

THIRTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

'04 JUN 30 P5:50

RECEIVED BY: Osmeña

S E N A T E

S. No 474

Introduced by Senator S. R. Osmeña III


EXPLANATORY NOTE

The Vienna Declaration, to which the Philippines is a party, is considered "a milestone in the struggle by women for their rights." The Vienna Declaration affirmed that, "human rights of women and the girl-child are an inalienable, integral and indivisible part of universal human rights." But, while women's rights have been recognized, the women sector is still beset with internal struggles created by the society's economic and political divide.

This bill seeks to address the plight of women in Philippine society by granting them privileges in order for them to achieve the capacity to improve their lives and possibly to decrease their vulnerability. It aims to bring an end to affronts to their dignity, providing just recognition to the value of their work, equal opportunities, unjust oppression and discrimination, property rights, etc.

The Magna Carta for Women specifically addresses the problem of women's rights such as but not limited to: (1) the economic empowerment of women, (2) political empowerment, (3) violence against women. It also provides protection for women in marginalized sectors, women small farmers and rural workers, women fisher folk, women in the informal economy, women migrant workers, women in indigenous and cultural communities, girl-child, older women (over 60 years of age), and women with disabilities. In a nutshell, it ensures that the dignity and identity of women is maintained and the special feminine attributes that characterize womanhood are protected and nurtured.

In view of the foregoing, approval of this bill is earnestly requested.


SERGIO OSMEÑA III
Senator

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AN ACT
PROVIDING FOR THE MAGNA CARTA FOR WOMEN

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

1 SECTION 1. **Short Title.** – This Act shall be known as the “**The Magna**
2 **Carta for Women.**”

3 SEC. 2. **Declaration of Policy.** – The 1987 Philippine constitution
4 (Article II, Section 14) provides that the State shall recognize the role of women
5 in nation-building, and shall ensure the fundamental equality of women and men
6 before the law. Likewise, in keeping with the provisions of the Charter of the
7 United Nations, the Universal Declaration of Human Rights including the
8 Convention on the Elimination of Discrimination Against Women and
9 International Human Rights Law, the State shall, accord to the citizens the rights,
10 protections, privileges such as employment rights and opportunities, basic
11 services, education and other rights and privileges available to every member of
12 the society, Accordingly, the State shall likewise ensure that the employment of
13 any form of force or coercion against women and minors shall be dealt with by
14 law.

15 The State shall recognize, affirm and intensify its efforts to respect, protect
16 and fulfill all human rights and fundamental freedoms, of women especially in the

1 marginalized sector of society to guarantee their economic, social and cultural
2 well-being without distinction or discrimination on the account of age, gender,
3 language, ethnicity, culture, religion and disability.

4 The State shall provide the necessary mechanisms to enforce and
5 guarantee the realization of women's rights and to adopt and implement
6 measures that would empower themselves as agents of change and progress. It
7 affirms that the task of addressing women's concerns requires a multi-
8 dimensional approach based on national commitment and political will, relevant
9 and effective policies and programs, the provision of adequate resources,
10 efficient monitoring and women's participation.

11 The State, in ensuring the full integration of women's concerns in the
12 mainstream of development, shall provide ample opportunities to enhance and
13 develop their skills, acquire productive employment and contribute to their
14 communities to the fullest of their capabilities.

15 In pursuance of this policy, the State shall recognize the right of women in
16 all sectors to participate in the planning, organization, implementation,
17 management and monitoring of all programs and projects relating to women. It
18 shall support policies, researches, technology and training programs and other
19 support services such as financing, production and marketing to encourage
20 active participation of women in national development.

21 **SEC. 3. *Definition of Terms.***- For purposes of this Act, the following
22 shall mean:

23 (a) "Empowerment" refers to the provision and availment of
24 opportunities for awareness-raising and capability-building which shall enable
25 women to actively participate and contribute in the political, economic and social
26 development of the nation as well as those which shall provide them equal
27 access to ownership, management and control of production, both material and
28 informational resources and benefits in the family, community and society.

