

Individual Action Plan (IAP) 2017

Economy: Philippines

	<u>2016:</u>
<p>Ratio of women's representation in leadership*in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none"> • 39%: Proportion of businesses have women in senior management (Grant Thornton, 2016) • Out of the 922,667 MSMEs on DTI Services, 58% of which are women-led (DTI, 2016) • 189,731 women-led MSMEs registered and had their businesses licensed (DTI, 2016) • Proportion of female elected candidates to be members of the: <ul style="list-style-type: none"> - 28.57% Members of the House of Representatives (COMELEC, 2016) - 25% Senate (Senate of the Philippines 17th Congress, 2016) • Proportion of female elected candidates to be members of the House of Councilors: <ul style="list-style-type: none"> - 19.8%: Members, Provincial Board - 21.4%: City/Municipal Councilors (COMELEC, 2016) • Proportion of female public prosecutors* <ul style="list-style-type: none"> - The total number of public prosecutors is 1,645, of which 38.2% or 630 are female. (DOJ, December 2014) - Supreme Court: 20% (2014) - 41%: 1st and 2nd Level courts including Sharia (Supreme Court of the Philippines, 2014) • Proportion of female central government staff hired through the career-track recruitment examination (postgraduate level) : 58.68% (2010) • Proportion of women in government positions equivalent to or higher than director of central government regional organizations or assistant director of central government ministries and agencies <ul style="list-style-type: none"> - 47.09% women occupying CES Officers (CESOs) positions in the Third Level CES Positions (CESB, 2015) - 46.34% women occupying CES Eligibles (CESEs) positions in the Third Level CES Positions (CESB. 2015) • Proportion of women in positions equivalent to designated central government positions: <ul style="list-style-type: none"> - 2nd level positions: 66.3% (advantage of females is even higher Women's EDGE Plan, 2010) - 3rd level positions (CES): 42.8% (CESB, 2015)

Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)

2017:

Implementing the Magna Carta of Women. In terms of women's representation and participation, Section 11 of **the Magna Carta of Women (MCW)** expressly provided that "the State shall undertake temporary special measures to accelerate the participation and equitable representation of women in all spheres of society particularly in the decision-making and policy-making processes in government and private entities to fully realize their role as agents and beneficiaries of development". Under the same provision the State is mandated to take the following affirmative action:

- Increase incrementally within the next five years the number of women in 3rd level positions in government to achieve a 50-50 gender balance;
- Ensure that at least 40% of the members of all development councils and planning bodies in the regional, provincial, city, municipal, and barangay levels shall be women;
- Ensure the opportunity of women on equal terms with men and without any discrimination to represent their government at the international level and to participate in the work of international organizations;
- Provide incentives to political parties with women's agenda; and
- Take measures to encourage women leadership in the private sector in the form of incentives.

Implementing the Women's EDGE Plan. The **Women's Empowerment, Development and Gender Equality (Women's EDGE Plan) for 2013-2016** has also set the following targets to address the issue on lack of women's meaningful representation and participation in elective positions and other decision-making bodies:

- Gender balance bill filed in Congress
- 30% increase in the number of woman candidates fielded to elective positions
- 30% elected woman candidates in general and local elections
- At least 40% representation and participation of women in decision-making and policymaking bodies

Include a brief plan of action of how your economy plans to achieve your voluntary goals.

2017:

Implementing the Gender and Development Plan of the Philippine Civil Service Commission. To ensure increased women participation in the civil service, the **Philippine Civil Service Commission** has adopted measures embodied in its **2014-2016 Gender and Development Agenda**. As the central human resource institution of the Philippine bureaucracy, its primary goal is to become the leading gender-responsive HR/OD institution in Asia by 2030.

This will be done through:

- a) integrating and advocating gender equality principles and perspectives in all HR/OD policies, programs and systems in government; and
- b) ensuring that every civil servant is gender-responsive through the development and enhancement of their capacity to use gender lens in their work towards public service excellence.

Implementing the Gender and Development Plan of the Philippine Civil Service Commission. The Philippine's Commission on Elections, on the one hand, strives to: a) seek to achieve gender equality as a fundamental value that should be reflected in development choices; b) transform society's social, economic and political structures, and questions the validity of the gender roles they ascribe to women and men; c) contend that women are active agents of development and not just passive recipients of development assistance; and d) stress the need of women to organize themselves and participate in political processes to strengthen their legal rights.

The Commission on Elections adopted a GAD policy 2015 creating a GAD Focal Point System to catalyze and facilitate the institutionalization of gender mainstreaming and women's empowerment within the Commission. In order to address gender gaps and challenges in the agency and recommend appropriate measures, the following are the Commission's policies, programs and practices:

1. Awareness of the GAD Policy;
2. Recruitment, promotion and development of personnel;
3. Dealing with sexual harassment;
4. Sex-disaggregated databases;
5. Gender-fairness, gender-sensitivity and gender-responsiveness of the election information and education materials; and
6. Empowerment of women for electoral politics.

Passage of relevant bills. The Philippine Commission on Women's (PCW) *Women's Priority Legislative Agenda (WPLA)* for the 17th Congress has a set of proposed topics of bills that seek to amend or repeal discriminatory provisions of existing laws and advocate for the formulation and passage of new laws that promote women's empowerment and gender equality. One proposed bills is **Women's Political Participation and Representation Act** which will provide for the following:

- a) adoption of gender quotas;
- b) creation of women's campaign fund for aspiring women candidates, especially those belonging to marginalized sectors;
- c) training and support for women's gender-responsive and transformational leadership; and
- d) promoting gender-responsive voters' education.

- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*

Sources:

Career Executive Service Board. (2015). *CES Occupancy Statistics Report (by gender) as of December 31, 2015*. Retrieved from http://www.cesboard.gov.ph/Public%20Documents/2016/gender_occu/2015.pdf.

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