

**Updated
Gender
Equality**

**and
Women's
Empowerment
Plan 2019-2025**

Philippine
Commission
on Women



**UPDATED
GENDER EQUALITY AND WOMEN'S
EMPOWERMENT PLAN 2019-2025**

April 2022

Updated Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025

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1145 Jose P. Laurel Street, Malacañan Palace Complex

San Miguel, Manila, 1005 Philippines

Tel No. (+632) 8735-1654

Email Address: records@pcw.gov.ph

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FOREWORD



Three years to the end of the Philippine Plan for Gender-Responsive Development 1995-2025, the Philippine Commission on Women (PCW) is pleased to present the Updated Gender Equality and Women's Empowerment Plan (GEWE) 2019-2025. As the lead agency for advocating for the full implementation of the Magna Carta of Women, we, at the PCW, have the responsibility to remind all duty bearers in government that all policy responses to the COVID-19 crisis need to embed a gender lens and account for women's unique needs, responsibilities, and perspectives. Equally important is providing women with equal representation and decision-making in mechanisms to respond to the health crisis and in planning for recovery.

Women's experiences and perspectives are proven to be invaluable in responding to crisis, including health emergencies, as magnificently demonstrated by women leaders of Taiwan, New Zealand, Germany, Iceland, and Denmark.

The updating of the GEWE Plan has been an opportunity for key government agencies to come together and assess the progress towards addressing the priority gender issues originally identified in the plan, while acknowledging the limited implementation due to the health crisis.

I am grateful to all our partners in the bureaucracy, the Gender and Development Focal Point System who have thought of creative and gender responsive urgent measures to influence their respective agencies' initiatives and programming in response to the pandemic. There is a lot more work to be done to perfect the systems that are now in place, and we continue to do our best.

Equally appreciated are our allies and partners from the women's organizations and civil society who provided their voice and inputs illuminating us of the special issues that we in government may be missing. The PCW is grateful and is mindful of our mandate to listen to the voices of women through the organizations that represent their special and varied needs and experiences.

The Updated GEWE Plan 2019-2025 is our collective effort to provide our partners in government, national and local, with the vision, guide, and tools to get more meaningful action for women and girls, so that they participate equally in and benefit more fully from efforts to respond and recover from the ravages of the COVID-19 pandemic. The Updated GEWE Plan remain aligned with the Updated Philippine Development Plan 2017-2022 as well as the Philippine Plan for Gender-Responsive Development 1995-2025.

Given the Mandanas-Garcia Ruling, the local government units (LGUs) will have increased share in the national internal revenues beginning 2022. Thus, the Updated GEWE Plan 2019-2025 is presented as government's guide and key reference in formulating the agencies' GAD

Agenda as well as Gender and Development plans and budgets at the national and local levels, with an expectation that more women-focused programming can happen at LGU level because of the forthcoming increased resources at their disposal.

The PCW urges all duty bearers, the men and women in government and our allies in civil society and the private sector, to put women and girls at the center of their efforts to recover from COVID-19. May we all take the rebuilding and recovery stage to be an opportunity to highlight women's role and contribution to building back better and forward.

Gender equality and women's empowerment are essential to getting through this pandemic together, to recovering faster, and to building a better, more inclusive future that leaves no one behind.

Mabuhay po tayong lahat!



MS. SANDRA SANCHEZ-MONTANO
Chairperson
Philippine Commission on Women

INTRODUCTION AND OVERVIEW

The year 2020 was to be celebrated as a milestone year for progress toward realizing global commitments on gender equality and women's empowerment. It marked 25 years since the ground-breaking of the Beijing Declaration and Platform for Action (BPfA), 20 years since the adoption of the United Nations (UN) Security Council Resolution 1325 on women, peace and security (WPS), and five years since the adoption of the 2030 Agenda for Sustainable Development. It was also about a year after the launch of the Philippines' Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025 during which event, government agencies committed to the plan's implementation.

However, the COVID-19 pandemic stalled mostly everything and threatens to roll back the gains achieved in the past decades for women and girls. Early data are showing that the pandemic is deepening pre-existing inequalities, exposing vulnerabilities in social, political, and economic systems, which are, in turn, amplifying the impacts of the pandemic.¹

Amidst this context, the Updated Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025 supports and aligns with the remaining year of the Updated Philippine Development Plan (PDP) 2017-2022, and the remaining years of the Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025. The Updated GEWE Plan contains strategic actions that:

- respond to the changing needs of women and girls because of the COVID-19 pandemic and align with the updated priorities of the PDP 2017-2022;
- move the country closer to the achievement of the PPGD's long-term vision of gender equality and women's empowerment;
- safeguard the gains that have been achieved towards inclusion, gender equality and women's empowerment; and
- respond to the call to action by civil society and the development community in the Philippines for the Philippine Commission on Women (PCW) to lead a whole-of-government approach to mainstreaming gender equality and the rights of women and girls in recovery and resilience efforts.

Organization of the Plan and the Updating Process

Much of the analysis and the consequential actions identified in the GEWE Plan 2019-2025 remain appropriate to move the country towards a more inclusive and gender equal society. The changes that are being introduced are mostly in the results matrices, each of which correspond to a particular government agency or group of agencies. However, the updating process raised new and emerging gender equality issues that generated corresponding strategies.

A series of inter-agency online meetings was convened by the PCW with groups of national government agencies corresponding to each chapter of the Plan. This was done following a government-wide national conference that launched the updating process and agreed on basic parameters. The inter-agency groups revisited the results matrices of the GEWE Plan, assessed what has been accomplished, validated and/or redefined the gender issues and strategies to further align the results, targets and indicators with the new context and agency priorities.

¹ <https://asiapacific.unwomen.org/en/digital-library/publications/2020/04/policy-brief-the-impact-of-covid-19-on-women>

Key women's rights organizations were consulted by the PCW to provide inputs to the updating process and their views and recommendations were considered in the various chapters. Moreover, a bigger number of women's rights organizations and representatives from the private sector were invited and participated in the validation conference with national government agencies during which event more inputs were generated and incorporated in the Plan.

The Updated GEWE Plan 2019-2025 results matrices closely follow the organization of the original plan. Incorporated in the updates are brief assessment of progress toward outcomes, redefined or re-prioritized issues and challenges and emerging ones, and adjusted targets, and new or emerging strategies. The updating was also an opportunity for agencies to improve the alignment between the Plan and their GAD Agenda as well as their annual gender and development (GAD) plan and budget processes.

Given that local government units (LGUs) are expected to play a greater role in service and program delivery as a result of the Mandanas-Garcia Ruling, the updated results matrices also serve as guide and resource for LGUs as they undertake their annual GAD planning and budgeting.

PART I RATIONALE AND CONTEXT FOR UPDATING

The government, through its commitment to gender equality and women's empowerment, will leverage women's expertise, knowledge, and skills to promote sustainable recovery that is responsive to the needs of women and girls particularly those who suffer from multiple vulnerabilities.

The Updated GEWE Plan 2019-2025 aims to:

Align with the Updated Philippine Development Plan 2017-2022

The Philippine Development Plan 2017-2022 has been updated and it has been the tradition in the country's efforts to mainstream gender equality into the whole of government operations for the PCW to lead in crafting companion plan documents that concretizes how women and girls can better participate and lead in, and benefit from national development. The Updated GEWE Plan 2019-2025 takes into consideration the new priorities and programs by the national government in response to the COVID-19 pandemic and which are elaborated in the Updated PDP.

Make gender equality and women's empowerment central to government's response to the crisis and in the recovery process

Where women experience higher levels of empowerment in emergency and recovery settings, communities experience more rapid economic recovery in the aftermath.² Thus, the update considered the gendered impact of COVID-19 and why it is essential that women's expertise, knowledge, and skills are recognized, and their perspective included in recovery planning and implementation and in moving forward.

Proactively prevent backsliding on the gains so far achieved towards inclusion, gender equality and the empowerment of women and girls.

In the light of this never-been-seen-and-experienced catastrophe in our generation, it may be tempting for some to think that gender equality and women's empowerment could be put aside at this time, and in the medium term. Fortunately, the global development community has been one in calling attention to i) addressing the gendered impact of COVID-19, ii) safeguarding the gains that have been achieved through decades of gender equality advocacy and action, and iii) ensuring that pre-existing inequalities are not further exacerbated. This call to action is informed by the assessments that have been done by multilateral development agencies which highlighted how COVID-19 could reverse the limited progress that has been made on gender equality and women's rights, and how imperative it is to put women's experience, leadership and contributions at the heart of resilience and recovery.

Respond to the call to action and recommendation by civil society and the international community in the Philippines for the Philippine Commission on Women (PCW) to lead a whole-of-government approach to mainstreaming gender equality and the rights of women and girls in recovery and resilience efforts.

Surveys and analysis of available early data done by international and local civil society organizations have illustrated the dynamics between gender equality and the ongoing pandemic. The very first gender snapshot by the UN Women included a specific reference to

² World Bank. 2020. Gender Equality and Women's Empowerment in Disaster Recovery. Disaster Recovery Guidance Series. World Bank, Washington, DC. © World Bank.
<https://openknowledge.worldbank.org/handle/10986/33684> License: CC BY 3.0 IGO."

the need for the “Philippine Commission on Women to consider leading a whole of government approach to mainstreaming gender and the rights of women and girls in recovery efforts, promoting outcomes that respond to the short, medium and long-term recovery priorities of women and girls”.³ While not precluding other efforts that the PCW leadership may make in response to this call, the updating of the GEWE Plan and its results matrices provided an opportunity for national agencies of government to take stock of the situation and track the way forward.

Gender Equality and Women’s Empowerment (GEWE) in the Context of Global, Regional and National Trends and Prospects

The world is going through a multi-dimensional crisis caused by the COVID-19 pandemic. Unprecedented in its scale and magnitude, the health crisis quickly spread to nearly all countries with adverse spill-over effects on the economy, education, food security and all other sectors and development themes including gender equality.

The United Nations Development Program (UNDP) estimates that the consequences of the COVID-19 crisis could erase up to six years of human development.⁴ Policy responses from global organizations of developed economies such as the Organization for Economic Cooperation and Development (OECD), the World Bank, International Monetary Fund (IMF), and regional associations and development banks have come out with calls for swift and strategic actions to address the sad reality that many development gains achieved in the last half century are at risk of being eradicated. The global scale of this crisis presents an unprecedented challenge to international and regional development agencies, and national governments which are now facing tough decisions about how to reprioritize aid and national budgets, respectively, to respond to the crisis.

The OECD particularly calls attention to the short and medium-term impacts of COVID-19 that will be particularly severe for the most disadvantaged and risk compounding existing socio-economic divides, most particularly on specific population groups such as children, women, and the elderly.⁵ The World Bank projects that the crisis could push between 71 and 100 million people back into extreme poverty.⁶ Further, the Bank notes that previous epidemics and large-scale shocks have shown that men and women are impacted differently and, usually, the most vulnerable often bear the heaviest burden and impact. The IMF, on its part, estimated that emerging and developing economies’ Gross Domestic Products (GDPs) would experience a three percent contraction in 2020⁷ and calls for “new rules to help women who are disproportionately impacted by the COVID-19 job losses”.⁸

Bringing attention to how women are heavily impacted, global organizations agree on the need to safeguard the gains in women’s and girls’ accumulation of human capital, economic

³ UN Women, 2020. chrome-extension://efaidnbnmnibpcjpcglclefndmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.aidsdatahub.org%2Fsites%2Fdefault%2Ffiles%2Fresource%2Fwomen-ph-covid-gender-snapshot-2020.pdf&clen=538105&chunk=true

⁴ UNDP (2020), COVID-19 and Human Development: Assessing the Crisis, Envisioning the Recovery, Human Development Reports, [http://hdr.undp.org/en/hdp-covid-4 DEV/GB\(2020\)20 NATIONAL DEVELOPMENT STRATEGIES IN THE TIME OF COVID-19 For Official Use](http://hdr.undp.org/en/hdp-covid-4 DEV/GB(2020)20 NATIONAL DEVELOPMENT STRATEGIES IN THE TIME OF COVID-19 For Official Use)

⁵ <https://www.oecd.org/coronavirus/policy-responses/covid-19-protecting-people-and-societies-e5c9de1a/>

⁶ World Bank (2020), “Updated estimates of the impact of COVID-19 on global poverty”, World Bank Blogs, June 2020, <https://blogs.worldbank.org/opendata/updated-estimates-impact-covid-19-global-poverty>

⁷ IMF (2020), World Economic Outlook Update, June 2020, <https://www.imf.org/en/Publications/WEO/Issues/2020/06/24/WEOUpdateJune2020>

⁸ <https://www.cnbc.com/2020/10/08/imf-covid-crisis-is-disproportionally-impacting-women.html>

empowerment, voice and agency, painstakingly built over the past decades. Most of the analysis of the pandemic's impact on women and girls have looked at these key areas: i) jobs and incomes, ii) care work, iii) women in the frontlines of health care systems, iv) women's agency, and v) voice and leadership in decision-making.

Jobs and Income

Globally, 70 percent of healthcare workers are women.⁹ They predominate the health work force in almost all countries. At the same time, some of the hardest hit sectors by the crisis are those with high shares of female employment such as the services sector, and micro, small and medium enterprises. They are the receptionists, grocery cashiers, bank tellers, food service personnel, domestic workers, flight attendants, hotels and restaurant service staff, hairdressers whose jobs were the most hit by business closures due to mobility restrictions and lockdowns. As economic and employment prospects are dire, this can have further repercussions for the unequal gender division of labor and women's workforce participation in the post-COVID era.

In low-income and low middle income countries like the Philippines, many women work in informal jobs, and are thus, not covered by social protection, such as unemployment insurance. They are the vendors, homebased producers and other piece-rate workers who have been the worst hit among the workers from all status of employment and/or livelihood categories. Higher male mortality from COVID-19 makes it even more imperative for women left behind to be able to access social protection or other income support for their families.

Unpaid care work

Women's unpaid care work has long been recognized as a driver of inequality. It has a direct link to wage inequality, lower income, poorer education outcomes, and physical and mental health stressors. The unpaid and invisible labor has been exacerbated exponentially by the COVID-19 pandemic. Women are now most likely shouldering the increase in care demands brought about by the closure of schools, restriction on the mobility of elderly people, and the growing number of sick family members. There is a high risk that the COVID-19 crisis will prompt many women worldwide to leave their jobs, especially those that cannot be performed remotely, with potentially long-lasting negative effects on female labor force participation and economic security.¹⁰

Informal care support that is often provided by grandparents has become limited, as older persons are more susceptible to COVID-19 and must keep physical distance from their family members. This increases unpaid workload for women, especially those who continue to work during the pandemic

But the pandemic has also made starkly clear the way in which the daily functioning of families, communities, and the formal economy are dependent on this invisible work. Thus, the rebuilding of economic structures, after the pandemic, towards more inclusive and resilient economy offers an opportunity to be transformative, and to recognize, reduce and redistribute unpaid care work more systematically.

Moreover, and on a more positive outlook, the COVID-19 crisis has the potential to shift distribution of unpaid care work towards a more egalitarian arrangement, at least in the short run and under certain conditions. This can happen in households where: (i) men have more

⁹ https://www.ilo.org/global/about-the-ilo/new-rooms/news/WCMS_741060/lang--en/index.htm

¹⁰ <https://blogs.worldbank.org/voices/coronavirus-not-gender-blind-nor-should-we-be>

flexible work arrangements (which have been implemented at such a large scale for the first time); (ii) women work in health care or other essential services during the crisis; or (iii) men lost their jobs. In these settings, men may increase their engagement in household work and in some cases may turn into main informal care providers.¹¹

Health impact of the COVID-19 crisis

It has been widely reported that men are at higher risk of dying from COVID-19 than women. According to the largest body of publicly available sex-disaggregated data from global government sources, although no apparent sex differences exist in the number of confirmed cases, more men than women have died of COVID-19 in 41 of 47 countries, and the overall COVID-19 case-fatality ratio is approximately 2.4 times higher among men than among women.¹² The reasons are not fully understood yet, but evidence points to a combination of biological and behavioral factors. While this is a serious “male vulnerability,” women and girls also face specific health vulnerabilities during the current crisis.¹³

Due to their caregiving roles both inside and outside the home, women are disproportionately exposed to the virus. They are on the front line of the fight against COVID-19 as health professionals and in care institutions. As a result of the pandemic, they are facing a double burden of longer shifts at work and care work at home.

The shift of public resources toward the public health emergency also poses a risk to sexual, reproductive, and maternal health services, particularly where health systems’ resources are highly constrained. During the past Ebola and SARS crises, increases in maternal mortality were reported partly due to reduced access to health services and fear of contagion in maternity wards.¹⁴ Also, limited access to reproductive health will have a consequential effect of increasing unwanted pregnancies, including among adolescents.

Impact on women’s agency

A particularly disheartening example of the COVID-19 impact on women’s autonomy and agency is violence against women. Patriarchal norms, economic uncertainty and stresses combined with confinement and mobility restrictions and disruptions in services have triggered disturbing increases in domestic violence across countries. Early data prompted the UN Secretary-General to issue an urgent call “to make the prevention and redress of violence against women a key part of national response plans”.¹⁵

Voice and leadership in decision-making

Women play a critical role in responding to COVID-19 and in preparing for a more equitable recovery. Across the globe, women are at the helm of institutions carrying out effective and inclusive COVID-19 responses, from the highest levels of decision-making to frontline service delivery. The world has taken notice that the best managed national response to the pandemic

¹¹ Dugarova, E., Unpaid care work in times of the COVID-19 crisis: Gendered impacts, emerging evidence, and promising policy responses, Paper.pdf. chrome-extension://efaidnbmnnnibpcajpcglclefndmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.un.org%2Fdevelopment%2Fdesa%2Ffamily%2Fwp-content%2Fuploads%2Fsites%2F23%2F2020%2F09%2FDugarova.Paper_.pdf&clen=373052&chunk=true

¹² https://www.cdc.gov/pcd/issues/2020/20_0247.htm

¹³ https://www.cdc.gov/pcd/issues/2020/20_0247.htm

¹⁴ <https://blogs.worldbank.org/voices/coronavirus-not-gender-blind-nor-should-we-be>

¹⁵ <https://www.un.org/en/un-coronavirus-communications-team/make-prevention-and-redress-violence-against-women-key-part>

has been led by women. They are the women heads of state of the following countries: New Zealand, Taiwan, Germany, Denmark, Norway, Finland, and Iceland.

Governments across the world need to recognize pre-existing and new constraints to women's participation and leadership in decision making and ensure that there are measures to systematically include the voice and perspective of women and their organizations in decisions, policies and programs that will ultimately shape the post-pandemic future.

Regional Perspective

Closer to home, the Asian Development Bank (ADB) has echoed the global call and alarm over the potential reversal of gains in inclusive development. The bank notes that the COVID-19 outbreak has hit the Asia-Pacific region hard, particularly the most vulnerable, and is deepening pre-existing inequalities. The ADB commits to addressing the long-term and emerging gender inequalities brought about by the pandemic while ensuring that gender equality gains do not slide.¹⁶ It commits to further intensifying its promotion of gender equality in its development projects and programs and is collaborating with the UN Women to protect women and girls in the Asia-Pacific region from the COVID-19 pandemic's multiple negative consequences on jobs, livelihoods, and well-being. The initiative is advocating with country ministers of Finance for a gender lens in resilience and recovery planning.

International and regional development organizations agree that the pandemic has raised the question of interlinkages between the national and international spheres. The COVID-19 crisis has put more pressure on weaker health systems, a higher number of vulnerable populations, such as informal workers and migrants, women, and the elderly, and can accentuate humanitarian and environmental crises. Developing countries' high dependency on demand from advanced economies, commodities, tourism, and remittances from migrants has already exposed their economies to even gloomier perspectives.

National Situation

In addition to the impact of the COVID-19 pandemic, the Updated GEWE Plan 2019-2025 takes cognizance of the broader economic, social, political, and cultural context prevailing in the country.

Unemployment was at 8.7 percent in April 2021, much lower than in April 2020 at 17.7 percent, but higher than in April 2019 at 5.1 percent.¹⁷ Only 34.5 percent of women aged 15 to 49 are in the labor force in March 2021¹⁸ which is indicative of *limited employment opportunities* for everyone. Prices of basic commodities continue to increase with inflation rate at a high 4.6 percent as of October 2021¹⁹, driven mostly by the price of food and non-alcoholic beverages.²⁰

As of 2018, the Philippine Statistics Authority (PSA) recorded the *poverty incidence* to be at 16.6 percent (17.6 million); and is projected to reach 18.7 percent in 2021.²¹ Meanwhile, a Social Weather Station survey (2021) reported that 15.9 percent of women (up from a general

¹⁶ <https://www.adb.org/multimedia/partnership-report2020/strategy-2030/the-gender-equality-imperative/>

¹⁷ Philippine Statistics Authority (2019b, 2020b, 2021b), provided by CHR to PCW on the updating of the GEWE Plan 2019-2025

¹⁸ Philippine Statistics Authority (2021c), provided by CHR to PCW, December 2021.

¹⁹ <https://tradingeconomics.com/philippines/inflation-cpi>

²⁰ PSA, provided by CHR to PCW, December 2021.

²¹ World Bank in Philippine News Agency, 2021 (data provided by CHR to PCW, Dec. 2021).

rating pre-pandemic in December 2019 of 8.8%) experienced *hunger* and 63 percent of them reported that their quality of life has worsened.²²

Uncertainties experienced by women and men during the pandemic are many. The Philippines' outstanding loans stand at P10.7T as of March 2021 and is projected to reach P13.7T by 2022, a '17-year high' in terms of debt-to-GDP ratio.²³ There is still the continuing threat of the most recent mutation of the virus – the omicron variant. More specific to women, community leaders and organizers have been active and visible in extending assistance to the poorer segments of society but have also been threatened or attacked for the same reasons, among them women and women's organizations.²⁴ Experiences of stress among women have also been reported by surveys (see Chapter 5 Education, and SWS survey, 2021).

Given the impact of the COVID-19 crisis on governments, countries will have to do more with less. Country development plans and all sectoral plans will have to contend with the highly challenging context for financing while needing to mitigate the adverse dynamics that have been created by the crisis, and build back better. It is in this context that the updating and further implementation of the GEWE Plan 2019-2025 is framed. The year 2022 being an election year adds to the complexity of the development context for the remaining plan period until 2025.

The mechanisms for GAD mainstreaming need to intensify the integration of a gender perspective in programs that will be prioritized during the period. The government's GAD Focal Point System (GFPS) has to actively seek opportunities to participate and be heard in agency processes to determine recommendations for rebuilding national confidence and adjusting to the new normal. The resulting "We Recover as One" report²⁵ identified the immediate and critical programs, projects and activities (PPAs) of the different agencies in order to cushion the impact of the pandemic on the population, particularly the vulnerable sectors.

Gender Equality Issues

Given the foregoing, the following gender equality issues are being underscored by the Updated GEWE Plan:

- Lack of access to SRHR goods and services and dramatic increase in teenage pregnancy
- Less employment opportunities and absence of social protection for women
- Increase in prices of food and other basic necessities including rent, water and electricity putting women in daunting situation
- Need to systematically mainstream in recovery policies and programs the measures on how to address the impact of the pandemic
- Challenging environment for political participation and prevalence of VAW in public and political life
- Misogynistic and sexist verbal attacks against women in politics and through media including through the aid of television, radio, and print or social media
- Shrinking democratic spaces for women's human rights defenders, organizers, and activists.

²² <http://www.sws.org.ph/swsmain/artclidisp.php/?artcsyscode=ART-20210725144428>; provided by CHR to PCW, Dec 2021.

²³ Business Inquirer 2021

²⁴ For example, Patricia Non - Rappler, 2021; Gabriela - GMA News, 2020).

²⁵ Report of the Inter-Agency Task Force for the Management of Emerging Infectious Diseases – Technical Working Group for Anticipatory and Forward Planning (IATF – TWG for AFP) led by the National Economic and Development Authority (NEDA).

- Inadequate coordination between national government agencies and LGUs for GAD planning and budgeting
- Need to enhance women's voices in local governance and improve accountability for GAD

Lack of access to SRHR goods and services and dramatic increase in teenage pregnancy. During the pandemic, despite the efforts of the DOH, POPCOM, and NGOs including development projects by the international development partners, up to 5 million women aged 15 to 49 had no access to contraceptives and other reproductive health goods and services, a 67 percent increase from 2019 according to the University of the Philippines Population Institute and the UNFPA.²⁶ In a self-report survey, Filipinos identify “early teenage pregnancy” (59%) as the top problem confronting women today, with unplanned pregnancy a following major problem (11%).²⁷ In 2016, the Philippines had the highest number of teenage pregnancies in Asia, and the trend continues. From an estimate of 70,000 in 2020, it is expected to reach 133,000 by the end of 2021.²⁸

Less employment opportunities and absence of social protection. Data show a 20 percent gender gap in terms of formal employment. In March 2021, 54.8 percent of men compared to 34.5 percent of women were in the labor force and this remained in April 2021 with 75 percent of men and 51.4 percent of women in the labor force. Of these, 91.5 percent of men were employed, compared to 90.9 percent of women.²⁹ More women have entered the informal economy, including online selling mainly of clothes and food. These offered them some income, but it was not regular nor secure. During the pandemic, women's unpaid care work further increased. For mothers, the shift in home-based/distance learning was a major factor. For women who were able to keep their jobs and work remotely, the very shift to the work-from-home arrangement was a serious challenge with them having to manage both their work and supporting children with their remote learning.

Increase in prices of food and other basic necessities put women in daunting situation. The country's average inflation from January to September 2021 was at 4.5 percent (PSA, 2021). This has effects on the prices of food and other basic necessities including rent, water, and electricity. Moreover, it stretches the capacities of households/families to afford these commodities and it has a particular implication on women's well-being. Generally, they put themselves last in all the provisions for the household/family including food and other basic needs. They venture to any means of contributing an income for the household/family including taking-on back-breaking, repetitive, menial, supplementary and less-paying jobs. Most of them haggle domestic-and-care work and paid work pushing them to endure “time poverty” and “elasticity”. They endure countless hours of work without pay for the sustenance of the household despite the fact that they also spend long hours of working to earn. Time poverty and women's elasticity have serious repercussions to women's economic opportunities and health, moreover, manifest systemic oppression of women.³⁰

Need to systematically mainstream in recovery policies and programs the measures on how to address the impact of the pandemic on:

- women-led micro, small and medium enterprises and on women who have lost their jobs due to closure of businesses in industries that have been most affected,

²⁶ Manila Times, 2021

²⁷ <http://www.sws.org.ph/swsmain/artclisppage/?artcsyscode=ART-20210725144428>

²⁸ POPCOM in PIA, 2021, provided by CHR to PCW Dec 2021.

²⁹ Philippine Statistics Authority, PSA 2021c, provided by CHR to PCW, December 2021.

³⁰ Commission on Human Rights, Center for Gender Equality and Women's Human Rights, August 2021, Gender and Informality: A Situation Report on Women in the Informal Sector.

- women in the informal sector who have lost their source of income and are facing precarious situation, and
- women migrant workers as returnees due to global economic slowdown and their condition in host countries

Challenging environment for political participation and prevalence of VAW in public and political life. There remains a huge gender gap in women’s political participation. The proportion of occupied elective positions shows higher than 50 percent gender gap at 23.1 percent or 4,180 women and 76.9 percent or 13,888 men.³¹ Women as public leaders have been active and visible but have been consistently politically attacked, as well as targeted by sexism and misogyny.³² There is a need for heightened protection of women and girls from gender-based violence, including the newly emerging online sexual bullying, harassment, and exploitation. Related to this is the alarming decrease in reporting of gender-based violence (GBV) and documented accounts of breakdown of referral mechanisms.

Misogynistic and sexist verbal attacks against women in politics and through media including through the aid of television, radio, and print or social media. This has become prevalent recently that discourages legitimate dissent, silence criticisms and ultimately avert women from being politically active. Women leaders are stereotyped as incapable of holding significant public positions, their performance underrated, and their persons morally discredited. Many women have faced and continually experience unspeakable public humiliation and degradation and political harassments and repressions. The normalization of violence against women in politics in the country is alarming and these misogynistic and sexist acts must not be tolerated and needs to be halted and checked against the relatively strong legal framework that the country has established to support and protect the rights of women. This a serious violation of women’s human rights and clearly a pushback to decade-long achievements on gender equality in terms of participation in political and public life and decision-making. There is an urgent and pressing need to design, adopt, and enforce laws/policies that deter this practice and restore the respect for and protection of the rights of women to participation in political and public life in accordance with international human rights standards as particularly embodied by CEDAW.³³

Shrinking democratic spaces for women human rights defenders, organizers, and activists. The CHR avers that woman human rights defenders, organizers, and activists, particularly those who have been vocal about national issues have been harassed, intimidated, filed with cases or assassinated. In March 2021, the CHR issued a statement expressing deep concern on the intensified crackdowns on progressive organizations and arrests of activists in the Southern Tagalog Region resulting in deaths of several persons and arrest of some human rights defenders.

The CHR also calls out all forms of red tagging, silencing of women’s organizations and women leaders, and other acts that limit women’s political participation.³⁴ The CHR has been sounding the alarm on the continuing arrests and criminalization of human rights defenders. This is “seen by the human rights community as attacks against the right to organize, freedom of expression, and the right to defend rights. These arrests have the effect of silencing human

³¹ PSA 2021, provided by CHR to the PCW, 2021.

³² <https://www.theguardian.com/world/2016/dec/05/philippines-vice-president-resigns-cabinet-differences-with-rodrigo-duterte>

³³ This section was provided by the CHR, Gender Ombud per MCW, during the updating of the GEWE Plan, December 2021.

³⁴ Ibid.

rights advocates especially women's and children's human rights defenders, contributing to the shrinking civic space in the country".³⁵

The State as the main duty bearer should be accountable in ensuring access to justice and maintaining an enabling environment for all human rights defenders, organizers, and activists. It should protect them from threats and attacks. Swift investigation of political harassments, intimidation, threats, assassination and other abuses against women human rights defenders, organizers and activists should be undertaken. There is also the need to strengthen support and protection mechanisms in recognition of their work, amplifying their voice and addressing their gender specific needs.

Inadequate coordination between national government agencies and LGUs for GAD planning and budgeting needs to be strengthened also in consideration of the new Mandanas-Garcia Ruling (which may need policy guidance from either the DILG and/or BLGF).

Need to enhance women's voices in local governance by increasing their participation in local development councils and other consultative structures at local levels.

Need to improve accountability for GAD by local officials given that more decentralization encourages prompt responses from government and better matching of government services to local needs.

The Mandanas-Garcia Ruling³⁶

In addition to COVID-19, this recent ruling, more popularly known as the Mandanas Ruling takes effect in 2022 and is another matter that may have huge implications on government operations and may significantly impact the planning and budgeting processes of national government agencies and local government units. With this ruling the National Tax Allocation, which is the local government unit's share of revenues from the national government is programmed to increase by 55 percent in the 2022 budget, reaching an estimate of Php1.08 trillion or 4.8 percent of the country's GDP compared to 3.5 percent of GDP in 2021.³⁷ This development has the potential to improve social service delivery through enhanced decentralization. However, it would require much better coordination in planning and implementation across levels of government, considering the capacity and needs of LGUs. In the meantime, the Updated GEWE Plan 2019-2025 considers the ruling to give further impetus to the implementation of the GAD Budget policy at the local and community levels. Now more than ever, the updated Plan provide a helpful reference and guide for practical and significant GAD policies, programs and projects for women and girls.

For the ruling to make significant impact on GAD, however, a policy issuance regarding the disposition or allocation, in whole or in part of the increased revenues, will have to be drawn up along with other guidance related to the implementation of the ruling. Key agencies – the Philippine Commission on Women, Department of Budget and Management, the Department of Interior and Local Government, the Bureau of Local Government Finance under the

³⁵ CHR Statement, November 2021

³⁶ The Mandanas-Garcia ruling resulted from the petition made by Batangas Governor Hermilando Mandanas and former Bataan Governor Enrique Garcia Jr. before the Supreme Court on local government shares on internal revenue allotment (IRA).

³⁷ <https://www.worldbank.org/en/news/press-release/2021/06/10/philippines-mandanas-ruling-provides-opportunities-for-improving-service-delivery-through-enhanced-decentralization>

Department of Finance and other oversight agencies including the Commission on Audit will need to give this priority attention.

The GEWE actions must help ensure that the development goals of the national government and local governments are well-aligned, and that service delivery gaps are minimized during the transition phase to full Mandanas-compliant scenario. Recommendations have been put forward for managing the transition and which may provide opportunities for mainstreaming GEWE actions. They include: i) channeling the increase in the LGU share of national taxes towards local government's COVID-19 response efforts to mitigate budget execution while providing much needed support to local constituents; and ii) strengthening citizen's capacity to demand accountability through measures like citizen participation in budgeting and expenditure processes; public hearings on budget information; civic monitoring of intergovernmental transfers; monitoring of local service provision; and social audits.

The second strategy particularly provides opportunities for mobilizing increased participation of women in governance structures and mechanisms that may be created and would be strategic actions to spend the GAD budget on.

Assessing Progress Towards Outcomes

In July 2019, the Philippine Commission on Women prepared a report that was meant to highlight achievements for GEWE during the commemoration of 25 years after the Beijing Platform for Action (BPFA) that was adopted in 1995. Encouraging achievements were reported that responded not only to the 12 areas of concerns of the BPFA, but also to the Sustainable Development Goals. These, in addition to a few that were shared by the agencies during the updating process are indicated below.

Under Strategic Goal Area 1 Expanded Economic Opportunities for Women

- Enactment of laws on decent work such as the Expanded Maternity Leave law that increased the number of days of maternity leave to 105. In addition, the implementing rules added a progressive provision that allows a female worker who is entitled to leave benefits to, at her option, allocate up to seven (7) days of said benefits to the child's father, whether or not the same is married to the female worker.
- Intensified implementation of labor-related laws and programs to improve the working condition of women in the formal sector (BLR Inspection Program) including the inclusion of gender-related legal provisions in the Inspection System of government for compliance by all establishments. These include:
 - Maternity leave
 - Solo parent leave
 - VAW leave
 - Special leave for women
 - Expanded breastfeeding including provision of lactation station
 - Anti-sexual harassment
- Improved access by poor women to decent work (e.g., Balik Pinay, Balik Hanapbuhay Program; JobStart, Job Fairs, among others)
- Improved agricultural productivity of women small-holder farmers and food producers, including organizing of women agrarian reform beneficiaries to develop their 3-fold roles as owners, managers, and entrepreneurs;
- Provided women-friendly farm machineries and equipment and post-harvest facilities for commercial use of women farmers, processors, and micro and small entrepreneurs

- Conduct of campaigns to encourage participation of men in unpaid care work (to recognize, reduce and redistribute unpaid care and domestic work)
- The DENR Bureau of Forest Management had formulated a GAD Strategic Plan 2018-2022. The impact of the plan on women in the sector needs to be assessed, and lessons drawn to inform further action whether through mainstreaming or women-focused interventions.

Under Strategic Goal Area 2 Accelerated Human Capital Development through Investing in Gender Equality and Women's Empowerment

- Improved health outcomes for women and girls through the implementation of the Responsible Parenthood and Reproductive Health Act (RPRH) which provided access to various methods of contraception; issuance of EO 12 'Attaining and Sustaining Zero Unmet Need for Modern Family Planning' which provided funds and support for sexual and reproductive health commodities and services.
- Improved educational outcomes and skills for women and girls with 57 percent female out of 5,360,799 graduates of the Special Training for Employment Program (STEP) which addresses poverty in the informal sector through provision of training and employment.

Strategic Goal Area 3 Significant Reduction in Gender-Based Violence and Enhanced Gender Perspective in Justice, Security and Peace

- Enforcement of laws on anti-trafficking and VAWC, with 45/81 provinces (56%), 115/145 cities (79%), and 151/1491 municipalities (79%) having established local committees on VAWC.
- The NAPWPS 2017-2022 and the Regional Action Plan of the BARMM government are committed to increase women's meaningful participation in the WPS agenda and to mainstream WPS commitments into the Bangsamoro Development Plan

Strategic Goal Area 4 Expanded Opportunities for Women's Participation, Leadership and Benefits in Disaster Risk Reduction and Management

- Gender analysis preparatory to the nationally determined contributions (NDC) Support Program and Gender Action Plan in 2021 (by the Climate Change Commission) integrates gender equality considerations in the NDC processes of the Climate Change Adaptation and Mitigation sector agencies
- Established women-friendly spaces in evacuation centers and the accessibility of appropriate services for GBV victim-survivors included in the National Disaster Response Plan (NDRP), and cascaded in NDRPs for various hazards - Earthquake and Tsunami, Hydrometeorological Hazards, and for Management of the Consequence of Terrorism-Related Incidents.

Strategic Goal Area 5 Expanded opportunities for Women's Participation, Leadership and Benefits in Science, Technology and Innovation, ICT, Infrastructure, and Energy

- Women in MSMEs assisted with technological innovations to improve their products, services, operations and increase their productivity and competitiveness
- Increased awareness of women and girls about Cyber bullying and Online Sexual Abuse, an emerging issue which was observed to have tremendously increased during the pandemic and which victimizes women and girls online.

Strategic Goal Area 6 Enhanced Women's Participation, Leadership and Benefits in Politics and Government Service

- Various COMELEC resolutions incentivize political parties that promote women’s participation and leadership; promotion of women’s participation in public life and decision making.
- Issuances of the Civil Service Commission including civil service examination-related policies that address issues faced by women in marginalized groups.
- Gender-responsive capacity development programs through Civil Service Institute
- Reforms in the recruitment system that accelerated appointment of qualified women to leadership positions in government
- Improved gender-responsive budgeting strongly supported by the Commission on Audit which continuously provides guidance on the mandatory annual audit of GAD funds and capacity building of its auditors.
- Progress on gender data and statistics
 - Establishment of the Inter-agency Committee on Gender, Children and Youth Statistics which serves as the coordination mechanism on gender statistics that ensures an efficient workable scheme towards the production, dissemination and archiving of statistics on gender, children and youth.
 - Conducted new surveys to produce national baseline information on specialized topics such as time use, gender-based violence, asset ownership, poverty, and disability

Illustrating Possible Alignment Between the Updated PDP and the Updated GEWE Plan

To facilitate alignment between the Updated PDP and the Updated GEWE Plan 2019-2025, relevant gender equality issues that have been identified in the chapter matrices are indicated below for each of the five major programs designed to build the resilience of individuals, families, businesses, and society under the PDP.

Recovery and Resilience Programs of Government (Updated PDP 2017-2022)	Relevant Gender Equality Issue/GEWE Chapter
Health System Improvement	GEWE Chapter 4 Health <ul style="list-style-type: none"> • Disrupted provision of comprehensive reproductive health care services for pregnant women and adolescents • Alarming increase in teen-age pregnancy • Inadequate maternity protection for women in the informal economy • Need to intensify response to GBV including addressing the psychosocial and emotional trauma among widows of suspected drug users and fallen journalists • TB kills more women per year than all causes of maternal mortality combined (link to MMR) GEWE Chapter 3 Labor and Employment <ul style="list-style-type: none"> • Occupational safety and health issues among women in the informal economy
Food Security and Resiliency	GEWE Chapter 2 Agriculture, Fishery and Forestry <ul style="list-style-type: none"> • Hunger due to loss of job and livelihood among women in most affected sectors and women in the informal sector

Recovery and Resilience Programs of Government (Updated PDP 2017-2022)	Relevant Gender Equality Issue/GEWE Chapter
	<ul style="list-style-type: none"> • Women are potentially at risk from the economic fallout brought about by the COVID-19 pandemic as they comprise the majority of those in the informal economy – low paying, tied to daily/hour payment scheme, seasonal nature of work, and outside of social protection coverage. • 2.7 million women classified as food poor are the most exposed to the risks of poverty and hunger as they also belong to the markers of those most vulnerable - residing in rural areas, farmers and fishers, self-employed and unpaid family workers • Increased unpaid domestic and care work hours • Need to support women’s businesses in the informal economy in agriculture to enable them to access credit, market and other productive resources • Need to promote new models of enterprises such as “Social and Solidarity Economy” concept into government livelihood programs and enterprise development for sustainability, resilience and decent work objectives
Learning Continuity	<p>GEWE Chapter 5 Education</p> <ul style="list-style-type: none"> • Heightened risk of sexual and gender-based violence (SGBV) and early pregnancy among adolescents • Increased vulnerability to online sexual exploitation • Increased psychosocial stress and mental health issues among girls and adolescents • Digital divide may leave behind the learning continuity needs of poor girls and women in geographically isolated and disadvantaged areas
Digital Transformation	<p>GEWE Chapter 10 Science, Technology and Innovation and Information and Communication Technology</p> <ul style="list-style-type: none"> • Need to ensure women’s access to and benefit from advances in information and communication technology such as to “fintech” or the use of technology to deliver financial services and products to consumers including in the areas of banking, insurance, investing • Informal business operators in rural and urban communities require digitalization and installation of “digital hubs” in rural communities as per the DICT road map
Regional Development (Balik Probinsya Bagong Pag-Asa Program)	<p>GEWE Chapter 3 Labor and Employment</p> <ul style="list-style-type: none"> • Absence of national wage law is raised by labor sector as a constraint to the program • Need to encourage private sector employers to support parents in managing both their work and increased care responsibilities at home

Recovery and Resilience Programs of Government (Updated PDP 2017-2022)	Relevant Gender Equality Issue/GEWE Chapter
	GEWE Chapter 4 Health and Chapter 5 Education <ul style="list-style-type: none"> • Women’s groups raise the issue of inadequate health and education facilities in the provinces

For increased efficiency and effectiveness, agencies are enjoined to guarantee that the gender issues are considered and addressed in the continuing implementation of these programs.

PART II UPDATED GEWE PLAN 2019 – 2025 STRATEGIC FRAMEWORK

The Updated Philippine Development Plan 2017-2022 maintains its long-term vision of “*Isang matatag, maginhawa, at panatag na buhay para sa lahat*”. In addition, the Updated PDP responds to the emergence of new threats to the country’s growth prospects and guides the transition towards economic recovery. Similarly, the Updated GEWE Plan 2019-2025 maintains the same vision for a gender equal society where women’s participation, leadership, and benefit from all development sectors are ensured. This is in accordance with what a multitude of women’s rights organizations and civil society organizations collectively envisioned in 1995 during the formulation of the PPGD 1995-2025 and reiterated and reinforced by the time-slice framework documents that have been developed thereafter.

The Updated GEWE Plan 2019-2025 supports the strategies espoused under Chapters 8 on Expanding Economic Opportunities in Agriculture, Forestry, and Fisheries (AFF) and Ensuring Food Security, and Chapter 20 on Ensuring Ecological Integrity, Clean and Healthy Environment of the Updated PDP 2017-2022. For example, alignment between the two plans is exemplified through the following:

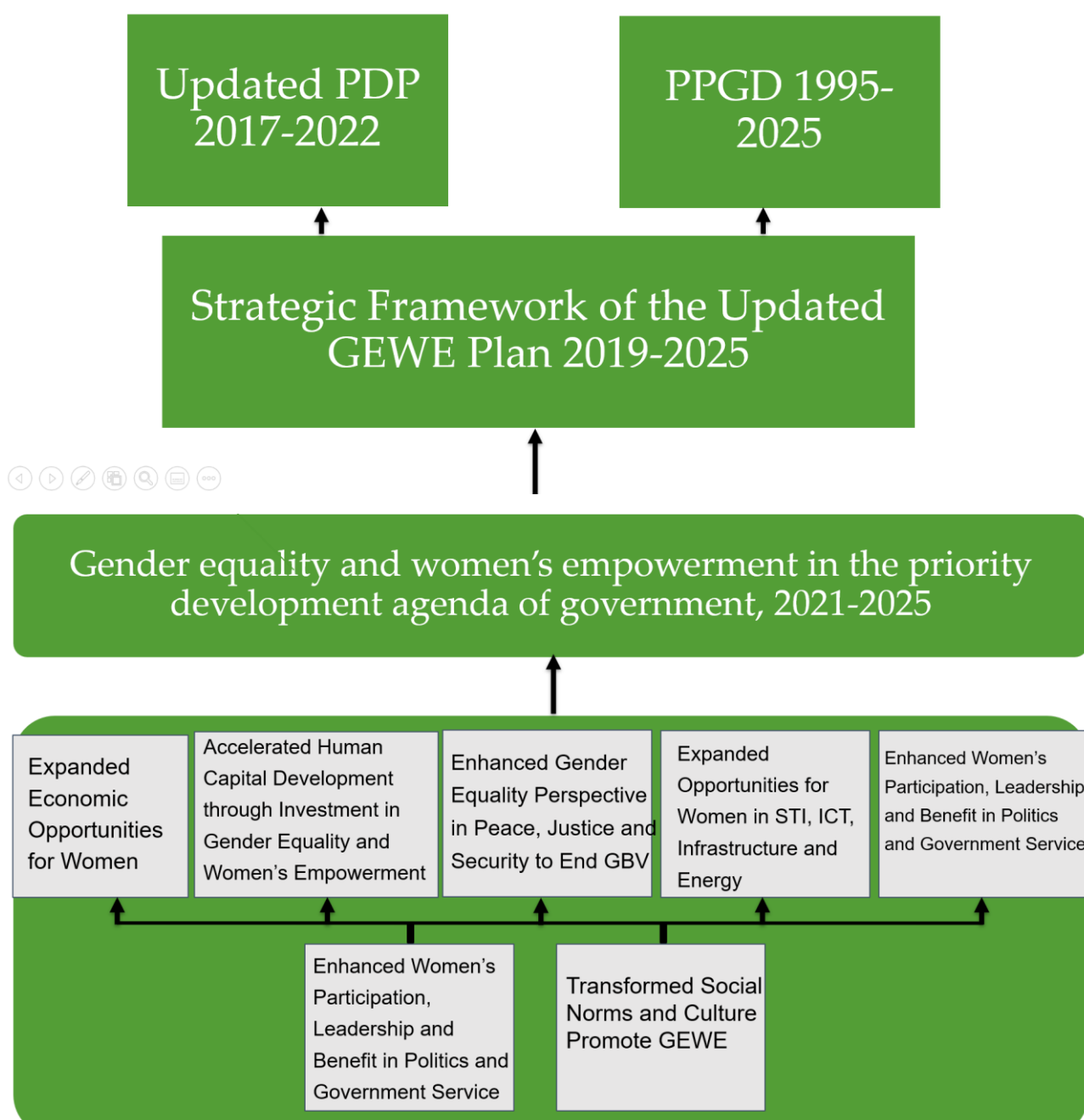
- enhancing the capacity of the government to address the multidimensional risks arising from natural hazard events, including biological hazards, which also highlight gender considerations in climate change adaptation and mitigation and disaster risk reduction and management (CCAM-DRRM) actions;
- expanding access of farmers and fisherfolk to economic opportunities;
- enhancing the capacity of farmers and fisherfolk through the provision of AFF -related training; and
- increasing access of small farmers and fisherfolk to land resources and formal credit/financial programs.

In addition, the priority strategies provided in Chapter 10: Science, Technology, Innovation, and Information and Communication Technology (STI and ICT) of the Updated GEWE Plan 2019-2025 are relevant in advancing the role of women in the STI and ICT sectors and consistent with the objectives outlined in Chapter 14 of the Updated PDP 2017-2022.

These are some examples of the alignment between the two national government plans. It is expected that through this alignment and the established institutional mechanisms for GAD action, the country can move more quickly towards gender equality and women’s empowerment and the achievement of the SDGs, especially Goal 5 on Gender Equality.

A gender equality guiding plan for formulating the agency GAD Agenda and the annual GAD Plan and Budget, national government agencies, local government units and all government instrumentalities are encouraged to use the GEWE Plan as reference and guide in gender mainstreaming.

Updated Strategic Framework



Strategies

Guidance from the global community stresses that to effectively address the pandemic's socio-economic impact on women and men from diverse backgrounds, it is important for governments to pursue a dual approach to gender-inclusive recovery³⁸ (OECD, 2020).

³⁸<https://www.oecd.org/coronavirus/policy-responses/towards-gender-inclusive-recovery-ab597807/#boxsection-d1e444>

Coincidentally, the same dual approach has been the advocacy and strategy of the PCW with the rest of government as it carries out its mandate under the Magna Carta of Women. The dual approach consists of:

1) **proactive and targeted policy making and programming to close identified gender gaps** and level the playing field for men and women (i.e., targeted actions or gender-focused); and

2) ensuring that government action does not inadvertently reinforce existing gender stereotypes and inequalities through **mainstreaming gender-inclusive considerations in designing policies, programs, and projects**.

In addition, highlighted across the various chapters of the Updated GEWE Plan are the following new and reformulated strategies:

- Ensure women's equal representation in all COVID-19 response planning and decision-making.
- Drive transformative change for equality by addressing the care economy, paid and unpaid; government will advocate and encourage the private sector employers to explore provision of various childcare options to working parents in essential services, like health care; explore ways to provide direct financial support to workers who must take leave to care for children (or support employers who offer paid leave for this); and adapt telework and flexible work requirements to enable workers to combine paid and unpaid work.
- Target women and girls in all efforts to address the socio-economic impact of COVID-19.
- Ensure that all policy and structural adjustments aimed at recovery go through robust gender and intersectional analysis, so that the differential effects on women and men can be assessed and addressed.
- As much as possible, use sex-disaggregated data and gender-based analysis in all sectors when crafting and developing policies and programs for resilience and recovery.
- Further enhance government support to women victims of violence and ensure that service providers work together, share information, and think carefully about how to support victims when their means of communication may be closely monitored by the abuser whom they live with.
- Address income insecurity and ensure that women who have been hardly hit by the crisis, including women in the informal economy, will be targeted. Support needs to focus on both workers and micro and small business owners and their businesses.
- Ensure that risk response plans and global value chain recovery plans are more inclusive and contain more protection measures for women and other vulnerable groups.
- Proactively prepare to address the potential job losses caused by automation, digitalization, artificial intelligence, and other emerging technologies that could add to the losses due to the COVID-19 pandemic.
- Address the issues faced by women micro-entrepreneurs during emergencies: i) lack of access to transport their raw materials / products from / to suppliers and buyers; ii) limited to no access to other market platforms to sell their products; iii) unavailable and limited knowledge to develop business continuity / disaster resiliency plans; iv) limited to no access to essential services and support to

entrepreneurs and their workers; and v) lack of access to programs and services to rehabilitate their business.

- Raise public awareness particularly among private institutions like banks and other financial institutions to remove biases and other procedural constraints to women's access to capital
- Introduce policies that would ensure equal access of women to leadership and decision-making positions
- Ensure participation of women in local councils including agriculture-related organizations or associations for their voices and experiences to be considered in local development planning and to link them to information on programs and services
- Regularly assess the outcomes of programs as to how and whether they are effectively lifting women out of poverty
- Enhance the recognition of IP women's ownership and access to land and resources as an enabling factor in advancing and sustaining indigenous women's roles and livelihoods in the light of recovering from the pandemic and achievement of the SDGs.
- Explore other sustainable nature-based income sources to discourage migration for labor while reducing population pressure in the urban and industrialized centers.
- Support the improvement of existing traditional production and storage of food staples of IP communities and nutrition systems.
- Broaden the scope of ongoing conditional cash transfer/cash-for-work programs to create income generating activities for displaced workers; these activities should be supportive of local agricultural growth (i.e., farm to market/irrigation building or rehabilitation) while equally building community climate resilience, i.e., reforestation and restoration of degraded lands.
- Focus and give special attention to the especially precarious situation of women OFWs who have returned because of the pandemic
- Address gender-related barriers to Tuberculosis (TB) prevention, diagnosis, and treatment since the disease is a leading cause of maternal deaths
- Need for the education sector to give priority attention to the following emerging gender issues that could be addressed through the comprehensive sexuality education that is mandated by the RPRH law:
 - heightened risk of sexual and gender-based violence (SGBV) and early pregnancy among adolescents
 - increased vulnerability to online sexual exploitation
 - increased psychosocial stress and mental health issues of girls.
- Establish partnerships between shelter agencies and other national and local governments, civil society, and private sector for the attainment of affordable and gender-responsive housing
- Develop credit and finance options to support the housing needs of low-income women and their families.
- Address the alarming decrease in reporting of GBV and the documented accounts of breakdown in the referral mechanisms (during the pandemic)
- Support the justice-related needs of women left behind as widows by suspected drug users and fallen journalists (DOJ, DSWD, CHR, PNP)
- Intensify actions that include women's participation in preventing violent extremism
- Mobilize the support of progressive men to be part of the action in support of women, peace and security overall, and in addressing gender-based violence in armed conflict and conflict vulnerable areas.

- Undertake impact analysis of various plans, and the interventions to implement them, to ascertain their contribution to strategic outcomes for women and girls
- Pay closer attention to excluded groups, including women with disabilities and minorities, and focus on innovations in low and medium level technologies
- Provide technology and innovation support for MSMEs and entrepreneurs affected by the COVID-19 crisis
- Strengthen and support feminist networks; female and male politicians need to be informed of and be accountable to gender and social justice movements and networks
- Encourage political parties to make dedicated funding available to female candidates
- Encourage party leaders to ensure gender balance when recruiting qualified candidates.
- Maximize the potential of women in government service in achieving gender-responsive governance
- Develop a private sector strategy that would assist in promoting a culture of gender equality and ending discrimination

Guiding principles

In addition to the guiding principles elaborated in the GEWE Plan 2019-2025, the updated Plan and its results matrices adheres and adapts the global recommendations on policy coherence for sustainable development³⁹, a comprehensive standard to support policymakers in achieving the 2030 Sustainable Development Goals (SDGs). The same standard principles, organized under three main pillars as shown in the table below, apply to policy and action coherence for gender equality and women’s empowerment. The principles and how the situation in GEWE action and advocacy in the Philippines fare against each one is presented in the table below and will serve as checkpoints to how well the collective action by government and other stakeholders are coming together to produce the desired results and impact.

Principles for Promoting Policy and Action Coherence for Gender Equality and Women’s Empowerment

Principle	Philippines Benchmark (as of 2020) and Moving Forward
Pillar 1 Vision and Leadership	
1. Political Commitment and Leadership	<p>The policy and legal framework for gender equality and women’s empowerment is well developed and is one of the biggest achievements of women’s advocacy and action in the Philippines. The legal framework significantly contributes to increased awareness among political leaders and decision-makers in government and in the private sector.</p> <p>Given that 2022 is an election year, the PCW and its network of advocates in government will readily engage with key stakeholders in ensuring that the whole-of-government approach to action for GEWE is reiterated and will continue to be strengthened. The PCW and oversight</p>

³⁹ <https://www.oecd.org/gov/pcsd/oecd-recommendation-on-policy-coherence-for-sustainable-development.htm>

Principle	Philippines Benchmark (as of 2020) and Moving Forward
	<p>agencies such as the Commission on Audit, Commission on Human Rights, Civil Service Commission and the NEDA are committed and will play key roles as mandated by the Magna Carta of Women.</p>
<p>2. Strategic Long-Term Vision</p>	<p>The Philippine Plan for Gender Responsive Development 1995 - 2025 and the Gender Equality and Women's Empowerment Plan 2019-2025 and its updated results matrices continue to serve as guideposts for all in government including at the sub-national, regional, and local government levels.</p> <p>The SDGs, particularly SDG 5, and SDG 8 (for women in the informal economy) further strengthen the articulation of the long-term vision for women and girls.</p>
<p>3. Policy Integration</p>	<p>The Philippines' strong legal framework and strategic long-term vision have created an enabling climate for policy integration where GEWE is integrated into sectoral policies. Encouraging efforts are being undertaken such as the National Anti-Poverty Commission -Workers in the Informal Sector "Roadmap for Enterprise Formalization" which incorporates issues of women workers in the sector. Other examples include the various disaster risks plans that have endeavored to integrate the perspective and experiences of women.</p> <p>However, more work is needed for gender and intersectional analysis to be routinely or systematically undertaken as part of policy and program development.</p> <p>The PCW and other oversight agencies of the government such as DBM, COA, CSC, and NEDA will continue working towards policy integration towards GEWE through the budget process. The PCW will continue to lead in providing technical assistance in gender analysis, GAD planning and budgeting and further develop supporting tools, such as guidelines or regulations, as well as coordination mechanisms for government agencies to align their mandates, policies, and sectoral objectives with broader inclusive and sustainable development goals. Technical assistance will continue to be provided to agencies for better clarity on how to use the mandatory 5 percent GAD budget to help make the rest of the 95 percent of agency budgets fully responsive to the needs of women and girls.</p>
<p>Pillar 2 Policy Interactions</p>	
<p>4. Whole-of Government Coordination</p>	<p>The gender and development actions and advocacies through the years have accomplished significant achievements related to this principle. These include the established focal point system in all government agencies,</p>

Principle	Philippines Benchmark (as of 2020) and Moving Forward
	<p>GAD budget policy and its implementing tools, strong support from the Commission on Audit for compliance, and regular stakeholder consultations and assessments led by the PCW.</p> <p>Moving forward, the PCW and the sectoral agencies of government will continue to build the capacity in public administration for GEWE, and in aligning training strategies and programs for public actors with the principles and integrated nature of actions for GEWE.</p>
5. Subnational engagement	<p>Appropriately engaging sub-national levels of government to promote coordinated actions and enhance coherence across levels of governments for gender equality and women's empowerment is the big challenge since the PCW does not have any subnational presence. It has, however, established regional GAD councils that provide coordination of GAD efforts at the regional level.</p> <p>Given the Mandanas-Garcia Ruling and the concomitant increase in IRA for LGUs, the PCW in cooperation with DILG, DBM, and other relevant national agencies will provide the policy guidance including necessary tools and guides for the allocation of increased IRA for GAD planning and budgeting that are suitable to LGUs.</p> <p>In partnership with the DILG, concrete steps for localizing the GEWE plan through translation to LGU GAD plans and budgets will be prioritized.</p>
6. Stakeholder engagement	<p>Engaging stakeholders outside of the government to sustain broader support for GEWE needs to be established and maintained on a regular basis. While there are representations of the different sectors of women in the PCW Board, there is a need to operationalize a system for reaching out to the marginalized and vulnerable groups of women in order to advance inclusive social and economic development, and work with stakeholders to raise public awareness and mobilize support.</p>
Pillar 3 Impact	
7. Policy and financing impacts	<p>This is a principle that has not been given much attention.</p> <p>An impact analysis of the use of the GAD budget and implementation of the GEWE plan needs to be undertaken.</p>
8. Monitoring, Reporting and Evaluation	<p>While there is an annual reporting by national government agencies on GAD, this needs to be made more systematic and to be reporting against the targets in the GEWE Plan.</p>

Principle	Philippines Benchmark (as of 2020) and Moving Forward
	<p>It is important to ascertain whether and how the GAD budget is facilitating policy coherence for gender equality.</p> <p>Collection, mainstreaming, and use of gender statistics is a necessary requirement to effectively monitor, report on progress and evaluate impact of the GEWE Plan on women and girls. In this connection, the PCW, in cooperation with the Philippine Statistics Authority, relevant agencies and the DILG (for LGUs) will continue to build on the progress that has been achieved on gender statistics.</p>

Framework on Gender Statistics. The PCW spearheads the advocacy and action towards a more systematic collection of sex-disaggregated data and gender statistics. In 2019, it launched the Compendium of Gender Equality and Women’s Empowerment (GEWE) Indicators.⁴⁰ Known as the Compendium, it is a compilation of pre-selected but wide-ranging list of indicators based on a sectoral and thematic framework for measuring the results of GEWE initiatives in the Philippines. The Compendium forms part of the PCW’s results-based monitoring and evaluation system on GEWE and was developed in consideration not only of the country’s need to report on progress related to the implementation of the Magna Carta of Women, but also of its reporting obligations to international commitments such as the Convention on the Elimination of All Forms of Discrimination Against Women, Beijing Platform for Action, and the Sustainable Development Goals.

