

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

SENATE
S. B. No. 1319

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article II, Section 14 provides:

Section 14. The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men.


Women have historically been underrepresented in scientific and engineering occupations, and although progress has been made over the last several decades, there is stillroom for improvement.

Female students earn fewer bachelors, masters, and doctoral degrees in science and engineering. Among recent bachelors of science and bachelor of engineering graduates, women are less likely to be in the labor force, to be employed full-time, and to be employed in their field than are men. Moreover, a substantial salary gap exists between men and women with doctorates in science and engineering.

Limited access is the first hurdle faced by women seeking industrial jobs in science and engineering. While progress has been made in recent years, common recruitment and hiring practices that make extensive use of traditional networks often overlook the available pool of women. Once on the job, many women find paternalism, sexual harassment, allegations of reverse discrimination, different standards for judging the work of men and women, lower salary relative to their male peers, inequitable job assignments, and other aspects of a male-oriented culture that are hostile to women. They, to a greater extent than men, find limited opportunities for advancement, particularly for moving into management positions, and the number of women who have achieved the top levels in corporation is much lower than expected.

This bill seeks to establish a commission that would examine these issues and help—

- a) to focus attention on the importance of eliminating artificial barriers to the recruitment, retention, and advancement of women in the fields of science, engineering, and technology, and in all employment sectors of the Philippines;
- b) to promote workforce diversity;
- c) to sensitize employers to the need to recruit and retain women and minority scientists, engineers, and computer specialists;
- d) to encourage the replication of successful recruitment and retention programs by universities, corporations, and agencies having difficulties in employing women in the fields of science, engineering, and technology.*


MIRIAM DEFENSOR SANTIAGO
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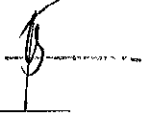
* This bill was originally filed during the Thirteenth Congress, First Regular Session.

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RECEIVED



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1 AN ACT
2 ESTABLISHING THE COMMISSION ON THE ADVANCEMENT OF WOMEN IN
3 SCIENCE, ENGINEERING, AND TECHNOLOGY DEVELOPMENT

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

6 SECTION 1. *Short Title.* – This Act shall be known as the “Commission on the
7 Advancement of Women in Science, Engineering, and Technology Development Act.”

8 SECTION 2. *Commission on the Advancement of Women in Engineering, Science and*
9 *Technology Development.* – There is established a commission to be known as the “Commission
10 on the Advancement of Women in Science, Engineering, and Technology Development” (in this
11 Act referred to as the ‘Commission’).

12 SECTION 3. *Duty of the Commission.* – The Commission shall review available research,
13 and if determined necessary by the Commission, conduct additional research to –

14 (A) Identify the number of women, minorities, and individuals with disabilities in the
15 Philippines in specific types of occupations in science, engineering, and technology development;

16 (B) Examine the preparedness of women, minorities, and individuals with disabilities to –

17 (1) Pursue careers in science, engineering and technology development; and

18 (2) Advance to positions of greater responsibility within the academia, industry,

19 and government;

20 (C) Describe the practice and polices of employees and labor unions relating to the
21 recruitment, retention, and advancement of women, minorities, and individuals with disabilities
22 in the fields of science, engineering, and technology development;

1 (D) Identify the opportunities for, and artificial barriers to, the recruitment, retention, and
2 advancement of women, minorities, and individuals with disabilities in the fields of science,
3 engineering, and technology development in academia, industry, and government;

4 (E) Compile a synthesis of available research on lawful practices, policies, and programs
5 that have successfully led to the recruitment, retention, and advancement of women, minorities,
6 and individuals with disabilities in science, engineering, and technology development;

7 (F) Issue recommendations with respect to lawful policies that government (including
8 Congress, academia, private industry can follow regarding the recruitment, retention, and
9 advancement of women, minorities, and individuals with disabilities in science, engineering, and
10 technology development;

11 (G) Identify the disincentives for women, minorities, and individuals with disabilities to
12 continue graduate education in the fields of engineering, physics, and computer science;

13 (H) Identify university undergraduate programs that are successful in retaining women,
14 minorities, and individuals with disabilities in the fields of science, engineering, and technology
15 development;

16 (I) Identify the disincentives that lead to a disproportionate number of women, minorities,
17 and individuals with disabilities leaving the fields of science, engineering, and technology
18 development before completing their undergraduate education;

19 SECTION 4. *Membership.* – The Commission shall be composed of six members to be
20 appointed by the President as follows:

21 (A) Two (2) members from among for-profit entities that hire individuals in the fields of
22 engineering, science, or technology development;

23 (B) Two (2) members from among institutions in education or academia in the fields of
24 life science, physical science, or engineering; and

25 (C) Two (2) members from among non-governmental organizations, people's
26 organizations or any similar entities that promote and advance the welfare of women, minorities
27 and individuals with disabilities.

1 The Secretary of the Department of Science and Technology shall automatically seat as
2 chairman of the commission in an *ex-officio* capacity.

