

SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Second Regular Session)



Senate
Office of the Secretary

75 JUN -4 P3:00

SENATE

P. S. R. No. 1389

RECEIVED BY: *J.*

Introduced by Senator Miriam Defensor Santiago

1 RESOLUTION
2 DIRECTING THE PROPER SENATE COMMITTEE
3 TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION,
4 ON THE RECENT UNITED NATIONS REPORT
5 THAT WOMEN WORLDWIDE ARE PAID
6 24 PERCENT LESS THAN MEN

7 WHEREAS, the Constitution, Article 2, Section 14 provides: "The State recognizes the
8 role of women in nation-building, and shall ensure the fundamental equality before the law of
9 women and men";

10 WHEREAS, the Constitution, Article 13, Section 14 provides: "The State shall protect
11 working women by providing safe and healthful working conditions, taking into account their
12 maternal functions, and such facilities and opportunities that will enhance their welfare and
13 enable them to realize their full potential in the service of the nation";

14 WHEREAS, Republic Act No. 9710, also known as "The Magna Carta of Women"
15 states:

16 Section 2. *Declaration of Policy.* – Recognizing that the economic,
17 political, and sociocultural realities affect women's current condition, the State
18 affirms the role of women in nation building and ensures the substantive equality
19 of women and men. It shall promote empowerment of women and pursue equal
20 opportunities for women and men and ensure equal access to resources and to
21 development results and outcome. Further, the State realizes that equality of men
22 and women entails the abolition of the unequal structures and practices that
23 perpetuate discrimination and inequality. To realize this, the State shall endeavor
24 to develop plans, policies, programs, measures, and mechanisms to address
25 discrimination and inequality in the economic, political, social, and cultural life of
26 women and men.

27 The State condemns discrimination against women in all its forms and
28 pursues by all appropriate means and without delay the policy of eliminating
29 discrimination against women in keeping with the Convention on the Elimination
30 of All Forms of Discrimination Against Women (CEDAW) and other
31 international instruments consistent with Philippine law. The State shall accord
32 women the rights, protection, and opportunities available to every member of
33 society.

1 The State affirms women’s rights as human rights and shall intensify its
2 efforts to fulfill its duties under international and domestic law to recognize,
3 respect, protect, fulfill, and promote all human rights and fundamental freedoms
4 of women, especially marginalized women, in the economic, social, political,
5 cultural, and other fields without distinction or discrimination on account of class,
6 age, sex, gender, language, ethnicity, religion, ideology, disability, education, and
7 status. The State shall provide the necessary mechanisms to enforce women’s
8 rights and adopt and undertake all legal measures necessary to foster and promote
9 the equal opportunity for women to participate in and contribute to the
10 development of the political, economic, social, and cultural realms.

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 families and communities to the fullest of their capabilities. . . .

15 WHEREAS, InterAksyon.com on 20 May 2015 reported that women worldwide are paid
16 24 percent less than men and that although women worked more than men, women on average
17 earn just half as much income as men over their lifetimes;

18 WHEREAS, the news was based on a report recently published by the United Nations
19 Entity for Gender Equality and the Empowerment of Women (UN Women) entitled “Progress of
20 the World’s Women 2015-2016: Transforming Economies, Realizing Rights”;

21 WHEREAS, the UN Women claimed that in the Philippines, 14 percent of women earned
22 more than their spouses, 67 percent earned less, and 18 percent earned about the same;

23 WHEREAS, in terms of labor force participation, the country improved slightly, from a
24 rate of 48 percent in 1990 to 51 percent in 2013, while the labor force participation rate of men
25 was 83 percent in 1990 and 80 percent in 2013;

26 WHEREAS, according to UN women, even in countries with gender-equal laws, power
27 inequalities between women and men, as well as gender stereotypes and discriminatory social
28 norms are deeply embedded;

29 WHEREAS, the report stated that gender stereotypes devalued women’s work and
30 perpetuated the belief that women and men should be confined to certain roles, which continues
31 to divide the genders in the workforce;

32 WHEREAS, in the Philippines, from 2000 to 2013, women reportedly occupied 52
33 percent in the total employment in managerial, professional, and technical jobs; 54 percent of the
34 total employment in clerical, services, and sales work; and 12 percent occupied of the total
35 employment in plant and machine operations;

1 WHEREAS, the UN Women emphasized the need for laws that would establish equal
2 rights for women and men, which should be coupled with the dismantling of structural barriers,
3 discriminatory social norms, and stereotypes;

4 WHEREAS, the Congress, in consultation with the Philippine Commission on Women,
5 should revisit the country's social and labor policies, in order to generate decent jobs for women,
6 enhance their income security, and ensure their safety and access to health care programs;

7 WHEREFORE, BE IT HEREBY RESOLVED BY THE PHILIPPINE SENATE to direct
8 the proper Senate committee to conduct an inquiry, in aid of legislation, on the recent United
9 Nations report that women worldwide are paid 24 percent less than men.

Adopted,


MIRIAM DEFENSOR SANTIAGO
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