Following a results-based approach, the GEWE indicators are organized according to a hierarchy of GEWE results to give premium to results that produce the most desirable benefits for women and girls such as enhanced empowerment of women and elimination of gender disparities between women and men. The empowerment of women which is translated to women’s greater participation and voice in decision-making as well as women’s enhanced material well-being and status is crucial to attaining gender equality in social, economic, political, and cultural aspects of life. Thus, gender equality and women’s empowerment are key results leading to the desired impact of an improved quality of life among women and men, girls and boys. This is the framework that underpins the construction of GEWE indicators across the hierarchy of results.

The Compendium presents the GEWE indicators in five strategic areas, namely: Women’s Social Development Rights; Women’s Economic Empowerment; Gender in Security, Justice and Peace; Gender-Responsive Governance; and Gender in Environment and Climate Change. Under these goal areas, GEWE indicators are further clustered into 17 key sectors and thematic areas. These are specific indicators recommended for each thematic, sectoral or priority area at different levels of results (be it at the impact, outcome or output level) that will be considered in gender mainstreaming.

But while the compendium of GEWE indicators is developed to be as comprehensive and as wide-ranging as possible, the reference document does not presume to cover all indicators that would be needed to monitor gender equality and women’s empowerment in every situation, context, policy or commitment. The choice of the GEWE indicators to be prioritized for inclusion in the agency’s GAD agenda, GAD plan and budget, or any GAD program, project or activity rests on the agency’s mandate and functions and will vary depending on the feasibility of data collection and other resource constraints faced by the agency.

⁴⁰ <https://pcw.gov.ph/compendium-of-gewe-indicator/>

The Compendium is composed of two Volumes. Volume I is the compilation of thematic and sectoral GEWE indicators at the impact, outcome, and output level of results while Volume II provides for every GEWE indicator an indicator code as well as indicator description, data sources, frequency of data collection and statistical methods of data collection. While the Compendium provides guidance on data collection, some degree of M&E expertise and services may still be required to assist in the preparation of an M&E Plan, in the design of tools and instruments on sampling, data collection and analysis as well as reporting on the results of GAD-related M&E.

Currently being undertaken by the PCW and the PSA, with assistance from the UN Women, is the development of guidelines on the establishment and maintenance of GAD statistical database. With the approval of the rest of the member agencies of the Inter-agency Committee on Gender, Children and Youth Statistics (IAC-GCYS), the guidelines will be adopted through a PSA Board Resolution.

Moving forward, the PCW will seek the cooperation of the DILG in providing clarity and guidance on how to implement Executive Order No. 13⁴¹ which mandates that data collection and data governance, including appropriation of funds related thereto, shall be devolved functions to LGUs. The Compendium and the forthcoming guidelines from the PSA will provide the overarching framework for the generation of gender statistics for planning and decision-making both at the national and sub-national levels.

⁴¹ On the Full Devolution of Certain Functions of the Executive Branch to Local Governments, and Creation of a Committee on Devolution

PART III UPDATED GEWE 2019-2025 RESULTS MATRICES

The Gender Equality and Women's Empowerment Plan 2019-2025 guides national government agencies and their attached entities, and Local Government Units in formulating their agency Gender and Development (GAD) Agenda and annual GAD Plan and Budget.

Each of the seven strategic goal areas for gender equality and women's empowerment is addressed through sectors (chapters) that contribute to the achievement of the goals. The organization of the chapters facilitates government agencies' identification of where their main responsibilities are in the plan. However, sectoral agencies are cognizant that given the multisectoral nature of gender issues, they have responsibilities as well in other chapters, although leadership for it may rest with another agency. Gender equality work requires stakeholders to work together and harmonize approaches for more effective results.

Each chapter in Part III includes a table that summarizes for the sector or theme: i) the gender equality issues, ii) corresponding results or outcomes, iii) indicators to track progress in the achievement of the outcome (including baseline and targets, as data allow), iv) strategies, and v) the agencies responsible for the delivery of the outcomes.

The process of updating provided the opportunity for agencies that have responsibility for a chapter to review progress towards outcomes, identify facilitating factors and lessons from their implementation of programs and projects, and provide baseline information for a few indicators for which new data have become available. A few of the chapters have unchanged scope (in terms of the matrix elements), a few introduced new or emerging issues with corresponding outcome, targets and strategies, while others introduced refinement to the statement of gender issues and outcomes or added new strategies. Substantive inputs and recommendations from CSOs and women's organizations informed the identification of new and practical strategies that the various sectors could adopt.

STRATEGIC GOAL AREA 1

Expanded Economic Opportunities for Women

CHAPTER 1: TRADE, INDUSTRY AND SERVICES

The COVID-19 pandemic has long-term economic repercussions that are likely to disproportionately affect the productive lives of women compared to men. The specific needs and contributions of women as workers, business owners and entrepreneurs must be better understood and addressed when developing measures to reactivate the economy. All aspects – from accessing financial rescue packages, credit, and unemployment benefits to removing barriers for women to perform higher-skilled and better-paid jobs – should be considered for the economic recovery to be effective, inclusive, and sustainable.⁴²

The manufacturing sector around the world has been one of the hardest hit by the COVID-19 outbreak and ensuing containment measures. Most manufacturing industries were not considered essential except for food processing; thus, businesses were forced to close or reduce their activity. Cuts in payments, order cancellations, shortages in the supply of inputs and raw materials, and restricted transport modalities along global value chains have undermined production and brought factories to a standstill. Millions around the world have become unemployed because businesses had to close or severely restrict their operations, leaving especially those in low-skill and low-income positions, many of which are held by women, in situations of even higher economic difficulties.

Women in the Informal Economy

Self-employed and workers in the informal economy, who are often suppliers of manufacturing firms, have also been forced to halt their activities, thus undermining their livelihoods, and leaving them with little or no social protection to fall back on. Ninety-three per cent (93%) of the world's informal employment is in emerging and developing countries.

Women are more exposed to informal employment in most low-and lower-middle income countries and are more often found in the most vulnerable situations.⁴³ They are overrepresented in sectors hardest hit by the crisis (42% compared to 32% of men globally).⁴⁴ Significantly, ILO Recommendation 204 recognizes that the human face of informality is female.⁴⁵ It also serves as an international legal framework for the informal economy with its twelve 'guiding principles' establishing the labor standards to assist governments around the world transition the labor force from the informal to the formal economy.

In the Philippines women in the informal economy are mostly found in small home businesses, contractual jobs in the manufacturing and service sectors, and other underdeveloped sectors of the economy. They are the street vendors, unregistered domestic workers, unpaid contributing family workers, and manual workers in informal micro businesses. As women, they face, more particularly, some of the factors of informality including discrimination, lack of access to economic resources, to property, to financial and other business services, as well as the greater need to combine family and work responsibilities.

⁴² <https://trade4devnews.enhancedif.org/en/op-ed/industries-post-covid-19-gender-responsive-approach-global-economic-recovery>

⁴³ See ILO Report at https://www.ilo.org/global/about-the-ilo/new-room/news/WCMS_627189/lang-en/index.htm#:~:text=The%20report%20shows%20that%2093,over%20740%20million%20are%20women. Cited in CHR Report, Women and Informality. A Situation Report on Women in the Informal Sector, 2021.

⁴⁴ Trade For Dev News, op. cit.

⁴⁵ See Special Report: Informal Economy at <https://www.wiego.org/publications/special-report-informal-economy>. Retrieved on 04 April 2021, cited by CHR, Women and Informality, A Situation Report on Women in the Informal Sector, 2021.

Women's rights organizations (WRO) representatives who participated in the updating process stressed that given the job losses associated with the pandemic, there will be a huge expansion in the number of people dependent on the informal economy as this has always been the catch basin for most who are not accommodated in the formal labor market. The informal economy plays a crucial role in recovery and resilience building and therefore requires priority attention by government. It is imperative that government and stakeholders in the informal economy devise gender-responsive formalization strategies. For example, unless constraints to women's access to sources of credit in formal institutions are addressed, or the cost of doing business is reduced, such as by lowering the cost of securing Mayor's permit, formalization of informal businesses owned by women will continue to be held back.

Women and the Global Value Chains

Compounding the gendered impact of the pandemic is its timing, happening at the outset of technological upheaval and reorganization of global value chains (GVCs) which has potentially huge implications for gender equality. GVCs and trade have historically contributed to development, poverty reduction and advancements in gender equality by providing new opportunities to access higher value markets. The COVID-19 outbreak, however, demonstrates that **risk response and GVC recovery plans need to be more inclusive and contain more protection measures for vulnerable groups**. Unless GVCs are managed more responsibly and the needs of those losing their jobs during the COVID-19 outbreak are considered, recent gains made in closing the gender wage gap and increasing women's labor participation in manufacturing especially in developing countries will potentially be reversed.

Emerging Technologies and the Fourth Industrial Revolution

Another phenomenon poised to cause disruptive changes in industry is the Fourth Industrial Revolution which is characterized by automatization, digitalization, artificial intelligence (AI) and other emerging technologies. A lot of uncertainty remains about which industries and which types of jobs will most pronouncedly feel the impact of these new frontier technologies and innovations. Due to restricted access to education and training, structural barriers and social norms, these types of low-skilled and routine manufacturing jobs are predominantly held by women. As more advanced robots and machines are developed and more widely introduced, there is a concern that they will replace more jobs held by women than by men. **Potential job losses caused by automation, digitalization, artificial intelligence (AI), and other emerging technologies could add to those losses already happening due to the COVID-19 pandemic**. Thus, it is imperative that policy responses and investments are appropriately targeted, both accelerating technological trends as well as deeply-rooted management practices in GVCs, to avoid further deepening of the existing inequalities between men and women in the production sectors of the economy.

The Philippine Business Sector

Early data from the Philippine business sector supports the global trends and analysis related to the impact of the pandemic on business. A survey done by the ADB in March 2020 showed 71 percent of the 1,288 micro-enterprises surveyed had temporarily closed with only 24 percent remaining open but with limited operations.⁴⁶ Another study supported the observation and indicated that women-led enterprises were the most vulnerable during the pandemic,

⁴⁶ <https://data.adb.org/dataset/adb-philippine-enterprise-survey-covid-19-impact>

exhibiting bleak prospects for sales and more job cuts compared to enterprises led or owned by men.⁴⁷

The pandemic has also reduced women's success in e-commerce in the Philippines, according to a report released by the International Finance Corporation. The report noted that due to the pandemic, the gross merchandise value (GMV) of women-owned businesses in the Philippines declined to 79 percent of men-owned firms from 106 percent pre-pandemic.⁴⁸

The "Assessment of the Socio-economic Effects of COVID-19 and Containment Measures on Philippine Enterprises,"⁴⁹ reported that most firms experienced difficulties in coordinating their supply chains leading to shortages in raw material supply and impediments in distribution, shipping, and logistics. These were felt more by the microenterprises and the domestic-oriented firms. Challenges were compounded by majority of firms not having clear and responsive plans for business continuity.

The abovementioned issues and challenges were affirmed by a rapid survey conducted by the Supporting Women's Economic Empowerment (WEE) in the Philippines Project to determine the immediate effects of COVID-19 on women micro-entrepreneurs (WMEs) across the priority regions of the project.⁵⁰ Results of the study show that majority of the WMEs have temporarily suspended their business operations and have already terminated workers, resulting in loss of income for both parties. Among the challenges experienced by the WMEs include: **i) lack of access to resources to transport their raw materials / products from / to suppliers and buyers; ii) limited to no access to other market platforms to sell their products; iii) unavailable and limited knowledge to develop business continuity / disaster resiliency plans; iv) limited to no access to essential services and support to entrepreneurs and their workers; and v) lack of access to programs and services to rehabilitate their business.**

Progress Towards Outcomes

In 2020, the total number of registered business enterprises was 957,620; of these, 99.1 percent (952,969) were MSMEs. More particularly, micro-enterprises constituted 89 percent (850,127) of total MSMEs followed by small enterprises at 10 percent (98,126) and medium enterprises at 0.49% (4,716). For the same year, the Department of Trade and Industry (DTI)

⁴⁷ Igarashi, Takiko, et al. Evolving Impacts of the COVID 19 Pandemic in Micro, Small and Medium-sized Enterprises in Asia. Asian Development Bank Institute, No. 1286, Sept. 2021.

⁴⁸ Gross Merchandise Volume is a term used in online retailing to indicate a total sale monetary-value for merchandise sold through a particular marketplace over a certain time frame. GMV includes any fees or other deductions which a seller might calculate separately. Ordinario, Cai. Covid-19 negatively impacted women entrepreneurs in PHL. Business Mirror. <https://businessmirror.com.ph/2021/05/28/covid-19-negatively-impacted-women-entrepreneurs-in-ph/>

⁴⁹ Study conducted by the United Nations Industrial Development Organization (UNIDO), in collaboration with the DTI and other partners from government, private sector, the academe, and other development partners. UNIDO. (2020). *Assessment of the Socio-economic Effects of COVID-19 and Containment Measures on Philippine Enterprises*. Retrieved from <https://dtiw ebfiles.s3-ap-southeast-1.amazonaws.com/COVID19Resources/Reports/Philippine+SME+Assessment+FINAL+REPORT.pdf>

⁵⁰ The PCW WEE Project is supported by the Canadian government. Project Management Office, Supporting Women's Economic Empowerment (WEE) in the Philippines Project, 2020. *WEE Project Study on the Immediate Effects of COVID-19 to Women Micro Enterprises*

recorded a total of 916,163 business name registration (new and renewal), 61 percent of which were women.

Relevant to the strategic outcome of **increasing formalization of women's businesses in the informal economy** is DTI's focus on MSME development. For example, the 7Ms framework for MSME Development addresses many of the constraints faced by women in growing their businesses. The seven elements of the framework are the following:

1-3. Mindset, Mastery, Monitoring – Strengthen the capacity of MSMEs through mentoring, group and online training (*Capacity building and Skills Development*)

- Negosyo Center Program – Provides women entrepreneurs access to information, support, training, and credit facilities. This is also a one-stop-shop for access to information and business facilitation
- Kapatid Mentor Me – Enhances support to MSMEs through the weekly coaching and mentoring by business owners and practitioners themselves on the different functional areas of entrepreneurship
- RIPPLES – Aims to expand the supply base of internationally competitive Philippine products and services by extending strategic firm-level interventions to participating companies to enhance their export capacity and competitiveness

4. Machine

- Shared Service Facilities – Provides affordable, cost effective, and accessible innovative technologies (*Access to Technology*)

5. Money Access – Streamlining loan processes for MSMEs; Incentivizing financial institutions; and Equipping MSMEs with knowledge to avail of formal financial services (*Access to Capital*)

- Pondo sa Pagbabago at Pag-asenso– A microfinance program in cooperation with SB Corp Connecting MSMEs to micro finance institutions (MFIs) to access financing for business start-up or expansion
- COVID_19 Assistance to Restart Enterprises – A specialized financing program to assist MSMEs to recover from business losses from the effects of the public health emergency

6. Market Access - strengthen value, supply-chain linkages and provide market matching available for MSMEs (*Access to Markets*)

- One Town, One Product and Go Lokal! - Strengthens value and supply-chain linkages; and provides timely, accurate, and inexpensive market matching available for MSMEs

7. Model of Business - Franchising, Distributorship, and Skills Training– Simplify and harmonize MSME-related regulations at the local and national levels (*Leadership and Management*)

Towards the goal of **improving the sustainability and growth of women's businesses** were targeted programs and services for COVID-19 affected MSMEs, three of which had a special focus on women, include the following:

Programs and Services	Description and Progress
COVID-19 Assistance to Restart Enterprises (CARES)	<p>The Small Business Corporation under the guidance of the DTI has set up a P1.6 billion Enterprise Rehabilitation Financing facility to support micro and small businesses affected by the economic impact of the crisis. The microfinancing program of the SB Corporation, which usually offers loans ranging from PhP5,000 – PhP200,000 with a minimal interest rate of not more than 2.5% per month with no collateral requirement, will extend its service to small enterprises. Under the CARES program, micro enterprises with asset size of not more than PhP3.0 million may borrow PhP10,000.00 up to PhP 200,000.00 while small enterprises with asset size of not more than PhP10 million may borrow a higher loan amount but will not exceed PhP500,000. Those availing of the loans can pay in 30 monthly installments with a grace period of 6 months. The interest rate is about 2.2 percent per year. As of October 2020, over 20,403 applications and a total of Php 1.1 billion worth of loan has been approved, reaching 1,600 municipalities nationwide. A total of PhP 571.5 Million worth of loan has been successfully released.</p>
E-Peso Project	<p>Supported by the USAID, the project enables the Philippine government’s transition from cash and checks to electronic payments for broader-based economic growth and financial inclusion. In addition, the project focuses on connecting women entrepreneurs to the digital economy and seeks to enhance Filipina entrepreneurs’ access to markets by equipping them with knowledge and tools to become effective online sellers. It views digital connectivity as key to increasing women’s economic empowerment as business owners in an ever-expanding digital world. Through the initiative, women entrepreneurs are recognized as agents of innovation and change, whose contributions will bring the country towards digital connectivity, and help rebuild livelihoods, as the Philippines economy re-opens, geared towards a better normal.</p>
CTRL + Biz Reboot Now!	<p>As means to sustain provision of enterprise skills development training and mentoring amidst quarantine regulations, DTI launched CTRL + Biz Reboot Now Program. It provides Webinars on e-commerce to help MSMEs transform their businesses digitally. E-learning topics seek to enhance the entrepreneurial skills, especially of the youth through masterclasses and panel discussions on online business registration, scaling-up and automating business operations, e-payment and e-banking, online marketing and e-commerce platforms and tools. The program received overwhelmingly positive response from beneficiaries, generating over 6,000 Zoom attendees, and 73,000 Facebook livestream viewers during the first webinar sessions.</p>

Programs and Services	Description and Progress
<i>Gawang Pinay</i> Online Trade Fair	As a response to marginalized MSMEs' difficulty in accessing markets, DTI launched the Gawang Pinay Digital Store, an online marketplace for women-led enterprises in partnership with UnionBank Global Linker, and features 89 women-led Micro, Small, and Medium Enterprises (MSMEs) from different regions of the country. Products on sale include processed food and beverages, gifts and souvenirs, houseware and décor, fashion accessories, wearables, specialty, heirloom, food, health and wellness products and goods. These products have undergone value-adding and transformation through various services of DTI programs. The trade fair ran from August 24 to September 30, 2020.
Basic Deposit Account of the Bangko Sentral ng Pilipinas Program	Designed to promote financial inclusion, the basic deposit account enables Filipinos, especially the unserved and underserved, {many of whom are women} to receive and make payments, as well as have a facility for store of value. It will have the basic functionalities that will characterize ease, accessibility, convenience, and reasonable cost for both banks and customers. ⁵¹ The program features i) issuing of ATM cards that can be used for purchase and payment of bills, ii) for individuals without identification cards, a certification from the Barangay is acceptable to open an account, iii) minimum deposit of P100 upon opening of account, and iv) no dormancy charges.

Directly indicating progress towards growth of women's businesses is the increasing renewal rate of businesses owned by women, from 44 percent in 2019 up to 51 percent in 2020, indicating improved sustainability. The data in the table below shows that the various support programs for MSMEs are reaching women adequately in accordance with the proportional representation required by the MCW, i.e., 40 – 60 percent for either of the sexes.

Baseline	Progress/Accomplishments
<ul style="list-style-type: none"> Credit/Finance: 	
<p>In 2017, DTI recorded the following number of women and men with loan or line credit and the corresponding value:</p> <p>Small Business Finance 1,469 (46%) – female; 1,444 (45%) – male 9% undetermined</p> <p>Value of Loan Releases P 1,384,314,817.07 (40.69%) – female</p>	<p>Small Business Finance 2019: 195 (47%) – female; 176 (43%) – male; 10% undetermined 2020: 5,405 (57%) – female; 3,097 (33%) – male; 10% undetermined</p>

⁵¹<https://morb.bsp.gov.ph/213-basic-deposit-account/>

P 1,469,312,780.73 (43.19%) – male P 548,118,295.02 (16.11%) – corporations	Value of Loan Releases 2019: P 181,739,728.98 (45.58%) – female P 153,463,034.06 (38.49%) – male 16% - corporations 2020: P 456,850,088.85 (44.34%) – female P 364,515,694.61 (35.38%) – male 20.3% - corporations
<ul style="list-style-type: none"> • Capacity-building / Training: 	
<ul style="list-style-type: none"> ○ DSWD - Sustainable Livelihood Program (SLP) <p>2017: DSWD’s SLP served a total of 190,718 female beneficiaries</p>	2019-2021: SLP served a total of 265,041 female beneficiaries
<ul style="list-style-type: none"> ○ DTI - Product Design-related trainings, Export-related trainings and all other trainings provided by PTTC <p>2017: 34,634 (62%) – females trained 21,625 (38%) – male trained</p>	<p>2019: 14,402 (64%) – females trained 8,062 (36%) – males trained</p> <p>2020: 10,519 (62%) – females trained 6,539 (38%) – males trained</p>

Towards increasing the participation of women’s MSMEs in global value chains, the DTI provided assistance to men and women business owners through the following programs:

DTI Program	Number Assisted, 2019			Number Assisted, 2020		
	Men	Women	% Women	Men	Women	% Women
Export Promo	2,734	4,100	60%	1,386	1,859	57%
Int’l Trade Expo/Missions	653	1,033	61%	183	118	39%
Domestic Market Matching	171	480	74%	327	772	70%
Entrepreneurship Support & Dev’t	581	914	61%	481	697	59%

Note the high proportion of women reached by the various programs in 2019, which are all 60 percent and above. However, most likely due to the pandemic, all programs reported decreased reach and lower proportion of women particularly in international trade missions, with women’s participation drastically falling from a high 61 percent in 2019 to 39 percent in 2020.

Meanwhile, the PCW’s WEE Project provided empowering spaces to the WMEs through the online support groups which provided mentoring or training that cater to emotional or psychological needs and GAD-related awareness of WMEs and their workforce. The

empowering spaces activities provide safe venues for WMEs to share their personal and professional issues and gain insights and support from other WMEs and industry experts. The interventions were further continued to address the low level of confidence of WMEs amidst the pandemic⁵² which proved to be effective with the increasing level of confidence and getting back on track of operations of the WMEs, especially in 2021.

Issues and Challenges

To address the concerns of **women in the informal economy**, their organization⁵³ advocates for the following considerations: i) addressing the high cost of doing business such as by working with LGUs to reduce the cost of securing mayor’s permit as this is the basic first requirement to formalizing informal businesses and which will enable more women to more easily access institutional credit; ii) supporting the formulation of an Executive Issuance for the “Road Map for Enterprise Formalization”, a product of an inter-agency collaboration led by the National Anti-Poverty Commission with the basic sector of informal workers; iii) including in entrepreneurship promotion, the recognition of “one village-one product” as this is more manageable and practical for women in the informal economy; and iv) for ‘model of business’ element to recognize and promote the new and emerging concept of Social and Solidarity Enterprise Model which has been defined by the ILO as a “concept designating enterprises and organizations, in particular cooperatives, mutual benefit societies, associations, foundations and social enterprises, which have the specific feature of producing goods, services and knowledge while pursuing both economic and social aims and fostering solidarity”.⁵⁴

The updating process provided the opportunity to more **systematically and comprehensively assess the vast areas of concern that need to be considered in MSME development** from the perspective of gender equality and women’s empowerment. The table below provides a list of gender issues and a menu of possible measures in developing policies, program, and projects in support of women’s micro, small, and medium-sized enterprises. It calls for a comprehensive approach through i) enabling policy and regulatory environment, ii) access to finance, iii) business capacity development, iv) value chain development, and v) stakeholder capacity development. The indicated possible measures provide a comprehensive menu of actions that could inform planning and programming in rebuilding the economy post pandemic in an inclusive and effective manner that unleashes the full potential of women.

Gender Checklist for MSME Finance and Development⁵⁵

Area of Concern	Gender Issue	Possible Measures
1. Enabling policies, laws, and regulatory frameworks for women’s MSMEs		
Gender policy advocacy	•Lack of visibility of gender issues in micro, small, and medium-sized enterprise (MSME) policies and laws	•Conduct gender audit of policies and laws on MSME finance and development, collect sex-disaggregated data, and develop a gender strategy for the sector

⁵² Findings of the PCW-PMO Covid-19 Study. Input from WEE Project.

⁵³ The Alliance of Workers in the Informal Economy/Sector

⁵⁴ https://www.ilo.org/global/topics/cooperatives/projects/WCMS_546299/lang--en/index.htm

⁵⁵ Lifted from ADB’s Gender Toolkit for MSME Finance and Development, 2014. and which is included here for a quick reference of key agencies with responsibility for this chapter.

Area of Concern	Gender Issue	Possible Measures
	<ul style="list-style-type: none"> •Weak gender advocacy 	<ul style="list-style-type: none"> •Encourage networking among women’s MSMEs and advocate for more women among policy decision makers.
Macroeconomic and sector policies	<ul style="list-style-type: none"> •Inadequate enabling monetary, fiscal, industrial/trade, and sector policies (particularly favoring larger enterprises) 	<ul style="list-style-type: none"> •Avoid high inflation, consider progressive and fairer taxation, and adopt sector policies that provide incentives to promote women’s MSMEs
MSME policy, laws, regulatory framework	<ul style="list-style-type: none"> *Existence of discriminatory policies, laws, and practices against women’s MSMEs •Inadequate compliance with core labor standards and insufficient gender equality policy of small and medium-sized enterprises (SMEs) 	<ul style="list-style-type: none"> *Introduce MSME policies/strategies that reduce bottlenecks to women’s MSMEs’ entry and growth •Consider streamlining procedures; adopt online services; and/or reduce fees for registration, licensing, tax payment, and other formal requirements to address women’s time poverty and avoid harassment •Accelerate compliance with core labor standards and gender-equal policies within SMEs (for women as SME workers)
MSME finance and property laws and regulations	<ul style="list-style-type: none"> • Women’s lack of property ownership and the resultant inability to meet collateral requirements • Insufficient funds availed for women’s MSMEs • BMBE law is not availed by women in the informal sector failing in its purpose of formalizing informal sector businesses • Information on non-collateralized credit programs is not popularized nor posted in conspicuous places in LGUs 	<ul style="list-style-type: none"> •Remove gender-unequal legal provisions on property ownership •Consider banking laws that allow use of small movable assets as collateral rather than fixed assets (e.g., secured transaction acts) •Consider affirmative actions by financial institutions (FIs) for earmarking a portion of MSME loans to women’s enterprises
Commercial dispute resolutions	<ul style="list-style-type: none"> •Lengthy and expensive formal court process to handle commercial disputes, 	<ul style="list-style-type: none"> •Consider setting up more small claims courts

Area of Concern	Gender Issue	Possible Measures
	which is particularly hard for micro women's enterprises	•Avail more affordable legal advisory services for women's MSMEs
2. Gender-responsive MSME finance		
Financial products and services	<ul style="list-style-type: none"> •Limited funds available for women's MSMEs •Inability to meet collateral requirements •Inability to obtain loans without husband's consent •FIs' perception of women as high-risk borrowers •Constraints to scaling up women's loan size •Need for services outside of MSME lending •Need to target women as separate customer groups 	<ul style="list-style-type: none"> •Earmark or set a target for women's MSMEs a proportion of credit lines •Allow other arrangements to replace collateral requirements, e.g., group or third party guarantees, secured loans, land loans, warehouse receipts. •Set up a legal advisory desk for women. •Encourage formal registration of enterprises, raise FI staff gender awareness, and facilitate recording of microfinance credit and repayment history. •Consider hybrid loans, measures to support transition from microfinance to formal FIs, and simplification of loan application procedures. •Offer savings, microinsurance, and other financial services tailored to women's needs, as well as business development and other training services (or at least referral to such services) •Consider women-only financial products and services (e.g., women's MSME loans, women-only banks, women-targeted funds)
Service outreach and marketing	<ul style="list-style-type: none"> •Women's time and mobility constraints •Women's low education and financial literacy •Lack of access by women to information of available finance 	<ul style="list-style-type: none"> •Consider appropriate branch locations, online or mobile services, and meeting and training location and timing for women customers •Use visual aids to explain application procedures and requirements and to simplify application procedures.

Area of Concern	Gender Issue	Possible Measures
	<ul style="list-style-type: none"> •Lack of understanding differences of male and female enterprise clients 	<ul style="list-style-type: none"> *Provide more financial literacy education and training for women, including school curriculum •Conduct information campaigns •Conduct gendered client needs assessments, develop financial products and services tailored to women entrepreneurs' needs, and develop sex-disaggregated client database
Finance Institutions' (FI) staff attitude and corporate culture	<ul style="list-style-type: none"> •Information of women clients' transaction details sometimes being passed to male family members by FI staff •Lack of gender sensitization of FI staff •Inadequate gender-equal corporate policy and human resource practices 	<ul style="list-style-type: none"> •Ensure confidentiality of transaction details through staff training and use of technology (e.g., debit cards rather than passbooks). •Conduct series of gender sensitization training of FI staff. •Ensure FIs adopt and practice gender equality corporate policy including recruiting and promoting more women as staff and among board members.
3. Business capacity of women's enterprises		
Business development services (BDS)	<ul style="list-style-type: none"> •Lack of BDS coverage of women's MSMEs •Inadequate quality of BDS •BDS insufficient to expand employment opportunities for women 	<ul style="list-style-type: none"> •Expand BDS for women's MSMEs, including women-targeted business incubator facilities •Improve BDS content and scope to meet special needs of women's enterprises, support confidence building and life skills development, and proactively outreach women to disseminate information of available BDS training. •Governments to ensure that BDS is linked to national competency framework and certification system.
Financial literacy training	<ul style="list-style-type: none"> •Women's lack of financial literacy resulting in low application for loans 	<ul style="list-style-type: none"> •Provide more financial literacy education and training for women, including school curriculum

Area of Concern	Gender Issue	Possible Measures
Networking and organizing	•Need for inclusive and affordable networking for women's enterprises	•Strengthen women's business association and other women enterprises' networks to facilitate knowledge exchange and raise voice as an advocacy group
Other advisory support	•Need for other advisory support	•Consider other advisory support such as legal literacy and help desks on formal procedures and dispute resolutions.
Technology and infrastructure	•Women's enterprises' insufficient access to information and communication technology (ICT) and other technology and basic infrastructure vital for business development	<ul style="list-style-type: none"> •Expand ICT infrastructure and services, as well as access to mobile applications available in local languages •Provide women with time-saving technology •Train women entrepreneurs on the use of computer and online services •Combine infrastructure development and women's entrepreneurship development
4. Gender-inclusive value chain development		
Value chain analysis	•Gendered value chain analysis not regularly conducted	•Integrate gender analysis as a regular part of value chain analysis
Value chain support	•Need to look at gendered needs for value chain: (i) infrastructure and technology support, (ii) finance, (iii) skills upgrading, and (iv) marketing and branding	<ul style="list-style-type: none"> •Consider supporting infrastructure and technology that reduce women's time poverty *Consider value chain financing instruments that consider needs and constraints of women's enterprises (e.g., lack of collaterals) •Consider skills upgrading for women in the value chain, both vertical (to nontraditional sectors) and horizontal (upper value chain) Promote social and solidarity enterprise culture in enterprise formalization strategies

Area of Concern	Gender Issue	Possible Measures
		•Promote women-friendly corporate culture as a way for the value chain branding
5. Institutional capacity development (governments, service providers, civil society organizations)		
Gender-aware and -responsive service capacity	•Institutional stakeholders' lack of understanding of gender issues in the sector and how gender insensitivity affects their service quality	•Conduct gender awareness training to staff relevant to the institution's function •Collect sex-disaggregated data to provide evidence of gender issues in the MSME sector
Gender sensitivity of institutions	•Lack of gender sensitivity of institutions	•Promote adopting an institutional gender equality policy (on human resources, recruitment, promotion, labor standards, etc.) and more women's representation in the institutions concerned

The natural disasters experienced by the country exacerbated by the COVID-19 pandemic continue to adversely affect businesses and livelihood of WMEs. The changing normal of operating businesses poses big challenge to the WMEs who are embracing the shift to e-commerce⁵⁶ resulting in decrease in sales and production as well as suspension of market expansions.

The PCW-led study on the Immediate Effects of COVID-19 noted the top seven (7) interventions to help alleviate the situations of WMEs that were affected by the pandemic, and these include: 1) access to financing, working capital, or loans, 2) trade fairs and other market matching activities, 3) product assessment and development, 4) e-Commerce training, 5) marketing and branding workshops, 6) access to support groups, and 7) access to affordable food certification services.

In response, GWP2 the implementing partners⁵⁷ provided the following interventions to WMEs in their road to recovery:

- a. Provision of Semi-Expendable Equipment. This includes provision of communication and production equipment. The communication equipment is used to assist WMEs in attending online webinars, marketing products online, communicating with suppliers and buyers, and improving their online visibility. Criteria were set for WMEs to be considered for the

⁵⁶ The result of the GWP2 outcome monitoring showed that 690 or 98.29% out of the 702 interviewed WMEs felt the impact of the pandemic to their businesses. Moreover, 245 or 34.90% of the 702 interviewed WMEs were affected by the numerous typhoons that hit Luzon in the latter months of 2020. Most of the WMEs were in Regions V and II.

⁵⁷ The implementing partners of the GWP2 Project include the Department of Trade and Industry (DTI), Department of Agriculture (DA), and Department of Science and Technology (DOST). The project's NGO partners include the Socio-Economic Development Program Multipurpose Cooperative (SEDMPC), ECHOSI Foundation, Bayan Academy and National Association of Training Centers for Cooperatives (NATCCO).

communication equipment.⁵⁸ As a result, thirty (30) WMEs who satisfied the criteria received communication equipment as of September 17, 2021.

On the other hand, 85 WMEs received production equipment from various partners. The production equipment aims to help WMEs increase their production, sales, and market reach. Certain criteria were also set to qualify for the provision of equipment according to the needs of WMEs. Twenty-five (25) WMEs received multiple pieces of equipment while seventy-three (73) WMEs received one (1) piece of equipment. Some WMEs were also given storage boxes/organizers. Other equipment received were sealing machines, stainless tables, burner or gas stove, coffee grinders, pulverizers, pecolator and food processors.

- b. Assistance on Online Marketing. This intervention includes capacity building that focus on navigating e-commerce platforms and marketing products online. It also includes improving the skills of the WMEs on online marketing including ICT applications like phone photography, captioning, and online communication etiquette. As a result, the WME users of online marketing platform has more than doubled from its baseline of 116 WME users or about 142 percent higher.
- c. Support to Trade Fairs and Hauling Services. These included the conduct of and ensuring participation of WMEs in trade fairs that helped increase their sales and resulted to some market linkage.⁵⁹ The provision of hauling services included aiding WMEs in transporting their products which resulted to sales for the WMEs.⁶⁰

⁵⁸ The criteria include: (1) WME should have access to network signal (4G or LTE); (2) WME should have NO mobile phones or tablets; (3) WME is financially incapable to purchase gadgets; and (4) WMEs are committed to their business goals and have great potential to contribute to project results.

⁵⁹ Ten (10) WME project beneficiaries joined the trade fairs organized by DTI and DA Region III in Bataan and Nueva Ecija in June and July 2021 respectively. They were also partner malls and stores and connected with DA's KADIWA ni Ani at Kita Project.

⁶⁰ DTI CAR was able to assist 16 WMEs with hauling provisions. Eleven (11) WMEs were also assisted in transporting their produce from CAR to Manila. Kibungan Arabica Coffee Growers MPC, La Trinidad Arabica Coffee Producers Association, and Tuba Benguet Coffee Growers Association were able to transport 420 kilograms of coffee products translating to Php 342, 523. 56 sales.

CHAPTER 1: TRADE, INDUSTRY AND SERVICES

Overall Strategic Outcomes: More women have sustainable and competitive businesses and enjoy higher incomes from entrepreneurship; more women are benefiting from high-growth industry sectors such as ICT, STI; macro-economic policies and FTAs are more responsive to gender issues; and, women are equally aware of their consumer rights and protection

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Women-owned/led enterprises in the informal sector are not inclined to transition to the formal sector	More women-owned/led enterprises in the informal sector are encouraged to transition to formalization	Percentage of registered enterprises that are owned or managed by women (through business permits and licensing systems or the New Business Name Registry)	257,294 (54%) <i>(DTI-RGMS, 2017)</i>	2025: 40-60% representation of either men or women (per the MCW)	Monitor the effectiveness of convergence efforts among national government agencies, LGUs and private sector organizations to improve the business climate for women's entrepreneurship (programs include the LGU Competitiveness and Ease of Doing Business with Business Permit and Licensing System as a component) Streamline the requirements and procedures for business name registration and licensing to enable more women to engage in business Improve program and service delivery to increase compliance of women MSMEs to business regulatory frameworks and standards, e.g. FDA Institutionalize sex-disaggregated data collection and analysis for gender-	DTI DA DILG FDA CDA DOLE
		Proportion of agri-based enterprises owned and led by women (Farmers and Fisherfolk Enterprise Development Information System)	2,740 registered enterprises, not yet <i>sex-disaggregated</i> (DA, 2021)	40-60% representation of either men or women (per the MCW)		

					responsive evidence-based policymaking and program development	
2. Difficulty of women to sustain and scale up their business	Enhanced capacity of women to sustain and scale up their business	Established business renewal rate, by sex of owner	<p>2017 : 226,122 (13%) – female 37,218 (18%) – male 140,620 (69%) – undetermined</p> <p>(Need to establish renewal rate by sex for 2019)</p>	<p>By 2025, 10% increase in business renewal rate</p> <p><i>(Compared to baseline data that will be established for 2019 data)</i></p>	<p>Consider banking laws that allow use of small movable assets as collateral rather than fixed assets (e.g., secured transaction acts)</p> <p>Consider affirmative actions by financial institutions (FIs) for earmarking a portion of MSME loans to women’s enterprises</p>	DTI DA DSWD DOST DILG
		<p>Proportion of women entrepreneurs accessing programs, projects and services:</p> <ul style="list-style-type: none"> ▪ Credit/Finance 	<p>In 2017, DTI recorded the following number of women and men with loan or line credit and the corresponding value:</p> <p>Small Business Finance</p>	<p>By 2025: 40-60% representation of either men or women who access programs, projects and services is maintained (per the MCW)</p>	<p>Ensure FIs adopt and practice gender equality corporate policy including recruiting and promoting more women as staff and among board members.</p> <p>Allow other arrangements to replace collateral requirements, e.g., group or third party guarantees, secured loans, land loans, warehouse receipts.</p> <p>Consider women-only financial products and services (e.g., women’s MSME loans,</p>	

			<p>1,469 (46%) – female 1,444 (45%) – male</p> <p>Value of Loan Releases P 1,384,314,817.07 (40.69%) – female P 1,469,312,780.73 (43.19%) – male P 548,118,295.02 (16.11%) – corporations</p>		<p>women-only banks, women-targeted funds)</p> <p>Conduct gendered client needs assessments, develop financial products and services tailored to women entrepreneurs' needs, and develop sex-disaggregated client database</p> <p>Increase support for sustainable women-led or women-managed enterprises.</p>	
		<ul style="list-style-type: none"> Capacity-building / Training <p>DSWD - Sustainable Livelihood Program (SLP)</p> <p>DTI - Product Design-related trainings, Export-related trainings and all other trainings</p>	<p>In 2017, DSWD's SLP served a total of 190,718 female beneficiaries</p> <p>2017 : 34,634 (62%) – female 21,625 (38%) – male</p>	<p>40-60% of either men or women beneficiaries (per the MCW)</p>	<p>Support capacities of women from marginalized groups to lead and/or participate in sustainable entrepreneurial activities</p> <p>Encourage engagement of women in sustainable business that increase their income and enhance their empowerment</p>	

		provided by PTTC			<p>Facilitate women's access to financial and other support services, such as ICT and other business innovation.</p> <p>Intensify the delivery of business development services that address specific challenges of women-owned or operated enterprises</p> <p>Improve BDS content and scope to meet special needs of women's enterprises, support confidence building and life skills development,</p>	
3. Women-owned businesses tend to be concentrated in sectors with lower profit margins and are not sufficiently linked to sustainable VCs	Women's businesses are linked to value chains that are associated with higher profit margins	Number and proportion of micro, small and medium enterprises (MSMEs) participating in global value chains disaggregated by sex of owner	<p>In 2017, DTI assisted the following number of women and men to participate in global value chains:</p> <p>Export Promo : 3,269 (59%) – female 2,287 (41%) – male</p> <p>Int'l Trade Expo/Missions : 947 (61%) – female 601 (39%) – male</p> <p>Domestic Market Matching 599 (69%) – female 266 (31%) – male</p>	By 2025: maintained 40-60% of either men or women assisted (per the MCW)	<p>Integrate gender analysis as a regular part of value chain analysis</p> <p>Support infrastructure and technology that reduce women's time poverty</p> <p>Consider value chain financing instruments that consider needs and constraints of women's enterprises (e.g., lack of collaterals)</p> <p>Consider skills upgrading for women in the value chain, both vertical (to non-traditional sectors) and horizontal (upper value chain)</p>	DTI

			Entrep Support & Dev't : 1,933 (62%) – female 1,174 (38%) – male		Promote women-friendly corporate culture as a way for the value chain branding Strengthen women's business association and other women enterprises' networks to facilitate knowledge exchange and raise voice as an advocacy group	
4. Limited awareness among women of their consumer rights	Enhanced awareness and understanding of consumer rights among women	Number of women and men participating in consumer education and information dissemination programs	2017 : Consumer Care Webinar Series 15,088 (67%) – female 7,128 (32%) – male	<i>By 2025,</i> maintained 40-60% of either men or women participating (per the MCW)	Intensify consumer protection advocacy and consumer education activities among women consumers and entrepreneurs Generate more understanding of the impact of prices, and other consumer related issues on women	DTI-CPG

CHAPTER 2 AGRICULTURE, FISHERY AND FORESTRY

Situation of Women in the Sector

COVID-19 changed the world of work. It is hitting economies and the men and women in the Agriculture, Forestry, and Fisheries (AFF) sector around the world. The initial response to COVID-19 was to preserve people's lives. However, efforts to contain the virus resulted to decreased economic activity triggering heightened susceptibility of households to revert to a situation of hunger and poverty. Access to jobs, livelihood, and market was restrained due to travel restrictions and transport disruptions further resulting to decreased food demand that pushed prices of commodities including agricultural products downward adversely affecting the economic opportunities and activities of women and men in the agriculture sector.

An important development in the AFF sector is the modification in its scope when delivering programs and services, i.e., from purely rural, to include urban centers. Thus, '*rural women*' in this chapter is changed to '*women in Agriculture, Forestry, and Fisheries*'. During the pandemic, the agencies' scope of services covers not only the rural areas but also the urban areas. Women in the urban areas, both those who became unemployed due to closures of some businesses and those who closed their livelihood due to the mobility restrictions, were provided with planting materials to ensure their food security and ease the poverty that they are experiencing. Moreover, not all the major activities in the agriculture and fishery value chains take place in rural areas. There are also women farmers, fishers, and agripreneurs working in the urban areas. The chart below shows the role of women in the AFF value chain further indicating why women in the sector cannot be confined to rural areas.



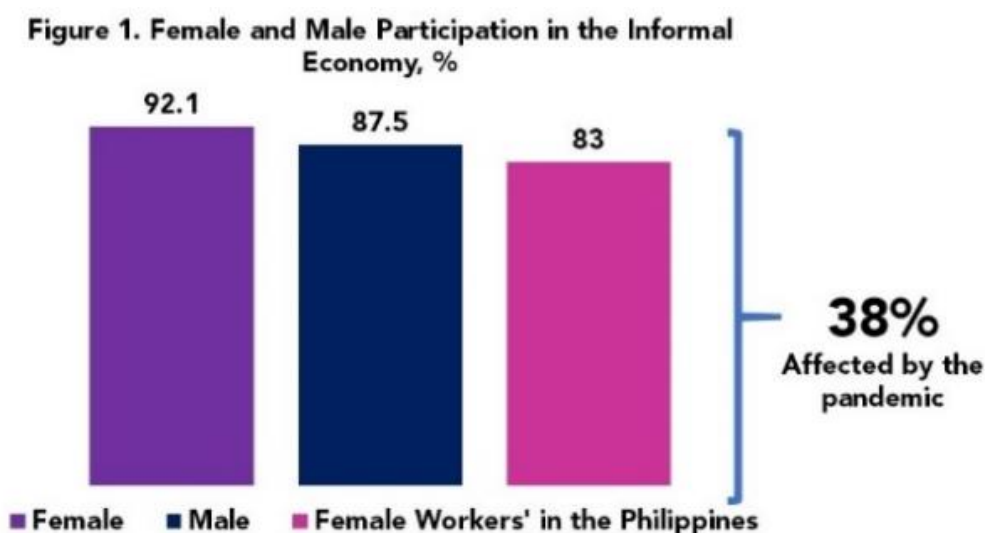
The Value Chain and Major Stakeholders

On poverty and hunger. Farmers, fishers and people residing in rural areas consistently exhibited the highest poverty incidence rate from 2015 to 2018. Based on the latest Philippines Statistics Authority (PSA) data, poverty incidence among farmers was 31.6 percent, 26.2 percent among fishers, 24.5 percent among individuals residing in rural areas, and 18 percent among self-employed and unpaid family workers.⁶¹

The 2018 data further indicated that the subsistence incidence for farmers is at 11.6 percent, 8.3 percent for fishers, 8 percent for individuals residing in rural areas, and 6.2 percent for self-employed and unpaid family workers. Subsistence incidence among women is at 5.2 percent representing close to three million women to be classified as food poor (2.7 million). They are the most exposed to the risks of poverty and hunger as they also belong to the markers of those most vulnerable - residing in rural areas, farmers and fishers, self-employed and unpaid family workers - all considered to be the basic vulnerable sub-sectors in agriculture.

Poverty incidence and food poverty, aggravated by poor nutritional status and aging, affect the physical capability of women in the AFF to participate in economic activities. Thus, affecting their ability to earn money for their basic needs and contribute in the household and community development.

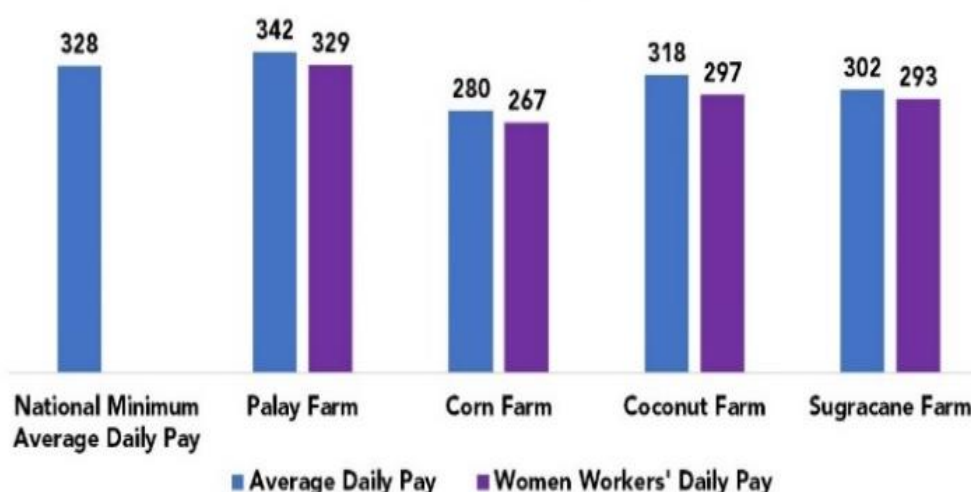
On access to economic resources and opportunities. The COVID-19 pandemic affects poor women, especially those who are residing in rural areas where agriculture is the main driver of the economy. In the agriculture and food value chain, women's role prior to the pandemic is slightly visible in the production and post-production but highly visible in the food processing/value adding and marketing. Thus, women are potentially over-exposed in the economic fallout brought about by the COVID-19 pandemic as they comprise the majority of those in the informal economy (Figure 1) – low paying (Figure 2), tied to daily/hour payment scheme, seasonal nature of work, and not covered by social protection.



Sources: ILO. 2018a. *Women and Men in the Informal Economy*. Geneva: ILO. ILO: COVID-19 and the World of Work. 04/07/2020. Webinar on Agriculture 2020. Presentation of Dr. Thelma Paris entitled *Empowering Women in Food Supply Chains*. 08/10/2020.

⁶¹ Philippines Statistics Authority. 2018. *Infographics on the Poverty Among the Basic Sectors in the Philippines*.

Figure 2. Agricultural Workers' Average Daily Pay, in Pesos

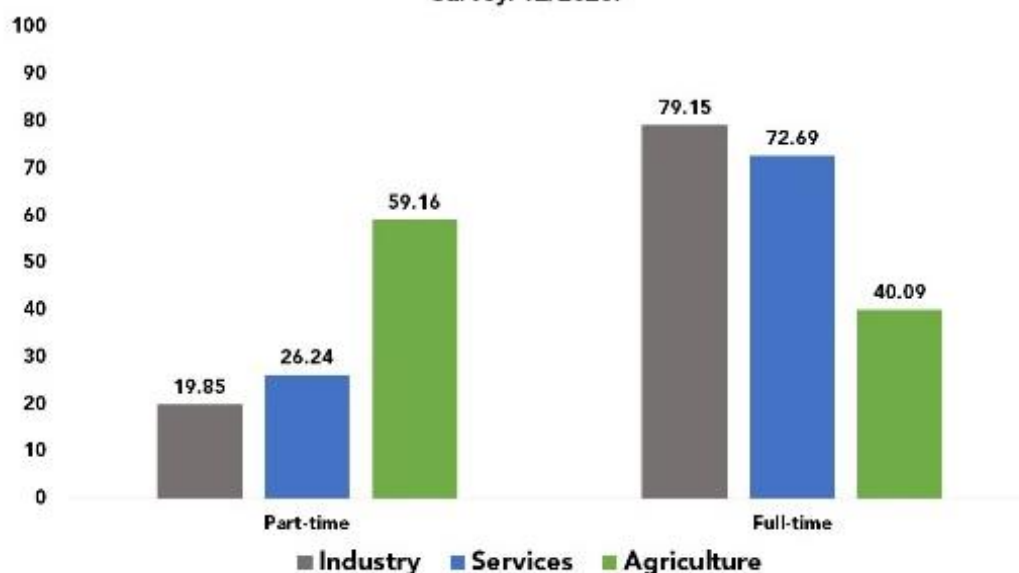


Source: PSA. Infographics on 2019 Trends in Agricultural Wage Rates. 08/2020.

Based on PSA data, the agriculture sector is second to the services sector in terms of employment and in terms of growth rate.⁶² It also had the most people having a part-time employment (Figure 3). The AFF sector experienced varying situations during the pandemic. While agriculture and forestry together registered an increase in employment generated by 19 percent, the fishery sub-sector registered one of the largest drops in employment at 21.2 percent or an estimated 300,000 fishers and fish farmers quitting from production and work.⁶³

Figure 3. Status of Employment, %

Source: PSA. Philippine Labor and Employment Indicators. Labor Force Survey. 12/2020.



⁶² PSA. Philippine Labor and Employment Indicators. Labor Force Survey. December 3, 2020.

⁶³ Philippine Statistics Authority (PSA). Infographics on Philippine Labor and Employment Indicators. Labor Force Survey. July, 2020.

In terms of financial inclusion and social protection measures, there was a pronounced difference in the trend exhibited by men and women. Though women are earning less, more women are saving⁶⁴, own an account, save through e-money, and avail of insurance products compared to males. On the other hand, men are more likely to save and invest in institutional entities.⁶⁵ Outstanding loans of women in rural areas increased from 7.8 percent during the pandemic⁶⁶ with loan/credit sources considered as informal (e.g., relatives/friends and microfinance/lending organizations)⁸ with higher interest rate.

Data from the Department of Agriculture shows that more than 1.5 million pesos was disbursed as loans in 2020 to some 47,999 borrowers of which about 50 percent or 23,900 are women.

Other data on women's access to economic resources include 32 percent ownership of house; 31.2 percent of certificate of land ownership agreement in their name; 23.09 percent of emancipation patents; and 12 percent of land titles.⁶⁷

On multiple burden: decreased working hours and increased unpaid domestic and care work hours. Women working in various occupations in the rural areas have become more economically vulnerable as the pandemic made the working hours lesser by 9.3 percent⁶⁸ but increased their unpaid care and domestic work. Longer hours devoted to unpaid care and domestic work lessens rural women's time to participate in economically productive activities.

Progress Towards Outcomes

Key implementing agencies in the Agriculture, Forestry, and Fisheries sector reported having developed and implemented programs that aimed to reach more women and empower them even during the health crisis and in the period 2020-2021. The table below illustrates progress towards a successful mainstreaming of the needs and concerns of women in agency programs of government. Immediately impressive is the way projects have kept track and therefore can easily report on how their interventions are benefitting both women and men. Sex-disaggregated data seems to be the norm for project management.

During the review process, the responsible agencies recognized several facilitating factors that have contributed to the progress that they have made in addressing constraints to women's full benefit from development interventions in the sector. These include:

- Purposive targeting of women in mainstream and big-ticket programs particularly foreign-assisted programs such as by the International Fund for Agricultural Development and the World Bank. Making women in the AFF sector central in these programs have successfully connected the women to markets and value chains which is a big departure from the traditional way of isolated livelihood projects for women that were not sustainable and remained in the sidelines.
- Sex disaggregated data systems are in place and is the norm and facilitates reporting and analysis.
- Special projects that address specific needs of women, such as special credit windows for women; and effectively making men and women co-owners of CLOAs address root causes of women's marginalization.

⁶⁴ WorldBank Databank. 2017.

⁶⁵ Bangko Sentral ng Pilipinas. Financial Inclusion Survey. 2019.

⁶⁶ Department of Agriculture's Report to the Convention to the Elimination of all forms of Discrimination Against Women. 2020.

⁶⁷ 2021 PSA's Factsheet on Men and Women.

⁶⁸ UN Women. Rapid Assessment Surveys on the Consequences of COVID-19 in Asia and the Pacific. 2020.

- Agency policy articulates alignment with the Magna Carta of Women and enables the work of the GAD Focal Point in influencing agency PPAs.
- Functional and active GAD Focal Point champions are involved and have a voice in the systems and processes that define agency PPAs.

The programs, some of them on a continuing basis, are listed and described in the table below. Note the improved participation of women as beneficiaries, except in just two of the programs, National Fisheries Development Program, and Kapital Access for Young Agripreneurs (KAYA), with 19 percent and 13 percent women beneficiaries, respectively and which will be addressed moving forward.

Table 1. WEE-related programs in the Agriculture and Fisheries Sector

Program Title	Purpose/Women Beneficiaries	Responsible Agency
Kadiwa ni Ani at Kita Program	Seeks to ensure food commodities are made available and accessible in high consumer demand areas, particularly among the poor and low-income families 88.56% women beneficiaries	DA
Capability Development Program	Aims to strengthen the competency and competitiveness of the stakeholders in agriculture and fisheries, including women 73% women beneficiaries Training and other related activities 2019: 50.46% women beneficiaries 2020: 53.48% women beneficiaries 2021: 51.11% women beneficiaries	DA - Agricultural Training Institute
Scholarship Program	2019: 47.48% women beneficiaries 2020: 57.55% women beneficiaries 2021: 50.68% women beneficiaries	
National Fisheries Development Program	Aims to provide fisheries livelihood interventions during the pandemic and to distribute post-harvest facilities and equipment 19.08% women beneficiaries	BFAR
AgriNegosyo (ANYO) Program	Offers zero-interest loans to finance capital requirements of individuals, farmers, and fisherfolk organizations/associations, and overseas Filipino workers. AgriPinay is one of its sub-programs which is focused on responding to women in AFF's credit needs 47.74% women beneficiaries	DA - Agricultural Credit Policy Council (ACPC)
Kapital Access for Young Agripreneurs (KAYA) Program	Provides capital requirements of their start-up or existing farm/fishery enterprise 13.33% women beneficiaries	

Program Title	Purpose/Women Beneficiaries	Responsible Agency
SURE (Calamities) Program and SURE COVID-19 Program	<p>Finances the emergency and production requirements of farmers and fishers</p> <p>41.58% women beneficiaries of SURE (Calamities) 39.21% women beneficiaries of SURE COVID-19</p>	
Agrarian Reform Beneficiaries (ARB) Development Sustainability Program	<p>Aims to provide immediate essential support services to men and women ARBs to cope with the COVID-19 impacts</p> <p>32.65% women beneficiaries</p>	DAR
Convergence on Livelihood Assistance for Agrarian Reform Beneficiaries Project (CLAAP)	<p>Capital Assistance for Livelihood Projects</p> <p>2019: 54.70% women beneficiaries 2020: 54.70% women beneficiaries</p> <p>>Marketing Assistance to ARB Organizations (ARBOs): (1) ARBoost; (2) Enhanced Partnership Against Hunger and Poverty (EPAHP); (3) LinksFarMM; (4) Project Convergence on Value Chain Enhancement for Rural Growth and Development (CONVERGE); (5) Village-Level Farms-Focused Enterprise Development (VLFED); (6) Climate CRFPS; (7) CLAAP; (8) FBS; (9) The Passover: ARBOLD Move For Deliverance of Our Farmers from the Covid-19 Pandemic ARBOLD) Project Component 2-Farm Assistance to ARBs; (10) ARBOLD Component 3 – Livelihood Support to Women in Crisis Situations; (11) Mindanao Sustainable Agrarian and Agriculture Development (MinSAAD); (12) PILMICO Foods Corp; and (13) Start-up for Affected and Typhoon- Ravaged ARCs (SARA)</p> <p>2020: 45.30% women beneficiaries 2021: 55.12% women beneficiaries</p> <p>> Access of Women and Men ARBs to credit and microfinance</p> <p>2019: 53.77% women beneficiaries 2020: 51.02% women beneficiaries 2021: 50.73% women beneficiaries</p>	
ARBs Training under SIBS, EDES and CRFPS	<p>2019: 53.40% women beneficiaries 2020: 40.80% women beneficiaries 2021: 47.44% women beneficiaries</p>	
Land Tenure Security Program	<p>Aims to grant one (1) year moratorium for the payment of Land Amortization of ARBs</p> <p>Certificate of Land Ownership Agreement Provision</p>	

Program Title	Purpose/Women Beneficiaries	Responsible Agency
	2019: 34.16% women beneficiaries 2020: 36.53% women beneficiaries	

Priority Gender Issues and Strategies

The concerned agencies in the AFF agreed that the gender issues and statement of outcomes cited in the GEWE Plan are still relevant.

