

Individual Action Plan (IAP) 2018

Economy: Philippines

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>)

- Women Candidates in National and Local Elections – 19.36%¹
- Women in Occupied Elective Positions – 21.5%²
- Women Occupying CES (Career Executive Service) Positions – 43%³
- Female Appointed Justices and Judges (2016) – 49.31%⁴
- Percentage of Registered Business Establishments (Active) Owned by Women – 51.6%⁵
- Proportion of Senior Management Roles held by Women in Businesses (Listed and Privately-held Companies) – 40%⁶
 - Businesses with Women CEOs – 21%
 - Businesses with Women COOs – 14%
- Out of 1,121,128 MSMEs on Department of Trade and Industry (DTI) services, 58% are women-led⁷
- 257,294 women-led MSMEs registered and had their businesses licensed⁷

From the Global Gender Gap Report 2017:

- Economic participation and opportunity
 - Female legislators, senior officials and managers – 46.6%
- Economic Leadership
 - Advancement of women to leadership roles – 0.77 (0 = worst score, 1 = best score)
 - Firms with female (co-)owners – 2.25%
 - Firms with female top managers – 0.43%
 - Female employers – 2.1%
- Political empowerment

¹ Commission on Elections (COMELEC), Sex-Disaggregated Data for 2016 National and Local Elections updated February 28, 2017. Retrieved from

<https://www.comelec.gov.ph/?r=SpecialProjects/GenderandDevelopmentProgram/StatisticsPerElectivePositionBySex/ElectionRelatedSexDisaggregatedData>

² Philippine Statistics Authority (PSA), Women and Men FactSheet 2017

³ Career Executive Service Board (CESB), CES Occupancy Figures Report as of January 31, 2018. Retrieved from

<http://www.cesboard.gov.ph/Public%20Documents/2018/Occupancy/January/Jan%202018%20Occupancy.pdf>

⁴ Supreme Court of the Philippines, Gender Disaggregated Data. Retrieved from

<http://sc.judiciary.gov.ph/gender-data/jbc.html>

⁵ PSA, Women and Men in the Philippines Handbook 2016

⁶ Grant Thornton, Women in business report March 2017. Retrieved from

https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/article-pdfs/2017/grant-thornton_women-in-business_2017-report.pdf

⁷ Department of Trade and Industry. Sex Disaggregated Data on Business Name Registration and on DTI Services, January-December 2017. Makati City, Philippines

- Women in parliament – 29.5%
- Women in ministerial positions – 25.0%
- Years with female head of state (last 50) – 15.8%
- Political Leadership
 - Number of female heads of state to date – 2

From the State of Filipino Women Report 2015:

- Percentage of Women in 31 Peace Processes between 1992 and 2011
 - Negotiators – 9%
 - Signatories – 4%
 - Witnesses – 4.7%
 - Chief Mediators – 2.4%
- In the Philippine government panel for talks with the MILF (Moro Islamic Liberation Front), 40% of the peace negotiators, including the chair, are women. Women also comprised 69.2% of the secretariat, and 60% of the legal team.
- In the panel negotiation with the CPP/NPA/NDF (Communist Party of the Philippines/New People’s Army/National Democratic Front), women comprised 40% of the negotiators, 54.5% of the secretariat, and 66.7% of the technical committee members.
- Females occupy 31% of the top positions in Higher Education Institutions (HEIs).

From the Philippines’ State Response to the List of Issues related to the 7th and 8th CEDAW Periodic Reports:

- In 2016, women were active members and officers of rural and agricultural cooperatives and organizations, including in LGUs (Local Government Units). See table below:

Table 1 Women’s Participation in Agrarian Reform Communities

<i>Key Roles/Positions</i>	<i>Number of women in such position</i>
Members of Agrarian Reform Cooperatives	468,706
ARB (Agrarian Reform Beneficiaries) women organizations	3,283
Board of Directors in ARB organizations	11,118
ARBs involved in planning, implementation, monitoring and evaluation of socio-economic programs of organizations with agrarian reform communities	8,311
ARBs elected at:	
-barangay level	8,349
-municipal level	1,244
-provincial level	193

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)

Magna Carta of Women (MCW)

MCW Section 11 on *Participation and Representation* expressly provides 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. The State shall institute the following affirmative action mechanisms so that women can participate meaningfully in the formulation, implementation, and evaluation of policies, plans, and programs for national, regional, and local development:

- Empowerment within the Civil Service – Incrementally increase the number of women in third-level positions in government to achieve a 50-50 gender balance;
- Development Councils and Planning Bodies – Ensure that at least 40% of membership of all development councils from the regional, provincial, city, municipal, and barangay levels shall be composed of women;
- Other Policy and Decision-Making Bodies – Ensure that women's groups are also represented in international, national, and local special and decision-making bodies;
- International Bodies – 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;
- Integration of Women in Political Parties – Provide incentives to political parties with women's agenda, and encourage the integration of women in their leadership hierarchy, internal policy-making structures, appointive, and electoral nominating processes; and
- Private Sector – Encourage women leadership in the private sector in the form of incentives.

