



# Philippine Economic Zone Authority

MEMORANDUM CIRCULAR NO. 2019-043

**FOR :** ECONOMIC ZONE MANUFACTURING, INFORMATION TECHNOLOGY, AGRO-INDUSTRIAL AND TOURISM LOCATOR ENTERPRISES  
ECONOMIC ZONE ADMINISTRATORS/ZONE MANAGERS and OICs

**FROM :** BGEN CHARITO B. PLAZA MNSA, PhD  
Director General

A handwritten signature in black ink, appearing to read 'Charito', is written over the name of the Director General.

**SUBJECT:** GENDER AND DEVELOPMENT PROGRAM FOR ECOZONE WORKERS

**DATE :** 16 DECEMBER 2019

-----

In Republic Act No. 9710 or the Magna Carta of Women, it provides that the State affirms the policy in recognizing the role of women in nation building and in ensuring the substantive equality of women and men. It also declared that the State shall promote empowerment of women and pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcome.

In support of the State's policy to develop plans, programs, measures and mechanisms to address discrimination and inequality in the economic life of women and men, the Philippine Economic Zone Authority (PEZA), hereby enjoins all PEZA registered manufacturing, information technology, agro-industrial and tourism locator enterprises to establish their GENDER AND DEVELOPMENT (GAD) PROGRAMS, to ensure that there is equal access to employment opportunity for both women and men; to eliminate discrimination against women on account of their being female and to develop programs that would benefit both women and men, eliminating all forms of inequality against women in all aspects of employment.

The GAD programs shall be submitted to the Zone Administrators, Zone Managers and OICs of the zones where the enterprises concerned are located. Any improvement or changes in their existing GAD programs shall be reported to PEZA to ensure that GAD is continuously implemented.

For information and guidance.