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DEPARTMENT OF LABOR AND EMPLOYMENT
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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.

07 March 2023

As Laguesma
BIENVENIDO E. LAGUESMA
Secretary

Dept. of Labor & Employment
Office of the Secretary



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