



United Nations

Department of
Economic and
Social Affairs



Regional Workshop

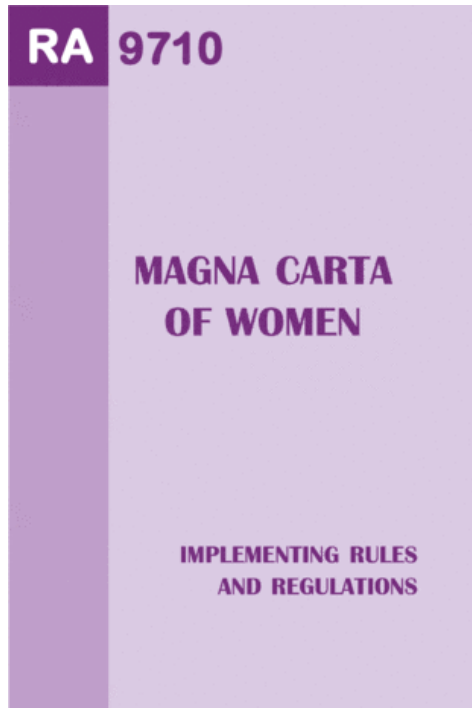
“Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific”

22-25 April 2024

Kim Harold Tamayo Peji

Philippine Commission on Women, The Philippines

Institutional and policy commitments at the national and subnational levels

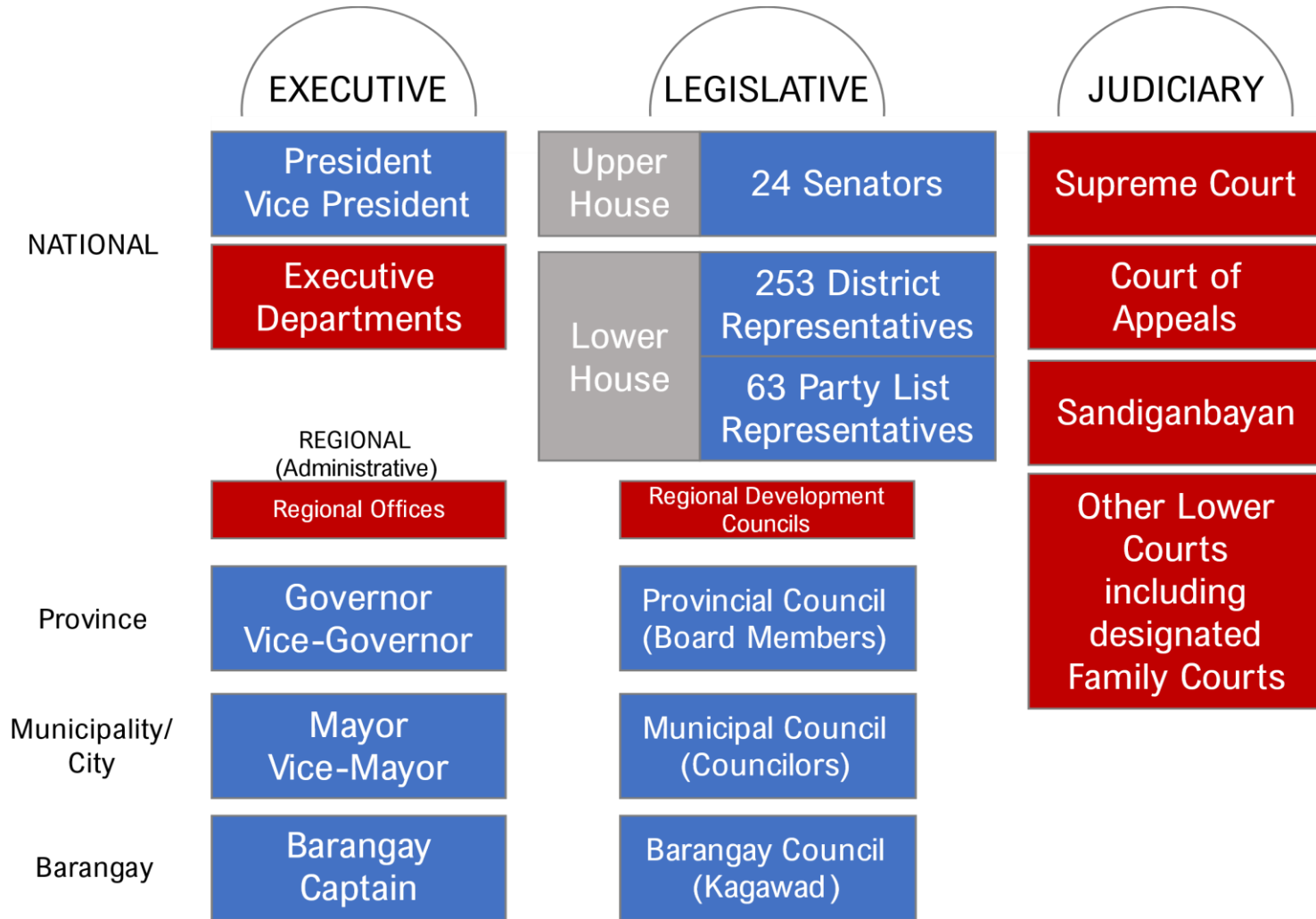


The **Magna Carta of Women** (MCW) is a comprehensive women’s human rights law that seeks to eliminate discrimination through the recognition, protection, fulfillment, and promotion of the rights of Filipino women, especially those belonging to the marginalized sectors of society.

SEC. 11. Participation and Representation. – The State shall undertake temporary special measures to accelerate the participation and equitable representation of