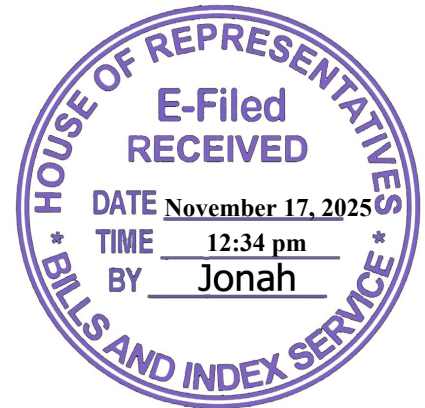




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session



HOUSE BILL NO. 6021

Introduced by Representative Ma. Rene Ann Lourdes G. Matibag

EXPLANATORY NOTE

The 1987 Constitution recognizes the role of women in nation-building and guarantees equality before the law. Republic Act No. 9710, or the Magna Carta of Women (MCW), affirms the State’s obligation to eliminate discrimination and uphold women’s rights. However, persistent and emerging gender inequalities continue to limit women’s full participation in national life.

Nearly five decades after the establishment of the National Commission on the Role of Filipino Women (NCRFW), now the Philippine Commission on Women (PCW), the country faces new challenges that require the strengthening of the national women’s machinery. These include widening economic gaps, technology-facilitated gender-based violence, the impacts of climate crises, militarization, disinformation, migration-related vulnerabilities, and deeply rooted gender stereotypes.

While PCW has been instrumental in mainstreaming gender in governance, advancing CEDAW commitments, leading ASEAN in gender mainstreaming, and shaping national and global gender discourse, its institutional capacity and structure have not kept pace with the expanding scope and complexity of gender issues. Moreover, its transfer under the supervision of the Department of the Interior and Local Government through Executive Order No. 67 (s. 2018) weakened its policy influence.

This bill seeks to restore, strengthen, and transform the Philippine Commission on Women as the national gender equality and women’s rights mechanism, equipped with expanded powers and resources to meet contemporary challenges.

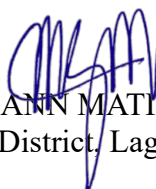
Specifically, the bill:

1. Reinstates PCW under the Office of the President, restoring its original mandate under Presidential Decree No. 633 as adviser to the President on women's concerns.
2. Expands PCW's powers, including investigatory and quasi-judicial authority to address violations of the Magna Carta of Women and other gender equality laws.
3. Institutionalizes intersectional, feminist, human-rights-based, and transformative gender governance, ensuring that all government actions address structural inequalities.
4. Recognizes women in all their diversity, including transgender women, intersex women, LGBTQIA+ women, and gender-diverse persons who experience gender-based discrimination.
5. Creates eight specialized internal directorates that address intersectionality, digital rights, climate justice, feminist economic justice, media and cultural transformation, and national gender data systems—reflecting modern GEWE challenges.
6. Establishes five PCW Regional Field Offices to strengthen local gender mainstreaming, monitoring, and enforcement.
7. Creates the Gender and Development (GAD) Training and Research Institute to standardize, certify, and professionalize the GAD sector in government.
8. Mandates permanent plantilla GAD Focal Persons in all agencies, GOCCs, SUCs, and LGUs, with adequate technical qualifications and rank.
9. Increases the minimum mandatory GAD Budget to 10%, ensuring sufficient resources for gender equality programs.
10. Reinforces accountability and transparency mechanisms, including sanctions for non-compliance and digital monitoring systems.

By strengthening the PCW, the Philippines affirms its leadership in gender equality within ASEAN and its commitments under international human rights conventions, including CEDAW, the Beijing Platform for Action, the Sustainable Development Goals, and UN Security Council Resolution 1325.

The passage of this bill is urgently needed to protect women's rights, promote substantive equality, and ensure that every woman and girl in the Philippines, regardless of identity, background, or circumstance, can live with dignity, safety, autonomy, and opportunity.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


REP. ANN MATIBAG
First District, Laguna



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 6021

Introduced by Representative Ma. Rene Ann Lourdes G. Matibag

**AN ACT
STRENGTHENING THE PHILIPPINE COMMISSION ON WOMEN AS THE
NATIONAL GENDER EQUALITY AND WOMEN’S RIGHTS MECHANISM,
REINFORCING ITS MANDATES, EXPANDING ITS POWERS, ESTABLISHING
FIELD OFFICES AND INSTITUTES, INSTITUTIONALIZING INTERSECTIONAL
AND TRANSFORMATIVE GENDER GOVERNANCE, APPROPRIATING FUNDS
THEREFOR, AMENDING REPUBLIC ACT NO. 9710, AND FOR OTHER PURPOSES**

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

ARTICLE I

TITLE, DECLARATION OF POLICY, PRINCIPLES, AND DEFINITION

SECTION 1. Short Title. This Act shall be known as the “**Philippine Commission on Women Strengthening and Gender Equality Transformation Act.**”

SECTION 2. Declaration of Policy. The State recognizes women’s rights as human rights and commits to dismantling the systemic, cultural, economic, political, technological, and environmental structures that perpetuate discrimination and inequality. It shall adopt gender-transformative, intersectional, feminist, and human-rights-based governance throughout all government institutions.

