

Individual Action Plan

Economy: Philippines

<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">▪ Proportion of women in positions equivalent to or higher than section manager level in private corporations: 8.6%(2013) ▪ Proportion of female candidates to be members of the House of Representatives: -25.6% Congress -33.3% Senate (COMELEC, 2013 Election) ▪ Proportion of female candidates to be members of the House of Councilors: Board Member: 18.5% (2013) City/Municipal Councilors: 20.3% (2013) (COMELEC, 2013 Election) ▪ Proportion of female public prosecutors* : The total number of public prosecutors is 1,645, of which 38.2% or 630 are female. (DOJ, December 2014) Supreme Court: 20% (2014) 1st and 2nd Level courts including Sharia: 34% (2010) (Supreme Court) ▪ 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
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	<p>government regional organizations or assistant director of central government ministries and agencies</p> <p>: 41.15% women occupying CES positions or 3rd level positions (as of Feb. 3, 2015, CESB)</p> <p>-41.8% women occupying CES positions or 3rd level positions (as of January 2014, CESB)</p> <ul style="list-style-type: none"> ▪ Proportion of women in government positions equivalent to or higher than the director of the central government ministries and agencies : 19.2% (2013) ▪ Proportion of women in positions equivalent to designated central government positions : 2nd level positions: 58.7% (majority of women according to PCW, 2014) 3rd level positions (CES): 42% (as of January 2014, CESB) - 42% women occupying CES positions (3rd level positions) (as of January 2014, CESB)
<p>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; 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)</p>	<p>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:</p> <ul style="list-style-type: none"> • 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.

As an implementation and monitoring plan for the MCW the Women's Empowerment, Development and Gender Equality (Women's EDGE Plan) for 2013-2016 has 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

<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>To ensure increased women participation in the civil service, the Civil Service Commission has adopted measures embodied in its 2014-2015 CSC GAD Agenda. The primary goal is to achieve equal rights and opportunities for women and men including representation and participation of women in decision-making through gender-responsive human resources and organizational development policies and program systems. The CSC is working towards the formulation of HR policy for all government agencies and local government units that will promote equal employment opportunities and career advancement for women and men particularly in managerial positions.</p> <p>The Commission has integrated as well, GAD perspectives in the most visible of its programs, the conduct of civil service tests. Through the Examination, Recruitment and Placement Office, CSC integrated GAD perspectives in civil service exams via two methods: (1) the use of the indirect approach in which GAD concepts, issues and statistics are used as scenarios/situations in test items, regardless of the areas being measured; and (2) the use of non-sexist language in all test items.</p> <p>Women’s Empowerment, Development and Gender Equality (Women’s EDGE Plan) for 2013-2016 included as one of the strategic outcomes of the Chapter on Empowerment and Gender Equality in Civil Service, “increased number of women in decision-making levels and enhanced impact of their increased presence in decision-making bodies.” It recommended the issuance of an administrative order requiring all agencies to ensure that at least</p>
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40% of the participants in the formulation, implementation and evaluation of plans and programs are women.

Among the five areas covered by the Plan is Gender and Governance which includes empowerment and gender equality in the Civil Service and Politics and Governance covering elected seats in the legislature and the executive at both central and local levels of government. The Plan includes implementation, monitoring and evaluation mechanisms as well as a logical framework that sets out strategies, indicators, targets and implementing agencies.

Among the strategies identified in the Plan are the following:

- Push for the passage of Gender Balance Bill
- Push for the passage of enabling law for women's local sectoral representation pursuant to the 1991 Local Government Code
- Develop, organize and strengthen women's groups to lead in transformative politics, especially at the local level and grassroots level
- Promote legislation that encourages formation of stable political parties and organizations
- Implement capacity development and other support mechanisms to promote women's increased participation in politics

	<ul style="list-style-type: none"> • Conduct voters education training that highlights significant accomplishments of women in politics; • Study ways to improve electoral database at the local and central government levels in order to evaluate the extent of women's political participation;
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*

Sources:

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-Filipino Fact Sheet. (2014) 1145 J.P. Laurel St., San Miguel, Manila, Philippines: Philippine Commission on Women. Available at: http://pcw.gov.ph/sites/default/files/documents/resources/factsheets_filipino_women_m_en_201402.pdf [Accessed 22 Jan. 2015].

-COMELEC, "Comparative Statistics on Elected Candidates by Elective Position," Records and Statistics Division, Election Records and Statistics Department, 2014.

-Soc Reyes, (2014). Advancing and Monitoring Women's Political Participation in the ASEAN Region Project: Philippine Country Case Study.pp.12-13.

-Career Executive Service Board