CSOs, however, reiterated the need to emphasize the plight of indigenous women. From their perspective the sector needs to more carefully take into consideration several strategies and considerations as outlined in the Table below which summarizes the priority gender issues and strategies to address them.

Table 2. Priority Gender Issues in the AFF Sector and Key Strategies

Priority Gender Issues	Key Strategies
High poverty incidence among women in AFF	<ul style="list-style-type: none"> • Accelerate access of women in AFF to economic resources including decent work opportunities and viable agribusiness opportunities • Accelerate access of women in AFF to education and training • Ensure that infrastructure projects in rural areas are gender-responsive • Develop and/or enhance the delivery of programs aimed at increasing access by women in AFF to social protection
Low access of women in AFF to land ownership, other resources and opportunities	<ul style="list-style-type: none"> • Intensify Implementation of laws and policies that ensure equal rights of women and men to natural resources and other productive resources, especially land, with special focus on IP women • Raise public awareness particularly among private institutions like banks and other financial institutions to remove biases and other procedural constraints to women's access to capital
Lower wage rates of women than men in AFF	<ul style="list-style-type: none"> • Apply the decent work agenda applicable to the agriculture sector that are inscribed in International Labor Organization conventions, soft-law instruments, and guidelines • Expand assistance for women to engage in agriculture and aquaculture entrepreneurship including increasing their access to services that will enhance production and improve income.
Low access to appropriate financial instruments and products	<ul style="list-style-type: none"> • Implement programs that would ensure increased access of women in AFF to appropriate credit and financial services • Improve access of women in AFF to appropriate financial instruments and products

Priority Gender Issues	Key Strategies
	<ul style="list-style-type: none"> Recognizing women's specific vulnerability as food producers, processors, and vendors, secure for women in the fish and other food value chains adequate access to government support during the pandemic and in the recovery stage
Low participation of women in leadership and decision-making positions in the AFF	<ul style="list-style-type: none"> Introduce policies that would ensure equal access of women to leadership and decision-making positions Ensure participation of women in local councils including agriculture-related organizations or associations so that they may have access to information on programs and in order for their voices to be heard
Need to assess the gender-responsiveness of laws, policies and programs on AFF	<ul style="list-style-type: none"> Regularly assess the outcomes of programs as to how and whether they are effectively lifting women out of poverty
Need to emphasize the plight of the indigenous women in the recovery program of government and beyond	<ul style="list-style-type: none"> Enhance the recognition of IP women's ownership and access to land and resources as an enabling factor in advancing and sustaining indigenous women's roles and livelihoods in the light of recovering from the pandemic and achievement of the SDGs. Strengthen operationalization of women's equal right to land and property such as by amending or strengthening the implementation of laws/policies that include wife/women as co-owners and their names appearing in legal documents. Recognize, support, and contribute to the development of traditional livelihoods in support of women's reproductive role Explore other sustainable nature-based income sources to discourage migration for labor while reducing population pressure in the urban and industrialized centers. Enhance related local capacities and skills, technology, infrastructure and services, including access to markets for women's produce. Support the improvement of existing traditional production and storage of food staples of IP communities and nutrition systems. Support the establishment of environment friendly community enterprises considering traditional livelihoods including market researches, transport infrastructure, marketing. Broaden the scope of ongoing conditional cash transfer/cash-for-work programs to create income generating activities for displaced workers; these activities should be supportive of local agricultural growth (i.e., farm to market/irrigation building or rehabilitation) while equally building community climate resilience, i.e., reforestation and restoration of degraded lands.

CHAPTER 2 AGRICULTURE, FORESTRY, AND FISHERIES

Overall Strategic Outcome: Reduced poverty among women in AFF as a result of increased access to land and capital, access to better jobs and agribusiness opportunities, increased participation in leadership and decision making in the AFF sector.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. High poverty incidence among women in agriculture, forestry, and fisheries	Reduced poverty among women in the AFF sector	Poverty incidence among women	<p>2018: 16.6%</p> <p>The full year 2018 poverty incidence among population, or the proportion of poor Filipinos whose per capita income is not sufficient to meet their basic food and non-food needs, was estimated at 16.6 percent in 2018</p>	Decrease by 7% by 2025	<p>Accelerate access of women in AFF to economic resources including decent work opportunities and viable agribusiness opportunities</p> <p>Encourage women's participation in urban agriculture, backyard/household gardening of edibles and backyard animal raising, and community gardening;</p> <p>Enhance the capacity of women in AFF to adopt new and better technologies to improve productivity and resilience to climate and disaster risks</p> <p>Capacitate women in AFF in diversifying into commodities with high value-adding and market potential.</p> <p>Accelerate access of women in AFF to education and training</p> <p>Ensure that infrastructure projects in rural areas are gender-responsive</p>	<p>DA DAR (c/o steering committee) DENR NCIP</p> <p>Inclusion of PSA as the national data controller</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency	
		Indicator	Baseline	Target			
					Develop and/or enhance the delivery of programs aimed at increasing access by - women in AFF to social protection		
2. Low access of women to land ownership, other resources and opportunities	Increased access of women to land ownership, resources and employment opportunities in the AFF sector	Land Acquisition and Distribution (LAD) Number of women and men holders of land ownership instruments:			20% increase in land ownership by women in 2025	Enact and adopt laws and policies that ensure equal rights of women and men to access natural resources and other productive resources, especially land Raise public awareness particularly among private institutions like banks and other financial institutions to remove biases and other procedural constraints to women's access to capital	DA DAR (c/o steering committee) DENR NCIP PSA
		• Emancipation patent (EP)	- Female: 57,424 (13.81%) - Male: 358,281 (86.2%)				
		• Certificate of land ownership agreement (CLOA)	- Female: 5,354 (36.53%) - Male: 9,303 (63.47%)				
		• Certificate of ancestral land title (CALT)	<i>No available data</i>				
		• Certificate of ancestral domain title (CADT)	<i>No available data</i>				
		Number of agricultural and residential land free patents issued to women and men	<i>No available data</i>				
		Share of employment by industry, by sex	2019: Female employment in agriculture: 38.9%	<i>By 2025, 40-60% share of either men or women (per the MCW)</i>			

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Proportion of women and men employed in AFF	Female: 16.6% (866,000) Male: 83.4% (4,352,000) <i>(2016 Statistics Handbook on Women and Men in the Philippines)</i> The Philippine Statistics Authority (PSA) Agricultural Systems Indicators (AIS) Report in 2018 shows that the country's employed persons in agriculture had more males at 7.93 million than females at 2.33 million in 2017. Nationwide, the proportion of the male employment in agriculture to the total male employment was higher at 31.6 percent than the proportion of female employment in agriculture to the total female employment at 15.3 percent.	20% women employed in AFF by 2025		DA DAR DENR PSA
		Number of registered fisherfolks by sex	2018: Female: 599,104 (30.8%) Male: 1,343,567 (69.2%) <i>(RSBSA data as of Nov. 22, 2018)</i>	40% registered fisherfolks are women by 2025		DA BFAR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
3. Lower wage rates of women than men in Agriculture, Forestry, and Fisheries	Increased wage rates of women and reduced gender wage gap in AFF	Nominal Wage of women and men agricultural workers Wage gap between men and women	2021: At the national level, the nominal wage rate paid to male agricultural workers amounted to PhP 284.72 per day which was higher by PhP 28.92 per day as compared to what was received by the female agricultural workers at PhP 255.80 per day. In real terms, the male workers got an average wage rate of PhP 255.35 per day while female workers were given an average wage rate of PhP 229.42 per day. Wage differential was estimated at PhP 25.93 per day in favor of the male workers. <i>(data provided to the updating process by DA, 2021)</i>	By 2025: increased nominal wage of women and reduced wage gap from 6.25% to 2%	Apply the decent work agenda applicable to the agriculture sector that are inscribed in International Labor Organization conventions, soft-law instruments, and guidelines Expand assistance for women to engage in agriculture and aquaculture entrepreneurship including increasing their access to services that will enhance production and improve income.	DA DAR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
4. Low access to appropriate financial instruments and products	Increased access of women in the AFF to credit and financial services	Number of women and men in the AFF sector provided with credit and financial services	Female ARBs provided with agricultural credit: 78,878 (2014) Credit through the ACPC – 14,354 (50%) under the Production Loan Easy Access (PLEA), and 2,064 (50%) under the Survival and Recovery Assistance Program (SURE) <i>(DAR on Women ARBs Provided with Various Support Services, By Type, CY 2010-2015)</i>	Increase the agricultural credit women beneficiaries by 6% annually until 2025 Increase the microfinance service women beneficiaries by 7% annually until 2025	Implement programs that would ensure increased access of women in AFF to appropriate credit and financial services Improve women’s access to appropriate financial instruments and products Recognizing women’s specific vulnerability as food producers, processors, and vendors, secure for women in the fish and other food value chains adequate access to government support during the pandemic and in the recovery stage	DA DAR (c/o steering committee) DENR NCIP PSA
5. Low participation of women in leadership and decision-making positions in the AFF sector	Increased participation of women in leadership and decision-making positions in AFF sector	Percentage of women occupying leadership and decision-making positions in AFF sector:			Introduce policies that would ensure equal access of women to leadership and decision-making positions Ensure participation of women in local councils including agriculture-related organizations or associations so that they may have access to information on programs and in order for their voices to be heard	Agricultural cooperatives: CDA Women’s Organizations: DA, DAR
		• Local Agriculture and Fishery Council	2015: 29% in local agriculture and fishery council	2025: 40% participation of women in local councils (per the MCW)		
		• ARB Organizations	Board of Directors in ARB organizations: 11,118 (2015)	40% by 2025 (MCW)		
6. Need to assess the gender-responsiveness of laws, policies and	Improved gender-responsive	Number of key agriculture-related laws and programs reviewed as to gender	<i>No available data</i>	By 2025: At least 3 agricultural-related laws and /or programs reviewed as to gender-	Assess implementation and enforcement of agriculture-related laws as to their impact on women’s access to	DA DENR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
programs in AFF	ness of laws and policies in AFF	responsiveness ⁶⁹		<p>responsiveness</p> <ul style="list-style-type: none"> - Comprehensive Agrarian Reform Program (CARP) or RA 9700 - RA 8371 or Indigenous People's Rights Act of 1997 (Chapter V, Section 26). - RA 8550 or the Fisheries Code of 1998 -RA 11203 or the Act Liberalizing the Importation, Exportation and Trading of Rice, Lifting for the Purpose of Quantitative Import Restriction on Rice and for Other Purposes <p>At least 3 agricultural-related laws reviewed as to gender-Responsiveness</p> <ul style="list-style-type: none"> -SPLIT Program -ARBOLD Program -HVCC Program 	<p>productive resources and productivity</p> <p>Regularly assess the outcomes of programs as to how and whether they are effectively lifting women out of poverty</p>	

⁶⁹-Reviewed means impact study or in-depth review of the laws

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
				-National Fisheries Program -Rice Program		
7. Need to emphasize the plight of the indigenous women in the recovery program of government and beyond	IP women are targeted and benefit from economic recovery program of government	Number of economic programs that target IP women		<i>To be determined</i>	<ul style="list-style-type: none"> •Enhance the recognition of IP women's ownership and access to land and resources as an enabling factor in advancing and sustaining indigenous women's roles and livelihoods in the light of recovering from the pandemic and achievement of the SDGs. •Strengthen operationalization of women's equal right to land and property such as by amending or strengthening the implementation of laws/policies that include wife/women as co-owners and their names appearing in legal documents. •Recognize, support, and contribute to the development of traditional livelihoods in support of women's reproductive role •Explore other sustainable nature-based income sources to discourage migration for labor while reducing population pressure in the 	DA DAR DENR NCIP TESDA DOLE

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>urban and industrialized centers.</p> <ul style="list-style-type: none"> •Enhance related local capacities and skills, technology, infrastructure and services, including access to markets for women's produce. •Support the improvement of existing traditional production and storage of food staples of IP communities and nutrition systems. •Support the establishment of environment friendly community enterprises considering traditional livelihoods including market researches, transport infrastructure, marketing. •Broaden the scope of ongoing conditional cash transfer/cash-for-work programs to create income generating activities for displaced workers; these activities should be supportive of local agricultural growth (i.e., farm to market/irrigation building or rehabilitation) while equally building community climate resilience, i.e., reforestation and restoration of degraded lands. 	

CHAPTER 3 LABOR AND EMPLOYMENT

Situation of Women and Girls in the Sector

The COVID-19 health crisis has turned into a global economic crisis, putting at risk the health, jobs, and incomes of millions of people around the world. The economic consequences have not fallen with equal severity on all individuals. Many of those with more limited means and protection, such as workers in informal employment or in diverse work arrangements, have been the least able to face the consequences of the crisis.

In January to September 2021, the female labor force participation rate, or those who are economically active out of the total females 15 years old and over, reached 51 percent. Whereas the share of women to total labor force is at 40 percent.⁷⁰ The closure of business operations (except for the production of essential goods and services) has threatened the livelihoods of women who are highly represented in industries such as retail, hospitality, tourism, and manufacturing. Overall, wholesale and retail trade, transportation and storage, construction, and accommodation and food services embed the largest number of workers at risk of job disruption in the Philippines.⁷¹ Employment recorded in 2017 under these four subsectors totals to 16.3 million; of which, 5.8 million are women.⁷²

The Job Displacement Monitoring Report of the Department of Labor and Employment (DOLE) would have provided a more direct measure of any disparity on job losses between men and women workers; however, the report does not provide sex-disaggregated data.

In the women-dominated education sector, where remote work is possible, teachers are under pressure to learn and adapt to the modalities of virtual classes and distance teaching, to provide emotional support to students and to engage students in new and innovative ways of learning. In public schools with substandard technological infrastructure, teachers are expected to conduct online classes with insufficient preparation and technical support while managing their own households. The juggling of work and household care responsibilities (which now includes schooling) puts an extra burden on women undertaking economic activities from their homes.

Women who are more likely to keep their jobs – either under a work-from-home arrangement or serving as frontline workers combatting the pandemic – are especially vulnerable to the health impacts of COVID-19, on top of other socio-economic woes that the pandemic may bring. Based on the January 2020 labor force survey, employment in the human health and social work activities subsector that is predominantly female was 566,000. Many of these workers have faced increased exposure to occupational health risks. Despite not being susceptible to the job displacement impact of the pandemic, healthcare and medical workers face additional health challenges beyond the heightened risk of COVID-19 infection, including burnout, over-exertion, and other mental health problems.

⁷⁰ NEDA input to the review process of the Draft GEWE Plan, November 2021.

⁷¹ Data is based on the presentations of World Bank (i.e., by Yoon Cho, Senior Economist) and other agencies during the “Webinar on Robust and Healthy Workforce” held on September 21, 2021 which is part of the 7th Annual Public Policy Conference organized by the Philippine Institute of Development Studies (PIDS).

⁷² Philippine Statistics Authority, 2018. Gender Statistics on Labor and Employment

Highly informative of the situation of women workers in the Philippines is a survey that was commissioned by the Philippine Business Coalition for Women's Empowerment (PBCWE) to gauge the effects of COVID-19 on private sector employees (May and December 2020).⁷³ The main objective of this survey was to understand how the pandemic was affecting employees after more than a year of living with COVID-19. The analysis of the two surveys is helpful in assisting employers looking to better support their workforce during the next stage of the crisis period. Findings that are relevant to the GEWE Plan include:

*On Jobs and Income*⁷⁴

- Almost all impacts of COVID-19 are worse for service sector workers, particularly hotel and restaurant workers, whose businesses have been most affected by lockdowns. Across the Philippines, 77 percent of female workers are in the service sector and 46 percent of male workers.
- Around two thirds of workers in hotels and restaurants, and trade and transport, are still experiencing negative impacts on their hours and incomes; these workers are more likely to be women.
- Many workers who had their job suspended are working again; however, some still experience lower hours and pay, especially poorer workers. Despite some improvement between surveys, almost half of workers are still receiving lower pay. Poorer and less senior workers are more likely to suffer losses in income.

*On Mental Health and Well-Being*⁷⁵

- Over half (55%) of workers reported worse mental well-being, and 50 percent of workers reported worse physical wellbeing, both increased compared with the May 2020 survey.
- Anxiety about the situation, financial concerns, and family concerns remain the top reasons for the negative impact on mental well-being. Balancing work and family, and family tensions have increased as sources of mental distress as the pandemic has dragged on.
- As the survey data does not include informal workers or those who have lost their jobs, it seems likely that the health of the Philippine workforce has been affected to an even greater extent.

*On Physical Health and Well-Being*⁷⁶

- Older workers reported more resilient mental and physical health than younger employees. Exhaustion due to increased domestic burdens increased significantly as a cause of physical distress, particularly for women. Inability to exercise also increased as a cause of physical distress.

*On Workplace and Home Conditions*⁷⁷

⁷³ Inputs submitted by the Philippine Women Economic Network (PhilWEN) to the PCW in connection with the updating of the GEWE Plan (Oct. 2021). Source: PhilWEN, 2020. The Philippines and COVID-19: Impact on the private sector, <https://asiapacific.unwomen.org/en/digital-library/publications/2020/08/the-philippines-and-covid-19-impact-on-the-private-sector>

⁷⁴ Ibid.

⁷⁵ Ibid.

⁷⁶ Ibid.

⁷⁷ Ibid.

- The majority of women (89%) and men (81%) report having more responsibility at home, for housework and/or caring for children and other relatives.
- Service workers – in professional services, information media and ICT, or public service – are most likely to work from home. This is in line with the experience of other countries and reflects the fact that these types of jobs are easier to do from home.
- Almost half of women report they have had to increase their time required for childcare and a third of women have increased their time devoted to children’s schooling. For men, the numbers are slightly lower.

On Work Productivity⁷⁸

- Workers’ productivity has continued to recover since the early impacts of the pandemic. However, in the December 2020 survey, 57 percent were considering working less, as a result of the negative impacts they have experienced.
- Working at home has not led to lower productivity. However, for those at home experiencing lower productivity, inadequate facilities are a major issue.
- Inadequate facilities are a major driver of lower productivity, particularly for workers at home. Of those workers who were less productive and working from home, 60 percent still cited inadequate facilities as a driver of low productivity. Firms can help workers with both their anxiety and their home facilities.

Work Conditions for Women in the Informal Economy

Work in the informal economy is often characterized by small or undefined workplaces, unsafe and unhealthy working conditions, low levels of skills and productivity, low or irregular incomes, long working hours, and lack of access to information, markets, finance, training and technology. Workers in the informal economy are not recognized, registered, regulated, or protected under labor legislation and social protection because they fall outside existing laws and policies. Moreover, informal economy operators and workers are usually not members of (formal) workers’ and employers’ organizations and are therefore often excluded from formal institutions for consultations and dialogue.

Given the expected expansion of the informal economy as a result of the pandemic, it becomes imperative for the government to direct its attention and support to the work conditions and lack of social protection of workers in the sector.

Women Migrant Workers⁷⁹

A lack of dedicated policies for our numerous migrant women workers means that their needs go unrecognized in host countries and in communities here in the country if and when they return. Emerging data show that compared to non-migrants, migrants are at increased risk of infection and death from COVID-19 for reasons including poor living and working conditions and limited access to health care.

The Overseas Workers’ Welfare Administration (OWWA) reported that around 612,000 Overseas Filipino Workers (OFWs) returned to the Philippines due to COVID-19 between May 2020 and early July 2021. This figure does not include OFWs displaced from their jobs but who had or chose to remain in their host country. At the same time, there was a 75 percent

⁷⁸ Ibid.

⁷⁹ Most of the information cited in this sub-section come from inputs from the CSOs consulted, including the UN Women Philippines.

drop in the number of OFWs leaving to work abroad in 2020, as compared to 2019, also because of the pandemic.

An IOM⁸⁰ survey of more than 8,000 OFW returnees showed that around 44 percent of them were women. However, among land based OFWs, women accounted for 53 percent of the repatriated workers, a majority of them being household service workers. Eighty-three percent of the OFW returnees—84 percent of the women and 82 percent of the men—remained unemployed three months after their return.

This large-scale displacement of Filipino migrant workers poses significant economic challenges for households for whom they are often the main, if not the only, breadwinner. The lack of opportunities to earn a decent livelihood, whether through domestic employment or enterprise, means that many of these OFW returnees, 48 percent according to the IOM survey, are looking to re-migrate overseas, precisely at a time when the widespread precarity leaves them vulnerable to exploitation. Women in particular are prone to become targets of human trafficking syndicates. Even those who are deployed through legitimate channels may find their bargaining power eroded in negotiating employment terms due to the large number of workers eager to find work abroad.

The economic precarity also impinges on the psychosocial wellbeing of women OFW returnees. This could be aggravated by their resumption of their role as the main caregiver in the household at a time when the pandemic has increased women's care burden.

Unfortunately, the COVID-19 response program of the Philippine government has not been rated very highly and has been criticized to be gender blind, and its formulation bereft of any collaboration with global experts and civil society.⁸¹ While concerned government agencies implemented numerous programs to mitigate the economic impact of the pandemic, including employment and labor market interventions for workers as well as support for businesses, these lacked pronounced strategy for women nor have sex-disaggregated data of the beneficiaries reached.

Progress Towards Outcomes

The review of the Chapter's Results Matrix shone the light on the urgent need for agencies with responsibility for labor and employment to invest in good data systems for governance and management of programs and projects and routinely use these in reporting results. While there were numerous programs and projects identified to have been implemented during the period 2020-2021, many in response to the COVID-19 crisis, sex-disaggregated data to indicate how these projects have been able to reach women is not available. Nor were there any reference to whether and how the projects were designed to consider or respond to any special need or concern of women.

Two relevant policies with impact on women in the sector were passed. One is Republic Act 11210 (2019) which increased the maternity leave period to 105 days for female workers with an option to extend for an additional 30 days without pay and granted an additional 15 days

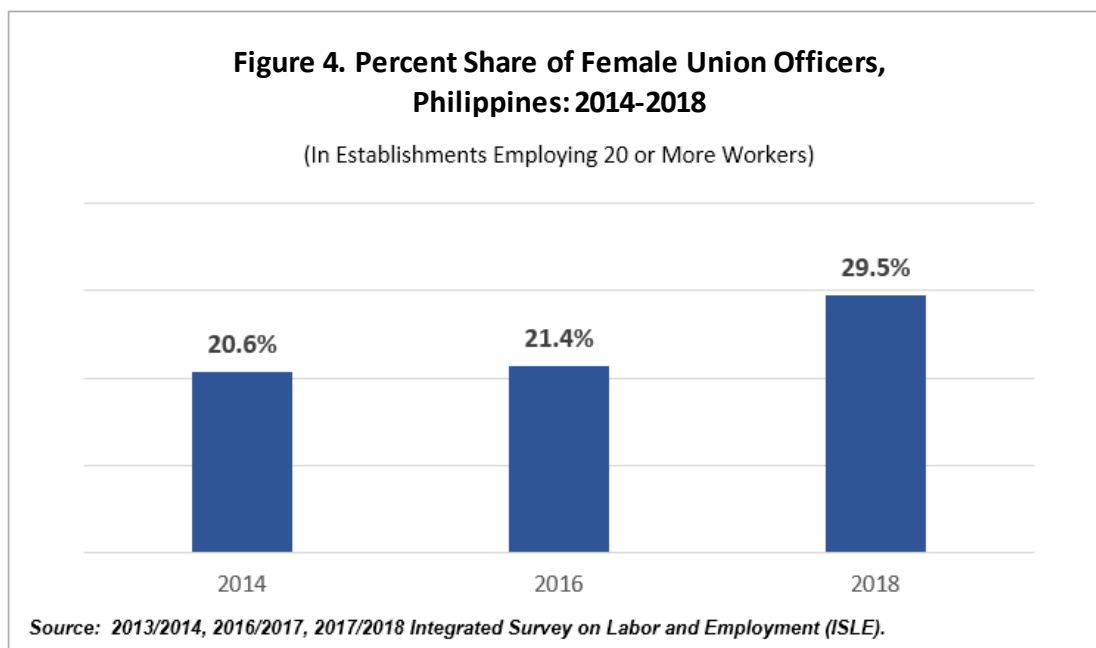
⁸⁰ International Organization for Migration

⁸¹ <https://www.easiaforum.org/2020/06/29/the-philippines-gender-blind-covid-19-response/>

for solo mothers. The law's implementing guidelines includes progressive provision towards men's involvement in the care of children. "A female worker entitled to maternity leave benefits may, at her option, allocate up to seven days of said benefits to the child's father, whether the same is married to the female worker."⁸² The allocated benefit granted to the child's father is over and above that which is provided under the Paternity Leave Act of 1996. Laws such as this contribute to improving social norms towards more egalitarian practices and behavior.

Another law that was recently passed is Republic Act 11313 known as the Safe Spaces Act or An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, And Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefore. The law took effect on August 3, 2019.

Relative to the Gender Issue Statement "**Inadequate representation of women's voice in labor organization and in company boards in the private sector,**" data shows that female union members in the public sector union and workers' associations are higher than their male counterpart.⁸³ However, women's leadership of unions and workers' associations as of 2018 is low, as shown in the figure below.⁸⁴



The PSA⁸⁵ notes the following trends in the share of female union officers in establishments:

- Women accounted for 29.5 percent of the union officers in 2018. This is an increase of 8.1 percentage points from the 21.4 percent share recorded in 2016.

⁸² chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/view er.html?pdf url=https%3A%2F%2Fwww.dole.gov.ph%2Fphp_assets%2Fuploads%2F2019%2F05%2FIRR-RA-11210-dated.pdf

⁸³ Bureau of Labor Relations, Oct 2021, Input to GEWE Plan Updating.

⁸⁴ <https://psa.gov.ph/content/20172018-integrated-survey-labor-and-employmentisle-part-2-unionism-and-collective>

⁸⁵ *ibid.*

- The share of female union officers in establishments by major industry group showed that professional, scientific, and technical activities had the highest share of female union officers at 71.8 percent.
- About 27.9 percent of the unionized establishments had a female president. Unionized establishments under education except public education had the highest share of female presidents at 54.2 percent.

Recognizing that the right to form unions or associations includes the right not to associate, the Bureau of Labor Relations (BLR) is mindful that membership of women in labor organizations is neither mandatory nor compellable by the DOLE. However, also recognizing the role of government as duty bearers in improving the work lives of women, the BLR issued an advisory to all its regional officers in 2016 to reconstitute the Regional Tripartite Industrial Peace Councils (RTIPCs) to call on the labor sector to submit nominees from the members of a most representative organization, which includes the women sector. In the absence of any union or worker association that covers this sector, invitation shall be extended to NGOs or CSOs that advocate for and cater to women’s concerns.

While women’s representation in company boards in the private sector is understandably within the discretionary power of companies, the DOLE is best positioned to advocate and lead in raising the awareness of the private sector about the value of diversity in private sector boards. The ILO avers that the business case for women on boards is compelling, supported by a growing body of evidence that shows women’s participation in decision-making positively correlates with the financial performance of companies. A recent study by McKinsey & Company has reported that gender diverse companies are 15 percent more likely to have financial returns above their respective national industry medians.⁸⁶

Towards progress in addressing the **gender gap in LFPR of women**, the DOLE reports several programs which specifically respond to the issue. These are briefly described and their equitable impact to women’s employment clearly established in the table below.

DOLE Program/Initiative	Beneficiaries
JobStart Philippines is a program of the DOLE that enhances employability of the youth by reducing their job search period and increasing their employability through training (life skills and technical skills required by industries), paid internship, and full cycle employment facilitation services.	<ul style="list-style-type: none"> • 2019 – 58% female trainees provided with Life Skills Training (LST) • 2020 – program implementation was deferred due to the COVID-19 pandemic • 2021 – 61% female trainees assigned to LST (ongoing implementation; as of 21 September 2021)
Government Internship Program (GIP) is a regularly funded program of DOLE which aims to provide	<ul style="list-style-type: none"> • 2019 – 58% female (26,270 out of 45,121 beneficiaries)

⁸⁶ McKinsey and Company Report, cited in ILO, Women on Boards, chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/view er.html?pdf url=https%3A%2F%2Fwww .ilo.org%2Fw cmsp5%2Fgroups%2Fpublic%2F---dgreports%2F---gender%2Fdocuments%2Fbriefingnote%2Fw cms_410200.pdf&clen=535372&chunk=true

DOLE Program/Initiative	Beneficiaries
opportunities young workers to serve in government projects and programs at the national and local level.	<ul style="list-style-type: none"> • 2020 – 58% female (13,178 out of 22,788 beneficiaries) • 2021 (As of Aug) – 55% female (22,860 out of 41,273 beneficiaries)
<p>Special Program for the Employment of Students (SPES) aims to assist poor, but deserving students and out-of-school youth to pursue their education by providing them income through employment. The program provides the youth with valuable experience for better school-to-work transition.</p>	<ul style="list-style-type: none"> • 2020 – 53.69% of youth assisted are females • 2021 (as of 30 June) – 59.74% of youth assisted are females
<p>Job Fairs is an employment facilitation strategy of DOLE aimed to fast-track the meeting of jobseekers and employers/overseas recruitment agencies in one venue at a specific date to reduce cost, time and effort particularly on the part of the applicants. This is open to all unemployed, skilled and unskilled workers, fresh college graduates, graduates of training institutions, displaced workers and employees seeking advancement. During the Jobs Fair, applicants select vacancies suited to their qualifications and employers could interview and hire on the spot qualified workers.</p>	<ul style="list-style-type: none"> • 2019 Registered Applicants <ul style="list-style-type: none"> ○ Male: 249,205 (51%) ○ Female: 242,108 (49%) ○ Hired on the Spot <ul style="list-style-type: none"> ▪ Male: 42,454 (49%) ▪ Female: 44,050 (51%) • 2020 Registered Applicants <ul style="list-style-type: none"> ○ Male: 49,510 (51%) ○ Female: 47,140 (51%) ○ Hired on the Spot <ul style="list-style-type: none"> ▪ Male: 5,444 (49%) ▪ Female: 5,678 (51%) • 2021 (January – June) Registered Applicants <ul style="list-style-type: none"> ○ Male: 48,982 (53%) ○ Female: 42,659 (47%) ○ Hired on the Spot <ul style="list-style-type: none"> ▪ Male: 1,852 (47%) ▪ Female: 2,086 (53%)

For the JobStart program, facilitating factors are: 1) requirement of 60:40 female to male participation during the registration; 2) conduct of capacity building on gender and development and employer engagement where gender sensitivity in the workplace is reiterated for program implementers; 3) featuring and recognizing female trainees and graduates who landed in male-dominated positions as part of the program’s advocacy on gender inclusivity and opening up new fields for young women.

During the process of updating, several other programs were presented and discussed, such as the TUPAD or *Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers* #Barangay Ko, Bahay Ko or TUPAD-BKKB Program, a community-based package of assistance that provides emergency employment for displaced workers, underemployed and seasonal workers. However, in the absence of sex-disaggregated data to ascertain their benefit to women nor any reference to how women will be targeted, these programs have not been included as part of the progress towards GEWE.

The existence of digital and electronic means of information dissemination and education available for the public relative to the right to self-organization also greatly contribute to the increase in membership and participation of women in unions and workers' associations. Available online venues for the registration of labor organizations and submission of reportorial requirements aid in the continuity of the data monitoring on the membership and participation of women in labor organizations.

In terms of the hindering factors, the pandemic may hamper the continuity of linkages of informal sectors who intend to form workers' association, especially those in the rural areas where access to digital and electronic equipment is limited and network connectivity is poor.

Other programs by concerned agencies that specifically address gender issues in the labor and employment sector include the following:

- A program with support from the ILO called Women in STEM Workforce Readiness and Development provides women with critical soft and technical STEM-related skills, employability and leadership training coupled with targeted mentorship to help women gain quality employment and advancement opportunities in STEM-related jobs.
- Digitalization of services by the Social Security System. To mitigate the impact of COVID-19 and promote the welfare and safety of members, particularly women, and its employees from contracting the disease, the SSS optimized the delivery of its programs and services through online platforms. These online services include the online filing of maternity notification and of maternity benefit application of self-employed/ voluntary members/ Overseas Filipino Workers/Non-working spouse and maternity benefit reimbursement application of employers, online filing of sickness benefit reimbursement application, Employees Compensation Commission's financial assistance, and checkless disbursements of benefits, among others.
- GSIS established and maintained the operation of five gender sensitive toilets in common areas within the GSIS Central Office and in four branch offices. These facilities were provided with diaper changing stations to respond to women's practical needs. The agency also maintained existing lactation stations in its Laguna branch office; distributed PCW-produced IEC materials to barangay workers and health kit recipients.
- PhilHealth created infomercials on sexual harassment and violence against women; established breastfeeding stations for lactating women (for both employees and clients) in the regional offices usually situated near the designated clinic and frontline area; established and strengthened the agency's Committee on Decorum and Investigation on Sexual Harassment Cases and grievance committee; and conducted awareness-raising sessions on preventing sexual harassment in the workplace.

To respond to the vulnerabilities of women OFWs, concerned agencies implemented the following:

- Pursued bilateral labor agreements with receiving countries that include protective measures and safeguards; included GAD perspective in the pre-deployment training

sessions for overseas personnel of DOLE; established database of OWWA members with services availed.

- Though unable to provide number of women who have, to date, benefitted from these programs, the OWWA reported having implemented two programs to address problems related to integration. These are:
 - *Balik Pinay! Balik Hanapbuhay!* Program which aims to enable women OFW returnees to start and to operate livelihood undertaking for self-employment. The program consists of a livelihood skills training and the distribution of starter kits. The eligible beneficiaries of the program are returning women OFWs. Priority is given to women OFWs who are displaced by the hostilities and conflicts in their host country, or women who have been victims of illegal recruitment and trafficking and other distressed and displaced women household service workers.
 - *Sa 'Pinas, Ikawang Ma'am/Sir* aims to re-train household service workers on the skills set needed for the Teacher 1 position in the Department of Education to get hired in their hometown and address the lack of teachers in remote areas. Apart from teaching positions in the Department, the returning women OFWs may opt to work in non-teaching and other occupations in both government and private sectors that are available in the Philippine labor market.

Priority Gender Issues and Gender Equality Outcomes remain valid and relevant and will continue to guide concerned agencies and LGUs in the remaining period of the plan. In addition, CSO partners have recommended that special attention be given to the especially precarious situation of returned women OFWs as a result of the pandemic.

Focus on Women Migrant Workers

Amid COVID-19, the reintegration of OFW returnees faces multiple challenges including the limited ability of the domestic labor market to absorb newly unemployed workers, which also include large numbers who lost their jobs locally during the pandemic. Migration governance agencies and civil society organizations have attempted to scale existing reintegration programs, which often focus on helping migrant returnees start a small business with the provision of training and loans. However, it needs to be acknowledged that entrepreneurship is not for everyone. Moreover, psychosocial issues arising from the experience of displacement and the pandemic in general, while also not ideal for employment, can be especially challenging for starting and running a business. There is a need to diversify reintegration pathways to respond to the varying needs and capacities of returned migrant workers.

Strategic public investment by the government in programs to generate employment at scale is vital to absorb the large ranks of workers who lost their jobs during the pandemic, whether domestically or abroad. Such public works or cash-for-work initiatives are also among the reintegration measures recommended by the IOM.

This approach also presents an important opportunity to link economic recovery with long-term sustainable development goals. For instance, programs to regenerate the environment and mitigate and adapt to the impacts of climate change can generate jobs for women, including OFW returnees, while simultaneously contributing to the response to the ongoing and worsening climate crisis, which, like COVID-19, is having a disproportionate impact on

women and girls. These may include jobs in the renewable energy, agroforestry, and circular economy sectors⁸⁷, as well as in the area of disaster risk reduction. They may involve large-scale programs at the national level, along the lines of the Build Build Build initiative but directed toward sustainability, as well as projects at the LGU level, such as the construction/demarcation of bicycle lanes and the expansion of green spaces.

Strategies

The review and updating of the Results Matrix highlighted the need for agencies with responsibility for the sector to prioritize the following strategies:

- Invest in good data systems for governance and management of programs and projects and routinely using them in reporting to monitor progress and measure the impact of programs on women.
- Improve the practice of gender mainstreaming by applying lessons learned from programs that successfully impact women's need for employment such as the JobStart program and the various Job Fairs.
- Focus and give special attention to the especially precarious situation of women OFWs who have returned as a result of the pandemic
- Intensifying the alignment of the agencies' GAD planning, budgeting, and reporting with the concrete strategies identified in the results matrix for Labor and Employment. The sector has one of the more well-articulated set of strategies in the GEWE Plan.

All other strategies identified in the GEWE Plan 2019-2025 remain relevant.

⁸⁷ Core elements of circular economy sectors include prioritize regenerative resources; stretch the lifetime; use waste as a resource; rethink the business model; team up to create joint value; design for the future; incorporate digital technology; strengthen and advance knowledge.

CHAPTER 3 LABOR AND EMPLOYMENT

Overall Strategic Outcomes: Increased participation of women in the economy including in higher income sectors resulting from available options for care work , improved human resource and promotion policies; women -- particularly the pregnant and lactating, PWDs, of different SOGIE, and those from vulnerable sectors in domestic and informal economy-- enjoy labor rights and protection from occupational safety and health risks and hazards, sexual harassment and other discriminatory practices; women have higher representation in private sector boards and decision making positions including a voice in labor organizations; and, women OFWs enjoy improved quality of life, have higher incomes and better protection against vulnerabilities in all phases of migration, both in-country and in receiving countries.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Gender gap in LFPR of women and inadequate appropriate support for care work to enable women to stay in the labor market	Increased and more productive participation of women in the economy Adequate support for care work to enable women to stay in the labor market	Labor Force Participation Rate of Women	2019: 47.6% (PSA, LFS)	2021: 48.0 -50.0% (PDP Target) Actual accomplishment: 45.8% (2020) 51.2% (YTD/Jan-Sept 2021)	Promote policies that address the specific reasons behind the gap in labor force participation between men and women. Implement actions to strengthen the enabling environment for recognizing, representing, redistributing and reducing unpaid care work. Adopt special measures to facilitate equal access and opportunities for women from marginalized social groups and incentivize women to participate in the labor force. Collect and analyze data, prepare policy briefs to build the business case for family	DOLE TESDA DTI CCC DepEd CHED
		Number of companies offering flexible work scheduling/arrangements (based on DOLE's Job Displacement Reports)	<i>No available data</i>	<i>To be determined</i>		
		Share of women in managerial and professional occupations	55.3% (2019) (PSA, LFS)	<i>Maintain the 40-60% proportion between men and women (MCW)</i>		

Share of women in the industry sector	19.7% (2019) (PSA, LFS)	<i>To be determined</i>	care options that are family friendly and practical.
Share of women in wage and salary workers	36.3% (2019) (PSA, LFS)	<i>To be determined</i>	Encourage implementation of day care and other support services especially in workplaces.
JobStart – Proportion of women trained and successfully hired	58% female trained in life skills and technical skills for industries (2019)	JobStart – 60:40 female to male participation	Intensify implementation of programs like JobStart with clear targets for women's employability in industries
Number of green jobs created and supported for men and women.	<i>To be determined</i>	<i>To be determined</i>	Encourage companies to see the benefit of improving their existing day care facilities to be more responsive.
No. of companies with breastfeeding facilities and/or providing breastfeeding break	<i>To be determined</i>	<i>To be determined</i>	Encourage companies to provide options such as flexible work schedule, compensatory leave, telework options to enable men and women employees to share in care responsibilities for children and elders.
Percentage of companies expected that are implementing solo parents leave, maternity leave, day care allowances, etc.	<i>To be determined</i>	<i>To be determined</i>	Develop IEC on the value of women's work to the economy and the need to support them in their reproductive role.

					<p>Expand employment, decent work, and green job opportunities for women in the agriculture, industry, manufacturing, and services sectors, as well as in entrepreneurship</p> <p>Implement targeted programs to increase LFPR of women such as enhancing the implementation of the PESO Program to improve targeting of women.</p> <p>Address gender bias and gender role stereotype in basic education curriculum materials; and promote entrepreneurship and advance economic opportunities for women through the use of digital technology.</p>	
2. Prevailing gender norms among employers and HR personnel limit women's employment opportunities	Women are hired and thrive in higher income jobs	Employment share of women in Information and Communications Technology (ICT) and Science, Technology, Engineering, and Mathematics (STEM) occupations	35.8 % (2019, LFS)	<i>To be determined</i>	Build and expand partnership with companies, labor groups, and other stakeholders to promote non-discrimination and equality in hiring and promotion, correct harmful gender norms that are not aligned with the MCW, and promote the	DOLE DOST

				<p>concept of diversity as good business.</p> <p>Enhance the conduct of job fairs by specifically targeting and encouraging women to get into non-traditional and higher paying jobs.</p> <p>Routinely collect sex-disaggregated data for reporting on the situation of women in labor and employment and for decision making.</p> <p>Encourage HR policy and practitioners to support parental sharing of family responsibilities.</p> <p>Intensify skills training, upgrading and retooling programs for women either for employment or for entrepreneurship consistent with global standards.</p> <p>Provide skills development for qualified IPs, especially women, in demand driven and better paying blue collar jobs and link them to a stable labor market.</p>	
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3. Women continue to face pregnancy- and maternity-related discrimination in the workplace.	Significant reduction in pregnancy related discrimination faced by women	Number of discrimination cases filed by women	<i>No available data</i>	<i>To be determined</i>	<p>Strengthen regulatory and legal frameworks for maternity protection such as prohibiting pregnancy testing during the hiring process and as a requirement for continued work; ensuring equal promotion opportunities for pregnant women; ensuring that women returning from maternity leave return to the same job level</p> <p>Explore incentives for private sector companies with support programs and policies for pregnant and lactating women such as alternative tasks or work schedules.</p> <p>Fully enforce the breastfeeding law and ensure increased compliance by the private sector such as by requiring lactation station/facility for renewal or issuance of building/business permit</p> <p>Support and promote the development of HR policies that encourage women's</p>	DOLE NLRC
		Percentage of work discrimination-reported cases on account of pregnancy and maternity-related issue by women resolved (NLRC)	<i>No available data</i>	<i>To be determined</i>		
		No. of companies with breastfeeding facilities and/or providing breastfeeding break	No. of companies with: <ul style="list-style-type: none"> • Lactation Station Designated Area - 48,039 (CR⁸⁸ - 99.53%) • Lactation Station Facilities - 48,039 (CR – 99.63%) • Lactation Station Equivalency Guide - 48,099 (CR – 99.65%) • Lactation Station Breastfeeding Policy: 48,031 (CR – 99.51%) • Lactation Station Lactation Period: 	<i>To be determined</i>		

⁸⁸ Compliance Rate

			48,101 (CR – 99.66%) • Lactation Station Certificate of Exemption: 48,115 (CR – 99.69%)		return to the workplace after childbirth	
		No. of companies complying with women-related laws and policies	No. of companies that are compliant with: • Expanded Maternity Leave – 48,198 (CR – 99.86%) • Solo Parent Leave – 48,207 (CR – 99.88%) • Special Leave Benefit – 48,202 (CR – 99.87%) • VAWC Leave – 48,215 (CR – 99.89%)			
4. Inadequate workplace health and safety protection of women workers	Women workers are adequately protected from workplace hazards and risks Domestic, informal and other vulnerable and marginalized groups of women (PWDs, different SOGIE) enjoy better protection	Number of bills passed in the WPLA that support increased safety of women workers	0	By 2025, two of the 13 WPLA passed (SSA in the workplace and SOGIE Equality)	Strengthen the policy framework to protect the rights of vulnerable women workers and ensure that the labor inspection services monitor compliance and report on the extent of protection provided to the most vulnerable. Link LGU health data with OSHC-DOLE for improved occupation safety and health of women in the informal	DOLE-OSHC HDMF Philhealth SSS GSIS ECC

Proportion of women workers and employees in the formal and informal sector provided with social protection and decent work standard services	No available data	To be determined	economy and improved attention to livelihood-related diseases Improve the awareness level of private sector employers about sexual harassment and other forms of prohibited acts in the workplace as preventive measure
Proportion of agency-hired and contractual women workers and employees provided with social insurance coverage	No available data	To be determined	Monitor private sector's compliance with risk assessment and management strategies to prevent workplace hazards and risks more common to women.
Level of GEWE awareness of duty-bearers on labor standards and social protection (e.g. SSS, Philhealth, and Pag-ibig)	No available data	To be determined	Create awareness among employers about women's rights and responsibilities under Occupational Safety and Health laws. Intensify information drive for employers on their legal obligations relative to social security benefits of women workers as mandated by the Social Security Act of 2018 and the new R.A. 11210 also known as the 105-day Expanded Maternity Leave Law.

					<p>Develop appropriate guidance to manage risks related to pregnant and lactating women (i.e., additional bathroom breaks, lower thresholds for allowable chemical exposure, emergency evacuation procedures).</p> <p>Conduct research on hazards for women in the workplace and use these to design and implement gender-sensitive OSH programs</p>	
5. Sexual harassment and other forms of GBV in the workplace negatively impact work performance	Sexual harassment in the workplace is significantly reduced	Percentage of companies with Anti-Sexual Harassment Policy	98.23% (47,769 compliant companies; 498 non-compliant)	100%	<p>Fully enforce the anti-sexual harassment (SH) law and monitor private sector's compliance</p> <p>Establish partnership with ECOP to help build the environment for a Zero tolerance policy on SH in the workplace</p> <p>Intensify awareness raising of men workers not only on SH but the expanded framework of the law.</p> <p>Institute regular training for workers, inspectors, union leaders, workplace safety</p>	DOLE NLRC CSC
		Percentage of companies and government agencies with CODI	99.48% (48,018 compliant companies; 249 non-compliant)	100%		
		Number of sexual harassment complaints filed	2019 – 158 SH complaints 2020 – 74 SH complaints	2025: SH significantly reduced		

			2021 – 45 SH complaints (NLRC Data)		<p>officers, and human resource personnel on gender-based discrimination, sexual harassment, and support systems for women victims</p> <p>Provide accessible support services for women victims and/or referral system to professionals</p> <p>Intensify information drive for the implementation of Republic Act 11313 (Safe Spaces Law)</p>	
6. Inadequate representation of women's voice in labor organizations and in company boards in the private sector	Significant increase in women's representation in labor sector unions and in decision-making boards in the private sector	% Female in Labor Unions and Workers' Associations	<p>BLR data as of 2021*:</p> <p>a. Public sector organizations: 1,841</p> <ul style="list-style-type: none"> ▪ No. of members: 497,887 <p>b. Enterprise-based unions: 17,956</p> <ul style="list-style-type: none"> ▪ No. of members: 1,605,790 <p>c. Workers' associations: 85,808</p> <ul style="list-style-type: none"> ▪ No. of members: 2,685,819 <p>*Not all organizations have SDD, hence, % Female membership cannot be computed as yet.</p>	40-60% (MCW)	<p>Expand membership of tripartite councils to include more women representatives including from non-traditional stakeholders and sectors to make them more inclusive</p> <p>Training of women union members and leaders on women's rights and the MCW</p> <p>Develop advocacy programs with the private sector, particularly big business, on the profitability of diversity and having women members in top corporate boards.</p>	DOLE
		Percent share of Female Union Officers (ISLE, PSA)	29.5% Female (2018)	40-60% (per the MCW)		

		Percent Female in Private Sector Boards among Publicly Listed Companies	13% (2017) Source: Women Corporate Directors Organization of the Philippines, 2017, https://www.bworldonline.com/women-needed-phl-corporate-boards/	At least 40%		
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7. Women OFWs are predominantly in vulnerable job categories such as domestic work and suffer from abusive and exploitative work conditions Special focused attention needs to be given to the especially precarious situation of returned OFWs because of the pandemic	Women OFWs enjoy improved quality of life; have higher incomes and better protection against vulnerabilities in all phases of migration, both in-country and in receiving countries	Number of receiving countries with improved work conditions for women domestic workers/OFWs	To be determined	To be determined	Adopt a gender-sensitive and rights-based approach in developing labor migration laws and policies in line with the core human rights treaties, and in particular CEDAW and the Committee on Migrant Workers, as well as relevant ILO labor standards Strengthen the capacity of duty bearers in creating an enabling environment for women migrant workers and overseas Filipinos and in executing their mandates under the MCW Review gender responsiveness of existing bilateral agreements with migrant-receiving countries to ensure better work conditions for Filipino women, particularly those in vulnerable skills categories.	POEA OWWA
	Women OFWs are adequately supported and re-integrated	Number and quality of programs that respond to returned women OFWs	To be determined	To be determined		
8. Women in the informal economy are mostly confined in low-income activities such as unpaid	Women in the informal economy enjoy labor rights and protection	Proportion of informal employment in total employment by sex and sector	To be determined	To be determined	Strengthen the reintegration program for returning women OFWs; facilitate their access	DOLE DAR DA

<p>family work, industrial homework and street vending; women in the informal economy have limited opportunities for organization and representation and are inadequately covered by social protection especially in times of illness, disability, work injury, maternity, unemployment, and old age.</p>	<p>Presence/absence of law to protect the rights of workers in the informal economy.</p>	<p>0</p>	<p>1</p>	<p>to skills for employment and skills for entrepreneurship training programs</p> <p>Intensify programs for families left behind by women migrant workers to include basic financial literacy, savings for capital build-up, and retirement.</p> <p>Create mechanisms to synchronize the data collection and analysis of OFW data, with particular attention given to women in vulnerable situations.</p> <p>Provide strategic investment in programs to generate employment at scale to absorb the large ranks of workers who lost their jobs during the pandemic, whether domestically or abroad.</p> <p>Invest in public works or cash-for-work initiatives as reintegration measures</p> <p>Link economic recovery with long-term sustainable development goals i.e., programs to regenerate the environment and mitigate and adapt to the impacts of climate change can generate</p>	<p>DOLE DTI PCW</p>
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					<p>jobs for women, including OFW returnees</p> <p>Advocate or invest in public investment that would create jobs in the renewable energy, agroforestry, and circular economy sectors</p> <p>Invest in highly sustainable projects at the LGU level, such as construction/demarcation of bicycle lanes and the expansion of green spaces.</p>	
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STRATEGIC GOAL AREA 2

**Accelerated Human Capital Development
Through Investment in Gender Equality and Women's Empowerment**

CHAPTER 4 HEALTH AND NUTRITION

Situation of Women and Girls

The GEWE Plan 2019-2025 calls attention to the needs of poor women who have multiple and intersecting barriers to health care due to class, age, gender orientation, ethnicity, religion, ability and other identity markers that create marginalization. Different groups of women face different and additional constraints resulting from the expensive cost of medical care in the country and the limited capacity of underfunded public hospitals. These are the root causes of why issues related to sexual and reproductive health of women and girls persist: prevailing high maternal mortality rates, alarming teenage pregnancy rates, and ballooning cases of HIV/AIDS cases, among many others.

A milestone in the Philippines health system was the passage of the Universal Health Care law in 2019. It was to bring massive reforms to the Philippine health sector where all Filipinos will be guaranteed equitable access to quality and affordable health care goods and services and protected against financial risk. However, COVID-19 struck that halted the implementation of reforms towards full implementation of the law. Efforts taken by the government to contain the rapid spread of the disease also led to major disruption in the provision and delivery of primary health services, especially for sexual and reproductive health.

During the pandemic, the weaknesses of the healthcare system surfaced and its capacity was stretched to the limits. Accessing reproductive health care services for adolescents and pregnant women became particularly challenged as a result of lockdowns and transport disruptions and a reluctance on the part of the women to go to health facilities because of fear of COVID-19 infection. In addition, some health facilities where pregnant women usually accessed care were transformed to serve as COVID-19 facilities and for some institutions, out-patient services were temporarily discontinued. This scenario particularly impacted women's access to long-acting reversible contraceptives and other permanent methods that require trained healthcare workers to administer and require clients to travel to health facilities.

Based on the 2020 Annual Report for the Responsible Parenthood and Reproductive Health Act (June 2021), the pandemic drastically affected the lives of families many of whom experienced hunger or insufficient resources to afford a diversified and balanced diets, making them vulnerable to all forms of malnutrition including micronutrient deficiency. Children who used to access health and nutrition services such as immunization, Vitamin A supplementation, and supplementary feeding were no longer going to school and day care; hence, all these came to a halt.

An online Rapid Nutrition Assessment, conducted by the Food and Nutrition Research Institute in 2020 to determine the impact of the pandemic on nutrition, confirmed that the utmost concern of the population was the loss of jobs along with increased food insecurity. On a positive note, the assessment noted that breastfeeding, either exclusive or any form of breastfeeding, was still high (60.8% and 59.7%, respectively); most of the young children (93.3%) meet meal frequency; and Barangay Health Centers are the most accessible health service facility during pregnancy and source of nutrition messages.

Progress Towards Outcomes

Maternal mortality ration (MMR) in 2018 was at 108 per 100,000 live births against the SDG target of 70 per 100,000 (2018, PSA-Civil Registry and Vital Statistics). The number of births to girls/women ages 10-19 years old in 2016 totaled 203,085, slightly decreasing to 196,478 in 2017, 183,000 in 2018 and down to 180,916 in 2019 (PSA, CRVS). Despite this positive trend, the Philippines still has one of the highest adolescent birth rates among ASEAN Member States.⁸⁹ The government has described this as an alarming situation where interventions to address it are considered a national priority. Thus, Executive Order No. 141 “Adopting as a National Priority the Implementation of Measures to Address the Root Causes of the Rising Number of Teenage Pregnancies and Mobilizing Government Agencies for the Purpose” was issued.

However, despite the worrying state of teenage pregnancy among young people in the country, the DepED has yet to fully implement the Comprehensive Sexuality Education (CSE) in schools as decreed in the RPRH Law. Reported progress is in connection to the initial preparatory steps that include developing CSE curriculum standards, validating learning resources, and orientation for regional/division supervisors, and several batches of teachers through webinars. In addition, preparatory steps for CSE integration in the K-12 basic education curriculum have been completed. For SY 2020-2021, the CSE is being pilot tested in selected divisions and schools in regions I, VII and XI.

As part of the Expanded Social Assistance Program of the Asian Development Bank to the Pantawid Pamilyang Pilipino Program, a Gender Action Plan was developed in 2019. Among the indicators that the plan will track and monitor are strategies and interventions to reduce the prevalence of early pregnancies, improve the pre- and post-natal care of pregnant mothers, and decrease the incidence of adolescent girls dropping out of school due to early marriage or pregnancy.

The 4Ps program continues to expand its contribution to help reduce the alarming increase in teen-age pregnancy. Monitoring of succeeding/early pregnancy is covered by the Not Attending School (NAS) monitoring template. Management of these cases are addressed using the Kilos-Unlad tools and processes, along with the 4Ps Case Referral Pathway on Early Pregnancy and Cohabitation. Case managers work on building partnerships with various institutions to engage private individuals, groups, and organizations to provide tutorial, mentoring, and psycho-social interventions for adolescents.

Rural health units and barangay health stations have been upgraded to Basic Emergency Obstetric and Newborn Care (BEmONC) providers, to perform normal spontaneous deliveries and emergency obstetric functions. The DOH has also funded the upgrading of hospitals to Comprehensive Emergency Obstetric Care and Newborn Care (CEmONC) providers to perform highly specialized obstetric interventions and more advanced newborn resuscitations.⁹⁰

⁸⁹ Country Gender Profile Philippines 2020, UPCWGS, for the European Union.

⁹⁰ Responsible Parenthood and Reproductive Health Report, 2019.

DOH Health Facility Enhancement Program (HFEP)

Health Facility	2019	2020	2021
BHS → Basic Emergency Obstetric and Newborn Care	14 completed; 2 ongoing	2 ongoing	
Rural Health Unit	1 completed; 1 ongoing	2 ongoing	1 ongoing
Equipment provision	2019	2020	2021
Barangay Health Station	66 delivered & 1 ongoing	7 delivered	4 Awarded
Rural Health Unit	1 delivered & 1 ongoing	3 delivered	2 Awarded

Health Teams composed of doctors, nurses, and midwives numbering 2,432 have been trained in BEmONC as of May 2020 surpassing the target of 1,948 (Source: NSMP Report, 2020). Service capacity of birthing centers in BEmONC provision was rated to be adequate at 75 percent (Source: Assessment of Philippine BEmONC Initiative, DOST-DOH-PCHRD, 2020).

The review process of the plan updating noted the factors that continue to hinder women's and girls' access to adequate SRHR information and services. One factor that remains to be a challenge relates to the health seeking behavior of women and girls that continue to be dictated upon by social norms and cultural beliefs.⁹¹ Structural barriers continue to exist despite the laws that are in place. For example, due to the Catholic influence, conservatism, and existing stigmas surrounding SRHR, some of the provisions of the RPRH remain to be not fully implemented, such as the comprehensive sexuality education, and access to a wide-ranging option for contraception, information, and services, especially for the youth. The existing legal barriers such as the RPRH requirement of written parental consent for access to contraception by minors make some practitioners hesitant about delivering SRH services without written parental consent given the possibility that they may lose their license. In addition, there is a need to align the many existing policies (the 2008 MNCHN Policy, the Sustainable Development Goals Health Action Plan, the Philippine Development Plan, Universal Health Care Law) that may be confusing rather than facilitating the efficient and adequate delivery of information and services.