The State shall:

- a. Ensure the full realization of the Magna Carta of Women (Republic Act No. 9710) through stronger oversight, enforcement, and accountability mechanisms;
- b. Guarantee equal access to resources, opportunities, and justice for women in all their diversity;
- c. Address both persistent and emerging gender issues, including climate crises, digital harms, militarization, migration dynamics, and structural inequality;
- d. Recognize and uphold the identities, rights, and autonomy of women, including transgender women, intersex women, LGBTQIA+ women, and gender-diverse persons who face gender-based discrimination;
- e. Promote meaningful participation of marginalized and sectoral women in national, regional, and local governance; and
- f. Institutionalize feminist decision-making that redistributes power, ensures care-centered policies, and transforms discriminatory norms.

SECTION 3. Principles of Gender Equality and Feminist Governance. These principles shall serve as mandatory policy standards for all government agencies and LGUs, and shall guide the interpretation and implementation of this Act.

(a) Intersectionality. Intersectionality recognizes that women experience discrimination in multiple and overlapping ways based on sex, gender, race, ethnicity, class, age, disability, geographic location, religion, SOGIESC, migration status, and other intersecting identities. Government programs must address these compounded inequalities.

(b) Substantive Equality. Substantive equality requires dismantling structural barriers and providing affirmative measures to ensure that women experience fair and just outcomes, not merely formal equality on paper.

(c) Non-Discrimination. Non-discrimination includes eliminating both direct and indirect forms of discrimination, including those arising from policies, stereotypes, algorithms, digital systems, or institutional practices.

(d) Gender Equity. Gender equity refers to fairness in resource allocation, representation, access, and outcomes through affirmative action and corrective measures addressing historical disadvantage.

(e) Transformative Gender Governance. Transformative governance challenges patriarchal structures, redistributes power, values care work, and promotes women's leadership and agency at all levels.

(f) Climate and Environmental Justice. Women experience disproportionate climate and environmental harms. Government shall ensure gender-responsive climate adaptation, mitigation, resilience, and protection of women environmental defenders.

(g) Digital Rights and Technological Justice. Women must be protected from online and technology-facilitated harms, including cyber violence, deepfake exploitation, surveillance, data misuse, and algorithmic bias. Digital access, safety, literacy, and autonomy shall be guaranteed.

(h) Survivor-Centered and Trauma-Informed Approaches. Responses to violence must be survivor-centered, upholding confidentiality, informed consent, and autonomy, while avoiding retraumatization.

(i) Participation and Inclusion. Women in all their diversity, including marginalized women, shall be guaranteed meaningful, safe, and adequately resourced participation in governance and decision-making.

(j) Human Rights–Based Approach. Government shall align with Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, the Sustainable Development Goals (SDG), and other international Gender Equality and Women Empowerment (GEWE) commitments.

(k) Care-Centered and Social Justice Framework. The State shall recognize, reduce, and redistribute unpaid care work and support labor rights of women, especially informal and gig economy workers.

(l) Decolonial and Culturally Sensitive Approaches. Programs must respect indigenous and Moro women’s knowledge systems, while ensuring customs do not justify discrimination.

SECTION 4. Definition of Women. For the purposes of this Act and RA 9710, “women” refers to all persons who identify as women and girls, including transgender women, intersex women, LGBTQIA+ women, and gender-diverse persons who experience gender-based discrimination consistent with women’s lived experiences.

ARTICLE II

STRENGTHENING THE PHILIPPINE COMMISSION ON WOMEN

SECTION 5. Reinstatement of PCW Under the Office of the President. To fully restore the authority, policy influence, and original mandate of the Philippine Commission on Women (PCW) as established under Presidential Decree No. 633, the Commission is hereby transferred back to the Office of the President (OP). This transfer recognizes PCW’s role as the primary national policymaking and coordinating body on gender equality and women’s rights, and ensures that it has direct access to the President in the formulation of gender-responsive policies and national development priorities.

Placement under the Office of the President affirms the national importance of the Commission’s functions, strengthens its independence and oversight capacity over all government agencies and local government units, and guarantees its ability to issue directives, conduct investigations, and implement national gender equality commitments without administrative or political impediment.

SECTION 6. Nature and Character of the Commission. The PCW is hereby strengthened as the national gender equality and women’s rights mechanism, vested with:

- a. national policymaking authority;
- b. coordination and oversight functions;
- c. investigatory and quasi-judicial powers;
- d. monitoring and enforcement responsibilities;
- e. capacity-building and data-generation functions; and
- f. authority to represent the Philippines in global GEWE fora.

ARTICLE III

POWERS AND FUNCTIONS OF THE COMMISSION

SECTION 7. Expanded Powers of the Commission.

A. Investigatory and Quasi-Judicial Powers. The PCW shall have the power to:

- 1. Conduct motu proprio investigations;
- 2. Issue subpoenas, require testimonies, and obtain necessary documents;
- 3. Conduct on-site inspections and gender audits;
- 4. Investigate technology-facilitated violence;
- 5. Recommend administrative sanctions to appropriate agencies;
- 6. Coordinate with CHR, DOJ, DILG, DICT, CSC, COA, and the Ombudsman for enforcement.

