



DOST Special Order No. 03.27.18.007

Series of 2018

**SUBJECT: Use of Gender-Fair, Non-Sexist Language in all Documents,
Communications and Issuances**

Pursuant to Memorandum Circular No. 12, series of 2005 of the Civil Service Commission (CSC) which encourages the use of non-sexist language in all official documents, communications and issuances. Republic Act 9710, otherwise known as the "Magna Carta of Women," reinforces the use of gender-sensitive language at all times, recognizing that the use of gender-fair language is the first benchmark of gender-sensitivity.

Language shapes thoughts, perceptions and attitudes and, thus, plays a very crucial role in promoting gender awareness and consciousness. The use of generic masculine terms to refer to both sexes in the text renders women invisible, and could result to the non-consideration of their needs and concerns in the implementation of program, projects and activities.

In this regard, heads of offices, departments/units shall observe the use of gender-sensitive or non-sexist language in the drafting and review of their priority legislative measures and implementing rules and regulations of laws.

For your guidance and appropriate action.


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Regional Director