1 (b) "Marginalized sectors" refers to the basic and disadvantaged
2 groups who are mostly living in poverty and have little access to basic services
3 such as health care, education, water and sanitation, employment and livelihood
4 opportunities.

5 (c) "Gender and Development (GAD)" refers to the development
6 perspective that is equitable, sustainable, free from violence, respectful of human
7 rights, supportive of self determination and actualization of human potentials, and
8 participatory and empowering. It recognizes the legitimacy of gender equality as
9 a fundamental value that should be reflected in development choices. It
10 questions society's social, economic and political structures and the validity of
11 the gender roles they ascribe to women and men. It contends that women are
12 active agents of development and not just passive recipients of development
13 assistance. It also stresses the need for women to organize themselves and
14 participate in political processes to strengthen their legal rights.

15 TITLE I

16 RIGHTS AND EMPOWERMENT

17 Chapter 1

18 Women's Rights

19 SEC. 4. **Women's Rights.**- Women shall have rights which shall not be
20 limited to the following:

21 (a) The right to participate in all spheres of society including the decision-
22 making processes to fully realize their role as agents and beneficiaries of people-
23 centered development. They shall participate in the formulation, implementation
24 and evaluation of policies, plans and programs for national, regional and local
25 development;

26 (b) The right to equal treatment before the law;

27 (c) The right to be provided with safe and healthful conditions in the
28 workplace;

1 (d) The right to be given equal access to education, skills, training and
2 economic resources to develop their self-reliance and to participate fully in all
3 aspects of life;

4 (e) The right to be properly informed of the issues and concerns affecting
5 the welfare of women and access to comprehensive and gender sensitive health
6 services such as maternal and child care and family planning;

7 (f) The right to be heard and represented in government and in all
8 community-based decision making bodies;

9 (g) The right to determine and decide their own priorities for development
10 affecting their lives, beliefs, institutions, spiritual well-being and resources;

11 (h) The right to be protected from any form of discrimination, violence,
12 sexual exploitation and abuse

13 (i) The right to be provided with basic services which shall include, but
14 not limited to, water and food, electricity, education, health and sanitation,
15 employment , housing, social security, and basic physical infrastructure;

16 (j) The right to be property and adequately informed on programs and
17 policies affecting their livelihood and economic choices; and

18 (k) The right to be given equal rights to family properties and resources
19 whether titled or not, and inherited, whether formal or customary.

20 Chapter 2

21 Economic Empowerment

22 SEC. 5. ***Freedom from Discrimination and Right to Equal Opportunity***

23 ***and Treatment in Employment-*** It shall be right of every woman to be free from
24 any form of discrimination with respect to recruitment, hiring, promotion,
25 dismissal, retrenchment, giving of assignments and other conditions of
26 employment. They shall be informed of their rights under existing labor laws and
27 of means available to them for redress of grievance. They shall not be subjected
28 to any coercive recruitment systems, including bonded labor and other forms of
29 debt servitude. They shall likewise be protected from any acts of sexual

1 harassment. Women seasonal workers shall be entitled to social security and
2 other benefits.

3 SEC. 6. **Minimum Wage-** Women in the labor force, whether regular,
4 seasonal or contractual workers, shall be entitled to at least minimum wage or
5 wage levels as prescribed under existing laws.

6 SEC. 7. **Occupational Health and Safety Measures.-** To ensure that
7 women are protected from occupational hazards, the following shall be
8 implemented:

9 (a) The employer, especially in hazardous workplaces, shall provide
10 the necessary protection and protective equipment to each worker depending on
11 the nature of work;

12 (b) The employer shall establish appropriate facilities in order to
13 promote their efficiency and ensure privacy such as proper seats, separate toilet
14 rooms and dressing rooms and nursery in the workplace; and

15 (c) The State and the employer shall guarantee women's protection
16 from banned or harmful chemicals.

17 SEC. 7. **Women's Livelihood Resource Center.-** A Women's
18 Livelihood Resource Center shall be established in every province. The Center
19 shall be managed by the provincial government.