B. Policy and Oversight Powers. The PCW shall:

- 1. Issue national gender policies and standards;
- 2. Review discriminatory laws and propose reforms;
- 3. Mandate gender impact assessments;
- 4. Oversee GAD Plans and Budgets;
- 5. Publish the Annual State of Gender Equality Report submitted to Congress and the President.

C. Digital and Technology Governance. PCW shall regulate and oversee government policies affecting women's digital rights, including the use of AI, algorithms, data systems, surveillance, and online platforms.

D. Climate and Crisis Governance. PCW shall lead gender mainstreaming in disaster risk reduction, climate policy, humanitarian response, and peace and security efforts.

E. Advocacy, Education, and Media. PCW shall develop communication campaigns, gender-sensitive media guidelines, and educational materials.

ARTICLE IV

GOVERNANCE STRUCTURE OF THE COMMISSION

SECTION 8. Composition and Ranks. The Philippine Commission on Women (PCW) shall be headed by a Chairperson with the rank of Secretary, supported by an Executive Director with the rank of Undersecretary, and two (2) Deputy Executive Directors each holding the rank of Assistant Secretary. The Commission shall further be composed of Sectoral Commissioners representing the diversity and intersectionality of women in the Philippines, specifically: Indigenous women; Moro women; rural and fisherfolk women; LGBTQIA+ women; women with disabilities; migrant women; older women; girls and young women; urban poor women; gig and informal workers; and climate-affected women. These Sectoral Commissioners shall be full members of the Commission with policymaking, advisory, consultative, and voting functions.

A. Qualifications of Sectoral Commissioners

Each Sectoral Commissioner must:

1. Be a Filipino citizen of legal age;
2. Self-identify as a member of the sector they represent;
3. Be a recognized leader, advocate, or expert with at least five (5) years of experience in gender equality, women's rights, human rights, or sector-specific work;
4. Have no conviction for any crime involving moral turpitude, gender-based violence, discrimination, or violations of women's or human rights;
5. Have no pending administrative or criminal case related to gender, corruption, or human rights;
6. Not hold any elective public office at the time of appointment;
7. Not be an officer or employee of a national agency, GOCC, or SUC at the time of appointment; and
8. Demonstrate commitment to intersectional, feminist, human-rights-based principles consistent with the Magna Carta of Women and this Act.

B. Selection and Appointment Process

1. **Call for Nominations.** PCW shall conduct an open, transparent national call for nominations for each sectoral seat.
2. **Sector-Led Review.** Each sector shall convene an independent Sectoral Selection Panel, composed of at least five (5) respected members of the sector, to evaluate nominees.
3. **Shortlisting.** Each Panel shall submit a shortlist of three (3) qualified nominees per sector to the PCW Chairperson.
4. **Final Appointment.** The PCW Chairperson shall recommend one (1) nominee per sector to the President of the Philippines for appointment.
5. **Transparency.** All stages of the process shall be publicly documented and posted on the PCW website.

C. Term of Office

1. Sectoral Commissioners shall serve a term of three (3) years, renewable once.
2. Terms shall be staggered so that no more than one-third (1/3) of Sectoral Commissioners are replaced in any given year.

3. Sectoral Commissioners shall serve in holdover capacity until successors are appointed.

D. Powers, Roles, and Functions

Sectoral Commissioners shall:

1. Serve as full voting members of the Commission;
2. Participate in the formulation of national GEWE policies, programs, budgets, and directives;
3. Ensure sectoral perspectives and rights are integrated into PCW decisions, investigations, gender audits, and national frameworks;
4. Lead nationwide consultations and capacity-building efforts within their sectors;
5. Participate in PCW committees, councils, and inter-agency mechanisms;
6. Monitor sectoral issues and rights violations, and coordinate with the Directorate for Intersectionality and Marginalized Sectors; and
7. Issue non-binding advisory opinions on matters affecting their constituencies.

E. Quorum and Decision-Making

1. A majority of all voting Commissioners, including the Chairperson or Executive Director, shall constitute a quorum.
2. Decisions shall be made by majority vote unless a higher threshold is required.
3. Sectoral Commissioners may request a sectoral impact review before a vote on matters affecting their constituencies.

F. Compensation and Honoraria

1. Sectoral Commissioners shall receive honoraria, transportation allowances, and per diems equivalent to those granted to members of national advisory and policymaking bodies.
2. Their compensation shall not be diminished during their term.
3. Funding shall be charged to the PCW budget.

G. Protections from Political Interference

1. Sectoral Commissioners shall serve independently and shall not be removed or influenced for political purposes.
2. No appointing or supervising authority may coerce, direct, or influence their votes, recommendations, or sectoral findings.
3. Any form of interference, harassment, threat, or reprisal against a Sectoral Commissioner in the performance of their duties shall constitute an administrative offense, without prejudice to criminal liability when actions violate women's rights.

H. Removal and Due Process. A Sectoral Commissioner may be removed only for:

1. Gross misconduct;
2. Neglect of duty;

3. Violation of women's or human rights;
4. Gender-based violence, discrimination, or harassment;
5. Serious conflict of interest;
6. Conviction of a crime involving moral turpitude; or
7. Betrayal of public trust.

Removal must comply with due process, including written notice, access to evidence, the right to respond, and a decision by a two-thirds (2/3) vote of the Commission.