Recognizing the urgent need, POPCOM has strengthened its efforts, particularly during the pandemic, in demand generation activities and provision of services. It immediately issued a set of guidelines to ensure the resupply of pills and condoms and provision of FP information by barangay population volunteers and workers. The DOH on the other hand included in its

⁹¹ Valerio and Butt, 2020, Oxfam Philippines, Research Report, Intersecting Injustices - The links between social norms, access to sexual and reproductive health and rights, and violence against women and girls. [chrome-extension://efaidnbmnnnibpcajpcglclefndmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.alnap.org%2Fsystem%2Ffiles%2Fcontent%2Fresource%2Ffiles%2Fmain%2Frr-intersecting-injustices-social-norms-srhr-vaw-g-philippines-121120-en.pdf&clen=1473058](https://www.alnap.org/system%2Ffiles%2Fcontent%2Fresource%2Ffiles%2Fmain%2Frr-intersecting-injustices-social-norms-srhr-vaw-g-philippines-121120-en.pdf&clen=1473058)

issuance the provision of responsible parenthood and family planning and other reproductive health services as “essential services” in the time of the COVID-19 pandemic.

The DOH also released the following issuances to aid in the provision of health services for women amidst the pandemic:

- DM 2020-0167: Continuous Provision of Essential Health Services During the COVID-19 Pandemic
- DM 2020-0222: Guidelines on the Continuous Provision of Family Planning Services during Enhanced Community Quarantine following the COVID-19 Pandemic
- DM 2020-0261: Interim Guidelines on the Continuous Provision of Maternal Health Services during COVID-19 Pandemic
- DM 2020-0319: Interim Guidelines on COVID-19 Management of Pregnant Women, Women About to Give Birth, and Newborns
- DM 2020-0341: Interim Guidelines on Provision of Health Services for Adolescents
- DM 2020-0351: Interim Guidelines of the Implementation of HPV Vaccination amid COVID 19 Pandemic
- DM 2020-0237: Interim Guidelines for the Delivery of Nutrition Services in the Context of COVID 19 Pandemic

Through the “*Usap Tayo sa Family Planning Helpline*” initiative, the POPCOM was able to reach and provide family planning information and referral services to 4,835 clients through SMS, chats, calls and email. Out of the total number of clients served, 82 were adolescents (15-19) with inquiries on pregnancy check-up, PSI (Progestin Subdermal Implant) insertion, use of pill, and menstruation-related issues.

Cooperation and convergence of efforts among national, regional, local and development partners to implement proven strategies to help prevent teenage pregnancies is strategic. POPCOM with the Zuellig Family Foundation and the Gates Institute implements “The Challenge Initiative” (TCI) which highlights the strong initiative of 13 cities in establishing adolescent and youth friendly cities in the Philippines towards the reduction of teenage pregnancies. In addition, POPCOM with the DSWD is developing a Social Protection Program for Teenage Mothers and their Children as provided for in the 2021 General Appropriations Act. Another DOH initiative to lessen teenage pregnancy rates is the #IChoose campaign brand for adolescent health. Partners in the program are encouraged to adapt the materials and assist in the implementation and dissemination. Proposed high-level grand launching of the campaign will be in November 2021 in observance of the National Children’s Month and the 18-day Campaign to End VAW.

There is a good positive trend in indicators for **improved nutrition levels among pregnant women and young girls**. These include decreased prevalence of nutritionally at-risk pregnant women from 24.8 percent in 2015 to 22.9 percent in 2019, prevalence of nutritionally at-risk pregnant women below 20 years old decreased from 39.7 percent in 2015 to 32.6 percent in 2019, prevalence of anemia among pregnant women reduced from 26.1 percent in 2018 to 19.9 percent in 2019 and for lactating women from 14.4 percent in 2018 to 11.6 percent in 2019.

In addition, the proportion of infants exclusively breastfed from birth to 5.9 months increased from 24.7percent in 2015 to 30.4 percent in 2019, and more pregnant women are accessing prenatal care and nutrition education.

In the area of new policies, noted are the passage of RA 11148 or *Kalusugan ng Mga Nanay Act* (Mothers’ Health Act), RA 10028 providing establishment of lactation stations in

workplaces and public places and provision of lactation breaks for employed lactating mothers, and the passage of RA 11210 or the Expanded Maternity Leave.

Programs in support of improved nutritional levels of pregnant women and young girls include the Iron and Folic Acid Supplementation Program among pregnant women; Food Fortification Program of basic commodities and other processed foods with iron; intermittent malaria treatment for pregnant women; deworming program for pregnant women; increased budget for School Based Feeding Program; Weekly Iron Folic Acid Supplementation in schools and iron supplementation at the barangay level; promotion of Infant and Young Child Feeding; creation of breastfeeding support groups including in hospitals; continuing accreditation of Mother Baby Friendly Hospitals; and provision of breastfeeding areas in evacuation centers during emergencies and disasters.

Attention of health experts have been called to the fact that the Philippines has one of the **fastest-growing HIV/AIDS epidemics** in the Asia-Pacific, with 13,384 cases as of 2018 against 4,300 cases in 2010 (UN Joint Program on HIV-AIDS). During the review for this update, the DOH reported that newly diagnosed cases in 2019 numbered 12,739; 8,039 in 2020; and another 7,088 as of July 2021. Categorized by sex, the data for January to June 2021 show that the infection affect men more predominantly (95%). The Department of Health reported that in 2017, 80 percent of People Living with HIV are in the youth sector, aged 15 to 34, a considerable percentage of whom are men who have sex with men and transgender women who have sex with men.

To help raise awareness, the DepEd included in the Health Education and in the CSE of the K- 12 Basic Education the key concepts and messages to raise awareness and promotion of HIV prevention. The Department of Health, with support from the Global Fund implemented the BESHIE initiative (Bringing Education on Sexual Health and HIV in the Electronic World) which seeks to generate demands for HIV testing services, provide HIV prevention information, and offer referral service on HIV, STI, and sexual health. Apart from social media platforms, the various DOH Centers for Health Development (CHD) released TV advertisements as well as mass produced information, education, and communication (IEC) materials targeting key populations (KPs) nationwide.

In 2020, DOH designated 56 primary HIV care facilities and 107 treatment hubs or a total of 163 facilities nationwide to provide HIV services, including free antiretroviral drugs. DOH, through the Philippine Health Insurance Corporation (PhilHealth), also continued to provide out-patient HIV and AIDS Treatment package for a maximum of PhP 30,000 (USD 66) per person per year.

The Philippine Health Sector – HIV Strategic Plan (HSP) 2020-2022 was crafted guided by the Philippine Development Plan (2017-2022) and Universal Health Care Act of the Philippines and aligned with the 6th AMTP for 2017-2022 and the Sustainable Development Goals (SDG) which include a global target to end the HIV and AIDS epidemic by 2030.

Targeting high risk key populations among men having sex with men, transgender women, young key populations, and persons who inject drugs in high burden areas, the HSP prioritized high impact prevention, testing, treatment and adherence strategies that will contribute to the achievement of the 95-95-95 targets, or 95 percent of PLHIV will know their HIV status, 95 percent of diagnosed PLHIV receive antiretroviral therapy (ART), and 95 percent of PLHIV on ART are virally suppressed.

The mechanism that continues to provide physical and emotional support to women are the Women and Child Protection Units (WCPU). As of December 2020, 113 WCPUs and VAWC Desks have been established in 57 provinces and 16 cities in the country. Progress that is being reported concern activities that are meant to strengthen the WCPU mechanism including the following:

- Providing support funds for capacity building of health personnel for hospital-based WCPUs, 3 Regional Training Centers
- Developed a National Strategic and Costed Implementation Plan for Women and Children Protection as guide to enhance the functionality of WCPUs
- Training provided for doctors, social workers, nurses to be able to handle and manage VAWC cases provided by the Child Protection Network

However, there is a need to assess how well the WCPU mechanism is addressing the expanded issues of women related to mental health, recalling that this mechanism was set up primarily to address VAWC.

Another milestone legislation in the history of the Philippines, Republic Act No. 11036 or the Mental Health Act, was signed into law in 2018. It provides a rights-based comprehensive framework for optimal mental healthcare in the Philippines. The law also establishes the Philippine Council for Mental Health, a policy-making advisory body, mandated to develop a national multi-sectoral strategic plan to ensure the law's full implementation. In accordance with the Mental Health Act, the DepED issued a department order that provides guidance for schools on counseling and referral procedures in addressing the needs of students who need help and mental health care services. Homeroom guidance in schools has been expanded to emphasize life skills development that addresses the academic, personal, social, and career development aspects of learners. However, while several initiatives related to mental health are ongoing, these do not specifically address the **gender-differentiated impact of these types of ailments on women and men.**

Another law passed in 2020 is Republic Act 11476, or the Good Manners and Right Conduct and Values Education Act that provides for the empowerment of Filipino youth to contribute to nation-building while protecting their physical, moral, spiritual, intellectual, and social well-being. The law is expected to strengthen learners' decision-making skills, attitudes, and behaviors. The DepEd has identified 313 Most Essential Learning Competencies that will be taught from Grades 1-10 beginning School Year 2020-2021.

Constraints to implementing the new laws that are contributory to developing good mental health are many particularly given the aftermath of the COVID-19 pandemic. In addition, there is a lack of mental health professionals in the country, and obtaining commitment of local chief executives and Chiefs of Hospital to support the establishment of WCPUs continue to be a big challenge. This could be addressed by the new Mandanas-Garcia Ruling and linking the resources required to the GAD Budget policy.

The DepEd is concerned about the lack of Registered Guidance Counselors in schools for service delivery, and the need to develop a monitoring system within the department to better keep track and align activities in support of mental health that are being done by the various offices and units.

Given new data and developments, the DOH proposed to **add another gender issue to the GEWE Plan Results Matrix for Health**. This is following the recommendation made by the Global Fund to Fight Against Tuberculosis, Malaria and HIV-AIDS, Breaking Down Barriers Initiative (2020).⁹²

Gender issue: *There are gender-related barriers to Tuberculosis (TB) prevention, diagnosis, and treatment that need to be addressed.*

More men than women are diagnosed with and die from TB. However, TB kills more women per year than all causes of maternal mortality combined.⁹³ Based on both biological and social factors, men and women face different TB disease risks and burdens over their life cycle. In addition, gender and sexual minorities (LGBTQIs) experience particular challenges with accessing TB services.

There are already many good practices from around the world that could help inform efforts to address this gender issue. These include:

- Identifying and addressing gender-related barriers to TB prevention, diagnosis, and treatment. This involves examining the gender dimensions of TB transmission, diagnosis, and treatment in many areas such as those in patterns of power and decision-making, and cultural norms, beliefs and behaviors.
- Using gender analysis to develop gender-sensitive programming explicitly integrates gender throughout the project life cycle and promotes the collection and use of sex-disaggregated data that can point to potential inequities in TB service use.
- Capacity strengthening for gender-sensitive TB service delivery Gender equitable TB service delivery means finding ways to address existing barriers across the TB diagnosis, care and treatment. Gender modules for TB training curriculum for healthcare workers, emphasizing that TB impacts men and women in different ways have been developed and may be adapted for use in the country.

The national TB program is shifting from a traditional medical model towards a “patient-centered care” approach. This offers increased opportunities for implementing elements of rights-based programming including mobilization of community groups, stigma and discrimination reduction, training of health care workers in human rights and ethics, and addressing gender-related barriers to prevention and treatment.

In addition, the GEWE Plan recognizes the **health needs of the LGBTQIA+ community**, especially transgender and gender nonconforming individuals. Thus, the health sector has modified the Results Matrix to highlight the needs of these individuals especially under the following gender issue statements: Inadequate Access of Women and Girls to Sexual and Reproductive Health (SRH) Services and Information; Growing Prevalence of HIV and AIDS; and Poor mental health among women (associated with their multiple roles, gender discrimination and associated factors of poverty, hunger, malnutrition, overwork, domestic violence and sexual abuse).

⁹² See The Global Fund “PHILIPPINES Mid-term Assessment” Global Fund Breaking Down Barriers Initiative, September 2020, Geneva, Switzerland) - https://www.theglobalfund.org/media/10270/crg_2020-midtermassessmentphilippines_report_en.pdf

⁹³ PATH-TB-Gender, October 2020, chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fpath.azureedge.net%2Fmedia%2Fdocuments%2FPATH-TB-Gender-tw-o-pager-October2020_FINAL.pdf&clen=446410

Strategies are outlined in the immediately following Results Matrix. Just to highlight that during the remaining plan period, it is imperative to ensure that women's rights and needs do not take a backseat because of the pandemic; that efficient delivery of essential health services will be part of a comprehensive pandemic recovery plan, including continued and enhanced delivery of SRHR information and services for vulnerable populations, particularly adolescent girls; people living with disabilities, LGBTQIA+ persons, indigenous women and girls, women deprived of liberty, among many others.

CHAPTER 4: HEALTH AND NUTRITION

Overall Strategic Outcome: Women and girls, particularly among the poor and marginalized groups, have reduced health-related vulnerabilities and improved access to gender-responsive, age-appropriate, disability and culture-sensitive health services particularly in sexual and reproductive health, nutrition and family planning.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Persistence of high Maternal Mortality Ratio (MMR)	MMR significantly reduced	Maternal mortality ratio (MMR)	108 per 100,000 Live births in 2018 (source: PSA-CRVS Estimates)	2022: 90 per 100,000 live births (PDP 2017-2022 and National Objectives for Health) 70 per 100,000 live births by 2030 (SDG)	<p>Fully implement the RPRH Law and other health policies and plans, and ensure timely and effective delivery of RPRH and other health services especially to the poor and marginalized sectors.</p> <p>Strengthen institutional mechanisms and collaboration with other service providers to improve delivery of gender-responsive, age-appropriate, disability and culture-sensitive reproductive health services especially to the poor and marginalized sectors.</p> <p>Intensify programs that address the leading causes of mortality among pregnant women, including TB</p>	DOH PhilHealth LGUs
		% of LGUs with engaged Maternity Care Package (MCP) Providers	Number of Cities and Municipalities with Accredited outpatient clinic	Increased number of LGUs with Accredited outpatient clinic	Intensify PhilHealth accreditation of birthing centers with Maternity Care Package (MCP)	
		Proportion of births delivered in a health facility	2017: 78% (NDHS, PSA)	2022: 95% (PDP Values)	Strengthen the Barangay Health Emergency Response Teams (BHERT) and ensure that community members, including	DOH LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					traditional/indigenous health care providers are in these mechanisms.	
		Proportion of births attended by skilled health personnel	2017: 84.4% (NDHS, PSA)	2022: 99% (PDP Values)	Same as above	DOH LGUs
		Percentage of women ages 15-49 who give birth and receive 4 or more antenatal care check-ups	2017: 87% (NDHS, PSA)	2022: 95% (PDP values)	Same as above	DOH LGUs
2. Inadequate Access of Women and Girls to Sexual and Reproductive Health (SRH) Services and Information	Improved access of women and girls, including those of the LGBTQIA+ community, to comprehensive SRH services and information	Modern Contraceptive Prevalence Rate (mCPR) among all women	2017: 24.9% (NDHS, PSA)	2022: 30% (PDP values, NFP Program)	Improve the delivery of comprehensive SRH services particularly to those farthest behind in access due to their location, ability, gender orientation, and age among the poor and marginalized sectors. Build the capacity of health providers on necessary competencies and boundaries when interacting with transgender and gender nonconforming individuals	DOH LGUs DepEd POPCOM
		Adolescent Birth Rate (ABR)	2017: 47/1000 live births (NDHS)	2022: 37/1000 live births to women 15-19 years		
		Unmet need for modern family planning	2017: 10.8% (NDHS)	2022: 8% (PDP, NFPP)		
	Improved access to comprehensive SRH services for	Proportion of RHUs with available commodities for TSW and MSM	<i>To be determined</i>	<i>To be determined</i>	Ensure the full implementation of Comprehensive Sexuality Education (CSE) protocols in all public and private elementary, junior and senior high schools, learning centers for Special Education (SPED) and	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	transsexual women (TSW) and men having sex with men (MSM)				<p>Alternative Learning System (ALS), and laboratory schools of state and local universities and colleges (SUCs/LUCs) in lieu of DepEd Order No. 31, series 2018 (DO 31).</p> <p>Immediately identify actions or required policies to collect data for indicators without baselines and targets</p> <p>Ensure availability and access of men to various contraceptive methods including vasectomy.</p> <p>Intensify awareness raising campaign on men's involvement and/or participation in family planning.</p> <p>Improve the delivery of comprehensive SRH services particularly to transgender and gender conforming individuals.</p> <p>Intensify information and education campaigns on Sexual Orientation, Gender Identity and Expression (SOGIE) especially for Health Care providers.</p>	HPB, DPCB, EB
		Adolescents aged 15-19 years birth rate	57.1 (NDHS, 2013)	37% (by 2022)	Same as above	DOH LGUs POPCOM

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		per 1,000 women in that age group				
		Percentage of health facilities with no stock out of essential drugs and vaccines (disaggregated by type of facilities to classify essential drugs per level)	2016: 65.4% <i>PDP Indicator (added during the updating)</i>	90% by 2022 (DOH Pharmaceutical Division as indicated in the New Normal on Health)	Same as above	DOH LGUs
		Percentage of claims for PhilHealth maternity benefits released	No data	100% of claims are released and disbursed	Same as above	DOH LGUs PhilHealth
3. High Prevalence of Malnutrition and Iron-Deficiency Anemia among Pregnant Women and Girls	Improved nutrition levels among pregnant women and young girls	Proportion of nutritionally-at-risk pregnant women	24.8% (NNS, 2015) National Nutrition Survey	20% (PPAN 2017-2022)	Improve the delivery of nutrition programs and services including better targeting for IEC campaigns to highlight the importance of nutrition to securing a future of healthy generation. Include transformation of gender norms that reinforce poor nutritional levels among pregnant women.	DOH LGUs NNC FNRI DepEd
		Prevalence of anemia among women of reproductive age	11.7% (NNS, 2015)	6.0% (PPAN 2017-2022)	Improve the nutrition education, delivery and compliance monitoring of micronutrient supplementation programs.	DOH LGUs FNRI NNC

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			Pregnant: 24.6% (NNS, 2013), Lactating: 16.7 % (NNS, 2013) WRA 15-49 years old (non-pregnant, non-lactating) 11.6% Prevalence of anemia in women aged 15 to 49 years, by pregnancy status (percentage) - same baseline and target	Pregnant: 11.6% (2022) Lactating: 7.9% (2022) WRA: 6%	Include transformation of gender norms that reinforce poor nutritional levels among pregnant and lactating women and women of reproductive age.	
		Prevalence of exclusively breastfed children among 0 to 5 months old	2015: 48.8% (NNS, 2015)	2022: 72.3% (PDP, PPAN 2017-2022)	Increase advocacy to both public and private entities to adhere to the provisions of RA 10028 and relevant policies (e.g. MCW, DILG MC 2011-54, etc.) including availability of lactation stations in workplaces and public places, provision of lactation breaks, etc. Sustain and intensify attention to health needs of women in informal workplaces through capability building of LGUs in institutionalizing successful efforts in lactation management program in the local health investment plans.	DOH LGUs FNRI NNC
4. Inadequate knowledge	Significantly improved	Number of health service	<i>To be determined</i>	<i>To be determined</i>	Immediately identify actions or required policies to collect data for	DOH, LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
and sensitivity of Health Care Providers to particular health-related issues and constraints of poor women and girls	experience by women and girls of their interaction with public health care facilities	providers trained in Gender-Responsive and Rights-Based Integrated Sexual and Reproductive Health (GRRB-IRH) service delivery			<p>indicators without baselines and targets.</p> <p>Issue policy and guidance notes on the gender responsiveness of health, nutrition and FP services in compliance with law (for health care providers and health facilities).</p> <p>Revisit the existing training modules if it has incorporated gender, culture, and disability sensitivity, including special attention to the health needs of the LGBTQIA+ community</p> <p>Ensure awareness of duty-bearers to the special health needs of people with different SOGIE, as well as new regimens to assist them, including but not limited to hormone therapy, voice and communication therapy, appropriate sexual and reproductive health and mental health services</p> <p>Expand existing data systems to enable sex disaggregation of data and analysis that is cognizant of health needs of sexual minorities.</p>	<p>Data source: NDHS, DILG</p> <p>DPCB, HHRDB</p>
		Number of health service providers trained on handling pregnant	<i>To be determined</i>	<i>To be determined</i>	Same as above	DOH, LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		women and girl children clients with disability				
5. Growing Prevalence of HIV and AIDS	Reduced prevalence of HIV/AIDS among women	Number of newly diagnosed HIV cases/year, disaggregated by sex (Definition: Newly diagnosed cases reported in the HARP are clients who underwent confirmatory testing and were tested positive for HIV for the specified year and are not necessarily new infections (HARP, 2018).	9,264 (2016, Total) 33 cases per day (HARP, September 2018) Note: Sex-disaggregated data not available.	2022 Target: 18,900 (Reference: AIDS Epidemic Model (AEM)-Spectrum 2019) “By 2030, end the epidemics of AIDS, tuberculosis, malaria”	Strengthen awareness raising and include a focus on the disease in the delivery of comprehensive SRH programs and services. Adopt Strategies indicated in the 6 th AIDS Medium Term Plan, including a focus on the LGBTQIA+ community particularly transgender people and non-conforming individuals. Strengthen mechanism for information dissemination on HIV. Enhance advocacy campaigns to openly/publicly talk about the issue (e.g., counselling, rehabilitation, therapy, including partnership with private organizations in undertaking relevant activities, etc.)	PNAC DOH LGU PIA (for advocacy campaigns)

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Percentage of People Living with HIV (PLHIV) on Antiretroviral Treatment (ART)	24,754 / 41,130 or 60% (HARP, December 2017) 2016: 47.68% (17,940/37,629) - denominator was updated after additional mortality reports were included after the release of December 2016 HARP	55,791 / 79,702 or 70% 2021: 90% of Diagnosed PLHIV are on life-saving ART 2022: 95% of Diagnosed PLHIV are on life-saving ART Based on Health Sector Plan 2020-2022	Reach key populations for HIV awareness, promotion of HIV testing, condom education and distribution. Screen key populations for HIV by trained and supervised member of community-based organizations. Test key populations for free at Social Hygiene Clinics, TB facilities and antenatal care facilities. Enroll PLHIV to free antiretroviral therapy (ART) at DOH-designated treatment hubs /primary HIV care facilities. Adhere to ART for PLHIV on ART and monitor response to treatment through viral load testing.	DOH LGUs DepEd
	Reduced prevalence of HIV and STI among TSW and MSM	Number of new HIV infections and STI among TSW and MSM	<i>To be determined</i>	<i>To be determined</i>	Immediately identify actions or policies to generate data for indicators without baseline and targets Improve the delivery of comprehensive SRH services particularly to transgender and gender conforming individuals. Intensify information and education campaigns on SOGIE especially for Health Care providers.	DPCB, EB, HPB
6. Poor mental health among	Improved mental health among	Proportion of population by	<i>To be determined</i>	<i>To be determined</i>	Immediately identify actions or required policies to collect data for	DOH LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
women (associated with their multiple roles, gender discrimination and associated factors of poverty, hunger, malnutrition, overwork, domestic violence and sexual abuse)	women, including trans individuals and gender nonconforming Individuals, particularly victim-survivors of violence, and those from marginalized social groups	<p>age and sex who:</p> <p>a. Practice self-care</p> <p>b. Seek MH services for psychosocial concerns</p> <p>c. Recognizes that person with mental disorder should be treated humanely</p> <p>(PCMH strategic plan)</p>	Note: Ongoing MH Literacy Research commissioned to UP CPH will help determine the baseline and targets moving forward.		<p>indicators without baselines and targets.</p> <p>Fully implement RA 11036 – the Mental Health Act</p> <p>Strengthen awareness through MH promotion campaign</p> <p>Build evidence on the prevalence and causes of mental health problems in women as well as on the mediating and protective factors.</p> <p>Promote the formulation and implementation of health policies that address women’s needs and concerns from childhood to old age.</p> <p>Enhance the competency of primary health care providers to recognize and treat mental health consequences of domestic violence, sexual abuse, and acute and chronic stress in women.</p> <p>Include and highlight mental health in the delivery of basic health services including SRH through psycho-social counselling and support in cases of disaster, conflict, war and other crisis situations and circumstances (with consideration of the client’s age, gender, SOGIE, disability, ethnicity/culture, religion/beliefs, and other status)</p>	<p>NCMF DepEd</p> <p>Data source: PSA NCMH CHED DILG</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Expand services for mental health to cover trans women and gender non-conforming individuals</p> <p>Integrate and highlight the importance of mental health and mental health symptoms management in education (including basic and higher education).</p> <p>Advocate, facilitate, and strengthen the organization of support groups and bodies on mental health and related issues.</p>	
		Number of WCPUs established	84 WCPUs in 48 provinces and 8 chartered cities	81 provinces and 42 chartered cities have at least 1 WCPU	Establishment of Women and Child Protection Units (WCPUs) to provide comprehensive medical and psychological services to women and children who are victims of sexual abuse.	DOH
		Number of VAWC desks that are functional			<p>Capacity building of selected hospital personnel on the provision of gender-responsive, age-appropriate, disability and culture-sensitive WCPU services.</p> <p>Establishment of training centers to hasten capacity building of hospitals.</p>	
7. There are gender-related barriers to Tuberculosis (TB) prevention,	Improved benefit by women and men from the national TB control program	Number of maternal deaths due to TB (as cause of maternal mortality)	Baseline to be provided by DOH National Tuberculosis Program	<i>To be determined</i>	<p>Develop gender-related TB indicators and promote the regular use of sex-disaggregated data in policy and program reporting</p> <p>Undertake gender-related and responsive training of TB practitioners</p>	DOH

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
diagnosis, and treatment that need to be addressed.					<p>Undertake research on gender and TB that can further inform the management of the disease.</p> <p>Adapt good practices from around the world in addressing gender and TB control.</p> <p>Develop Tuberculosis Community Rights and Gender protocols and cascade implementation at the regional/LGU level</p>	

CHAPTER 5 EDUCATION

The COVID-19 pandemic created the largest disruption of education systems in history, affecting nearly 1.6 billion learners in more than 190 countries and all continents.⁹⁴ Preventing a learning crisis from becoming a generational catastrophe requires urgent action from all as education is not only a fundamental human right. It is an enabling right with direct impact on the realization of all other human rights, particularly for the poor and marginalized and those who experience multiple layers of discrimination, such as women and girls. It is a primary driver of progress across all Sustainable Development Goals and a bedrock of just, equal, inclusive peaceful societies.⁹⁵

Education is a sector where the Philippines achieved gender equality targets in the Millennium Development Goals, having achieved universal access to primary education for girls and boys, with even higher literacy rate for girls than boys in both basic and functional literacy. However, while the total female literacy rate in the Philippines has remained at 98.20 percent for 2019-2020, gender analysts highlight that even before the crisis, nearly 63 percent of the young children who dropped out of school in the Philippines were girls.⁹⁶

Similar to global trends for middle income countries, the economic impact of COVID-19 threatens many poor families' ability to afford sending their children – boys and girls- to school, with potential pressure on families to rely on young girls to help with the increased unpaid care work.

Progress Towards Outcomes

Marked gender segregation continues to be the norm in higher education courses. Male and female students continue to show no change in their choice of courses in higher education. In 2018, the DepEd Learner Information System generated the gap between male and female enrollees in the science, technology, engineering and mathematics (STEM) strand to have narrowed by 2.54 percent. For technical and vocational education and training (TVET), 32 percent of enrollees in non-traditional courses were women (2015 to 2019). In terms of graduates for the same period, 38 percent who graduated from courses in non-traditional trades were women. TESDA continues to play a significant role in opening up opportunities for women in male-dominated sectors with higher earning potential.

In 2020, TVET Scholarship Programs had a total of 178,284 enrollees, 46 percent women and 54 percent men. This is already compliant with the gender equity requirement of the MCW.

Gender biases and stereotypes are still embedded in instructional materials, classroom teaching strategies, learning media, and school policies. New instructional materials and learning materials have not been thoroughly reviewed thus contain some inaccuracy, factual errors and inappropriate content and language. Illustrations and images that reinforce the traditional roles and unequal representations of men and women have not been totally removed from learning materials. Similarly, gender biases in curricula, teaching methodologies and learning and training materials in higher education and TVET have not been substantially addressed despite the

⁹⁴ <https://unsdg.un.org/resources/policy-brief-education-during-covid-19-and-beyond>

⁹⁵ *ibid.*

⁹⁶ <https://reliefweb.int/report/philippines/covid-19-impact-women-philippines>

promotion of Gender-Responsive Curricular Programs in higher education and the roll-out of the Gender Sensitive Curriculum and Gender Sensitivity Trainer’s Manual in TVET programs.

TESDA’s various skills training programs in non-traditional trades and STEM-related areas reached 121,810 female beneficiaries in 2020. Of this number, 36 percent were women. The target of 3 percent annual increase was not achieved primarily due to the pandemic.

A positive development and contribution of the Education sector towards a practical need of women and girls is the introduction of the Comprehensive Sexuality Education (CSE) in Grade 8 under the content of Family Health and in Grades 11 and 12 under the Personality Development where GAD concepts are discussed. The policy guidelines for the implementation of the CSE (DO 31, s. 2018) define the key CSE concepts and messages, ensure that learners will have increased knowledge, clarified values and attitudes and enhanced skills to reduce risks to health outcomes and enable learners to achieve their full potential.

The conditional cash transfer or the 4Ps program of the DSWD develops IEC and learning materials that promote cultural and gender sensitivity and responsiveness through education and capability-building. The program developed Guidance Notes for the conduct of mapping and assessment of the 4Ps beneficiaries to identify their gender-related needs and gaps in services. Results of the mapping inform a more realistic and needs-based interventions. Additionally, the 4Ps program is developing Guidance Notes in developing and enhancing culturally sensitive and gender-responsive learning modules and IEC materials. This document shall guide all internal and external developers of 4Ps modules, and IEC materials.

The DepEd, with support from the UNICEF in the Philippines, is undertaking several interventions that address gender equality gaps. These include:

- targeted campaigns to enjoin communities to encourage the large number of out-of-school girls to continue learning activities through the Alternative Learning System.
- enhancement of a nationwide network of child protection units to facilitate better access of girls to multi-disciplinary telemedicine services for children survivors of abuse in the context of the COVID-19 pandemic.
- leading a multi-agency campaign to increase public awareness about the link of the pandemic to the increased vulnerabilities of girls and boys to online sexual exploitation
- collaboration with the largest helpline in the country, the Bantay Bata 163, for online chat-based and phone-based helplines nationwide, and with regional chapters to ensure services are delivered in local languages. This includes mental health and psychosocial support counselling for children and adolescents, and facilitation of case management services for girls and women survivors of sexual exploitation.
- support to the inter-agency partnership among the Council for the Welfare of Children (CWC), the Department of Education (DepED), Department of Health (DOH) and the National Youth Commission (NYC) to develop and disseminate core messages on adolescent sexual health, teenage pregnancy, HIV, sexual abuse prevention and response, and mental health.
- development of advocacy materials on teenage pregnancy, cyberbullying and HIV to assist teachers, health care providers, social workers, as well as trained peer educators and youth leaders with standardized information on sexual health within the broader adolescent health topics, to reduce stigma and to promote access to life-saving information and services.

Young girls continue to be **vulnerable to sexual harassment and other forms of gender-based discrimination and violence in education and training institutions**. In March 2021, media reported more reports of sexual harassment surfacing on social media than what schools investigate. The story of two girls who filed complaints also said that they felt their school administrators would side with their abusers. School administrators appeal to students to file complaints so they can investigate, but the law says that schools can initiate probes on their own. After a long-drawn process which was not easy on the young girls, the DepEd resolved the cases in favor of the complainants and noted in the decision that the school failed to protect the young complainant from bullying; the investigation done by the school was “tainted with irregularities and procedural defects”; the school failed to provide psychosocial intervention; and failed to forward all records of the case to DepEd. There is certainly a lot more work to be done despite the laws that have been successfully put in place.

In the meantime, the CHED reports that a total of 64 cases of sexual harassment were received by the GAD units of the 16 regional offices of the Commission from 2015-2019. Mechanisms established in higher educational institutions (HEIs) to address the issue is the Committee on Decorum and Investigation (CODI) and women's desk. As of September 2021, there are 128 women's desks established nationwide in HEIs which works closely with the CODI in handling sexual harassment related complaints.

In the absence of a women's desk, HEIs ensure that women's concerns are addressed through integrating these services in existing offices such as the Student Affairs, Guidance Office, GAD Center, or provision of assistance in coordination with the women's desk of the local government unit, barangay, or police.

TESDA has established its CODI of Sexual Harassment Cases in all its 17 regional offices. The GAD Focal Point System-Executive Committee Chair instructed all regions to facilitate the establishment of CODI in all public and private TESDA Technology Institutions. Cases of sexual harassment in training institutes has not been high, but TESDA acknowledges that if they are to encourage girls and young women to enter the various fields of TVET, the institutions of training need to have a reputation for safety of its training environment.

The National Children's Month held every November based on RA 10661 is led by the Council for the Welfare of Children. DSWD and the NYC provide nationwide information dissemination campaign on the rights of children to be protected from all forms of violence, abuse and discrimination. CWC also leads the nation-wide campaign on the Girl-Child Week in March celebration and Child Sexual Abuse Awareness Week in February of every year.

Emerging Gender Issues

Filipino girls are at a **heightened risk of sexual and gender-based violence** (SGBV) and early pregnancy due to lockdown measures, which in turn negatively affect girls' ability to access education and learn. Save the Children estimates that an additional 61,000 girls are at risk of child marriage and an additional 118,000 girls at risk of adolescent pregnancy across the East Asia and Pacific region within the next year alone as a direct effect of the COVID-19 pandemic.⁹⁷ Both

⁹⁷ Save the Children (2020): Global Girlhood Report 2020

issues – early child and forced marriage and adolescent pregnancy – are highlighted issues of girls and young adolescents as a result of the pandemic.

Spending more time online during school closures and lockdowns can leave children **vulnerable to online sexual exploitation** as predators look to exploit the COVID-19 pandemic. Limited contact with friends may lead to heightened risk-taking such as sending sexualized images, while increased and unstructured time online may expose children to potentially harmful and violent content as well as greater risk of cyberbullying. Even before the pandemic girls were facing risks online. A study conducted by UNICEF found that 63 percent of girls in the East Asia and Pacific region had an upsetting experience online within the last year.⁹⁸ Data from the Philippines' Department of Justice (DOJ) corroborate this study, revealing a four-fold increase in reports of online sexual exploitation and abuse during the country's enhanced community quarantine period compared to the previous year.⁹⁹

Disparity in access and quality of education. While the geographical location is a factor, continuity in learning can be more attributed to economic disparity as girl children and young women from poor households/families cannot afford to buy even a simple or more sophisticated gadgets for learning and can barely pay for internet connectivity or access a better internet service. This has bearing on their access to quality education beside the fact that girl children and young women from poor families given they are studying at home are expected to allot much of their time for unpaid and/or paid work. In addition to addressing the digital connectivity in geographically isolated and disadvantaged areas, it is important to also undertake initiatives to assess women and girls' education needs for quality education.

Distance learning programs are not always of good quality. In a global study, Save the Children found that more than 8 in 10 children surveyed felt that they were learning little or nothing at all. This figure was even higher for children living in poor households, displaced children, and girls.¹⁰⁰ As countries continue to rely on blended or distance learning under the 'new normal', the challenges to delivering quality education will remain and the learning loss may deepen particularly for those children with limited access to distance learning options, many of them girls. In the Philippines, it is to be noted that blended/ hybrid learning is widely being adopted already in education institutions across basic, technical, and higher education levels.

COVID-19 is exacerbating the digital divide between women and men. One of the reasons girls often have less access to distance learning opportunities than boys lie in the already existing digital divide. Recent research shows that women across the world access and utilize the internet less than men, and that the digital gender gap is growing, particularly in developing countries.¹⁰¹ In the East Asia and Pacific region, 55 percent of men had access to the internet compared to 41 percent of women before COVID-19.¹⁰² In the case of the availability of devices and internet, girls are still often disadvantaged with regards to access in poorer multi-children households, in which the number of children exceeds the number of devices.

⁹⁸ UNICEF, 2020. Our Lives Online: Use of social media by children and adolescents in East Asia- Opportunities, Risks and Harms

⁹⁹ <https://www.philstar.com/headlines/2020/05/26/2016491/online-child-sex-exploitation-spikes-264-lockdown>

¹⁰⁰ Save the Children, 2020, Protect a Generation - The impact of COVID-19 on children's lives

¹⁰¹ UNESCO (2020): Covid-19 Education Response Education Sector Issue Notes Issue Note N° 3.1 – May 2020 cited in UNICEF Education COVID-19 Response Issue Brief: COVID-19 and Girls' Education in East Asia and Pacific October 2020

¹⁰² ITU (2019): Measuring digital development Facts and figures 2019

COVID-19 also **increases psychosocial stress and mental health issues of girls**, affecting their ability to learn. The prolonged lockdown, economic stress on the family and the loss of the school support system can all result in psychosocial stress and mental health issues. Findings on the negative impact of the prolonged school closures and quarantine measures on girls' mental health are consistent across countries in the East Asia and Pacific region. A recent survey of 800 girls and adolescents conducted by UNICEF Philippines found that 30 percent of girls felt worried and 28 percent felt sad. Only 14 percent of girls responded to have remained calm.¹⁰³ Another survey conducted by UNICEF Thailand with almost 7,000 participants found three out of four female respondents reporting mental health issues such as stress, boredom, lack of motivation and frustration caused by the lockdown.¹⁰⁴ Both studies found that girls are generally more susceptible to mental health concerns than boys.

In addition to these new emerging issues, the education sector continues to pay attention to gender issues pre-pandemic which includes the need to enhance the quality of education especially in hard-to-reach areas, gender segregation resulting in low enrollment in the STEM fields and continued vulnerability of girls and young women to sexual harassment and other forms of gender-based discrimination in schools and universities.

Strategies

The update notes the crucial need to ensure that **gender issues in education are considered in the recovery and resilience programs**. Below are proposals that have been put forward to address the emerging issues.

Emerging Gender Issues	Strategies
Heightened risk of SGBV and early pregnancy	<ul style="list-style-type: none"> • Implement programs that are preventive of GBV which target both men and women in education institutions. • Highlight the risks related to early/teen-age pregnancy in the CSE • Ensure compliance with CHED's memorandum on Comprehensive Sexuality Education. • Enhance home-room guidance program (with GST for guidance counselors).
Increased vulnerability to online sexual exploitation	<ul style="list-style-type: none"> • Support the passage of a bill to control online sexual exploitation of women and children • Undertake cooperative approach involving government and the legislature to address cybercrimes • Schools should regularly educate both students and parents on safe surfing, through workshops and seminars; awareness of cybercrime should be a part of regular course work in educational institutions.

¹⁰³ UNICEF, 2020, UNICEF Philippines Country Office UN Report Survey (COVID-19 Poll 3: Feeling, coping with emphasis on mental health

¹⁰⁴ UNICEF (2020): An analysis of survey results on impacts of COVID-19 pandemic on children and young people and their needs in Thailand

Emerging Gender Issues	Strategies
	<ul style="list-style-type: none"> • Carefully monitor and keep secure the free internet facilities provided to educational institutions • Undertake productive tie ups between IT companies and law enforcement authorities to help in tracking and penalizing individuals who indulge in such crimes.
Increased psychosocial stress and mental health issues of girls	<ul style="list-style-type: none"> • Intensify skilling of guidance counselors on mental health issues
Digital divide that may leave behind the learning continuity needs of poor girls and women in geographically isolated and disadvantaged areas.	<ul style="list-style-type: none"> • Explore provision of appropriate ICT (e.g. laptops) to ensure that disadvantaged children do not fall behind in their education • Ensure affordable access to ICTs to facilitate online education & training, work, & job sharing. • Invest in girls' & women's digital skills building • Target women and girls in programs aimed at ensuring quality learning continuity • Address the digital divide between central areas versus GIDA areas in terms of ICT and internet connection. • Keep girls' needs at the center of the analysis of the solutions and decisions • Assess and address needs of girls, particularly from GIDA areas, to return to school

CHAPTER 5: EDUCATION

Overall Strategic Outcomes: Women and girls are equipped for higher paying careers and professions in science, technology, engineering, agriculture and mathematics; significantly reduced incidence of sexual harassment and other forms of VAW in schools; education institutions significantly contribute to transforming social and cultural norms that reinforce discrimination and inequality; and, improved school performance of boys.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Gender and cultural norms influence women's choice of education resulting in their low enrolment in the STEM fields that are associated with increased income and expanded options for women	Increased participation of women in STEM fields of study	Number and proportion of women enrolled in STEM courses	Number: 473,845 (2017-18) % Women:	10% increase by 2025 (depending on budgetary allocation, per RA 10931-UAQTE)	Review existing scholarship programs to encourage more women to get into STEM courses, particularly those from poor and marginalized sectors.	DepEd CHED HEIs DOST Note: The update noted that the inclusion of the DOST will provide an inclusive and holistic approach in increasing the participation of women in STEM through its policies and programs (i.e., scholarships and capability building activities) in support of
		Number and proportion of women graduates in STEM courses	Number: 116,898 (2016-17) % Women:	10% increase by 2025 (depending on budgetary allocation, per RA 10931-UAQTE)	Formulate standards and promote TVET programs (diploma courses) for women that cultivate higher order analytical skills that is demanded by the labor market.	
		Number of women Enrolled, Graduated, Assessed, Certified, and Employed (EGACE) in non-traditional skills training programs and STEM-related programs	From 2015 to 2019, there were 62% or 2,704,222 male enrollees as compared to female enrollees at 32% or 1,653,007 in the following non-traditional female fields and/or STEM-related training programs: Agriculture, Forestry and Fishery;	3% annual increase in women's enrolment in Non-traditional and/or STEM-related training programs (Reference: TESDA's 2020, 2021 Planning Guidelines)	Collaborate proactively with the private sector, LGUs and relevant government agencies to design remote on-the-job-training and apprenticeships programs among women to support the creation of digital careers. Institutionalize the integration of gender equality and women's empowerment messages	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			Automotive and Land Transportation; Construction; Electrical and Electronics; Heating, Ventilation, Air-conditioning and Refrigeration; Information and Communication Technology (ICT); and Metals and Engineering. <i>(Reference: TESDA's Inputs to the Philippines' 2020 CEDAW Preparation Report submitted to PCW)</i>		and materials in education IEC, outreach and other programs. Gender-sensitive curriculum and women-friendly equipment for STEM students. Conduct of STEM promotions activities. Conduct of STEM teacher trainings. Immediately identify actions or policy to generate and collect data for indicators without baseline and targets.	gender and development.
		Number and proportion of women granted STEAM scholarships	Number: 14,087 (2018) % Women:	17,747 (2022) % Women:		
		Number and proportion of women graduated from STEAM courses through the scholarships	Number: 2,301 (2018) % Women:	652 (2022) % Women:		
		Number and proportion of women	8,822 (2018)	Number: 10,034 (2022)		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		who attended STEM promotions activities	% Women:	% Women:		
		Number and proportion of women who participated in the STEM teacher trainings conducted	Number: 904 (2018) % women	Number: 1,776 (2022) % Women:		
<p>2. Continued vulnerability and heightened risk to sexual harassment and other forms of gender-based discrimination and violence in education and training institutions due to the pandemic</p> <p>Low rate of disclosure despite the increasing incidence (indicative of still prevailing culture of "silence", and ineffective systems to redress)</p>	Reduced vulnerability to gender-based violence in educational institutions/ learning spaces	Percentage of GBV and VAW cases resolved	Number of cases resolved: 5 % resolved:	100% of cases are resolved	Fully enforce the law on sexual harassment and its related rules and regulations for educational and training institutions.	CHED DepEd HEIs CWC
		Number of mechanisms including infrastructure and facilities established in education institutions to address GBV	10	10% increase or yearly improvement of infrastructure and facilities to address GBV	Implement programs that are preventive of GBV which target both men and women in education institutions.	
		Proportion of schools with access to basic sanitation facilities	<i>To be determined</i>	<i>To be determined</i>	Develop IEC, policy notes, and guidance that encourage social norms and behavior that support respect for women and girls and non-discrimination.	
					Monitor functionality of established enabling mechanisms (e.g. CODI, VAW Desk, child protection committee) to prevent and address gender-based violence in education institutions and apply	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>lessons learned to improve their effectiveness.</p> <p>Develop tools and mechanisms to monitor functionality of schools with respect to Child Protection Policy.</p> <p>Intensify the involvement of parents and/or guardians in IEC campaigns related to all forms of gender-based discrimination and violence in learning institutions.</p>	
3. Gender biases and stereotypes are still embedded in curricula, instructional materials, classroom teaching strategies, learning media, and school policies.	Developed and enforced policy and standards for gender-responsive curricula, instructional materials, teaching competencies and methods	Presence of a comprehensive policy on the gender responsiveness of the school system	CHED Memorandum Order No. 1, series 2015 DepEd Order No. 32, S. 2017 – Gender-Responsive Basic Education Policy	Policy for basic education, higher education and TVET	<p>Develop clear implementing guidelines to ensure implementation of gender-responsive education policy.</p> <p>Develop, implement, and monitor policies and standards on gender-responsive curriculum development.</p> <p>Encourage and support the inclusion of GAD education in the education curricula, particularly in the subjects of Social Studies, Values Education, Filipino and English moral stories, and events/seminars for students, teachers, staff,</p>	
		Number of curricular levels reviewed and for which gender responsive standards are developed	14	At least 20% of curricula reviewed each year for gender responsiveness		
		Number of textbooks reviewed and revised to rectify gender	8	<i>To be determined</i>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		biases and stereotypes			parents, and other stakeholders.	
		Number of school policies reviewed for discriminatory provisions and revised accordingly	20	All schools' policies have been reviewed in strict compliance to DO 32, S. 2017	Enable writers, reviewers, faculty and school administrators to integrate gender equality and women's empowerment in curricula and instructional materials development.	
		Number of HEIs with policies on the use of gender-fair language (CHED MO No. 1 s. 2015.	<i>To be determined</i>	<i>To be determined</i>	Develop teaching materials and exemplars on gender-responsive teaching techniques and classroom management across learning areas. Develop guidelines and training for teachers for delivering age- appropriate education on sexual and reproductive health and rights. Conduct inventory of materials containing gender stereotypes and biases and execute corrective measures. Ensure compliance with CHED's memorandum on Comprehensive Sexuality Education.	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Enhance home-room guidance program (with GST for guidance counselors).</p> <p>Intensify articulation of GBV laws including the new SSA at the highest level of every school/training institutions.</p> <p>Strengthen school mechanisms to monitor the policies' implementation, like gender audits.</p> <p>Create/develop a large scale referral system where schools can flag that a teacher has a record of sexual harassment to ensure that predators are not able to teach in other schools (CHED, DepEd)</p>	
4. Underperformance of boys in key education indicators	Improved education outcomes for boys	Percentage of pre-school, elementary, secondary, post-secondary and college enrollees and graduates by sex	Higher Education, 2017-18: <ul style="list-style-type: none"> • Male: 44.44% • Female: 55.56% Elementary: Secondary: College:	<i>To be determined</i>	Issue policy guidelines to ensure that girls and boys have equal treatment and opportunities for academic performance, leadership in school/class organizations and school activities, journalistic endeavors, and similar activities.	DepEd TESDA CHED
		Functional Literacy Rate (%) by Sex 10-64 years old				

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Basic Literacy Rate (%) by Sex 10 years and over	<i>To be determined</i>	<i>To be determined</i>	root causes of boys' underperformance in schools.	
		Drop-out rate (%) by Level and by Sex	<i>To be determined</i>	<i>To be determined</i>	Enhance guidance and counseling programs of HEIs to focus on encouraging boys to improve performance.	
		Cohort survival rate (%) by Level and by Sex	<i>To be determined</i>	<i>To be determined</i>	Promote inclusive education in learner-friendly environments.	
		Net enrolment rate (%) by Level and sex	In TVET, from TESDA, 2016: Female enrollees – 53% Male enrollees - 47% Training completion rates – same for Females and Males <i>(Reference: 2021 Gender Mainstreaming in TVET for the Informal Economy presentation)</i> Access to TVET Scholarship Programs (2020) 46% females 54% males			

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Number and proportion of out-of-school youth by sex				
		Number and proportion of enrollees in ALS by sex				
5. Need to address COVID-19 related gender issues in education in the recovery and resilience programs: i) SGBV, ii) increased psychosocial stress and mental health issues of girls, and iii) digital divide that may leave behind the learning continuity needs of poor girls and women in geographically isolated and disadvantaged areas	SGBV-free learning environment for girls and women; mental health issues addressed by schools' programs; and the digital divide addressed through effective policies /programs	PPAs that address gender-specific issues in the implementation of the Learning Continuity Program in the new normal.	0	PPAs for recovery and resilience in the education sector are gender responsive	<p>Ensure that girls and young women are not left behind in the efforts to recover from COVID-19 towards a more inclusive and equitable quality education system.</p> <p>Address the digital divide between central areas versus GIDA areas in terms of ICT and internet connection.</p> <p>Undertake initiatives that could assess their education needs of women and girls with a focus on enhancing the quality of education received.</p> <p>Keep girls' needs at the center of the analysis of the solutions and decisions</p> <p>Assess and address needs of girls to return to school</p>	DepEd CHED TESDA

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Explore provision of appropriate ICT (e.g. laptops) to ensure that disadvantaged children do not fall behind in their education</p> <p>Ensure affordable access to ICTs to facilitate online education & training, work, & job sharing.</p> <p>Invest in girls' & women's digital skills building</p> <p>Target women and girls in programs aimed at ensuring quality learning continuity</p> <p>Address the digital divide between central areas versus GIDA areas in terms of ICT and internet connection.</p> <p>Keep girls' needs at the center of the analysis of the solutions and decisions</p> <p>Assess and address needs of girls, particularly from GIDA areas, to return to school</p>	

CHAPTER 6 SHELTER

Access to adequate housing is a fundamental human right that is enshrined in numerous international agreements and conventions. Adequate housing was recognized as part of the right to an adequate standard of living in the 1948 Universal Declaration of Human Rights and in the 1966 International Covenant on Economic, Social and Cultural Rights. Yet millions of women and men continue to live without security of tenure, in inadequate or sub-standard housing, and without basic services.

In the Philippines, the Housing and Urban Development Coordinating Council (as cited in the 2017-2022 Philippine Development Plan) estimated housing needs, which include accumulated and future recurrent needs for 2017-2022, to be about 6.8 million. Goal 11 of the SDGs targets that by 2030, access for all to adequate, safe, and affordable housing and basic services is ensured and slums are upgraded. This is the challenge that is faced by the government's shelter agencies.

Women's rights to land, housing and property remain key areas where women face systematic discrimination and marginalization.¹⁰⁵ Thus, there has been strong advocacy built around these rights to address the inequalities faced by women in accessing productive resources - one of the root causes of women's marginalization, and which cuts across the different sectors of the GEWE Plan. The UN and its various agencies aver that regardless of whether a woman lives in a rural or urban setting, land and property rights have major implications for the enjoyment of women's human rights such as the right to equality, food, health, housing, work (engage in business) and education. Land and property rights have been recognized by the international development community as playing a critical role in advancing gender equality, and in tackling issues related to other human rights concerns, such as gender-based violence, and food security.

Low-income women and men in slums and informal settlements live with the most tenure- and housing-related insecurity; low-income single women and women-headed households are often even more restricted in their access to housing. Housing is largely a woman's issue, as women are primarily responsible for sustaining and maintaining the home and the family. However, women have limited access to adequate housing mainly due to their limited access to land and property and which translate to also limit their access to credit and financing for shelter.

Despite significant gains that have been achieved in legal frameworks, the gap between equality under the law and equality in practice remains a formidable challenge as progressive laws too often go unimplemented and under-enforced. Stronger commitment among duty bearers in government, financial institutions, and other sources of credit to acknowledge and address the procedural constraints women, particularly from the poorer segments of the population, face in accessing housing is imperative.

Progress Towards Outcomes

The National Housing Authority (NHA) is the government agency tasked to develop and implement a comprehensive and integrated housing program which covers housing development and resettlement, sources and schemes of financing, and delineation of

¹⁰⁵ <https://opcedaw.wordpress.com/2015/08/02/using-cedaw-and-its-optional-protocol-to-advance-womens-land-and-property-rights/>

government and private sector participation. Its mission is to build affordable, livable, adequate, and inclusive communities with basic services and socio-economic opportunities.

The NHA has endeavored to systematically address gender integration in the shelter program. It issued a Memo Circular in 2017 on Mainstreaming Gender in the National Housing Authority's Resettlement Program, Policies, Guidelines, Activities, and Projects. The Circular is comprehensive and covers the policy framework for gender equality and women's empowerment, Gender and Development principles, general guidelines, and implementation procedures, including the requirement for sex-disaggregated data for monitoring and reporting. The Circular clearly states the GAD Result Statement for NHA to be: *By 2019, NHA policies and programs are gender-responsive, ensuring that women and men from the low-income and marginalized sectors are provided with safe, decent, affordable housing with adequate community facilities, utilities, and access to socio-economic opportunities* (NHA, Memo Circular 2017-003). An assessment of how well the MC was carried out and evidence of results resulting from its implementation would be highly informative and could influence the manner of gender mainstreaming in other programs and agencies of government.

NHA data show a 24 percent decrease in the number of completed housing units in 2020. The decrease is partly due to the slowdown brought about by the restrictions imposed at the onset of the pandemic. At the same time, government agencies were instructed to allocate funds to implement COVID-related programs. Following the Memo Circular that it has issued in 2017 on GAD mainstreaming, the agency issued other circulars and guidelines that respond to women's practical gender needs such as provision of adequate street lights for security and safety; and emphasizing the provision of access to social and economic opportunities.

In line with the livelihood restoration perspective of housing settlements, and which is a priority need expressed by women in resettlement areas, the NHA provides their housing beneficiaries with livelihood assistance such as livelihood training and linkage to sub-contracting jobs. For the period 2019-2021, the NHA provided access to livelihood programs to a total of 88,827 individuals, 80 percent of whom were women.

Women and Men Provided with Access to Livelihood, NHA, 2019-2021¹⁰⁶.

Year	Male	Female	Total	% Female
2019	8143	32574	40717	80%
2020	6485	25942	32427	80%
2021	3137	12546	15683	80%
Total	17765	71062	88827	80%

To help ease the impact of the COVID-19 pandemic on the economic activities and livelihood of housing beneficiaries, the NHA issued guidelines on the implementation of housing programs that respond to the practical gender needs of women. A recent issuance is Memorandum Circular 2018-012: Guidelines for Housing Units with Store Space in NHA Housing Development, providing for the allocation of space for economic activities such as the practice of one's profession, or for engaging in home-based business such as dressmaking, tailoring, baking and/or running a sari-sari store. The allocation of space for livelihood activities also contribute to making basic services available which is a practical concern of women in the community.

Towards addressing the need of women and girls for increased privacy and as a deterrence to violence against women and girls in the home, NHA's housing projects have introduced

¹⁰⁶ Source: National Housing Authority, Socio-Economic Development Division.

improvement in the design such as the provision of partitions and lofts. Accessibility to women's basic needs is considered during the background investigation for settlement areas (accessibility to market, school, hospital) and homeowners are allowed to move in only if there are already provisions for water, electricity, and sanitation. The NHA also regularly conducts gender awareness orientation in their housing sites and ensures the participation of both women and men in all aspects of relocation.

The Social Housing Finance Corporation (SHFC) is a government agency mandated to undertake social housing programs that respond to the formal and informal sectors in the low - income bracket of the population. It also has the responsibility for developing and administering social housing program schemes, particularly the Community Mortgage Program and the Abot-Kaya Pabahay Fund Development Loan Program (AKPF-DLP) which aims to provide low-income families with affordable credit for housing.

The implementation of community quarantine restricted the movement of implementers of housing programs including SHFC, its partner communities and offices in the LGUs. In 2020, there was a significant decrease in the number of informal sector families (ISFs) provided with security of tenure though the socialized housing programs in the national capital region and in Luzon. Data from the SHFC do not provide basis to assess how many single women, or women heads of households had benefitted from these programs as they count ISFs as their beneficiaries.

Still related to increased protection of women and girls, the SHFC provided ISFs with electronic/online platforms to communicate and coordinate with the homeowners' associations, LGUs and other stakeholders. The agency also has an on-going study on gender-sensitive housing design. One of the objectives is to identify the member-beneficiaries' preferences in housing design, considering space, safety, mobility, and facilities.

This assessment of progress towards outcomes related to the Shelter chapter of the GEWE Plan is certainly incomplete given that data and information were not received from the other shelter agencies. It is a limitation of the current update that the aggregate data on the key shelter agencies' provision of housing specifically for low-income households has not been made available to ensure a more comprehensive data on the housing sector.

A more thorough assessment needs to be spearheaded by the Department of Human Settlements and Urban Development (DHSUD) in coordination with its key shelter agencies [i.e., NHA, SHFC, Home Development Mutual Fund (HDMF), National Home Mortgage Finance Corporation (NHMFC)] and other relevant government agencies [i.e., Philippine Guarantee Corporation (PHILGUARANTEE), Presidential Commission for the Urban Poor (PCUP), Department of Public Works and Highways (DPWH), Department of Agrarian Reform (DAR), Land Registration Authority (LRA), Department of the Interior and Local Government (DILG) among others]. In addition, housing-related data and information should be collected in close coordination with DHSUD's monitoring and evaluation division as part of the agency's oversight function (RA 11201, Section 5, l, f).

Priority Gender Issues and Strategies

The overall outcomes for the sector remain valid. However, the updating process provided an opportunity to more fully develop and articulate the gender issues that hinder women's access to adequate housing as a fundamental human right. These are listed in the table below with the corresponding strategies to address them.