women in all spheres of society particularly in the decision-making and policy-making processes in government and private entities to fully realize their role as agents and beneficiaries of development.

- ***Empowerment within the Civil Service – 50-50 gender balance in third level positions***
- ***At least 40% of membership of all development councils from regional down to the barangay (smallest political unit) shall be composed of women***

Political Leadership Structure in the Philippines



Positions in blue are elective positions; those in red are career or appointive positions

Women and Men in Public Administration

	Male	Female
1 st Level	262,371	201,959
2 nd Level	491,265	796,019
3 rd Level	1225	1004
Total	754,861	998,982
	43%	57%

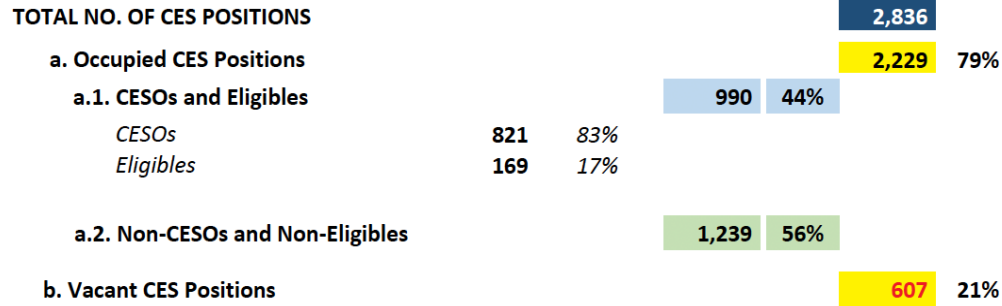
Source: CSC and CESB February & March 2024 data



