


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

10 JUL 22 P5:41

SENATE  
S. No. **1941**

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Introduced by Senator Miriam Defensor Santiago

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#### EXPLANATORY NOTE

In July 1994, the Senate and House of Representatives of the Philippine Congress passed the "Anti-Sexual Harassment Act of 1995" declaring acts of sexual harassment against women and men unlawful in the workplace, in schools and training institutions. In Section 7 of the said Act, it stipulates that any person who violates the provision of this 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 Law has initially received positive response and gave a glimpse of hope to prevent discrimination in the workplace, particularly among the women in the formal labor sector. However, after almost 12 years 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. There is a pressing need to increase the level of penalty to further deter the future perpetrators to rethink their motives before committing the act.<sup>1</sup>

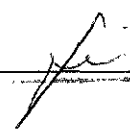
  
MIRIAM DEFENSOR SANTIAGO

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<sup>1</sup> This bill was originally filed in the Thirteenth Congress, Third Regular Session.

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Introduced by Senator Miriam Defensor Santiago

1 AN ACT  
2 AMENDING REPUBLIC ACT 7877, ALSO KNOWN AS THE ANTI-SEXUAL  
3 HARASSMENT ACT, AS AMENDED, SECTION 7 ON THE PENALTIES

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

4 SECTION 1. Republic Act 7877, also known as the Anti-Sexual Harassment Act, Section  
5 7 is hereby amended to read as follows:

6 "Section 7. *Penalties* - Any person who violates the provision of this act  
7 shall, upon conviction, be penalized by imprisonment of not less than SIX (6)  
8 months nor more than SIX (6) years, or a fine of not less than FIFTY  
9 THOUSAND PESOS (Php 50,000.00) or more than SEVENTY THOUSAND  
10 PESOS (Php 70,000.00), or both such fine and imprisonment at the discretion of  
11 the court."

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

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

17 Approved,