

Republika ng Pilipinas
(Republic of the Philippines)
MINISTRI NG EDUKASYON AT KULTURA
(MINISTRY OF EDUCATION AND CULTURE)
Manila

January 22, 1980

MEC MEMORANDUM
No. 19, s. 1980

INTEGRATION OF WOMEN IN NATIONAL DEVELOPMENT

To: Bureau Directors
Cultural Agency Directors
Regional Directors
Chiefs of Services and Heads of Units
Schools Superintendents
Presidents, State Colleges and Universities
Heads of Private Schools, Colleges and Universities

1. In consonance with the provisions of the UN World Plan of Action for the Women's Decade, those of the Philippine Constitution, international conventions and other agreements of which the Philippines is a party, elimination of discrimination against women and their integration in partnership with men in the national development efforts is urged in all sectors of the government.
2. In this connection, attention is invited to the inclosed Letter of Instructions No. 974 of President Ferdinand E. Marcos dated January 5, 1980.
3. It is desired that this Memorandum be given immediate and widest publicity possible.

(SGD.) ONOFRE D. CORPUZ
Minister of Education and Culture

Incl.:
As stated

Reference:
None

Allotment: 1-2-3-4--(D.O. 1-76)

To be indicated in the Perpetual Index
under the following subjects:

COMMUNITY DEVELOPMENT LEGISLATION RULES & REGULATIONS

MALACANANG
Manila

LETTER OF INSTRUCTIONS NO. 974

TO: All Ministries, Offices, Agencies, Instrumentalities,
Local Governments and Government-Owned and Controlled
Corporations

INTEGRATION OF WOMEN IN NATIONAL DEVELOPMENT

Pursuant to the provisions of the Philippine Constitution and laws and to international conventions and other agreements to which the Philippines is a party, relating to the elimination of discrimination against women and their integration in partnership with men in the national development effort, you are hereby directed as follows:

1. To take affirmative steps within your respective offices to implement the constitutional, treaty, and statutory mandates for the promotion, regardless of sex, of equality in employment, equal work opportunities, and equal pay for work of equal value;
2. To afford women opportunity to participate in planning, policy and decision-making in your respective offices by appointing or recommending for appointment and promotion qualified women to local, national or international positions with planning, policy and decision-making functions;
3. To eliminate, in government or private enterprise subject to your jurisdiction or with which you deal or transact any business, practices which contrary to the provisions of the Constitution, laws and international conventions and other agreements entered into by the Philippines, discriminate against women where no reasonable bases for classification on the basis of sex exists; and
4. To make periodic reports to the Office of the President on actions taken pursuant to this Letter of Instructions.

Strict compliance herewith is enjoined.

Done in the City of Manila, this 5th day of January, in the year of Our Lord, nineteen hundred and eighty.

(SGD.) FERDINAND E. MARCOS
President of the Philippines

A true copy