I. Conflict of Interest Safeguards

1. Commissioners shall file full disclosures of affiliations, contracts, grants, or relationships that may affect their work.
2. They shall abstain from voting on matters where they have direct financial or organizational interests.
3. No Commissioner may simultaneously hold a position in any national government agency or political party.

SECTION 9. Internal Directorates of the Commission. To effectively implement its expanded mandates, the PCW shall establish the following internal directorates, each with clear powers, responsibilities, and operational functions:

(a) Directorate for Intersectionality and Marginalized Sectors. This Directorate shall:

1. Lead the development of policies that address compounding and overlapping forms of discrimination;
2. Ensure inclusion of marginalized women—indigenous peoples, Moro women, rural and fisherfolk women, LGBTQIA+ women, women with disabilities, older women, migrant women, urban poor, informal workers, gig economy workers, and climate-affected women;
3. Provide technical assistance to agencies and LGUs on inclusion frameworks;
4. Conduct intersectional gender analysis (IxGA) of laws, policies, programs, and budgets;
5. Facilitate national consultations with affected sectors, ensuring their participation in policymaking.

(b) Directorate for Digital Rights, Artificial Intelligence, and Technological Justice. This Directorate shall:

1. Lead national policy and regulatory frameworks on women's digital rights, data protection, and online safety;
2. Develop guidelines for the prevention, detection, and redress of technology-facilitated gender-based violence;
3. Review agency use of artificial intelligence, algorithms, biometrics, surveillance systems, and digital platforms for gender bias and harm;
4. Promote digital inclusion for marginalized women;
5. Coordinate with DICT, NPC, DOJ, DSWD, and other agencies for the prevention of digital exploitation.

(c) Directorate for Climate, Environment, and Extractives. This Directorate shall:

1. Lead the integration of gender perspectives into climate adaptation, mitigation, and resilience planning;
2. Ensure inclusion of women in disaster governance, early warning systems, and humanitarian response;
3. Monitor the gender impacts of extractive industries, land use, and environmental degradation;
4. Protect women environmental defenders and local women leaders;
5. Develop feminist approaches to climate justice, food security, water security, and energy transition policies.

(d) Directorate for Feminist Economic and Labor Justice. This Directorate shall:

1. Oversee gender-responsive labor, economic, trade, and employment policies;
2. Promote recognition and redistribution of unpaid care and domestic work;
3. Monitor workplace equality, inclusive social protection, and labor rights for formal, informal, and gig economy workers;
4. Ensure gender-responsive budgeting (GRB) and compliance with the expanded 10% GAD budget requirement;
5. Recommend policies addressing poverty, wage gaps, digital labor platforms, and economic discrimination.

(e) Directorate for Policy, Legal Affairs, and Investigations. This Directorate shall:

1. Conduct investigations into violations of gender equality laws, whether motu proprio or by complaint;
2. Issue subpoenas and conduct legal proceedings pursuant to PCW's quasi-judicial authority;
3. Review national and local laws for discriminatory provisions;
4. Draft and recommend GEWE-related legislative and policy reforms;
5. Liaise with DOJ, CHR, CSC, COA, and Ombudsman for enforcement and sanctions;
6. Manage the national gender justice response system.

(f) Directorate for Media, Culture, and Social Norms Change. This Directorate shall:

1. Lead nationwide gender-transformative advocacy campaigns;
2. Collaborate with media, entertainment, advertising, and digital platforms to promote gender-sensitive representation;
3. Develop guidelines for the elimination of harmful stereotypes in public communication;
4. Train public and private institutions on gender-fair language and communication;
5. Promote inclusive education materials and integrate GEWE studies into curricula.

(g) Directorate for Knowledge, Research, and Data Justice. This Directorate shall:

1. Lead the generation, consolidation, and analysis of gender data;
2. Develop feminist research methodologies and national GEWE indicators;

3. Ensure ethical, intersectional collection of sex-, gender-, and SOGIESC-disaggregated data;
4. Maintain databases on VAW, gender-based violence, digital harms, and policy outcomes;
5. Coordinate with PSA, DOST, SUCs, and development partners for data systems.

(h) Directorate for Field Operations. This Directorate shall:

1. Oversee the five PCW Field Offices;
2. Ensure nationwide implementation of PCW directives;
3. Conduct regional gender audits, monitoring, and evaluations;
4. Provide technical assistance and capacity-building to LGUs and regional agencies;
5. Coordinate with RDCs, RPOCs, peace and security bodies, and disaster governance institutions.

ARTICLE V

PCW FIELD OFFICES

SECTION 10. PCW FIELD OFFICES. The Philippine Commission on Women shall establish five (5) Regional Field Offices strategically located in: (a) Northern and Central Luzon; (b) Southern Luzon; (c) Visayas; (d) Northern and Central Mindanao; and (e) Bangsamoro and Southern Mindanao, each responsible for implementing the Commission's mandates within their respective geographic jurisdictions.

SECTION 10-A. Functions of the PCW Regional Field Offices. The PCW Regional Field Offices (RFOs) shall serve as the local arms of the Commission, responsible for ensuring the effective implementation of gender equality and women's empowerment (GEWE) mandates across all regions. Each RFO shall perform the following functions:

A. GEWE Oversight, Monitoring, and Compliance

1. Regional Monitoring of the Magna Carta of Women (RA 9710). RFOs shall monitor the compliance of all national and local government agencies, LGUs, GOCCs, and SUCs within the region with provisions of the Magna Carta of Women, including the elimination of discrimination, gender mainstreaming, GAD budgeting, and service provision for women.