Gender Issue	Strategy
<p>There are procedural, and cultural constraints to women's access to adequate housing</p>	<p>Include the conduct of orientation sessions on the property rights of women in the housing and resettlement partnership agreements with LGUs</p> <p>Develop affirmative action programs to target marginalized groups of women such as solo parents, women headed ISFs, members of minority groups, women displaced by armed conflict and those in informal settlements.</p> <p>Intensify the promotion of legal rights of women and forms of (shared) tenure – such as joint titling – as well as other flexible and innovative tenures that support women.</p> <p>Establish partnerships between shelter agencies and other national and local governments, civil society, and private sector for the attainment of affordable and gender-responsive housing</p>
<p>Lack of access by women, particularly among women from low-income families, solo parents, and women heads of households to appropriate credit and finance instruments hinders their right to adequate housing.</p>	<p>Develop credit and finance options to support the housing needs of low-income women and their families.</p> <p>Establish partnership with MFIs to expand the provision of housing microfinance loans to low-income households, particularly those headed by women, and living in substandard housing</p> <p>Intensify the promotion of efficient and inclusive financial system that addresses constraints faced by marginalized groups of women in accessing financial instruments for socialized housing</p>
<p>Need to more adequately collect and maintain sex disaggregated database</p>	<p>Collect and maintain sex-disaggregated database across all housing-related programs and administrative data of the KSAs to surface gender concerns and inequalities in the sector.</p>

CHAPTER 6: SHELTER

Overall Strategic Outcomes: Increased number of women with housing units registered in their name; housing and shelter programs, particularly for poor communities, are safe and responsive to women’s practical gender needs for income, access to health and birthing clinics, water, electricity, market; Improved access of women to finance for housing and shelter; improved capacity of service providers to ensure women and men benefit equitably from urban development investments, particularly those in informal settlements and low-income areas

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. There are procedural, and cultural constraints to women’s access to adequate housing	Increased number of women (single women, solo parents, women heads of HH) with housing units registered in their name	Proportion of LGUs that included the conduct of orientation sessions on the property rights of women in their housing and resettlement partnership agreements (Numerator: Number of LGUs which included the conduct of orientation sessions on the property rights of women Denominator: Total number of LGUs with housing and resettlement	2019 -	2025 -	<p>Include the conduct of orientation sessions on the property rights of women in the housing and resettlement partnership agreements with LGUs</p> <p>Identify action or policy to immediately generate data for indicators which do not yet have baseline and targets.</p> <p>Develop affirmative action programs to target marginalized groups of women such as solo parents, women headed ISFs, members of minority groups, women displaced by armed conflict and those in informal settlements.</p> <p>Promotion of legal rights and forms of (shared) tenure – such as joint titling – as well as other flexible and innovative tenures that support women.</p>	Key shelter agencies DHSUD (formerly HUDCC) NHA SHFC NEDA

		partnership agreements with KSAs)				Establish partnership between shelter agencies and other national and local government, civil society and private sector for the attainment of affordable and gender-responsive housing
		Number of women headed ISFs awarded with housing units	2019 -	2025 -		
		Proportion of women with housing units registered in their name or jointly with their partners (SHFC and NHA, HDMF)	2019 -	2025 -		
2. Lack of access by women, particularly among women from low-income families, solo parents, and women heads of households to appropriate credit and finance instruments hinders their right to adequate housing.	Improved access of women to appropriate credit and finance for housing and shelter	Percentage of women with access to credit for housing	2019 -	2025 -	Develop credit and finance options to support the housing needs of low-income women and their families.	Shelter agencies with mandate for financing
		Proportion of women-headed families with access to government shelter financing and resettlements (SHFC, HDMF or Pag-Ibig Fund)	2019 -	2025 -	Establish partnership with MFIs to expand the provision of housing microfinance loans to low-income households, particularly those headed by women, and living in substandard housing Intensify the promotion of efficient and inclusive financial system that address constraints faced by marginalized groups of women.	

3. Housing and shelter programs do not adequately respond to women's needs (for water and sanitation, electricity, livelihood, health facilities, markets, well-lit streets)	Housing and shelter programs, particularly for poor communities, are safe and responsive to women's practical gender needs for income, access to health and birthing clinics, water, market	Number of shelter programs that have been made responsive to women's needs	2019 - 0	2025 – At least one program per shelter agency mandated to construct housing units	Adopt a community-driven development approach in housing and shelter provision that will ensure participation of women and men in the entire development process Strengthen partnership among national and local government agencies, private sector and civil society organizations for the restoration of women's sources of livelihood that are impacted by government infrastructure projects. Develop an M and E system for shelter programs that tracks progress towards women's right to housing and shelter. NOTE: PCW to request NHA and the SHFC to provide data for these two indicators on access to water (baseline and target) as follows: • NHA administrative data on the "Proportion of female-headed HH/families with access to improved water supply out of the total number of families with housing certificates of award for the same reference period;	Key shelter agencies DHSUD (formerly HUDCC) NHA SHFC NEDA
		Proportion of female headed HH with access to community water system (water supply for cooking)	66% (2015 POPCEN) [2,905,306 out of 4,417,220 female-headed HH had access to community water system (water supply for cooking)]	2025 –		
		Proportion of female headed HH with access to improved water supply out of the total number of families with housing certificates of award	17.37% (SHFC, 1st Qtr of 2021) (19,240 female headed HH with access to improved water supply out of 110,794 number of families with housing certificates of award)	2025 -		
		Proportion of women-headed households with access to electricity connection out of the total number of female-headed HH	92% (2015 POPCEN) (4,083,393 female-headed HH had access to electricity out of the 4,417,220 female-headed HH)	2025 –		

Proportion of women-headed households with access to electricity connection out of the total number of HHs with housing certificates of award	17.37% (SHFC administrative data, 1st Qtr of 2021) 19,240 female headed HH with access to electricity out of the 110,794 HH with housing certificates of award	2025 -	<ul style="list-style-type: none"> Aggregated data from SHFC and NHA for the same indicator <p>NOTE: PCW to request NHA and the SHFC to provide data for these two indicators on access to electricity (baseline and target) as follows:</p> <ul style="list-style-type: none"> NHA administrative data for the same reference period Aggregated data from SHFC and NHA for the same indicators
Proportion of women-headed HH/ families with improved sanitation facility out of the total number of families with housing certificates of award	(Not available in the 2015 POPCEN) 17.37% (19,240 out of 110,794) (SHFC, 1st Qtr of 2021) 80%	2025 -	
Proportion of women in housing settlements with access to income generating activities/livelihood programs for beneficiaries (loan, employment (SHFC)	71,062 out of 88,827 beneficiaries of livelihood programs (NHA 2019-2021)	2025 -	
Proportion of household beneficiaries of government housing projects with access to	100% (awarded and occupied 636,932, as of June 25, 2021)		

		adequate water supply/improved access to potable water supply (aggregate data)	100% of 110,794 (SHFC, 1st Qtr of 2021)			
		Proportion of household beneficiaries of government housing projects with access to (safe) electricity connection (aggregate data)	100% (awarded and occupied 636,932, as of June 25, 2021, NHA)			
		Proportion of household beneficiaries of government housing projects with sanitation facilities	100% of 110,794 (SHFC data, 1st Qtr of 2021) 100% (awarded and occupied 636,932, as of June 25, 2021, NHA)			
4. Inadequate capacity of agencies with responsibility for housing and shelter in mainstreaming a gender perspective in all aspects of housing and shelter development	Improved capacity of service providers to ensure women and men benefit equitably from urban development investments, particularly those in informal settlements and low-income areas	Number of shelter agencies that have adopted gender mainstreaming tools in the design of policies, programs and projects	2019 – 0	2025- all shelter agencies	Collect and maintain sex-disaggregated database across all housing-related programs and administrative data of the KSAs to surface gender concerns and inequalities in the sector. Adopt a policy on the institutionalization of the use of sex-disaggregated data and the conduct of gender analysis in the project identification and design, implementation, monitoring and evaluation	All shelter agencies

		<p>Proportion of key shelter agency (KSA) personnel with core competencies on gender mainstreaming and the use of GAD-related tools in the housing and shelter development</p> <p>(Numerator: number of KSA personnel with GAD-related trainings on gender mainstreaming and the use of GAD-related tools in the housing and shelter development Denominator: total number of KSA personnel)</p>	2019 -	2025 -	Intensify awareness raising of key shelter agencies' personnel about women's right to adequate housing and the barriers and constraints they face in asserting such right
		<p>Proportion of programs (new and existing) which utilized sex-disaggregated data and the conduct of gender analysis in the project identification and</p>	2019 -	2025 -	

		design and/or implementation, monitoring and evaluation (Numerator: number of housing-related programs which utilized sex disaggregated data and conducted gender analysis Denominator: total number of housing-related programs)				
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STRATEGIC GOAL AREA 3

**Significant Reduction in Gender-Based Violence
and Enhanced Gender Perspective in Justice, Security and Peace**

CHAPTER 7 GENDER-BASED VIOLENCE AND THE JUSTICE SYSTEM

Gender-based violence is rooted in gender inequalities at the societal level, as well as harmful social norms that discriminate against women and girls. As has been borne by early data from the COVID-19 pandemic, the gender inequalities are exacerbated by emergencies, exposing women and girls to unique risks and vulnerabilities.

Although reported cases represent only a fraction of the actual number of GBV incidents, available data from many countries suggest a rising trend. For example, reported cases of GBV have increased in France, Argentina, Cyprus, and Singapore since the start of the pandemic from a range of 25 percent to 33 percent increase.¹⁰⁷ Increased calls to helplines or in other mechanisms for reporting GBV incidents have also been documented since the start of COVID-19 in numerous other countries, including the United States, Canada, China, Australia, the UK, Lebanon, and Malaysia.¹⁰⁸ While an increase in calls to helplines and other formal reporting mechanisms is suggestive of a potential pattern, it is also possible that some survivors may be less likely to be able to seek help if their perpetrators restrict their access to phones, technology, and other means of seeking support. In recognition of these issues, the United Nations Secretary-General, early on in the pandemic, had called attention to what he described as a “horrifying surge in domestic violence” and advocated for all governments to “make the prevention and redress of violence against women a key part of national response plans for COVID-19”.¹⁰⁹

The risks of experiencing household violence during times of crisis are often exacerbated by factors such as emotional stress, economic strain, and shifting roles and responsibilities among family members. Considering the widespread job loss, economic strain, disruption of normal routines, and ongoing stress associated with actual or potential illness and the lockdowns and other movement restrictions, homes within the context of COVID-19 had become dangerous for many women. At the same time, the survivors and those at risk are more restricted than ever in terms of their ability to seek safety or other necessary forms of support. Given the tendency for perpetrators to restrict the freedoms and daily behaviors of survivors, those living in abusive households may also be less likely to have access to necessary hygiene materials, life-saving information, or the ability to take necessary steps to protect themselves from infection. In this way, the circumstances of COVID-19 not only increase the risk of experiencing GBV, but survivors of GBV also face an increased risk of COVID-19 infection, compounding the layers of potential harm experienced by affected women and girls.

Following this global trend, it has been estimated that an additional 12,000 GBV cases are occurring for every month of quarantine conditions in the Philippines.”¹¹⁰ Thus, while data from the Philippine National Police (PNP) show that the number of reported cases of violence against women has decreased during the crisis (see table below); this is more likely due to

¹⁰⁷ Various studies cited in Gender-Based Violence And Covid-19: The Complexities of Responding To “The Shadow Pandemic”, a policy brief, CARE USA, May 2020, [chrome-extension://efaidnbmnnnibpajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Freliefweb.int%2Fsites%2Freliefweb.int%2Ffiles%2Fresources%2FGBV_and_COVID_Policy_Brief_FINAL.pdf&clen=824425&chunk=true](https://efaidnbmnnnibpajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Freliefweb.int%2Fsites%2Freliefweb.int%2Ffiles%2Fresources%2FGBV_and_COVID_Policy_Brief_FINAL.pdf&clen=824425&chunk=true)

¹⁰⁸ Ibid.

¹⁰⁹ <https://www.un.org/en/un-coronavirus-communications-team/make-prevention-and-redress-violence-against-women-key-part>

¹¹⁰ *Silayan, Voices from the Pandemic's Hidden Voices - A Gender and Inclusion Assessment of COVID-19 Pandemic On Vulnerable Women and Girls in the Philippines*, [chrome-extension://efaidnbmnnnibpajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Freliefweb.int%2Fsites%2Freliefweb.int%2Ffiles%2Fresources%2Fgender_report_v09.pdf&clen=15316505&chunk=true](https://efaidnbmnnnibpajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Freliefweb.int%2Fsites%2Freliefweb.int%2Ffiles%2Fresources%2Fgender_report_v09.pdf&clen=15316505&chunk=true)

the increased constraints faced by survivors to report abuses, including the inability of women to find privacy from their abusers to seek help from friends, family, service providers or women’s organizations. This conjecture is supported by the CHR report that in 2020, the Commission documented gaps and breakdown in the referral pathways for GBV during ECQ which included:

- Barangay delays in releasing Barangay Protection Order
- PNP women’s desk deferring action post-ECQ even in cases of rape
- Inability to file complaints with prosecutor’s office due to the absence of officer to receive complaints
- Difficulty of survivors in obtaining medico-legal examination
- Absence of transportation/mobility constraints, and lockdown of shelters¹¹¹

Reported Cases of VAW to the Philippine National Police

Reported Cases	2018	2019	2020
Anti-Violence Against Women and their Children Act	14,116	16,251	11,448
Rape	2,319	2,524	1,855
Acts of Lasciviousness	2,020	2,085	1,363
Concubinage	165	223	136
Anti-photo and video voyeurism Act	128	84	105
Anti-Sexual Harassment Act	72	90	52
Anti-Trafficking in Persons Act	48	44	50
Safe Spaces Act	---	24	59
Abduction	32	14	10

Source: UN Women, Gender Snapshot

COVID-19 is creating additional economic and social pressures, such as loss of livelihood and food insecurity, which in turn is increasing the vulnerability of women and girls as those pressures potentially trigger violence.¹¹² Out-of-school girls have also become more at risk of violence, early marriage, child labor, child trafficking, and early childbirth.¹¹³

Philippine media has also reported incidents of harassment and discrimination of women healthcare workers being discriminated against, rejected from their rented residential apartments, and even sometimes subjected to physical assault. There have also been reports of children being used for online sexual exploitation by their parents and/or guardians while confined in their homes to avoid going hungry.

Compounding this grave issue is the still pervasive unwillingness of women and families to report GBV incidents to the authorities because of shame and perceived duty to take good care of their family name and stature in the community. This is a real challenge overall.

Yet another emerging form of GBV relate to the increased killings of suspected drug users and journalists. Women left as widows usually with a number of children are economically unprepared for the responsibility, and suffer from psychosocial and emotional trauma that if not adequately addressed, will be passed on to a generation of young children who witness and experience the violence.

¹¹¹ CHR input to the updating process of the GEWE Plan, October 2021.

¹¹² UN Women, April 2020.

¹¹³ Progress on the SDGs: The gender snapshot 2021, United Nations, p.1.

Facilitating access to justice calls for the functionality of inter-agency protection mechanisms at various governance levels (national, regional, provincial, city/municipal, barangay). However, VAWC mechanisms continue to be uneven, and the public continues to have a low level of awareness of human rights and laws that prohibit GBV.¹¹⁴

Women and the Justice System.¹¹⁵ Over 90 percent of incarcerated women in the Philippines are charged with petty offenses, mostly stemming from poverty. Majority of Filipino women who are in prison are because of non-violent crimes such as those related to illegal drugs. Because of the harsh penalties for drug-related crimes and lack of non-custodial alternatives, the population of female detainees continues to rise.

Persons deprived of liberty (PDL) are among the most marginalized sectors, having to deal with social stigma on top of poor structural conditions and lack of access to justice. They face overcrowding, poor ventilation, and deficient health, hygiene, and sanitation conditions where infectious disease outbreaks are prone to occur. Because they are shunned for their crimes, many of them are unable to obtain crucial legal and social services. For women deprived of liberty, these challenges are compounded by prison policies that have not been subjected to gender analysis and which largely contribute to a disregard of women's different needs. This is reflected in the inadequate opportunities for gaining skills training, as well as lack of measures to identify and address gender-specific health and hygiene needs.

While directives have been issued for the early release of vulnerable PDLs to decongest Philippine prisons, pregnant and elderly women have not been prioritized. This negatively impacts incarcerated mothers, who are particularly vulnerable with or without the pandemic. They do not always have access to adequate nutrition and health care, and their babies may be taken from them soon after giving birth. This endangers not only the mothers, but also their unborn or newborn children.

On top of the multiple issues women face in detention, such as poor structural conditions, lack of economic opportunities and health services including psychosocial support, they also contend with gender-based violence. Women are at risk of discrimination, abuse, and other human rights violations in places of detention, which are still predominantly designed for men and managed by men. Cases have been reported since the onset of the pandemic of women, who have been arrested or detained (for drug charges and curfew violations), being allegedly raped by policemen.¹¹⁶

While guidelines have been disseminated to formal justice providers about e-inquest proceedings during the lockdown, there is a dearth of information on court procedures for GBV cases and on the availability and enforcement of online protection orders. This means that the difficulties that women already faced in filing charges and demanding legal remedies in regular contexts are severely aggravated by the current COVID-19 protocols and restrictions.

Progress Towards Outcomes

Towards **increased awareness of GBV-related laws, justice programs, facilities, and remedies for women clients**, government agencies report that:

- All newly admitted female PDL are oriented on women's rights and VAWC

¹¹⁴ *Silayan, op.cit., p.55*

¹¹⁵ Inputs received from the UN Women Philippines submitted to the PCW during the updating process of the GEWE Plan 2019-2025, October 2021

¹¹⁶ *Ibid.*

- The Department of the Interior and Local Government has an ongoing project called “Advocacy and Capacity Building for Local Institutions on Women and Children” that builds the capacity of LGUs, through its local mechanisms on women and children, to address the problem of VAWC at the local level. These local mechanisms make programs and services for victims of trafficking and violence available and accessible, and strengthen planning, implementation and monitoring of programs to address VAWC.
- The PNP conducts advocacy programs and awareness campaign through broadcast, social media, and distribution of IEC materials on gender-sensitive and child-friendly information on laws protecting women and children; prevention of sexual exploitation and abuse; COVID-19-related risks and protection; incident reporting platforms (hotline numbers, email addresses and social media accounts) and how to safely report incidents of gender-based violence including trafficking in persons; referrals and support services for GBV/TIP victim-survivor; and the WCPC Facebook post “*Ito ay dress. Hindi ito Yes*”, which addresses “victim blaming” which became a highly visible issue. The post garnered 2 million likes and was also featured by major mainstream media.
- During the period 2019-2021, the PNP conducted information drives/lectures to schools, barangays in different cities/ municipalities nationwide on VAWC, TIP, Cyber Pornography, RA 11313 and other sexual and GBV reaching a total of around 1.5 million participants.¹¹⁷
- The PNP had also reactivated its WCPC Facebook Page and *Aleng Pulis* Facebook Account (since the onset of the COVID19 pandemic) for information dissemination purposes and receiving of complaints and inquiries.
- Gender-specific programs and activities on Gender-Based Violence and the Justice System were also conducted among the indigenous cultural communities.
- The Commission on Human Rights (CHR) provided a three-month education to 13 women with different disabilities (WWDs - visually impaired, hard of hearing and deaf, and mobility impaired) on topics that included gender and human rights, gender - based violence, Sexual and Reproductive Health and Rights (SRHR), and access to justice in order to facilitate their human rights claims. The same program resulted in the development of modules and a Manual on WWDs Human Rights.
- In 2020, when the pandemic broke out, the WWD facilitators were mobilized to monitor and advocate for the rights of WWDs. Called *Bantay Karapatan ng Kababaihang may Kapansanan* (BKKK) they are a group of 45 members from Luzon, Visayas, and Mindanao who meet regularly for capacity building activities that include learning session with deaf women on GBV, Access to Justice and Survivor-Centered Approach and Learning Session.
- The *Bantay Karapatan* also documented the experiences of WWDs and referred GBV survivors and those affected by natural disasters for assistance. The CHR has also developed a handbook on Ending Gender-Based Violence¹¹⁸ as well as posters against GBV and distributed to partners and regional offices.

The DSWD has regular programs that provide services for women survivors of violence. These are i) the Recovery and Reintegration Program for Trafficked Persons (RRPTP) which is a comprehensive program that ensures adequate recovery and reintegration services for victim-survivors of trafficking including psychosocial, social, and economic support, and ii) the International Social Welfare Services for Filipino Nationals, a program that helps abused and

¹¹⁷ In 2019, the program reached 290,919 participants, 1,167,480 in 2020, and 20,055 as of September 2021. Source: PNP data submitted during the updating of the GEWE Plan 2019-2025, October 2021.

¹¹⁸ http://chr.gov.ph/wp-content/uploads/2020/11/GBV-Booklet_forPrintingPages.pdf

distressed Filipino migrants. The psychosocial services are the distinct and valuable contribution of the Social Welfare Attachés¹¹⁹ in foreign posts abroad.

Data from the PNP indicate a decreasing trend in the number of reported cases of violence against women (close to 21,000 in 2019, down to 15,000 in 2020, and about 8,000 by September 2021 during the pandemic). Careful study is required to further understand the data and for it to better inform government action to fully eliminate GBV. However, what is positively emerging is the improving coordination among agencies tasked with the issue. For example, in 2019 and 2020, 93 percent of TIP complaints were referred by the PNP to the Prosecutors' Offices for action and resolution; with a good number of them turned over to DSWD shelters. For the same period of reporting, the top three reported cases of VAW are VAWC, followed by rape, and acts of lasciviousness. Public awareness of the law and translation of this awareness into improved behavior among men violators certainly require more time and consistent application to take root.

Data from the National Prosecution Service of the DOJ show the following disposition rates of VAW-related cases for 2019.

Cases	No. of cases handled	Number and % Resolved	Number and % Filed in Court
VAW	16,811	14,599 (87%)	9,257 (55%)
Rape	12,936	11,092 (86%)	10,085 (78%)

In 2020, the Public Attorney's Office (PAO) served a total of 19,372 women clients with cases falling under R.A. 9262, of which, 5,046 women clients were provided with judicial services (26%) and 14,326 were assisted with non-judicial services (74%). For the same year, the Office served a total of 2,538 rape victims; of which 1,038 were provided with judicial services (41%) and 1,500 were assisted with non-judicial services (59%).

The availability of the above data shows the improving monitoring and tracking of information related to GBV and provides baselines against which progress can be measured and which will guide further action on the part of duty bearers in government. Moreover, the National Prosecution Service is now committed to prioritize the resolution of cases involving GBV and child right's offenses, and to expedite the resolution of all pending GBV and child right's cases, targeting at least a 30 percent reduction in their respective case dockets.

Prosecution offices nationwide have also been directed to submit a report on the number of preliminary investigations conducted, number of original complaints filed and rates of disposition, aging and successful prosecution of GBV and child right's cases. These reports from the two immediately preceding years and subsequent reporting mechanisms shall serve as monitoring tool for the reference of policymakers so that continuing improvement may be achieved.

The CHR established a Gender Based Violence Observatory in 2018 and partnered with 24 LGUs for mapping of referral mechanisms. The mapping provided insights on the challenges faced by women survivors and service providers. In some regions, the GBV mapping resulted in partnerships with LGUs to conduct joint research and training on related issues such as teenage pregnancy. The CHR regional offices use the findings for advocacy and awareness raising such as during the observance of the 18-day campaign to end VAW.

The Commission, through its 16 regional offices, receives complaints involving women. Complainants are either provided with legal assistance and/or investigations regarding their

¹¹⁹ As a regular member of the One-Country Team Approach (OCTA) of services complementation and augmentation (in the foreign service).

complaints, and cash assistance when warranted. Gender-based violence lodged at the Commission include violations of R.A. 7877 (Anti-Sexual Harassment Act), R.A. 9262 (Anti-Violence Against Women and their Children), R. A. 9208 and 10364 (Anti-trafficking in Persons Acts), R.A. 8353 (Anti-Rape Law) and R.A. 9710 (Magna Carta of Women). In 2019, a total of 538 cases of women were assisted legally.

During the pandemic, this assistance evolved into digital platforms, “e-lawyering” and “e-report sa Gender Ombud” were launched to virtually receive complaints of human rights violations and provide victims with legal assistance or referrals.

To **strengthen the institutional capacity** of the DOJ for gender mainstreaming, the Committee on Decorum and Investigation (CODI) for Sexual Harassment Cases in the DOJ central office and the regional offices of the National Prosecution Service were reconstituted and expanded. Department circulars were issued to ensure that programs and offices and other divisions in the Department remain functional and operational during COVID-19 crisis. Among the directives issued include the following:

- Continuous delivery of service and efficient discharge of official functions.
- All prosecution offices are encouraged to continue the implementation of electronic/online inquest proceeding (e-inquest).
- The transacting public who belongs to the vulnerable population shall be immediately advised to avail of the Department’s services through means such as emails, telephone calls, or through the social media accounts of the Department and its various offices or programs.

On the part of the CHR, the regional Gender Ombud focal points have been given capacity building and have provided leadership in coordinating with partner organizations and participants at sub-national level to do monitoring activities. The CHR considers an advantage its strong partnership with CSOs both at the national and regional levels. With the shift to online platforms for delivery of services, CHR notes that a key hindering factor affecting the delivery of protective and other support for GBV survivors is the widening digital divide that limits and excludes participation by marginalized groups.

Towards addressing the **lack of sufficient knowledge and relevant capacity related to gender equality and women’s rights among duty bearers in the delivery of justice services**, the key agencies with responsibility for the chapter report having undertaken a whole range of gender-related training and workshops from the basic gender sensitivity training, gender analysis, GBV-related laws, to specific topics relevant to the agency mandate¹²⁰ and in accordance with the Magna Carta of Women. Noted in the reports of the agencies is the increasing effort to target men, for example, GST for male prosecutors and rank and file employees, and to share information about the leading men’s network in support of gender equality, the Men Opposed to Violence Everywhere (MOVE).

Consolidating the data is a challenge given the uneven and non-standard way of reporting, i.e., most are reporting the number of training programs conducted or number of people in the agency who have been trained without reference to the total number of staff that needs to be trained. Of the agencies, the PNP has given the proportion of their trained WCPD personnel on a number of specialized training. As of 2021, 85 percent of all WCPD personnel have been trained on WCPD Special Course, 97 percent on basic TIP course, 64 percent on protocols in handling children in conflict with the law, and 55 percent on TIP specialized investigation course.

¹²⁰ For the updating of the GEWE Plan, the following agencies submitted data on the gender-related training they have conducted for the period 2019 -2021: NBI, BJMP, NCIP, PNP, DOJ, CHR.

Beyond the more usual topics and due to the limitations posed by the pandemic, the DOJ organized a webinar on recent laws and jurisprudence concerning Violence Against Women and Children conducted by Sexual Assault Services Program expert Lilian Doris S. Alejo for the DOJ prosecutors via online platform. In addition, a cyber-parenting webinar was also conducted by the DOJ- Cybercrime Office for the employees via online platform where the increasing dangers from online cybersex, pornography, sexual abuse and exploitation and online predator exposure by young girls and boys were discussed. In December of 2020, the Inter-Agency Council Against Trafficking (IACAT) in partnership with the International Justice Mission and the US-DOJ successfully launched the first ever virtual prosecuting online sexual exploitation training composed of sixteen prosecutors nationwide.

CHR's Gender Audit in 2018 recommended that the agency must provide gender sensitivity training and awareness raising on its role as Gender Ombud to its personnel. Thus, consultants from the academe with expertise on Gender and Development were contracted to develop a module designed to address this training needs. Since then, staff from the central office and 13 regional offices have been trained in partnership with the UP Center for Women and Gender Studies.

In 2021, in line with the continuing efforts to enhance the capacity of CHR as Gender Ombud, the following virtual training were organized and provided online for CHR lawyers and investigators:

- Revisiting the Gender Ombud Guidelines and Enhancing Protection of Women, Girls and LGBTQIA through the Safe Spaces Act
- Updates on Gender and GBV-Related Jurisprudence
- Feminist Legal Aid and Assistance and Principles of Survivor-Centered Approach
- Webinar on *"Pag-Angkin ng Kwento at Legal na Proseso: Mga Payo sa Pakikibakang Legal para sa Kababaihan at Batayang Sektor"*

The CHR also regularly hold a *"Kwentuhan"* to capacitate and update the CHR employees on pressing gender issues. In 2020, the following *"Kwentuhan"* were conducted on VAWG and its Changing Context and Manifestations; Women and Well-being; and Women and the Economy. In 2021, *"Kwentuhan"* series focused on:

- Webinar: *Kumusta ang Kababaihan Sa Pangingsda?*
- Love Wins: Kwentong Pag-ibig at Bahaghari
- Mental Health for Women Human Rights Defenders
- Learning Session on Ending Rape Culture
- Learning Session on Gender Fair Language

Learning Sessions on the Mandela and Bangkok Rules¹²¹ were also undertaken for the Correctional Institute for Women and female dormitories at the Makati and Pasig City Jails as well as 14 detention facilities all over the country through the 14 regional offices of the CHR.

Towards a system where **justice services are more responsive to the gender issues and particular needs of women and children clients, especially those who are in especially difficult circumstances** (victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have incapacitated them), the responsible agencies are reporting programs and strategies such as strict observance of protocols on handling women and children complaints; proper implementation of Data Privacy Act; maintenance of WCPD Pink Blotter and CICL Logbook; and regular updating of the PNP Crime Incident Reporting and Analysis System (CIRAS) as regards GBV and TIP cases. A

¹²¹ The Mandela Rules cover all aspects of prison management and outline the agreed minimum standards for the treatment of prisoners – whether pre-trial or convicted. They are supplemented by the UN Bangkok Rules on women prisoners.

new adjustment that has been recently introduced in the WCPC and WCPD is the practice of assigning a service officer of the same sex as the victim/complainant. Noted in the programs is the absence of specific progress towards addressing the needs of some groups of women who are in especially difficult circumstances such as women in prostitution, women in armed conflict, women victims of illegal recruitment, and those already in detention.

The “e-Report sa Gender Ombud” mechanism of the CHR, in 2020, received a total of 157 cases of GBV. Ten (10) of these cases involved law enforcers and eight (8) involved other government authorities/elected officials as perpetrators. From January to June of 2021, the mechanism has received 35 reports. Of these, five (5) involved members of law enforcers and eight (8) are cases involving government employees/elected officials as perpetrators. Intimate partner violence (RA 9262) remains the highest number of complaints in both years, followed by rape/attempted rape, with the third highest complaint pertaining to threats.

CHR further reports that violations of the Safe Spaces Act, particularly online sexual harassment, have also been reported to have been committed in several Facebook groups including groups on online selling, bike groups, and even in deaf community groups (for example, rape videos were disseminated). Legal assistance and other support services were provided to complainants with hearing impairment. The CHR continues to receive reports of insensitivity of service providers thus, discouraging reporting. These highlight the need to continue ensuring and monitoring the delivery of survivor-centered service on the ground and to strengthen accountability mechanisms.

The e-Lawyering program of the CHR was started in March 2020 to provide legal assistance to clients, especially those who belong to the disadvantaged, marginalized, and vulnerable sectors in order to respond to their legal concerns and provide immediate access to justice. The program also aims to address the increasing number of human rights violations, and the need for legal assistance/ counselling, especially during the enforcement of the Community Quarantine. This platform received various legal issues and concerns that are gender related. From January 2021 to July 2021, 21 women and girls (most cases pertaining to violations of RA 9262, followed by cases of violence committed in online spaces) were received through the platform.

In the middle of 2020, and in addition to the “E-report mo sa Gender Ombud” and the E-Lawyering program of the Commission, an OFW reporting portal was also developed to receive complaints including cases of GBV experienced by migrant workers.

The DSWD has programs addressing trafficking victims and distressed OFWs and provides temporary shelter, livelihood assistance, financial assistance, psychosocial counselling, and medical assistance. However, submitted data for these programs refer to total cases served and victims-survivors in general and not sex-disaggregated data, hence, it is not possible to generate analysis that will summarize progress made for women during the reporting period.

Towards **increased participation of women in the police force, forensics, and legal services**, the PNP has increased its quota allocation for recruitment of women. In 2019, WCPC recruits included 29 percent women (23 out of 80). As of August 2021, the WCPC (PNP-NHQ) has a total of 264 personnel, 145 or 54 percent of whom are women.

As of September 2021, 17 percent of Police Commissioned Officers were women and 19 percent of Non-Commissioned Officers. The DOJ is still in the process of collecting sex-disaggregated data to determine the proportion of women prosecutors and prosecution attorneys.

Progress towards making **detention and prison facilities responsive to gender issues and concerns when providing rehabilitation programs and regular services to its clients**

include the BJMP targeting of women deprived of liberty in alternative learning system (ALS) program and livelihood skills training. As of August 2021, 16 percent of ALS takers for the year were women, and 88 percent of all women deprived of liberty were provided training on livelihood skills.

Emerging Gender Equality Issues

The review process identified the following emerging issues:

- i) the alarming decrease in the reporting of GBV and documented accounts of breakdown in the referral mechanisms
- ii) need to define the application of the Safe Spaces Act in government offices, particularly online sexual harassment
- iii) noted increase in cybercrime cases (e.g., sexual trafficking, online fraud for women, prostitution), which is due to the increased utilization of digital technologies during the pandemic
- iv) need to address the justice related issues of women left as widows of the increased killings related to drugs and fallen journalists
- v) perceived shrinking of democratic space for civil society organizations, and WROs in particular (also reflected in Chapter 8 Women, Peace and Security)

In consideration of the pandemic and changing circumstances related to GBV in the country, CSOs recommended **additional strategies** that have been added to the Results Matrix and which would be useful for government in identifying actions moving forward.

CHAPTER 7: GENDER-BASED VIOLENCE AND THE JUSTICE SYSTEM

Overall Strategic Outcome: Justice system and processes are gender-responsive and accessible to women clients, especially those who belong to marginalized groups; Improved awareness by the public and justice system actors of women’s rights and laws related to gender-based violence; Victim-survivors are empowered to seek help; Root cause, impact, and social cost of GBV is better understood and addressed by the five pillars of justice; and finally, all forms of violence against women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation is eliminated.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Limited awareness of women clients of justice services, i.e., remedies, facilities	Widespread awareness of GBV-related laws, justice programs, facilities, and remedies for women clients	Proportion of women age 15-49 who are aware of the following remedies: TPO, PPO, BPO	-TPO: 60% -PPO: 56% -BPO: 74%	80%	Massive dissemination (broadcast media, online media) of knowledge products about women’s rights, GBV laws as well as available programs and facilities for women victims. Continuously improve and ensure access by women to online judicial information platforms and court details. Undertake campaigns at the national and LGU level to promote help-seeking behavior for women victims of violence primarily through messages that address “victim blaming” Conduct IEC through workshops, seminars/webinars on various laws affecting indigenous women and their rights such as VAWC, RA 7877 and other related laws. Provision of orientation to all newly admitted women in conflict	PCOO PNP DOJ CHED DepEd DILG LGUs (Barangay VAW Desks) LCAT-VAWCs LCPC BARMM-RCBW CHR Multi-sectoral effort
		Proportion of women who are aware of places to seek help from in case of VAW: -Barangay VAW Desk -WCPD -DSWD -PAO, DOJ -CSOs -TPD/PPD (courts)	-Barangay VAW Desk: 80.5% -WCPD: 80% -DSWD: 86.4% -WCPU: 64.7% -PAO/DOJ: 71.3% -CSO’s: 56.3% -TPD/PPD (courts): 50.7%	90%		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					with the law on women's rights and VAWC	
2. Inaccessibility of Justice Services to marginalized sectors of women, such as members of IP communities	Removal of barriers which adversely affect the access to justice of women and children, especially those belonging to marginalized social groups.	DOJ disposition rate by case type: VAW, Rape, Trafficking	2015: *VAW - 77.23% *Rape - 79.86% *Trafficking - 74.47%	80%	Strengthen convergence of local mechanisms to ensure women's access to justice services	DILG PNP-WCPC
		Proportion of women who were provided with temporary shelter out of total number of women victims of violence who requested at: – LGU crisis intervention centers – Holding centers for female CIC	<i>Data still being processed</i>	<i>To be determined</i>	Strengthen the NBI and the PNP Women's Desks and other related initiatives Establish gender-sensitive and accessible public assistance desks and interview rooms in prosecution offices nationwide Establish adequate functional shelters for women and children victims of GBV Enhance the continuous trial system to reduce trial gaps between procedures	DOJ-NPC PAO
		Proportion of women victims of violence who were provided assistance out of total who requested for specific assistance/ service, disaggregated by type of services, by type of service provider – DSWD (as per SDG) – PNP – DOH	<i>No data</i>	Increase in the proportion of women victims of violence who were provided with services	Increase the number of Shariah courts and enhance their court proceedings. Expand the night courts system to conduct summary hearings that require urgent action in cases involving women and children Streamline investigation and prosecutorial processes,	DILG LGUs DOJ DOJ-NPS BARM-M-RCBW DSWD SC PAO IACAT LGUs SC-OCA

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<ul style="list-style-type: none"> - DOJ - LGU (Barangay) 			prosecution and case management processes, including those for heinous crimes (i.e., trafficking)	
		Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months by age and place of occurrence (SDG indicator)	2017: 0.1 (latest data available from the NDHS, PSA)	<i>Refer to SDG country target</i>	<p>Enhance mechanisms that provide appropriate means of communication during investigation, filing and trial (for deaf, children and women with intellectual disability)</p> <p>Sustain and maximize judicial information platforms to facilitate online filing of complaints involving women and children and grant of bails to women</p> <p>Conduct information campaign towards removing stigma and raising awareness about both the plight and rights of women in conflict with the law</p>	PCOO PNP DOJ CHED DepEd DILG LGUs (Barangay VAW Desks) LCAT-VAWCs LCPC BARMM-RCBW CHR NBI
		Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, by age and place of occurrence (SDG indicator)	2017: 14.7 (latest data available from the NDHS, PSA)	<i>Refer to SDG country target</i>		
		Proportion of ever-partnered women and girls aged 15 years and older subjected to <i>physical</i> violence by a	4.4 (2017)	2030: 2.4%		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		current or former intimate partner in the previous 12 months*				
		Proportion of ever-partnered women and girls aged 15 years and older subjected to <i>sexual</i> violence by a current or former intimate partner in the previous 12 months*	2.2 (2017)	2030: 1.0%		
		Proportion of ever-partnered women and girls aged 15 years and older subjected to <i>psychological</i> violence by a current or former intimate partner in the previous 12 months* * Source: Philippine Statistics Authority, https://psa.gov.ph/sdg/Philippines/baselinedata/5%20Gender%20Equality	12.9 (2017)	2030: 10.3%		
		Number of reported cases of street-based and gender based sexual harassment pursuant to RA 11313	No available data	To be determined		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		or SSA				
3. Lack of sufficient knowledge and relevant capacity related to gender equality and women's rights among duty bearers in the delivery of justice services	Law enforcement officers, prosecutors, public attorneys, corrections officers, judges, court personnel, and social workers are gender-sensitive in the conduct of their official functions, particularly in dealing with WEDC, children, women in conflict areas and persons of diverse sexual orientation, gender identity and expression.	Percentage of personnel who have undergone training on appropriate handling of VAW victims. -Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys -Health service providers ins WCPU	14% (614/4446) of DOJ-NPS have undergone orientation of related laws Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys -Health service providers in WCPU -NCIP Lawyers	At least 50% of personnel have undergone training on appropriate handling of VAW victims. -Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys -Health service providers in WCPU -NCIP Lawyers	Build the capacities of justice actors to observe gender sensitivity in providing services. Fully implement RA 11299 by deploying more Social Welfare Attachés in countries with large concentration of women OFWs. Re-activate LCAT-VAWC in every LGU to ensure strong collaboration and coordination in the referral system. Improve the referral system by strengthening its capacity to provide remote VAW referral services utilizing any social media platform along with establishment of electronic case management system (e-CMS);	PHILJA SC NCIP NCMF PNP NBI BJMP BuCor DSWD DOJ and attached agencies PCOO PNP CHED DepEd DILG LGUs (Barangay VAW Desks) LCAT-VAWCs LCPC BARMM-RCBW CHR NBI BJMP
		Proportion of Supreme Court employees who have undergone orientations on the following: •Rule of Administrative Procedure in Sexual Harassment Cases and Guidelines on proper Work Decorum in the Judiciary (A.M. No. 03-03-13-SC)	Supreme Court employees who have undergone orientations on the following: Rule of Administrative Procedure in Sexual Harassment Cases and Guidelines on proper Work Decorum in the Judiciary (A.M. No. 03-03-13-SC): 73% (1,755/2,418)		Make referral pathways responsive to emerging contexts, ie., allocate GAD funds to VAWC cases in the barangay level such as basic needs, provision of temporary, safe and secured space especially those areas in a lockdown	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<ul style="list-style-type: none"> • Republic Act No. 9710: An Act Providing for the Magna Carta of Women 	Republic Act No. 9710: An Act Providing for the Magna Carta of Women: 26% (624/2,418)	By 2025, 50%	<p>Establish a unified referral pathway to bridge the disconnect of VAW and migration.</p> <p>Utilize and collaborate with the migrants' desk at the municipal level for the referral of VAW-related cases, and for an improved case documentation towards establishing an accurate database.</p> <p>Disseminate the updated referral pathways, hotlines, and other IEC materials on GBV</p> <p>Establish and popularize the digital and community-based reporting system (GBV helpline) that will allow victims to signal for help.</p> <p>Reflect women's issues and concerns, and socio-economic needs in the formulation of National recovery plans, amelioration programs, transportation assistance</p> <p>Scale up capability building activities to capacitate service providers in handling GBV (i.e. police stations, WCPDs, barangay</p>	
		Proportion of Newly appointed clerks of Court on VAWC including handling of witnesses: women and children	Orientation Seminar-Workshop for Newly Appointed Clerks of Court from 2005 to 2018 Topic: The Clerks of Court and VAWC Cases (including Handling of Witnesses: Women and Children): <ul style="list-style-type: none"> • 90% clerks of court nationwide 	By 2025, 100%		
		Proportion of newly appointed sheriffs and Process Servers trained on gender concepts (including rule on Administrative Procedure in Sexual Harassment Cases and Guidelines on Proper work Decorum in the Judiciary)	Orientation Seminar-Workshop for Newly Appointed Sheriffs and Process Servers from 2013 to 2018 (Topic: Gender Concepts including the Rule on Administrative Procedure in Sexual Harassment Cases and Guidelines on proper Work Decorum in the Judiciary): <ul style="list-style-type: none"> ○ Sheriffs – 30% nationwide 	At least 40% in 2025 Minimum of 40%		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<ul style="list-style-type: none"> ○ Process Servers – 22% nationwide 		officers, and social welfare offices).	
		Proportion of personnel who have undergone GST at the	10% (458/4,446) DOJ-NPS personnel have undergone GST	At least 30%	<p>Strengthen the one-country team approach to ensure timely and strict referral flow to ensure the provision of assistance to Filipino victims of trafficking and other forms of abuse and exploitation.</p> <p>Provide personnel of Philippine Embassy posts abroad skills on gender sensitive Trauma-Informed Care (TIC) in handling victim-survivors of trafficking and other forms of abuse and exploitation to avoid re-traumatization.</p> <p>Develop standards for measures to combat human trafficking and abuse of Overseas Filipinos with consistent attention to the gender dimensions of the issue.</p> <p>Effective law enforcement particularly on border control and intensive enforcement and stiffer penalties for human traffickers and illegal recruiters.</p> <p>Increase community level advocacy, information-education activities on human trafficking.</p>	
		<ul style="list-style-type: none"> – DOJ -NPS – SC – BJMP – CA/Sandiganbayan Justices – Lower court judges – Lower court employees 	Supreme Court employees who have undergone GST: 77% (1,867/2,418)	10% increase		
			53.86% (7,140/13,256) of BJMP personnel have undergone GST	10% increase		
			Court of Appeals and Sandiganbayan Justices who have undergone GST: 21% (2014–2018)	10% increase		
			Lower court judges who have undergone GST (2014–2018): 21%	10% increase		
			Lower court employees who have undergone GST (2014–2018): 15%	10% increase		
			13.58% (1,800/13,256) of BJMP personnel have undergone gender analysis training	10% increase		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Proportion of BJMP personnel with enhanced knowledge of GBV laws	54.10% (7,172/13,256) of BJMP personnel have undergone orientation of related laws	10% increase	Philippine Statistics Authority (PSA to review procedures and policies to sharpen the current system on late registration as part of the red flag areas for human trafficking and illegal/undocumented OFWs.	
	Law enforcement officers and employees, are gender-sensitive in the conduct of their official functions	Percentage of personnel of relevant agencies who have undergone trainings on appropriate handling of VAW, human trafficking and cybercrime and other gender-related trainings. - NBI - PNP	Percentage of NBI Agents and employees who have undergone seminar-workshops/orientations on: - Gender Sensitivity – 20%; - Republic Act No. 9710 or Magna Carta of Women: 26% (624/2,418) Seminar on Deepening Understanding & Application of GAD-Related Laws Seminar on Case Evaluation Report & Legal Correspondence Writing using Gender-Fair Language Deepening Sessions on Gender Analysis for Investigating Crimes –	10% increase 10% increase 20% 70% 20%	Build the capacities of justice actors to observe gender sensitivity in providing services. Intensify capacity enhancement of investigators	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			(2022-2025); Gender Responsive M&E	20%		
		Proportion of CHR personnel provided with GST and training on the role of CHR as Gender Ombud	TBD	TBD	Develop module designed to the learning needs of CHR employees	
4. Limited gender responsiveness in delivery of justice services	Justice services are more responsive to the gender issues and particular needs of women and children clients, especially those who are in especially difficult circumstances (victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have incapacitated them).	Percentage of police precincts with functional Women and Children's Protection Desks	2,060 WCPD (as of January 2019)	100% of police precincts have functional WCPD	Establish a centralized monitoring system/database to synchronize data collection and consolidation of all GBV cases.	JSCC PNP-WCPC DILG LGUs SC NBI
		Percentage of barangay VAW desks with ideal level of functionality	As of June 2018, there are 37,832 out 42,036 barangays have already established VAW Desk (90%) Out of the 3,404 VAW desks assessed, 1362 (40%) are progressive, 1225 (36%) are mature. 579 (17%) demonstrated an ideal level of functionality and 238 (7%) met the basic level of functionality	100% by 2025 At least 60% of barangay VAW desks have been assessed to have ideal level of functionality	Harmonize data collection and data management systems including VAW Administrative data of national to local government agencies working on VAW and migration to come up with official statistics on OFWs and VAW, and publish regular reports to aid development planning. Ensure a high level of functionality of women and children's desk in all police precincts. Establish VAW Desks in all Barangay LGUs (staffed with permanent/plantilla positions) Amend/strengthen existing laws	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>to provide better Protection of PDL rights, to incorporate gender-responsive and humane treatment of incarcerated women</p> <p>Undertake systemic reforms in places of detention and providing jail and prison personnel with technical knowledge, material resources, and capacity building to do so.</p> <p>Undertake measures for preventing discrimination, abuse, or violence against women in detention facilities, as well as effective mechanisms for reporting VAW inside facilities</p>	
		Percentage of operational and fully-equipped Family Courts	Data sill being implemented	Minimum of 50% of Family Courts are operational and fully-equipped	Complete organization of statutory family courts pursuant to RA Family Court Act of 1997	
		Percentage of Women and Children Friendly Investigation Studios renovated and made more women and child friendly	17 NBI Regional/ District Offices with established Woman- and Child-Friendly Investigation Studios for repair/ renovation from 2021 to 2025	All 17 Studios fully operational by 2025	<p>Repair, renovate WCFIS in the Regional and District Offices</p> <p>Enhance CSO and private sector participation in addressing GBV</p> <p>Build and enhance capacities and skills of frontline service providers</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>on feminist therapeutic communication and intervention, trauma-informed, survivor centered, gender-responsive psychosocial support services and case management, coordination and referral, data collection and reporting</p> <p>Convergence of support networks which include government agencies, private sector (recruitment agencies and employers' organizations), civil society organizations, labor unions and community-based organizations working on VAW, trafficking and migration</p> <p>Engage the academe and private recruitment agencies to widen reach of campaign on VAW and migration</p> <p>Allot resources to institutionalize NGO summits and other similar mechanisms to ensure CSO participation in the inter agency related bodies.</p> <p>Review implementing rules and regulations of inter-agency councils, particularly, section on CSO participation of the</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					IACVAWC and include criteria such as geographical representation and presence to ensure voices from local contexts in IACAT are included.	
5. Lower participation of women in the police force, forensics, and legal services	Increased participation of women in the police force, forensics, and legal services	Percentage of women in the police force, forensics, medico-legal, prosecution, social workers, and the judiciary, disaggregated by rank and type of position (administrative or operations)	Women in Prosecutorial Positions: [44%] Prosecutor- 44% Prosecution Attorney- 48%	At least 40% - 60% of relevant personnel are women (forensics, medico-legal, prosecution, social workers, judiciary)	Implement supportive measures to promote the recruitment, training and promotion of women in the police force, forensics, medico-legal and legal services Hire additional female investigators that will handle VAWC, Human Trafficking and Cybercrime cases	CSC PNP NBI PAO DOJ-NPS SC DSWD
		Percentage of women personnel in the Women and Children Protection Center (WCPC)	134 out of 219 (61.19%) (as of January 2019)			
		Percentage of women personnel assigned to Women and Children's Protection Desks (WCPD):	6,107 out of 6,240 (97.87%) (as of January 2019)			
		Women employees of the Supreme Court	(as of December 19, 2018) [48% (1,166/2,418)] <ul style="list-style-type: none"> Adjudicative- 56% (334/601) Non-Adjudicative- 			

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			46% (832/1,817)			
		Percentage of women personnel handling VAWC, Human Trafficking and Cybercrime cases:	AVAWCD – 50% AHTRAD – 30% CCD – 28%			
		Percentage of IP women in the police force, forensics, medico-legal, prosecution, social workers, and the judiciary	<i>No data</i>		Implement supportive measures to promote the recruitment, training and promotion of IP women in the police force, forensics, medico-legal and legal services	NCIP
		Percentage of IP women personnel in the Women and Children Protection Center (WCPC)	<i>No data</i>			
6. Limited gender-responsiveness of detention and prison facilities	Detention and prison facilities provide rehabilitation programs and regular services to its clients which are mindful of their gender issues and concerns.	Percentage of inmate carpentas forwarded to the Bureau of Parole and Pardons (disaggregated by sex of inmate)	<i>To be determined</i>	100% of qualified female inmates in jails released on time	Enhance the carpeta monitoring system of women inmates. Establish and/or improve facilities for detainees who are pregnant, about to give birth, or who are breastfeeding in the detention center.	BuCor BPP BJMP DILG
		Number and percentage of detention/penal facilities with established facilities for pregnant and breastfeeding detainees/inmates	79 Female Dorms have established facilities for pregnant and breastfeeding Person Deprived of Liberty (PDL)	60% of detention/penal facilities have established facilities for pregnant and breastfeeding detainees	Ensure the availability of mechanisms which ensure the safe and healthy delivery of pregnant inmates	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Percentage of inmate enrollees in formal education/vocational training programs, disaggregated by sex	As of August 2021, 16% of Alternative Learning System takers for the year were women 88% of all women deprived of liberty are provided training on livelihood skills (Aug. 2021)	At least 20% of female inmates takes ALS 100% women PDL enrolled in vocational training or livelihood programs	Promote enrollment of women inmates in educational and vocational training programs	
7. Alarming decrease in the reporting of GBV and documented accounts of breakdown of referral mechanisms ¹²²	Established mechanisms to facilitate marginalized women's access to justice	No. of mechanisms established to address the gaps in the existing GBV response mechanism due to the impact of the COVID-19 pandemic	2021: three mechanisms i)e-report mo sa Gender Ombud ii)e-lawyering iii) OFW reporting portal	<i>To be determined</i>	Develop a portal where a victim or anyone knowledgeable of the commission of GBV can report Establish hotlines and frontline offices that will facilitate victim-survivors concerns, i.e., link them to concerned office/staff.	
		No. of studies done on the complaints received /motu proprio cases included in e-Report Mo sa Gender Ombud ¹²³	None	At least one study to further inform GBV programming	Establish a quick response team (QRT) that will attend to complaints that require immediate response. Develop a page under the Migrant Workers Observatory where reports and complaints from	

¹²² In 2020 CHR has documented gaps and breakdown of referral pathways for GBV during ECQ:

- Barangay delaying release of BPO;
- PNP women's desk deferring action post ECQ even in cases of rape;
- Inability to file complaints with prosecutor's office (no officer to receive complaints)
- Difficulty of survivors in obtaining medico-legal examination;
- Absence of transportation/mobility constraints lockdown of shelters

¹²³ This was launched in March 2020 during the ECQ to provide digital legal assistance and other support to victims of GBV.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					OFWs are received	
8. Noted increase in cybercrime cases (e.g., sexual trafficking, online fraud targeting women, prostitution), which is due to the increased utilization of digital technologies during the pandemic	Cybercrime cases curbed and addressed by government and the private sector	Number of policies and programs addressing the issue	2021 -	2025 -	<p>Undertake cooperative approach involving government and the legislature to address cybercrimes</p> <p>Empower and educate women and children with adequate knowledge and awareness about the occurrence of such crimes to keep them protected</p> <p>Schools should regularly educate both students and parents on safe surfing, through workshops and seminars; awareness of cybercrime should be a part of regular course work in educational institutions.</p> <p>Carefully monitor and keep secure the free internet facilities provided to educational institutions</p> <p>Undertake productive tie ups between IT companies and law enforcement authorities to help in tracking and penalizing individuals who indulge in such crimes.</p>	
9. Need to address the justice-	Inter-agency cooperation formed and delivering an	Mechanism formed and functional	0	1		DOJ DSWD CHR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
related issues of women left as widows of the increased killings related to drugs and fallen journalists.	integrated package of service to this particularly vulnerable group	Number of women served	As of 2021, CSOs and women's organizations are serving them to a very limited extent	<i>To be determined</i>		PNP

CHAPTER 8 WOMEN, PEACE AND SECURITY

Situation of Women and Girls in the Sector

The women, peace and security (WPS) chapter of the GEWE Plan 2019-2025 seeks to highlight issues that constrain women's meaningful participation in the peace and security sectors. It covers the concerns of women and girls in conflict-affected, conflict-vulnerable areas and in the security sector. The concerns revolve around women's participation and leadership in, and benefit from all aspects of conflict-prevention, conflict-resolution, peace agreements, post-conflict reconstruction and development as well as in security sector reforms.

Gender equality is just as much the concern of men as it is of women. Therefore, men and women need to be engaged in this conversation. While strides towards gender equality in the predominantly male sector have been made, such as access to positions within the military starting to open wider than ever before, obstacles and issues remain.

Among others, this chapter of the GEWE Plan takes cognizance of the gender equality issues that have been raised in relation to the prevalence of killings attendant to the government's 'war on drugs' and the crackdown of progressive organizations critical of the government (also mentioned in Chapter 7 Gender Based Violence and the Justice System). The issues that have been raised by CSOs with the government's Commission on Human Rights (as the Gender Ombud) is the increasing number of women who are left as widows and orphaned children. Most of these women are mothers who are economically dependent on their husbands and the death of their husbands left them unprepared. The CHR report, *Panaghoy*, provides directions in viewing the war on drugs from a gendered perspective.¹²⁴

Mostly marginalized and disadvantaged men are killed in the 'war on drugs', thus, it is also the marginalized and disadvantaged women and children who are bearing the brunt of the consequences from sparse assistance or help from the government to being stigmatized from government's help. Some studies also surfaced that a few children victims of the 'war on drugs' resort to prostitution to augment their household/family income.¹²⁵

The Results Matrix for Chapter 8 Women, Peace and Security was reviewed by relevant agencies with responsibilities for the sector. The review had the twin objective of i) quickly assessing whether any progress has been made towards the stated outcomes and results, and ii) providing modification and adjustments to the targets and indicators as needed, given the changing context particularly due to the COVID-19 pandemic, other developments, and the resulting changes in agency programming.

Progress Towards Outcomes

The group of agencies for the sector noted the following progress in building awareness about the National Action Plan on Women, Peace and Security, and initiatives towards localizing the NAP WPS. These include the following:

¹²⁴ CHR, Gender Equality and Women's Human Rights Center (GEWHRC) and Child Rights Center, 2018. *Panaghoy: The War on Drugs from the Perspective of Women and Children*.

¹²⁵ Validation of Reports on Trafficking by the CHR based on the study done by Talikala-Davao and Children's Legal Bureau (in Cebu), 2021. Submitted to the PCW by CHR as inputs to the updating of the GEWE Plan, Dec 2021.

- Regional Action Plan on WPS for the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) was launched in December 2020
- The Regional Action Plan for the Cordillera Administrative Region (CAR) is nearing completion
- Initial preparatory work has been undertaken between OPAPP and several subnational entities regarding the localization of the WPS agenda. These are with i) the Zamboanga Regional Gender and Development Council (RGADC) and two provinces (Zamboanga Del Sur and Zamboanga Sibugay), ii) Bicol region (provinces of Sorsogon, Masbate, Catanduanes, Camarines Sur and Albay), iii) RGADC CARAGA for Region 13, iv) Region 10 Task Force to End Local Communist Armed Conflict, v) RGADC 10 for the conduct of the provincial consultation on RAPWPS for Bukidnon Province, and vi) RGADC 12 for the province of Sultan Kudarat.

Given the upcoming implementation of the Mandanas-Garcia Ruling, expected to begin implementation in 2022, this progress could open up opportunities for women's increased participation and consideration of their concerns and needs once the implementation of the localized WPS agenda would be in place.

Facilitating factors that have been identified include the following:

- Existence of the Area Management Office which provides coordination assistance with concerned bodies such as the provincial LGUs and other key stakeholders
- Collaboration with the Regional RGADC
- Availability of funds and competent staff for the conduct of the consultations
- Flexibility in using varied platforms for consultation to comply with the existing COVID-19 health and quarantine protocols in the areas
- Observance of COVID-19 standard public health protocols integrated in activity processes and in the deployment of personnel

At the national level, the Philippines National Action Plan on Women, Peace and Security (NAPWPS) 2017-2022 has been updated to harmonize with the Magna Carta of Women. Its framework recognizes the twin goals of the UNSCR 1325: i) women's contribution to conflict resolution, peace negotiation, post-conflict transformation and development, and ii) the need to address their multiple and intersecting vulnerabilities. The NAPWPS 2017-2022 has also been aligned with other legal mandates such as CEDAW General Recommendation 30 on concrete measures to ensure women's human rights are protected before, during and after conflict, the Updated Philippine Development Plan (PDP) Chapters on Just and Lasting Peace and Ensuring Security, Public Order, and Safety. To guide the implementation of the NAPWPS in accordance with the gender and development budget policy, a Joint Memorandum Circular signed by OPAPP and the PCW (issued in 2014) on the "Integration of Women, Peace and Security Programs, Activities, and Projects in the Annual GAD Plans and Budgets and GAD Accomplishment Reports of agencies continues to be in effect and is a major tool in implementing both the WPS and the GAD agenda overall.

