

FOR *Juanas*

- Become a participative member of your community, express ideas and provide suggestions in planning and decision-making processes.
- Register and vote for qualified women leaders who can represent your concerns in various sectors and spheres of society.
- Get involved in the community discussions, online forums, campaigns and other activities related to the advancement and empowerment of women.

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Women and Men think differently that's why both of them should be in all the different levels of leadership whether in civil society organizations, academe, bureaucracy or electoral politics. The world would be a better place when both of them speak and are heard and recognized and appreciated.

”

PCW Chairperson Remedios I. Rikken

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CORE MESSAGES ON WOMEN'S PARTICIPATION IN LEADERSHIP, POWER AND DECISION MAKING

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♀ STATISTICS ON WOMEN IN LEADERSHIP, POWER AND DECISION-MAKING

There has been significant improvement in the participation and involvement of women in key positions in government but disparities among men and women in elective posts and in traditionally male/female dominated agencies in government are still evident. Women are still a minority in top level positions in such agencies as public works, national defense and law enforcement.

- There are only six (6) women senators out of 24 senatorial seats (25%) for the term 2013-2016.
- There are only 79 women legislators out of 289 seats (27%) in the lower house for the term 2013-2016.
- 2013 elections result showed that 22.5% of the total gubernatorial posts are occupied by women and 18.5% of the total vice gubernatorial posts is occupied also by women. There are also 20.86% of women who were elected as municipal mayors in 2013.
- There are 56 women who have been appointed in the highest positions in the executive, the legislative, and the judiciary (Official Gazette, March 2014). Among these are the Chief Justice of the Supreme Court, the Ombudsman, the Secretaries of the Departments of Justice, Social Welfare and Development, Labor and Employment; the Chairperson of the Commission on Human Rights, the Commission on Higher Education, the Commission on Filipinos Overseas, the Presidential Adviser on the Peace Process and the head of the Government Panel for Peace, Negotiation, the Bureau of International Revenue, and many others.
- Between 2002 and 2010, the percentage of women in key posts in the Foreign Affairs Department (Ambassador and Consul General) rose from 28% to 35%. As of February 2015, there are 26 female heads of posts according to the DFA.
- The percentage of women in third level positions (Both CES and non-CES positions) is 44% as of February 2015, according to CES Board Data.



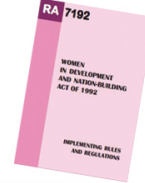
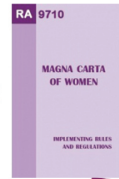
Juana,

Desisyon Mo ay Mahalaga sa Kinabukasan ng Bawat Isa, Ikaw Na!

♀ LAWS AND POLICIES THAT ADVANCE WOMEN'S PARTICIPATION

Women should participate and must have equitable representation in all spheres of society particularly in decision-making and policy-making processes in government and private entities.

- R.A. 9710 or the Magna Carta of Women:
 - ♀ 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
 - ♀ There must be a fifty-fifty (50-50) gender balance on the number of women and men in the third level positions in the government
 - ♀ At least forty percent (40%) of membership of all development councils from the regional, provincial, city, municipal and barangay levels must be composed of women.
- R.A. 7192 or the Women in Development and Nation Building Act among others espouses that women should benefit equally and participate directly in development programs. It also provides for women's equal access to membership in social, civic and recreational clubs, committees, associations and similar organizations, and paved the way for the admission of women in the Philippine Military Academy
- R.A. 7160 or the Local Government Code of 1991 provides for the inclusion of a woman sectoral representative in local legislative councils
- Maternity Leave benefits under the Social Security Act of 1997(60 days for normal delivery and 78 days for caesarian delivery) and Civil Service Rules (60 days for both normal and caesarian delivery)
- Paternity Leave benefits under Paternity Leave Act of 1996 (7 days)



♀ ISSUES AND CHALLENGES IN ADVANCING WOMEN'S PARTICIPATION

The Philippine Progress Report on the Implementation of the Beijing Declaration and Platform for Action (BPfA +20) identified the following remaining issues and challenges in further advancing women's meaningful participation in power and decision making:

- Disparities among men and women in elective posts and in traditionally male/female dominated agencies in government are still evident. Women are still a minority in top level positions in such agencies as public works, national defense and law enforcement. Competency-based system must be developed and implemented to ensure equal access of women and men.
- While opportunities for women in politics and decision-making are opening up, many still hesitate to take on leadership positions due to reproductive roles, conservative mindsets and a belief that politics and leadership are not women's world. Running in elective positions also requires money. Thus, measures should be introduced to encourage more women to run for leadership positions inculcating the need to introduce gender-responsive policies and programs with budgets that support the more disadvantaged sectors, especially women. It would also be interesting to compare women's and men's styles of leadership – whether they are genuinely transformational or traditional.
- With the absence of a harmonized sex-disaggregated database on the government workforce, it is also proposed that the effective monitoring of equal representation in government, in local development councils, sectoral representations and labor unions be enforced.

♀ WHY WOMEN? WHY NOW?

- The goal of advancing women's participation is not merely increasing the number of women in policy and decision-making positions; but enabling women to meaningfully participate in decision making and effectively influence policies and program development.
 - Almost half of our population is women hence they comprise half of the pool of talents and abilities that can be tapped for national development. Limiting their participation in different levels of governance leads in inefficient use of human resources thus inhibiting overall development.
 - There cannot be true democracy if about 50% of the population is excluded from holding positions of power. Hence, women who comprise about 50% of the population should have equal chances to leadership posts.
 - Meaningful participation involves articulating, providing and defending interests. Women are more aware of their needs and therefore will be able to press for them if they are in positions of power.
 - Women's participation brings in women's perspectives in governance thus, expands the scope of policies and programs to include issues and concerns that affect women, their children and their communities.

♀ WHAT YOU CAN DO?

FOR WOMEN LEADERS

- Become a potent agent of transformative leadership may it be in private or political sphere.
- Continuously create an enabling environment for women and lead them by motivation.
- Set an example to young women and girls.

FOR WOMEN HOLDING SECOND LEVEL AND MIDDLE MANAGEMENT POSITIONS

- Never get tired to aspire for higher office and capacitate yourself to qualify for these positions.
- Remove hesitations and apprehensions to accept positions due to reproductive roles, and conservative mind sets that leadership is not a women's world.

FOR APPOINTING AUTHORITIES

- Provide equal opportunities for women and men and appoint one based on her/his qualifications and not based on sex or gender.
- Remove gender biases and stereotyping of gender roles especially in workplaces.
- Continuously monitor the gender balance on the number of women and men in middle management vis-à-vis management positions.