



Republic of the Philippines  
**Civil Service Commission**

Constitution Hills, Batasang Pambansa Complex, Diliman 1126 Quezon City

100 Years of Service;  
Civil Service at Its Best.

*Mamamayan Muna*

MC No. 7, s. 2009

**MEMORANDUM CIRCULAR**

**TO :** HEADS OF CONSTITUTIONAL BODIES;  
DEPARTMENTS, BUREAUS AND AGENCIES OF THE  
NATIONAL GOVERNMENT; LOCAL GOVERNMENT  
UNITS; GOVERNMENT-OWNED AND/OR  
CONTROLLED CORPORATIONS; AND STATE  
COLLEGES AND UNIVERSITIES

**SUBJECT :** **Celebration of the National Women's Month**

Presidential Proclamation No. 224 and 227, and Republic Act No. 6949 provide for the yearly observance of the month of March as *National Women's Month*.

This year's theme, "*Babae, Yaman Ka ng Bayan !*", is in recognition of the significant contribution of women in the nation's economic development. It shall focus on creating a gender-responsive environment to encourage and support women to venture into high-value and more meaningful economic activities and enterprise development.

This year's celebration has the following objectives:

- To serve as a venue for sharing of inspiring stories of women entrepreneurs, lessons learned and good practices in entrepreneurial activities; and
- To serve as a channel for the nationwide campaign to promote women's economic empowerment and rights through entrepreneurship.

All government agencies are enjoined to undertake the following activities in celebration of women's month:

- Hold talks on rules on Sexual Harassment (SH)
- Reiterate the requirement for agencies to constitute their own Committee on Decorum and Investigation (CODI) pursuant to existing rules on SH;
- Enjoin agency CODIs to:

- Inspect their office premises to identify and cause the removal of pictures, posters, wallpapers on desktop computers, and other materials that are offensive to women. Appropriate action may be taken against those who refuse to remove such materials;
- Speak to individuals in their workplace who have been known to use sexist language or those who may be engaging in talks or actions disrespectful of women with the objective of improving gender-sensitivity in their agency.

In this connection, agencies are required to submit their calendar of activities by **February 25, 2009** to the National Commission on the Role of Filipino Women (NCRFW) for consolidation and dissemination.

Expenses related to the Women's Month may be charged to the agency's Gender and Development (GAD) Budget or other available funds.

  
**RICARDO L. SALUDO**  
Chairman

February 23, 2009