annual Gender Equality Reports (AGERs) submitted by all covered employers under this Act.

The Portal shall be designed to:

1. Facilitate the upload, verification, and publication of employer-submitted AGERs in standardized formats;
2. Allow for user-friendly search and filter features, enabling the public to access gender-disaggregated employment data by sector, location, or company;
3. Ensure the protection of personal information and compliance with the Data Privacy Act of 2012 (RA 10173) by publishing only aggregated, anonymized, and statistical data;
4. Promote digital inclusivity by ensuring accessibility to persons with disabilities (PWDs), older persons, and those in geographically isolated and disadvantaged areas (GIDAs).

The Portal shall be operational within one (1) year from the effectivity of this Act and shall be continuously updated to ensure integrity, reliability, and real-time access to gender equity information in the labor market.

(b) National Gender Wage Gap Reports. DOLE, with analytical support from PCW and NEDA, shall be responsible for compiling and analyzing the data from all AGERs submitted annually and producing a National Gender Wage Gap Report. This report shall:

1. Present aggregated national trends, sectoral and regional patterns in wage gaps, promotion rates, and gender representation;
2. Identify structural issues, industry-specific disparities, or policy gaps requiring immediate government or private sector intervention;
3. Serve as a baseline reference for updating national labor and gender equality policies, wage standardization, economic planning, and sustainable development strategies;
4. Be submitted to Congress, the Office of the President, and published on the National Pay Equity Portal no later than September 30 each year.

The report shall also serve as an evidence-based tool for public discourse, academic research, labor policymaking, and civil society advocacy, thereby strengthening the democratic participation of all stakeholders in the quest for equitable labor practices.

(c) Registry of Compliant and Model Employers. To incentivize compliance and promote positive corporate leadership in gender equity, DOLE shall maintain and publish a Registry of Compliant Employers, listing all organizations that have:

1. Duly submitted their AGERs within the prescribed period;
2. Published their summary reports;
3. Developed and implemented their Internal Gender Action Plans (IGAPs); and
4. Met the reporting and transparency requirements of this Act in good faith.

In addition, DOLE, in consultation with PCW, may confer special recognition to employers who consistently demonstrate exemplary commitment to gender-inclusive policies, significant improvement in pay equity indicators, or innovation in workplace diversity practices. These organizations shall be publicly acknowledged as “Model Gender-Fair Workplaces”, and may

receive priority consideration for government partnerships, procurement incentives, and participation in gender-focused national programs.

This system of public recognition and benchmarking shall encourage healthy competition, foster a culture of excellence in workplace equality, and enable consumers, employees, and investors to make values-based choices in their engagements with the private sector.

SEC. 7. *Capacity Building and Technical Support.* - The Department of Labor and Employment (DOLE), in coordination with the Philippine Commission on Women (PCW) and the National Wages and Productivity Commission (NWPC), shall jointly implement initiatives to strengthen institutional and organizational capacities for the effective implementation of pay transparency and gender equality measures. These shall include, but not be limited to, the following:

a) **Provision of Technical Assistance.** Tailored support shall be provided to covered employers—particularly Micro, Small, and Medium Enterprises (MSMEs)—to aid their compliance with pay transparency requirements, gender pay gap reporting, and other obligations under this Act. This may include advisory services, hands-on coaching, and digital tools to streamline reporting processes.

b) **Development of Learning Resources.** The DOLE, PCW, and NWPC shall jointly develop and disseminate standardized toolkits, checklists, and training modules that promote gender-fair compensation systems. These materials shall be accessible, culturally sensitive, and suitable for varying organizational capacities.

c) **Implementation of Capacity-Building Programs.** Regular training programs, workshops, and seminars shall be conducted for Human Resource (HR) professionals, compensation and benefits officers, executives, and other relevant personnel. These programs shall cover topics such as gender analysis, pay equity auditing, inclusive workplace strategies, and the integration of gender equality principles into corporate policies and practices.

These capacity-building efforts shall be part of a national strategy to institutionalize gender-fair labor practices across all sectors and ensure compliance with the spirit and letter of this Act.

