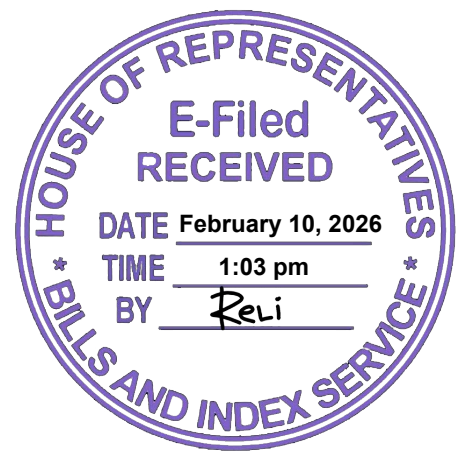




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



COMMITTEE REPORT NO. 112

Submitted by the Committee on Labor and Employment on **February 10, 2026**

Re: House Bill No. **7704**

Recommending its approval in substitution of House Bills Numbered 257, 2228, and 5434

Sponsors: Reps. Ramon Jolo B. Revilla III and Charisse Anne C. Hernandez

Mr. Speaker:

The Committee on Labor and Employment to which were referred House Bill No. 257, introduced by Reps. Lani Mercado-Revilla, Bryan B. Revilla, and Ramon Jolo B. Revilla III, entitled:

AN ACT

EXPANDING THE PROHIBITED ACTS OF DISCRIMINATION AGAINST WOMEN ON ACCOUNT OF SEX, AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE "LABOR CODE OF THE PHILIPPINES"

House Bill No. 2228, introduced by Rep. Charisse Anne C. Hernandez, entitled:

AN ACT

EXPANDING THE PROHIBITED ACTS OF DISCRIMINATION AGAINST WOMEN ON ACCOUNT OF SEX, AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE "LABOR CODE OF THE PHILIPPINES"

and House Bill No. 5434, introduced by Rep. Eduardo "Bro. Eddie" C. Villanueva, entitled:

AN ACT

EXPANDING THE PROHIBITED ACTS OF DISCRIMINATION AGAINST WOMEN ON THE BASIS OF SEX, AMENDING FOR THE PURPOSE ARTICLES 135 AND 137 OF P.D. NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES

has considered the same and recommends that the attached House Bill No. **7704**, entitled:

**AN ACT
EXPANDING THE PROHIBITED ACTS OF DISCRIMINATION IN
EMPLOYMENT AGAINST WOMEN AND ON THE BASIS OF
GENDER, AMENDING FOR THE PURPOSE PRESIDENTIAL
DECREE NO. 442, OTHERWISE KNOWN AS THE LABOR
CODE OF THE PHILIPPINES, AS AMENDED**

be approved in substitution of House Bills Numbered 257, 2228, and 5434, and with Reps. Lani Mercado-Revilla, Bryan B. Revilla, Ramon Jolo B. Revilla III, Charisse Anne C. Hernandez, Eduardo "Bro. Eddie" C. Villanueva, Roman T. Romulo, Johanne Monich G. Bautista, Laarni Lavin Roque, Mauricio G. Domogan, Janice Degamo, Franz Vincent F. Legazpi, Elijah Rumbaoa San Fernando, Percival "Perci" Cendaña, Anna Victoria Veloso-Tuazon, and Ryan S. Recto as authors thereof.

Respectfully submitted,


RAMON JOLO B. REVILLA III
Chairperson
Committee on Labor and Employment

THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
QUEZON CITY



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **7704**

(In substitution of House Bills Numbered 257, 2228, and 5434)

Introduced by Representatives Lani Mercado-Revilla, Bryan B. Revilla, Ramon Jolo B. Revilla III, Charisse Anne C. Hernandez, Eduardo “Bro. Eddie” C. Villanueva, Roman T. Romulo, Johanne Monich G. Bautista, Laarni Lavin Roque, Mauricio G. Domogan, Janice Degamo, Franz Vincent F. Legazpi, Elijah Rumbaoa San Fernando, Percival “Perci” Cendaña, Anna Victoria Veloso-Tuazon, and Ryan S. Recto

