

LETTER OF INSTRUCTIONS NO. 974, January 05, 1980

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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:

- 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;
- 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;
- 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
- 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

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