

iGlobal Law Annual Alert 2023: Philippines

Legal Change	Effective Date	Action required
<p>An Act Expanding the Prohibited Acts of Discrimination Against Women on Account of Sex (House Bill No. 4479)</p> <p>This bill provides that it is unlawful for any employer to discriminate against any woman employee with respect to terms and conditions of employment solely on account of her sex or the characteristics of her sex, whether actual or presumed.</p> <p>The bill also prohibits the act of favouring a male employee over a female employee with respect to assignment and employment benefits or with respect to dismissal of personnel or the application of any retrenchment policy of the employer solely on account of their sex or characteristics of their sex.</p> <p>Moreover, the bill also prohibits the act of denying any woman the benefits of employment or other statutory benefits by reason of her sex.</p>	<p>No date yet but is expected in 2023.</p>	<p>No action required at this stage as the bill may still undergo amendments.</p> <p>However, employers are advised in any event not to discriminate on gender grounds.</p>
<p>An Act Increasing the Service Incentive Leave of Employees (House Bill No. 988)</p> <p>This bill increases the mandated yearly service incentive leave of employees from five to ten days with pay.</p>	<p>No date yet but is expected in 2023.</p>	<p>No action required at this stage as the bill may still undergo amendments.</p>
<p>Revised National Apprenticeship Program Act (House Bill No. 6523)</p> <p>This bill introduces changes to the national apprenticeship program. The key changes include (i) the designation of Technical Education and Skills Development Authority (TESDA) as the overall policy-making and standards-setting government agency tasked to implement, monitor and evaluate the apprenticeship program, (ii) removal of the six-month limitation to the apprenticeship period, setting it based on the duration required in the applicable training plan and on the complexity of the skills to be learned, (iii) improved benefits by mandating the provision of disability or accident insurance policy, (iv) exemption from probationary employment, and (v) abolition of the learnership program.</p>	<p>No date yet but is expected in 2023.</p>	<p>No action required at this stage as the bill may still undergo amendments, but it is recommended to keep an eye out for the “enrolled bill” or the bill’s final version.</p>