AN ACT
EXPANDING THE PROHIBITED ACTS OF DISCRIMINATION IN EMPLOYMENT AGAINST WOMEN AND ON THE BASIS OF GENDER, AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442, OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES, AS AMENDED

Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

1 **SECTION 1.** It is hereby declared the policy of the State to eliminate all forms of
2 discrimination against women and to extend protection against gender-based discrimination
3 in the world of work, consistent with the Constitution, Republic Act No. 6725 entitled, “An Act
4 Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and
5 Conditions of Employment, Amending for the Purpose Article One Hundred Thirty-Five of the
6 Labor Code, as Amended”, Republic Act No. 9710 entitled, “An Act Providing for the Magna
7 Carta of Women”, The Convention on the Elimination of All Forms of Discrimination Against
8 Women, and International Labour Organization Convention No. 190 on Violence and
9 Harassment in the World of Work.

10
11 **SEC. 2.** Article 133 of Presidential Decree (PD) No. 442, otherwise known as the
12 Labor Code of the Philippines, as amended, is hereby further amended to read as follows:
13

14 “ART. 133. Discrimination Prohibited. – It shall be unlawful for any employer to
15 discriminate against any woman employee with respect to terms and conditions of
16 employment solely on account of [her] sex **OR SEX CHARACTERISTICS, WHETHER**
17 **ACTUAL OR PRESUMED.**

18
19 The following are acts of discrimination:
20

21 (a) Payment of a lesser compensation, including wage, salary, or other form

of remuneration and fringe benefits, to a female employee as against a male employee, for work of equal value; [and]

(b) Favoring a male employee over a female employee with respect to promotion, **ASSIGNMENT, EMPLOYMENT BENEFITS**, training opportunities, study and scholarship grants solely on account of [their sexes] **SEX OR SEX CHARACTERISTICS, WHETHER ACTUAL OR PRESUMED; AND**

(c) **FAVORING A MALE EMPLOYEE OVER A FEMALE EMPLOYEE WITH RESPECT TO DISMISSAL OF PERSONNEL OR THE APPLICATION OF ANY RETRENCHMENT POLICY OF THE EMPLOYER SOLELY ON ACCOUNT OF SEX OR SEX CHARACTERISTICS, WHETHER ACTUAL OR PRESUMED.**

Criminal liability for the willful commission of any unlawful act as provided in this article or any violation of the rules and regulations issued pursuant to Section 2 hereof shall be penalized as provided in Articles [288] **303** and [289] **304** of this Code: *Provided*, That the institution of any criminal action under this provision shall not bar the aggrieved employee from filing an entirely separate and distinct action for money claims, which may include claims for damages and other affirmative reliefs. The actions hereby authorized shall proceed independently of each other."

SEC. 3. Article 135 of PD No. 442, otherwise known as the Labor Code of the Philippines, as amended, is hereby further amended to read as follows:

"ART. 135. Prohibited Acts. – It shall be unlawful for any employer:

(1) To deny any woman employee the benefits provided for in this Chapter or to discharge any woman employed [by him] for the purpose of preventing [her] **THE EMPLOYEE** from enjoying any of the benefits provided under this Code;

(2) To discharge such woman on account of [her] pregnancy [,] or while on leave or **WHILE** in confinement due to [her] pregnancy;

(3) To discharge or refuse the admission of such woman upon returning to [her] work for fear [that she may again be pregnant] **OF SUBSEQUENT PREGNANCY [.]**; OR

"(4) TO DENY ANY WOMAN EMPLOYEE, OR ANY EMPLOYEE ON THE BASIS OF GENDER, THE BENEFITS OF EMPLOYMENT OR OTHER STATUTORY BENEFITS UNDER EXISTING LAWS ON ACCOUNT OF SEX OR SEX CHARACTERISTICS, WHETHER ACTUAL OR PRESUMED, OR ON THE BASIS OF GENDER.