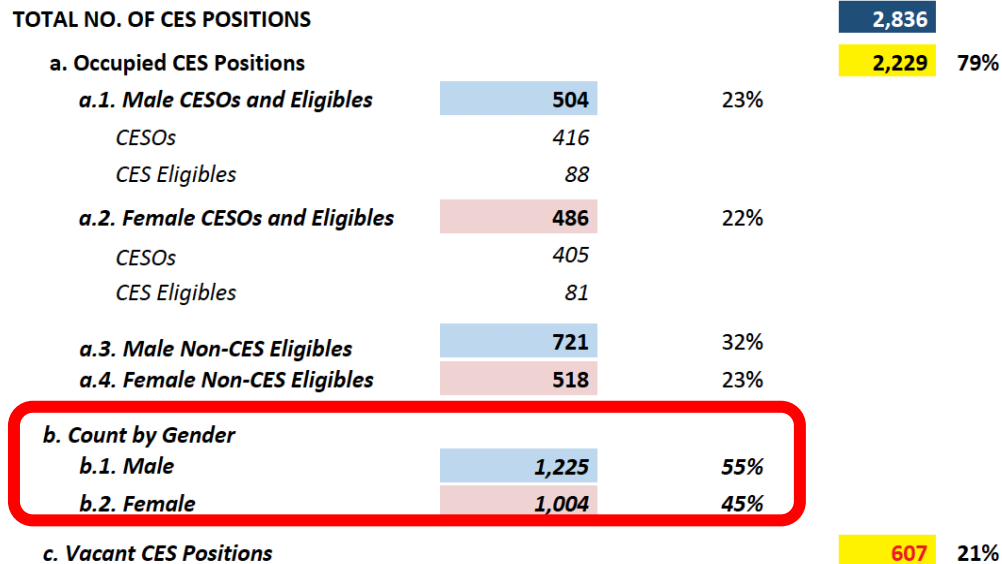
CAREER EXECUTIVE SERVICE BOARD

No. 3 Marcelino St., Holy Spirit Drive, Diliman, Quezon City 1127
 Tel No. 8951-4981 to 88 * Fax No. 8931-5732 * www.cesboard.gov.ph

CES Occupancy Figures as of 31 March 2024



CES Occupancy Figures as of 31 March 2024



Positions	Percentage of Elected Female Candidates		
	2016	2019	2022
PHILIPPINES	21%	23%	23%
President	0%		0%
Vice President	100%		100%
National Level	575	176	19%
Senator	17%	42%	17%
Party-List Representatives	31%	31%	31%
District Representatives	29%	28%	26%
Local Level	21%	23%	23%
Governor	23%	15%	20%
Vice-Governor	19%	16%	23%
Board Member	20%	24%	23%
City/Municipal Mayor	23%	25%	23%
City/Municipal Vice-Mayor	20%	19%	23%
City/Municipal Councilor	21%	23%	23%

Chair of Regional Development Councils 2022-2025

Male	Female
10 (66%)	4 (26%)
Vacant: 1	

Institutional and policy commitments at the national and subnational levels

The attainment of the SDGs requires concerted, multi-sectoral and multi-stakeholder efforts both at the national and local levels. The implementation strategies required to achieve the SDGs which are found in the **Philippine Development Plan and the subsequent sectoral plans are mainstreamed and localized through the Regional Development Plans (RDP) at the regional and local level.**



5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

- Proportion of seats held by women in (a) national parliaments and (b) local governments
- Proportion of women in managerial positions

5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

- Philippines has systems to track and make public allocations for gender equality and women's empowerment