20 For this purpose, the provincial government in coordination with the
21 Department of Interior and Local Government (DILG), Department of Labor and
22 Employment (DOLE), Department of Social Welfare and Development (DSWD),
23 Department of Agriculture (DA), Department of Agrarian Reform (DAR),
24 Department of Environment and Natural Resources (DENR), Technical
25 Education and Skills Development Authority (TESDA) and Technology and
26 Livelihood Resource Center (TLRC) shall develop livelihood and entrepreneurial
27 training programs to harness the skills of women.

28 SEC. 9. **Functions of Women's Livelihood Resource Center.-** The
29 Women's Livelihood Resource Center Shall have the following functions:

1 (a) Conduct training programs, which will upgrade technical and
2 entrepreneurial skills of women, such as saving mobilization, financing and
3 market management;

4 (b) Implement consciousness-raising activities, specifically gender
5 sensitivity trainings, capability building and leadership trainings; and

6 (c) Provide technical support, extension, services, credit access and
7 market assistance to women engaged in micro and cottage industries.

8 CHAPTER 3

9 Political Empowerment

10 SEC.10. **Rights to Organize.**- The State shall recognize the right of
11 women to organize in order to promote their welfare, protect their rights, express
12 their concerns, develop skills, advance or safeguard their interests and initiate
13 action to resolve women's issues. Towards these ends, the government shall
14 encourage the establishment of self-help and political organizations such as but
15 not limited to cooperatives, associations and people's organizations to enable
16 members to improve their quality of life and enhance their socio-cultural and
17 political role and status in society.

18 SEC.11. **Empowerment in Public Service.**- The national and local
19 governments shall ensure the equitable distribution of power and decision
20 making at all levels of bureaucracy.

21 (a) Appointment- Appointive positions in the national and local
22 governments from the grassroots level to the top levels of management in the
23 bureaucracy shall be open to qualified women regardless of the number holding
24 elective positions in the local political units.

25 (b) Promotion- Women should be given equal opportunities for promotion
26 in any government position until its possible highest level.

27 (c) Training and Seminars- Every government agency shall conduct
28 gender sensitivity training for public servants from rank and file to supervisory

1 positions. It shall also provide equal access to managerial, entrepreneurial,
2 technical and leadership training to women in the public service.

3 SEC.12. **Integration of Women in Political Parties.-** All political parties
4 shall encourage recruitment of women to become members of the party and shall
5 likewise encourage the representation of women in their internal policy-making
6 structures, appointive and electoral nominating processes.

7 To ensure the fundamental equality of men and women, all duly
8 accredited political parties are hereby encouraged to provide adequate
9 representation of women in its slate of official candidates in the election for the
10 local and national positions.

11 SEC.13. **Women's Representation in Local Development Councils
12 and Planning Bodies.-** To ensure the participation of women in local
13 development planning and program implementation, all local development
14 councils from the regional, provincial, municipal and barangay levels, shall
15 include a representative from the women sector. Women's group shall also be
16 represented in national and local special and decision-making bodies such as but
17 not limited to agriculture, fisheries, agrarian reform and anti-poverty councils.

18 CHAPTER 4

19 Comprehensive Health Service

20 SEC. 14. **Comprehensive Health Services-** The State shall at all times
21 provide for comprehensive gender sensitive health services and programs
22 covering all stages of a woman's life cycle and ensure access to the following:

- 23 (a) maternal care services;
- 24 (b) nutrition package;
- 25 (c) family planning services;
- 26 (d) adolescent and youth health services;
- 27 (e) women and children protection services;
- 28 (f) screening and appropriate management of sexually transmitted
29 infections (STIs), reproductive tract infections (RTIs), human

1 immunodeficiency virus (HIV) and acquired immune deficiency
2 syndrome (AIDS);

3 (g) screening and appropriate management of breast and reproductive
4 tract cancers and other gynecological conditions; and

5 (h) healthy lifestyle activities.

6 SEC. 15. **Comprehensive Health Information and Education-** The
7 State shall provide women in all sectors timely, complete and accurate
8 information and education on comprehensive and gender sensitive health
9 services and shall ensure availability and accessibility to safe, affordable and
10 quality health care services.

