

Republic of the Philippines
HOUSE OF REPRESENTATIVE
Quezon City

THIRTEENTH CONGRESS
First Regular Session



HOUSE BILL No. 2502

INTRODUCED BY HONORABLE GUILLERMO P. CUA

EXPLANATORY NOTE

The essential equality of men and women is generally accepted in current Philippine society. Filipino women have broken through in many fields and have achieved many landmark accomplishments. For example, we now have two women who have served as President of the Republic of the Philippines.

However, women continue to be under-represented in the top levels of government institutions and agencies, depriving them of their just and meaningful participation in the decision-making processes of our government, and also depriving Filipino society of the talents, capabilities and experience of representatives of half of our population. Women, for example account for only 14% of the House of Representatives, 17% of the Philippine Senate, 18% of the Cabinet, 21% of all judges, and 15% of governors, vice-governors and mayors.

This bill proposes a gender quota system, a system that has been successfully implemented in other countries. Through this system, this bill will ensure women's access to political and decision-making and will promote women's active and full participation in the electoral and political process of our country. This is in line with our 1987 Constitution, which declares as a state policy that "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men."

The speedy passage of this bill is thus earnestly requested.


CONG. GUILLERMO P. CUA
Party List: COOP-NATCCO

1 Republic of the Philippines
2 **HOUSE OF REPRESENTATIVE**
3 Quezon City
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10 **HOUSE BILL No. 2502**
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14
15 **An Act**
16 **Increasing Women's Participation in Elective and Appointive**
17 **Positions in Government as well as in Government Institutions**
18 **Under the Executive Department**
19
20

21
22 *Be it enacted by the Senate and the House of Representatives of the Philippines in*
23 *Congress Assembled:*
24

25 Section 1. **Short Title.** – This Act shall be known as the “Gender Balance in
26 Political Participation and Representation Act”
27

28 SEC. 2. **Declaration of Policy.** - It is hereby declared the policy of the state to
29 ensure equality of women and men in the exercise and enjoyment of all economic,
30 social, cultural, civil and political rights pursuant to the government commitments in
31 numerous international agreements such as in the Universal Declaration of Human
32 Rights, the United Nations Convention on the Elimination of All Forms of Discrimination
33 Against Women, the 1995 Beijing Declaration and Platforms for Action, and as well as
34 existing executive policy and statutory pronouncements.
35

36 To achieve this end, the State shall formulate and implement policies and
37 programs as well as set specific targets and implementing measures to include women
38 in all governmental bodies and committees, public administrative entities, and in the
39 judiciary.
40

41 SEC. 3. **Purposes.** – The purposes of this Act shall be to:
42

- 43 1. Ensure women's access to political and decision-making;
44
45 2. Promote women's active and full participation in the electoral and
46 political process; and
47
48 3. Institutionalize reforms in the recruitment, selection, and
49 appointment procedures in all levels of government positions;
50

1 **SEC. 4. *Participation in Executive Level Positions.*** – At least thirty-three
2 (33%) percent of appointive positions in the national and local governments shall be
3 reserved to qualified women; this shall thereafter be increased to at least forty (40%)
4 percent by 2010.

5
6 The appointive national and local positions are as follows:

- 7
8 1. Cabinet level positions;
- 9
10 2. Undersecretaries, assistant, directors, chief of divisions
11 and position of comparable salary grade in every line department,
12 government-owned and controlled corporations, government financing
13 institutions, state colleges and universities and local government
14 units;
- 15
16 3. Ambassadors and consular officers in the foreign service;
- 17
18 4. Judges to be appointed in Regional Trial Courts and
19 metropolitan Circuit Trial Courts and other judiciary appointive
20 positions; and
- 21
22 5. Prosecutors in the Department of Justice and those to be
23 appointed in component cities, highly urbanized cities and
24 municipalities.

25
26 The Commission on Appointments shall enforce this provision.

27
28 **SEC. 5. *Participation in Political Parties.*** - All duly accredited political parties
29 shall reserve at least thirty three (33%) percent of its party slate of official candidates,
30 including nominees of party-list candidates, to women in national and local elections
31 from provincial, municipal, city to barangay levels. Provided, That said candidates and
32 nominees shall meet the qualifications set forth under existing election laws, rules and
33 regulations as implemented and enforced by the Commission on Elections.

34
35 As mandated under this Act:

- 36
37 1. Political parties shall include a minimum of thirty three (33%)
38 percent of its slate of official candidates or nominees to women;
- 39
40 2. The percentage of women candidates in a political party's list shall
41 be increased to forty (40%) percent by 2010; and
- 42
43 3. Political parties shall allocate a minimum of ten (10%) percent of
44 their budget for gender-related programs particularly capacity building training
45 for prospective women candidates.