16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

- Proportion of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions

Institutional and policy commitments at the national and subnational levels

Philippine Statistics Authority | Home > Sustainable Development Goals

psa.gov.ph/sdg/Philippines/baselinesdata/gender_equality

SDG Watch

-- Select --

Download all SDGs

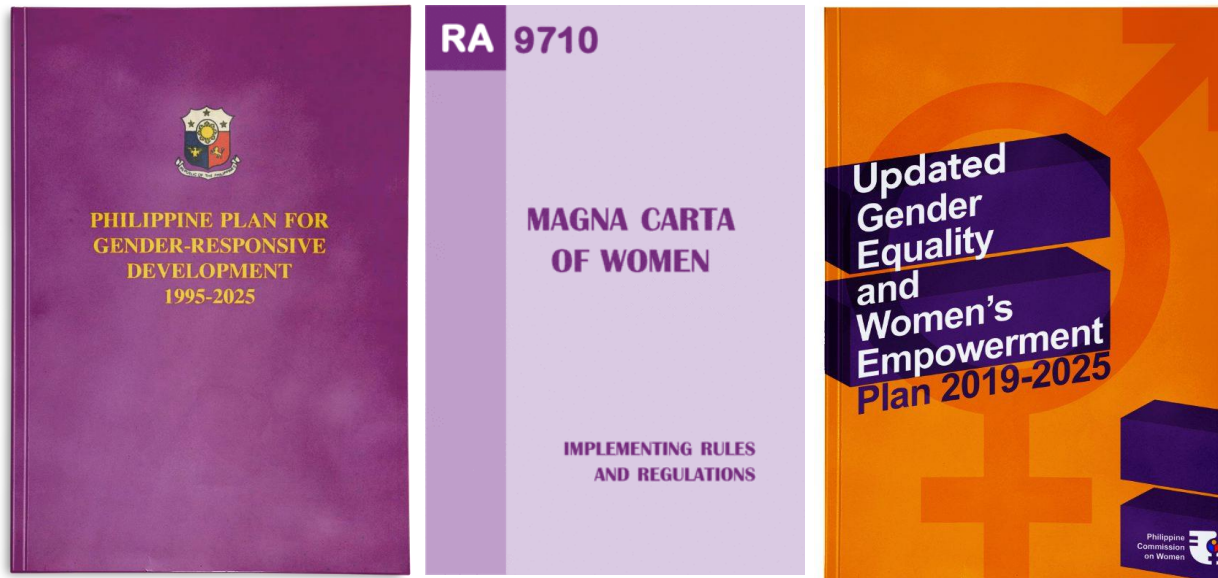
Goal 5_as of 08Nov2... 1 / 3 56%

Goals/Targets/Indicators ¹	Baseline ²	Latest	Target ³	Data Source Agency
target 5.1 End all forms of discrimination against all women and girls everywhere.				
5.1.1 Frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex in the Philippines ^{1, 2, 3}	1 2016	1 2022	1 2030	Administrative Data, PCW
target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.				
5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months	14.7 2017	11.0 2022	10.0 2030	NHGS, PSA
5.2.1.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical violence by a current or former intimate partner in the previous 12 months	4.4 2017	3.2 2022	2.4 2030	NHGS, PSA
5.2.1.2 Proportion of ever-partnered women and girls aged 15 years and older subjected to sexual violence by a current or former intimate partner in the previous 12 months	2.2 2017	1.3 2022	1.0 2030	NHGS, PSA
5.2.1.3 Proportion of ever-partnered women and girls aged 15 years and older subjected to psychological violence by a current or former intimate partner in the previous 12 months	12.9 2017	10.5 2022	10.3 2030	NHGS, PSA
5.2.1.4 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical or sexual violence by a current or former intimate partner in the previous 12 months	5.5 2017	3.8 2022		NHGS, PSA
5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months	0.1 2017	0.2 2022		NHGS, PSA
5.2.4.1 Number of reported gender-based violence cases	60,775 2016	19,112 2022		Administrative Data, PHP
5.2.4.2 Number of reported abuse cases among women and children ⁴	44,199 2015 ⁵	12,385 2022		Administrative Data, PHP
5.2.4.2.1 Number of reported abuse cases among women	20,513 ⁵	2022		Administrative Data, PHP
5.2.4.2.2 Number of reported abuse cases among children	36,888 2015 ⁵	18,888 2022		Administrative Data, PHP
5.2.4.3 Number of cases served by Department of Social Welfare and Development on violence against women and children ⁴	991 2015 ⁵	2,551 2022		Administrative Data, DSWD
5.2.4.3.1 Number of cases on violence against women served	4,380 2015 ⁵	3,419 2022		Administrative Data, DSWD
5.2.4.3.2 Number of cases on violence against children served	2015 ⁵	2022		Administrative Data, DSWD
target 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation				
5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 18 and before age 15 ⁶	2.2 2017	1.5 2022	0.0 2030	NHGS, PSA
5.3.1.1 Proportion of women married or in a union before age 15 ⁶	16.5 2017	6.4 2022	0.0 2030	NHGS, PSA
5.3.1.2 Proportion of women married or in a union before age 18 ⁶	2017	2022	2030	NHGS, PSA
target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.				
5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments	28.7 2016	26.2 2022	30.0 2030	ERSD-COMIELEC
5.5.1.1 Proportion of seats held by women in national parliaments ⁷	28.7 2016	26.1 2022	30.0 2030	ERSD-COMIELEC
5.5.1.2 Proportion of seats held by women in local governments	2016	2022	2030	ERSD-COMIELEC
5.5.1.2.1 Provincial ⁸	19.7 2016	23.5 2022	30.0 2030	ERSD-COMIELEC
5.5.1.2.2 City ⁹	21.2 2016	25.7 2022	30.0 2030	ERSD-COMIELEC
5.5.1.2.3 Municipal ¹⁰	22.4 2016	23.0 2022	30.0 2030	ERSD-COMIELEC