11 TITLE 2

12 THE MARGINALIZED SECTORS

13 Chapter 1

14 General Provisions

15 SEC. 16. **The Marginalized Sectors-** The State shall, at all times, provide
16 for the protection, rehabilitation and empowerment of women belonging to the
17 marginalized sectors who are economically, politically, socially and culturally
18 disadvantaged.

19 (a) Economic marginalization shall refer to the conditions of women who
20 do unpaid work, who are underpaid and often receive less than what their male
21 counterparts receive, and have less entitlements and access to productive
22 resources.

23 (b) Social marginalization shall refer to the conditions of women who
24 perform multiple tasks in the farm, household and community which are often not
25 recognized by society. This also refers to the minimum or lack of access to basic
26 social services such as health, education, shelter and food.

27 (c) Political marginalization shall refer to the subordination of women in
28 political and organizational structures, less representation in decision-making
29 bodies, absence of legal mechanisms addressing gender gaps and women's

1 concerns. This also include marginalization and violence against women
2 resulting from armed conflicts.

3 (d) Cultural marginalization shall refer to any discrimination because of
4 ethnicity, gender, age, faith and belief.

5 SEC. 17. **Value of Women's-** The State shall recognize and implement a
6 valuation scheme for work done by women in household, informal sector, farm,
7 fishery, mining and manufacturing, care for the environment and community
8 work. These shall be reflected as economic activities and shall be included in the
9 census of the National Statistics Office (NSO) and in the surveys of the
10 Department of Agriculture's (DA) Bureau of Agricultural Statistics (BAS),
11 Department of Labor and Employment's (DOLE's) Bureau of Rural Workers and
12 other studies and reports of information-related agencies.

13 The State shall develop appropriate support mechanisms in recognition of
14 the contribution of women to the national economy.

15 CHAPTER 2

16 WOMEN SMALL FARMERS AND RURAL WORKERS

17 SEC. 18. **Women Small Farmers and Rural Workers-** For purposes of
18 this Act, "women small farmers and rural workers' shall refer to women who are
19 dependent on small-scale subsistence farming and on workers in commercial
20 farms and plantations as their primary source of income, who do paid, unpaid
21 and underpaid work in their farms, whose work are regular or season-bound, and
22 who have less entitlement to land and access to productive resources. These
23 shall include the following but not limited to:

24 (a) small farmers with tenurial status such as women farmers who work on
25 the land, including those who own not more than three (3) hectares of the land,
26 and who are still amortizing for the land: tenants, leaseholders; and stewards;

27 (b) small farmers in the following farming systems: communal farms,
28 upland farms, ancestral domains and subsistence farms; and

1 (c) rural workers who are paid, unpaid or underpaid in farms, home-based
2 enterprises, cottage industries, small agriculture-based manufacturing industries
3 and small cooperatives.

4 SEC. 19. **Food Security and Productive Resources-** The State
5 recognizes the contribution of women to food production and shall therefore
6 ensure sustainability and sufficiency of its activities in the household and
7 community levels. To address this, the State shall ensure access of rural women
8 to all forms of productive resources such as:

9 (a) Property rights

10 (1) Property rights shall refer to full and formal ownership of land;

11 (2) Equal status shall be given to men and women in the titling of the land
12 and issuance of stewardship contracts and patents;

13 (3) Equal treatment shall be given to men and women beneficiaries of the
14 agrarian reform program;

15 (4) Customary rights of women to the land shall be recognized, in
16 circumstances where private ownership is not possible, such as ancestral
17 domain claims; and

18 (5) Information and assistance on claiming rights to the land shall be made
19 available to rural women at all times;

20 (b) Credit and Capital

21 (1) women small farmers shall be given equal access to formal sources of
22 credit and capital;

23 (2) wider credit schemes and opportunities shall be made available to
24 women small farmers and workers; and

25 (3) women small farmers shall be given equal share to the produce of the
26 farm household and to the savings and services of the organization to which they
27 belong.