2. Conduct of Gender Audits and On-Site Inspections. RFOs shall carry out regular and unannounced gender audits, facility inspections, and records examination to ensure compliance with gender policies.

3. Compliance Evaluation and Reporting. RFOs shall prepare Regional Gender Compliance Reports summarizing performance, gaps, and recommendations for agencies and LGUs, to be consolidated into the Annual State of Gender Equality Report submitted to Congress.

B. Investigatory and Enforcement Functions

4. Receipt and Investigation of Complaints. RFOs shall receive complaints concerning violations of gender equality laws, including digital gender-based violence, discrimination, workplace abuse, harassment, and institutional non-compliance.

5. Conduct of Fact-Finding and Case Documentation. RFOs shall gather evidence, conduct interviews, secure affidavits, and prepare case files for transmission to the central PCW office or appropriate enforcement agencies.

6. Issuance of Regional Directives. RFOs may issue compliance orders or recommendations at the regional level and refer cases to the Ombudsman, CSC, COA, CHR, DOJ, or DILG for administrative or criminal action.

C. Capacity Building and Technical Assistance

7. Technical Assistance to LGUs and Regional Agencies. RFOs shall build capacities of LGUs, regional offices of national agencies, SUCs, and GOCC branches to integrate GEWE into their planning, programming, staffing, budgeting, and monitoring.

8. Certification and Accreditation of Regional GAD Trainings. RFOs shall validate and certify GAD trainings conducted within the region, ensuring that trainers comply with national standards developed by the GAD Training and Research Institute.

9. Regional Knowledge Exchange and Peer Learning. RFOs shall facilitate inter-LGU learning sessions, best practice exchanges, and sectoral training on gender-responsive governance.

D. Localization and Mainstreaming of GEWE Policies

10. Localization of National GEWE Policies, Plans, and Directives. RFOs shall translate national PCW directives into contextualized regional guidance, ensuring they respond to local gender realities, vulnerabilities, and opportunities.

11. Assistance in Local Legislation. RFOs shall assist city, municipal, and provincial governments in drafting, reviewing, and strengthening local GEWE ordinances, GAD Codes, anti-discrimination laws, VAWC mechanisms, and gender climate resilience plans.

E. Coordination and Engagement with Regional Mechanisms

12. Membership in Regional Development Council (RDC) Committees. RFOs shall represent PCW in RDC structures and advocate for gender mainstreaming in regional planning, investment programming, and policy formulation.

13. Participation in Regional Peace and Order Councils (RPOCs). RFOs shall ensure that gender perspectives are integrated into peace, security, conflict resolution, and public safety programs.

14. Coordination with DRRM and Humanitarian Clusters. RFOs shall embed gender in disaster risk reduction and humanitarian response, ensuring women’s protection and leadership in emergencies.

F. Sectoral Engagement and Inclusion Work

15. Sectoral Consultation Mechanisms. RFOs shall regularly convene dialogues with marginalized women’s groups, including:

- Indigenous and Moro women
- Rural and fisherfolk women
- LGBTQIA+ women
- Women with disabilities
- Informal and gig workers
- Women in migration, displacement, or conflict situations
- Women environmental defenders
- Older women and girls

16. Safeguards for Women in Vulnerable Conditions. RFOs shall develop and implement targeted protection and empowerment programs for sectors most at risk in the region

G. Climate, Environmental, and Crisis Response

17. Gender-Responsive Climate Action. RFOs shall ensure that LGUs integrate gender perspectives into climate adaptation, mitigation, resilience building, and biodiversity protection.

18. Humanitarian Response and Crisis Coordination. RFOs shall participate in humanitarian operations and ensure that emergency shelters, relief systems, and recovery programs are gender-responsive and inclusive.

H. Data Generation, Research, and Reporting

19. Regional Gender Data Systems. RFOs shall collect, consolidate, and analyze sex-, gender-, and SOGIESC-disaggregated data, including data on VAW, digital harms, labor gaps, and gendered climate impacts.

20. Production of Regional GEWE Knowledge Products. RFOs shall generate research briefs, policy notes, and regional gender situationers to inform national policy and support evidence-based decision-making.

I. Advocacy, Social Norms Change, and Community Engagement

21. Regional Public Education Campaigns. RFOs shall lead gender-transformative communications campaigns, including gender-fair language, anti-discrimination campaigns, digital safety education, and climate justice messaging.

22. Partnerships with Local Media and Civil Society. RFOs shall collaborate with civil society groups, media networks, schools, and businesses to promote gender equality and challenge harmful norms.

J. Administrative, Logistical, and Support Functions

23. Management of Regional Helpdesks. RFOs shall maintain 24/7 helpdesks or call centers to receive gender-related complaints, provide referrals, and respond to emergencies.

24. Training National-Government Frontline Units. RFOs shall train regional government staff on GEWE compliance and customer-oriented services for women and girls.

25. Monitoring of Regional GAD Expenditure. RFOs shall verify whether agencies and LGUs meet the 10% GAD Budget requirement and recommend improvements or sanctions.