With respect to women's representation in governance in the sector, a case in point would be the BARMM government. Despite the gender equality provisions of the Bangsamoro Organic Law, particularly on women's participation in governance, data for 2020 shows that there are only two women heads at the executive branch of the fifteen ministries (12%), and 16 of 98 seats in parliament are held by women (16%). This is below the recommended 30 per cent representation of women for meaningful influence, and well below gender parity. In addition, legislative, policy and programmatic agendas of the BARMM government are not yet reflective

of the needs and priorities of diverse groups of women and girls. Women's voices and leadership from the community level up are needed to inform these agendas and actions.

International development partners have provided continuing support to the BARMM government in support of women, peace and security efforts and have partnered with key agencies of the Bangsamoro government such as the Bangsamoro Development Authority, Bangsamoro Women Commission, and several local women peacebuilders and civil society groups. More recently, the Regional Action Plan on Women, Peace and Security (RAPWPS), was launched and efforts are underway to localize the plan to the level of the provinces in the BARMM.

On the part of the armed forces and the security sector, the representation of women in 2021 are as follows: 19 percent in the Philippine Army, 25 percent in the Philippine Air Force, 20 percent in the Philippine Navy, and 16 percent in the General Headquarters.¹²⁶

The Philippine Commission on Women has begun to proactively engage selected Peace and Security sector agencies, namely the Philippine National Police (PNP) and the Armed Forces of the Philippines (AFP) and its major services (Philippine Army, Philippine Navy and the Philippine Air Force) and has signed partnership agreements aimed at capacitating police and military personnel on gender and development and provision of technical assistance in crafting GAD policies especially those related to the fulfillment of mandates as stipulated in the NAPWPS 2017-2022 and the Magna Carta of Women, RA 9262 or the Anti-Violence against Women Act and the recently passed RA 11313 or the Safe Spaces Act of 2019. The Safe Spaces Act defines and provides the penalties for gender-based sexual harassment in streets, public spaces, online, workplaces, and educational and training institutions and represents a major milestone towards behavior change among men.

A PCW discussion with representatives from the police and military agencies (June, 2021) highlighted the actions that have been undertaken by these agencies that focused on the welfare and benefits of women currently in the service. These include regular maintenance and repair of facilities to improve responsiveness to women's needs and ensuring representation of women in a few decision-making committees such as procurement and uniform committees. Small steps indeed towards women's involvement in decision-making and leadership roles. However, more initiatives have to be undertaken by the agencies to directly reduce gender-based violence in armed conflict and conflict vulnerable areas.

During the pandemic, the PCW continued to monitor the efforts of the member agencies of the Inter-Agency Council on Violence against Women (IACVAWC) to ensure that the efforts to address gender-based violence continue to be implemented. The IACVAWC Secretariat, which is lodged at the PCW, noted an increase in the calls for assistance from women victims of violence during the pandemic. The observation has led the Secretariat to assume that given the lockdown and the quarantine protocols, women suffering from violence have been forced to use the telephone and is indicative of the importance of hotlines for GBV related services.

Impact of the COVID-19. The situation of women and girls in conflict-affected and conflict-vulnerable areas are further heightened by the onset of the COVID-19 pandemic that has added yet another layer of vulnerability for them. For example, development agencies present in the BARMM note that the pandemic is acting as a driver of conflict, placing further pressure on communities already vulnerable due to relentless cycles of war, poverty, and natural disasters.¹²⁷ In particular, the vulnerabilities of women and girls in the BARMM have been

¹²⁶ The Philippine National Police under the DILG has not been able to provide sex-disaggregated data.

¹²⁷ <https://asiapacific.unwomen.org/en/new-stories-and-events/stories/2020/09/women-in-the-bangsamoro-are-essential-to-keep-the-peace-and-to-tackle-covid-19>

exacerbated by the COVID-19 pandemic with increases in family violence, loss of livelihoods, and increases in unpaid care work. Internally displaced women and girls living in temporary evacuation centers face even greater risks, as access to government assistance and essential services are hampered by border controls and armed attacks against workers delivering assistance.¹²⁸ The COVID-19 pandemic undermines advancements in gender equality and the rights of women and girls in conflict-affected and vulnerable areas.

Priority Gender Issues

An additional gender issue that was brought forth during the consultation with women leaders¹²⁹ is the **perceived shrinking of democratic space for civil society organizations overall, and WROs in particular**. The arrest of some women leaders who has also been a partner of government agencies in the promotion of women's rights has a "chilling effect" on civil society organizations. It is important for the security sector to address issues related to this as research shows that "countries with higher degrees of respect for civic rights experience higher economic growth rates as well as higher levels of human development."¹³⁰

Overall Strategic Outcomes

The overall strategic outcomes remain the same. The updates focused on the needed strategies to jumpstart targeted actions that will more directly contribute to the overall strategic outcomes.

The key implementing agencies of the security sector (military and police) need to move beyond addressing the internal organization-focused gender issues and start addressing the priority needs for protection of the women and girls in the vulnerable areas from gender-based violence in all its forms. The localized WPS action plans could be the vehicle for concerted actions to do this.

Key Strategies

Additional strategies that were identified or modified include the following:

- Ensure the inclusion of a gender perspective and highlight the role of women in peace and security in upcoming strategic documents most importantly, the National Security Policy and upcoming Philippine Development Plans
- Address the perception by WROs of the shrinking of democratic space for civil society organizations overall, and WROs in particular
- Maintain and upgrade existing databases in support of the NAP WPS agenda to include gender responsive indicators, both quantitative and qualitative, that would meaningfully measure achievement of outcomes. It is also important to work towards having proper disaggregation of data that allows for much more robust analysis that considers the intersectionality between different identities that cause marginalization. (i.e., disaggregation by type of violence and other identity markers such as sex, age, disability, region, civil status, gender identity and orientation, wealth quintile, employment, education, ethnic group).

¹²⁸ Ibid.

¹²⁹ Raised by Elizabeth Angsioco, Secretary General, Democratic Socialist Women of the Philippines during the Consultation Workshop on the updating of the GEWE Plan, 26 November 2021.

¹³⁰ <https://www.opengovpartnership.org/actions-for-a-secure-and-open-civic-space/>

- Collect and analyze sex-disaggregated data as basis for designing policies and programs for recovery and provide for inclusive processes by engaging women in COVID-19 interventions
- Make client feedback mechanism a regular feature of any service providing program of the WPS agencies
- Intensify actions that include women's participation in preventing violent extremism. Women's participation is crucial to building communities that are resilient to radicalization and recruitment by armed groups. Disenfranchisement and geographic isolation have been used by non-state actors to recruit for armed movements.
- Mobilize the support of progressive men to be part of the action in support of WPS overall, and in addressing gender-based violence in armed conflict and conflict vulnerable areas. Movements of men such as the group called Movement Opposed to Violence Everywhere (MOVE) may be replicated or chapters established in NSC WPS areas.
- Monitor and assess the functionality of referral system for GBV-related cases in conflict vulnerable areas
- Ensure the proper profiling of disaster survivors, including home-based IDPs, to include the deliberate gathering of age- and sex-disaggregated data. Generating and providing access to such information will allow all humanitarian actors to better track the conditions of all IDPs, and therefore be able to respond to their needs in a more efficient and timely manner.

CHAPTER 8: WOMEN, PEACE AND SECURITY

Overall Strategic Outcome: Women from diverse social groups, especially marginalized groups and women in conflict-affected and conflict-vulnerable areas, have meaningful participation and leadership in all stages of peace and security processes; increased awareness about and improved implementation of the National Action Plan on Women, Peace and Security (NAP WPS); strengthened women's voice and participation in all stages of humanitarian action and in advancing gender-responsive security sector reforms.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Women's leadership and perspectives are not sustained and reinforced in peace and security mechanisms and processes.	Women occupy leadership roles and have meaningful participation in all stages of peace and security processes	Percentage of women in: <ul style="list-style-type: none"> • peace panels, peace agreement implementation, and other peace mechanisms at the local, national and international levels • the leadership of the military service, by level of decision-making position, and rank and file, including reservist force. • the police security force, by leadership positions and rank and file 	As of 2021: Sex-Disaggregated Data of Reservists of the Armed Forces of the Philippines: data not available Philippine Army: 19% Female Male: 340699; Female: 78803 Philippine Air Force: 25% Female Male: 934; Female: 316 Philippine Navy: 20% Female Male: 18659; Female: 4761 General Headquarters: 16% Female Male: 5113; Female: 976	Increasing percentage of women in leadership roles in the different areas of peace and security processes by the end of 2025	Adopt a policy to promote the appointment of women to key leadership positions in peace panels, peace agreement implementation, and other peace mechanisms. Build the capacity of women and create a more enabling environment for women to participate as key actors in the peace and security sector. Increase opportunities for women's greater participation in policy-making and decision-making in the Armed Forces of the Philippines (AFP) including in the reserve force and the Philippine National Police (PNP). Issue a policy to reconstitute and rename the hijab troopers as a response mechanism to address gender-based	OPAPP PCW CHR AFP PNP Other members of the NSCWPS BWC - BARMM RGADC-CAR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<i>NOTE that provided baselines are totals and not disaggregated by level of decision making or rank which is required by the indicator.</i>		violence in conflict-affected and conflict-vulnerable areas NOTE: Key agencies with responsibility for the sector will identify action or policy to immediately generate data for indicators without baseline and target.	
		Number of local action plans on WPS prepared in regions with conflict affected areas (with regional disaggregation)	2019:	2025:	Create platforms to actively engage peace, human rights, and women civil society organizations on the ground in matters related to peace and security.	OPAPP DILG PCW
		Number of women's groups organized and engaged in security, justice and peace initiatives in conflict affected and conflict vulnerable regions (with regional disaggregation)	2019:	2025	Ensure the localization and implementation of the national action plan (NAP-WPS) Ensure the inclusion of a gender perspective and	DND

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<p>Number of peace roadmaps that include specific commitments to gender equality and women's empowerment</p> <p>Number of peace roadmaps reviewed and considered gender responsive</p>	<p>2019:</p> <p>2019:</p>	<p>2025:</p> <p>2025:</p>	<p>highlight the role of women in peace and security in upcoming strategic documents most importantly, the National Security Policy and upcoming Philippine Development Plans</p> <p>Maintain and upgrade existing databases in support of the NAP WPS agenda to include gender responsive indicators, both quantitative and qualitative, that would meaningfully measure achievement of outcomes.</p> <p>Collect and analyze sex-disaggregated data as basis for designing policies and programs for recovery and provide for inclusive processes by engaging women in COVID-19 interventions</p>	<p>DILG NEDA AFP PNP</p>
		<p>Number of gender-, culture-, and conflict-sensitive training for women in peace and security:</p> <ul style="list-style-type: none"> • peace keepers • service providers • women in the community 	<p>2019:</p>	<p>2025:</p>		
2. Women and children in conflict-affected and conflict-vulnerable communities are highly vulnerable to sexual and gender-based violence, exploitation and other forms of discrimination	Vulnerability of women and children in conflict-affected and conflict-vulnerable areas to all forms of discrimination, exploitation, trafficking, torture and	<p>Percentage of women from conflict-affected and conflict-vulnerable areas who requested and were provided services, by type of services.</p> <p>NOTE: Data is not disaggregated based on conflict-affected</p>	<p>Percent distribution of women who sought help to stop violence, disaggregated by type of violence:</p> <p>As of 2021:</p>	<p>100 % of women from conflict-affected and conflict-vulnerable areas who requested and were provided services</p> <p>Physical violence only: 100%</p>	<p>Develop and implement rights-based, culture-sensitive, peace-promoting, gender-responsive, and child-friendly policies, programs, and projects for women and children affected by armed conflict.</p> <p>Build the capacity of government duty-bearers,</p>	<p>OPAPP DSWD PNP AFP DOJ Other members of the NSCWPS and agencies working in conflict-affected areas</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	violence is eliminated ¹³¹	and conflict-vulnerable communities. However, the review group agreed to make this an advocacy in accordance with conflict prevention principles/WPS.	Physical violence only: 29.8%	Sexual violence only: 100%	including civil society partners, to deliver rights-based, culture-sensitive, peace-promoting, gender-responsive, and child-friendly services Intensify actions that include women's participation in preventing violent extremism as women's participation is crucial to building communities that are resilient to radicalization and recruitment by non-state actors for armed movements ¹³² Mobilize the support of progressive men to be part of the action in support of WPS overall, and in addressing gender-based violence in armed conflict and conflict vulnerable areas. Monitor and assess the functionality of the referral system for GBV-related cases in conflict vulnerable areas ¹³³	BARMM NCMF OP NSC
		Sexual violence only: 38.1%	Both physical and sexual violence: 100%			
		Both physical and sexual violence: 50.3%				
		Number of NSC WPS agencies that have allocated at least 5% of their budget for GAD	2019:	100% of NSC WPS agencies that have allocated at least 5% of their budget for GAD		
		Number of GBV victim-survivors in conflict-related emergencies (disaggregated by sex, age, region, civil status, wealth quintile, employment, education, ethnic group) provided with psychosocial and other justice related services.	2019:	2025:		

¹³¹ The agencies agreed to change the word “reduced” to “eliminated” clarifying that the strategies and actions differ in accordance with the desired outcome.

¹³² Original statement of the strategy has been modified to specifically refer to women's participation.

¹³³ DILG had issued a Memo Circular for LGUs regarding the establishment of formal referral system, however, no monitoring and assessment of compliance has been done.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Number of GBV in conflict-related emergencies reported to the authorities	2019:	2025:	Ensure the proper profiling of disaster survivors, including home-based IDPs, to include the deliberate gathering of age- and sex-disaggregated data.	
3. WROs perceive a shrinking of democratic and civic space for organized groups and WROs	Security sector reform and policy provides an enabling environment for WROs to express themselves freely, to organize in groups for a common purpose, and to gather together to make their voices heard	Philippines' rating in the CSO sustainability index {Countries are rated from one (most enhanced level of sustainability) to seven (most impeded)}	2018: 3.5	Improved rating for the Philippines in 2025	<p>Engage and convene relevant agencies especially those that have the mandate over issues relevant to civic rights.</p> <p>Engage and convene relevant agencies relevant to addressing the needs of widows and orphans left by the killings related to the war on drugs.</p> <p>Strengthen and support more systemic participation of civil society, with special attention to women's groups and the youth in government decision-making processes.</p> <p>Identify policy entry points for civic space to thrive across issue areas, from justice to digital governance, taxation to civic participation.</p> <p>Ensure that shared milestones are tracked by both government and civil society</p>	DILG PNP CHR AFP PCW

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					partners as co-commitment holders and implementers in building an enabling environment for civic space.	

STRATEGIC GOAL AREA 4

**Expanded Opportunities for Women's Participation, Leadership and Benefits
in Disaster Resilience and Humanitarian Action**

CHAPTER 9 DISASTER RISK REDUCTION AND MANAGEMENT

Situation of Women and Girls and Priority Gender Issues

The Magna Carta of Women, specifically Section 10. Women Affected by Disasters, Calamities and Other Crisis Situations states that “Women have the right to protection and security in times of disasters, calamities, and other crisis situations especially in all phases of relief, recovery, rehabilitation, and construction efforts. The State shall provide for immediate humanitarian assistance, allocation of resources, and early resettlement, if necessary. It shall also address the particular needs of women from a gender perspective to ensure their full protection from sexual exploitation and other sexual and gender-based violence committed against them. Responses to disaster situations shall include the provision of services, such as psychosocial support, livelihood support, education, psychological health, and comprehensive health services, including protection during pregnancy.”

The National Disaster Risk Reduction and Management Plan (NDRRMP) 2020 - 2030 was developed through an inter-agency, multi-sectoral and participatory approach among the implementing agencies of the National Disaster Risk Reduction and Management Council (NDRRMC). It recognizes the gender gaps in disaster risk reduction and management (DRRM) that need to be addressed systematically and reflects these in the plan’s goals, objectives, outcomes and activities.

The updated NDRRMP 2020-2030 establishes the linkage between disaster risk reduction and management (DRRM), climate change adaptation (CCA), and human security. Apart from the NDRRMP, the National Climate Change Action Plan (NCCAP) 2011-2028 details the long-term agenda of the country for climate change adaptation and mitigation. These two national documents recognize gender and development as a cross-cutting concern in the decision-making, design, planning, budgeting, implementation, and monitoring of policies, programs, actions and interventions within the scope of the plans.

Republic Act 9729 or the Climate Change Act of 2009 highlights the importance of gender equality in climate actions. Gender equality is also acknowledged and considered in the Paris Agreement on Climate Change Preamble, as well as in the Articles on adaptation and capacity development. Completing the policy framework for gender equality and DRRM is the Philippine Development Plan 2017 - 2022, Chapter 11 on reducing vulnerability of individuals and families.

Although these laws, policies, and plans are in place requiring the integration of gender equality perspective in their scope and implementation, it is a long way before the needs of women and girls are fully responded to in the areas of climate change adaptation, mitigation, disaster risk reduction, and management.

A huge gap is that while the vulnerability of women and girls is widely recognized in the sector, their unique capacities and contributions to adaptation and across the disaster management cycle has not been fully acknowledged and considered in policy and programming. Women are underrepresented in decision-making processes at local and national levels which

contributes to women's needs and concerns not being adequately responded to by policies and programs.

Women are often the strong networkers, managers, organizers, caretakers, and in the case of the COVID-19 pandemic, they are the frontliners as Barangay Health Workers, in the community. However, discussion about disasters and pandemics at the highest level are done mostly by men.

Pushing for this advocacy, the United Nations International Strategy for Disaster Reduction (UNISDR) launched a publication in 2015, "Women's Leadership in Risk-Resilient Development"¹³⁴ that describes 12 good practices from around the world that aim to shed some light on women's capabilities to take leading roles in building disaster resilience. It features women as drivers of change in different socio-economic contexts, and under various gender conditions. While the examples portrayed in this publication present a broad range of approaches to women-led disaster risk reduction across humanitarian, environmental and development sectors, a single common thread that binds them is that each practice is an effort to shift the identity of women from mere beneficiaries to key actors in shaping, building and sustaining resilience to disasters.

As the country struggles to cope with the impact of climate change and disasters, the unexpected COVID-19 crisis posed an enormous and exacerbating challenge to an already stretched infrastructure for DRRM. The interconnectedness of risks posed by climate change and disasters with the COVID-19 pandemic will have the biggest impact on the poorest and most marginalized groups of people. More than ever, development planners and policy makers need to be mindful of the intersecting identities that cause people's marginalization - sex, gender identity and expression, age, disability, or any other identity marker that causes vulnerability. The survival of the economy and its people require an adaptive, inclusive, equitable and disaster-resilient development model for reconstruction and recovery that maximizes participation and contribution of women. But this can only be done if sex-disaggregated data are available to inform policies and decisions. Thus, the DRRM sector need to also prioritize action towards the regular collection of sex-disaggregated data and the institutionalization of readily available databases that inform policymaking and programming.

Priority Gender Issues

The gender issues identified in this Chapter are as follows: (1) Women are likely to suffer higher rates of mortality and morbidity; (2) Women are underrepresented in decision-making processes at local and national levels of the DRRM phases of disaster prevention and mitigation, preparedness, response, rehabilitation and recovery; (3) Vulnerability of women and girls, including those of diverse SOGIE, PWDs, and IP and Muslim women to gender-based violence (e.g., sexual violence and abuse during humanitarian emergencies) during and after disasters; and (4) Vulnerability of women and girls to sexual violence and abuse during humanitarian emergencies/situations due to inaccessibility of safe and clean water and

¹³⁴ UNISDR, 2015. Women's Leadership in Risk-Resilient Development. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.unisdr.org%2Ffiles%2F42882_42882womensleadershipinriskresilient.pdf&clen=2011057&chunk=true

other hygiene facilities to address women and girl's practical gender needs. These have been reviewed and assessed to be still relevant and valid to guide actions during the remaining plan period.

Progress Towards Outcomes

The Climate Change Commission (CCC) spearheaded gender mainstreaming efforts in climate change through the development of the National Climate Change Action Plan which has been localized into Local Climate Change Action Plans. The goals of the action plan include strengthened adaptive capacities for both men and women in their communities; increased resilience of vulnerable sectors and natural ecosystems to climate change, and optimized opportunities for gender-responsive and rights-based sustainable development.

In line with the requirements of the Climate Change Act, the Philippine's first Nationally Determined Contribution (NDC) recognized the need to mainstream gender and development perspectives. The CCC and the United Nations Development Programme NDC Support Project for the Philippines conducted gender analysis and developed a Gender Action Plan in 2021. A concise report on the current status of gender mainstreaming in climate change initiatives was prepared and informed the formulation of strategies to strengthen the integration of gender in the NDC processes of the Climate Change Adaptation and Mitigation sector agencies. The Philippines submitted to the United Nations Framework Convention on Climate Change (UNFCCC) its first NDC and is committed to reduce greenhouse gas emissions by 75 percent by 2030.

In addition, the issue of gender-based violence specifically in emergency situations and the need for appropriate measures such as the establishment of women-friendly spaces in evacuation centers and the accessibility of appropriate services for GBV victim-survivors were also considered in the National Disaster Response Plan (NDRP), and cascaded in NDRPs for various hazards - Earthquake and Tsunami, Hydrometeorological Hazards, and for Management of the Consequence of Terrorism-Related Incidents.

The Department of Social Welfare and Development as the Vice-Chairperson of the NDRRMC Disaster Response issued several operational guidelines that included responses to gender specific issues such as enhanced implementation guidelines for the Comprehensive Intervention Against Gender-Based Violence; and guidelines for institutionalizing Women-Friendly Spaces (WFS) in camp coordination and camp management.

Priority Outcomes

The **Overall Strategic Outcomes** of Chapter 9 DRRM has been modified and expanded to read as follows: Strengthened resilience of women and girls to prepare and respond to natural hazards and risks; increased protection from GBV during disasters; improved access to post-disaster assistance and resources; and increased voice and leadership by women in DRRM and climate change action.

Key Strategies

Strategies that were identified to be needing emphasis during the remaining plan period include:

- Fully integrate women's and girls' needs to DRRM and CCA planning and programming
- Develop gender-responsive and sex-disaggregated data in monitoring and evaluation (This is particularly highlighted given the inability of the sector to provide data for baselines, and targets).
- Increase women's access to climate and disaster risk-related information, technologies, financing, and healthcare support prior to, during, and after emergencies
- Align strategic outcomes for women and girls and the key strategies to achieve them between the GEWE Plan 2019-2025 and other relevant plans that mainstream a gender perspective in their approach and strategies, namely: NDRRMP 2020-2030, NCCAP 2011-2028, NDRPs for specific hazards (earthquake and tsunami, hydrometeorological hazards, and terrorism-related incidents), including the PDP 2017-2022.
- Undertake impact analysis of various plans and the interventions to implement them to ascertain their contribution to strategic outcomes for women and girls
- Intensify gender mainstreaming in agencies with responsibility for DRRM and CCA to enhance the integration of gender issues and needs of women and girls in DRRM and CCA policy and programs.
- Continue building the capacity of sectoral agencies at the level of program and project implementation in gender analysis that inform program and project design, implementation, monitoring, evaluation and reporting

CHAPTER 9: DISASTER RISK REDUCTION AND MANAGEMENT

Overall Strategic Outcomes: Strengthened resilience and adaptive capacity of women and girls to prepare and respond to natural hazards and risks; increased protection from GBV during disasters and improved access to post-disaster assistance and resources; and increased voice and leadership by women in DRRM and climate change action.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Women are likely to suffer higher rates of mortality, morbidity and post-disaster ruin to their livelihoods	Zero mortality from disasters	Number of deaths and missing persons, by sex, affected by natural disaster per 100,000 population*	2019:	2025:	<p>Improve the narrative of women in disasters from the limited view of vulnerability to encompass their resilience-building and leadership role</p> <p>Ensure women's control over and access to resources (livelihood and other economic opportunities) that are not mere extensions of their domestic roles during post disaster planning and programming</p>	DTI DILG NDRRMC Local DRRMOs DSWD OCD
		Number of deaths and missing persons, by sex, affected by human induced disaster per 100,000 population*	2019:	2025:		
	Strengthened resilience and adaptive capacity of women and girls to respond and	Number of women from disaster areas accessing microfinance for business recovery	2019:	2025:	<p>Increase the capacity of duty bearers in creating an enabling environment for GEWE, in the delivery of gender responsive DRRM programs/projects/services and in the execution of their key mandates under the MCW (e.g., education and awareness-raising in schools, media)</p>	
		Number of women from disaster affected areas provided with livelihood skills trainings	2019:	2025:		

	recover from the impacts of disasters	Percentage of displaced, deaths and missing women and girls due to disasters	2019:	2025:	<p>Increase the number of marginalized social groups of women (mothers, pregnant and lactating women, persons with disabilities, elderly) attending training and capacity- building activities</p> <p>Develop gender-specific and sex-disaggregated data in monitoring and evaluation</p>	
2. Women are under-represented in decision-making processes at local and national levels of the DRRM phases of disaster prevention and mitigation, preparedness, response, rehabilitation and recovery	Needs and concerns of women and girls are adequately integrated into all phases of DRRM programming and policy	Percentage of women occupying seats in multi-sectoral/multi-stakeholder bodies- (e.g., DRRMCs (National, Regional, Provincial, City, Municipal and Barangay), CCC Advisory Board, WMC, Multi-Sectoral Forest Protection Committee (MFPC), and Protected Area Management Board) by position and by level of government	<i>To be determined</i>	40% by 2025	<p>Enforce the implementation of the MCW provision on 40% representation of women in multi-sectoral/multi-stakeholder bodies and their substantive participation in them</p> <p>Develop tools and guides for women in leadership positions in DRRM on strategic gender issues that need to be addressed in all phases of resilience building</p> <p>Implement mechanisms to advance women’s leadership in the DRRM phases such as in community disaster resilience programs</p>	NDRRMC CCC Local DRRMOs DSWD
		Number of women organizations participating in DRRM processes	<i>To be determined</i>	<i>To be determined</i>	<p>Develop and build the capacity of a strong network of women’s organizations on DRRM</p>	
		Number of policies to ensure that women’s health and safety in	<i>To be determined</i>	<i>To be determined</i>		

		temporary shelters are addressed			Adopt international best practices on addressing the vulnerability of women in disasters as well as their leadership potential in resilience building.	
3. Vulnerability of women and girls, including those of diverse SOGIE, PWDs, and IP and Muslim women to gender-based violence during, and after disasters	Marginalized social groups of women are adequately protected from GBV during and after disasters	Incidence of Gender-Based Violence during and after disasters Number and Quality of policies or programs that promote protection of marginalized women from gender-based violence during and after disasters	2025: 2019:	2025: 2025:	Advocate for LGU support to mainstream GBV programs during emergencies and identify areas of collaboration to ensure inclusive response during time of disasters Adopt internationally accepted protocols to address the issue of GBV in DRRM, such as in temporary shelter management during disasters. Ensure that the private sector follows standard protocols that protect women and girls in the provision of assistance in times of emergencies and disasters	DepEd CHED PIA PCOO DILG DSWD
4. Vulnerability of women and girls to sexual violence and abuse during humanitarian emergencies/situations due to inaccessibility of safe and clean water and other hygiene facilities to address women and	Gender-responsive temporary shelter and other infrastructure in times of humanitarian emergencies - Accessible water and	Accessibility of water to women, girls, and boys, in safe locations, culturally appropriate, private, and well-lit	<i>To be determined</i>	<i>To be determined</i>	Develop policy guidelines on gender-responsive temporary shelter Improve collection and use of sex-disaggregated data and reproductive health indicators in rapid and comprehensive assessments for strategic gender analysis	NDRRMC Shelter agencies DSWD
		Availability of separate sanitation sites to women, girls, and boys, in safe locations,	<i>To be determined</i>	<i>To be determined</i>		

girl's practical gender needs	sanitation sites - Relief items - Day care centers in camps	culturally appropriate, private, and well-lit			and programming of humanitarian response
		Percentage of women and men trained in the use and maintenance of water facilities (ensure inclusion of humanitarian training to avoid GBV)	<i>To be determined</i>	<i>To be determined</i>	Adopt measures to prevent sexual violence in evacuation centers and relocation sites
		Number of women and child-friendly spaces established	<i>To be determined</i>	<i>To be determined</i>	Identify and allocate appropriate space for income earning activities Ensure the availability of temporary shelters that are appropriate, safe, private, and well-lit for women, unaccompanied and adolescent boys and girls, and other vulnerable groups including those living with a disability Ensure establishment of women and child-friendly spaces following best practice

STRATEGIC GOAL AREA 5

**Expanded Opportunities for Women's Participation, Leadership and Benefits
in Science, Technology and Innovation, ICT, Infrastructure, and Energy**

CHAPTER 10 SCIENCE, TECHNOLOGY AND INNOVATION, AND INFORMATION AND COMMUNICATION TECHNOLOGY

The GEWE Plan 2019-2025 seeks to highlight the contribution that these two sectors could provide in furthering the promotion of gender equality and women's empowerment. The chapter calls attention to two key gender equality issues: i) women and girls are not sufficiently benefitting from advances in science, technology and innovation (STI) and information and communication technology (ICT); and ii) limited participation of women in higher level technical and leadership positions in STI and ICT.

Women and COVID-19 in STI and ICT

The COVID-19 global pandemic accelerated the adoption of what is now referred to as the "4th industrial revolution technologies"¹³⁵ as people, governments and companies were forced to rely on the latest technologies of cloud computing, artificial intelligence, speed of 5G networks, big data, and more. More than ever, how individuals can quickly learn and adapt to these drastic changes in the world of work will determine how well they will cope and survive in the new normal. It is essential that STI and ICT sector planning and programming to recover from the pandemic consider the participation and voice of women as well as their full benefit from developments moving forward.

According to a recent survey, 71 percent of Filipino women identifies education as one of the main aspects of their lives that has been most impacted by the pandemic. This could potentially be due to the fact that, owing to the lack of technological support and digital devices, women in the Philippines have limited access and abilities to adapt to the modalities of virtual classes and distance learning. Added to the loss of jobs among many women in highly affected sectors of the economy, families, particularly women head of households are left with little to no capacity to fund the education of their children.¹³⁶

Situation of Women and Progress Towards Outcomes

Towards addressing constraints to **women and girls' fully benefitting from advances in science, technology, and innovation (STI) and information and communication technology (ICT)** the DOST has its Small Enterprise Technology Upgrading Program (SETUP) that is benefitting women in very practical ways to improve their economic life. The program assists micro, small, and medium enterprises (MSMEs) to adopt technological innovations to improve their products, services, operations and increase their productivity and competitiveness. Aside from providing appropriate technologies, the program provides technical assistance and consultancy services for design of product packages and labels and assists MSMEs in securing product certifications. Priority sectors of assistance includes industries where women are predominant such as food processing, gifts, housewares, and decors.

The SETUP project has been a strong partner of the DTI under a women's economic empowerment (WEE) project that is assisted by the government of Canada with the Philippine

¹³⁵ Marr, Bernard. What's been the impact of Covid-19 on the 4 th Industrial Revolution? Forbes. Dec. 21, 2020. <https://www.forbes.com/sites/bernardmarr/2020/12/21/w-hats-been-the-impact-of-covid-19-on-the-4th-industrial-revolution/?sh=3ccfd4875c0d>

¹³⁶ COVID-19: Impact on Women in the Philippines. (2021). Akanksha Khullar. Retrieved from <https://reliefweb.int/report/philippines/covid-19-impact-women-philippines>

Commission on Women and through which project, women micro and small entrepreneurs have been particularly targeted to become beneficiaries of assistance. The intervention is a departure from the traditional “women’s livelihoods” towards “women’s businesses with potential for growth”.

Recently (March 2021) the DOST, DTI, and DICT issued a Joint Administrative Order creating a Steering Committee under Republic Act 11337 or the Innovative Startup. Under the order, the three agencies are authorized to provide incentives to startups and startup enablers that have passed the selection and application process. The incentives include access to capital, subsidized business registration, and other administrative and operational perks, training, research and development, and endorsement for the expedited processing of applications and travel visas, among others.

How women entrepreneurs will continue to be targeted and benefitted by these efforts need to be the subject of a careful assessment that can quantify and provide qualitative description of outcomes for women. Noted to have facilitated the success of the SETUP program includes the promotional activities that engage viewers to like/share Facebook posts featuring women led MSMEs; easy access to DOST programs and services; and partnership with the PCW WEE project.

The DOST GAD mechanism keeps abreast of gender issues resulting from the COVID-19 pandemic and tries to use its platforms to contribute to addressing them. In October 2021, in celebration of the 2021 National Science and Technology Week, a webinar on the effects of Cyberbullying and Online Sexual Abuse was undertaken to make the public aware of this emerging issue which was observed to have tremendously increased during the pandemic and which victimizes women and girls online.

An initiative from the National Research Council of the Philippines is a study on “Defining a Gender-responsive Work-from-Home (WFH) Scheme in a Post ECQ Scenario”. This was based on a national survey on the WFH experiences of workers in the public sector. The Council also created a gender-sensitive dashboard for monitoring COVID-19, as a decision-making support tool for LGUs and is currently being rolled out. The implementation and impact of all these initiatives need to be assessed and reported to properly acknowledge the value that they bring to women in the workplace.

Towards addressing the **limited participation of women in science, technology and innovation as well as in higher level technical and leadership positions in the sector** the Science Education Institute (SEI) has adopted this Vision: By 2025, SEI shall be the GAD Leader in STEM Education. To achieve this, the institute will mainstream GAD in the administration of undergraduate and graduate scholarship programs, advance specialized trainings, promotion of S&T culture and the development of innovative science education programs. Its Gender and Development goals include intensified campaigns and intervention programs to provide equal opportunities for both men and women in accessing and availing DOST STEM scholarship programs. How this GAD vision, particularly its scholarship program for science and technology education, results in increased number of women practicing in the S & T field needs to be monitored and reported.

Based on a DOST survey done in 2018, women are well represented in the scientific research and development in government and higher educational institutions (both public and private) at 58 percent, as indicated in the figure below.¹³⁷ This is higher than the world average of about 30 percent in 2017 and the average of Eastern and South-Eastern Asian countries at 25 percent (UIS, 2020).¹³⁸ The DOST considers this as a result of the continued advocacy for women to be involved in research.

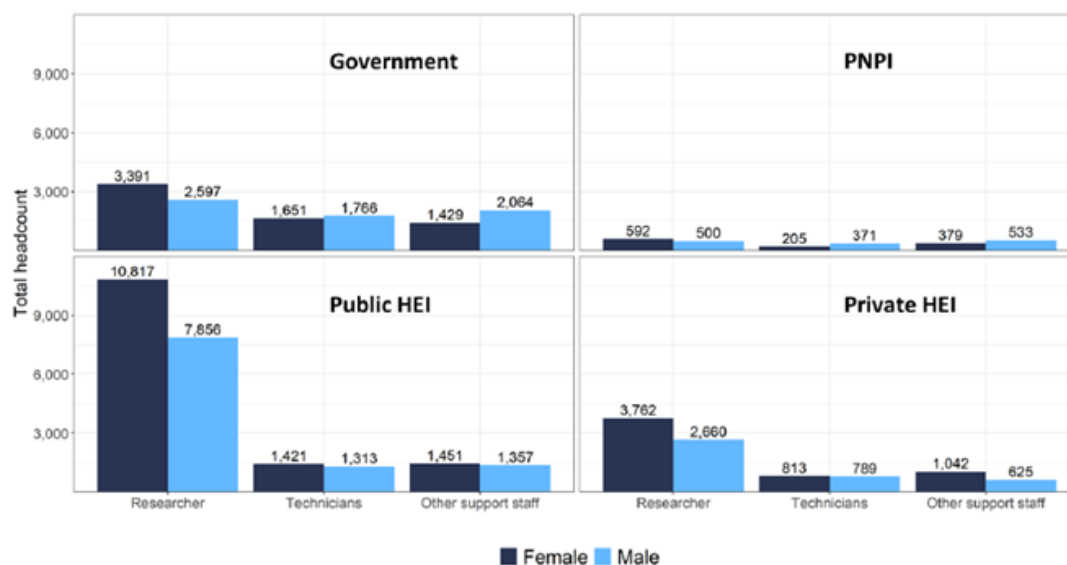


Figure 5. R&D Personnel by Sector and Sex

As of August 2019, the most common field of study for women enrolled in tertiary education was Business Administration and for men, it was Information and Communication Technology. Enrolment in STEM courses as of February 2020 was recorded by PSA to be 43 percent female.¹³⁹ This is a good representation and could be a result of scholarship programs that encourage female students to go into the STEM fields of study. Intensifying these types of programs is important as it has been shown by global data that “STEM jobs and professional work have fared relatively well during the COVID-19 crisis due to their suitability to remote work.”¹⁴⁰

Recognizing women scientists has been promoted as a good way to provide models for young girls to aspire to and to break down stereotypes. The National Academy of Science and Technology (NAST) is the government body mandated to recognize outstanding achievements in science and technology. It also serves as a reservoir of competent scientific and technological human resources for the country. According to the NAST, 33 percent (4 out of 12) of the nominations for the Order of National Scientist Award in 2021 are women, and of the 81 existing members of the Academy, 20 or 25 percent are women.

While there is no basis for making any comment on whether there may be unintended bias in the awarding body, action may still be required to make the award and the awarding body more inclusive, not only of women but also of other marginalized groups such as IPs, people with disabilities, and of different sexual and gender orientation. Gender equality advocates

¹³⁷ DOST Research and Development Survey Report 2018

¹³⁸ Ibid.

¹³⁹ https://psa.gov.ph/sites/default/files/2020%20Fact%20Sheet%20Women%20and%20Men_final_0.xlsx

¹⁴⁰ ADB Brief: COVID-19 is No Excuse to Regress on Gender Equality. November 2020. Retrieved from <https://www.adb.org/sites/default/files/publication/651541/covid-19-no-excuse-regress-gender-equality.pdf>

aver¹⁴¹ that there are several things that awards committees can do to check against bias, such as: i) evaluating their criteria to see if the criteria themselves are biased, for example, women are less likely to publish, less likely to get citations, and less likely to receive other awards; ii) evaluating the criteria whether they are based on a masculine male archetype of a good scientist when there may be other ways to be a good scientist that the awards might not be evaluating for; iii) examining the nominee pool for potential bias, i.e., is the body receiving proportionate number of nominations based on sex that represent the makeup of the pool at that career stage. To make scientific awards more inclusive, not only of women, it is recommended that scientific societies and awards bodies collect data about the sex, race, disability status, and other identity markers, of their membership at all career stages so that statistics about the proportion of women in the society, in the nominee pool and in the award-winners group could be justified as inclusive and non-discriminatory.

Forward Looking Strategies

More than ever, policies on ICT and STI need to more seriously take “inclusiveness” into account as a way to contribute to “building back and forward better”. This means **paying closer attention to groups that have been excluded in the past, including women and minorities, and focusing on innovations in low and medium level technologies**. This would also mean a greater focus on technology diffusion policies and STI policies to support inclusiveness more generally.

From the literature on COVID-19 policy choices¹⁴², several actions are relevant to **enhancing the role of women and their benefiting from developments in the STI and ICT sectors**. These include:

- i) support for early-career researchers and women researchers who are among those that have been severely affected by the disruptions caused by the crisis;
- ii) technology and innovation support for MSMEs and entrepreneurs affected by the COVID-19 crisis;
- iii) investing in the diffusion of digital technologies to help companies deal with confinement measures; and
- iv) support to build the agility of the STI country system by providing grant extensions to innovators affected by COVID-19.

Continue the promotion of more women into STEM fields of study and STEM-related careers. Intensifying the programs that address this problem is important as it has been shown by global data that “STEM jobs and professional work have fared relatively well during the COVID-19 crisis due to their suitability to remote work.”¹⁴³

¹⁴¹ <https://theconversation.com/minding-the-gender-gap-in-science-prizes-109219>

¹⁴² COVID-19: A pivot point for science, technology and innovation? OECD. <https://www.oecd-ilibrary.org/sites/8ea017be-en/index.html?itemId=/content/component/8ea017be-en>

¹⁴³ ADB Brief: COVID-19 is No Excuse to Regress on Gender Equality. November 2020. Retrieved from <https://www.adb.org/sites/default/files/publication/651541/covid-19-no-excuse-regress-gender-equality.pdf>

CHAPTER 10: SCIENCE, TECHNOLOGY AND INNOVATION (STI), AND INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Overall Strategic Outcome: Improved benefit by women from developments in STI and ICT to advance their socio-economic situation and well-being including easing their burden in the home, industries, workplaces, and public spaces; women enjoy equal access, participation, and leadership in STI and ICT careers and employment.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Science, technology and innovation (STI) are not sufficiently harnessed in advancing gender equality	Improved benefit by women from developments in STI to advance their socio-economic situation and well-being (including easing their burden in the home, workplaces and public spaces).	Proportion of total population (by sex and region) with access to mobile network	2019:	2025:	Identify necessary action or policy to immediately generate data for indicators without baseline and target Undertake studies to explore application of advances in STI and ICT to advance gender equality Intensify programs that specifically targets women as beneficiaries of scientific and technological innovations, e.g., SETUP Encourage the use of STI and ICT to advance gender equality, such as through awards that recognize outstanding contributions from women and men in leveraging the potential of S & T and ICT to promote gender equality	DICT DOST
		Proportion of total population (by sex and region) with access to internet	2019 NICTHS Data Number of individuals using the internet (by Sex) Female = 12,052,362 (46.25%) Male = 9,065,653 (47.74%)	2025:		
		Presence of mechanism to consult among relevant government agencies on strategic use of technology to address: - Access to social services - Access to productive services (financial, markets, etc.)	2019 NICTHS Data Individuals accessing government websites (by Sex) Female = 2,437,201 (20.22%) Male = 1,633,346 (18.02%)	2025:		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Proportion of women beneficiaries of the SETUP program (DOST, WEE Project)	<i>To be determined</i>	2025:		
		Proportion of STI and ICT start-up enterprises owned by women	2019	2025:		
2. Lack of access and benefit by women to advances in information and communication technology	Improved access by women to ICT-enabled resources	Proportion of individuals with access to banks and financial products, by sex and by region	2019:	2025:	Eliminate barriers to women's equal access to Information and Communication Technologies (ICTs) Increase the affordability and use of technology and boost digital literacy for women Develop and enhance communications infrastructure in geographically isolated and rural areas to ensure timely and adequate information including immediate access to emergency services by establishing community communication centers. Develop programs that will leverage the power of ICTs to address persistent inequality	DICT DTI E-Commerce Bureau
		Proportion of women-owned enterprises engaged in internet retail trade (or e-commerce)* *data is available and is being monitored by the DTI E-commerce bureau.	2019:	2025:		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>issues such as women's lack of access to banks, financial products, market information</p> <p>Monitor risks (either in the form of direct threats, including online violence and harassment or unintended consequences, such as reinforcing or exacerbating inequalities) and prevent harm to women as a result of new technology</p> <p>Invest in the diffusion of digital technologies to help companies deal with confinement measures</p> <p>Provide support to build the agility of the STI country system by providing grant extensions to innovators affected by COVID-19.</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
3. Limited participation of women in STI and ICT activities as well as in higher level technical and leadership positions in STI and ICT	Women enjoy equal access, participation, and leadership in STI and ICT careers and employment	Proportion of science and technology scholarships granted to women (SEI)	<i>To be determined</i>	As per MCW: 40-60% proportion	<p>Ensure that STI and ICT (government and private) are equal opportunity employers with policies in place for the hiring, promotion and continuing development of women on an equal basis with men</p> <p>Address the barriers to women's access to higher level positions in the sectors by removing biases in the selection, hiring, promotion processes</p> <p>Create opportunities to encourage entry of women in the S&T and ICT workforce</p> <p>Advocate for the review of guidelines and criteria for approval of R & D in the sectors, public and private, to ensure that gender equality is taken as an important consideration (i.e., how R & D impacts the advocacy for gender equality)</p>	DOST NAST DICT
		Proportion of R&D grant assistance to women by DOST	<i>To be determined</i>	40-60 % proportion		
	Number of women inventors and scientists supported in terms of financial and technical assistance, i.e., patenting, trademarks (MCW Sec. 23)	<i>To be determined</i> Note: Data on patents and trademarks are not disaggregated by sex	40-60 % proportion			
	Proportion of women National Scientist awardees	27% (11/41) of conferred National Scientists are women, 2017	40-60 % proportion			
	Proportion of women young scientist awardees	<i>To be determined</i>	40-60 % proportion			
	Proportion of women Balik Scientist Awardees	<i>To be determined</i>	<i>To be determined</i>			
	Proportion of women academicians	20% (17/86) of academicians are women (2017)	<i>To be determined</i>			
	Improved representation of women in higher technical and leadership positions in STI and ICT					

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					Continue the promotion of more women into STEM fields of study and STEM-related careers.	

CHAPTER 11 INFRASTRUCTURE AND TRANSPORTATION

The Philippines has seen increasing level of spending on roads, bridges, air and seaports, and other large-scale projects in recent years. Public infrastructure investment rose from an average of three percent of GDP (2011–2016) to 4.1 percent in 2016, over 5 percent in 2018, with a target of raising the ratio to 6.7 percent by 2022.¹⁴⁴ The government’s *Build Build Build* program includes large projects that address major bottlenecks, focusing on transportation, water resources, and energy.

The NEDA Board approved in 2017 the National Transport Policy (NTP) and its Implementing Rules and Regulations (IRR).¹⁴⁵ Among others, the policy takes cognizance of international standards governing the transport sector, including good governance through streamlined transport regulations, rationalized transport agency functions, policies aligned with government priorities and programs, ensured adherence to safety standards and compliance with international agreements, promoting green and people-oriented transport systems, and creating “new” economic growth centers outside of the country’s key cities for inclusive growth through access improvement and support to tourism, agro-industry, trade and logistics, and other economic sectors. Noteworthy is the inclusion of gender equality considerations in several sections of the NTP:

- NEDA Board Resolution Adopting the NTP, SECTION 4. Program and Project Selection. Nonmotorized means to achieve inclusive mobility and accessibility shall include transit-oriented development, prioritization of pedestrians, provision of support facilities that **mainstream gender considerations**, and inclusion of green ways network, i.e., elevated walkways, covered walkways, sidewalks and bike lanes (underscoring supplied).
- IRR, 12.9 Inclusive and People-Oriented Mobility. Such should include transit-oriented development, prioritization of pedestrians, and provision of support facilities that **mainstream gender considerations** (underscoring supplied).
- IRR, 12.12 Public Need and Social Acceptability. Programs and projects must conform to applicable **Gender and Development Guidelines** (underscoring supplied), social safeguard policies, and laws guaranteeing accessibility for persons with disabilities. During project conceptualization, implementing agencies should formulate the resettlement action plan (RAP), which contains information on: (a) affected people and their socioeconomic profile; (b) the required resettlement’s impact and mitigating measures therefor; and (c) schedule and timing of the resettlement activities. The RAP shall serve as guide for LGUs in implementing resettlement activities of affected households in transport projects.

Both programs – infrastructure and transport, however, have encountered setbacks following the COVID-19 pandemic. Similar to other programs which all suffered financial cuts, the 2020 budget of the Department of Public Works and Highways (DPWH) and the Department of Transportation (DOTr) were cut to fund dole-outs and medical response leaving them with a much-lowered infrastructure program spending budget for 2020.

¹⁴⁴ NEDA, PIP 2017-2022, Chapter 13, chrome-extension://efaidnbmnnnibpcajpcglclefndmkaj/view_er.html?pdfurl=https%3A%2F%2Fneda.gov.ph%2Fwp-content%2Fuploads%2F2021%2F09%2FPIP-2017-2022-13.pdf&clen=359305&chunk=true

¹⁴⁵ National Transport Policy (NTP) and its Implementing Rules and Regulations (IRR). <https://neda.gov.ph/wp-content/uploads/2020/02/NTP-IRR-Final.pdf>

Amidst this financing challenge, the government needs to be agile and flexible as it aligns with global trends to make infrastructure and transport investment more sustainable given climate change and the increasing susceptibility of countries to natural hazards, now including health hazards.

Recent research¹⁴⁶ avers that once the immediate task of containing COVID-19 has been achieved, the focus will necessarily shift from crisis management to investing in adequate infrastructure for development, as well as to prevent and mitigate the impact of future outbreaks. To a large extent, a country's readiness to cope with epidemics is correlated with the quality of its infrastructure, and that infrastructure development is a key part of health security and epidemic preparedness. Moreover, the data and correlations show that such improvements are likely to have the highest impact on health security in countries where there are higher levels of gender equality.¹⁴⁷

Understanding that infrastructure and transport investments deliver greater impact in an environment of high gender equality should act as an incentive for both the public and private sector to ensure, at a minimum, that infrastructure considers how men and women use and benefit from them differently. It would seem, therefore, that investing in gender-friendly infrastructure and transport system is essential for paving the way to both gender equality and sustainable health. These policies are all the more relevant now, in the midst of the COVID-19 pandemic, which has been shown to exacerbate gender inequalities around the world.

Emerging gender issues

Women microentrepreneurs in the rural areas benefit from farm to market roads in expanding their markets. There are success stories of communities that have become economically affluent traceable to the development of road networks. Thus, any discontinuance in farm-to-market roads construction will pose a negative consequence to the lives of women and men whose livelihood are most likely to remain limited and stagnant.

Transportation

Access to mobility because of the restrictions imposed on public transport system, especially in cities and urban centers were one of the immediate impacts on women's ability and mobility. Walking and bicycling emerged as the alternative forms of moving between places especially for women frontliners and essential workers. However, safety immediately became a major consideration as existing infrastructures are not yet appropriate for cyclists and pedestrians as provided for by the NTP.

Poor access to mobility is more pronounced especially for women elderly who are also living alone or with elderly couple living on their own, as quarantine restrictions forbid them to get out of their houses, and yet they must do errands.

¹⁴⁶ Asian Infrastructure Investment Bank. 2020. Impact of the Coronavirus (COVID-19) and Its Implications for Infrastructure Priorities. (March 25). https://www.aiib.org/en/news-events/news/2020/_download/Background-Impact-of-Covid-19-and-Implications-on-Infrastructure-Priorities.pdf.

¹⁴⁷ Ibid.

Rebuilding after the pandemic offers the transport sector an opportunity to fully implement the progressive and inclusive NTP with improved responsiveness to the needs of various groups of people including the women workers in the sector, and women, children and PWDs among its users. The COVID-19 policy responses must respond to women's priorities such as reducing the risk to women transport users by improving the safety and security of transport through infrastructure and operational improvements, public awareness campaigns, well-trained transport employees, and better reporting systems, combined with a zero-tolerance approach to harassment.

Women's groups in the Philippines have highlighted how mobility and transportation restrictions under the Enhanced Community Quarantine have resulted in increased risks for women seeking gender-based violence protection due to reduced options for accessing support services.

Progress Towards Outcomes

Towards enhancing the benefit and well-being of women and girls from transportation development through mainstreaming, the DOTr issued policies on i) the creation of the Inclusive Transport Unit within the department which has been tasked to spearhead and monitor the implementation of the agency's advocacy initiatives on GAD and accessibility; ii) the reconstitution of the agency GAD Focal Point System to include additional technical staff who are involved in project development to ensure that gender perspectives are integrated and sustained from the design to implementation of transport projects as provided for in the NTP; and the iii) use of the simplified version of the Harmonized GAD Guidelines for Integrating a gender equality perspective in Project Implementation, Monitoring and Evaluation intended to be used by transport planners and implementers to ensure the gender responsiveness of projects.

The DOTr has developed a Gender Responsive Transport Standard which is being applied in designing the rail transport system. Similar standards specifically for the Air, Maritime, and Road Sectors are also in the pipeline for development. The Department of Public Works and Highways has similarly developed Guidelines for Mainstreaming Gender Equality Actions in Road Infrastructure Projects which is intended for use in all phases of road projects in the country. Qualitative assessments of the impact of these standards and guidelines on women and girls and other marginalized groups identified in the NTP will be noteworthy moving forward.

The DOTr also led the undertaking of several gender-responsive ODA-funded transport projects such as:

- The Greenways Project – an infrastructure initiative funded by the Asian Development Bank which aims to enhance the pedestrian/commuter mobility by constructing and renovating facilities in select railway stations (i.e. MRT/LRT) to provide more space and comfort particularly for women, children, persons with disabilities, and senior citizens.
- Davao High Priority Bus System Project – is a flagship initiative of the Davao Public Transport Modernization Initiative. Currently on its planning stage, the proposed bus-based public transport system for the city ensures that women and girls benefit from it through: 1) availability of Women and Children's Desk at the terminals that are staffed by trained police officers, half of whom would be women; 2) provision of buzzers inside the

bus that women can use to call attention in case of sexual harassment; 3) training of on-bus personnel to address the unique needs of unaccompanied children; 4) strict conduct of a Breath Analyzer Test among drivers and conductors before being allowed to drive. For this project, the DOTr team conducted consultations with potential users including women's groups, persons with disabilities, elderly, and the youth as well as stakeholders - PUJ operators, wives of PUJ operators and drivers, female officers of transport cooperatives and operators.

The DOJ, on the other hand, reports the development of safe havens for persons in danger of trafficking. Through its leadership of the Inter-Agency Council Against Trafficking (IACAT), the DOJ completed the construction of the Tahanan Ng Inyong Pag-asa (TIP) Center which is the first IACAT shelter and one-stop-shop where complaints on trafficking in persons may be reported. This is also a place where victims can avail of counseling services and where other concerns may be addressed without having to go to different agencies. The TIP Center, launched in 2020, is now being utilized for emergency and urgent referrals to provide temporary shelter for processing of trafficked victims while waiting for their COVID-19 test result, particularly those who were rescued by law enforcement agencies during the conduct of anti-trafficking operations.

From January-September 2021, the TIP Center assisted a total of 268 probable victims, 62 of whom are minors. All of them were given temporary accommodation, food and security assistance¹⁴⁸, including the required COVID-19 swab test.

The Department of Social Welfare and Development also maintains 44 residential care facilities in the country for victims of trafficking, 13 of which are designated specifically for women and 24 for children.¹⁴⁹ The services in these residential care facilities also respond to the needs of those who experience domestic violence and sexual assault, including those who are abandoned or neglected. The services under the Recovery and Reintegration Program for Trafficked Persons are also available and accessible at the residential care facilities.

The TWG members identified the following facilitating factors towards increasing the participation and leadership of women stakeholders in infrastructure development processes:

- agency commitment to gender mainstreaming and social inclusion in the whole cycle and in all components of project implementation, as well as the significant commitment to it of funding partners particularly the ADB and JICA.
- mobilization of women community members, provision of capacity building interventions, and collaboration with the LGUs in ensuring that women are given opportunities to participate

A major setback in the sector is the absence of sex-disaggregated data and gender statistics which severely limits the capacity of the sector to surface, address and report on the sectors' contribution to inclusive development that equally benefits women and other marginalized groups in society. Thus, this issue has been added to the results matrix and appropriate strategies identified.

¹⁴⁸ 24hours / day

¹⁴⁹ 24 (for children); 13 (for women); 1 (male); 4 (for older persons); 2 (processing center)

Priority Outcomes and Strategies

The priority outcomes remain the same: Enhanced benefit and well-being of women and girls from infrastructure and transportation development; increased voice and representation of women stakeholders in project identification, design, implementation and monitoring; improved capacity of the duty bearers in the infrastructure and transportation sectors to include gender equality objectives in design and operation of programs.

Key strategies for generating data systems that support reporting and further action on gender mainstreaming in the sector have been added in the results matrix.

CHAPTER 11: INFRASTRUCTURE AND TRANSPORTATION

Overall Strategic Outcomes: Enhanced benefit and well-being of women and girls from infrastructure and transportation use; increased representation and voice of women stakeholders in project identification, design, implementation and monitoring of infrastructure and transportation policies and programs; improved capacity of the duty bearers in the infrastructure and transportation sectors to include gender equality objectives in design and operation of programs.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Gender-mainstreaming in infrastructure and transport projects need to be strengthened	Enhanced benefit and well-being of women and girls from infrastructure and transportation development	Number of infrastructure and transport projects that report having undergone gender analysis and with identified benefits for women and girls	<i>To be determined</i>	<i>To be determined</i>	<p>Develop a policy that makes improving the lives and opportunities of women and girls as an explicit objective of infrastructure and transportation projects.</p> <p>Design and implementation of transport projects shall include provision of support facilities that mainstream gender considerations</p> <p>Programs and projects must conform to applicable Gender and Development Guidelines, social safeguard policies, and laws guaranteeing accessibility for persons with disabilities</p> <p>Ensure that potential negative impacts or risks for women in infrastructure</p>	DPWH DOTr IACAT DOE DICT NIA LWUA
		Proportion of population, by sex, with access to electricity, clean water, public transport, mobile network, and the internet	<i>To be determined</i>	<i>To be determined</i>		
		Death rate due to road traffic injuries, by sex, age	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of population that has convenient access to public transport by sex, age	<i>To be determined</i>	<i>To be determined</i>		

			<p>development are addressed</p> <p>Monitor and ensure that gender equality is not regarded as requiring attention in infrastructure and transportation projects; rather, women and girls must be considered primary clients whose satisfaction is a critical factor in ensuring projects' success and sustainability.</p> <p>Ensure that infra and transport projects are designed to: i) increase women's economic opportunities; ii) provide appropriate services to women; iii) actively involve and include the perspective of women; iv) improve girls' and women's access to education and health care</p> <p>Ensure that the GAD budget allocation is used effectively, properly, and impact on women routinely tracked and assessed systematically</p> <p>Develop safe havens for persons in danger of trafficking</p>
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2. Limited participation of women stakeholders in infrastructure and transportation development	Increased participation and leadership of women stakeholders in infrastructure development processes from the project identification, design, implementation and monitoring and evaluation	Proportion of women technical staff, engineers and architects in planning, implementation, and decision-making bodies in the infrastructure and transport sectors	<i>To be determined</i>	<i>To be determined</i>	Increase participation of women in all stages of the development process from the project identification, design, implementation and monitoring and evaluation	DPWH DOTr DILG LWUA NIA
		Proportion of women employed in the construction sub-sector or industry	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of women stakeholders consulted in each level of development process	<i>To be determined</i>	<i>To be determined</i>		
3. Low level of awareness among duty bearers in the infrastructure and transportation sectors of the significant role these sectors could play in improving the well-being of women and	Supportive enabling environment for gender equality in infra and transport gives importance to the needs of women and girls and includes objectives for their well-being in the design and operation of infrastructure and transport programs	Presence of policy promoting gender-responsiveness in the design, implementation, monitoring and evaluation of programs in the sector	<i>To be determined</i>	<i>To be determined</i>	Strengthen the policy on gender equality in the infra and transport sectors, including accountabilities for GEWE results Strengthen the capacity of relevant agencies' GAD focal point system to lead the knowledge building and understanding about how the infra and transport sectors can be tools to further gender equality	DPWH DOTr

girls and advancing gender equality.	Infra projects supports job creation for displaced women workers	Number of assessments made on the impact of infrastructure and transport systems on women and girls	<i>To be determined</i>	<i>To be determined</i>	<p>Monitor and report on infra and transport projects' impact on women's and girls' lives</p> <p>Given the COVID-19 pandemic, the infra and transport sectors can contribute to the economic recovery through:</p> <p>Investing in public works or cash-for-work initiatives as reintegration measures</p> <p>Linking economic recovery with long-term sustainable development goals i.e., programs to regenerate the environment and mitigate and adapt to the impacts of climate change can generate jobs for women, including OFW returnees</p> <p>Advocate or invest in public works that would create jobs in the renewable energy, agroforestry, and circular economy sectors</p> <p>Invest in highly sustainable projects at the LGU level, such as construction or demarcation of bicycle lanes and the expansion of green spaces.</p>
		Number of jobs created for women (displaced by the pandemic)	<i>To be determined</i>	<i>To be determined</i>	

4. Absence of gender statistics and sex-disaggregated data for the sector	Gender statistics and sex disaggregated data regularly generated and routinely used for policy and program planning, reporting, monitoring and evaluation	Database for the infrastructure sector	0	1	Expand and invest in data system that includes sex disaggregated data and gender statistics for monitoring and tracking impact on women and other marginalized sectors of society Identify action or policy that is required to initiate and generate data for the baseline and target of the indicators identified herein.	DPWH DoTr
		Database for the transport sector	0	1		

CHAPTER 12 ENERGY

Situation of Women and Girls

Lack of access to energy is a worldwide phenomenon with a strong gender dimension. In developing countries, this lack of access is an obstacle to women's and girls' well-being and economic opportunities, as it strongly affects their living conditions and time-use and undermines their educational and economic opportunities.¹⁵⁰ These underpin the interlinkages between the SDG goals on gender equality (SDG 5) and affordable and clean energy (SDG 7). The intersection between the two SDGs shines the light on general gender issues that need to be addressed that includes the i) gendered impact of inadequate access to affordable source of electricity given women's role in the home; ii) women's role in transitioning to a greener energy sector; and iii) women's participation, leadership, and voice in the sector.