28 (c) Women-Friendly Agriculture Technology

1 (1) women friendly agriculture technology shall be designed based on
2 accessibility and viability;

3 (2) women organization shall consulted in the design of a particular
4 technology before being launched or mass produced; and

5 (3) scholarship grants shall be given to student of agriculture and technical
6 schools interested in research and development aimed towards women-friendly
7 farm technology.

8 (d) Trainings and Women- Friendly Extension Services

9 (1) trainings and extension services of agricultural and environmental
10 agencies shall ensure the participation of women; and

11 (2) trainings and seminars shall be gender sensitive, resource-based and
12 relevant to existing skills and market.

13 (e) Seeds Production and Distribution

14 (1) access to seeds production and distribution shall be ensured ; and

15 (2) indigenous practices of women in seed storage and cultivation shall
16 be recognized.

17 (f) Information

18 (1) access to information regarding national, agricultural and agrarian,
19 environmental and women specific policies shall be ensured; and

20 (2) information shall include data concerning production, market and
21 technology.

22 (3) scholarship grants shall be given to students of agriculture and
23 technical schools interested in research and development aimed towards
24 women-friendly farm technology

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7 environmental and women specific policies shall be ensured;

8 (2) information shall include data concerning production, market and
9 technology

10 CHAPTER 3

11 WOMEN FISHERFOLK

12 SEC. 20. **Women Fisherfolk-** For purposes of this Act, "women fisherfolk"
13 shall refer to women directly or indirectly engaged in taking and/or culturing and
14 processing fishery and/or aquatic resources. These shall include women
15 engaged in fishing in municipal waters and coastal areas, women workers in
16 commercial fishing and aquaculture, vendors and processors of fish and coastal
17 products, and subsistence producers such as shell-gatherers, wood-gatherers in
18 mangrove forests and other related producers.

19 SEC. 21. **Use and Management of Marine Resources-** The State shall
20 ensure that women directly engaged in municipal waters and coastal fishing shall
21 have equal access to the use and management of marine resources, and shall
22 have all the rights and benefits accruing to stakeholders in fishing and
23 aquamarine industry.

24 SEC. 22. **Rights and Welfare-** The State shall protect the rights and
25 welfare of women in commercial fishing, fish processing and aquamarine culture
26 to have equitable share in the produce as well as equal wages and benefits as
27 their male counterparts. The State shall also ensure that they are provide with
28 necessary support services and gears to protect them from occupational and
29 health hazards.

1 SEC. 23. **Value-added Enterprises.-** The State shall provide
2 opportunities for empowering women fisherfolk to be involved in the control and
3 management not only of the catch and production of aquamarine resources but
4 also to engage in entrepreneurial activities which would add value to production
5 and marketing ventures.

6 SEC. 24 **Appropriate Technology.-** The State shall promote the
7 development of appropriate technology, training programs and extension
8 services which would cater to the needs, preferences and accessibility of women
9 fisherfolk.

10 SEC. 25. **Representation and Participation.** - The State shall ensure the
11 right of women fisherfolk to equal representation in all policy-making bodies and
12 actively participate in all matters that concern the sustainable development of the
13 fishery sector.

14 CHAPTER 4

15 URBAN POOR WOMEN

16 SEC. 26. **Urban Poor Women.** – For purposes of this Act, “urban poor
17 women” shall refer to women residing in urban centers and urbanizing areas
18 whose income falls below the poverty threshold as defined by the National
19 Economic and Development Authority (NEDA) and/or cannot afford in a
20 sustained manner to provide their minimum basic needs of food, health,
21 education, housing and other essential amenities of life.

22 SEC. 27. **Community Planning.** - The State shall consult women in
23 urban poor communities and involve them in community planning and
24 development especially in matters pertaining to zoning and relocation.

25 SEC. 28. **Housing Programs.** - The State shall develop housing program
26 for the urban poor that are accessible, secured and with viable employment
27 opportunities.

28 CHAPTER 5

29 WOMEN IN THE FORMAL ECONOMY

1 forced and involuntary displacement of local women. The State shall ensure the
2 protection and promotion of the rights and welfare of migrant women regardless
3 of their work status.