ANY EMPLOYER WHO COMMITS OR ATTEMPTS IN ANY MANNER TO COMMIT ANY OF THE ACTS PROHIBITED UNDER THIS ARTICLE OR ANY RULE OR REGULATION ISSUED PURSUANT THERETO SHALL, IN ADDITION TO OTHER PENALTIES AS MAY BE PROVIDED BY LAW, UPON CONVICTION, BE PUNISHED WITH A FINE OF NOT LESS THAN FIFTY THOUSAND PESOS (P50,000.00) BUT NOT MORE THAN TWO HUNDRED THOUSAND PESOS (P200,000.00), OR IMPRISONMENT OF NOT LESS THAN ONE (1) YEAR BUT NOT

1 MORE THAN TWO (2) YEARS, OR BOTH, AT THE DISCRETION OF THE COURT:
2 *PROVIDED*, THAT THE CONVICTION OR ACQUITTAL OF THE EMPLOYER
3 SHALL NOT BE A BAR TO THE FILING BY THE AGGRIEVED EMPLOYEE OF A
4 SEPARATE CIVIL ACTION FOR THE PAYMENT OF SALARIES, BENEFITS,
5 DAMAGES, AND OTHER AFFIRMATIVE RELIEFS DUE THE EMPLOYEE.
6

7 ANY EMPLOYEE OR PERSON WHO WILLFULLY AIDS, ABETS, OR
8 CAUSES THE COMMISSION OF THE ACTS PROHIBITED HEREIN SHALL BE
9 LIABLE IN THE SAME MANNER AS THE EMPLOYER.”
10

11 **SEC. 4.** Within ninety (90) days from the effectivity of this Act, the Secretary of Labor
12 and Employment shall, in consultation with the Philippine Commission on Women, relevant
13 stakeholders, and Civil Society Organizations, promulgate the necessary rules and regulations
14 to implement this Act.
15

16 **SEC. 5.** Any law, issuance, or parts thereof, inconsistent with this Act are hereby
17 modified accordingly.
18

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

Approved,

**House of Representatives
Committee Affairs Department**

FACT SHEET

House Bill No. 7704

(In substitution of House Bills Numbered 257, 2228, and 5434)
(As Approved by the Committee on 26 November 2025)

AN ACT

**EXPANDING THE PROHIBITED ACTS OF DISCRIMINATION IN
EMPLOYMENT AGAINST WOMEN AND ON THE BASIS OF GENDER,
AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442,
OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES,
AS AMENDED**

Introduced by: REPRESENTATIVES LANI MERCADO-REVILLA, BRYAN B. REVILLA, RAMON JOLO B. REVILLA III, CHARISSE ANNE C. HERNANDEZ, EDUARDO “BRO. EDDIE” C. VILLANUEVA, ROMAN T. ROMULO, JOHANNE MONICH G. BAUTISTA, LAARNI LAVIN ROQUE, MAURICIO G. DOMOGAN, JANICE DEGAMO, FRANZ VINCENT F. LEGAZPI, ELIJAH RUMBAOA SAN FERNANDO, PERCIVAL “PERCI” CENDAÑA, ANNA VICTORIA VELOSO-TUAZON, AND RYAN S. RECTO

Committee Referral: **COMMITTEE ON LABOR AND EMPLOYMENT**
Committee Chairperson: **REP. RAMON JOLO B. REVILLA III**

OBJECTIVE:

- To strengthen the safeguards against discrimination in the workplace on the basis of sex or sex characteristics (actual or presumed) by:
 1. reinforcing protection for women; and
 2. extending gender-based protection that applies to any employee within the Labor Code framework.

KEY PROVISIONS:

- Prohibits discrimination against women on account of sex or sex characteristics (actual or presumed) in assignment, promotion, training, study or scholarship grants, employment benefits, and dismissal or retrenchment;
- Makes it unlawful to deny employment or statutory benefits to any employee on the basis of gender, or on account of sex or sex characteristics (actual or presumed);

- Imposes criminal penalties of Fifty thousand (P50,000.00) to Two hundred thousand (P200,000.00) pesos, or imprisonment of one (1) to two (2) years, or both, and preserve an independent civil action for salaries, benefits, damages, and other affirmative relief; and
- Imposes liability on any person who aids, abets, or causes the commission of prohibited acts in the same manner as the employer.

RELATED LAW:

- Articles 133 and 135, and 303-304 of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended