



# **WOMEN AND IP**



PHL Experience



# WEF 2014 Global Gender Gap Report

Iceland	1
Finland	2
Norway	3
Sweden	4
Denmark	5
Nicaragua	6
Rwanda	7
Ireland	8
Philippines	9

The Philippines has remained as one of the most gender-equal nations, ranking ninth out of the 142 countries assessed.

# Constitutional Foundation

**Section 14, Article XIII** of the Philippine Constitution provides that:

*“SECTION 14. The State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.”*

# LEGAL FOUNDATION

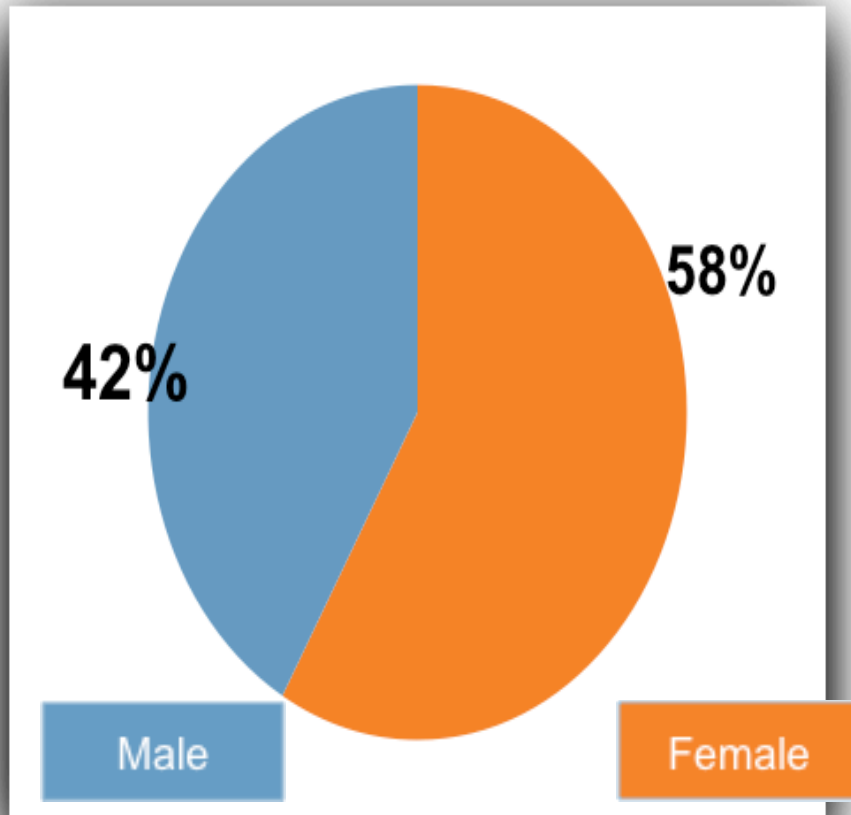
- **Republic Act No. 9710** otherwise known as the *Magna Carta for Women*
- **Republic Act No. 7192** otherwise known as *Women in Development and Nation Building Act*
- **Republic Act No. 6725** otherwise known as an *Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment*
- **Republic Act No. 7877** otherwise known as the *Anti Sexual Harassment Act*
- **Republic Act No. 9262** otherwise known as the "Anti-Violence Against Women and Their Children Act"
- **Republic Act No. 6949** declaring **March 8** as the *National Women's Day*
- **General Appropriations Act** - directs government agencies to formulate a GAD plan, the cost of which shall not be less than 5% of their yearly budget.

# INSTITUTIONAL INFRASTRUCTURE

- Establishment of Gender and Development Focal Points
  - ▣ TWG (Bureau Level) and Secretariat
- Gender and Development Programs
  - ▣ Gender Mainstreaming
  - ▣ Planning, Budget and Implementation
- Monitoring and Generation of Statistics
  - ▣ Budget Utilization
  - ▣ Profile

# STATISTICS

## 2015 IPOPHL Manpower Complement



Level 1	-	28%
F	-	57%
M	-	43%
Level 2	-	67%
F	-	61%
M	-	39%
Level 3	-	5%
F	-	46%
M	-	54%

# IMPLEMENTATION

## HEALTH & WELLNESS

Provision of HPV Vaccination for **200** female employees including their female beneficiaries.

## CAPACITY BUILDING

Provide equal training opportunities for the women and men of IPOPHL

Awareness on GAD Policies

2013

2014



	F	M
Local TRAINING	64%	36%
Foreign TRAINING	52%	48%

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**THANK YOU**