Further, Section 25 on *Right to Representation and Participation* states that the participation of grassroots women leaders in decision and policy-making bodies in their respective sectors including, but not limited to, the Presidential Agrarian Reform Council (PARC) and its local counterparts; community-based resource management bodies or mechanisms on forest management and stewardship; the National Fisheries and Aquatic Resources Management Council (NFARMC) and its local counterparts; the National Commission on Indigenous People (NCIP); the Philippine Commission for the Urban Poor (PCUP); the National Anti-Poverty Commission (NAPC); and, where applicable, the local housing boards.

Philippine Plan for Gender-responsive Development (PPGD) 1995-2025

The Politics and Governance sector shall address the following objectives:

- To increase the quantitative and qualitative participation of women in political offices and in positions of public policy and decision-making;
- To provide women the necessary support system including skills training, infrastructure and advocacy on their managerial/decision-making roles;
- To increase women's active involvement and participation in political parties and politically-oriented non-government organizations (NGOs);
- To develop affirmative action for women, thereby increasing women's participation in policy-making positions in the bureaucracy;
- To integrate positive role concepts about women in government training programs;
- To create awareness and appreciation of the issues, problems and concerns confronting women in politics and governance; and
- To develop a comprehensive gender-specific database system on politics and governance.

Gender Equality and Women Empowerment (GEWE) Plan 2018-2022

The GEWE Plan identifies ten qualitative targets that represent key result areas where significant progress must be achieved. Target #6 is *Increasing Women's Participation in Leadership in Security and Peace Processes and in Humanitarian Action*. Indicators include:

- Number of women, disaggregated according to social groups and locations, participating in security, peace and humanitarian action;
- Data disaggregated according to types of participation (including decision-making), levels and platforms (e.g. local, sub-national, national), and location;
- Number of women and women's organizations that participated in the planning, monitoring and evaluation of rehabilitation and rebuilding of conflict-affected areas

Target #8 is *Enhancing Gender-responsive Participatory Governance*. Indicators are:

- Female to male ratio: participation in governance processes, mechanisms and structures, disaggregated according to social group and location;
- Evidence of data collected and mechanism established and utilized to measure and monitor gender-responsiveness of selected institutions, processes and mechanisms; evidence of progress on key indicators of gender-responsiveness

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

Passage of relevant bills through the Women's Priority Legislative Agenda (WPLA)

The PCW launched the WPLA, a set of proposed topics of bills that seek to amend or repeal the discriminatory provisions of existing laws, and moves for the formulation and adoption of new legislations that promote women's empowerment and gender equality.

The WPLA for the current 17th Congress is composed of 12 legislative agenda, including the *Women's Political Participation and Representation Act*, which seeks to adopt a gender quota and other temporary special measures as affirmative actions that would level the playing field and provide equal opportunities for women to run and be elected in public office. The recommended legislative measure shall:

- Adopt a candidate quota for political parties using the forty-sixty (40-60) formula, wherein neither sex comprise less than 40% nor more than 60% of the number of candidates in the party slate;
- Provide incentives to political parties that have reached the gender quota in their leadership and policy-making structure and/or roster of candidates for the elections;
- Create a women's campaign fund for aspiring women candidates, especially those belonging to marginalized sectors;
- Enjoin political parties to develop a women and Gender and Development (GAD) agenda; and
- Specific to the party-list system, provide a rule on the ranking order of candidates in the form of a closed "zebra" or alternate female-male listing of candidates who shall become the party's representative depending on the number of seats the party would be able to win.