4 SEC. 39. **Rights and Welfare.** - The State shall ensure the following
5 rights and welfare of migrant women:

6 (a) protection against illegal recruiters;

7 (b) protection against forced and not forced, legal and illegal forms of
8 trafficking;

9 (c) protection against discrimination in wages, conditions of work and
10 employment opportunities in host countries;

11 (d) access to all support services and all forms of assistance from all
12 national and local agencies concerned with the welfare of migrant workers, the
13 Philippine embassies and consulates in any country of, regardless of status of
14 employment, whether documented or undocumented;

15 (e) Membership in organizations and unions;

16 (f) Participation in policy formulation and implementation especially on
17 matters pertaining to the sector in and outside of the country; and

18 (g) Participation in national and local elections.

19 CHAPTER 8

20 WOMEN IN INDIGENOUS AND CULTURAL COMMUNITIES

21 SEC. 40. **Women in Indigenous and Cultural Communities-** For
22 purposes of this Act, "women in indigenous and cultural communities" shall refer
23 to women who have continuously lived as organized community on communally-
24 bounded and defined territory, who have, under claims of ownership since time
25 immemorial, occupied, possessed and utilized such territories, sharing common
26 bonds of language, customs, traditions and other distinctive cultural traits, or who
27 have, through resistance to political, social and cultural inroads of colonization,
28 non-indigenous religions and cultures, became historically differentiated from the
29 majority of Filipinos.

1 SEC. 41. **Rights to Self-Determination-** This State shall implement
2 measures to enable the realization of indigenous women's rights to self-
3 determination, practice their religious beliefs, culture and forms of community
4 governance, speak their chosen languages, and to support the survival of their
5 unique cultural relationship with their land, acknowledging their customary and
6 communal laws in relation to land.

7 SEC. 42. **Management of Natural Resources-** The State shall ensure
8 the protection of indigenous women's right to use their traditional knowledge
9 including the freedom to develop their natural resources and their rights to
10 protect their indigenous knowledge over the management and conservation of
11 their resources.

12 SEC. 43 . **Preservation of Cultural Heritage.** - The State shall protect
13 the traditional livelihood and culture of indigenous women and shall not allow the
14 implementation of development program which are deemed prejudicial and may
15 cause irreversible environmental damages. The State shall also ensure that any
16 development programs affecting indigenous people's livelihood and resources
17 shall be implemented upon full information and consent of the people.

18 SEC. 44. **Promoting the Role of Indigenous Women.** - The State shall
19 promote the role of women in indigenous communities by raising public
20 awareness, as appropriate, through the mass media, education at all levels and
21 special programs to create a better understanding of the situation of indigenous
22 women.

23 CHAPTER 9

24 GIRL-CHILD

25 SEC. 45. **Girl-Child.**- For purposes of this Act, "girl-child" shall refer to
26 female minors below eighteen (18) years of age or those over, but are unable to
27 fully take care of themselves or protect themselves from abuse, neglect, cruelty,
28 exploitation or discrimination because of a physical or mental disability or
29 condition.

1 SEC. 46. **Protection of the Girl-Child.** The State shall pursue measures
2 to eliminate all forms of discrimination against the girl-child in education, health
3 and nutrition and skills development. It shall protect the girl-child from all forms of
4 abuse caused by negative, cultural attitudes and practices as well as in the
5 economic exploitation of child labor.

6 CHAPTER 10

7 OLDER WOMEN

8 SEC. 47. **Older Women.-** For purposes of this Act, "older women" shall
9 refer to women above sixty (60) years of age and referred to as senior citizens.

10 SEC. 48. **Protection of Older Women.-** The State shall protect older
11 persons from neglect, abandonment, domestic violence and abuse. The
12 Commission on Human Rights (CHR) shall be tasked to implement the rules and
13 regulations for the protection of human rights of older persons as well as the
14 appropriate sanctions and penalty provisions for the violation of these rights.

