


FOURTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session

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SENATE
S.B. 1809

RECEIVED BY: 

Introduced by Senator Villar

Explanatory Note

The 1987 Philippine Constitution is instructive in its cherished maxim that “the State shall protect working women” and that it will provide “opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.”¹

Guided by the said tenet of the supreme law, Republic Act 7192 ordaining the “Women in Development and Nation Building Law” was passed by the Legislature on February 12, 1992. The statute honours women rights and ensure the fundamental equality between women and men.

At present, the government workforce is manned by about 58 % women. It has been noted, however, that the presence or opportunities of women in decision-making public sector management is lower as compared to that of men. One reason advanced is that a number of government-owned and controlled-corporations are essentially technical and technology-oriented.

This legislation bridges the gap. It mandates ratio directorships in public sector management. Under this Act, thirty three percent (33 %) of directorship positions in GOCCs should be allotted for women, subject only to the usual requirements on appointments. And five years after the effectivity of this Act, a gender balance is expected to be achieved. This is in accord with the Philippines’ commitment with the Beijing Platform for Women.

The immediate enactment of this policy measure is earnestly sought.


MANNY VILLAR

¹The 1987 Philippine Constitution, Article XIII, Section 14

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**AN ACT
PROMOTING EQUAL OPPORTUNITIES FOR WOMEN IN CORPORATE
PUBLIC SECTOR MANAGEMENT THROUGH MANDATED RATIO
DIRECTORSHIPS IN GOVERNMENT-OWNED AND CONTROLLED
CORPORATIONS**

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

SECTION 1. Section 2 of Republic Act 7192, otherwise known as the "Women
in Development and Nation Building Act" is hereby amended to read as follows:

"SEC. 2. Declaration of Policy. – The State recognizes the role of women in
nation building and shall ensure the fundamental equality before the law of
women and men. The State shall provide women rights and opportunities equal to
that of men.

To attain the foregoing policy:

- (1) x x x
- (2) x x x
- (3) All government departments and agencies **INCLUDING
GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS**
shall review and revise all their regulations, circulars, issuances and
procedures to remove gender bias therein[.]; **AND**
- (4) **EQUAL OPPORTUNITIES IN DIRECTORSHIP AND DECISION-
MAKING POSITIONS IN ALL GOVERNMENT-OWNED AND
CONTROLLED CORPORATIONS.**

SECTION 2. A new paragraph as new Section 6 on the equal opportunities for
women in government-owned and controlled corporations is hereby introduced:

**"SEC. 6. MORE WOMEN LEADERS/DIRECTORS IN
GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS.
WOMEN SHALL BE ACCORDED EQUAL OPPORTUNITIES IN
CORPORATE PUBLIC SECTOR MANAGEMENT THROUGH THEIR
ACTIVE APPOINTMENTS AS DIRECTORS OR SUBSTANTIALLY
HIGH POSITIONS IN ALL GOVERNMENT DEPARTMENTS AND
AGENCIES INCLUDING GOVERNMENT-OWNED AND CONTROLLED
CORPORATIONS INCLUDING THOSE WHICH ARE HIGHLY
TECHNOLOGICAL OR TECHNICAL IN CHARACTER.**

**WITHIN THREE YEARS AFTER THE EFFECTIVITY OF THIS ACT,
SUBJECT TO THE PROVISIONS ON APPROPRIATE
QUALIFICATIONS PROVIDED UNDER EXISTING LAWS ON**

APPOINTMENTS PERTAINING TO EDUCATION, EXPERIENCE AND RELEVANT TRAININGS, WOMEN DIRECTORS SHALL CONSTITUTE THIRTY THREE PERCENT (33 %) OF EVERY GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS. WITHIN FIVE (5) YEARS AFTER THE EFFECTIVITY OF THIS ACT, A FIFTY-FIFTY (50-50) GENDER BALANCE MUST BE ACHIEVED AND ENCOURAGED IN ALL GOCCS.”

Section 3. This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,