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Goals/Targets/Indicators ¹	Baseline ²	Latest	Target ³	Data Source Agency
target 16.1 Significantly reduce all forms of violence and related death rates everywhere				
16.1.1 Number of victims of intentional homicide (murder) per 100,000 population ^{4, 5}	12.1 2016	3.8 2022		Administrative data, PNP Population Projection, PSA
16.1.1.1 Average index crime rate ⁶	16.5 2015 ⁷	3.1 2022		Administrative data, PNP
16.1.4.1 Proportion of families that feel safe walking alone around the area they live at night ⁸	82.9 2019	95.3 ⁹ 2022		APSS, PSA
target 16.2 End abuse, exploitation, trafficking, and all forms of violence against and torture of children				
16.2.1 Proportion of children aged 1-14 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month ¹⁰	58.8 2022	58.8 2022		NHGS, PSA
target 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all				
16.3.1 Unsettledness of business as a proportion of overall income population ¹¹	73.9 2016	64.2 2022		Administrative data, BSM, DSWD and SocOx, DDO
target 16.5 Substantially reduce corruption and bribery in all their forms				
16.5.1.1 Proportion of families who paid a public official, or were asked for a bribe by these public officials ¹²	3.0 2016	2.2 2022	1.0 2030	National Household Survey on Experiences with Corruption in the Philippines, Office of the Ombudsman
16.5.1.1.1 Availability of social services	3.0 2016	1.5 2022	1.0 2030	National Household Survey on Experiences with Corruption in the Philippines, Office of the Ombudsman
16.5.1.1.2 Payment of taxes and duties	0.5 2016	0.4 2022	0.5 2030	National Household Survey on Experiences with Corruption in the Philippines, Office of the Ombudsman
16.5.1.1.3 Access to justice	0.9 2016	2.4 2022	0.5 2030	National Household Survey on Experiences with Corruption in the Philippines, Office of the Ombudsman
16.5.1.1.4 Storing registry documents and licenses	2.5 2016	1.0 2022	0.5 2030	National Household Survey on Experiences with Corruption in the Philippines, Office of the Ombudsman
target 16.6 Develop effective, accountable and transparent institutions at all levels				
16.6.1 Primary government expenditures as a proportion of original approved budget (or by budget codes or similar)	91.5 2016	103.6 2022		BESF, DBM
16.6.1.1 Economic Services	98.4 2016	112.0 2022		BESF, DBM
16.6.1.2 Social Services	86.9 2016	97.6 2022		BESF, DBM
16.6.1.3 Defense	87.1 2016	108.1 2022		BESF, DBM
16.6.1.4 General Public Services	91.9 2016	99.9 2022		BESF, DBM
target 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels				
16.7.1.1.1 Proportion of positions in national and local institutions, including (i) the legislature; (ii) the public service; and (iii) the judiciary, compared to national distributions ¹³	2016	2022	2030	Administrative data, PCW
16.7.1.1.1.1 Proportion of positions in national and local institutions, including the legislature, compared to national distributions ¹³	2016	2022	2030	Administrative data, PCW
16.7.1.1.1.2 Female	2016	2022	2030	Administrative data, PCW
16.7.1.1.1.3 Male	2016	2022	2030	Administrative data, PCW

Lessons learned on promoting gender equality in public institution leadership



The importance of having a long-term plan and vision for gender-responsive development and national law on women's rights ensure the promotion of gender equality in public institution leadership in the Philippines



The institutionalization of gender mainstreaming as a strategy, implemented through the GAD Planning and Budget systems and the GAD Focal Point System, catapulted the increased awareness about women's equal rights to participate and benefit in development throughout the bureaucracy.

Challenge and Recommendation

While the Philippines has already made great strides in terms of advancing gender and development, there are still challenges that need to be addressed. One challenge is ensuring how public institutions foster inclusive environments conducive to women's empowerment and leadership. While progress has been made in policy implementation, the challenge lies in cultivating environments that actively support and nurture women's growth and leadership potential.

One recommendation is to establish or strengthen enabling mechanisms to support women's advancement into leadership positions. This could be a comprehensive program designed specifically for women, aimed at equipping them with the necessary skills and support to assume leadership roles effectively. This program may encompass capacity-building initiatives and mentorship opportunities tailored to empower women to thrive in leadership positions. By providing targeted support and resources, women can be better prepared to overcome barriers and excel in leadership roles within public institutions.



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