SEC. 8. *Incentives for Compliance.* - To encourage and reward exemplary adherence to the principles of pay transparency and gender equality in the workplace, employers who consistently comply with the requirements of this Act and demonstrate measurable and sustained progress in closing gender pay and promotion gaps shall be entitled to the following incentives:

a) **Certificate of Compliance with Gender-Fair Workplace Practices.** Eligible employers shall be issued a Certificate of Compliance jointly by the Department of Labor and Employment (DOLE), the Philippine Commission on Women (PCW), and the National Wages and Productivity Commission (NWPC). The certificate shall be valid for a period of two (2) years and shall serve as official recognition of the employer's commitment to gender equity in employment practices.

b) **Preferential Access to Government and Development Initiatives.** Certified employers shall be given preferential consideration in public-private partnership (PPP) programs, government

procurement processes, grants, and social enterprise collaborations. Priority shall also be given to such employers in forming partnerships with government agencies for corporate social responsibility (CSR) and community development initiatives.

c) **Eligibility for National Recognition and Awards.** Compliant and exemplary employers shall be eligible for recognition under national awards and commendations relating to labor rights, good governance, inclusive business practices, and gender equality, such as the GAD Seal of Excellence, the Tripartite Certificate of Compliance with Labor Standards (TCCLS), and similar accolades administered by relevant agencies.

These incentives shall form part of a broader strategy to institutionalize and normalize gender-fair practices across all sectors, fostering a culture of equity, transparency, and inclusive economic growth.

SEC. 9. Penalties for Non-Compliance. - Any employer found to be in violation of the provisions of this Act, including failure to submit accurate and timely Annual Gender Equality Reports (AGER) or to implement mandated pay transparency and gender equity measures, shall be subject to the following graduated sanctions:

a) **First Offense.** The employer shall be issued a written warning by the Department of Labor and Employment (DOLE) and shall be required to submit the complete and accurate AGER within sixty (60) calendar days from receipt of the notice of non-compliance. The employer shall also be subject to technical assistance and follow-up monitoring.

b) **Second Offense.** An administrative fine of not less than Two Hundred Fifty Thousand Pesos (Php 250,000.00) shall be imposed. The employer shall likewise be directed to immediately comply with all outstanding obligations under this Act.

c) **Third and Subsequent Offenses.** An administrative fine of not less than Five Hundred Thousand Pesos (Php 500,000.00) shall be imposed. In addition, the employer may be subject to suspension or revocation of business permits, licenses, or other regulatory clearances, after due notice and hearing conducted in accordance with applicable rules and procedures.

d) **Fraudulent Reporting and Misrepresentation.** Willful misrepresentation, falsification, or manipulation of data in the AGER or other compliance documents shall constitute fraudulent reporting and may be subject to criminal prosecution under existing laws, including but not limited to the relevant provisions of the Revised Penal Code, the Labor Code of the Philippines, and other applicable penal statutes and administrative regulations.

The DOLE, in coordination with the PCW and other relevant agencies, shall promulgate the necessary rules and procedures to ensure the fair, proportionate, and consistent enforcement of these sanctions.

SEC. 10. Protection Against Retaliation. - No employer, supervisor, manager, or any person acting on behalf of the employer shall directly or indirectly harass, intimidate, coerce, penalize, or terminate any employee for:

a) Raising concerns or inquiries regarding gender-based pay disparities or discriminatory promotion practices;

- b) Filing or intending to file a complaint before any competent authority or internal grievance mechanism in relation to violations of this Act;
- c) Participating in any investigation, proceeding, or hearing conducted under this Act; or
- d) Disseminating information or educating co-workers about rights guaranteed under this Act.

Any act of retaliation shall be considered a grave violation of this Act and shall subject the offender to appropriate criminal, civil, and administrative liabilities, without prejudice to the aggrieved employee's right to reinstatement, payment of back wages, damages, and other forms of relief as may be provided under the Labor Code of the Philippines, the Civil Code, and other applicable laws.

