

CSC RESOLUTION ON THE POLICY DIRECTIONS ON EQUALITY OF EMPLOYMENT OPPORTUNITY IN THE GOVERNMENT SERVICE

RESOLUTION 89-463

WHEREAS, the 1987 Constitution prohibits discrimination in any form against any person with the provision that no person shall be denied the equal protection of the laws;

WHEREAS, various laws have been passed which provides guidelines on this Constitutional mandate;

WHEREAS, our country is a party to the International Covenants on Human Rights which has the obligation to ensure the equal rights of all persons to enjoy all economic, social, cultural, civil and political rights;

WHEREAS, there have been resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of all persons;

WHEREAS, despite these various machineries, extensive discrimination against disadvantaged groups specifically women, continue to exist in the government;

WHEREAS, discrimination against women or any disadvantaged group a) violates the principles of equality of rights and respect for human dignity; b) is an obstacle in the participation of women and other disadvantaged groups on equal terms with other persons, in the political, social, economic and cultural life; c) hampers the growth of the prosperity of society and makes more difficult the full development of the potentialities of women and other disadvantaged groups in the government service;

WHEREAS, this Commission is convinced that the full and complete development of our country, and the cause of peace, require the maximum participation of women and disadvantaged groups on equal terms with men in all fields;

WHEREAS, this Commission is aware that a change in the traditional role of men as well as the role of women and other disadvantaged groups in society and in the family is needed to achieve full equality in the workplace;

WHEREAS, this Commission recognize the role of public sector unionism in the elimination of discrimination against women and other disadvantaged groups in the government service;

WHEREAS, this Commission is committed to the basic merit and fitness principles of recruitment, selection and promotion, awards, examinations, training and human resources development opportunities, and all other personnel actions, terms and conditions of employment;

WHEREAS, this Commission is determined to implement the principles set forth in our Constitution on Equality and Human Rights and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations in the government service;

WHEREFORE, this Commission has resolved to adopt the following as Policy Directions on Equality of Employment Opportunity in the government service:

- 1) For the purpose, the term discrimination shall mean any distinction, exclusion or preference made on the basis of gender, religious or political affiliation, minority or cultural extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- 2) The Commission condemns all forms of discrimination against women and other disadvantaged groups in the government service and agrees to resolve by all appropriate means and without delay, a policy of eliminating discrimination against them and to this end, undertake:
 - a) To adopt appropriate measures, including sanctions where appropriate, prohibiting all forms of discrimination in employment and employment opportunities in the government service;
 - b) To take all appropriate measures to eliminate all forms of discrimination based on gender, political/religions affiliation, ethnic/cultural extraction and social origin, by any person, organization or enterprise;
 - c) To refrain from engaging in any act or practice of all forms of discrimination based on gender, political, religions affiliation, ethnic, cultural extraction and social origin;
 - d) To take all appropriate measures including policy making and pronouncements, to modify or abolish existing civil service personnel policies, customs and practice which constitute discrimination on the basis of gender, religious/political affiliation, ethnic/cultural extraction and social origin.
- 3) The Commission will institutionalize a long range mechanism within the government sector to ensure equality of opportunities in employment and terms and conditions of work. Among other things this mechanism will undertake:
 - a) To design a model for an Equal Opportunities system in government the initial phase of which is identification of persons within the Commission who will perform the functions of an Equality Advocate;
 - b) To design an institutional intersectoral structure system as necessary support for the equal opportunities system or office to be eventually set up in each region of the Civil Service;
 - c) Piloting of the design in three selected regions;
 - d) Institutionalizing the Equal Opportunities system nationwide.

Done in Quezon City on the 7th of July, 1989.

PATRICIA A. STO. TOMAS
Chairman

SAMILO N. BARLONGAY
Commissioner

MARIO D. YANGO
Commissioner

Attested by:

CONCEPCION V. USAC
Commission Secretary