15 CHAPTER 11

16 WOMEN WITH DISABILITIES

17 SEC. 49. **Women with Disabilities.-** For purposes of this Act, "women
18 with disabilities" shall refer to women who are suffering from restriction or
19 different abilities, as a result of a mental, physical or sensory impairment, to
20 perform an activity in the manner or within the range considered normal for a
21 human being.

22 SEC. 50. **Special Privileges-** Women with disabilities shall be provided
23 with social and physical infrastructure interventions such as:

24 (a) assistive devices for maternal and health care;

25 (b) alternative social security system and health insurance program;

26 (c) special credit window at concessional rate in livelihood enterprises
27 and access for marketing of products and services made by women with
28 disabilities; and

1 (d) special protective mechanisms and support services against violence,
2 sexual abuse and exploitation.

3 TITLE 3

4 INSTITUTIONAL MECHANISMS

5 CHAPTER 1

6 MEDIA, INFORMATION AND EDUCATION

7 SEC. 51. **Reorientation of the Role of Women in Media.** - The State
8 shall endeavor to raise the consciousness of the general public in recognizing the
9 dignity of motherhood/ parenthood and the role and contribution of women in the
10 family and in nation-building and development through the strategic use of the
11 mass media. For this purpose, programming policies shall appropriately present
12 woman's needs, issues and concerns in movies, television shows,
13 advertisements and print media through the support of media watch groups,
14 media professional associations and women's organizations. Similarly, gender-
15 sensitivity training programs for media professionals including producers,
16 directors and managers shall be organized to encourage the creation and use of
17 non-stereotyped, balanced and diverse images of women in media.

18 SEC. 52. **Establishment of a Shared Government Information for**
19 **Women-** All government agencies, including government-owned and controlled
20 corporations (GOCCs) and LGUs, shall develop a system of gender-
21 disaggregated database on their programs and projects for planning and policy
22 formulation.

23 SEC. 53. **Integration of Gender and Development (GAD) Perspective**
24 **in Education-** The Department of Education (DepEd) and Commission of Higher
25 Education (CHED) shall integrate gender and development perspective in school
26 curricula.

27 CHAPTER 2

28 GAD PLAN AND BUDGET

1 SEC. 54. **Comprehensive Plan for Women.**- NEDA shall formulate a
2 five (5)- year Comprehensive Plan on the impact of globalization to women
3 especially those in the marginalized sectors.

4 SEC. 55. **Integration of Women Concerns in Local Development**
5 **Planning.** - The local chief executives, in coordination with the women sector
6 representatives and appropriate agencies, shall formulate agencies, shall
7 formulate specific plans and programs that will address the socio-economic
8 needs of their women constituents.

9 SEC. 56. **GAD Budget.** - Pursuant to Republic Act No. 7192, otherwise
10 known as the Women in Nation-Building Act, the Philippine Plan for Gender-
11 Responsive Development (PPGD, 1995-2025) and the annual General
12 Appropriations Act, all concerned government agencies and LGUs shall allocate
13 at least five percent (5%) of their total appropriations to implement their
14 respective GAD plans as well as in the implementation of the provisions of this
15 Act.

16 SEC. 63. **Implementing Rules and Regulations-** NEDA, as the lead
17 agency, in coordination with the National Commission on the Role of Filipino
18 Women (NCRFW) and all departments and agencies herein mentioned shall
19 formulate the implementing rules and regulations (IRR) of this Act within ninety
20 (90) days after its effectivity.

21 SEC. 64. **Separability Clause-** If any provision, or part hereof, is held
22 invalid or unconstitutional, the remainder of the law or the provision not otherwise
23 affected shall remain valid and subsisting.

24 SEC. 65. **Repealing Clause-** Any law, presidential decree or issuance,
25 executive order, letter of instruction, administrative order, rule or regulation
26 contrary to, or inconsistent with the provisions of this Act is hereby repealed,
27 modified or amended accordingly.

28

1 SEC. 66. **Effectiviy Clause.** - This Act shall take effect fifteen (15) days
2 after its publication in at least two (2) newspapers of general circulation.

3 Approved,