The Department of Labor and Employment (DOLE), in partnership with the Philippine Commission on Women (PCW), shall establish confidential and accessible reporting mechanisms and ensure the swift investigation and resolution of retaliation complaints.

SEC. 11. Confidentiality and Data Privacy. - All individual-level employee data collected, processed, and submitted for purposes of compliance with this Act, including those contained in the Annual Gender Equality Report (AGER), shall be subject to strict confidentiality protocols and data protection standards in accordance with the Data Privacy Act of 2012 (Republic Act No. 10173) and its Implementing Rules and Regulations.

- a) Anonymization of Personal Data. Employers shall ensure that all personal or sensitive employee information used for reporting purposes is anonymized or pseudonymized, such that no individual employee may be directly or indirectly identified from the data submitted.
- b) Access and Use of Data. Only aggregate statistical data, disaggregated by sex, job classification, and other relevant metrics, shall be made publicly accessible through the National Pay Equity Portal or similar platforms. Access to any underlying individual data shall be strictly limited to authorized personnel of the Department of Labor and Employment (DOLE), the Philippine Commission on Women (PCW), and the National Wages and Productivity Commission (NWPC) for the sole purpose of policy review, compliance monitoring, and enforcement.
- c) Data Security Measures. Covered employers and implementing agencies shall adopt appropriate organizational, physical, and technical security measures to protect personal data against loss, misuse, unauthorized access, disclosure, or alteration.

Any breach of data privacy or unauthorized disclosure of personal employee information shall be subject to penalties under this Act, the Data Privacy Act of 2012, and other applicable laws, without prejudice to the right of the affected individual to seek legal remedies.

SEC. 12. Implementing Rules and Regulations. - Within ninety (90) days from the effectivity of this Act, the Department of Labor and Employment (DOLE), in coordination with the Philippine Commission on Women (PCW), the Civil Service Commission (CSC), the National Economic and Development Authority (NEDA), and in consultation with relevant stakeholders including employer groups, labor organizations, gender experts, and representatives from the private and public sectors, shall promulgate the necessary Implementing Rules and Regulations (IRR) to effectively carry out the provisions of this Act.

The IRR shall, among others, provide detailed guidance on:

- a) The format, content, and submission procedures for the Annual Gender Equality Report (AGER);
- b) The creation and operation of the National Pay Equity Portal;
- c) The standards and methodologies for gender pay gap analysis and pay transparency compliance;
- d) The procedures for certification, recognition, monitoring, and enforcement;
- e) Mechanisms for dispute resolution, grievance handling, and protection against retaliation;
- f) Coordination frameworks among implementing agencies; and
- g) Timelines, reporting cycles, and review mechanisms for continuous improvement.

The IRR shall ensure that the implementation of this Act upholds the principles of transparency, gender equality, proportionality, and data privacy, and that it remains responsive to evolving workplace practices and international standards on gender equity.

SEC. 13. Appropriations. - The amount necessary to implement the initial provisions of this Act, including but not limited to the development of reporting systems, capacity-building programs, public information campaigns, and monitoring and enforcement mechanisms, shall be charged against the current appropriations of the Department of Labor and Employment (DOLE).

Thereafter, the funding requirements for the continued implementation of this Act shall be included in the annual General Appropriations Act (GAA), under the budgets of the DOLE and other implementing agencies, including the Philippine Commission on Women (PCW), the National Wages and Productivity Commission (NWPC), and the Civil Service Commission (CSC), as may be necessary.

The appropriated funds shall be utilized in a manner that ensures transparency, cost-efficiency, and alignment with the objectives of promoting gender equality and inclusive labor practices in both the public and private sectors.

SEC. 14. Separability Clause. - If any provision of this Act, or any part thereof, is declared unconstitutional, invalid, or unenforceable, the remainder of the Act or the application of such provision to other persons or circumstances shall not be affected thereby, and shall remain in full force and effect.

SEC. 15. Repealing Clause. - All laws, presidential decrees, executive orders, rules and regulations, or parts thereof that are inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 16. Effectivity Clause. - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) national newspapers of general circulation, whichever comes earlier.

Approved,