The COVID-19 pandemic highlights and magnifies the inequalities and the intersecting forms of discrimination that women and girls face, including in the energy sector. More than ever, integrating gender equality and ensuring women's representation in COVID-19 response and economic recovery planning and decision-making in the energy sector needs to be emphasized. Energy response and recovery plans will need to mitigate gender-based vulnerabilities that are intensified by COVID-19.

The vulnerabilities include women's need for clean cooking solutions as exposure to air pollution can make COVID-19 worse; unaffordable cost of electricity for marginalized groups of women particularly those who have lost their jobs due to the pandemic; and women's increased vulnerability to GBV. The latter requires access to protection messaging, and communication tools as well as better lighting in homes and public spaces – all energy-related deterrents to violence.

Women need to be able to stay informed about measures and benefits being provided by national governments. Lack of electricity access can exclude women from the digital economy, at a time when COVID-19 requires participating in a digitized labor market given the increasing work from home mode for employment. With a lack of adequate broadband infrastructure and the electricity to power it, the 'digital divide' between the rich and poor, young and old, can exclude poor and older women from the internet and digital technologies that are quickly becoming prerequisites not only for attaining decent employment but also for cultural and political engagement.¹⁵¹ Distance learning, which is becoming more prevalent, relies on electricity access for internet connections as well as home lighting for study.¹⁵²

The care economy or the unpaid care and domestic work done by women in the home was characterized to be three times as much for women as men before the pandemic, according to the UN Women.¹⁵³ As a result of the pandemic, this is further increasing due to the various restrictions, school closures, home schooling, heightened care needs of older and sick people, and more cooking being done at home.¹⁵⁴

¹⁵⁰ Gender and the Environment, Building Evidence and Policies to Achieve the SDGs <https://www.oecd-ilibrary.org/sites/c7cbe91b-en/index.html?itemId=/content/component/c7cbe91b-en>

¹⁵¹ Ibid.

¹⁵² https://globalgoalsproject.eu/globalgoals2020/wp-content/uploads/2020/06/Briefing-Note-ENERGIA_Intersectionality-Gender-Energy-COVID19.pdf

¹⁵³ UN Women, 2020. Gender Snapshot for the Philippines.

¹⁵⁴ https://globalgoalsproject.eu/globalgoals2020/wp-content/uploads/2020/06/Briefing-Note-ENERGIA_Intersectionality-Gender-Energy-COVID19.pdf

Related to the global goal to slowly transition to green energy (SDG 7), women can play a key role as responsible consumers, particularly in the household, but also in business and policy making.¹⁵⁵ Empowered women leaders in the energy sector could help accelerate the transition to a low-carbon economy by promoting clean energy and more efficient energy use. Thus, there is benefit to ensuring that the sector endeavors to guarantee equal opportunities for both men and women in the energy workforce.

As will be shown in the data presented below, there seems to be notable improvement in women's participation in labor and employment in the energy sector, including an increasing participation of women in leadership positions.

Progress Towards Outcomes

Towards **improving women's access to available energy sources particularly among rural households**, the Department of Energy as of 2nd quarter of 2020 reports a 95 percent electrification rate throughout the country. The National Power Corporation Small Power Utilities Group reports that as of early 2021, they have energized 2,833 barangays in remote and far-flung areas nationwide, equivalent to 868,397 households. Assuming an average of 2 women per household, approximately 1.6 million women were provided access to electricity services. These data are indicative of the increasing areas that are provided with unhampered energy supply and lighted streets in remote areas that help reduce incidence of crimes committed against women and children, particularly during the night.

The NPC-Mindanao Generation Group supplies more than 50 percent of the power requirement of the entire Mindanao region. From the estimated 20 million population, about 49.6 percent (PSA, 2016) are women or approximately 9,920,000 individual women have been recently reached.

During the COVID-19 emergency, government extended support to the poor segments of the population through a moratorium on the payment of electricity bills. The Bayanihan Law mandates electric, water, telecommunications, and other utilities to implement a minimum of 30-day grace period for the payment of utilities falling due within the period of the enhanced community quarantine (ECQ) or modified ECQ without incurring interests, penalties, and other charges.

Towards achievement of outcomes related to **enhanced awareness of energy efficiency and conservation and safety practices on the use of energy products and services**, the DOE GAD Focal Point System conducted Information, Education, and Communication campaigns on Energy Safety Practices and Efficiency Measures during the 2019-2021 period.

On **women's participation in the energy sector**, the Table below shows encouraging development in the technical and managerial positions. There is a marked improvement in their representation in DOE's science and technology staff positions and in the total number of PSALM personnel at 61 percent and 56 percent, respectively. Except for the NEA where there is no woman Board of Administrators at the top, and in PSALM's technical/engineers position (17% female), women are starting to be well represented in the other agencies' top management levels.

¹⁵⁵ <https://www.oecd-ilibrary.org/sites/c7cbe91b-en/index.html?itemId=/content/component/c7cbe91b-en#chapter-d1e18606>

Women’s Representation in Managerial and Technological Positions in the Government Agencies Energy Sector, as of 2020

Agency	Male	Female	% Female
<i>DOE:</i> Number of Science and Technology Staff	113	176	61%
Executive Committee	10	2	17%
Management Committee	14	6	30%
Division Chiefs	28	22	44%
<i>National Power Corporation:</i> Total Number of Personnel	1484	394	21%
Managerial position	86	39	31%
<i>National Electrification Agency:</i> Board of Administrators	5	0	0%
Executive Committee	2	3	60%
Department Managers/OICs	12	13	52%
Division Managers	8	16	67%
<i>TRANSCO:</i> Workforce	198	151	43%
Executives	2	2	50%
Management Committee	9	5	36%
Division Managers	12	9	43%
<i>PNOC:</i> Engineers and Geologists	9	3	25%
Supervisors/Managers, VP	3	2	40%
Managers	10	6	37%
Supervisors	10	7	41%
<i>PSALM:</i> Total Number of Staff	111	144	56%
Technical/Engineers	19	4	17%

Women are also represented in important mechanisms in the energy sector including in the inter-governmental energy board, committee on energy and budget, Joint Committee on Power Commission, DOE consultation policy direction group, ERC hearings and consultations. The increasing participation and leadership of women in the sector seem to have been facilitated by the following initiatives:

- Partnering with academic institutions to encourage female Grade 10 students to pursue careers in Geology and Chemistry (before they decide in Grade 11 which track to pursue in Senior Highschool)
- Hiring by the National Electrification Agency of female engineers and other female workers for the implementation of the rural electrification program
- Strictly adhering to the CSC Rules on Appointments and Equal Opportunity Principles;
- Strictly implementing the Equal Opportunity Principle, and Merit and Fitness in selection, hiring and promotion of employees whether for plant or office-based facilities
- Keeping and maintaining sex-disaggregated data personnel systems data to track sex ratio of staff and personnel

- Supporting the enrolment, training, and promotion of women in the fields of engineering and technology;
- Supporting the hiring and training of women engineers, line workers, and technical staff on grid intensification and renewable resource technology
- Expanding opportunities and benefits for women by giving them positions, tasks, training, and other kinds of support to help them advance their careers in the sector
- Equal opportunity in hiring, selecting, and promoting employees whether plant or office-based facilities, positions are open to both women and men.

The **enhanced representation and participation of women as stakeholders in energy development, utilization and conservation** is the sector's outcome statement that is focused on women constituents of the energy sector agencies. Towards this outcome, the DOE conducted public consultations involving women. Focused group discussions and meetings conducted in 2019-2020 were participated in by least 40 percent women. However, beyond the numbers, more information is required to inform the agencies whether and how this involvement of women resulted to any meaningful or qualitative measure of improvement. TRANSCO also mobilizes women from IP communities in the conduct of public consultations on energy programs and projects including campaigns on energy efficiency and conservation.

Enhanced responsiveness of energy policies, plans, programs and projects to gender and development concerns. Towards this outcome, there is an on-going drafting of a legal framework for the data collection, processing, analysis and dissemination of Sex-Disaggregated Data to inform policy formulation and decision-making by the DOE and its attached agencies.

Although outside of the reporting period, the DOE Renewable Energy Management Bureau in 2010-2013 had partnered with the Don Mariano Marcos State University Affiliated Renewable Energy Center on a project that was tagged as gender mainstreaming in renewable energy. Results of this initiative could help inform other mainstreaming efforts in the sector, particularly efforts related to renewable energy planning in the country moving forward.

The DOE has also issued a Department Order in 2018 Reconstituting the Department's Project Review Committee and providing guidance for compliance and use of the Harmonized Guidelines for Gender Responsive Project Development, Implementation, Monitoring and Evaluation in the preparation and submission of all project proposals under the Locally Funded Projects for proper attribution to the GAD Budget.

Being a male dominated sector, issues of sexual harassment and other GBV are a concern of women in the energy sector. In this connection, the DOE GAD focal point conducted webinars on Basic Orientation on Anti-Violence Against Women Law as part of the 18-Day campaign on VAWC.

At TRANSCO, officials and employees have consistently received trainings on the Anti-Sexual Harassment Act; the agency strictly implements the Anti-Sexual Harassment policy, and strengthens its Committee on Decorum and Investigation and grievance committees to provide proper forum for hearings on and resolution of sexual harassment cases; and ensures that energy-related industries are safe workplaces for women workers. The agency has a repository of all documents pertaining to the conduct of anti-sexual harassment webinars; develops and disseminates IECs on women's laws; and intensifies GAD promotion and implementation through the agency's GAD microsite. Efforts directed at increasing the GAD competencies and awareness of gender issues among energy agency/sector workers, including top management have contributed to the following assessment of the agencies' level of competence based on the gender mainstreaming evaluation framework (GMEF).

- **DOE:** GMEF level 2 - Installation of Strategic Mechanisms
 - **NEA:** No assessment yet, continuing promotion of gender trainings and seminars for NEA and the Electric Cooperatives
 - **PSALM:** GMEF level 3 – Gender Responsive
- TRANSCO:** GMEF Level 2 – Installation of Strategic Mechanisms
- **NPC:** Reconstituted NPC-GAD Focal Point System Committee and Technical Working Group due to retirement of Chairperson and several members, and creation of Local GFPS for Small Power Utilities Group and Mindanao Generation Group

CHAPTER 12: ENERGY

Overall Strategic Outcomes: Improved access to available energy sources among rural households; reduced gap in the employment of women and men in the energy sector; safe and healthy work conditions for women in the sector; and, improved representation of women as stakeholders and decision-makers in energy development

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result				Strategy	Responsible Agency																									
		Indicator	Baseline		Target																											
1. Lack of access to clean energy products and services puts greater burden on women and girls including exposing them to pollution and health issues	Improved access to available energy sources among rural households leading to shorter time spent by women and children collecting fuel wood and lower incidence of health problems	Percentage of households with access to clean, safe and sustainable energy sources by geographical location	As of end of 2017, out of the 23.716 million households (HHs) in the country, 20.936 million HHs have electricity ¹⁵⁶ or a country wide level of 88.3 percent		Total Electrification by 2022 (based on 2015 Census of Population)	Fast track the implementation of total electrification program in grid and off-grid areas and ensure that these programs respond to gender concerns in the communities through the following: <ul style="list-style-type: none"> • Policy issuances • Efficient monitoring and database management 	Department of Energy (DOE)																									
			By geographical location: <ul style="list-style-type: none"> • Luzon – 94.8 percent HHs • Visayas – 88.2 percent HHs • Mindanao – 70.8 percent HHs 					100% household electrification in off grid areas by 2020.	National Electrification Administration (NEA)																							
		Proportion of population with primary reliance on clean fuels and technology <i>(Philippine SDG Indicators and Targets)</i>	<table border="1"> <thead> <tr> <th>DU* (in millions HHs)</th> <th>HH pop'n</th> <th>Served HH</th> <th>Unserved HH</th> <th>HH electrification level (%)</th> </tr> </thead> <tbody> <tr> <td>121 ECs</td> <td>14.59</td> <td>12.19</td> <td>2.39</td> <td>83.6%</td> </tr> <tr> <td>MERALCO</td> <td>6.98</td> <td>6.82</td> <td>0.16</td> <td>97.7%</td> </tr> <tr> <td>Other D.U.s</td> <td>2.14</td> <td>1.92</td> <td>0.22</td> <td>89.07%</td> </tr> <tr> <td>Philippines</td> <td>23.72</td> <td>20.94</td> <td>2.78</td> <td>88.3%</td> </tr> </tbody> </table>		DU* (in millions HHs)	HH pop'n	Served HH	Unserved HH	HH electrification level (%)	121 ECs	14.59	12.19	2.39	83.6%	MERALCO	6.98	6.82	0.16	97.7%	Other D.U.s	2.14	1.92	0.22	89.07%	Philippines	23.72	20.94	2.78	88.3%	Philippine Energy Plan 2017-2040	<ul style="list-style-type: none"> • Grid electrification • Barangay Line Enhancement Program (NEA) • Sitio Electrification Program (SEP) 	National Power Corporation -Small Power Utilities Group (NPC-SPUG)
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		Proportion of population with access to electricity <i>(Philippine SDG</i>					Local government units (LGUs)																									

¹⁵⁶Based on DDP 2018-2027 by DUs. Source: https://www.doe.gov.ph/sites/default/files/pdf/announcements/e_bs_epimb_01_total_electrification_by_2020.pdf

Note: Need to come up with sex-disaggregated data to surface information on power access of female-headed and male-headed households.

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					<ul style="list-style-type: none"> ER 1-94 Electrification Fund Program¹⁵⁸ Off-grid electrification NEA and DOE-PV Mainstreaming Program (PVM)¹⁵⁹ Qualified Third Party (QTP) Program¹⁶⁰ Missionary Electrification (NPC-SPUG) <p>Implement gender-responsive strategic interventions, programs and projects to support households in their shift to clean fuels</p> <p>Capacity building programs for women and men stakeholders to access sustainable energy sources</p>	Power Sector Assets and Liabilities Management Corp. (PSALM)																																	

¹⁵⁷ Available HECS data were conducted for the years 1989, 1995, 2004 and 2011 according to the PSA.

¹⁵⁸ Provision of electrification projects leading to 100% electrification of Host Communities.

¹⁵⁹ Provision of individual PV SHS to off-grid/unviable areas. Source:

https://www.doe.gov.ph/sites/default/files/pdf/announcements/e_bs_epimb_01_total_electrification_by_2020.pdf

¹⁶⁰ Provision of Generation to Distribution services to areas deemed unviable and waived by the distribution utilities (DUs). Ibid

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
2. Limited knowledge and awareness on the safe usage of energy products and services	Enhanced awareness of energy efficiency and conservation and safety practices on the use of energy products and services	<p>Percentage of women and men capacitated on energy-efficiency, conservation, and safe practices on the use of energy products and services</p> <p>Number of gender-sensitive IEC materials developed and disseminated on the safe and efficient use of energy products and services</p>	57% of women and 43% of men trained on energy-efficiency, conservation and safety practices on the use of energy products and services according to DOE GAD Accomplishment Report (AR) 2014-2018 IEC on Energy Safety Practices and Efficiency Measures (ESPEM).	40-60% distribution	<p>Intensify consumer awareness on safe and efficient energy products and services, particularly in the rural areas, in partnership with consumer welfare agencies such as the DTI</p> <p>Sustain the implementation of IEC programs and ensure that they are gender-responsive:</p> <ul style="list-style-type: none"> • <i>Safe LPG Campaigns (Ligtas na Paggamit ng LPG)</i> • <i>Other IEC campaigns on traditional fuels, biofuels (i.e., biodiesel and bioethanol), auto-LPG, compressed natural gas (CNG), and liquid natural gas</i> <p>Continue to include gender related topics in pre-membership seminars conducted</p>	DOE-CWPO DTI-CPG ERC NEA through ECs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					by Electric Cooperatives for their Member-Consumer-Owners (MCOs)	
3. Poor and unreliable quality of power supply (in public places) contribute to girls and women suffering from increased crime and violence	Decrease in incidence of crimes committed against women and children due to unlighted streets or prolonged power outages	Proportion of population who feel safe walking alone around the area where they live ¹⁶¹	No official data available. However, Social Weather Station (SWS) 2016 public safety survey results on the question: <i>“In this neighborhood, people are usually afraid to walk the streets at night because it is not safe”</i> presents that: <i>“The feeling that it is unsafe to walk in the neighborhood at night predominates everywhere, most of all in the NCR. Next is the Visayas, and then the Balance of Luzon. Mindanaoans are best off, being evenly divided on feeling that their neighborhood is safe at night. Split opinions are also found among the ABC classes and among college graduates, who presumably reside in safer, better-policed, locations.”</i> (Mangahas, 2016) ¹⁶²	Increased perception of being safe (whole country measure)	Fast track the implementation of Sitio Electrification Program (SEP). Fast track the implementation of the Strategized Total Electrification Program (STEP) which includes the Expanded Household Electrification Program (Expanded HEP) of the NEA Integrate gender considerations in the implementation and monitoring of energy projects. Partnership with concerned LGUs for the energy security	DOE NEA ERC LGUs

¹⁶¹ No data for this indicator is currently available. This is an SDG Global Indicator. This is not found in the Philippine SDG indicators and Targets.

¹⁶² Mangahas, Mahar. Surveys of Public Safety. 2016. <https://www.fef.org.ph/mahar-mangahas/surveys-of-public-safety/>

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4. Underrepresentation of women in the energy sector	Increased participation of women in the energy sector Reduced gap in the employment of women and men in the energy sector	Sex ratio of occupations in energy-related industries or fields	<p>Employed Persons by Major Industry Group and Sex Philippines: 2012-2016 (In Thousands)¹⁶³</p> <p><i>Electricity, Gas, Steam and Air Conditioning Supply Water Supply; Sewerage, Waste Management and Remediation Activities</i></p> <table border="1"> <thead> <tr> <th></th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Both Sexes</td> <td>89</td> <td>94</td> <td>86</td> <td>83</td> <td>91</td> </tr> <tr> <td>Men</td> <td>73</td> <td>80</td> <td>73</td> <td>68</td> <td>73</td> </tr> <tr> <td>Women</td> <td>17</td> <td>15</td> <td>13</td> <td>15</td> <td>18</td> </tr> </tbody> </table> <p><i>Professional, Scientific and Technical Activities*</i></p> <table border="1"> <thead> <tr> <th></th> <th>2012</th> <th>2013</th> <th>2014</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Both Sexes</td> <td>189</td> <td>194</td> <td>209</td> <td>208</td> <td>213</td> </tr> <tr> <td>Men</td> <td>103</td> <td>101</td> <td>110</td> <td>105</td> <td>107</td> </tr> <tr> <td>Women</td> <td>86</td> <td>93</td> <td>98</td> <td>103</td> <td>106</td> </tr> </tbody> </table> <p><i>*Might include other professional and technical activities not related to the Energy sector.</i></p>					2012	2013	2014	2015	2016	Both Sexes	89	94	86	83	91	Men	73	80	73	68	73	Women	17	15	13	15	18		2012	2013	2014	2015	2016	Both Sexes	189	194	209	208	213	Men	103	101	110	105	107	Women	86	93	98	103	106	50% of job opportunities in energy-related industries or fields are occupied by women (2025)	<p>Develop and implement affirmative measures on hiring, selection and promotion of women in energy occupations</p> <p>Support the enrolment of women and girls, including promotion of their employment in engineering and technology disciplines, including those in STEAM</p> <p>Undertake study on sex ratio of occupations in energy-related industries and fields</p> <p>Support the hiring and training of female engineers, line workers, and technical staff on grid intensification and</p>	<p>DOE NEA ERC TRANSCO DOST CHED</p> <p>PNOC: Attached Agencies</p> <p>Attached Corporations</p>
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¹⁶³2017 Gender Statistics in Labor and Employment. Table 3.8 - Employed Persons by Major Industry Group and Sex, Philippines: 2012-2016. P. 11-12.

Source:

<http://psa.gov.ph/sites/default/files/attachments/ird/specialrelease/2017%20Gender%20Statistics%20on%20Labor%20and%20Employment%28GSLF%29%20publication.pdf>

Retrieved on September 7, 2018.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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					<p>renewable resource technology as well as in plant or office-based facilities</p> <p>Provision of facilities to secure health and security of women and men field workers</p> <p>Strict implementation of Equal Opportunity Principle, and Merit and Fitness in selection, hiring and promotion of employees</p> <p>Policy issuance mandating equal representation of men and women in technical positions</p>	
5. Limited visibility of women, as a group, in public consultations and limited influence on energy	Enhanced representation and participation of women as stakeholders in energy development, utilization and conservation	Percentage of women and women's groups in public consultations and decision-making	<p>No official data available; however, there are studies confirming public sector consultations.</p> <p>DOE conducts year-round public consultations on various energy issues and concerns. Monitoring of female participants is done through the DOE attendance sheets, which have a column on sex classifications.</p>	<i>To be determined</i>	<p>Enhance the participation and representation of women in [energy] decision-making</p> <p>Mobilize women and women's groups including IPs to participate in public</p>	DOE NEA ERC TRANSCO PSALM

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
decision-making		<p>bodies concerning energy matters¹⁶⁴</p> <p>Percentage of energy sector consultations conducted by duty bearers that are participated equitably by women workers and employees and women's groups</p> <p>Percentage of women IPs participating in consultative activities to obtain free and informed prior consent</p>			<p>consultations on energy programs and projects including campaigns on energy efficiency and conservation</p> <p>Issuance of policy by the DOE to mandate the submission of project proposals that identify sex-disaggregated data of public consultation participants</p>	
6. Limited gender responsiveness of energy policymaking	Enhanced responsiveness of energy policies, plans, programs and projects of gender and development concerns	Number of policies and plans, with gender perspective developed and implemented	GAD strategic framework and tool for mainstreaming gender in the energy sector developed by DOE in 2015	Philippine Energy Plan 2012-2030 mainstreamed with gender perspectives by 2022 (mid-term)	Improve the collection of sex-disaggregated data and gender-related indicators concerning energy development, utilization and conservation	DOE NEA ERC TRANSCO Other concerned agencies

¹⁶⁴ NCIP to include the number of sector consultations conducted with IPs to consult them on big-ticket energy projects, particularly in obtaining the free and prior informed consent (FPIC) of indigenous cultural communities.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Adopt GAD mainstreaming as a cross-cutting concern in energy sector planning, policymaking</p> <p>Institutionalize the use of GAD Checklist in evaluating the gender-responsiveness of locally funded and foreign-assisted energy projects</p>	
7. Limited gender balance in the management and decision-making of energy agencies	Increased representation of women in the management and decision-making posts of energy agencies	Percentage of management and decision-making posts in energy agencies occupied by women	<p>As of end of 2017, one out of 11 members of the DOE Executive Committee (Undersecretaries and Assistant Secretaries); 9 out 20 members of the DOE Management Committee (Bureau and Asst. Bureau Directors, Service and Field Office Directors</p> <ul style="list-style-type: none"> Regular Division Chiefs 41: F 15, M 26 OIC Division Chiefs 8: F 5; M3 	Gender balance (or 40% ¹⁶⁵) in management and decision-making posts attained	<p>Propose affirmative action measures to accelerate women's representation in management and decision-making posts, including technical posts</p> <p>Provision of trainings/education for professional advancement</p>	DOE NEA ERC TRANSCO PSALM Other concerned agencies
8. Lack of awareness of gender issues among	Increased awareness of gender issues among energy agency/sector	Level of gender awareness/knowledge and gender sensitivity of men and women	Level 2 or Level 3 – GMEF level of DOE in 2015	Maintain Level 3 or better	Sustain capacity building on gender and development	DOE NEA ERC TRANSCO PSALM

¹⁶⁵Based on the gender balance target set by the Magna Carta of Women Implementing Rules and Regulations (MCW-IRR).

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
employees and consultants in the energy sector	<p>workers, including top management</p> <p>Increased knowledge and skills of energy agency employees and top management on the application of GAD tools in policymaking, planning, and budgeting.</p> <p>Enhanced gender-responsiveness of energy policies, programs, and projects as a result of enhanced GAD competencies</p>	<p>officials and personnel in the energy sector, e.g. energy agencies</p> <p>Level of competency of energy-related agencies on the application of gender mainstreaming framework, processes, tools and instruments</p> <p>Proportion of energy sector agencies that increased their organizational GMEF levels within a given timeframe</p>			Institutionalize GAD policies, programs, tools and frameworks on gender mainstreaming	Other concerned agencies

STRATEGIC GOAL AREA 6

**Enhanced Women's Participation, Leadership and Benefits
in Politics and Government Service**

CHAPTER 13 WOMEN AND POLITICS

Women's right to participation and representation in all spheres of life is vital in fully realizing their role as agents and beneficiaries of development. Women comprise half of the country's population, and yet they hold only about one-fifth of government elected positions. Politics is a sector which has always been dominated by men. It is just recently that an increasing number of women is showing models of effective leadership, and which could only positively influence more women to enter politics. Globally, among the countries that have achieved significant results in curbing the surge of COVID-19 cases are led by women.¹⁶⁶

Early research done by a team of economists and published by the Center for Economic Policy Research and the World Economic Forum¹⁶⁷, suggests that countries led by women had "systematically and significantly better" COVID-19 outcomes. To some extent, the researchers claim that this may be explained by the proactive policy responses the women leaders adopted. Even accounting for institutional context and other controls, being female led has provided countries with an advantage in the COVID-19 crisis. Examining what is already known about the gender differences in behavior (i.e., in leadership style and risk-taking or risk aversion) from a variety of disciplines gave the researchers some insights into the observed differential behavior of female and male leaders in tackling the current pandemic and in producing better outcomes.

While the country has made great strides in promoting and increasing women's political participation, with two women having held the highest position in government as President, the proportion of women in politics is still below the 30 percent "critical mass", which scholars identify as the minimum percentage necessary for a minority group to be able to influence decision making. In the 2019 national and local elections, only 20 percent (4,180) of the elected candidates were women.¹⁶⁸

The prevailing patriarchal norms and values, and gender stereotypes continue to impede women's representation in politics. The view that politics is the realm of men while women remains to be viewed as weak, emotional and indecisive discourage voters from voting for women candidates. There is also the perception that male candidates are more likely to be elected, hence, political parties would usually prefer to finance their electoral campaigns over women candidates.

The constraints that hinder women's political participation are many and multi-faceted and calls for the adoption of temporary special measures to facilitate and accelerate women's entry into politics. Some of the widely acceptable strategies include the adoption of a gender quota system. The Philippines Magna Carta of Women provides the wide-ranging requirement for women to be represented in all decision-making bodies including in politics. However, more than the numbers and equally important is building the capacity and enhancing women's confidence, leadership, and decision-making in influencing policy discussions and in setting the agenda in those discussions. In addition, voters' education must include addressing the myths about women's weaknesses as political leaders.

¹⁶⁶ Much has been written about women heads of state of the following countries which have waged successful containment and management of the COVID-19 pandemic: New Zealand, Taiwan, Iceland, Germany, Denmark, Norway, Finland.

¹⁶⁷ <https://voxeu.org/article/women-leaders-are-better-fighting-pandemic>

¹⁶⁸ COMELEC. Number of Candidates and Elected Candidates per Elective Position by Sex (May 13, 2019 National and Local Elections). Data provided to PCW on October 19, 2021.

The exemplary leadership that has been shown by women heads of state in the current pandemic augurs well for changing traditional beliefs and misconceptions about women’s capacity for leadership.

Progress Towards Outcomes

Towards **improved women’s representation in politics**, the COMELEC and its regional offices continued undertaking various Gender Sensitivity and Inclusivity Seminars (GESIS, formerly referred to as Women in Elections Seminar via online platforms. COMELEC has also utilized the power of social media by publishing various Information, Education, and Communication materials to increase public awareness on the importance of diversity in politics and to educate and encourage young voters to register and exercise their right.

The Philippine Information Agency (PIA) also produced and published online press releases on voter’s registration and helped COMELEC advisories and releases to reach a wider audience by publishing them via the PIA website, e-publication of partners and PIA e-magazine (through Bullet.line; <https://issuu.com>).

Meanwhile, the House of Representatives reactivated their GAD Focal Point System and conducted various Gender Sensitivity Training for its employees. Through their efforts, **HB 7179** was approved in the Committee on Women and Gender Equality. The bill mandates political parties to craft and implement a clear women and gender and development agenda and program consistent with their party philosophy and ideals; and reiterates the required women’s representation in political parties (leadership and candidates) to be aligned with the MCW provision, wherein the percentage of either men or women shall not be less than forty percent (40%) nor more than sixty percent (60%). The House of Representatives also conducted seminars and webinars about women leaders, an all-women session during women’s month (wherein women assumed key positions in the House to lead discussions) and launched and distributed the “How to be a Gender-Responsive Legislator” handbook to members of the House, in partnership with the Philippine Commission on Women.

As voters, Filipino women are showing a high level of participation. Political analysts note that if there is a way to harness this into a “women’s vote”, women can be a formidable political force. In the senatorial election in 2019, 51 percent of the 62 million who registered were women; and of the 47 million who voted, 76.5 percent were women.¹⁶⁹

Priority gender issues, outcomes, and strategies for the remaining period of the Plan remain unchanged. However, given the risks that have been exposed by the COVID-19 crisis on women’s political inclusion, analysis and policy briefs have been published to help countries systematically push for gender-inclusive institutional and policy reforms to ensure that gains so far achieved in women’s political participation are not reversed.

Key Strategies

Gender Issue	Strategies
Women continue to be disproportionately represented in elected positions and in political parties and organizations	<ul style="list-style-type: none"> Undertake temporary special measures and make the necessary electoral reforms in order to create a more enabling environment for women’s political participation and representation

¹⁶⁹ Civil and Political Rights Caucus organized by former CHR Chair Etta Rosales for the 1sambayan Women’s Townhall Meeting for the 2022 national and local elections.

Gender Issue	Strategies
	<ul style="list-style-type: none"> • Create a platform for dialogue with political parties to promote awareness on the issues of women and politics, as well as advocate the inclusion of women in their party membership, hierarchy and electoral nominating processes. • Encourage political parties to make dedicated funding available to female candidates and encourage party leaders to ensure gender balance when recruiting qualified female candidates.
<p>Prevailing norms, values and gender stereotypes hinder women from successfully entering politics.</p>	<ul style="list-style-type: none"> • Create a network of support from media, CSOs, and private sector which will advocate for the inclusion of women and gender equality in political party platforms. • Encourage CSOs and WROs to support qualified female candidates • Strengthen and support feminist networks with whom women candidates could have continuing dialogues; having women in decision making bodies alone is not sufficient to ensure gender-sensitive policies - female and male politicians need to be informed by and accountable to gender and social justice movements and networks. • Address women’s security needs in the context of the documented increase in gender-based violence during the pandemic and heightened risks of overall insecurity, additional measures are needed to ensure the security of female political leaders and advocates both offline and online. • Develop IEC materials to increase awareness and correct prevailing norms and gender stereotypes that deny the recognition of women’s rights and capacity to assume leadership and decision-making roles and, ultimately, hamper their participation in political processes. • Strengthen voters’ education programs to intensify focus on GEWE and how women help in agenda-setting that is more reflective of women’s and men’s experiences and priorities • Mobilize local officials in advocating for better representation of women in politics
<p>Lack of opportunities for most women to develop knowledge and skills in politics and governance</p>	<ul style="list-style-type: none"> • Develop a platform to synchronize programs for building leadership skills of women in close collaboration and partnership with political parties, CSOs and local government leagues and associations

Gender Issue	Strategies
	<ul style="list-style-type: none"><li data-bbox="560 271 1372 360">• Advocate with political parties to give women potential candidates equal exposure during political processes and activities.

CHAPTER 13: WOMEN AND POLITICS

Overall Strategic Outcome: Improved enabling environment for women to vote, campaign, hold political office and speak out on behalf of their constituents, supported by a changing culture that values women’s participation and contribution to good governance through politics

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. Women continue to be disproportionately represented in elected positions and in political parties and organizations	Improved representation of women in politics	Percentage of women in national and local elective positions	<p>2016 Number of Elected Candidates per Elective Position by Sex <u>National Position – 28.77%</u> President – 0 Vice-President – 100% Senate – 16.67 % Party-List Representation – 30.51%</p> <p><u>Local Positions – 21.42% (excluding ARMM)</u> House of Representatives – 28.57% Governor – 23.46% Vice-Governor – 18.52% Member, Sangguniang Panlalawigan – 19.85% Mayor – 23.07% Vice-Mayor – 19.65% Members, Sangguniang Panlungsod/Bayan – 21.40%</p> <p><u>ARMM Elections – 15.38%</u> Regional Governor – 0 Regional Vice-Governor – 0 Member, ARMM Regional Assembly – 16.67%</p>	40-60% for either sex (wherein neither sex comprise less than 40 percent nor more than 60 percent of the total number)	Undertake temporary special measures and make the necessary electoral reforms in order to create a more enabling environment for women’s political participation and representation Create a platform for dialogue with political parties to promote awareness on the issues of women and politics, as well as advocate the inclusion of women in their party membership, hierarchy and electoral nominating processes.	COMELEC Central office and Regional Offices, LGU, DEPED, SUCs
		Percentage of women candidates vis- a-vis share in national and local elective positions (BPfA Core GAD – Tier 1)	<p><u>National Elections</u> Senate – 16.67% (2 out of 12) Party-List Representation – 30.51% (18 out of 59)</p> <p><u>Local Elections</u></p>	40-60% for either		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			House of Representatives (district seats) – 28.57% (68 out of 238) Local government – 21% (3,784 out of 17,746 excluding ARMM)			
		Percentage of women members and leaders in political parties (MCW 14 –Tier 2)	Number of Candidates by Party Affiliation National Elections – 11 out of 177 Local Elections – 8, 643 out of 44,619	40-60% for either sex		
		Percent of political parties with expressed agenda for gender equality and women’s empowerment	<i>To be determined</i>	<i>To be determined</i>		
2. Prevailing norms, values and gender stereotypes hinder women from successfully entering politics.	Increased awareness of the public, men and women, on the importance of diversity or having the perspectives of both men and women in politics	Number of women’s groups organized and/or strengthened to lead in transformative politics at the local level [DILG to provide baseline]	<i>To be determined</i>	<i>To be determined</i>	Create a network of support from media, CSOs, and private sector which will advocate for the inclusion of women and gender equality in political party platforms. Encourage CSOs and WROs to support qualified female candidates	COMELEC, DILG, Dep Ed, SUCS

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Strengthen and support feminist networks with whom women candidates could have continuing dialogues; having women in decision making bodies alone is not sufficient to ensure gender-sensitive policies - female and male politicians need to be informed by and accountable to gender and social justice movements and networks.</p> <p>Address women's security needs in the context of the documented increase in gender-based violence during the pandemic and heightened risks of overall</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>insecurity, additional measures are needed to ensure the security of female political leaders and advocates both offline and online.</p> <p>Develop IEC materials to increase awareness and correct prevailing norms and gender stereotypes that deny the recognition of women's rights and capacity to assume leadership and decision-making roles and, ultimately, hamper their participation in political processes.</p> <p>Strengthen voters' education programs to</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>intensify focus on GEWE and how women help in agenda-setting that is more reflective of women's and men's experiences and priorities</p> <p>Mobilize local officials in advocating for better representation of women in politics</p>	
3. Lack of opportunities for most women to develop knowledge and skills in politics and governance	Local and national organizations value and include women in governance structures and mechanisms enabling them to exercise their voice	Presence of national and local policies providing women equal opportunities to be represented in local, sub-national, national and international governance bodies	<p>RA 9710: Magna Carta of Women, Section 11: Women's Participation and Representation</p> <p>RA 8371 provides that at least 2 of the 7 Commissioners of the National Commission on Indigenous Peoples (NCIP) shall be women.</p> <p>RA 9997 specifies that one of the 9 full-time members of the National Commission on Muslim Filipinos shall come from the women sector.</p> <p>For local elective positions, the Local Government Code (R.A. 7160) provides that local legislative bodies – the <i>Sangguniang Panlalawigan</i> (Provincial Council),</p>	<i>To be determined</i>	<p>Develop a platform to synchronize programs for building leadership skills of women in close collaboration and partnership with political parties, CSOs and local government leagues and associations</p> <p>Advocate with political parties to give women</p>	COMEL EC PCW

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<i>Sangguniang Panlungsod (City Council) and the Sangguniang Bayan (Municipal Council) – shall each have 1 sectoral representative from the women sector.</i>		potential candidates equal exposure during political processes and activities.	
		Number of NGAs with capacity building programs to strengthen women's leadership capacity	<i>To be determined</i>	<i>To be determined</i>		

CHAPTER 14 WOMEN AND THE CIVIL SERVICE

Across the globe, women are at the helm of institutions carrying out effective and inclusive COVID-19 responses, from the highest levels of decision-making to frontline service delivery.¹⁷⁰ Countries that are led by women such as Taiwan, New Zealand, Denmark, Finland, Iceland, Germany, and Slovakia have been internationally recognized for the effectiveness of their response to the pandemic. These women leaders were proactive in responding to the threat of the virus, immediately implementing physical distancing restrictions, seeking expert and science-based advice to inform health strategies, and unifying the country around a comprehensive response with transparent and compassionate communication.

Women's leadership during the pandemic response adds to the body of knowledge that supports the idea that having women at the top is good for everyone. This has been the advocacy for decades, that the presence of women leaders in national, local and community level governance leads to an increase in policy making that advances rights, promotes equality, and improves quality of life for those who are overlooked or marginalized in society.

In the Philippines, women in the government service have also exhibited and been recognized by the CESB awards program for excellence and capacity as public managers.

This chapter of the GEWE Plan takes the example shown by women in leadership positions as a rallying point to further push and ensure balanced representation of women and men in decision-making bodies, inclusion of their expertise, and funding for gender-responsive interventions in development planning, and particularly during the recovery period following the pandemic.

Progress Towards Outcomes

Given the COVID-19 crisis and the need to address government-wide concern about changes in the regular planning, budgeting, and reporting related to gender and development, the Philippine Commission on Women issued guidance to all national government agencies and instrumentalities to calibrate existing GAD plans and budgets to give priority to gender issues that arise from the pandemic. The memorandum circulars cover GAD programs, projects and activities including gender equality issues among government workers (organization-focused):

- ✓ *Memorandum Circular 2020-03: Adjustment and/or Implementation of the FY 2020 GAD Plan and Budget (GPB) in view of the COVID-19 Situation* enjoining government agencies and instrumentalities to review and revise, as necessary, their FY 2020 GPB to implement GAD programs, projects and activities that address gender equality issues and concerns that arise from the pandemic.
- ✓ *Memorandum Circular 2020-05: Preparation and Online Submission of Fiscal Year (FY) 2021 Gender and Development (GAD) Plans and Budgets* which require government agencies to prioritize addressing gender issues brought about by the COVID-19 pandemic that are within their respective mandates as part of their FY 2021 GPB.

Women's representation in decision-making in the public domain remains uneven with very low 9 percent representation in the Cabinet but close to target and within the gender equal proportion of between 40-60 percent for either sex. There is a long way to go before achieving the target for women Supreme Court justices, however, the numbers are already above target for women judges in the Lower Courts.

¹⁷⁰ <https://www.unwomen.org/en/digital-library/publications/2020/06/policy-brief-covid-19-and-womens-leadership>

Targets	% Women, 2019	% Women, 2020	% Women, 2021	Remarks
By 2025, at least 40% women in the Cabinet/Line Departments	9%	9%	9%	2 out of 22 (<i>DepEd, DOT</i>)
at least 50% women in the Third Level positions by 2025	42% Male: 1,126 Female: 817	43% Male: 1097 Female: 815	43% ¹⁷¹ Male:1132 Female: 843	Source: CESB
at least 40% women Justices in the Supreme Court by 2025	-	-	21% 3 out of 14	Source: https://sc.judiciary.gov.ph/justices/
at least 50% women Judges in the Lower Court by 2025	49% Male: 924 Female: 971	53% Male: 938 Female: 1,068	-	

Women in the Civil Service, CSC, 2019

Level and Rank	Women	Men	% Women
Career positions	799,820	742,071	52%
First Level	140,133	256,275	35%
Second Level	659,687	486,796	58%
Third Level ¹⁷²	1,126	817	42%
Non-Career	79,704	107,046	43%
Co-terminus positions	13,497	20,873	39%
Casual employees	39,784	55,804	42%
Contractual	22,105	14,441	60%
Elective Positions	4,318	15,928	21%

The Career Executive Service Board has noted a slight increase in the number of women in the third level, from 42 percent in 2019 to 43 percent in 2020 and 2021. These are the middle management positions composed of Career Executive Service Officers (CESOs), Career Executive Service Eligible (CESEs), and Career Service Executive Eligible (CSEEs).

The number of women in the third level vis-à-vis the number of men, slightly increased from 2016-2017 but fell back down and even got lower than the 2015 proportion by the end of 2019. Recognizing that at the end of the day, appointment to Third Level positions in government is done by the President, the CESB understands that they need to ensure that both women and men are given equal opportunity to be an eligible and thus qualify for permanent third level positions through its four-stage eligibility process which is open to everyone meeting the

¹⁷¹ as of August 2021

¹⁷² Data source: CESB

qualifications, and where women have been observed to perform well. The other route where women is given equal chances is through the Executive Placement Program for the career executive service eligible.

During the reporting period, the following policies beneficial to women in government service were issued:

- CSC Resolution No. 2000912, Guidance on alternative working arrangement that provides for pregnant women and nursing mothers, PWDs to be among those employees who shall be on work-from-home arrangement.
- Rules and procedures for availing of maternity leave, paternity leave, adoption leave, and other leave privileges for civil servants.
- CSC Resolution No. 2100020 amending the Omnibus Rules on Leave (CSC Memorandum Circular No. 41, s. 1998, as amended) to align its provisions with Republic Act 11210 or the “105-Day Expanded Maternity Leave Law” and its implementing rules and regulations; followed by a clarificatory note which allowed for retroactive application of the maternity leave benefit, stating that female employees who were qualified to receive such benefit beginning 11 March 2019, or the effectivity date of RA 11210, but were granted less than 105 days, may resume their remaining maternity leave and receive the equivalent pay.

Noted to have facilitated the continuing progress in gender equality and gender mainstreaming capacity development of the government is the CSC partnership with Australia Awards and Alumni Engagement Program in the Philippines. The program delivered a short course on Gender, Equity, Disability and Social Inclusion (GEDSI) mainstreaming to key Philippine civil service agencies from June 2020 to March 2021. The course was designed to improve the competency of participants and improve GEDSI outcomes of their respective agencies. Since its launch, the course has been equipping participants with knowledge and tools to lead change in a public sector context and implement effective GEDSI mainstreaming policies and action. Course participants described the course to have equipped them with a deeper understanding of the importance of working towards inclusive development that leaves no one behind, particularly as the country recovers from the pandemic.

Women exemplars in the public service abound. An example is featured in the boxed story below lifted from the Public Manager, the official newsletter of the Career Executive Service.¹⁷³

DOLE Director Dominique Tutay Hailed as Career Executive Service VIP Awardee

Continuously proving to everyone that women are strong contributors to our society, Department of Labor and Employment Director IV Dominique R. Tutay, CESO III was conferred the Career Executive Service Very Innovative Person award.

Director Tutay rose from the ranks and was appointed Director IV in 2008. She now heads the Bureau of Local Employment which is responsible for promoting full employment through facilitation of the access of jobseekers to employment opportunities. Given the country’s high youth unemployment and the slow school-to-work transition period, she collaborated with the Government of Canada and the Asian

¹⁷³ The Public Manager, Official Newsletter of the Career Executive Service chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.cesboard.gov.ph%2F2018%2FPublic%2520Documents%2FPublic%2520Manager%2F2017%2F3rd.pdf&clen=10072002&chunk=true

Development Bank in developing the JobStart Philippines Program which enhances employability of “at risk” youth to improve their integration into productive employment. Through her leadership and cooperation, the program achieved a 78 percent placement rate; shortened the job-search period to about four to five months as opposed to one to four years based on a study conducted by the ADB; mobilized funding for the program (budget already included in the General Appropriations Act even prior to the passage of the JobStart Act, with additional grant from the Canadian Government); and increased youth beneficiaries to 4,600. She also pushed for the passage of Republic Act No. 10869 or the JobStart Philippines Act that would ensure continuous implementation of the program.

A passionate advocate and a proactive leader, Director Tutay also led the transformation of the two-decade old Philippine Labor Market Information System (LMIS) to PhilJobNet which now serves as the main platform for job-skills matching in the labor market. She is also recognized for developing and operationalizing the Community-Based Employment Program (CBEP) Online Monitoring and Reporting System which captures jobs generated from projects funded by national government agencies, government owned-and-controlled corporations, and government financial institutions.

Director Tutay’s trailblazing career in DOLE not only provides inspiration to the agency’s employees but also to all women leaders who make a difference.

The *Department of Foreign Affairs* by end of 2020 had a slightly higher women staff (54%) but women in top management remains at a much lower 38 percent. As of end of 2019, the DFA had achieved gender balance in six Foreign Service Posts and 28 Posts had achieved the MCW requirement of a 40-60 proportion between women and men. In 2020, women were well represented in the Foreign Service Officers pool.

Foreign Service Officers, DFA, 2020

Level	Male	Female
I	60%	40%
II	48%	52%
III	45%	55%
IV	38%	62%

The DFA identifies several initiatives that seem to be helping the agency comply and achieve results related to the requirements of the Magna Carta of Women. One of these is their GAD Agenda 2019-2022, with an emphasis on Organizational Development to implement and monitor initiatives in strengthening the capacities of men and women personnel in ensuring that gender mainstreaming is in place.

Aligned with the Civil Service Commission principles of merit and fitness, and the Magna Carta of Women goals of providing women with equal employment opportunity, DFA ensures that hiring and promotion are open to all qualified and interested applicants, regardless of age, gender, civil status, disability, religion, ethnicity, social status, or other similar factors.

The department also continues to run various GAD training/seminars for top management and women officers to increase their gender sensitivity and enhance their skills in gender mainstreaming. Foreign-funded programs on women leadership have also been helpful, as well as the publication of Women in Diplomacy Book in October 2019, which highlighted the

experiences and stories of remarkable women ambassadors in the Foreign Service, providing good models for women in the department.

Compared to its 2018 baseline data, the *Commission on Audit* sustained the proportion of its female personnel from 2019 to 2021 to an annual average of 64.5 percent overall; second level positions at 66 percent; and first level position at 45.5 percent. COA has successfully surpassed the national target of 50 percent women in third level position in the career service.

Classified according to technical positions, the annual average for the 4-year period (12018-2021) shows that COA is a big employer of women, except among engineers:

Accountancy	79% Female
Certified Public Accountant	68% Female
Engineer	25% Female
IT Officer	41% Female
Lawyer	52% Female

Towards **maximizing the potential of women in government service in achieving gender-responsive governance**, the PCW continuously build its network of GAD resource pool members from across the government, including academic institutions, LGUs, and women NGOs. Members of the pool who are from the government are indicated in the table below.

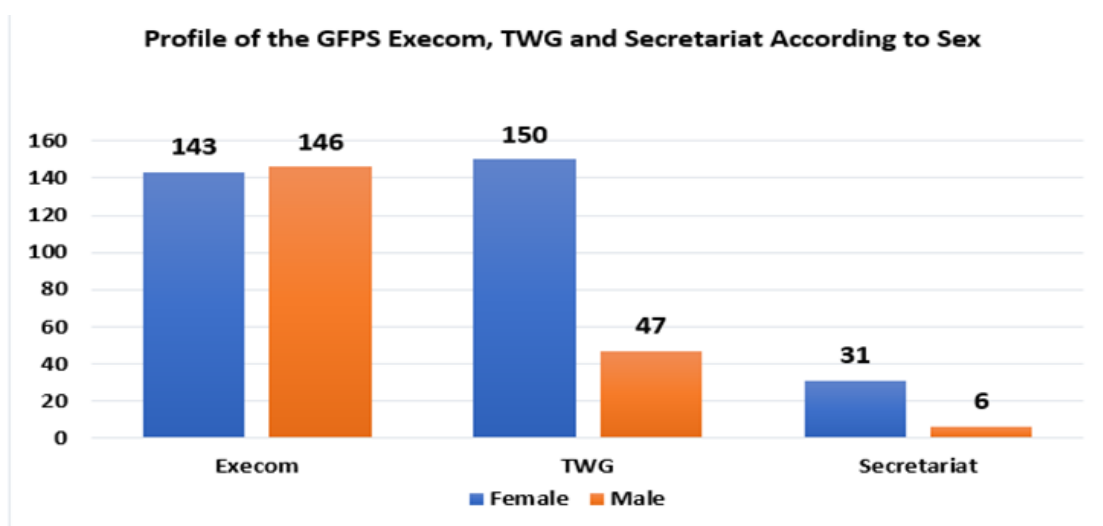
Number of National GAD Resource Pool Members in the Government Service, PCW

Classification	2019 <i>Total: 90</i>	2020 <i>Total: 76</i>	2021 <i>Total: 67</i>
By Sex			
Female	73 (81%)	60 (79%)	51 (76%)
Male	17 (19%)	16 (21%)	16 (24%)
By Sector			
Members from National Government Agency	47	39	32
Members from State University and College	30	26	26
Members from Local Government Unit	13	11	9
By Level of Positions			
1 st level position in civil service	1	0	0
2 nd level position in civil service	74	64	50
3 rd level position in civil service	11	10	9
Non-career service	4	2	2

The other mechanism that is in place and is key to achieving gender responsive governance is the GAD Focal Point System. While a good number of them have submitted their profiles to the PCW, 57 in 2018, and 107 in 2020, an assessment as to their functionality has not been done and will need to be undertaken to learn lessons that will inform how they might be strengthened and made more effective moving forward.

The figure below shows the distribution of the GFPS Executive Committee, Technical Working Group, and Secretariat according to sex. A positive observation is the fact that at the ExCom level there is almost an equal number of men and women. This works well given that gender mainstreaming in the government needs to be pushed by both women and men. As in any other governance mechanism, an equal representation of the sexes across the levels of the Focal Point system is ideal.

Figure 6.



Towards passing the **Women’s Priority Legislative Agenda (WPLA)**, only two of the 12 listed priorities have so far been passed in the 17th Congress. These are: RA 11210 or the “105-Day Expanded Maternity Leave Law” and RA 1313 or the “Safe Spaces Act” which expands the Anti-Sexual Harassment Law.

The remaining 10 proposed legislative measures have been carried forward to the 18th Congress. The proposed bill to Amend the Anti-Rape Law was approved by the House of Representatives while in the Senate it is already pending for Second Reading. Although not part of the WPLA, but is critical for girls is the bill prohibiting early child and forced marriage which is due for bicameral stage.

In November 2021, the PCW Board of Commissioners approved a new set of WPLA composed of the 10 brought forward from the previous list plus three new recommendations from CSOs and WROs. The new Women’s Priority Legislative Agenda for the 19th Congress are as follows:

1. Ensuring Women's Equal Rights in Marriage and Family Relations (Amending Articles 14, 96, 124, 211, 225 of the Family Code)
2. Amending Article 55 of the Family Code to Include All Forms of Violence as Stated in RA 9262
3. Reinstating Divorce in the Philippines
4. Strengthening the Provisions of RA No. 8353 (Amending the Anti-Rape Law)
5. Enacting the Anti-Prostitution Law that Penalizes the Demand Side (Repealing Articles 202 & 341 of the Revised Penal Code)
6. Amending the Discriminatory Provisions of Article 247 of the Revised Penal Code
and Consider the Act as Mitigating Circumstance
7. Eliminating Gender Bias in Adultery and Concubinage (Amending Articles 333 and 344, Repealing Article 334 of the Revised Penal Code)
8. Enacting Special Protections Against Online Sexual Abuse and Exploitation of Children (OSAEC) Law
9. Enacting SOGIE EQUALITY Law
10. Enacting Dignity for Women in Conflict with the Law Act
11. Enacting a Women’s Political Participation and Representation Law
12. Enacting a Magna Carta of Workers in the Informal Economy

13. Amending the Safe Spaces Act Providing Penalties for gender based and sexual harassment in the Workplace, Educational and Training Institutions

Relatedly, PCW partnered with the House of Representatives Committee on Women and Gender Equality to revise the handbook on "*How to be a Gender-Responsive Legislator*". It provides guidance to legislators, their staff and advocates in promoting women's rights as human rights. The PCW also continued providing gender training for the staff of the House of Representatives and the Senate, on how to mainstream gender in legislation through the How to be a Gender Responsive Legislator training organized by International Development Law Organization Philippines, UN Women and PCW.

Main constraint to passing more progressive laws that will eliminate remaining discriminatory practices are the conservative perspective among legislators and their aversion to what they feel to be overly controversial issues.

CHAPTER 14: WOMEN AND THE CIVIL SERVICE

Overall Strategic Outcomes: Increased representation of women in decision-making in the public service; discriminatory practices against women in the civil service is significantly reduced; data systems in support of gender sensitive and evidence-based reporting and decision-making are significantly improved and routinely used for analysis and decision-making by government.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
1. All other government agencies remain under-represented in decision-making in the public domain	<p>Women enjoy equal access to decision-making and agenda-setting in government</p> <p>Women in the government service are empowered change agents for gender-responsive governance</p>	Proportions of positions (by sex, age, rank, persons with disabilities and population groups) in public institutions (public service, including judiciary) compared to national distributions (SDG 16.7.1)	<p><u>Career:</u> (Aug. 2017) Female – 62.2% (976,798) Male – 37.8% (592,787)</p> <p><u>First level:</u> (Aug. 2017) Female – 46.7% (168,643) Male – 53.3% (192,106)</p> <p><u>2nd level:</u> (Aug. 2017) Female – 66.9% (808,155) Male – 33.1% (400,681)</p> <p><u>Third level:</u> (July 2018) Female – 43.1% (827) Male – 56.8% (1,091)</p>	Maintain a 40%-60% proportion of women and men in the different ranks and levels in the public service (executive and judiciary)	<p>Support women's expanded participation and leadership in public institutions</p> <p>Contribute to the availability of up-to-date information on gender equality in public service and of evidence and analysis to facilitate informed policy and decision-making.</p> <p>Develop a roster of women eligible for managerial executive positions in government, indicating the positions they presently occupy whether in the private or public sector and taking into consideration appropriate training, experience and education required or desirable for the</p>	<p>CSC CESB DFA SC JBC Foreign-Based Government Agencies (FBGAs) – DFA, OWWA, DOLE, DSWD, etc. OP-PMS, GCG</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<p><u>Non-career:</u> (Aug. 2017) Female – 43.2% (82,529) Male – 56.8% (108,388)</p> <p><u>Coterminous:</u> (Aug. 2017) Female – 40.9% (14,484) Male – 59.1% (20,957)</p> <p><u>Casual:</u> (Aug. 2017) Female – 41.7% (40,245) Male – 58.3% (56,211)</p> <p><u>Contractual:</u> (Aug. 2017) Female – 60.1% (23,797) Male – 39.9% (15,781)</p> <p><u>JO/COS:</u> (Aug. 2017) Female – 40.8% (269,692) Male – 59.2% (390,698)</p>	<p>at least 40% women Justices in the Supreme Court by 2025</p> <p>at least 50% women Judges in the Lower Court by 2025</p>	<p>position (CSC and CESB as per MCW-IRR) (Source also from DTI for the private sector)</p> <p>Undertake proactive measures to strengthen the capacities of women executives and managers, including those in foreign service posts particularly on GEWE laws and transformative leadership</p> <p>Include gender equality and women’s empowerment laws and accountability of public institutions under the law in existing executive-managerial competencies and skills training programs of government executives and managers</p> <p>Develop and implement programs to further balance the representation of women and men in the</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<p><i>Source: Civil Service Commission, Inventory of Government Human Resources, August 2017</i></p> <p><u>SC Justices:</u> (Jan. 2019) Female – 14.3% (2) Male – 85.7% (12)</p> <p><u>Lower Court Judges:</u> (2015) Female – 44% (747) Male – 56% (952)</p>		<p>bureaucracy, including those in the foreign service</p> <p>Enhance policies and programs on hiring, promotion and other personnel movement to further balance the representation of female personnel in the COA, especially for technical positions.</p> <p>Conduct promotional activities on women's capacity and contribution as decision-makers in the public service</p> <p>Develop guidance for all personnel in government on expected behavior and practices following the mandate of the MCW (to address remaining discriminatory biases</p>	
		Percentage of government ministerial positions occupied by women (UNESCAP MD-SI 7 – Tier 1)	<p><u>Cabinet level:</u> (Feb. 2018) Female – 8.9% (4) Male – 91.1% (41)</p> <p><u>Line Department Secretaries:</u> (Feb. 2018) Female – 12% (3) Male – 88% (22)</p> <p><i>Source: Official Gazette</i></p>	At least 40% women in the Cabinet/Line Departments		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Proportion of women appointed to third level positions in agencies (WEDGE 14 – Tier 1	Female: 815 (43%) Male: 1,081 (57%) <i>2018 CESB data</i>	at least 50% women in the Third Level positions by 2025	that work against women)	
		Proportion of women eligible for appointment to 3rd level/ executive managerial positions (BPfA) + Core GAD – Tier 2)	<i>To be determined</i>	<i>To be determined</i>		
		c (SDG 5.5.2)	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of Foreign Service Posts that had achieved gender balance in their staff complement (Source: DFA)	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of women and men foreign service officers (FSOs) (Source: DFA)	<i>To be determined 2019:</i>	<i>To be determined</i>		
2. Discriminatory practices and acts persist despite a legal framework for the promotion of gender equality and	Government agencies have zero tolerance for sexual harassment policy	Number of agencies with written policy	2019:	2025:	Undertake policy advocacy and legal reforms to address remaining discriminatory provisions in existing laws, harmonize legislation with the MCW and address other policy gaps.	PCW, House of Representatives Senate, OP-PLLO, DOJ
	Public service models strict enforcement of non-	Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-	13 Women Priority Legislative Agenda (WPLA) in the 19 th Congress:	50% of WPLA passed during the 19 th Congress		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
women's empowerment in the country	<p>discrimination as provided by law.</p> <p>Improved awareness among all public service personnel about their role and responsibility for advancing gender equality</p> <p>Remaining discrimination in law had been remedied through the passage of WPLA</p>	<p>discrimination on the basis of sex¹⁷⁴ (SDG 5.1.1)</p> <p>Degree of harmonization of national legislations with the Magna Carta of Women (Indicator No. IO-2.29)</p>			<p>Undertake activities to address the conservative perspective among legislators and their aversion to controversial issues.</p> <p>Institutionalize a GO-NGO mechanism for partnership and cooperation in support of the WPLA</p>	
3. Inadequate data systems to support gender sensitive and evidence-based reporting on policies and programs and decision-making	Data systems in government (for personnel, and program/project management, monitoring and reporting) support gender sensitive and evidence-based reporting and decision-making	<p>Proportion of national government agencies (Departments) that have policies for sex-disaggregated data systems (for both administration and program management reporting)</p> <p><i>Numerator: Departments with system for SDD</i></p>	<i>To be determined</i>	<i>To be determined</i>	Intensify a whole-of-government effort to implement the MCW's requirement for the generation and maintenance of gender statistics and sex-disaggregated databases to aid in planning, programming	<p>CSC DFA PCW DILG CHED, GCG. LWUA, OP- PMS All other government agencies</p>

¹⁷⁴ The Philippines SDGs. Goal 5. Achieve Gender Equality and Empower All Women and Girls.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<i>Denominator: total number of Departments</i>			and policy formulation. ¹⁷⁵	
4. Need to enhance the effectiveness of the GAD Focal Point System in the government	GAD Focal Point System effectively enabling gender-responsive governance	Proportion of functional GAD Focal Point Systems (GFPS) in the government service by major subdivision (NGA, GOCC, SUC, LWD, LGU) (Example for NGA – Numerator: number of NGAs with functional GFPS Denominator – total number of NGAs)	2019:	2025: 100% of government agencies with functional GFPS by 2025	PCW to define “functional GFPS” and provide technical assistance and guidance to agencies to achieve target. Assess the functionality of GFP systems Formulate measures to strengthen GFP systems in serving their purpose.	

