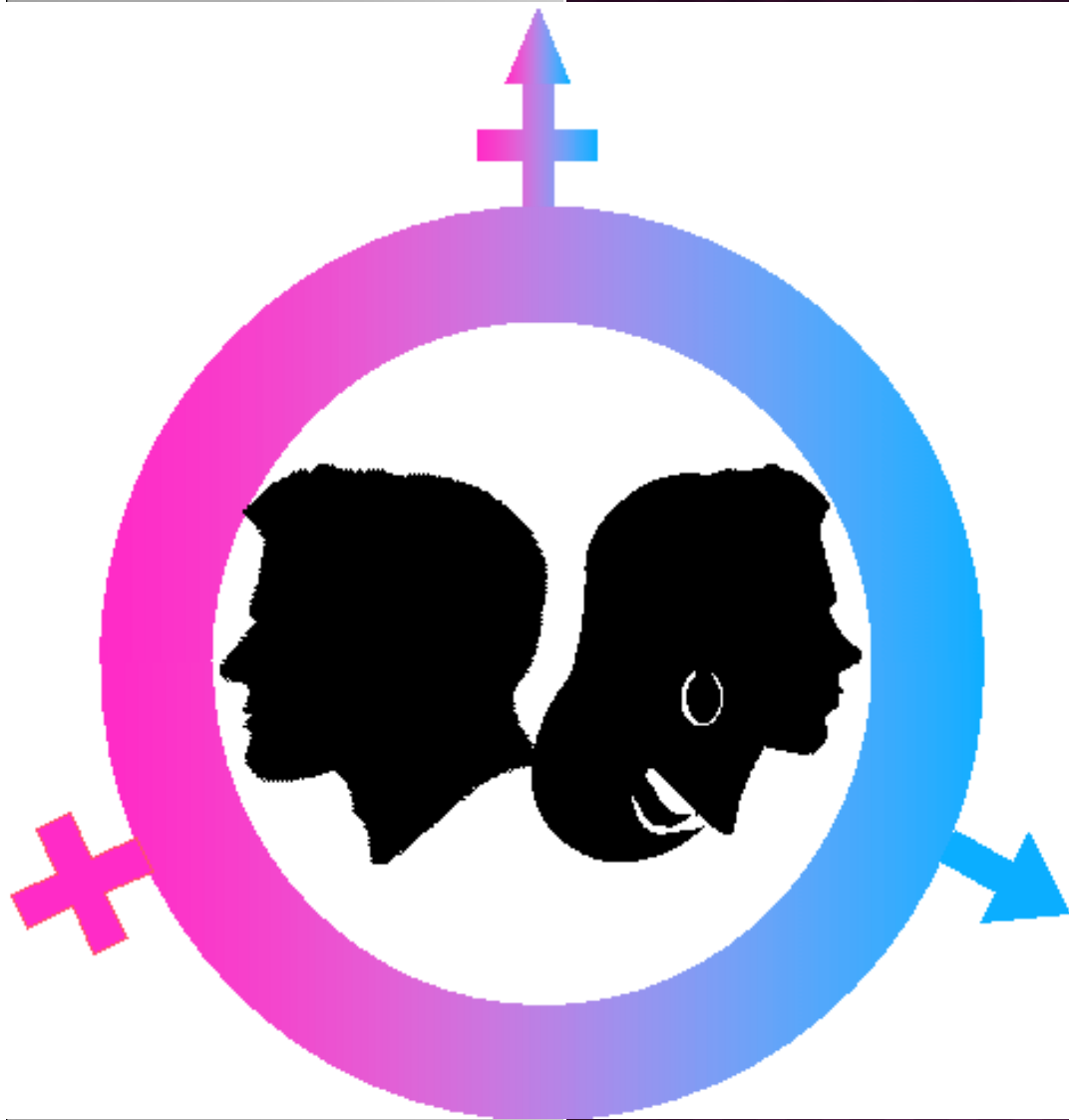




GENDER AND DEVELOPMENT



MEMORANDUM CIRCULAR NO. 48
30 MAY 2013

Directing all concerned government agencies to adopt the gender equality guidelines in the development of their respective media policies and implementing programs in order to promote gender mainstreaming