3 Each member shall be appointed for the life of the Commission.

4 A vacancy in the Commission shall be filled in the manner in which the original
5 appointment was made.

6 Members shall not be paid by reason of their service on the Commission.

7 Each member shall receive travel expenses, including per diem in an amount to be
8 determined by existing law.

9 A majority of the members of the commission shall constitute a quorum for the
10 transaction of business.

11 The Commission shall meet not fewer than five (5) times in connection with and pending
12 the completion of the report described in this Act. The Commission shall hold additional
13 meetings for such purpose if the Chairperson or a majority of the members of the Commission
14 requests additional meetings in writing.

15 SECTION 5. *Directors and Staff of the Commission; Experts And Consultants.* –

16 (A) *Director.* – The Commission shall appoint and fix the pay of a Director and
17 additional personnel as the Commission considers appropriate.

18 (B) *Experts and Consultants.* – The Commission may procure temporary and intermittent
19 services to assist in the discharge of the Commission’s functions.

20 SECTION 6. *Powers of the Commission.* –

21 (A) *Hearings and Sessions.* – The Commission may, for the purpose of carrying out this
22 act, hold hearings, sit and act at times and places, take testimony, and receive evidence as the
23 Commission considers appropriate. The Commission may administer oaths or affirmations to
24 witnesses appearing before it.

25 (B) *Powers of Members and Agents.* – Any member or agent of the Commission may, if
26 authorized by the Commission, take any action which the Commission is authorized to take by
27 this section.

1 (C) *Obtaining Official Data.* – The Commission may secure directly from any
2 department or agency information necessary to enable it to carry out this Act. Upon request of
3 the Chairperson of the Commission, the head of that department or agency shall furnish that
4 information to the Commission.

5 (D) *Mails.* – The Commission may use mails in the same manner and under the same
6 conditions as other departments and agencies of the government.

7 (E) *Contract Authority.* – To the extent provided in advance in appropriations Acts, the
8 Commission may contract with and compensate government and private agencies or persons for
9 the purpose of conducting research or surveys necessary to enable the Commission to carry out
10 its duties under this Act.

11 SECTION 7. *Report.* – Not later than 1 year after the date on which the initial
12 appointments are complete, the Commission shall submit to the President and the Congress a
13 written report containing the findings, conclusions, and recommendations of the Commission
14 resulting from the study conducted under section 3.

15 SECTION 8. *Construction; Use of Information Obtained.* – Nothing in this Act shall be
16 construed to require any non-governmental entities such as business, college or university,
17 foundation, or research organization to provide information to the Commission concerning such
18 entity's personnel policies, including salaries and benefits, promotion criteria, and affirmative
19 action plans.

20 No information obtained from any entity by the Commission may be used in connection
21 with any employment related litigation.

22 SECTION 9. *Termination; Access to Information.* – The Commission shall terminate 30
23 days after the submitting the reports required in this act.

24 On or before the date of the termination of the Commission, the Commission shall
25 provide to the Department of Science and Technology the information gathered by the
26 Commission in the process of carrying out its duties under this Act. The department shall act as

1 a central repository for such information and shall make such information available to the public,
2 including making such information available through Internet.

3 SECTION 10. *Review of Information Provided by the Department of Science and*
4 *Technology and Other Agencies.* –

5 (A) *Provision of Information.* – At the request of the Commission, the DOST and any
6 other department or agency shall provide to the Commission any information determined
7 necessary by the Commission to carry out its duties under this Act, including—data on academic
8 degrees awarded to women, minorities, and individuals with disabilities in science, engineering,
9 and technology development and workforce representation and the retention of women,
10 minorities, individuals with disabilities in the fields of science, engineering and technology
11 development; and

12 (B) *Review of Information.* – The Commission shall review any information provided and
13 shall include in the report required under Section 7 on how to correct any deficiencies in the
14 collection of the types of information described in that subsection, and in the analysis of such
15 data, which might impede the characterization of the factors which affect the attraction and
16 retention of women, minorities, and individuals with disabilities in the field of science,
17 engineering, and technology development; and

18 SECTION 11. *Authorization of Appropriations.* - There are authorized to be appropriated
19 to carry out this Act –

20 (1) Three Million Pesos (P3,000,000.00) for the fiscal year during which this Act is
21 approved; and

22 (2) Three Million Pesos (P3,000,000.00) for next succeeding fiscal year.

23 SECTION 12. *Separability Clause.* – If any provision or part hereof, is held invalid or
24 unconstitutional, the remainder of the law of the provision not otherwise affected shall remain
25 valid and subsisting.

1 SECTION 13. *Repealing Clause.* – Any law, presidential decree or issuance, executive
2 order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent
3 with the provisions of this Act is hereby repealed, modified or amended accordingly.

4 SECTION 14. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
5 publication in at least two (2) newspapers of general circulation.

6 Approved,