¹⁷⁵ The Magna Carta of Women mandates all government offices, including government-owned and controlled corporations and local government units to adopt gender mainstreaming as a strategy for implementing the law and attaining its objectives. Key to this is the generation and maintenance of gender statistics and sex-disaggregated databases to aid in planning, programming and policy formulation.

STRATEGIC GOAL AREA 7

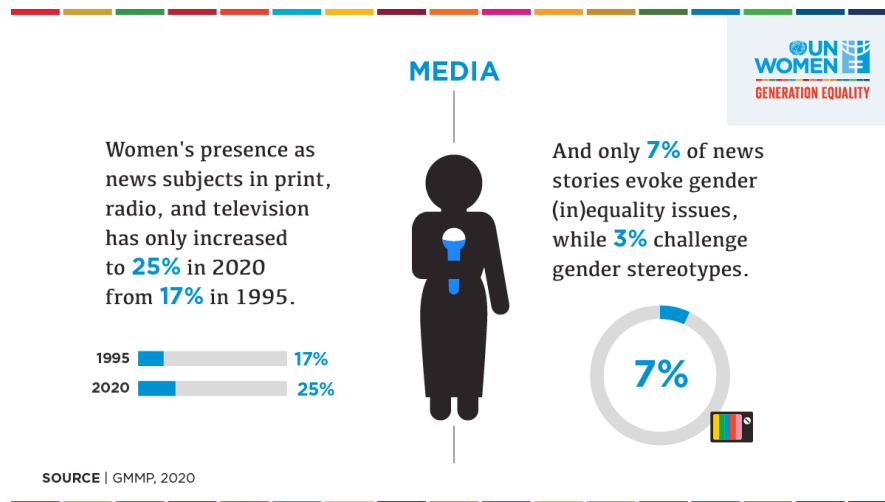
Transformed Social Norms and Culture

Promote Gender Equality and Women's Empowerment

CHAPTER 15 TRANSFORMING GENDER NORMS AND CULTURE

In a report in 2019, the Philippine Commission on Women¹⁷⁶ identified key setbacks and challenges to the advocacy and actions related to gender equality and women's empowerment. Two of the challenges relate to persistent gender norms and culture that hinder progress towards a more gender equal society. The first setback is the rising and pervasive sexism and violence against women, including the internet being used now for commercial sexual exploitation and cyber pornography that victimizes women and children. Digitalization has steeply risen since the COVID-19 pandemic and the risk for online exploitation among women and children has also increased. The second is the increasing incidence of gender-based violence with high level impunity associated with increased killings of suspected drug users including journalists which has given rise to another form of GBV.

Harmful gender stereotypes and discriminatory values continue to pervade Philippine society. Although the Philippines is not part of the Global Media Monitoring Project, its 2020 report provides global context to the role media plays in challenging or reinforcing gender norms and stereotypes.



Source: <https://www.unwomen.org/en/digital-library/multimedia/2015/9/infographic-gender-equality-where-are-we-today>

Research indicates that television has a socializing influence on children regarding their attitudes toward gender roles. Gender role stereotypes seen on television are, in turn, reinforced by parents, friends, and school, contributing to the child's sense of what it means to be male or female in society.¹⁷⁷ Thus, media and television in particular¹⁷⁸, offer huge potential to counter harmful patriarchal norms and biases towards more egalitarian and developmental principles and values.

Other institutions that help shape norms and culture – family, religion, schools, and training institutions – still exhibit gender biases and stereotypes. Examples include educational

¹⁷⁶https://www.coa.gov.ph/sdg/phocadownloadpap/userupload/resources/BPFA+25_Progress_Report_Presentation.pdf?__cf_chl_jschl_tk__=pmd_J0_AQ35WTf4QbgaMwIla5fvZLKnf4DL9COD4Nfz9W0-1634367173-0-ggNtZGzNAmWjcnBszQi9

¹⁷⁷ http://www2.lewisu.edu/~gazianjo/influence_of_television_on_child.htm

¹⁷⁸ Ibid.

learning modules for children continuing to portray women and men in stereotypical roles¹⁷⁹, the religious organizations' strong opposition to the absolute divorce bill in the Philippines¹⁸⁰, Muslims allowing child marriage, and gender-insensitive language continuing to be used and accepted.

A boost to changing cultural norms and stereotypes has been the recent achievements by Filipino women in the field of sports and journalism and contributed to the increased coverage and positive portrayal of women in the news. These include the first ever Olympic gold medal and the first ever Nobel Peace Prize for the Philippines being won by women. Yet another is the outpouring of support for a woman presidential candidate in the May 2022 national and local elections. These are all good in breaking stereotypes and raising awareness about women's ability to break into non-traditional fields, excel in them and serve as models for young girls to emulate and look up to.

Progress towards Outcomes

Despite Filipino women excelling in sports, the field remains to be predominantly led by men. Men coaches increased by 2 percent from 84 percent baseline¹⁸¹ to 86 percent in 2021, while women coaches decreased from an already low share of 16 percent baseline to 14 percent in 2021. While the number of both women and men in competitive sports increased, the share of women increased by 4 percent from 38 percent baseline to 42 percent in 2021.

In support of policy development regarding women's increasing burden of unpaid care work which has been particularly exacerbated by the COVID-19 pandemic, the PCW partnered with Oxfam Pilipinas and UN Women on a National Household Care Survey. Expected to be completed within 2021, it will show how the COVID-19 pandemic has affected women's unpaid care and domestic work burden and will be used for information campaigns that would encourage men and boys to share in the responsibility for household chores.

Institutional mechanisms and tools that have been developed through the GAD efforts of media-related agencies of government include the gender-fair media guidebook, the Gender Equality Committee for Media and the regular issuance of statements that call out media outlets on contents that perpetuate discrimination or stereotyping that run counter to the law.

To address the uneven level of understanding about gender equality laws among government officials and staff, the PCW has a regular program to deliver technical assistance on GAD mainstreaming tools and procedures and conducts continuing awareness raising about new laws and policies related to gender equality and women's empowerment. It also leads government-wide observance of the annual women's month and the 18-day campaign to end VAW which are opportunities for public awareness raising and shining the light on remaining discriminatory practices that limit the participation and leadership, and benefit by women in various sectors of development.

While there are some noted progress on gender mainstreaming across agencies of government, much still needs to be done in successfully integrating a gender lens and perspective in the design, implementation, monitoring and reporting, and data systems of programs/projects. This is observed most particularly in big budget projects, including those with funding from a foreign government or multilateral development agency.

¹⁷⁹ <https://www.rappler.com/moveph/grade-1-student-gender-stereotypes-children-toys-learning-module>

¹⁸⁰ <https://mb.com.ph/2020/02/06/catholic-leaders-hit-house-approval-of-divorce-bill/>

¹⁸¹ Based on the baseline data in the GEWE Plan 2019-2025 Chapter 15 Results Matrix.

A continuing challenge is that media in all its forms continue to reinforce traditional and harmful social norms that portray women in very limited, stereotyped roles in the news, radio, TV programs, movies, and advertisements. Initiatives that have been done to address this include the continuous dissemination of the Gender Fair Media Guide to media practitioners, information officers, writers, and journalism students, provision of gender training for filmmakers, and agency personnel of agencies with responsibility for gender norms and cultural transformation.

Through the 18-Day Campaign, the PCW successfully influenced the 2019 CineJuana Digital Shorts Competition to feature three categories of short films that have strong gender related themes. These are: JuanParaKayJuana (male advocates), LabanJuana (help-seeking behavior), LigtasJuana (Safe Spaces Act).

In 2020, several initiatives that respond directly to the challenge were seen. These include:

- VAW Puppet Series discussing RA 9262, Safe Spaces Act, and Anti-Trafficking laws
- MusikJuana Songwriting Contest
- Tinig ng Kababaihan episodes on Radyo Pilipinas 2 to discuss relevant programs
- Airing of Macho Choir (campaign against catcalling and toxic masculinity) on radio
- Continuous printing and rebranding of brochures on different laws on women and availability of the same on PCW Digital GAD library for easy access of media partners and stakeholders
- Engaging media for coverage of National Women's Month Celebration and the 18-Day Campaign to End VAW activities and other advocacy campaigns
- Cine Filipina for Women's Month 2021
- Dedicated FDCP channel for showing different films on women's empowerment
- Inclusion of GEWE and gender sensitivity in memorandum of agreements and guidelines for funding of movie production
- Re-posting and cross-posting of social cards and forum livestreaming of gender-related materials to PIA social media accounts (e.g. "Tango Brutal" used for in house orientation/ seminars, "Tatlumpong Segundo" video clips in 30's posted and re-posted every 18-day campaign to PIA social media accounts and GAD microsites)

DepEd developed programs on journalism for children which include gender sensitive topics, and its Bureau of Learning Resources has reviewed its Social Content Guidelines to avoid stereotypes, discrimination, biases, disrespect and even violence in learning resources development. The NCIP continuously undertake culture and gender sensitivity training for indigenous cultural communities, LGUs.

The GEWE Plan subscribes to the important principle of getting men and boys involved in creating a gender equal society. Contributing to these efforts is the Inter-Agency Council on Violence Against Women and their Children (IACVAWC) which issued a resolution in 2019 enjoining all government agencies and LGUs to support and promote male involvement in eliminating VAWC and in achieving gender equality and women's empowerment.¹⁸²

The PCW also observes the following in the conduct of its gender sensitivity training and campaigns:

- including male characters in promotional materials
- ensuring gender balance in speakers/ resource persons
- involving male champions on unpaid care and domestic work
- Macho Choir displayed in public and played on radio
- emphasizing that Safe Spaces Act is not only for women but also for those with diverse SOGIE

¹⁸² <https://pcw.gov.ph/assets/files/2020/11/Resolution-No.-01-Series-of-2019.pdf?x25110>

Various campaigns to encourage participation of men in unpaid care work have been undertaken to encourage men and boys to share in household responsibilities. As of 2021, a total of 73 Men Opposed to Violence Everywhere (MOVE) chapters have been established. Six of these were established during the period 2019-2021 in the following government agencies: DOJ-Parole and Probation Authority, Sandiganbayan, Department of National Defense, DOJ-PPA Cordillera Administrative Region, Social Housing Finance Corporation, and Philippine Competition Commission.

There are government agencies that are more advanced than others in showing results for male involvement in the delivery of their programs. For example, the Population Commission (POPCOM) has been leading in showing how effective men can be in promoting women's sexual and reproductive health and rights. Their KATROPA sessions among men in the communities have been shown to produce positive changes in perception and behavior about gender equality and respectful behavior towards women. POPCOM's employees engage men in the communities to become family planning educators and facilitators.

For 2019, a total of 89 KATROPA sessions were conducted for a total of 1,778 men from different walks of life (e.g., tricycle drivers, members of faith-based organizations and men in uniform). Though year 2020 was the onset of the COVID-19 pandemic which greatly affected the conduct of face-to-face sessions, a total of 1,923 men were reached through virtual KATROPA sessions. For the 1st semester of 2021, KATROPA sessions were conducted and have already reached 1,214 men.

To intensify the campaign for male involvement, POPCOM produced videos of male influencers/local chief executives who spoke about the important roles of men in responsible parenthood and family planning. With the onset of the COVID-19 pandemic, POPCOM developed an online program that tackles male involvement.

To address gaps in the legal framework for the protection of marginalized groups of women such as the girl child, PWDs, IPs and Muslims, and those with diverse SOGIE, the PCW re-launched the handbook on how to be a gender-responsive legislator in May 2021. The National Commission for Indigenous Peoples supported and provided inputs to draft legislations that protect children such as in prohibiting and declaring child marriage as illegal.

The Department of Education supports the right of Muslim Filipino women to wear hijab (veil) in schools. In Physical Education classes, Muslim girls are allowed to wear appropriate clothing in accordance to their religious beliefs, and Muslim students shall not be required to participate in non-Muslim religious rites.

The Muslim Filipino women teachers, on the other hand, who are wearing a veil that covers the entire face may do so outside the classroom but are encouraged to remove it for proper identification by their students and for more effective language teaching.

The inclusive education policy of DepEd provides opportunities for more girls coming from the marginalized and disadvantaged groups of the population to access quality education that is contextualized to their culture and specific needs.

A promising piece of analytical work is coming soon from the PCW-International Development Law Organization partnership that is currently mapping the laws of the Philippines from a gender perspective. It is expected to provide clear direction for reversing remaining discrimination in law.

Executive Order 141 has been issued declaring the implementation of measures to address the root causes of adolescent pregnancies to be a national priority and addressed through a

whole-of-government approach. The Department of Social Welfare and Development and POPCOM were also mandated under the 2021 General Appropriations Act to develop and implement a social protection program for adolescent mothers and their children.

The agencies concerned noted the challenges to passing progressive laws that support the Magna Carta of Women. These are:

- Strong opposition by conservative groups in Congress (that are connected with the church or other religious groups) to progressive bills
- Needs and perspectives of marginalized groups are not always heard or considered in law-making processes
- Lack of true representation of marginalized groups in leadership and decision-making positions
- Inadequate political will by the executive leadership
- Small number of women and men lawmakers who understand and support the importance of women's human rights and role in nation-building

The **overall strategic outcomes** remain unchanged and will be pursued in the remaining period of the plan. Changing negative social norms and practices and gender stereotypes will continue to be a priority strategy of government.

CHAPTER 15: TRANSFORMING GENDER NORMS AND CULTURE

Overall Strategic Outcomes: Significant progress is achieved in promoting a culture of gender equality and ending discrimination; media, CSOs and the private sector support the creation of an enabling environment for a culture that is supportive of gender equality, diversity, and ending GBV; improved understanding and action by men, including religious and community leaders, in cultural transformation for gender equality; increased level of gender mainstreaming in government planning and programming.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency	
		Indicator	Baseline	Target			
1. Gender norms and discriminatory values and beliefs negatively impact the ability of women and girls to participate and benefit from national growth and development and these are deeply embedded in institutions – family, religion, school, media	Transformed social and cultural norms support a culture of gender equality and women’s empowerment, respect for diversity, and social justice for marginalized social groups of women	Public perception of inequality	(Conduct survey on public perception of gender inequality)	Survey conducted by 2022	In cooperation with the NCCA, undertake a survey or include in current survey, a module to establish baseline on the level of public perception about gender inequality Conduct content analysis, review, and/ or enhancement of government’s IEC materials (including print and non-print promotional materials) for these to include alternative projection of women and girls that opens up opportunities for their inclusion rather than exclusion Strengthen partnership among government agencies with family life	PCW, NCCA	
		Number of programs, activities or projects implemented to strengthen advocacy of anti-discrimination laws and policies including those aimed at combating gender biases and stereotyping	<i>To be determined</i>	<i>To be determined</i>			All national agencies and local government units
		Percent of women and men in traditionally male/female-competitive sports	362 – women athletes 582 - men athletes	<i>To be determined</i>			

		Percent of women and men coaches, by sports	38 women coaches (16%) 199 men coaches (84%)	<i>To be determined</i>	<p>programs to improve delivery of GEWE messages</p> <p>Develop a core group of GAD Resource Pool specialists to improve their knowledge and skills in gender norms and culture as these relate to planning and programming</p> <p>Enforce substantive and equitable participation of men and women in non-traditional spheres, particularly in sports, by ensuring that the mechanisms aim to open up opportunities for women rather than exclude them</p> <p>Enforce policies and programs that promote/ foster gender equality, social inclusion and diversity in government agencies</p> <p>Develop a private sector strategy that would assist in promoting a culture of gender equality and ending discrimination</p>	<p>PCW – National GAD Resource Program</p> <p>DepEd, PSC</p>
2. Uneven level of understanding about gender equality laws among government officials and staff	Increased level of gender mainstreaming in the government planning and programming	Number of NGAs and LGUs that attain at least level 3 in the GMEF assessment tool	<i>To be determined</i>	<ul style="list-style-type: none"> • 100% of key line agencies (21) • 20% of all provinces 	Commission studies on gender transformative approaches that critically examine inequalities, power relations and gender roles, norms and dynamics	PIDS, PLLO

limits mainstreaming gender in the national agencies and local government units.					towards developing alternative positive approaches to planning and programming	
		Number of awareness and sensitivity programs on the rights of women provided for government agencies	501 (Number of awareness and sensitivity programs on the rights of women increased, including GSTs, GAD webinars)	3,513 (PDP target)	Develop guidance and tools to continuously improve government action for GEWE that should include lessons from past implementation	All national agencies and local government units
		Number of government officials and staff who participated in capacity-building programs on gender mainstreaming and culture sensitivity	<i>To be determined</i>	<i>To be determined</i>	Develop a checklist or tool that will guide agencies on gender norms and biases that need to be checked against when planning and programming Provide continuous training on GEWE, GAD for government officials and staff Capacitate civil servants with gender lens, social inclusion and diversity through the conduct of GEDSI awareness and culture sensitivity training	PCW for standards on GAD trainings; NCCA for standards on culture sensitivity training

3. Media in all its forms continue to reinforce traditional and harmful social norms that portray women in very limited, stereotyped roles in the news, radio, TV programs, movies and advertisements.	Significantly improved media support for an enabling environment for GEWE	Percent of government and private media entities complying with gender-fair guides and standards to protect women against discrimination in media and film ¹⁸³ (Tier 2, MGEC)	<i>To be determined</i>	<i>To be determined</i>	Develop a strategy for partnership with media on how the institution can be an instrument of change for gender equality and women's empowerment	FDCP MTRCB PCOO PIA OMB
		Percent of government and private media entities with gender-sensitive media programs and services (Tier 3)	<i>To be determined</i>	<i>To be determined</i>	Institutionalize a mechanism to educate and advocate for compliance of the media industry with the MCW and other relevant policies/Laws including the MGEC Guidelines	
		Number of awareness and sensitivity programs on the rights of women provided for government and private media outlets	<i>To be determined</i>	<i>To be determined</i>	Provide continuous education on gender sensitivity and gender-fair language for media creators	
		Percent of award-giving bodies on mass media and advertisements integrating GEWE in their awards and incentives system (Tier 2)	<i>To be determined</i>	<i>To be determined</i>	Encourage the development of progressive creative personnel and scriptwriters in radio, television, marketing and advertisement to challenge harmful social norms that reinforce inequality	
		Percent of self-regulatory bodies,	<i>To be determined</i>	<i>To be determined</i>	Organize a network of media practitioners, men and women film makers for example, who can lead the change	

¹⁸³ This is a proposed reformulation of the following MGEC indicator: "Number of media entities adopting the guides formulated to protect women against discrimination in media and film (Tier 2, MGEC)"

		groups and associations in media and film industries that integrated Gender Equality principles in their Code of Ethics/ internal guidelines (MCW Sec 19 – Tier 2)			Advocate with grant making bodies for films to include in the criteria for selection, positive and more realistic values that do not demean, stereotype nor discriminate women and girls including those of diverse SOGIE	
		Functional mechanism that enforce and monitor compliance of media industry with the relevant gender-related laws and policies	<i>To be determined</i>	<i>To be determined</i>	<p>Full and effective implementation of guidelines especially gender fair language in all types of media, including by private entities</p> <p>Advocate for women’s successful engagement in various pursuits through a segment (such as via Deped TV/ or a short documentary thru an identified Curricular Program “Special Program on Journalism”)</p> <p>Reinforce inclusion of gender responsive advocacies to address stereotypes through campus publications and electronic newsletters, radio programs, and other media</p>	
4. Men are excluded in addressing harmful social norms that	Increased understanding among the public that gender equality	Number of government agencies that organize male employees to	<i>To be determined</i>	100% of government agencies	Implement effective prevention activities, including those aimed at	All national government agencies and

underpin inequality and discrimination	and women's empowerment is an issue that requires action by both women and men	support GEWE advocacy (e.g. Men Opposed to Violence Everywhere (MOVE), DSWD's Empowerment and Reaffirmation of Paternal Abilities Training (ERPAT), PopCom's Kalalakahang Tumutugon sa Responsibilidad at Obligasyon sa Pamilya (KATROPA ¹⁸⁴))			transforming masculine and misogynist values Promote the involvement of men and boys as change agents and partners for the promotion of gender equality Encourage the creation of male movements and networks of male advocates to work towards encouraging other men to support gender equality and the empowerment of women Establish partnership with men community leaders including religious leaders, in gender equality advocacy and action	local government units PCW-IACVAWC Secretariat for MOVE, DSWD for ERPAT, PopCom for KATROPA
5. There are gaps in the legal framework for GEWE particularly for the protection of specific marginalized groups of women such as the girl child, PWDs, IPs and Muslims, and those with diverse SOGIE	Significantly improved legal framework for GEWE	Number of discriminatory laws repealed	<i>To be determined</i>	3	Develop strong support from key stakeholders in government for action and advocacy for the passage of the women's legislative agenda which has been developed through a highly consultative process Build the capacity of national agencies, LGU officials and legislators on gender equality and women's	PCW and other government agencies with women and gender-related legislative agenda DILG House of Representatives (Committee on
		Number of inclusive and sector responsive laws passed	<i>To be determined</i>	1		

¹⁸⁴ POPCOM: The KATROPA Movement is an initiative that advocates and encourages male involvement in responsible parenthood, reproductive health, gender equality and family planning.

					<p>empowerment to facilitate the passage of inclusive and sector-responsive policies and laws.</p> <p>Create advocacy groups for the lobbying of sector-specific sectoral legislative agenda.</p> <p>Develop a database of laws that will be revised/repealed to ensure gender-responsiveness of legal framework</p>	<p>Women and Gender Equality)</p> <p>Senate (Committee on Women, Children, Family Relations and Gender Equality)</p>
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PART IV ENSURING SUPPORT TO THE ACHIEVEMENT OF GOALS AND TARGETS

CHAPTER 16 PLAN IMPLEMENTATION AND MONITORING

The Updated GEWE Plan 2019-2025 and its results matrices present a structured approach to achieving strategic gender equality and women's empowerment results over the medium-term. It is an "all-of-government" plan which is aligned to and supports the vision of the Updated Philippine Development Plan 2017-2022. Overall, the plan implementation takes guidance from the Magna Carta of Women (MCW) and lessons learned from the implementation of earlier framework plans on women and gender equality.

Similar to the PDP 2017-2022, effectively implementing the GEWE Plan requires efficient coordination among government agencies at all levels, civil society, the private sector and development partners. The PCW, in coordination with the other key oversight agencies identified in the MCW, will ensure that the efficiency and effectiveness of the various strategies and programs discussed throughout the Plan will be monitored during the Plan period.

The efficiency of the GEWE Plan will be determined in terms of how the interventions and activities of national government agencies, LGUs, the private sector, civil society, and development partners have been guided by the intended outcomes reflected in the Plan. Effectiveness will be evaluated in terms of the extent to which the quality of life of Filipino women and girls, especially the poor and marginalized, and other vulnerable sectors has improved, using standard gender indicators.

Policies, mechanisms, guides and tools for gender equality and women's empowerment advocacy, promotion, and action have been the biggest achievement of government and their partners from the academe, civil society organizations and women's rights organizations. There are major laws and policies as well as sector-specific ones that are the results of relentless work by advocates from government and non-government organizations. Institutional mechanisms exist such as the GAD Focal Point System (GFPS) in all government agencies and instrumentalities. Gender analysis guides and tools are available and their use has become mandatory. For example, the NEDA Investment Coordination Committee requires all proposals submitted to the body for approval to show evidence that they have used the Harmonized GAD Guidelines in the design of a project. The COA has been undertaking gender audit of agencies in accordance with law. However, all these mechanisms, while present in most agencies, continue to be applied unevenly, thus, there remains much more work to be done before all these achievements translate into more concrete results in women's lives in a scale that is measurable at the country level. This is an important objective of the current plan and its updated version 2021.

Building on the gains, plan implementation will be supported by the following mechanisms and strategies: improving the overall strategy of mainstreaming and use of the GAD budget; mobilizing resources to finance the Plan; continuing monitoring to assess achievement of results, efficiency of coordination mechanisms, and accountability for oversight agencies; mobilizing support from stakeholders through a communication and knowledge management plan and strategy; localizing the implementation; and, managing emerging risks to implementation.

Improving the practice of gender mainstreaming and the use of the GAD budget. The Philippine Commission on Women will continue to take the lead, along with the other oversight agencies (i.e., DBM, NEDA, DILG, COA, and CHR), in providing clarity and guidance on the practice of gender mainstreaming. This is necessary given that despite an increasing use of

the term gender mainstreaming, there is still confusion about what it means and the term is used in different ways. Among the standard tools used in gender mainstreaming are:

- (a) the Gender Mainstreaming Evaluation Framework (GMEF) that assesses the level of gender mainstreaming in the organization based on four entry points, namely, Policy, People, Enabling Mechanism, and PAPs;
- (b) the Harmonized Gender and Development Guidelines that have checklists to assess the level of gender-responsiveness of the design, implementation, management, monitoring and evaluation of programs and projects; and,
- (c) the Gender-Responsive LGU (GeRL) Assessment Tool that weighs how women and gender issues are considered in the planning and decision-making processes, as well as in the delivery of basic services of LGUs.

Given that mainstreaming continues to be the main strategy for implementing the actions contained in the GEWE Plan, it is important to understand three issues related to improving the practice of mainstreaming:

- i) *Distinguishing means and ends.* In the past, many agencies have focused on their own capacity building, internal mechanisms and processes. Although this is important, changes in an agency and its programs are primarily the means to support equality among the public they serve and not ends in themselves. Related to this is the PCW observation on the agency GAD accomplishment reports (2018) about an overall lack of GAD programs, projects, and activities that address strategic gender issues in various sectors.
- ii) *Influencing the development agenda.* Critics of gender mainstreaming have pointed out that in some cases, mainstreaming may only involve bringing women into an unequal and unsustainable development process, when what was called for was a total rethinking of that process to take into account the lives and experiences of women. This is a legitimate concern and in order to avoid this, gender specialists have suggested to distinguish between two types of mainstreaming strategies. First is the **integrationist approach** which builds gender issues into existing development paradigms and programs. Integrating women and gender concerns across a broad spectrum of sectors is the key strategy but the overall development agenda is not transformed. The other is the **agenda-setting approach** which calls for a questioning and transformation of existing development agenda and priorities, using a gender equality analysis lens. The participation of women as decision makers is a key strategy and through this process, brings about a fundamental change in the existing development paradigm. The agenda-setting approach, with a focus on women's empowerment and increased participation in decision-making at all levels, holds the greatest potential to support equality between women and men.
- iii) *Specific initiatives to support equality objectives.* A mainstreaming strategy does not rule out funding specific projects that work toward equality. In fact, innovative, strategic, and catalytic initiatives play a vital role. These projects can be targeted at women and girls, men and boys, or institutions – all with explicit objectives to address existing gender inequalities. For example, projects could include funding for women's organizations working to build leadership potential of women in rural areas, or hold governments accountable for laws passed; or target men in information campaigns on their roles, responsibilities and rights relating to sexual and reproductive health.

Considering the above discussion, the PCW and other oversight agencies will take the lead in developing further guidance on how to get more results for women and girls in a scale that can be reported with evidence and data support. In this connection, the PCW in coordination

with the Philippine Statistics Authority will strengthen the requirement for sex-disaggregated data and routine analysis of what the data mean for women and girls.

The PCW will continue to lead in addressing implementation gaps through issuance of appropriate policy guidance by concerned agencies, as in the case of the expected increased revenues of LGUs resulting from the Mandanas-Garcia Ruling. In addition to developing guidance and tools, the PCW will continue to provide technical assistance, and will continuously strengthen the capacity of its GAD Resource Pool on gender mainstreaming.

One other lesson that needs to be noted and applied is that projects that merely target women do not necessarily or automatically support gender equality objectives. For example, without careful consideration of gender dynamics and sound economic planning, 'income generating' projects may unintentionally add to women's work burden without giving them significant compensation.

In the meantime, agencies are encouraged to take the above considerations into account as they translate the GEWE Plan 2019-2025 through the GAD Agenda, GAD plan and budget, into operational work plans at different levels and across sectors, based on their specific agency mandates, specific contexts, needs, and capacities.

Mobilizing Resources to finance the plan. The main source of financing will come from government's regular budget allocation, particularly the GAD budget. PCW assessments of the GAD Budget Reports from agencies (2018) highlighted the lack of GAD programs, projects and activities addressing strategic gender issues or those that are client-focused; low GAD budget utilization rate; and, low number of endorsed GAD plans and budgets. In this regard, the PCW will intensify its technical assistance in GAD planning and budgeting that is anchored on the GEWE Plan. In addition, agencies may also tap technical expertise from the GAD Resource pool for assistance.

Resources for plan implementation could also come from development partners (bilateral and multilateral agencies with programs in the country) whose current programming includes a focus on gender equality and women's empowerment. Given that the 2030 Global Agenda for Sustainable Development that acknowledges the significance of gender equality and women's empowerment to achieving all the other development goals, the Plan is presented to the development community as a reference on how development assistance could support the GEWE Plan 2019-2025 strategic priorities. The PCW and NEDA will take the lead in ensuring that the GEWE Plan priorities are considered in bilateral discussions for development assistance and in dialogues with other international development partners. This will ensure coordination and complementation and improved efficiency.

For shared objectives that are relevant to a number of government agencies, cost sharing may be practical and cost efficient. These joint efforts (or components being done by different agencies but contributing to one strategic goal) will be facilitated through the creation of inter-agency working groups for each of the strategic goals.

Implementing agencies and LGUs, as spelled out in strategies in the different chapters of the plan, are encouraged to mobilize the expertise and technical resources of CSOs, particularly women's organizations, which are excellent partners in advocacy, cultural transformation, and policy reform.

Continuing monitoring to assess achievement of results, effectiveness of reporting and coordination mechanisms and accountability for oversight. The PCW, in coordination with NEDA, PSA, DILG, DBM, COA, and other relevant government agencies shall develop and install a monitoring system to track progress against baselines and indicators. The COA will continue to strengthen its guidelines for the audit of GAD funds and capacity building of its

auditors in accordance with its mandate under the MCW and in support of the implementation of the GEWE Plan. Further, the PCW will lead an annual assembly of national government agencies to assess progress towards results, challenges, and lessons being learned. Data generated from this process will be consolidated by the PCW, results rolled up, and reported to relevant oversight bodies. The same information will be utilized by PCW and government agencies for the government’s international reporting obligations such as to CEDAW, the Beijing Platform for Action, Goal 5 of the SDGs, and other GEWE commitments. For some areas where there are no baselines such as perceptions about gender inequality, or key areas for policy, the PCW will draw up a research agenda and will commission studies to be undertaken to help establish baselines against which to measure achievements moving forward.

All implementing agencies and LGUs shall include progress reports against the GEWE Plan priorities in their annual GAD Plan and Budget reporting. In this connection, the PCW will include in its policy guidance on annual GAD Budget reporting, progress against the GEWE Plan. Assessment of results and evaluation of the implementation of the GEWE Plan 2019-2025 shall be undertaken mid-term in 2022 and at the end year of the Plan in 2025. Assessment and evaluation findings shall inform succeeding planning processes, including the next cycle of the Philippine Development Plan.

Accountabilities of key stakeholders and their roles and responsibilities. It is expected that the extensive consultations or time spent at the front end of planning have contributed to a deeper understanding of the importance of the participation and benefit by women and girls from overall growth and development and will, thus, contribute to a stronger commitment to implement the plan. In addition, reiterated below are the roles and responsibilities of each key agency or categories of agencies as mandated by the MCW:

Stakeholder	Roles & Responsibilities
Philippine Commission on Women	Oversight and monitoring of implementation at the national level; Ensuring that government agencies report on their implementation of the MCW/GEWE Plan; Reporting to the President to the Cabinet and Congressional Oversight Bodies; Provision of gender analysis and related competencies to government agencies (in cooperation with NEDA)); and provide policy guidance to address plan implementation gaps.
National Economic & Development Authority	Ensuring that development planning and investment programming respond to binding constraints that prevent women and girls from achieving their full potential; Monitoring the gender-responsiveness of Official Development Assistance to be in accordance with the MCW
Department of Budget and Management	Providing technical assistance to government agencies with respect to the mandatory GAD budget; Ensuring that government agencies include GAD plan and budget in their annual agency budget proposals submitted to DBM; With PCW, develop a tool for determining the extent of implementation of the GAD plan and budget as part of agency performance review
Commission on Audit	Conduct of annual audit of GAD funds of all government agencies; Building the capacity of COA auditors to ensure more meaningful audits that contribute significantly to the improvement in the situation and condition of women and girls. Conduct of annual audit of GAD funds of all government agencies in accordance with the MCW, and to achieve its mission for a gender-responsive governance; Building the capacity of COA auditors to increase their level of understanding of GAD towards a more substantial audit of GAD funds in accordance with its mandate;

Stakeholder	Roles & Responsibilities
	and be able to assist the audited agencies through audit observations and recommendations.
Department of the Interior and Local Government	Administrative supervision over LGUs including review of their GAD plans and budgets; Provision of technical assistance and policy guidance to LGUs in formulating their annual GAD plans and budgets; Receive LGU reports on MCW implementation and prepare a consolidated report on the local implementation of the MCW
Commission on Human Rights	As Gender Ombud, promotion and protection of women's human rights; Investigation of violation of women's human rights; Development of guidelines to facilitate women's access to legal remedies and assistance in the filing of cases against violators of the law.
Congress	Using the budget review and approval process, effectively tracks and checks whether substantial results happen from agency plans, programs and use of GAD budget; Leadership, through the Committees on Women, in promotion and passage of priority legislative agenda that will further advance GEWE.
Civil Service Commission	Issuance of directives that respond to gender issues faced by women workers in government, such as those related to committees to handle sexual harassment complaints
Other National Government Agencies (NGAs)	Implementation of the strategies, activities outlined in the Plan mainly through: i) mainstreaming actions that respond to strategic gender equality issues in their regular planning, programming and budgeting, and, ii) agency GAD planning and budget process
Local Government Units	Ensuring that the provisions of the law and the objectives of the plan directly impact the lives of women and girls in communities; Similar to all other government agencies, implementation through the dual strategy of mainstreaming in their annual investment plans, and gender-focused GAD planning and budgeting process.

Local Civil Society Organizations and Women's Organizations. As claim-holders in a rights-based approach, local CSOs, particularly women's organizations, play a crucial role. As part of good governance, they should be encouraged to partner with government for provision of feedback, information, and recommendations to improve plan implementation, delivery of programs and services, and serve as advisers on emerging issues affecting women on the ground.

In support of the overall responsibility and accountability framework described above, the PCW will organize the coordination mechanism for plan implementation and monitoring as described in the table below. Note that existing mechanisms such as the Cabinet clusters will be utilized.

GEWE Plan Chapter	Coordination Mechanism
Part II Strategic Framework	
Strategic Goal Area 1: Expanded Opportunities for Women	Inter-Agency (IA) Working Group for Women's Economic Empowerment (GAD FPs from DTI, DA, DOT, DOLE); Economic Development Cabinet Cluster; PCW Board of Commissioners

GEWE Plan Chapter	Coordination Mechanism
Strategic Goal Area 2: Accelerated Human Development Through investing in Gender Equality and Women's Empowerment	IA Working Group for the Social Development Sector (GAD PFs from DOH, DepEd, Housing agencies); Human Development and Poverty Reduction Cabinet Cluster; PCW Board of Commissioners
Strategic Goal Area 3: Significant Reduction in Gender-Based Violence and enhanced gender perspective in Justice, Peace, and Security	IA Working Group for Ending GBV (GAD FPs from DOJ, OPAPP); Cabinet Cluster on Security, Justice and Peace; PCW Board of Commissioners
Strategic Goal Area 4: Expanded opportunities for women's participation in and benefit from disaster resilience, environmental resource management and humanitarian action	IA Working Group for DRRM (GAD FPs from OCD, DENR, CCA); Cabinet Cluster on Climate Change Adaptation, Mitigation, and Disaster Risk Reduction; PCW Board of Commissioners
Strategic Goal Area 5: Expanded Opportunities for Women's Participation in and Benefit from science, technology and infrastructure	IA Working Group for STI, ICT and Infrastructure (GAD FPs from DOST, DICT, DPWH, DOTr); Science and Technology Coordinating Council; PCW Board of Commissioners
Strategic Goal Area 6: Enhanced Women's Participation in and Benefit from Politics and Government Service	IA Working Group for Gender-Responsive Governance (GAD FPs from COMELEC, CSC, CESB); Cabinet Cluster on Participatory Governance
Strategic Goal Area 7: Transformed Discriminatory Gender Norms Promote GEWE	IA Working Group on Gender Norms (GAD FPs from NCCA, PIA, FDAP, PCCO, MGEDC, DSWD, CHED, DepEd); PCW Board of Commissioners

Mobilizing support from stakeholders through a communication and knowledge management plan and strategy. Given that gender norms continue to limit opportunities and quality of life of women and girls, developing and rolling out a communication and knowledge management strategy to disseminate information about the Plan, including gender norms that need to be transformed is a crucial support to implementation. The PCW will take the lead in developing this strategy and will ensure that this is prioritized during the first year of the Plan period. Important consideration will be the different needs of different users of information such as policy makers, private sector industries that create jobs, LGUs, and donors.

Women leaders representing the women's rights organizations (WROs) who participated in the updating of the plan in 2021 stressed the need for the PCW to **institutionalize a GO-NGO structure for implementation of the GEWE plan** to enhance participation of WROs.

Localization Strategy and the PCW's Local GAD Resource Program. The PCW will continue to strengthen the capacity and effectiveness of the Regional GAD Committees. Particularly, the PCW's Local GAD Resource Program will be useful in engaging LGUs and other local actors to bring the GEWE Plan to the local level. PCW's localization strategy includes three components: partnership and convergence; replication of successful mechanisms; and provision of direct technical assistance on demand basis and development and updating of GAD tools.

Managing emerging risks to implementation. The oversight agencies led by the PCW, sectoral agencies and local government units need to be mindful of the risks that might decrease the probability of successful plan implementation. Mitigating measures need to be put in place and monitored for efficiency throughout the Plan period. The PCW and the inter-agency committees it will create among GAD Focal Points, will include this agenda in their annual assessment and reporting to their respective coordination mechanism or Cabinet

Clusters. At the time of planning, the following risks were identified and will be addressed through the communication strategy, among others.

- There is a risk related to the growing populist sentiments that include a backlash on the gains achieved by the women’s movement not only in the country but in many countries worldwide.
- There is a risk that insufficient focus is given to the achievement of results for external constituents when the focus becomes too much on the internal agency capacity building.
- There is a risk that implementation becomes “for compliance” only and does not make a difference in actual lives of women and girls.
- There is a risk that without accountability for GEWE established at the highest level of the agency, government personnel might continue to feel that work related to gender equality is “additional work” or “competing” with regular work.

First Implementation Year (2019): Key Processes and Activities

Aligning Agency and LGU GAD Planning and Budgeting for 2020-2025 with the GEWE Plan

For 2019, as the first implementation year, agency GAD programs and activities may go on as planned. However, in reporting on 2019 activities for the 2019 Accomplishment Report, agencies and LGUs are encouraged to indicate the GEWE 2019-2025 outcomes/outputs to which the 2019 activities contributed towards, particularly on the number of beneficiaries by sex. NGAs and LGUs are encouraged to refer to the GEWE Plan 2019-2025 for GAD planning and budgeting for 2020-2025. They may focus on specific targets most relevant to their agency mandate or the LGUs’ specific context.

Progress Achieved, 2019-2021

Major Strategy	Updates
Improving the practice of gender mainstreaming and the use of the GAD budget.	<p>The PCW is the government agency mandated to exercise oversight and monitoring of implementation at the national level including ensuring that government agencies report on their implementation of the MCW. To improve the practice of gender mainstreaming the PCW uses home-grown tools such as the Gender Mainstreaming Evaluation Framework (GMEF) and the Harmonized Gender and Development Guidelines (HGDG).</p> <p>The Sectoral Coordination Division (SCD) uses these two tools when providing technical assistance to selected agencies of the government. The GMEF is a tool to help agencies and LGUs assess their own progress in addressing priority gender issues in various development sectors, alongside their progress in building their institutional gender-responsiveness.</p> <p>The GMEF is also one of the widely used tool in gender analysis for identifying organization-related issues to be addressed and included in the agencies’ GAD Agenda or annual GAD Plan. The Gender and Development Transformation and Institutionalization through Mainstreaming of Programs, Agenda, Linkages & Advocacies (GADtimpala) Awards, started in 2019, used the GMEF tool and at the same time popularized it among national government agencies and LGUs. The GADtimpala, is the official awards and incentives system of the PCW which aims to recognize deserving entities, government</p>

Major Strategy	Updates
	<p>agencies, and local government units for their outstanding performance in gender mainstreaming and effective implementation of gender responsive programs. In 2019, six (6) government agencies were awarded the Bronze GADtimpala.</p> <p>The Harmonized Gender and Development Guidelines (HGDG) was also used to assess programs that received the GADtimpala Awards for Programs.</p> <p>In the wake of the pandemic, the PCW was confronted with the challenges to fulfill its mandate to continuously enhance the capacity of agencies and LGUs on GAD and mainstreaming. Moving from face-to-face activities to utilizing online platforms became a challenge but also opened opportunities to learn and adapt to the new platforms. The reach of its webinars and other training programs has widened, and promises to reach more people moving forward. Thus, gender sensitivity training, GAD planning and budgeting, development of GAD agenda, and gender analysis and the use of GMEF and the HGDG are now taught online. Instructional videos are likewise made available for ready reference of agencies and LGUs on GAD capacity building activities such as GAD planning and budgeting.</p> <p>In addition, the development of agency GAD Agenda allows for a more targeted and purposive approach to address strategic gender issues. Since 2018, Guidelines and Module on the Development of GAD Agenda have been helping agencies to develop their agency-wide GAD Agenda that is anchored on the GEWE Plan 2019-2025.</p>
Mobilizing Resources to finance the plan	<p>Over the years, apart from the increasing number of agencies that are submitting their GAD plans and budgets, there has been a notable improvement in the allocation of government's budget for GAD-related programs and activities. The track now of capacity building on the use of the HGDG as a gender analysis tool is to make agencies understand that the tool is not merely to aid in ensuring the compliance to the minimum 5 percent GAD budget. The continuing challenge is how to make strategic use of the 5 percent so that it also produces significant result in influencing the rest of the agency budget for programs and services so that they either i) Do No Harm (or ensuring that any policy, plan or program does not reinforce traditional stereotypes nor exacerbate existing inequalities); or ii) design targeted programs and services that address special issues of women and are meant to level the playing field for women and men. In other words, the strategic use of the 5 percent must contribute to the agencies' project development cycle effectively responding to the issues and needs of women.</p> <p>Meanwhile, the NEDA and the PCW are working closely with the UN Women, as the lead convener of the ODA GAD Network, in ensuring that 5-30 percent of ODA-assisted programs and projects are gender responsive.</p>
Continuing monitoring to assess achievement of results, effectiveness	<p>Pursuant to its mandate as the overall monitor of the Magna Carta of Women, the PCW is currently strengthening its M&E function. Contributing to this work is the Compendium of Gender Equality and</p>

Major Strategy	Updates
<p>of reporting and coordination mechanisms, and accountability for oversight.</p>	<p>Women’s Empowerment (GEWE) Indicators, which was also launched in 2019. The Compendium is a reference and guide for meeting the country’s commitments under the CEDAW, the BPfA, the SDGs and national laws and policies like the MCW and the GEWE Plan 2019-2025.</p> <p>The Compendium provides a pre-selected and wide-ranging list of indicators based on the main sectoral and thematic frameworks for measuring results of the gender equality and women’s empowerment initiatives in the Philippines. It is a resource and a tool to help address the need for and the challenges of constructing indicator frameworks for GEWE.</p> <p>Henceforth, the Compendium became the basis for the development of the PCW GAD database which commenced in 2020. Currently, the GEWE indicators in the Compendium are further reviewed for their availability and possible streamlining.</p> <p>A parallel effort is also being undertaken by the PCW and the Philippine Statistics Authority (PSA) to develop the guidelines on the establishment and institutionalization of GAD database. Together with the rest of the member agencies of the Inter-agency Committee on Gender, Children and Youth Statistics (IAC-CGYS), a new set of Core GAD Indicators has been developed and adopted through a PSA Board Resolution.</p> <p>The development of these tools and the establishment of a GAD database are steps towards strengthening the M&E function of PCW so that it can provide a regular and systematic monitoring, evaluation and reporting on progress achieved in the various sectors and strategic goals of the GEWE Plan 2019-2025 and its updated results matrices.</p> <p>PCW Board Resolution 2021-02 formally created the coordination mechanisms for tracking the implementation of the GEWE Plan 2019-2025. Subsequently, per chapter sub-groups were created to facilitate sector-level discussion of accomplishments and challenges in implementation.</p>
<p>Accountabilities of key stakeholders and their roles and responsibilities.</p>	<p>The creation of the coordination mechanisms reinforces the commitments of the government agencies in implementing actions identified in the Plan. The series of consultations and inter-agency meetings conducted in updating the GEWE Plan results matrices were venues to reiterate government agencies’ responsibility as duty bearers for delivery of results in addressing gender issues that constrain women from fully participating and benefitting from development.</p> <p>Meanwhile, oversight agencies such as the NEDA, DBM, COA, DILG, PSA, CHR and Senate and House of Representatives were also reminded of their commitments to ensure the implementation of the Plan. In a meeting (June 2021) among oversight agencies, they renewed their accountability to facilitate the implementation of the strategic outcomes of the GEWE Plan 2019-2025.</p>

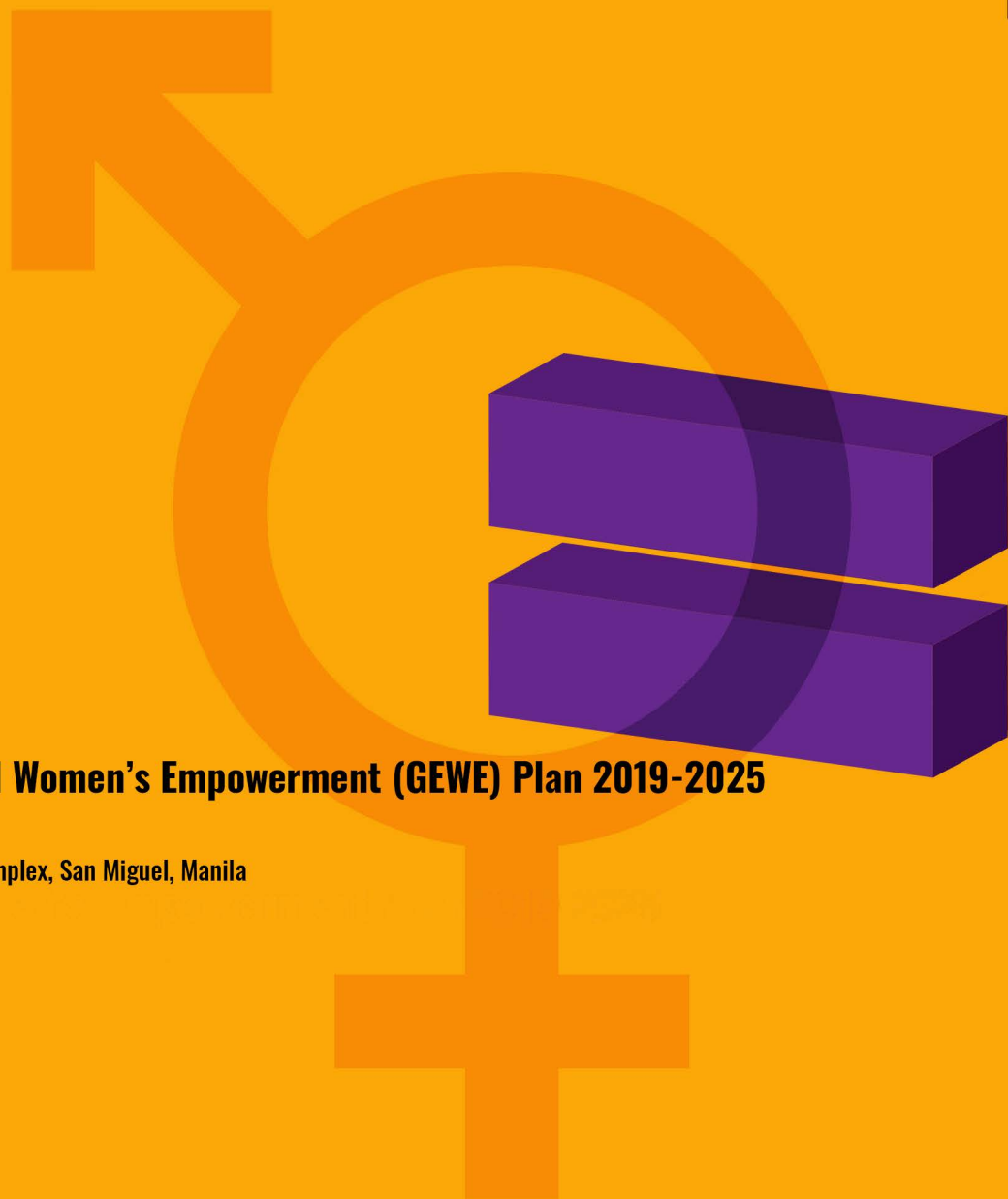
Major Strategy	Updates
	<p>The DILG committed to issue guidelines on the implementation of the GEWE Plan 2019-2025 to local government units. It will also roll-out the Plan to LGUs through the conduct of orientation sessions.</p> <p>The PSA reiterated its commitment to facilitate the monitoring of the GEWE Plan. In partnership with the PCW, it will lead in institutionalizing the GAD Database through the issuance of guidelines for its establishment.</p> <p>The NEDA is committed to continuously build the capacity of its technical staff to ensure that gender and development concerns are articulated across the chapters of the Philippine Development Plan. The agency also ensures that the GEWE Plan priorities are considered in bilateral discussions for development assistance and in dialogues with other international development partners. In strengthening its gender mainstreaming efforts, NEDA is decentralizing the responsibility for gender and development to all NEDA delivery units to ensure that GAD concerns are mainstreamed in the agency's regular operation at the sub-national level. As the planning arm of the government, NEDA plays a leadership role in modeling the integration of a gender perspective in all phases of the development planning process.</p> <p>The Commission on Audit (COA) plays a critical role in the implementation of the GAD plan and budget policy. To a large extent, the progress that has been achieved in advocacy and action for GAD by all government agencies has been made possible by the sustained and consistent efforts by COA . through the issuance of audit guidelines and the mandatory audit of GAD funds incorporated in the annual audit reports. COA's commitment to include in its audit of GAD funds the government agencies' implementation of the GEWE Plan 2019-2025 will certainly help enhance the enabling environment for GEWE in government operation and results.</p>
<p>Localization Strategy and the PCW's Local GAD Resource Program</p>	<p>The PCW and national government agencies, including all other oversight agencies need to pay additional attention to the local governments in line with the implementation of the Mandanas-Garcia Ruling starting 2022. The localization strategy for the GEWE Plan 2019-2025 needs to be fast tracked and must be aligned to the new structure and procedures of the government in connection with the new ruling. More action at the local government level is expected to happen given their forthcoming increased level of resources.</p> <p>DILG guidelines on the implementation of the GEWE Plan 2019-2025 to local government units will take this new context into account. Once the updated results matrices are finalized, the PCW and DILG will discuss indicators that will be monitored at the local level considering the various reporting needs for the GEWE Plan, MCW, CEDAW and the SDGs.</p>
<p>Managing emerging risks to implementation</p>	<p>The COVID 19 pandemic posed immense risk to the implementation of the GEWE Plan 2019-2025. The updating process was PCW's way</p>

Major Strategy	Updates
	to safeguard the gains in gender equality and women's empowerment and ensure that all efforts at recovery and building resilience moving forward continue to value the role of women and the perspectives they bring to national development.
Aligning Agency and LGU GAD Planning and Budgeting for 2020-2025 with the GEWE Plan	Along with the roll-out of the GEWE Plan 2019-2025 to the LGUs is the advocacy to ensure that the local governments remain cognizant in aligning their efforts with the government's commitments to the GEWE Plan 2019-2025. The Mandanas-Garcia Ruling provides them great opportunity to do more and to have increased capability to contribute to eliminating the constraints to women's full benefit and participation in development, as actors and beneficiaries of a sustainable and inclusive society that leaves no one behind.

ACRONYMS

ADB	Asian Development Bank
AFF	Agriculture, Fishery and Forestry
BARMM	Bangsamoro Autonomous Region in Muslim Mindanao
BLR	Bureau of Labor Relations (under DOLE)
CCC	Climate Change Commission
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CHED	Commission on Higher Education
COMELEC	Commission on Elections
CSC	Civil Service Commission
CSO	civil society organization
DBM	Department of Budget and Management
DENR	Department of Environment and Natural Resources
DepEd	Department of Education
DFA	Department of Foreign Affairs
DILG	Department of Interior and Local Government
DOE	Department of Energy
DOH	Department of Health
DOLE	Department of Labor and Employment
DOST	Department of Science and Technology
DSWD	Department of Social Welfare and Development
DTI	Department of Trade and Industry
GAD	gender and development
GBV	gender-based violence
GEWE	gender equality and women's empowerment
IACAT	Inter-Agency Council Against Trafficking
IACVAWC	Inter-Agency Council on Violence Against Women and Their Children
ICT	Information and Communication Technology
ILO	International Labour Organization
IP	indigenous peoples
ISF	informal settler families
LGBT	lesbian, gay, bisexual and transgender
LGU	local government unit
MCW	Magna Carta of Women
MMR	maternal mortality rate
MSME	micro, small and medium enterprises
NCCA	National Commission for Culture and the Arts
NCIP	National Commission on Indigenous Peoples
NDC	nationally determined contribution
NDRRMC	National Disaster Risk Reduction and Management Council
NDRP	National Disaster Response Plan
NEDA	National Economic and Development Authority
ODA	official development assistance
ODA-GAD Network	Official Development Assistance Gender and Development Network
OFW	overseas Filipino worker
OPAPP	Office of the Presidential Adviser on the Peace Process
OWWA	Overseas Workers Welfare Administration
PAGASA	Philippine Atmospheric, Geophysical and Astronomical Services Administration
PCW	Philippine Commission on Women
PDP	Philippine Development Plan
PhilHealth	Philippine Health Insurance Corporation
PIA	Philippine Information Agency

POEA	Philippine Overseas Employment Administration
PPA	programs, projects and activities
PPGD	Philippine Plan for Gender-responsive Development 1995-2025
RPRH	Responsible Parenthood and Reproductive Health
SDG	Sustainable Development Goal
SOGIE	sexual orientation and gender identity and expression
TESDA	Technical Education and Skills Development Authority
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UN Women Empowerment	United Nations Entity for Gender Equality and Women's
UNSC	United Nations Security Council
VAWC	violence against women and their children
WB	World Bank
WCPD	women and children protection desk
WEE	women's economic empowerment
WRO	women's rights organization



Updated Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025

Philippine Commission on Women

1145 J. P. Laurel Street Malacañan Palace Complex, San Miguel, Manila

Tel. No. +632-87351654

Facsimile No. +632-87364449

Email: records@pcw.gov.ph

<https://www.pcw.gov.ph>



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