46
47 The Commission on Elections shall enforce this provision.

48
49 **SEC. 6. *Women in the Military and Police Force.*** - In the recruitment and
50 selection process, all military institutions such as the Armed Forces of the Philippines,
51 Philippine National Police, the Philippine Military Academy, and other similar military and

1 police institutions, shall reserve at least 33% of its rank to women: Provided, That they
2 meet the minimum qualification standards set forth by existing laws, rules and
3 regulations.

4
5 As mandated under this Act:

6
7 1. Women in the Armed Forces of the Philippines shall be allowed
8 combat and security-related assignments; and

9
10 2. All police stations shall establish an all-female unit to attend to
11 victims of rape, battering incest and other crimes against women.

12
13 The Armed Forces of the Philippines, Philippine National Police, and the
14 Philippine Military Academy shall enforce the provision.

15
16 SEC. 7. **Capacity Development.** - At least thirty three (33%) percent of
17 scholarships, grants, fellowships and training in the national and local governments,
18 either in the Philippines or abroad, shall be reserved for qualified women specifically in
19 areas where the disparity is high such as in science and technology, information
20 technology, and financial management: Provided, That they meet the qualification
21 standards set by the Civil Service Commission and National Economic Development
22 Authority.

23
24 All departments, bureaus, agencies, local government units, and other
25 government-owned and controlled corporations, shall include in their human resource
26 development programs, gender and development orientation, training, seminars and
27 other similar programs.

28
29 The Civil Service Commission, National Economic Development
30 Authority, and all departments, bureaus and agencies shall enforce this provision.

31
32 SEC. 8. **Monitoring and Oversight Mechanism.** - The National Commission on
33 the Role of Filipino Women (NCRFW) is the monitoring arm while the Committee on
34 Legislative Oversight will oversee the implementation of this Act.

35
36 SEC. 9. **Enforcement.** - For purposes of implementing the provision of this Act,
37 the concerned agencies may:

38
39 1. Impose administrative fines and penalties of not more than One
40 Hundred Thousand Pesos (Php 100,000.00) for the violation of any provision
41 of this Act and/or its implementing rules and regulations issued by the
42 concerned agencies;

43
44 2. Cause or initiate the criminal or administrative prosecution of
45 violators of this Act and/or its implementing rules and regulations. For this
46 purpose, the Oversight Committee is hereby given the power to issue
47 subpoena duces tecum and enlist the assistance or services of the
48 Department of Justice or the Office of the Solicitor General;

49
50 3. Cause the disqualification of any political group, party or
51 association that fails or unreasonably refuses to comply with the provisions of

1 this Act or with the rules and regulations issued by COMELEC without
2 prejudice to the right of the COMELEC to cause or initiate criminal or
3 administrative prosecution against the erring political group, party or
4 association;
5

6 4. Call upon representatives of the different government agencies
7 and associations and non-government organizations to help ensure
8 compliance with the provisions of this Act and its implementing rules and
9 regulations.
10

11 5. To deputize any law enforcement agency and instrumentality of
12 the government for assistance in the implementation and enforcement of its
13 functions and orders.
14

15 **SEC. 11. *Implementing Rules and Regulations.*** - The concerned departments
16 and agencies shall, within ninety (90) days after the approval of this Act, issue the
17 necessary rules and regulations to implement the provisions hereof.
18

19 **SEC. 12. *Reporting.*** - The COMELEC shall submit to the Oversight Committee
20 an annual report on its compliance with, or accomplishments under this Act, together
21 with its plans and recommendations to improve and develop its capability to enforce the
22 provisions of this Act, and a complete accounting of transactions with respect to any
23 funds received under this Act.
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25 **SEC. 13. *Appropriations.*** - The heads of the departments and agencies
26 concerned shall include in their programs and issue such rules and regulations to
27 implement the provisions in this Act.
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29 **SEC. 14. *Separability Clause.*** - If any part of the provisions of this Act is held
30 unconstitutional or invalid, other parts or provisions hereof, which are not affected
31 thereby shall continue to be in full force and effect.
32

33 **SEC. 15. *Repealing Clause.*** - All laws, presidential decrees, executive orders,
34 rules and regulations or parts thereof, inconsistent with this Act, are hereby repealed or
35 modified accordingly.
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37 **SEC. 16. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
38 complete publication in the Official Gazette or in two (2) newspapers of general
39 circulation.
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41 Approved.
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GUILLERMO P. CUA
Representative
Party List: COOP-NATCCO