



LABOR ADVISORY NO. 03

Series of 2023

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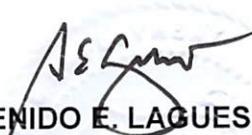
GENDER EQUALITY IN THE WORKPLACE

In recognition of the role of women in nation-building and the fundamental principle of equality of women and men, and in support of the 2023 National Women's Month Celebration with the theme, "WE for Gender Equality and Inclusive Society", all employers are hereby reminded to ensure the promotion of gender equality considering the diversity in the workplace through the implementation of laws, policies and programs that:

1. Uphold the principles of equal pay for equal work and equal access to work-related resources and opportunities;
2. Consider the protection of women workers from risks and hazards in the workplaces through a comprehensive and effective Occupational Safety and Health Program¹;
3. Facilitate women employees' access to women-related leave benefits such as the maternity leave², parental leave for solo parents³, leave for victims of violence against women and their children⁴, and special leave for women⁵, among others;
4. Provide facilities and benefits that take into account their maternal functions and enhance their welfare such as lactation stations and lactation breaks for breastfeeding women,⁶ and flexible work schedule for pregnant women⁷
5. Ensure women employees' protection against any form of gender-based sexual harassment (GBSH) in the workplace through the creation of a workplace policy against GBSH and the establishment of a Committee on Decorum and Investigation in cases of sexual harassment⁸ and gender-based-sexual harassment in the workplace;⁹
6. Recognize, protect, fulfill, and promote women's rights.

Employers are further advised to visit this link for more information, downloadable collateral designs, and updates about the 2023 National Women's Month Celebration: <https://pcw.gov.ph/2023-national-womens-month-celebration/>.

Be guided accordingly.


Bienvenido E. Laguesma
Secretary

07 March 2023

¹ Republic Act No. 11058

² Republic Act No. 8282 as amended by Republic Act No. 11210

³ Republic Act No. 8972

⁴ Republic Act No. 9262

⁵ Republic Act No. 9710

⁶ Republic Act No. 10028

⁷ Republic Act No. 10151

⁸ Republic Act No. 7877

⁹ Republic Act No. 11313