◉ Section 14, Article II of the 1987 Constitution

“State recognizes the role of women in nation-building

Ensure the fundamental equality before the law of women and men”

Section 24, Article II

“ State recognizes the vital role of communication and information in nation-building”

- ◉ Section 16, Chapter 4 of RA No. 9710
“Magna Carta of Women”

“mandates the State to formulate policies and programs for the advancement of women in collaboration with government and non-government media-related organizations and to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in the family, community, and the society through the strategic use of mass media”

- ◉ Section 36, Chapter VI of RA 9710

“all departments, including their attached agencies, offices, bureaus, state universities and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities shall adopt gender mainstreaming as a strategy to promote women’s human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes and procedures”



SECTION 28 OF RA NO. 10352 (GENERAL APPROPRIATIONS ACT OF 2013)

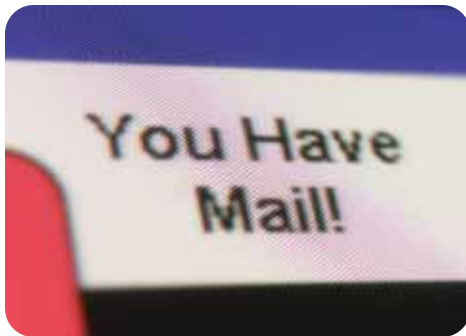
- All agencies of the government shall formulate a Gender and Development (GAD) Plan designed to address gender issues within their concerned sectors or mandate and implement applicable provisions under RA No. 9710 and other laws, and that the **GAD Plan shall be integrated in the regular activities** of the agencies which shall be at least five percent (5%) of their budgets”

GAD Principles

- ☞ Equality between women and men is a key women's human right
- ☞ Participation in development is crucial to the empowerment of women and men
- ☞ Gender equality means promoting equal participation of women as agents of economic, social, and political change
- ☞ Achieving equality between women and men may involve the introduction of specific measures designed to eliminate gender inequalities and inequities



QUESTIONNAIRE ON SEX- DISAGGREGATED DATA GATHERING



February 28, 2013



- Total no. of EC respondents = 45
- Ratio of Female to Male employees = 0.308
- Magna Carta Leave availments = 151
- Ratio of Female to Male Employees occupying managerial position = 0.787
- Ratio of Female to Male Employees occupying supervisory position = 0.799
- Ratio of Female to Male Employees occupying Junior Officers level = 0.582
- Ratio of Female to Male Employees occupying Rank & File position = 0.270
- Linewomen = 0
- Ratio of Female to Male Engineers = 0.095

Sex Disaggregated Data Gathering

Total No. of EC Respondents = 45 ECs

Ratio of Female to Male	
general employee population	0.308
occupying Managerial position	0.787
occupying Supervisory position	0.799
occupying Junior Officers level	0.582
occupying Rank & File position	0.270
Engineers	0.095
Drivers	0.020
Bill Collectors	0.264
Board of Directors	0.155
Board presidents since 2004	0.089
Magna Carta Leave availments	151
Linewomen	0

Questions	YES	NO	Not Stated
1. Do you prefer for a specific sex in hiring new employees (in general)?	9	36	0
2. Do you prefer for a specific sex in hiring new linemen?	41	2	1
3. Do you prefer for a specific sex in hiring new engineers?	13	29	3
4. If ever, will the management allow equal career opportunity to both sexes in all job positions?	34	7	2
5. Have you conducted GAD related activities within your coop?	6	38	1
6. Have you conducted GAD related activities with your member-consumers?	0	43	2
7. Were there any report of violence against women among employees?	1	43	1
If the answer to Question no. 7 is yes, did the coop extend assistance to the concerned employee?	1		

Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.

- Kofi Annan