

SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)



Senate
Office of the Secretary

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SENATE
S. No. 1436

RECEIVED BY: *ji*

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

In 1994, Congress passed the "Anti-Sexual Harassment Act of 1995," which declared acts of sexual harassment against women and men unlawful in the workplace, schools, and training institutions. Section 7 of the said Act stipulates that any person who violates the provisions of the Act shall be penalized by imprisonment of not less one (1) month nor more than six (6) months; or a fine of not less than Ten thousand pesos (P10,000.00) or more than Twenty thousand pesos (P20,000.00), or both at the discretion of the court.

The Anti-Sexual Harassment act initially received positive response and gave a glimpse of hope to prevent discrimination in the workplace, particularly against women in the labor sector. However, after almost two decades of implementation, cases of sexual harassment, especially in workplaces, still persist. Apparently, the existing penalty is not enough to curb the incidence of sexual harassment. Thus, there is a pressing need to increase the penalties to deter perpetrators from committing the act.*

Miriam Defensor Santiago
MIRIAM DEFENSOR SANTIAGO

ass

* This bill was originally filed in the Thirteenth Congress, Third Regular Session.

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1 AN ACT
2 AMENDING SECTION 7 OF REPUBLIC ACT 7877,
3 ALSO KNOWN AS THE "ANTI-SEXUAL HARASSMENT ACT OF 1995"

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

4 SECTION 1. Republic Act No. 7877, also known as the "Anti-Sexual Harassment Act of
5 1995," Section 7 is hereby amended to read as follows:

6 "Section 7. *Penalties* - Any person who violates the provisions of this Act
7 shall, upon conviction, be penalized by imprisonment of not less than one (1)
8 [month] YEAR nor more than six (6) [months] YEARS, or a fine of not less than
9 [Ten thousand pesos (P10,000)] FIFTY THOUSAND PESOS (P50,000) nor more
10 than [Twenty thousand pesos (P20,000)] ONE HUNDRED THOUSAND PESOS
11 (P100,000), or both such fine and imprisonment at the discretion of the court.

12 Any action arising from the violation of the provisions of this Act shall
13 prescribe in [three (3)] FIVE (5) years."

14 SECTION 2. *Repealing Clause*. - Any law, presidential decree or issuance, executive
15 order, letter of instruction, administrative order, rule, or regulation contrary to or inconsistent
16 with the provisions of this Act is hereby repealed, modified, or amended accordingly.

17 SECTION 3. *Effectivity Clause*. - This Act shall take effect fifteen (15) days after its
18 publication in at least two (2) newspapers of general circulation.

Approved,