Implementation of the PPGD 1995-2025

To increase women's participation in politics and government, the following programs and projects are recommended:

- Revision of political structures and mechanisms to ensure women's participation at all levels;
- Revision of recruitment and selection procedures for government service officers to make the procedures more gender-responsive;
- Conduct of gender sensitivity training for government workers (national/local) and elected women officials;
- Diversified skills training in leadership, assertiveness, management and decision-making for potential women candidates (government offices and NGOs);
- Establishment of day care centers in government offices;
- Institutionalization of flexi-time (flexible time) in all

government agencies;

- Training programs, including incentives and counselling services, to improve women's managerial skills as employees or as self-employed, to aid women who are re-entering the labor force, and to recruit women for high growth, non-traditional and traditional sectors;
- Development and implementation of affirmative action programs for women in government;
- Regular collection of and reporting on gender-specific data by all government agencies;
- Funding for projects on women's political rights and duties;
- Revision of elementary and high school textbooks to include gender-fair messages. Addition of modules on political education to social science textbooks;
- Development of modules on political/legal education covering the Family Code, Civil Code and women-oriented legislations for peasant women;
- Feature in print and broadcast media the achievements of women in politics and government. Providing gender-sensitivity training to media writers/broadcasters to show gender equality in the presentation of political news and features;
- Assumption by women of positions vacated by women;
- Establishment of a Commission, Board or Office of Women's Concerns in each province and city;
- Monitor implementation of policies for women by GAD focal points in all government agencies including COMELEC and Congress;
- Shortlisting of technically competent gender-sensitive women as prospective appointees to decision-making positions;
- Creation of a pool of women and gender-sensitive men who may be considered for nomination as candidates for elective positions;
- Development of sex-differentiated inventory of public appointments;
- Publication and dissemination of primers for political education for grassroots women.

Implementation of the National Action Plan on Women, Peace and Security (NAPWPS)

A major outcome/ pillar of the NAPWPS is women's significant representation and assumption of decisive roles in peace and security bodies, processes and mechanisms. Indicators include:

- Number of community women, especially indigenous peoples (IPs) and Moros, involved, and occupying leadership roles at all levels of programs and mechanisms;

- Number of training programs conducted to enhance women's skills and leadership capability to actively participate in peace process bodies, processes and mechanisms

Implementation of the GEWE Plan 2018-2022

Strategies that address women's leadership, representation and participation are identified in the GEWE Plan:

- Strengthening legislative and policy framework for improving and increasing women's political representation and participation;
- Adopting special measures to fast-track progress in ensuring representation and participation of diverse women's groups and marginalized social groups at all levels and across sectors;
- Intensifying advocacy for increased women's participation in politics, including advocacy among political parties;
- Developing a strategy to strengthen capacities of marginalized women to participate in elections at all levels, including running for office.

Application of existing bills/laws on women's representation, participation and leadership

Several bills/laws have already been passed requiring women's representation⁸:

- **Senate Bill (SB) 1449** mandates that 50% of representatives nominated among the members of a registered political party or organization must be women; 40% of the five nominees officially submitted by a party to COMELEC must be women; and the final five representatives of each party must be composed of at least two women.
- **House Bill (HB) 3877** requires political parties to craft and implement a women and GAD agenda; integrate women in the leadership of their party and its internal policy-making structures; and nominate women as official candidates to elective positions.
- **HB 1674** allots 1/3 of the appointive positions in government to qualified women; allows women in the armed forces combat and security-related assignments; creates an all-female unit in the PNP for crimes committed against women; and, reserves for qualified women a third of scholarships and trainings in government.
- The Commission on Higher Education (CHED) has a scholarship program that supports women to enroll in traditionally male-dominated courses while the Technical Education and Skills Development Authority (TESDA) has a similar program for women's enrolment in non-traditional vocational-technical courses.

⁸ Philippines' State Response to the List of Issues in relation to the 7th and 8th CEDAW Periodic Reports

- **Republic Act (RA) 8371** (The Indigenous Peoples' Rights Act) provides that at least 2 of the 7 Commissioners of the NCIP shall be women
- **R.A. 9997** (National Commission on Muslim Filipinos Act) specifies that one of the 9 full-time members of the NCMF shall come from the women sector
- For local elective positions, **R.A. 7160** provides that local legislative bodies shall each have one sectoral representative from the women sector.
- **CHED Memorandum Order 2015-01** provides for the conduct of Gender-Responsive Research Programs (GRRP) and strengthening research programs focused on:
 - Gender in power and decision-making: Citizenship classes and community extension work
 - Mapping and strengthening economic empowerment: livelihood skills required in the entire process of running a business, not only production
 - Matching mismatches: career tracking of women