

13th CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

'04 JUL -6 AM 125

SENATE

RECEIVED BY: NA

S. BILL NO. 1368

INTRODUCED BY SENATOR RALPH G. RECTO

Explanatory Note

This bill seeks to prohibit the printing or publication of notices or advertisements relating to employment indicating any preference, limitation, specification, or discrimination, based on gender, physical attributes, civil status, age, regional origin, religion and school preference thereby giving spirit and intent to the Constitutional guaranty of promotion of full employment and equal opportunity to all.

The enactment of this measure will diminish discrimination and will encourage selection through merits and fitness thereby strengthening human resources management in the country.

This legislation likewise, make such discrimination practices unlawful and to penalize violators with imprisonment of not less than one (1) year or a fine of not less than P1000,000.

Immediate approval of this measure is earnestly recommended.


RALPH G. RECTO

13th CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

04 JUL -6 AM 12:25

SENATE

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S. BILL NO. 1368

Introduced by SENATOR RALPH G. RECTO

AN ACT

PROHIBITING THE PRINTING OR PUBLICATION OF NOTICES OR
ADVERTISEMENTS RELATING TO EMPLOYMENT INDICATING ANY
PREFERENCE, LIMITATION, SPECIFICATION, OR DISCRIMINATION,
BASED ON GENDER, PHYSICAL ATTRIBUTES, CIVIL STATUS, AGE,
REGIONAL ORIGIN, RELIGION AND SCHOOL

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

1 **SECTION 1.** It shall be an unlawful employment practice for an employer, labor
2 organization, employment agency, or joint labor-management committee controlling
3 apprenticeship or other training or retraining, including on-the-job training programs, to
4 print or publish or caused to be printed or published any notices or advertisements
5 relating to employment by such an employer or membership in or any classification or
6 referral for employment by such a labor organization, or relating to any classification or
7 referral for employment by such an employment agency, or relating to admission to, or
8 employment in, any program established to provide apprenticeship or other training by
9 such a joint labor-management committee, indicating any preference, limitation,
10 specification, or discrimination, based on gender, physical attributes, civil status, age,
11 regional origin, religion and school attended is a bona fide occupational qualification for
12 employment.

13 **SEC. 2. Penalty.** - Any person who knowingly or willfully
14 violates the provision of this Act shall be punished by imprisonment of not less than one
15 (1) year to not more than three (3) years or a fine of One Hundred Thousand Pesos
16 (P100,000.00).

17 **SEC. 3. Implementing Rules and Regulations.** - The Department of Labor
18 and Employment (DOLE) and the Civil Service Commission (CSC), and other

1 appropriate government agencies shall issue the necessary rules and regulations for the
2 effective implementation of this Act.

3 **SEC. 4. *Repealing Clause.*** - All laws orders, decrees, rules and
4 regulations, which are inconsistent with or contrary to the provision of this Act, are
5 hereby amended or repealed accordingly.

6 **SEC.5. *Separability Clause.*** - The provisions of this Act are hereby
7 declared to be separable and, in the event any of such provisions is declared
8 unconstitutional, the order provision which is not affected thereby shall remain in full
9 force and effect.

10 **SEC. 6. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
11 complete publication in at least two (2) newspapers of general circulation.

12 Approved,