ARTICLE VI

GENDER AND DEVELOPMENT (GAD) TRAINING AND RESEARCH INSTITUTE

SECTION 11. Creation of the GAD Training and Research Institute. The Institute shall:

- a. Professionalize gender mainstreaming;
- b. Develop and certify standardized GAD curricula;
- c. Conduct feminist, intersectional, and gender-transformative research;
- d. Serve as national repository for gender data and indicators;
- e. Build partnerships with SUCs, CSOs, and international bodies.

ARTICLE VII

MANDATORY GAD GOVERNANCE REFORMS

SECTION 12. Permanent GAD Focal Persons. All national government agencies, government-owned or -controlled corporations (GOCCs), local government units (LGUs), and state universities and colleges (SUCs) shall create permanent plantilla positions for Gender and Development (GAD) Focal Persons, with a rank not lower than Division Chief or its equivalent, and with qualifications and competency standards to be set jointly by the Civil Service Commission (CSC), the Department of Budget and Management (DBM), and the Philippine Commission on Women (PCW). Each GAD Focal Person shall serve as the primary gender governance officer of the agency, and shall perform the following functions:

A. Policy Integration and Gender Mainstreaming

1. Lead the integration of gender perspectives into all policies, programs, projects, services, operations, and systems of the agency or LGU.
2. Ensure that the agency's plans are aligned with RA 9710 (MCW), this Act, SDG 5, CEDAW, UNSCR 1325, and other GEWE commitments.

3. Conduct gender analysis, intersectional analysis, and gender impact assessments of new and existing policies.

B. GAD Planning, Budgeting, and Resource Mobilization

4. Prepare, lead, and supervise the formulation of the annual GAD Plan and Budget (GPB) and the annual GAD Accomplishment Report (GAD-AR).
5. Ensure compliance with the mandatory **10% GAD budget** requirement and promote gender-responsive public financial management.
6. Oversee the correct identification, costing, implementation, and monitoring of GAD programs, activities, and projects.
7. Ensure that GAD funds are utilized solely for lawful GAD purposes.

C. Monitoring, Evaluation, and Reporting

8. Lead internal monitoring and evaluation of gender outcomes, results, and impacts of agency programs.
9. Maintain gender data, indicators, and sex-, gender-, and SOGIESC-disaggregated records relevant to the agency.
10. Submit timely compliance reports to PCW and provide data required for gender audits and oversight functions.

D. Enforcement, Compliance, and Gender Audits

11. Ensure agency compliance with PCW directives, gender audit recommendations, and GEWE laws.
12. Facilitate and coordinate gender audits conducted by PCW or external auditors.
13. Recommend administrative or corrective actions for non-compliance or violations within the agency.
14. Serve as focal liaison with PCW regarding investigations, monitoring visits, and submissions of required documents.

E. Capacity Development and Institutional Strengthening

15. Develop and implement GAD training programs for agency personnel, in line with PCW and the GAD Training and Research Institute standards.
16. Promote gender-sensitive and gender-fair institutional culture within the agency.
17. Recommend strategies for improving workplace gender equality, prevention of sexual harassment, and strengthening GAD mechanisms.

F. Gender-Based Violence and Protection Services

18. Coordinate gender-based violence response mechanisms within the agency, including workplace sexual harassment cases, digital harassment, or discrimination.
19. Ensure survivor-centered, trauma-informed, confidential, and rights-based response.

20. Facilitate referral pathways with DSWD, PNP, NBI, DOH, LGUs, PCW, or other service providers.

G. Digital Rights and Emerging Gender Issues

21. Address digital gender-based violence and online safety issues in coordination with DICT, NPC, and PCW.
22. Ensure gender-sensitive data privacy practices within the agency.
23. Lead gender risk assessment for use of AI, algorithms, platforms, or digital systems adopted by the agency.

H. Climate, Crisis, and Humanitarian Response

24. Integrate gender and intersectionality into crisis planning, disaster response, resilience building, and climate programs of the agency or LGU.
25. Ensure women's participation and protection in emergencies and humanitarian operations.

I. Sectoral Engagement and Participation

26. Ensure meaningful participation of marginalized sectors—indigenous, Moro, LGBTQIA+, persons with disabilities, older women, rural women, informal workers—in agency or LGU policies and programs.
27. Maintain partnerships with civil society, women's rights groups, and local stakeholders.

J. Administrative and Governance Responsibilities

28. Serve as the Secretariat of the agency's GAD Focal Point System (GFPS).
29. Maintain updated documentation, minutes, reports, and GAD-related records.
30. Perform other gender-related functions necessary to achieve the mandates of the Magna Carta of Women, this Act, and PCW directives.

The GAD Focal Person shall have direct access to the Head of Agency or Local Chief Executive for policy advice, compliance reporting, and implementation oversight.

SECTION 13. Mandatory Gender Budgeting. The minimum GAD Budget for all agencies and LGUs is hereby increased to not less than ten percent (10%) of their annual appropriations.

ARTICLE VIII

ACCOUNTABILITY AND ENFORCEMENT

SECTION 14. Administrative and Criminal Liability for Non-Compliance.

