



MALACAÑAN PALACE  
MANILA

**BY THE PRESIDENT OF THE PHILIPPINES**

**EXECUTIVE ORDER NO. 100**

**INSTITUTIONALIZING THE DIVERSITY AND INCLUSION PROGRAM, CREATING AN INTER-AGENCY COMMITTEE ON DIVERSITY AND INCLUSION, AND FOR OTHER PURPOSES**

**WHEREAS**, Section 11, Article II of the 1987 Constitution enshrines the policy that the State values the dignity of every human person and guarantees full respect for human rights;

**WHEREAS**, under the Universal Declaration of Human Rights, every person is entitled to universal rights and freedoms, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status;

**WHEREAS**, the Philippines is a State Party to several international agreements which aim to eliminate all forms of discrimination and abuse, such as the: (i) International Covenant on Civil and Political Rights, which provides that each State Party undertakes to respect and to ensure to all individuals within its territory the rights recognized therein, without distinction of any kind; (ii) International Covenant on Economic, Social and Cultural Rights, which requires State Parties to guarantee that the rights therein will be exercised without discrimination of any kind as to sex, natural or social origin, and birth, among others; (iii) International Convention on the Elimination of All Forms of Racial Discrimination, which requires State Parties to take effective measures to review governmental, national and local policies, and to amend, rescind or nullify any law and regulation that creates and perpetuates racial discrimination wherever it exists; (iv) Convention on the Elimination of All Forms of Discrimination against Women, which requires State Parties to establish legal protections for the rights of women on an equal basis with men and to ensure, through competent national tribunals and other public institutions, the effective protection of women against any act of discrimination; and (v) Convention on the Rights of Persons with Disabilities, which requires State Parties to prohibit all discrimination on the basis of disability and guarantee to persons with disabilities equal and effective legal protection against discrimination on all grounds; and

**WHEREAS**, Section 17, Article VII of the Constitution provides that the President has the power of control over all executive departments, bureaus and offices, and shall ensure the faithful execution of laws;

THE PRESIDENT OF THE PHILIPPINES

**NOW, THEREFORE, I, RODRIGO ROA DUTERTE,** President of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

**Section 1. Policy of Diversity and Inclusion.** The State values the dignity of every human person and guarantees full respect for human rights. To this end, taking into account that the equal protection of laws does not bar reasonable classification based on substantial distinctions, the State shall endeavor to advance and protect the rights and welfare of all Filipinos, regardless of age, disability, national or ethnic origin, language, religious affiliation or belief, political affiliation or belief, health status, physical features, or sexual orientation and gender identity and expression, and shall cultivate a supportive, collaborative and inclusive environment to maintain equal opportunities and to recognize the diverse and empowered thoughts and perspectives of all persons.

**Section 2. Diversity and Inclusion Program.** A Diversity and Inclusion Program (DIP) is hereby established as a national program of the Government, which shall consolidate efforts and implement existing laws, rules and issuances against the discrimination of persons on the basis of age, disability, national or ethnic origin, language, religious affiliation or belief, political affiliation or belief, health status, physical features, or sexual orientation and gender identity and expression, towards the identification and adoption of best practices in the promotion of diversity and inclusion.

To the extent allowed by existing laws and rules, and on the basis of mutual respect and understanding, the DIP shall:

- a. Provide a framework for agencies to identify and eliminate all barriers to equal opportunities in education, and the recruitment, hiring, training, promotion and retention of personnel;
- b. Include programs to ensure that all personnel are properly equipped with the ability to manage diversity, including the provision of robust orientation processes and relevant trainings; and
- c. Outline mechanisms for accountability in departments, bureaus, offices, agencies, state universities and colleges (SUCs), government-owned or -controlled corporations (GOCCs) and local government units (LGUs), and provide a process for seeking redress for discrimination-related complaints as well as a forum for other related concerns.

**Section 3. Creation of the Inter-Agency Committee on Diversity and Inclusion.** The Inter-Agency Committee on Diversity and Inclusion (Committee) is hereby created, to be composed of the following:

Chairperson: Department of the Interior and Local Government (DILG);  
Vice Chairperson: Department of Social Welfare and Development (DSWD);  
Members: Department of Budget and Management;

Department of Labor and Employment;  
Department of Justice;  
Department of Education;  
Department of Health;  
Philippine Commission on Women;  
Commission on Higher Education;  
Presidential Commission for the Urban Poor;  
National Commission on Indigenous Peoples;  
National Council on Disability Affairs; and  
National Youth Commission.

Each member-agency shall designate a permanent and alternate representative to the Committee, who shall hold a rank not lower than an Assistant Secretary or its equivalent.

**Section 4. Powers and Functions of the Committee.** The Committee shall have the following powers and functions:

- a. In consultation with the Commission on Human Rights and the Civil Service Commission, as well as relevant stakeholders, advocacy groups and non-government organizations, develop a DIP for the National Government;
- b. Provide overall direction to the DIP, and guidance and technical assistance to agencies in the implementation of the DIP in their respective agencies;
- c. Provide capacity-building interventions and information campaigns for the effective implementation of the DIP;
- d. Encourage LGUs to issue ordinances promoting diversity and inclusion within their respective jurisdictions;
- e. Ensure that departments, bureaus, offices, agencies and instrumentalities of the government, including GOCCs, SUCs and LGUs, undertake appropriate measures, subject to existing laws, rules and issuances, relative to the violation of non-discrimination laws or issuances, and/or filing of appropriate action against erring persons;
- f. Recommend possible legislation to address gaps in existing laws;
- g. Establish a system for monitoring the progress of departments, bureaus, offices, agencies, GOCCs, SUCs and LGUs in the implementation of the DIP;
- h. Enlist the support and assistance of other government agencies and instrumentalities, in the attainment of the objectives of this Order; and
- i. Perform other tasks as the President may direct.

**Section 5. Secretariat.** The Committee shall be assisted by a Secretariat, composed of personnel from the DILG and DSWD, to be designated by their respective Department Secretaries. The Secretariat shall provide technical and administrative support to the Committee in the performance of its functions.

**Section 6. Responsibilities of Agencies.** Subject to applicable laws, rules and issuances, all departments, bureaus, offices, agencies and instrumentalities of the government, including GOCCs and SUCs, shall implement the DIP issued pursuant to Section 2 of this Order.

LGUs, non-government organizations, the private business sector, education institutions and the general public are enjoined to adopt plans and programs similar to the DIP.

**Section 7. Funding.** The amount necessary for the initial implementation of this Order shall be charged against sources to be identified by the Department of Budget and Management, and, if warranted, from the allocation for Gender and Development in the respective budgets of concerned agencies.

**Section 8. Separability.** If any provision of this Order is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

**Section 9. Repeal.** All issuances, rules and regulations contrary to or inconsistent with this Order are hereby repealed, modified, or amended accordingly.

**Section 10. Effectivity.** This Executive Order shall take effect immediately.

**DONE**, in the City of Manila, this 17<sup>th</sup> day of December, in the year of our Lord, Two Thousand and Nineteen.



By the President:



**SALVADOR C. MEDIALDEA**  
Executive Secretary

