

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Diliman, Quezon City

20th CONGRESS
First Regular Session

House Bill No. 7004



Introduced by: **HON. MARK ANTHONY G. SANTOS**

EXPLANATORY NOTE

In line with Section 18, Article II of the 1987 Constitution, which affirms that “the State affirms labor as a primary social economic force” and mandates that it shall “protect the rights of workers and promote their welfare,” this bill seeks to advance fair, transparent, and equitable employment practices for all workers in the Philippines.

This bill seeks to promote salary transparency by requiring employers to disclose salary ranges in job advertisements and to provide employees with clear information about their own compensation. By making pay practices more open, workers are better equipped to make informed decisions, negotiate fairly, and guard themselves against discrimination or arbitrary pay differences.

This proposal aims to improve wage equity. When information on compensation is openly shared by employers, unfair salary gaps become easier to detect and address. Workers gain stronger footing to advocate for equal pay for equal work, while employers are encouraged to maintain consistent, merit-based compensation practices. Over time, this leads to a more just and inclusive labor environment.

Through this legislation, job seekers find opportunities that match their qualifications and avoid situations where applicants spend time and resources pursuing positions that do not meet their expectations. For employers, transparency encourages more efficient hiring and builds trust within the workplace.

In view of the foregoing, the passage of this bill is earnestly sought.


MARK ANTHONY G. SANTOS

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**AN ACT PROVIDING FOR SALARY TRANSPARENCY IN JOB
ADVERTISEMENTS AND JOB POSTINGS AND PROVIDING PENALTIES FOR
VIOLATIONS THEREFOR**

*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 “Salary Transparency Act.”

SECTION 2. *Scope and Coverage.* — This Act shall be applicable to all employers in the public and private sector. The public sector shall include national government agencies, local government units, government-owned or controlled corporations and their subsidiaries, government instrumentalities, and all other agencies or branches of the Republic of the Philippines whether for profit or non-profit. The private sector shall include any person, partnership or corporation, whether local or foreign directly engaging the services of Filipino workers.

SECTION 3. *Mandatory Salary Disclosure.* — All job advertisements intended for , whether for new hires, promotions, transfers or reassignments, must disclose and indicate clearly and definitively a salary range or a fixed salary for the positions offered in said advertisements.

For employers offering fixed salaries, an exact salary amount must be indicated.

The salary range or fixed salary must reflect the base salary exclusive and not including allowances, bonuses, or other contingent benefits.

The employer shall amend the job posting to comply with Section 3 of this Act and, within thirty (30) days from receipt of the order of the Department of Labor and Employment (DOLE) or the appropriate agency, notify all applicants of the correction.

SECTION 4. *Punishable Acts.* — The following acts shall constitute violations of this Act and the appropriate and respective penalties shall be provided in the subsequent Implementing Rules and Regulations by the Department of Labor and Employment (DOLE) and other relevant government agencies.

- (a) *Failure to Disclose Salary Information.* Posting, circulating, or maintaining any job advertisement that does not comply with Section 4 of this Act.
- (b) *Misrepresentation of Salary Information.* Knowingly, intentionally, and deliberately providing misleading, inaccurate, or deceptive salary ranges or compensation details in job postings.
- (c) *Failure to Notify Applicants.* Neglecting or refusing to notify all affected applicants of corrections made to a job posting non-compliant with Section 3 of this Act within the period prescribed under Section 3.

SECTION 5. *Implementing Rules and Regulations.*— The Department of Labor and Employment (DOLE) and other relevant government agencies the Department may designate, shall promulgate the necessary rules and regulations for the effective implementation of this Act within ninety (90) days from its enactment.

SECTION 6. *Exemptions.* — This Act shall not apply to the following employers listed under this Section. Criteria, limitations, and procedures of this Section shall be set forth in the Implementing Rules and Regulations (IRR) to be determined by the Department of Labor and Employment and other relevant government agencies:

- (a) Microenterprises also known as any business activity or enterprise engaged in industry, agribusiness and/or services, whether single proprietorship, cooperative, partnership or corporation whose total assets, inclusive of those arising from loans but exclusive of the land on which the particular business entity's office, plant and equipment are situated, with a value of not more than P3,000,000 employing fewer than three (3) persons;
- (b) Domestic household employers hiring household workers under Republic Act No. 10361 or other relevant laws;
- (c) Positions involving national security or intelligence functions, where disclosure of compensation ranges may compromise operational or security protocols; and
- (d) Short-term, emergency, or project-based engagements for emergencies, disruptions, or urgent public-service needs.

SECTION 7. *Separability Clause.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

SECTION 8. *Repealing Clause* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

SECTION 9. *Effectivity* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.