(a) *Non-compliance with PCW directives* shall include, but shall not be limited to:

1. failure or refusal to implement PCW-issued policies, orders, or corrective measures;

2. failure to submit required GAD Plans and Budgets, GAD Accomplishment Reports, gender audit results, or monitoring documents;
3. failure to create the mandated GAD Focal Person plantilla positions;
4. refusal to allocate or misuse of GAD Budget funds;
5. disregard of PCW gender audit findings and required compliance actions;
6. failure to provide access to facilities, documents, or data necessary for evaluation;
7. any other act or omission that delays, hinders, or defeats the implementation of GEWE laws.

Non-compliance shall constitute an administrative offense, subject to disciplinary action under the Civil Service Commission (CSC), Commission on Audit (COA), Office of the Ombudsman, or DILG, as may be applicable.

(b) Obstruction of PCW investigations shall include, but shall not be limited to:

1. refusal to cooperate with investigators;
2. deliberate withholding, destruction, alteration, fabrication, or concealment of documents, records, or digital data;
3. intimidation, coercion, harassment, retaliation, or threats against complainants, witnesses, or investigators;
4. knowingly providing false, incomplete, or misleading information;
5. preventing access to premises or digital systems necessary for investigation;
6. interference with evidence gathering or case documentation.

Obstruction shall likewise constitute an administrative offense, punishable by suspension, dismissal, forfeiture of benefits, or disqualification, depending on gravity and frequency.

(c) Criminal liability shall attach where non-compliance or obstruction results in, contributes to, or enables:

1. violations of women's rights under the Magna Carta of Women;
2. gender-based violence, including digital or technology-facilitated violence;
3. discrimination prohibited under any national or local gender equality law;
4. trafficking, exploitation, or sexual abuse;
5. violations of data privacy rights affecting women;
6. gross negligence resulting in harm to the life, safety, dignity, liberty, employment, or autonomy of women or girls;
7. retaliation against whistleblowers, complainants, or individuals assisting investigations.

In such cases, the PCW shall refer findings to the appropriate law enforcement body, including the Department of Justice (DOJ), National Bureau of Investigation (NBI), Philippine National Police (PNP), or the Office of the Ombudsman, for **criminal prosecution** under applicable laws.

(d) Liability of heads of agencies and LGUs. The head of office shall be **directly accountable** for institutional non-compliance unless they demonstrate due diligence in issuing directives, supervising implementation, and preventing violations.

(e) *Continuing liability.* Administrative and criminal liability shall attach regardless of changes in leadership, and may apply to:

- appointive and elective officials,
- permanent, temporary, or contractual personnel,
- consultants and service providers engaged by government offices.

SECTION 15. Transparency and Citizen Oversight. PCW shall maintain digital platforms for public reporting, transparency, and real-time GAD monitoring.

ARTICLE IX

TRANSITORY PROVISIONS

SECTION 16. Personnel Transition. No officer or employee of the Philippine Commission on Women, or of any office, unit, or program affected by the reorganization under this Act, shall be removed from service, separated, demoted in rank, reassigned to a position with lower responsibilities, or subjected to any diminution of salary, allowances, benefits, privileges, or security of tenure, solely by reason of the structural changes, transfer of supervision, expansion of functions, or creation of new directorates and field offices mandated by this Act.

All personnel shall retain their current rank, status, compensation, and tenure, and shall be absorbed, transferred, or reassigned in a manner consistent with Civil Service laws, ensuring the full protection of their rights as government workers.

Any movement, reassignment, or reclassification shall not prejudice the employee and shall be undertaken only to achieve organizational efficiency, with the employee's consent whenever practicable.

SECTION 17. Transfer of Assets, Records, and Appropriations.

- a. Appropriations.** The Philippine Commission on Women shall enjoy fiscal autonomy in the exercise of its mandates. The appropriations for the Commission shall be automatically and regularly released in full and shall not be subject to any reduction, impoundment, or realignment except as provided by law.

The annual budget of the Commission shall in no case be less than the previous year's appropriation and shall not be lower than one percent (1%) of the total budget of the Office of the President.

Funds appropriated to the Commission shall be considered continuing appropriations available until fully expended.

- b. Custody, Control, and Protection of Assets and Records.**

(a) Custody and Management of Assets. All assets, equipment, property, facilities, digital infrastructure, and resources of the Philippine Commission on Women shall remain under the exclusive management, control, and administration of the Commission, notwithstanding its attachment to the Office of the President.

No asset of the Commission may be realigned, reassigned, disposed of, or utilized by any other office without the express written approval of the PCW Chairperson.

(b) Protection and Confidentiality of Records. All records, documents, case files, digital databases, archives, evidence gathered during investigations, gender compliance reports, and all other information produced or acquired by the Commission shall remain under its **exclusive custody**, and shall be protected by strict confidentiality and data protection protocols.

Such records shall not be accessed, altered, transferred, or disclosed by any person or office, including those within the Office of the President, except in accordance with law or with the written authorization of the PCW Chairperson.

(c) Independence of Investigatory and Oversight Records. Records relating to investigations, audits, monitoring, or enforcement actions shall be immune from external interference. Destruction, alteration, withholding, or unauthorized access to such records shall constitute:

- an **administrative offense** (grave misconduct), and
- when applicable, a **criminal offense** (obstruction of justice, violation of women's rights, or breach of data privacy).

(d) Digital and Data Assets. All digital platforms, gender databases, AI systems, and data infrastructures developed or used by the Commission shall remain under PCW control. The Commission shall maintain independent servers or secured cloud storage to guarantee integrity, confidentiality, and protection from political interference.

(e) Continuity and Institutional Memory. During reorganizations or transitions, no asset, record, or digital file of the Commission shall be transferred, archived, modified, or disposed of without:

1. a written directive from the PCW Chairperson;
2. audit documentation by COA; and
3. secure custody procedures consistent with government records laws.

This guarantees preservation of institutional memory and continuity of governance.

ARTICLE X

FINAL PROVISIONS

SECTION 18. Implementing Rules and Regulations (IRR). Within one hundred twenty (120) days from the effectivity of this Act, the Philippine Commission on Women (PCW) shall formulate, promulgate, and issue the Implementing Rules and Regulations (IRR) in close coordination with the following agencies and stakeholders:

A. National Government Departments

1. **Department of the Interior and Local Government (DILG)** – LGU implementation, GAD Codes, local mechanisms
2. **Department of Budget and Management (DBM)** – GAD budgeting rules, plantilla positions
3. **Department of Finance (DOF)** – gender-responsive fiscal policy
4. **Department of Social Welfare and Development (DSWD)** – VAW services, crisis centers, case referral
5. **Department of Justice (DOJ)** – investigatory authority, prosecution, legal review
6. **Department of Information and Communications Technology (DICT)** – digital rights, cyber-GBV, AI regulation
7. **Department of Labor and Employment (DOLE)** – workplace equality, informal and gig worker protections
8. **Department of Environment and Natural Resources (DENR)** – gender in climate, environment, and extractives
9. **Department of Agriculture (DA)** – rural, farmer, and fisherfolk women
10. **Department of Health (DOH)** – reproductive rights, sexual health, trauma-informed services
11. **Department of Education (DepEd)** – gender education, curriculum reform
12. **Commission on Higher Education (CHED)** – SUC compliance, gender in higher education
13. **Department of Migrant Workers (DMW)** – migrant women protections
14. **Department of Human Settlements and Urban Development (DHSUD)** – women in relocation, housing rights
15. **Department of Transportation (DOTr)** – safe mobility, transport gender protocols
16. **National Economic and Development Authority (NEDA)** – integration into national development planning
17. **National Commission on Indigenous Peoples (NCIP)** – rights of indigenous women
18. **National Commission on Muslim Filipinos (NCMF)** – Moro women rights and culturally sensitive implementation
19. **Department of National Defense (DND)** – women, peace, and security
20. **Department of Energy (DOE)** – gender in energy transition
21. **Department of Science and Technology (DOST)** – gender in research, data science, innovation
22. **Department of Tourism (DOT)** – protections for women in tourism industries

B. Independent Constitutional and Oversight Bodies

1. **Commission on Audit (COA)** – gender audit, financial oversight
2. **Civil Service Commission (CSC)** – plantilla creation, GAD Focal standards
3. **Commission on Human Rights (CHR)** – human rights alignment, survivor-centered systems
4. **National Privacy Commission (NPC)** – data protection, digital safety
5. **Office of the Ombudsman** – accountability, administrative sanctions
6. **National Commission on Culture and the Arts (NCCA)** – media, culture, norms change

C. Law Enforcement Agencies

1. **Philippine National Police (PNP)** – VAW desks, cybercrime units
2. **National Bureau of Investigation (NBI)** – digital forensics, trafficking investigations
3. **Armed Forces of the Philippines (AFP)** – women, peace, and security obligations

D. Government Financial Institutions (GFIs) -for gender-responsive financing, loans, microfinance

1. Land Bank of the Philippines (LBP)
2. Development Bank of the Philippines (DBP)
3. Philippine Guarantee Corporation

E. Local Government Stakeholders

1. League of Provinces of the Philippines
2. League of Cities of the Philippines
3. League of Municipalities of the Philippines
4. League of Barangays of the Philippines
5. Local GAD Focal Point System Federations
6. Regional Development Councils (RDCs)

F. Sectoral and Marginalized Groups. Consistent with the expanded intersectional mandate:

1. Indigenous women's organizations
2. Moro women's groups
3. Women with disabilities
4. LGBTQIA+ and transgender women organizations
5. Urban poor women associations
6. Rural and fisherfolk women
7. Informal economy and gig economy women's groups
8. Women workers' unions
9. Migrant women and OFW groups
10. Women environmental and climate justice defenders
11. Girls' and youth organizations

G. Civil Society, Academe, Private Sector, and Development Partners

1. Women's rights NGOs and feminist organizations
2. Legal aid groups
3. Universities, research institutions, and think tanks
4. Private sector associations
5. International development partners (UN Women, UNDP, UNICEF, ILO, etc.)
6. Digital platforms and technology companies (for online safety protocols)

SECTION 19. Separability Clause. If any provision of this Act is declared unconstitutional or invalid, the remaining provisions shall remain in full force and effect.

SECTION 20. Repealing Clause. All laws, presidential decrees or issuances, executive orders, letters of instruction, rules or regulations inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SECTION 21. Effectivity Clause. This Act shall take effect fifteen (15) days after publication in the Official Gazette or in a newspaper of general circulation.

Approved,