

**Gender
Equality**

and

Women's

Empowerment

Plan 2019-2025

Philippine
Commission
on Women



GEWE PLAN 2019-2025 STRATEGIC FRAMEWORK

PDP 2017-2022. By the end of 2022, more Filipinos will be closer to achieving *the AmBisyon Natin 2040* of a “*matatag, maginhawa at panatag na buhay*.” The Administration will lay down a solid foundation for more inclusive growth, high-trust and resilient economy, and a globally competitive knowledge economy.

PPGD 1995-2025. By the end of 2025, Philippine development is equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and the actualization of human potentials of both men and women, participatory and empowering.

GEWE Plan 2019-2025. By the end of 2025, more women and girls, especially those from poor and marginalized groups, are empowered and enjoy the benefits of social, economic and human development; they are in high growth areas such as STI and ICT; have higher incomes; their resilience in the face of natural and human-induced disasters is stronger; gender-based discrimination, violence (GBV) and gender inequality in all spheres of life are significantly reduced if not eliminated; gender and social norms support a culture that promotes gender equality, diversity, and ending violence against women.

The GEWE Plan 2019-2025 identifies strategic and catalytic actions to achieve significant reduction if not elimination of gender inequality in all spheres of life, such that women and men equally participate in, contribute to and enjoy the benefits of inclusive growth, a high-trust and resilient society, and a globally competitive economy.

I. Expanded Economic Opportunities for Women.

More women, especially among marginalized groups, enjoy higher incomes from employment and entrepreneurship, including agribusiness; significant progress is achieved in reducing, recognizing, representing and redistributing unpaid care work; more women are benefiting from high-growth industry sectors such as ICT and STI; macro-economic, trade, and labor policies are more responsive to gender issues; women OFWs enjoy higher incomes and better protection.

II. Accelerated Human Capital Development through Investing in Gender Equality and Women’s Empowerment.

Women and girls, especially those from marginalized groups, enjoy increased access to and benefit from comprehensive health including sexual and reproductive health services, and social protection; women-headed households have increased access to water, electricity and shelter; more girls and women are enrolled in science, technology, engineering, agriculture and math courses and are better equipped for the high growth sectors of employment and business.

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

Women, especially those from marginalized groups, have better access to justice including transitional justice; GBV is significantly reduced; victim-survivors are empowered to seek help; root cause, impact, and social cost of GBV is better understood and addressed across sectors; women are in leadership and have meaningful participation in all stages of peace and security processes, especially in conflict areas.

IV. Expanded Opportunities for Women’s Participation, Leadership and Benefit in Disaster Resilience and Humanitarian Action.

Improved resilience of women, especially from poor and marginalized groups, to natural and human-induced risks and disasters; women’s perspective, participation and leadership in DRRM, climate change adaptation is enhanced.

V. Expanded Opportunities for Women’s Participation, Leadership, and Benefit from Science, Technology, Innovation, ICT, Infrastructure, and Energy.

Women are highly qualified and engaged in the ICT sector; barriers preventing women from progressing in the ICT and STI sectors are addressed; planning and design of ICT and infrastructure ease the burden of women in the home, industries, work places and public spaces.

VI. Enhanced Women’s Participation, Leadership and Benefit in Politics and Government Service.

Improved representation and voice of marginalized groups –PWDs, persons of diverse SOGIE, IPs, Muslims, elderly, children and youth – in governance systems and processes; increased representation of women in decision-making in the public service; 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.

VII. Transformed Social Norms and Culture Promote Gender Equality and Women’s Empowerment.

Significant progress is achieved in promoting a culture of gender equality and ending discrimination; schools, media, CSOs and the private sector support the promotion of 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; data systems are institutionalized and inform gender studies for stronger knowledge-based action and advocacy.

Strategic Goal Area

**Expanded Economic
Opportunities for
Women**

Strategic Goal Area 1: Expanded Economic Opportunities for Women

There is a growing understanding that addressing the constraints of women's economic empowerment is fundamental to achieving lasting, inclusive, and sustainable economic growth, poverty reduction, food security, and gender equality. Economic empowerment has been defined in many ways. In simple terms, economic empowerment combines two concepts: economic advancement and empowerment (or the ability to make decisions). Approaches that help women succeed and advance in the marketplace include increasing skills, either for employment or for business, and providing access to productive resources, improving the enabling and institutional environments, and assisting women to make and act upon decisions in order to benefit from economic growth and development. Economic development planners and implementers need to recognize, however, that economic empowerment is intertwined with social and political challenges. It is essential to take into account the underlying political, economic, social and cultural factors that limit women's ability to interact with and benefit from markets, such as unpaid and inequitably distributed domestic and care work, and the prevalence of sexual and gender-based violence. Simply targeting women as beneficiaries of economic programs and services will not address the issue completely and points to a holistic and integrated approach across sectors. Unfortunately, the way bureaucracies are set up makes integrated and holistic approaches quite challenging.

Gender inequality in the economy has many dimensions, involving inequality of opportunities (capacity to earn income)

as well as outcomes.¹ These dimensions may be expressed in terms of:

- Employment opportunities – opportunities to participate in the labor market in all sectors (horizontal distribution of activities) and all occupations (vertical distribution of activities in a profession);
- Returns from labor (wage equality);
- Conditions of work and quality of employment (includes sustainability and regularity of employment), social protection (health, maternity, unemployment and pension), working time, intensity of work, occupational risks, possibility of career advancement or skill upgrading and social status attached to a job;
- Access to resources (such as land, credit and business services);
- Empowerment (participation in decision-making); and
- Distribution of income inside and outside the household.

The discussion above plays out in varying degrees in all economic activities, be they in trade and industry, services, tourism, agriculture, fishery and forestry, or migration for work. The PDP identifies as a priority goal the reduction of poverty through jobs and entrepreneurship (*trabaho at negosyo*). The

¹https://unctad.org/en/docs/edm20042_en.pdf (accessed 10 Oct 2018)

GEWE Plan highlights this Goal Area for women: expanded job opportunities in high-growth sectors; sustainable and competitive businesses for women; improved access to skills for employment and skills for entrepreneurship training; improved protection by labor laws and standards. This Goal Area is composed of three chapters: Trade, Industry, Services; Agriculture, Fishery, and Forestry; and Labor and Employment.

For this Goal Area, the GEWE Plan 2019-2025 aims to achieve the following outcomes: More women, especially among marginalized groups, enjoy higher incomes from employment and entrepreneurship, including agribusiness; significant progress is achieved in reducing, recognizing, representing and redistributing unpaid care work; more women are benefiting from high-growth industry sectors such as ICT, STI; macro-economic trade and labor policies are more responsive to gender issues; women overseas Filipino workers (OFWs) enjoy higher incomes and better protection.

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		
Difficulty of women to sustain and scale up their business	Enhanced capacity of women to sustain and scale up their business	<ul style="list-style-type: none"> • Number of women-owned/ led informal enterprises formalized • Percentage of firms/businesses owned by women (<i>through business permits and licensing system</i>) <ul style="list-style-type: none"> ○ Business name registry ○ LGU permits <p><i>Proxy indicator: "Number of registered business establishments by sex of owner"</i></p>	<p><i>No available data</i></p> <p>257,294 (54%) <i>(DTI-RGMS, Philippine Business Registry, 2017)</i></p> <p><i>To be determined</i></p>	<p>10% increase from current percentage of firms and businesses owned by women by end of plan period</p> <p><i>To be determined by DTI and other concerned agencies</i></p> <p><i>To be determined</i></p>	<p>Increase support for sustainable women-led or women-managed enterprises. Support capacities of women from marginalized groups to lead and/or participate in sustainable entrepreneurial activities that increase their income and enhance their empowerment and facilitate their access to financial and other support services, such as ICT.</p> <p>Intensify the delivery of business development services that address specific challenges of women-owned or operated enterprises</p> <p>Monitor the effectiveness of convergence efforts among national government agencies, LGUs and private sector</p>	<p>DTI-CEODBG DTI-MSG DTI-TIPG DTI-SBC DILG-BLGD FDA</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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		<p>Established business rate by sex of owner (or business discontinuance rate by sex of business owner)</p> <p>Number of micro, small and medium enterprises (MSMEs) participating in global value chains disaggregated by sex of owner</p>	<p><i>No available data</i></p> <p>In 2017, DTI assisted 947 (61%) women and 601 (39%) men to participate in international trade missions.</p> <p>Total number and percentage of women and men provided with MSME services which includes export promotion, international trade Expo/Missions, domestic market matching; entrepreneurial support and development; small Business Finance and product design:</p> <ul style="list-style-type: none"> ● Female: 57,898 (60%) ● Male: 38,683 (40%) 	<p>Maintain a 40-60 percent representation of either men or women</p>	<p>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)</p> <p>Streamline the requirements and procedures for business name registration and licensing to enable more women to engage in business</p> <p>Enhance access of women-owned or operated MSMEs to formal loans and other sources of financing</p> <p>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-responsive</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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		Proportion of micro and small scale enterprises with a loan or line of credit increased disaggregated by sex of owner	<i>No available data</i>		evidence-based policymaking and program development	
Invisibility of women and gender concerns in foreign trade agreements (FTAs)	Enhanced access of women-owned or operated enterprises to opportunities and benefits generated by FTAs.	Number of formal agreements forged by government with bilateral and multilateral trade partners that include specific commitments to gender equality and women empowerment (e.g., benefits to women-owned or operated enterprises, benefits to women and men workers)	FTAs are silent on GEWE	<i>To be determined by DTI and other concerned agencies</i>	Capacity building of trade negotiators and their staff on gender equality and women's empowerment, including women's economic empowerment Ensure that women business leaders are consulted or take part in trade negotiations Monitor the impact of FTAs including on women-owned or operated MSMEs	DTI-IDTPG
Limited awareness among women of their consumer rights	Enhanced awareness and understanding of consumer rights among women	Level of consumer awareness (%), by sex	<i>No available data</i>	80% level of consumer awareness by sex by 2025	Intensify consumer protection advocacy and consumer education activities among women consumers and entrepreneurs Generate more understanding of the impact of prices, and	DTI-CPG
		Consumer complaints resolution rate	<i>No available data</i>	<i>To be determined</i>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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					<p>other consumer related issues on women</p> <p>Integrate gender-related issues and concerns relative to consumer protection in policymaking and advocacy bodies</p>	

CHAPTER 2: AGRICULTURE, FISHERY AND FORESTRY

Overall Strategic Outcome: Reduced poverty among rural women 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 Agriculture, Fishery and Forestry sector.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
High poverty incidence among rural women	Reduced poverty among rural women	Poverty incidence among women, urban and rural, age, and ethnicity	<i>No available data</i>	Decrease by 6-7 % by 2025	<p>Accelerate access of rural women to economic resources including decent work opportunities and viable agribusiness opportunities</p> <p>Accelerate access of rural women to education and training</p> <p>Ensure that infrastructure projects in rural areas are gender-responsive</p> <p>Develop and/or enhance the delivery of programs aimed at increasing access by rural women to social protection</p>	DA DAR DENR
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	<p>Number of women and men holders of land ownership instruments:</p> <ul style="list-style-type: none"> • Emancipation patent (EP) 	<p>- Female: 57,424 (13.81%) - Male: 358,281 (86.2%) (DAR, 2015)</p>	<i>To be determined</i>	Enact and adopt laws and policies that ensure equal rights of women and men to access natural resources and economic and productive resources, especially land ownership	DA DAR DENR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<ul style="list-style-type: none"> • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT) 	<p>- Female: 653,945 (32.76%) - Male: 1,342,509 (67.2%) (DAR, 2015)</p> <p><i>No available data</i></p> <p><i>No available data</i></p> <p><i>No available data</i></p>	<p><i>To be determined</i></p> <p><i>To be determined</i></p> <p><i>To be determined</i></p> <p><i>To be determined</i></p>		
		Number of agricultural and residential land free patents issued to women and men	<i>No available data</i>	<i>To be determined</i>		
		Share of employment by industry, by sex	Female employment in agriculture: 38.9% (FIES, 2016)	<i>To be determined</i>		
		Percentage of women and men employed in AFF	Female: 16.6% (866,000) Male: 83.4% (4,352,000) (2016 Statistics Handbook on Women and Men in the Philippines)	20% women by 2025	Apply the decent work agenda applicable to the agriculture sector that are inscribed in International Labor Organization conventions, soft-law instruments, and guidelines	DA DAR DENR
		Number of registered fisher folks by sex	Female: 599,104 (30.8%) Male: 1,343,567	40% women registered by 2025		DA BFAR

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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			(69.2%) (RSBSA data as of Nov. 22, 2018)			
Lower wage rates of women than men in agriculture, fishery, and forestry	Increased wage rates of women and reduced gender wage gap in AFF	Wage rates of women and men agricultural workers	Nominal Wage: Female: 200.66 Male: 188.86	Increase nominal wage of women and reduce wage gap from 6.25% to 2%		DA DAR
Low access to appropriate financial instruments and products	Increased access of rural women to credit and financial services	Number of women and men in the AFF sector provided with credit and financial services	Female ARBs provided with microfinance assistance: 38,025 (2013) Female ARBs provided with agricultural credit: 78,878 (2014) (DAR on Women ARBs Provided with Various Support Services, By Type, CY 2010-2015)	10% increase by 2025 10% increase by 2025	Implement programs that would ensure increased access of rural women to appropriate credit and financial services Improve rural women's access to appropriate financial instruments and products	DA DAR DENR
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 agriculture, fishery and forestry sector	Percentage of women occupying leadership and decision making positions in agriculture sector: <ul style="list-style-type: none"> Local Agriculture and Fishery Council 	29% in local agriculture and fishery council	40% participation of women in local councils	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	Agricultural cooperatives: CDA Women's Organizations: DAR, DAR

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		<ul style="list-style-type: none"> ARB Organizations 	Board of Directors in ARB organizations: 11,118 (2015)	40% by 2025	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 agriculture, fishery and forestry	Improved gender-responsiveness of laws and policies on agriculture, fisheries and forestry	Number of key agriculture-related laws and programs reviewed as to gender responsiveness ²	<i>No available data</i>	At least 3 agricultural-related laws and programs reviewed as to gender-responsiveness - 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	Assess implementation and enforcement of agriculture-related laws as to their impact on women's access to productive resources and productivity	DA DAR NCIP

²-Reviewed means impact study or in-depth review of the laws

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 sectors -- 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		
Gender gap in LFPR of women and lack of appropriate support for care work to enable women to stay in the labor market	Increased and more productive participation of women in the economy	Labor Force Participation Rate of Women	49.3% (as of PSA 2017 LFS)	<i>To be determined</i>	<p>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.</p> <p>Adopt special measures to facilitate equal access and opportunities for women from marginalized social groups and incentivize women to participate in the labor force.</p> <p>Collect and analyze data, prepare policy briefs to build the business case</p>	DOLE TESDA DTI
		Number of companies offering flexible work scheduling	<i>No available data</i>	<i>To be determined</i>		
		Share of women to total employment by major occupation group and class of worker	<i>No available data</i>	<i>To be determined</i>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>for family care options that are family friendly and practical.</p> <p>Fast track implementation of day care and other support services especially in work places.</p> <p>Encourage companies to see the benefit of improving their existing day care facilities to be more responsive.</p> <p>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.</p> <p>Develop IEC on the value of women's work to the economy and the need to support them in their reproductive role.</p> <p>Expand employment and decent work opportunities for women in the agriculture, industry,</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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					<p>manufacturing, and services sectors, as well as in entrepreneurship (Gender Equality in Labor Market)</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>	
Prevailing gender norms among employers and HR personnel limit women's employment opportunities	Women are hired and thrive in higher income jobs	Employment data of women in ICT, Technology and Engineering	<i>No available data</i>	<i>To be determined</i>	<p>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 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. Intensify dissemination of</p>	DOLE DOST

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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					<p>employment facilitation programs of DOLE such as Labor Market Information and job fairs</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>	
Women continue to face pregnancy- and maternity-related discrimination in the workplace.	Significant reduction in pregnancy related discrimination faced by women	<p>Number of discrimination cases filed by women</p> <p>No. of companies with breastfeeding facilities and/or providing breastfeeding break</p>	<p><i>No available data</i></p> <p><i>No available data</i></p>	<p><i>To be determined</i></p> <p><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;	DOLE NLRC

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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					<p>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 return to the workplace after childbirth</p>	
Inadequate workplace health and safety protection of women workers	<p>Women workers are adequately protected</p> <p>Domestic, informal and other vulnerable and marginalized</p>	Number of policies and programs put in place to support increased safety of women workers	<i>No available data</i>	<i>To be determined</i>	Strengthen the policy framework to protect the rights of vulnerable women workers and ensure that the labor inspection services	DOLE-OSHC HDMF Philhealth SSS GSIS ECC

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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	groups of women (PWDs, different SOGIE) have expanded opportunities for employment and entrepreneurship and enjoy better protection	Annual cost of disability pay-outs claimed by women (available from ECC)	<i>No available data</i>	<i>To be determined</i>	monitor compliance and report on the extent of protection provided to the most vulnerable.	
Proportion of women workers and employees in the formal sector provided with social protection and decent work standard services		<i>No available data</i>	<i>To be determined</i>	Monitor private sector's compliance with risk assessment and management strategies to prevent workplace hazards and risks more common to women.		
Proportion of agency-hired and contractual women workers and employees provided with social protection coverage		<i>No available data</i>	<i>To be determined</i>	Create awareness among employers about women's rights and responsibilities under OSH laws.		
Level of awareness of duty-bearers on labor standards and social protection (e.g. SSS, Philhealth, and Pag-ibig) on GEWE		<i>No available data</i>	<i>To be determined</i>	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). Conduct research on hazards for women in the workplace and use these to design and implement gender-sensitive OSH programs		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					Increase awareness about women workers' rights and decent work standards	
Sexual harassment and other forms of GBV in the workplace negatively impact work performance	Sexual harassment in the workplace is significantly reduced	Number of companies with Anti-Sexual Harassment Policy Percentage of companies with CODI	<i>No available data</i> <i>No available data</i>	<i>To be determined</i> <i>To be determined</i>	Fully enforce the anti-sexual harassment (SH) law and monitor private sector's compliance Establish partnership with ECOP to help build the environment for a Zero tolerance policy on SH in the workplace Intensify awareness raising of men workers not only on SH but the expanded framework of the law. Institute regular training for workers, inspectors, union leaders, workplace safety officers, and human resource personnel on gender-based discrimination, sexual harassment, and support systems for women victims Provide accessible	DOLE

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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					support services for women victims and/or referral system to professionals	
Inadequate representation of women's voice in labor organizations and in company boards in the private sector	Significant increase in women's representation in the labor sector and in decision-making boards in the private sector	Number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	<i>No available data</i>	<i>To be determined</i>	Expand membership of tripartite councils to include more women representatives including from non-traditional stakeholders and sectors to make them more inclusive (Decent Work Country Diagnostics 2017) Ensure representation of women, youth, migrants, workers in the informal economy and public sector in the NTIPC, RTIPCs, ITCs, and LGU bodies (PLEP 2017-2022)	DOLE
		Number of women's groups participating in sector consultations in the formal labor sector	<i>No available data</i>	<i>To be determined</i>		
		Number of women in senior management positions	<i>No available data</i>	<i>To be determined</i>		
Women OFWs are predominantly in vulnerable job categories such as domestic work and suffer from abusive and exploitative work conditions There are social costs to women's migration	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	Percentage of female domestic workers that reported cases of abuse over the total number of female domestic worker	<i>No available data</i>	<i>To be determined</i>	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	POEA OWWA
		Percentage of female domestic workers that reported cases of abuse over the total	<i>No available data</i>	<i>To be determined</i>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
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for work overseas		number of female domestic worker			standards;	
		Number of female domestic workers repatriated	<i>No available data</i>	<i>To be determined</i>	Strengthen the enforcement of laws and policies aimed at protecting women migrants, particularly the most vulnerable household or domestic workers.	
		Number of disciplinary action against foreign employers	<i>No available data</i>	<i>To be determined</i>	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.	
					Strengthen the reintegration program for returning women OFWs; facilitate their access to	

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					<p>skills for employment and skills for entrepreneurship training programs of government</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>	

Strategic Goal Area

**Accelerated Human Capital Development
through Investing in Gender Equality
and Women's Empowerment**

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

The development and deployment of human capital is a critical element of economic growth and social inclusion. Countries cannot have very high human capital if their gender gaps are large because women make up half of the population. Thus, this strategic goal area highlights the special needs of marginalized social groups of women who are most likely being left behind by growth and development, particularly in the areas of education, health, and shelter. They have been specifically identified in the MCW and should be given special attention.

Muslim and Indigenous Women. The rights of Muslim and indigenous women and equality with men in all spheres of life are guaranteed and protected under existing law. To ensure that Muslim and IP women are not merely viewed as passive recipients and beneficiaries of government programs, they need to be better represented and capacitated to engage in decision-making and governance processes. Their marginalization is greatly affected by the fact that they live in isolated areas where they continue to suffer from poverty and fare dismally in socio-economic indicators due to inaccessibility to health, education, and the provision of basic services.

This problem is often caused by their failure to be registered at birth.³ Birth registration is a fundamental right and a basis for the exercise of many other rights. By not being registered,

³ Women's EDGE Plan, 2013-2016.

they become “legally invisible” and are not fully considered in government planning and programming, and are not able to fully access social programs, services and facilities.

Women with Disabilities. According to the 2010 Census of Population and Housing, there are 1.4 million Filipino persons with disabilities, and half of them are women. The protection, promotion and fulfillment of the rights of persons with disabilities are guaranteed under RA 9442 or the Magna Carta for Persons with Disability, while women with disabilities are further protected under the MCW. Monitoring of compliance with these policies still needs to be strengthened. PWDs are entitled to 20 percent discount for medicines, food, transportation, and exempted from VAT, much like the senior citizens.

Gender issues identified in the Women's EDGE Plan continue to be relevant. These include: a) lack of access to justice by women and girls with disabilities; b) lack of participation in decision-making in governance structures and processes; and, c) invisibility in mainstream government programs and services that will otherwise include them in growth and development. An emerging issue is their invisibility in the country's disaster risk reduction and management phases from disaster prevention, response, to recovery, including humanitarian assistance.

Elderly Women. The Philippines ranks moderately on the Global AgeWatch Index at 50 overall. It ranks highest in the

enabling environment domain, with above regional average values for all indicators and one of the highest figures when it comes to the satisfaction of older people with civic freedom in the region. It also ranks highly in the capability domain. The Philippines ranks low in income security due to low pension coverage (28%) and a higher than regional average old-age poverty rate (13.7%). It ranks lowest in health due to low life expectancy at 60 (17), compared with regional average (19.3).⁴

Currently, the country is not prepared to meet the needs of the influx of aging Filipino men and women. National policies like the Expanded Senior Citizens Act (RA9994) must be reviewed to address the unique needs of women and men among the aging citizens. There is a dearth of data and research on aging in the Philippines, much more so on looking at different situations between men and women older persons. It is safe to assume though, that gender issues that women face in the workplace and in society in general, have manifestations during old age. For example, women need longer health care services given their relatively longer life span compared to men; they also have lower pensions given that on the average, women have shorter work life due to their care responsibilities.

In recent years, the government has implemented key programs that aim to enable the poorest segment of society to access basic education and health services. These programs include (a) the Pantawid Pamilyang Pilipino Program, which is a conditional cash transfer program, (b) the Kapit-Bisig Laban

sa Kahirapan - Comprehensive and Integrated Delivery of Social Services Program (KALAHI-CIDSS), (c) the Sustainable Livelihood Program (SLP), (4) the K to 12 Program, (5) Education Inclusion Programs, (6) Health Facilities Enhancement Program, (7) Expanded Program on Immunization, (8) Family Health Nutrition and Responsible Parenting, and (8) the National Health Insurance Program, among others. These programs aim to improve the lives of men and women and give them access to health, education, and livelihood. Given the value and reach of these programs, the extent to which their outcomes have benefitted women and men and other marginalized groups would be extremely useful for improved targeting and lessons that could be applied by other development sectors.

For this goal area, the GEWE Plan 2019-2025 targets to achieve the following outcomes: Women and girls, especially those from marginalized groups, enjoy increased access to and benefit from basic health including comprehensive sexual and reproductive health and rights (SRHR) services, and social protection; women-headed households have increased access to water, electricity & shelter; more girls and women are enrolled in science, technology, engineering, agriculture and math courses and are better equipped for the high growth sectors of employment and business.

⁴ Global AgeWatch, Philippines, 2015, <http://www.helpage.org/global-agewatch/population-ageing-data/country-ageing-data/?country=Philippines> accessed Sept 27, 2018

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		
Persistence of High Maternal Mortality Ratio (MMR)	MMR significantly reduced	Maternal mortality ratio (MMR)	114 per 100,000 live births (UN Modelled Est., 2015)	90 per 100,000 live births (PDP 2017-2022) 70 per 100,000 live births (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>Examples of Programs by DOH:</p> <ul style="list-style-type: none"> Health Facility Enhancement Program (HFEP) – upgrade of 	DOH PhilHealth LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					facilities to Basic Emergency obstetric and newborn care (BEmONC) standard <ul style="list-style-type: none"> • Upgrade of health workers competence on BEmONC • PhilHealth Maternity Care Package (MCP) and accreditation of birthing centers • Maternal death reviews (maternal death surveillance and response) to improve the system towards safer pregnancy and delivery 	
		Proportion of births delivered in a health facility	78%	90% (by 2022)	Same as above	DOH LGUs
		Proportion of births attended by skilled health personnel	84%	90% (by 2022)	Same as above	DOH LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Percentage of women ages 15-49 who give birth and receive: a) 4 or more antenatal care check-ups b) 2 postnatal care check-ups	87% 86%	90% (by 2022) 90% (by 2022)	Same as above	DOH LGUs
Inadequate Access of Women and Girls to Sexual and Reproductive Health (SRH) Services and Information	Improved access of women and girls to comprehensive SRH services and information	Modern Contraceptive Prevalence Rate (MCPR) disaggregated by age, urban/rural (all women of reproductive age 15-49 years old)	24.9% (NDHS,2017)	30% (by 2022) for all women of reproductive age (WRA)	<p>Improve the delivery of comprehensive SRH services particularly to those farthest behind in access due to their location, ability, and age among the poor and marginalized sectors.</p> <p>Intensify awareness raising campaign on men's involvement and/or participation in family planning. 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 Alternative Learning System (ALS), and laboratory schools of state and local</p>	DOH LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					universities and colleges (SUCs/LUCs) in lieu of DepEd Order No. 31, series 2018 (DO 31). Ensure availability and access of men to various contraceptive methods including vasectomy.	
		Unmet need for family planning (FP) disaggregated by urban/rural	17% (NDHS,2017)	14% (by 2022)	Same as above	DOH LGUs POPCOM
		Adolescent aged 15-19 years birth rate per 1,000 women in that age group	47% (NDHS,2017)	37% (by 2022)	Same as above	DOH LGUs POPCOM
		Percentage of health facilities with no stock out of essential drugs and vaccines (disaggregated by type of facilities to classify essential drugs per level)	<i>To be determined</i>	<i>To be determined</i>	Same as above	DOH LGUs
		Percentage of increase in the availment of PhilHealth Maternity benefits	<i>To be determined</i>	<i>To be determined</i>	Same as above	DOH LGUs PhilHealth

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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)	20% (PPAN 2017-2022)	<p>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.</p> <p>Include transformation of gender norms that reinforce poor nutritional levels among pregnant women.</p>	DOH LGUs NNC FNRI
		Prevalence of anemia among women of reproductive age	11.7% (NNS, 2015)	6.0% (PPAN 2017-2022)	<p>Improve the nutrition education, delivery and compliance monitoring of micronutrient supplementation programs.</p> <p>Include transformation of gender norms that reinforce poor nutritional levels among pregnant and lactating women and women of reproductive age.</p>	DOH LGUs FNRI
		Percentage of infants 5 months old who are exclusively breastfed	24.7% (NNS, 2015)	33.3% (PPAN 2017-2022)	Increase advocacy to both public and private entities to adhere to the provisions of RA 10028 and relevant policies (e.g.	DOH LGUs FNRI

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					MCW, DILG MC 2011-54, etc.) including availability of lactation stations in workplaces and public places, provision of lactation breaks, etc.	
Inadequate knowledge and sensitivity of Health Care Providers to particular health-related issues and constraints of poor women and girls	Significantly improved experience by women and girls of their interaction with public health care facilities	Number of health service providers trained in Gender-Responsive and Rights-Based Integrated Reproductive Health (GRRB-IRH) service delivery	<i>To be determined</i>	<i>To be determined</i>	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).	DOH, LGUs Data source: NDHS, PSA, DILG
		Number of health service providers trained on handling pregnant women and girl children clients with disability	<i>To be determined</i>	<i>To be determined</i>	Same as above	DOH, LGUs Data source: NDHS, PSA, DILG
Growing Prevalence of HIV and AIDS	Reduced prevalence of HIV/AIDS among women	Number of new HIV infections (newly diagnosed cases/year) disaggregated by sex	9,264 (2016) 33 cases per day (<i>HARP, September 2018</i>)	“By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases”	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.	DOH LGU PIA (for advocacy campaigns)

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					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.)	
		Percentage of People Living with HIV (PLHIV) on Antiretroviral Treatment (ART)	24,754 / 41,130 or 60% (<i>HARP, December 2017</i>)	55,791 / 79,702 or 70%	<p>Reach key populations for HIV awareness, promotion of HIV testing, condom education and distribution.</p> <p>Screen key populations for HIV by trained and supervised member of community-based organizations.</p> <p>Test key populations for free at Social Hygiene Clinics, TB facilities and antenatal care facilities.</p> <p>Enroll PLHIV to free antiretroviral therapy (ART) at DOH-designated treatment hubs /primary HIV care</p>	DOH LGUs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					facilities. Adhere to ART for PLHIV on ART and monitor response to treatment through viral load testing.	
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)	Improved mental health among women, particularly victim-survivors of violence, and those from marginalized social groups	<i>To be determined</i>	<i>To be determined</i>	<i>To be determined</i>	Fully implement RA 11036 – the Mental Health Act Build evidence on the prevalence and causes of mental health problems in women as well as on the mediating and protective factors. Promote the formulation and implementation of health policies that address women’s needs and concerns from childhood to old age. 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. Include and highlight mental health in the delivery of basic health	DOH LGUs NCMF Data source: PSA NCMH CHED DILG

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>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, disability, ethnicity/culture, religion/beliefs, and other status (possible reference: NCMF's Mental Health and Psychosocial Support Service or MHPSS for Muslim Filipinos Training Module).</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>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Number of WCPUs established	84 WCPUs in 48 provinces and 8 chartered cities	81 provinces and 42 chartered cities have at least 1 WCPU	<p>Establishment of Women and Child Protection Units (WCPUs) to provide comprehensive medical services to victims of sexual abuse.</p> <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>	DOH

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		
Gender and cultural norms influence women's choice of higher education field of study resulting in their low enrolment in the STEAM fields that are associated with increased income and expanded options for women	Increased enrolment of women in STEAM fields of study	Number of women enrolled in STEAM courses	473,845 (2017-18)	10% increase by 2025 (depending on budgetary allocation, per RA 10931-UAQTE)	Review existing scholarship programs to encourage more women to get into STEAM courses, particularly those from poor and marginalized sectors; Review TVET course offerings for these to better equip women for higher paying jobs in higher growth sectors and not just in traditionally women skills Enhance partnership with the private sector to increase women's internship, and on the job training in high growth sectors Institutionalize the integration of gender equality and women's empowerment messages and materials in education IEC, outreach and other programs	DepEd CHED HEIs
		Number of women graduates in STEAM courses	116,898 (2016-17)	<i>To be determined</i>		
		Number of women with TVET certification in non-traditional skills	<i>To be determined</i>	<i>To be determined</i>		
		Number of women granted STEAM scholarships	<i>To be determined</i>	<i>To be determined</i>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					Gender-sensitive curriculum and women-friendly equipment for STEAM students	
<p>Continued vulnerability to sexual harassment and other forms of gender-based discrimination and violence in schools</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 of women and girls to gender-based violence in schools	<p>Number of GBV and VAW cases resolved</p> <p>Number of mechanisms including infrastructure and facilities established in education institutions to address GBV</p> <p>Proportion of schools with access to basic sanitation facilities</p>	<p>5</p> <p>10</p> <p>16</p>	<p>100% resolved cases</p> <p>10% increase or yearly improvement of infrastructure and facilities to address GBV</p> <p><i>To be determined</i></p>	<p>Fully enforce the law on sexual harassment and its related rules and regulations</p> <p>Implement programs that are preventive of GBV which target both men and women in education institutions</p> <p>Develop IEC, policy notes, and guidance that encourage social norms and behavior that support respect for women and girls and non-discrimination</p> <p>Monitor functionality of established enabling mechanisms (e.g. CODI, VAW Desk) to prevent and address gender-based violence in education institutions and apply lessons learned to improve their effectiveness</p>	<p>CHED</p> <p>DepEd</p> <p>HEIs</p> <p>CWC</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Ensure compliance to Child Protection Policy</p> <p>Strengthening of curriculum and strict implementation that addresses sexual harassment and GBV cases in schools</p> <p>Develop tools and mechanisms to monitor functionality of schools to Child Protection Policy</p>	
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	<p>Presence of a comprehensive policy on the gender responsiveness of the school system</p> <p>Number of curricular levels reviewed and for which gender responsive standards are developed</p> <p>Number of textbooks reviewed and revised to rectify gender biases and stereotypes</p>	<p>CHED Memorandum Order No. 1, series 2015</p> <p>DepEd Order No. 32, S. 2017 – Gender-Responsive Basic Education Policy</p> <p>14</p> <p>8</p>	<p>Policy for basic education, higher education and TVET</p> <p>At least 20% of curricula reviewed each year for gender responsiveness</p> <p><i>To be determined</i></p>	<p>Vigorously pursue the implementation of the gender-responsive basic education policy</p> <ul style="list-style-type: none"> ▪ Develop, implement, and monitor policies and standards for gender-responsive curriculum development ▪ Creation of division focused in reviewing school curricula and textbooks (DepEd Curriculum Development) ▪ Develop clear 	DepEd, CHED, TESDA and HEIs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Number of school policies reviewed for discriminatory provisions and revised accordingly	20	All schools' curricula have been reviewed in strict compliance to DO 32, S. 2017	implementing guidelines to ensure implementation of gender-responsive education policy <ul style="list-style-type: none"> ▪ Enable writers, reviewers, faculty and school administrators to integrate gender equality and women's empowerment in curricula and instructional materials ▪ 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 	
		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>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>sexual and reproductive health and rights</p> <ul style="list-style-type: none"> Conduct inventory of materials containing gender stereotypes and biases and execute corrective measures <p>Ensure compliance to CHED's memorandum on Comprehensive Sexuality Education</p> <p>Enhance home-room guidance program (with GST for guidance counselors)</p>	
Underperformance of boys in key education indicators	Improved education outcomes for boys	<p>Percentage of pre-school, elementary, secondary, post-secondary and college enrollees and graduates by sex</p> <p>Functional Literacy Rate (%) by Sex 10-64 years old</p>	<p>Higher Education, 2017-18:</p> <ul style="list-style-type: none"> Male: 44.44% Female: 55.56% 	<i>To be determined</i>	<p>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.</p>	<p>DepEd TESDA CHED</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Basic Literacy Rate (%) by Sex 10 years and over			Generate knowledge and better understand the root causes of boys' underperformance in schools Enhance guidance and counseling programs of HEIs to focus on encouraging boys to improve performance	
		Drop-out rate (%) by Level and by Sex				
		Cohort survival rate (%) by Level and by Sex				
		Net enrolment rate (%) by Level and sex				
		Number of out-of-school youth by sex				
		Number of enrollees in ALS by sex				

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; strengthened 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		
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	Proportion of housing/shelter projects that are responsive to women’s needs	<i>To be determined</i>	<i>To be determined</i>	Establish partnership with other national and local government, civil society and private sector for the attainment of affordable and gender-responsive housing 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 between national and local government agencies for the restoration of women’s livelihood that are expected to be affected by the DOTr railway project.	Key shelter agencies HUDCC NHA SHFC
		Proportion of women-headed families with access to improved water supply	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of women-headed households with access to safe electricity connection	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of women-headed families living with improved sanitation facility	<i>To be determined</i>	<i>To be determined</i>		
		Number of financial institutions with specific finance packages for women from informal settlements and low-income areas (data to be provided by key shelter agencies)	<i>To be determined</i>	<i>To be determined</i>		

Strategic Goal Area

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

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

This goal area focuses on gender-based violence and related sub-themes of gender equality in justice, security and peace.

For this goal area, the strategic outcomes that the GEWE Plan 2019-2025 targets to achieve are: Women, especially those from marginalized groups, have better access to justice including transitional justice; gender-based violence (GBV) is significantly reduced; victim-survivors are empowered to seek help; root cause, impact, and social cost of GBV is better understood and addressed across sectors; women are in leadership and have meaningful participation in all stages of peace and security processes, especially in conflict areas.

CHAPTER 7: GENDER-BASED VIOLENCE AND THE JUSTICE SYSTEM

Overall Strategic Outcome: Justice systems 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.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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	Percentage of women who are aware of anti-VAW protection orders	Percent distribution of women age 15-49 who are aware of the following remedies: -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. Undertake campaigns at the national and LGU level which promote help-seeking behavior for women victims of violence primarily through messages that address “victim blaming”	PCOO PNP DOJ CHED DepEd DILG LGUs (Barangay VAW Desks) LCAT-VAWCs LCPC BARMM-RCBW CHR
		Percentage of women who are aware of places to seek help from VAW -Barangay VAW Desk -WCPD -DSWD -PAO, DOJ -CSOs -TPD/PPD (courts)	Percentage of women who are aware of places to seek help from VAW -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%		
		Percentage of women aged 15-49 who have ever experienced physical or sexual violence based on their help-seeking	Percent distribution of women who sought help to stop violence, disaggregated by type of violence:	Percent distribution of women who sought help to stop violence, disaggregated by type of violence:		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		behavior (disaggregate by type of violence and other relevant background characteristics such as age, region, civil status, wealth quintile, employment, education, ethnic group)	Physical violence only: 29.8% Sexual violence only: 38.1% Both physical and sexual violence: 50.3%	Physical violence only: 50% Sexual violence only: 50% Both physical and sexual violence: 70%		
Inaccessibility of Justice Services (enumerate marginalized sector)	Removal of barriers which adversely affect the access to justice of women and children, especially those belonging to marginalized social groups.	Desistance rate in cases involving gender-based violence (GBV). Attrition rate and period of disposition of cases involving GBV-related offenses. - BPOs, TPOs, PPOs Percentage of women and children victims who requested for and were provided with temporary shelters by: - LGU crisis intervention centers - Holding centers for female CIC	<i>To be determined</i> DOJ disposition rate by case type, 2015: *VAW - 77.23% *Rape - 79.86% *Trafficking - 74.47% 131 females availed of half-way home accommodation (repatriated OFWs only) 1,658 victims of trafficking provided with recovery and reintegration programs	Decrease in the desistance rate in cases involving GBV Attrition rate of cases involving GBV-related offenses increased Increase in the percentage of women and children victims who requested for and were provided with temporary shelters by: a. LGU crisis intervention centers b. Holding centers for female CIC	Strengthen convergence of local mechanisms to ensure access for women of justice services Sustain the NBI and the PNP Women's and Children's Desks and other related initiatives Establish gender-sensitive, child-friendly 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	DILG PNP-WCPC DOJ-NPC PAO

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Percentage of women and children victims who requested for specific assistance/ service, disaggregated by type of services, by type of service provider - DSWD (as per SDG) - PNP - DOH - DOJ - LGU (Barangay)		Increase in the percentage of women and children victims who requested for and were provided with: a. Recovery and reintegration programs b. Financial assistance	Increase the no. 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. [PDP] Increase hiring of public attorneys to improve attorney-to-court ratio from 1:3 to 1:1. [PDP]	DILG LGUs DOJ DOJ-NPS BARMM-RCBW DSWD SC PAO IACAT LGUs SC-OCA
		Number of reported gender-based violence cases, including e-VAW (SDG)	Complaints filed before prosecutors Rape- 10,666 VAW- 15, 784 TIP- 421	<i>Refer to SDG country target</i>	Streamline investigation and prosecutorial processes, prosecution and case management processes, including those for heinous crimes (i.e., trafficking) [PDP]	
		Number of reported abuse cases of women and children (SDG)	Complaints filed in court Rape- 8,515 VAW- 9,757 TIP-287	<i>Refer to SDG country target</i>	Develop effective recovery and reintegration programs for victims of TIP.	
			Convictions in court Rape- 1,769 VAW- 703 TIP- 39		Enhance mechanism on providing appropriate means of communication during investigation, filing and trial (for deaf, children and women with	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<p>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)</p> <p>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</p>		<p><i>Refer to SDG country target</i></p> <p><i>Refer to SDG country target</i></p>	intellectual disability)	
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,	<p>Percentage of personnel who have undergone training on appropriate handling of VAW victims.</p> <p>-Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys</p>	<p>14% (614/4446) of DOJ-NPS have undergone orientation of related laws</p> <p>Supreme Court employees who have undergone orientations on the following:</p> <ul style="list-style-type: none"> • Rule of 	<p>At least 50% of personnel have undergone training on appropriate handling of VAW victims.</p> <p>-Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys</p>	Build the capacities of justice actors to observe gender sensitivity in providing services.	<p>PHILJA SC NCIP NCMF PNP NBI BJMP BuCor DSWD DOJ and attached agencies</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	women in conflict areas and persons of diverse sexual orientation, gender identity and expression.	-Health service providers ins WCPU	Administrative Procedure in Sexual Harassment Cases and Guidelines on proper Work Decorum in the Judiciary (A.M. No. 03-03-13-SC): <ul style="list-style-type: none"> • 73% (1,755/2,418) • Republic Act No. 9710: An Act Providing for the Magna Carta of Women: 26% (624/2,418) • Lower court judges and employees who have undergone: • Orientation Seminar-Workshop for Newly Appointed Judges from 1996 to 2018 • (Topic: Overview of the Expanded Anti-Trafficking 	-Health service providers in WCPU		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<p>in Persons Act):</p> <ul style="list-style-type: none"> • 100% judges nationwide • 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): • 90% clerks of court nationwide • Orientation Seminar-Workshop for Newly Appointed Sheriffs and Process Servers from 2013 to 2018 • (Topic: Gender Concepts including the Rule on 			

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<p>Level of gender awareness/knowledge and gender sensitivity of men and women officials/personnel</p> <ul style="list-style-type: none"> -Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys -Health service providers in WCPU 	<p>Administrative Procedure in Sexual Harassment Cases and Guidelines on proper Work Decorum in the Judiciary):</p> <ul style="list-style-type: none"> ○ Sheriffs – 30% nationwide ○ Process Servers – 22% nationwide <p>● Competency Enhancement Training for Judges and Court Personnel Handling Cases Involving Children from 2006 to 2018:</p> <ul style="list-style-type: none"> ○ Judges -16% nationwide ○ Clerks of Court - 14% nationwide ○ Court Interpreters - 15% nationwide 	<p>Increased level of gender awareness/knowledge and gender sensitivity of men and women officials/personnel</p> <ul style="list-style-type: none"> -Prosecutors -Law enforcers -Judges -Court attorneys -Clerks of Courts -Social Workers -Public attorneys -Health service providers in WCPU 		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<ul style="list-style-type: none"> ○ Court Social Workers - 63% nationwide • 10% (458/4,446) DOJ-NPS personnel have undergone GST • 54.10% (7,172/13,256) of BJMP personnel have undergone orientation of related laws • 53.86% of (7,140/13,256) BJMP personnel have undergone GST • 13.58% of (1,800/13,256) BJMP personnel have undergone gender analysis training • Supreme Court employees who have undergone GST: 77% (1,867/2,418) 			

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			<ul style="list-style-type: none"> Court of Appeals and Sandiganbayan Justices who have undergone GST: 21% (2014–2018) Lower court judges who have undergone GST (2014–2018): 21% Lower court employees who have undergone GST (2014–2018): 15% 			
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	<p>Number of established Women and Children's Protection Desks</p> <p>Percentage of police precincts with functional Women and Children's Protection Desks</p> <p>Percentage of barangay VAW desks with ideal level of functionality</p>	<p>2,060 WCPD (as of January 2019)</p> <p><i>To be determined</i></p> <p>As of June 2018, there are 37,832 out of 42,036 barangays have already established VAW Desk</p>	<p>100% of police precincts have functional WCPD</p> <p><i>To be determined</i></p> <p>At least 60% of barangay VAW desks assessed have ideal level of functionality</p>	<p>Establish a centralized monitoring system/database to synchronize data collection and consolidation of all GBV cases.</p> <p>Ensure a high level of functionality of women and children's desk in all police precincts.</p> <p>Establish VAW Desks in all Barangay LGUs (staffed with permanent/plantilla</p>	<p>JSCC</p> <p>PNP-WCPC</p> <p>DILG LGUs</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	survivors of rape and incest, and such other related circumstances which have incapacitated them).		Out of the 3,404 VAW desks assessed, 1362 (40%) are progressive, 1225 (36%) are mature.		positions) Complete organization of statutory family courts pursuant to RA Family Court Act of 1997	
		Number of operational and fully-equipped Family Courts	579 (17%) demonstrated an ideal level of functionality and 238 (7%) met the basic level of functionality	50% of Family Courts are operational and fully-equipped		SC
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).	<p>Women in Prosecutorial Positions: [44%]</p> <ul style="list-style-type: none"> Prosecutor- 44% Prosecution Attorney- 48% <p>Percentage of women personnel in the Women and Children Protection Center (WCPC): 134 out of 219 (61.19%) (as of January 2019)</p> <p>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)</p>	At least 50% of personnel handling VAW cases are women (see MCW)	Implement supportive measures to promote the recruitment, training and promotion of women in the police force, forensics, medico-legal and legal services	CSC, PNP, NBI, PAO, DOJ-NPS, SC. DSWD

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			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- 46% (832/1,817) 			
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 carpetas forwarded to the Bureau of Parole and Pardons (disaggregated by sex of inmate) Number and percentage of detention/penal facilities with established facilities for pregnant and breastfeeding detainees/inmates Percentage of inmate enrollees in formal education/vocational training programs, disaggregated by sex	<i>To be determined</i> 79 Female Dorms have established facilities for pregnant and breastfeeding Person Deprived of Liberty (PDL) 25% both sexes (35,733/142,934) of PDL enrolled in formal education/vocational training programs (BJMP)	100% of qualified female inmates in jails released on time 60% of detention/penal facilities have established facilities for pregnant and breastfeeding detainees/inmates 20% of female inmates are enrolled in formal education/vocational training programs	Enhance the carpeta monitoring system of women inmates. Establish and/or improve facilities for inmates or detainees who are pregnant, about to give birth, or who are breastfeeding their children in the detention center or prison. Ensure the availability of mechanisms which ensure the safe and healthy delivery of pregnant inmates Promote enrollment of women inmates in educational and vocational training programs	BuCor BPP BJMP DILG

CHAPTER 8: PEACE AND SECURITY

Overall Strategic Outcome: Women from diverse social groups, especially marginalized groups and women in conflict-affected 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; 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		
Women’s leadership and perspectives are not sustained and reinforced in peace and security mechanisms and processes.	Women are in 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 military, by decision level position, and rank and file - including reservist force 	<i>To be determined</i>	The proportion of women and men in the different areas of peace and security processes is 50:50	Adopt a policy to promote the appointment of women to key leadership positions in peace panels, peace agreement implementation, and other peace mechanisms.	OPAPP PCW AFP PNP Other members of the NSCWPS RCBW-ARMM RGADC-CAR
		No. of conflict-affected regions with local action plan on WPS	<i>To be determined</i>	7 regions	Build the capacity of women and create a more enabling environment for women to participate as key actors in the peace and security sector.	
		Number of conflict-affected regions with	<i>To be determined</i>	<i>To be determined</i>	Increase opportunities for women’s greater participation in the army (reservist force)	
					Increase the number of hijab troopers and explore ways to sustain the group	
					Create platforms to actively engage peace, human rights, and women civil society organizations on the ground in matters related to peace and	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		women's groups recognized and engaged in security, justice and peace initiatives			security. Ensure the localization and implementation of the national action plan (NAP-WPS)	
		Percentage of newly forged peace agreements that include specific commitments to gender equality and women's empowerment	<i>To be determined</i>	<i>To be determined</i>		
		Number of peace agreements reviewed as to gender responsiveness	<i>To be determined</i>	<i>To be determined</i>		
		Number of gender-, culture-, and conflict-sensitive training for women in peace and security: • peace keepers • service providers • women in the community	<i>To be determined</i>	<i>To be determined</i>		
Women and children in conflict-affected communities are highly vulnerable to sexual and gender-based violence, exploitation	Reduced vulnerability of women and children in conflict-affected areas to all forms of	Percentage of women from conflict-affected areas who requested and were provided services, by type of service	<i>To be determined</i>	<i>To be determined</i>	Develop and implement rights-based, culture-sensitive, peace-promoting, gender-responsive, and child-friendly policies, programs, and projects for women and	OPAPP DSWD PNP AFP DOJ Other members

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
and other forms of discrimination.	discrimination, exploitation, trafficking, torture and violence	Percentage of budget of government institutions utilized for gender-responsive programs to protect the rights of women and children in the context of armed conflict	<i>To be determined</i>	<i>To be determined</i>	children affected by armed conflict.	of the NSCWPS and agencies working in conflict-affected areas BARMM NCMF OP NSC
		Percentage of GBV victim-survivors in conflict-related emergencies (disaggregated by sex, age, disability, and minority status) provided with psychosocial and other justice related services	<i>To be determined</i>	<i>To be determined</i>	Build the capacity of government duty-bearers, including civil society partners, to deliver rights-based, culture-sensitive, peace-promoting, gender-responsive, and child-friendly services	
		Number of GBV in conflict-related emergencies reported to the authorities	<i>To be determined</i>		Intensify program to prevent violent extremism	

Strategic Goal Area

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

Strategic Goal Area 4 Expanded Opportunities for Women's Participation and Leadership in Decision-Making in Disaster Resilience and Humanitarian Action

Disaster risk reduction is viewed as a cross-cutting issue in sustainable development. The 2030 Agenda for Sustainable Development has underscored the critical interface between climate change and disaster risk reduction, especially within the context of urban settlements. Similarly, the Sendai Framework for Disaster Risk Reduction (DRR) 2015–2030 has adopted a disaster risk management approach that aims to broadly strengthen resilience and adaptive capacity to climate-related hazards, emphasizing the need for dovetailing climate change adaptation and disaster risk reduction efforts. The SDGs include 25 targets related to disaster risk reduction in 10 out of the 17 goals. Furthermore, even where disaster risk reduction language is not explicitly mentioned, numerous goals and targets can contribute to reducing disaster risk and building resilience, including targets related to promoting education, upgrading infrastructure in urban settlements and promoting health (UNISDR, 2015).

Without the input of women, risk reduction and climate change adaptation strategies will not be designed for the entire community. Gender is an important dynamic in climatic and disaster risk reduction efforts. The reasons are essentially two-fold: (1) the agency of women is essential for tackling the perils of climate change and disaster risk; (2) despite significant strides that have been made in addressing gender inequalities over the years, women are still among the most marginalized groups of society and are particularly vulnerable to current and future climate change and disaster risk. This

requires the inclusion of women in programming, decision-making and policymaking for disaster and climatic risk.

While women's vulnerability is almost always assumed, their unique capacities and contributions to adaptation and across the disaster management cycle (mitigation, preparedness, response and recovery) have not been well documented and explored as a significant factor to consider in resilience building.

For this goal area of the GEWE Plan 2019-2025, the strategic outcomes targeted are: Improved resilience of women, especially from poor and marginalized groups, to natural and human-induced risks and disasters; enhanced women's perspective, participation and leadership in DRRM and climate change adaptation.

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; and, increased voice and leadership by women in DRRM and humanitarian action.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
Women are likely to suffer higher rates of mortality, morbidity and post-disaster ruin to their livelihoods	Strengthened resilience and adaptive capacity of women and girls to prepare and respond to natural hazards and risks	Number of deaths and missing persons and persons affected by disaster per 100,000 peoples (by sex) (c/o NDRRMC)	<i>To be determined</i>	<i>To be determined</i>	Improve the narrative of women in disasters from the limited view of vulnerability to encompass their resilience-building and leadership	DILG NDRRMC CCC Local DRRMOs
		Period of recovery from disasters, by sex	<i>To be determined</i>	<i>To be determined</i>	Ensure women's control over and access to resources (livelihood and other economic opportunities) that are not mere extensions of their domestic roles	
		Number of women from disaster areas accessing microfinance for business recovery	<i>To be determined</i>	<i>To be determined</i>		
		Number of temporary shelter and other infrastructure in times of humanitarian emergencies with women friendly spaces	<i>To be determined</i>	<i>To be determined</i>	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)	
					Promote and implement the Public Service Continuity Plan (PSCP) as per NDRRMC Memo 33,	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>10 APR 2018</p> <p>Increase the capacity of NDRRMC, its members and other concerned agencies on the roll-out of trainings and capacity-building activities to vulnerable communities</p> <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>Ensure that proposed policies on DRRM such as the NDRRM Act have good articulation of women's representation and benefit from the sector.</p> <p>Develop gender-specific and sex-disaggregated data in monitoring and evaluation</p>	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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	Enforce the implementation of the MCW provision on 40% participation of women in multi-sectoral/multi-stakeholder bodies	NDRRMC CCC Local DRRMOs
		Number of women organizations participating in DRRM processes	<i>To be determined</i>	<i>To be determined</i>	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	
		Number of policies to ensure that women's health and safety in temporary shelters are addressed	<i>To be determined</i>	<i>To be determined</i>	Implement mechanisms to advance women's leadership in the DRRM phases such as in community disaster resilience programs	
					Develop and build the capacity of a strong network of women's organizations on DRRM	
					Adopt international best practices on addressing the vulnerability of women in disasters as well as their leadership potential in resilience building.	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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	<i>To be determined</i>	<i>To be determined</i>	<p>Advocate for LGU support to mainstream GBV programs during emergencies and identify areas of collaboration to ensure inclusive response during time of disasters</p> <p>Adopt internationally accepted protocols to address the issue of GBV in DRRM, such as in temporary shelter management during disasters.</p> <p>Ensure that the private sector follows standard protocols that protect women and girls in the provision of assistance in times of emergencies and disasters</p>	DepEd CHED PIA PCOO DILG
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 girl's practical gender needs	<p>Gender-responsive temporary shelter and other infrastructure in times of humanitarian emergencies</p> <ul style="list-style-type: none"> - Accessible water and sanitation sites - Relief items - Day care centers in 	<p>Accessibility of water to women, girls, and boys, in safe locations, culturally appropriate, private, and well-lit</p> <p>Availability of separate sanitation sites to women, girls, and boys, in safe locations, culturally</p>	<i>To be determined</i>	<i>To be determined</i>	<p>Develop policy guidelines on gender-responsive temporary shelter</p> <p>Ensure substantive representation of women in the development of a gender-responsive disaster management, including preparedness, mitigation, risk reduction, and adaptation (MCW)</p>	NDRRMC Shelter agencies

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	camps	appropriate, private, and well-lit			Improve collection and use of sex-disaggregated data and reproductive health indicators in rapid and comprehensive assessments for strategic gender analysis 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	
		Percentage of women and men with control over resources for collecting and storing water)	<i>To be determined</i>	<i>To be determined</i>	Identify and allocate appropriate space for income earning activities (Emergency Shelter: Gender Mainstreaming Tip Sheet)	
		Number of women and child-friendly spaces established	<i>To be determined</i>	<i>To be determined</i>	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

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

Strategic Goal Area 5 Expanded Opportunities for Women's Participation, Benefit and Leadership in Science, Technology, ICT, Infrastructure and Energy

Science and technology, information communications technology, infrastructure and energy are sectors that are traditionally associated with men and where it has been most challenging to integrate a gender perspective in planning and programming. More recently, there has been a growing commitment from these sectors to contribute to gender equality.

In the case of technology and innovation, there has been a growing advocacy for science, technology, and innovation (STI), particularly ICT, to play a pivotal role in achieving gender equality and women's empowerment. Advocates call attention to the strong possibility that when women and girls have equal access to and control of STI, the world may finally see the "disruptions that will result in the transformation for women's empowerment".

Advocates further assert that to fast-track the achievement of gender equality, countries need to expand the discussions from the decades-old issues of violence, discrimination and victimization to include potentially game changing interventions that could even be used to address the old persistent issues. The opportunities offered by technological advancement and innovation must be explored not only to expand opportunities for women's economic empowerment as workers and leaders, but also to maximize the use of new technology to advance gender equality.

Along this line, the UN Women is supporting some promising and innovative programs focused on leveraging the power of ICTs. For example, they are running digital literacy and ICT skill development programs in countries like Jordan, Guatemala, and Afghanistan; supporting mobile payment and information systems for farmers and women in small business in Papua New Guinea and throughout Eastern Africa; and, supporting the development of mobile apps and games to raise awareness on violence against women and to support survivors in Brazil and South Africa.

UN Women has also launched a global technology award that recognizes outstanding contributions from women, and men, in leveraging the potential of information technology (IT) to promote gender equality.

For this goal area, the GEWE Plan 2019-2025 aims to achieve the following outcomes: Women are highly qualified and engaged in the ICT sector; barriers preventing women from progressing in the ICT, STI, and Energy sectors are addressed; planning and design of ICT and infrastructure ease the burden of women in the home, industries and workplaces and public spaces.

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

Overall Strategic Outcome: Women enjoy equal access to STI, particularly ICT, which enables them to advance their social, economic, political and cultural life including their resilience; women are equitably represented in leadership and technical positions in the STI and ICT sectors; women have access to technology that helps ease their burden in the home, industries, workplaces and public spaces.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
Science, technology and innovation (STI), particularly information and communications technology (ICT), is not sufficiently harnessed in advancing gender equality.	Improved capacity of women to use technology to advance their socio-economic situation and resilience	Proportion of total population (by sex and region) with access to mobile network	<i>To be determined</i>	<i>To be determined</i>	Undertake studies to explore application of advances in STI and ICT to advance gender equality	DICT DOST
		Proportion of total population (by sex and region) with access to internet	<i>To be determined</i>	<i>To be determined</i>	Eliminate barriers to women's equal access to Information and Communication Technologies (ICTs)	
		Presence of mechanism to consult among relevant government agencies on strategic use of technology to address: <ul style="list-style-type: none"> - Access to social services - Access to productive services (financial, markets, etc.) 	<i>To be determined</i>	<i>To be determined</i>	Increase the affordability and use of technology and boost digital literacy for women Support the use of ICT as a catalyst for political and social empowerment of girls and women Monitor risks (either in the form of direct threats, including online violence and harassment or unintended consequences, such as	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>reinforcing or exacerbating inequalities) and prevent harm to women as a result of new technology</p> <p>Develop programs that will leverage the power of ICTs to quickly address persistent inequality issues such as women's lack of access to banks, financial products, market information, mobile apps and games to raise awareness on violence against women, for example</p> <p>Undertake programs to encourage the use of ICT to advance gender equality, such as awards that recognize outstanding contributions from women and men in leveraging the potential of information technology to promote gender equality</p>	
Limited participation of women in higher level technical and leadership positions in science, technology	Improved representation of women in higher technical and leadership positions	Number of patents granted to men and women	Total patents granted (2014) Resident - 1,228 Non-resident - 2,473	<i>To be determined</i>	Ensure that STI and ICT (government and private) are equal opportunity employers with policies in place for the hiring,	DOST NAST DICT

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
and innovation and ICT	in STI and ICT	Number of STI and ICT start-up enterprises owned by women	Total trademarks registered (2016) Resident - 12,991 Non-resident - 12,943	<i>To be determined</i>	promotion and continuing development of women on an equal basis with men Address the barriers to women's access to higher level positions in the sectors by removing biases in the selection, hiring, promotion processes Create opportunities to encourage re-entry of women in the S&T and ICT workforce 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)	
		Number of inventors (by sex)/ Number of women inventors and scientists supported in terms of financial and technical assistance, i.e., patenting (MCW Sec. 23)	<i>To be determined</i>	<i>To be determined</i>		
		Number of assistance to R&D by DOST (by sex)	<i>To be determined</i>	<i>To be determined</i>		
		Percentage of women National Scientist	27% (11/41) of conferred National Scientists are women (2017)	<i>To be determined</i>		
		Percentage of women Academicians*	<i>To be determined</i>	<i>To be determined</i>		
	Percentage of women Balik Scientist Awardee	20% (17/86) of Academicians are women (2017)	<i>To be determined</i>			
Policies and regulations regarding	Women benefit from improved technology	Number of inequality issues that have been	<i>To be determined</i>	<i>To be determined</i>	Create inter agency dialogues on the	PCW DOST

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
access to technology need to consider a gender equality perspective such as in easing the burden for women in the home, workplace, and public spaces.	designs and applications	addressed through ICT: (a) In the home (b) Work place (c) Public spaces			potential of ICT and STI in addressing persistent gender issues in lack of access and protection Develop policies that encourage and incentivize women leaders in the sector to design technology and applications that address special needs of women, particularly those in the margins	DICT All agencies

CHAPTER 11: INFRASTRUCTURE AND TRANSPORTATION

Overall Strategic Outcomes: Enhanced benefit and well-being of women and girls from infrastructure and transportation use; increased 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.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
Gender-mainstreaming in infrastructure and transport projects need to be strengthened	Enhanced benefit and well-being of women and girls from infrastructure and transportation use	Percentage of gender-responsive infrastructure and transportation projects based on the HGDG - Transport - Roads, bridges, railways, airports, seaports, and landports - Electricity and water - Flood control facilities - Information and Communication Technology	<i>To be determined</i>	<i>To be determined</i>	Develop a policy that makes improving the lives and opportunities of women and girls as an explicit objective of infrastructure and transportation projects. Ensure that potential negative impacts or risks for women in infrastructure development are addressed Monitor and ensure that gender equality is not regarded as <i>requiring attention</i> 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. Ensure that infra and transport projects are	DPWH DOTr IACAT DSWD
		Number of infrastructure and transport projects that have pronounced benefits for women and girls	<i>To be determined</i>	<i>To be determined</i>		
		Proportion of population, by sex, with access to electricity, clean	<i>To be determined</i>	<i>To be determined</i>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<p>water, public transport, mobile network, and the internet</p> <p>Percentage of women and men engineers and architects in planning and decision-making bodies in the infrastructure sector at the local and national levels</p>	<i>To be determined</i>	<i>To be determined</i>	<p>designed to: i) increase women's economic opportunities; ii) provide appropriate services to women; iii) actively involve and empower women; iv) encourage women to take up decision-making and leadership roles; v) improve girls and women's access to education and health care; and, vi) eliminate discrimination against girls and women.</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>	
Limited participation of women stakeholders in infrastructure development	Increased participation and leadership of women stakeholders in infrastructure development processes from the project identification,	<p>Percentage of women employed in the construction sub-sector or industry</p> <p>Number of women and men stakeholders consulted in each</p>	<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

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	design, implementation and monitoring and evaluation	level of development process Number of women and men engineers and architects in planning and decision-making bodies at the local and national levels	<i>To be determined</i>	<i>To be determined</i>		
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 girls and advancing gender equality.	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 and the infra and transport sectors, including accountabilities for GEWE results	DPWH DOTr
		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>	Strengthen the capacity of relevant agencies' GAD focal point system to lead the knowledge building about good practices on how the infra and transport sectors can be tools to further gender equality (from examples and evidence of successful practices in other countries)	
		Number of high level officials who champion gender integration in the sectors	<i>To be determined</i>	<i>To be determined</i>	Monitor and report on infra and transport projects and how they impact on women's and girls' lives	

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																								
Lack of access to clean energy products and services puts greater burden on women and girls including exposing them to pollution and health issues (HGDD 2016; World Bank).	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 (as a result of wider use of clean and safe energy sources [HGDD 2016])	Percentage of households with access to clean, safe and sustainable energy sources by geographical location Proportion of population with primary reliance on clean fuels and technology (Philippine SDG Indicators and Targets) Proportion of population with access to electricity (Philippine SDG Indicators and Targets)	As of end of 2017, out of the 23.716 million households (HHs) in the country, 20.936 million HHs have electricity ⁵ or a country wide level of 88.3 percent By geographical location:		Total Electrification by 2022 (based on 2015 Census of Population) 100% household electrification in off grid areas by 2020. 100 % household electrification of all in off-grid areas Philippine Energy Plan 2017-2040	Department of Energy (DOE) National Electrification Administration (NEA) National Power Corporation-Small Power Utilities Group (NPC-SPUG) Local government units (LGUs) Power Sector Assets and Liabilities Management Corp. (PSALM)																						
			<ul style="list-style-type: none"> • Luzon – 94.8 percent HHs • Visayas – 88.2 percent HHs • Mindanao – 70.8 percent HHs 	<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
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			Note: Need to come up with sex-disaggregated data to surface information on power access of female-headed and male-headed households.																									

⁵Based 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

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency																																	
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			<p>Based on the 2011 Household Energy Consumption Survey (HECS)⁶, the consumption and utilization of energy sources at the household level are as follows:</p> <table border="1"> <thead> <tr> <th>Type of Fuel</th> <th>2011</th> <th>2004</th> </tr> </thead> <tbody> <tr> <td>Total Number of Households (In thousands)</td> <td>20,969</td> <td>16,974</td> </tr> <tr> <td>Electricity</td> <td>87.2</td> <td>87.6</td> </tr> <tr> <td>LPG</td> <td>41.2</td> <td>52.1</td> </tr> <tr> <td>Kerosene</td> <td>34.3</td> <td>56.1</td> </tr> <tr> <td>Gasoline</td> <td>23.6</td> <td>11.7</td> </tr> <tr> <td>Diesel</td> <td>4.9</td> <td>3.3</td> </tr> <tr> <td>Fuelwood</td> <td>54.2</td> <td>55.1</td> </tr> <tr> <td>Charcoal</td> <td>36.4</td> <td>34.2</td> </tr> <tr> <td>Biomass residues</td> <td>22.3</td> <td>18.7</td> </tr> <tr> <td>Biogas</td> <td>* (less than 0.1%)</td> <td>0.2</td> </tr> </tbody> </table> <p>Table 2.1. Distribution of Households by Sex of Household Head and Region, Philippines: 2011</p> <p>The region with the highest proportion of households headed by males was the Autonomous Region in Muslim Mindanao (ARMM) with about nine in ten (89.6%) having a male head. The NCR had the</p>	Type of Fuel	2011	2004	Total Number of Households (In thousands)	20,969	16,974	Electricity	87.2	87.6	LPG	41.2	52.1	Kerosene	34.3	56.1	Gasoline	23.6	11.7	Diesel	4.9	3.3	Fuelwood	54.2	55.1	Charcoal	36.4	34.2	Biomass residues	22.3	18.7	Biogas	* (less than 0.1%)	0.2		<ul style="list-style-type: none"> • Sitio Electrification Program (SEP) • Nationwide Intensification of Household Electrification ('til end of 2018 only) • ER 1-94 Electrification Fund Program⁷ <p>Off-grid electrification</p> <ul style="list-style-type: none"> • NEA and DOE-PV Mainstreaming Program (PVM)⁸ • DOE-Household Electrification Program using RE System (HEP)⁹ till end 2018 only • Qualified Third Party (QTP) Program¹⁰ 	
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⁶ Available HECS data were conducted for the years 1989, 1995, 2004 and 2011 according to the PSA.

⁷ Provision of electrification projects leading to 100% electrification of to Host Communities.

⁸ 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

⁹ Provision of individual PV SHS or a mini-hydro system if a hydropower resource is available within a reasonable distance from the clustered household beneficiaries.

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

¹⁰ 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		
			<p>lowest proportion at 73.4 %.</p> <p>Table 2.2. Distribution of Households by Age of Household Head and Region, Philippines, 2011</p> <p>Household heads in ARMM were younger than their counterpart in the other regions, with 16.3 percent aged 35 to 44 years. Those aged 65 and over made up 7.9 % only while in the other regions, household heads aged 65 years and over comprised from 13 (SOCCSKSARGEN) to 23.3% (Ilocos)</p> <p>Table 2.3. Distribution of Households by age of Household Head and Sex, Philippines: 2011</p> <p>Male headship was dominant at 79.6% in all age groups. Male-headed households accounted for 89.4% of households with heads in the age group 25 to 34 years and 88.6% of households with heads in the age group 35 to 44 years. The percentage of male heads decreases as the household heads get older. Among household heads aged 65 years and over, 59.3% were males, while 40.7% were females.</p>		<ul style="list-style-type: none"> • Missionary Electrification (NPC-SPUG) <p>1. Implement gender-responsive strategic interventions, programs and projects to support households in their shift to clean fuels</p>	
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	Percentage of women and men capacitated on energy-efficiency, conservation, and safe practices on the use of energy products and services Number of gender-based IEC materials developed and disseminated on the	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).	c/o DOE and other concerned agencies	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	DOE-CWPO DTI-CPG ERC NEA through ECs

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
	(HGDD 2016)	safe and efficient use of energy products and services			<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> • Continue to include said topics in the pre-membership seminars conducted by the ECs for their Member-Consumer-Owners (MCOs), as well in the IECs of ECs particularly on safe and efficient use of energy 	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
Gender-differentiated effects brought about by poor and unreliable quality of power supply	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 ¹¹	No official data available. However, Social Weather Station (SWS) conducts public safety surveys as part of standard surveys ¹² .	100 percent household electrification by 2022 (2017 SER)	<p>Fast track the implementation of Sitio Electrification Program (SEP).</p> <p>Fast Track the implementation of the Strategized Total Electrification Program (STEP) which includes the Expanded Household Electrification Program (Expanded HEP) of the NEA</p> <p>Integrate gender considerations in the implementation and monitoring of energy projects.</p> <p>Partnership with concerned LGUs for the energy security and safety of communities.</p>	DOE NEA ERC LGUs
Gender gap in energy sector	Reduced gap in the	Sex ratio of occupations in	Employed Persons by Major Industry Group and Sex Philippines: 2012-2016 (In Thousands) ¹⁴	50% of job opportunities	Develop and implement affirmative	DOE NEA

¹¹ 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.

¹² A standard SWS survey asks respondents on public safety via two modules: victimization by common crimes and perceived insecurity of the home and neighborhood. Three questions are asked in the 2nd module: a) burglary or robbers breaking into homes; b) people are afraid to walk in streets at night because it is not safe; and c) people are addicted to banned drugs. Source: Mangahas, Mahar. "Surveys of public safety". Opinion. Philippine Daily Inquirer. August 20, 2016. Retrieved from <http://opinion.inquirer.net/96633/surveys-of-public-safety> last September 7, 2018.

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result				Strategy	Responsible Agency																																																		
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employment ¹³	employment of women and men in the energy sector (HGDG 2016)	energy-related industries or fields	<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>*Might include other professional and technical activities not related to the Energy sector.</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	in energy-related industries or fields are occupied by women (end-of-term)	<p>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>	ERC TRANSCO DOST CHED
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Limited visibility of women, as a group, in public consultations and limited influence on	Enhanced representation and participation of women as stakeholders in	Percentage of women and women's groups in public consultations and decision-making bodies concerning energy matters ¹⁵	<p>No official data available; however, there are studies confirming public sector consultations.</p> <p>Also, DOE conducts year round public consultations on various energy issues and concerns. Monitoring of female participants is done through the DOE</p>				<i>To be determined</i>	<p>Enhance the participation and representation of women in [energy] decision-making (HGDG)</p>	DOE NEA ERC TRANSCO PSALM																																																

¹⁴2017 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%28GSL%29%20publication.pdf>

Retrieved on September 7, 2018.

¹³ Taking into consideration the comment of PNOG. The issue is on the gap between men and women in employment. Unless, there are organizations that explicitly requires men-only personnel.

¹⁵ 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		
energy decision-making	energy development, utilization and conservation	<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>	attendance sheets, which have a column on sex classifications (F or M).		<p>Mobilize women and women's groups including IPs to participate in public 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>	
Limited capacity to take advantage of improved energy access	Enhanced capacities of women and men to access opportunities and benefits in the energy-sector	Percentage of M/F staff in electric cooperatives trained on grid intensification and renewable energy technology	<i>To be determined</i>	<i>To be determined</i>	<p><i>(Provision of facilities to secure health and security for field workers.)</i></p> <p>Support the hiring and training of female engineers, line workers, and technical staff on grid intensification and renewable resource technology</p>	DOE NEA ERC TRANSCO PSALM DOST

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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)	<p>Improve the collection of sex-disaggregated data and gender-related indicators concerning energy development, utilization and conservation</p> <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>	DOE NEA ERC TRANSCO Other concerned agencies
Vulnerabilities of women in male-dominated industries and workplace discrimination	Safe and enhanced workplace for women in the energy sector	<p>Incidence of sexual harassment cases in the energy sector</p> <p>Number of women and men aware of anti-sexual harassment laws</p>	<i>No official data yet</i>	Reduced percentage of complaints	<p>Develop IECs on women's laws including anti-sexual harassment for both men and women</p> <p>Formulate Anti-Sexual Harassment (ASH) policy in Energy sector agencies</p>	DOE NEA ERC TRANSCO PSALM Other concerned agencies

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					Establish CODI and grievance committees Promote energy-related industries as safe workplaces for women workers	
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	As of end of 2017, one out of 11 members of the DOE Executive Committee (Undersecretaries and Assistant Secretaries); 9 out of 20 members of the DOE Management Committee (Bureau and Asst. Bureau Directors, Service and Field Office Directors) <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% ¹⁶) in management and decision-making posts attained	Propose affirmative action measures to accelerate women's representation in management and decision-making posts, including technical posts	DOE NEA ERC TRANSCO PSALM Other concerned agencies
Lack of awareness of gender issues among employees and consultants in the energy sector	Increased awareness of gender issues among energy agency/sector workers, including top management Increased knowledge and skills of energy agency employees and	Level of gender awareness/knowledge and gender sensitivity of men and women officials and personnel in the energy sector, e.g. energy agencies Level of competency of energy-related agencies on the application of gender mainstreaming	Level 2 or Level 3 – GMEF level of DOE in 2015	Maintain Level 3 or better	Sustain capacity building on gender and development Institutionalize GAD policies, programs, tools and frameworks on gender mainstreaming	DOE NEA ERC TRANSCO PSALM Other concerned agencies

¹⁶Based 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		
	<p>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>framework, processes, tools and instruments</p> <p>Proportion of energy sector agencies that increased their organizational GMEF levels within a given timeframe</p>				

Strategic Goal Area

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

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

The untapped capacity and talents of women and women's leadership have been increasingly recognized. World leaders have made pronouncements about "the world wasting a precious resource in the dramatic underrepresentation of women in leadership positions, often resulting in the exclusion of women's talents and skills".

Over the last decade, the rate of women's representation in national parliaments globally has incrementally increased from 15 percent in 2002 to 19.8 percent in 2012. This is still well below the 30 percent benchmark often identified as the necessary level of representation to achieve a "critical mass".

The full and equitable participation of women in public life is essential to building and sustaining strong, vibrant democracies. Accordingly, the meaningful participation of women in national, local and community leadership roles has become an important focus of global development policy. The world is starting to see dramatic changes at the highest levels of leadership. For example, Sweden, Canada, and more recently, Ethiopia, are illustrating that a 50-50 equal representation of men and women in government cabinets is possible and laudable.

Women's participation and representation in politics and government service have been shown to result in tangible gains for democracy, including greater responsiveness to

citizen's needs, increased cooperation across party and ethnic lines, and more sustainable peace.¹⁷

Women's participation in politics and government service helps advance gender equality and affects both the range of policy issues that get considered and the types of solutions that are proposed. Research indicates that whether a legislator is male or female has a distinct impact on their policy priorities, making it critical that women are present in politics and government service to represent the concerns of women and help improve the responsiveness of policy making and governance.¹⁸ There is strong evidence that as more women are elected to office, there is also a corollary increase in policy making that emphasizes the priorities of families, children and ethnic minorities.

Women's engagement is crucial. However, it is important to recognize that women are not a homogeneous group. They have very different experiences that lead to different priorities and needs, depending on whether they are young or old, educated or uneducated, with or without disability, or live in rural or urban areas. Not every woman who gets elected will place women's issues or rights at the forefront of her agenda.

¹⁷ National Democratic Institute, 2015. Why Women in Politics, <https://www.org/...Handout%204%20-%20Why%20Women%20-%20Politics.doc>.

¹⁸ Volden, Craig, Alan E. Wiseman and Dana E. Wittmer (2010) "The Legislative Effectiveness of Women in Congress," <http://polisci.osu.edu/faculty/cvolden/VWWWomenLEP.pdf>.

Women's representation is not the only factor, but it is a critical factor for the development of inclusive and responsive democracies.

Filipino women remain sorely underrepresented in the highest positions in both elective and appointive positions in government, where most important decisions and priorities are made and directions are set. This pursuit of greater female representation in the realm of governance is critical to sustain any development in gender equality in the Philippines.

For this goal area, the GEWE Plan aims to achieve the following outcome: Improved representation and voice of marginalized groups – PWD, diverse SOGIE, IPs and Muslims, elderly, children and youth - in governance systems and processes; increased representation of women in decision-making in the public service; 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.

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		
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	Senate – 25% House of Representatives – 29% Local government – 21.32% (excluding ARMM)	40-60% for either sex (wherein neither sex comprise less than 40 percent nor more than 60 percent of the 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
		Percentage of women candidates vis-a-vis share in national and local elective positions (BPfA Core GAD – Tier 1)	Senate – 16% (8 out of 50) House of Representatives (district seats) – 22.24% (141 out of 634) Local government – 19.33% (8,502 out of 43,985, excluding ARMM)	40-60% for either sex		
		Percentage of women members and leaders in political parties (MCW 14 –Tier 2)	<i>To be determined</i>	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>		

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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 on local policies]	<i>To be determined</i>	<i>To be determined</i>	<p>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.</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 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>	COMELEC, DILG

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
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), <i>Sangguniang Panlungsod</i> (City Council) and the <i>Sangguniang Bayan</i> (Municipal 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 potential candidates equal exposure during political processes and activities.</p>	COMELEC PCW

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Number of NGAs with capacity building programs to strengthen women's leadership capacity	shall each have 1 sectoral representative from the women sector. <i>To be determined</i>	<i>To be determined</i>		

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		
Women remain under-represented in decision-making in the public domain	Women enjoy equal access to decision-making and agenda-setting in government	<ul style="list-style-type: none"> Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (public service, and judiciary) compared to national distributions (SDG 16.7.1) Percentage of government ministerial positions occupied by women (UNESCAP MD-SI 7 – Tier 1) Number of women appointed to third level positions in agencies (WEDGE 14 – 	<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> <p><u>Non-career:</u> (Aug. 2017) Female – 43.2% (82,529) Male – 56.8%</p>	<p>By 2025, at least 40% women in the Cabinet/Line Departments</p> <p>at least 50% women in the Third Level positions by 2025</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>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 administration 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 position (CSC and CESB as per MCW-IRR) (Source also</p>	<p>CSC CESB DFA SC JBC Foreign-Based Government Agencies (FBGAs) – DFA, OWWA, DOLE, DSWD, etc.</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		Tier 1) <ul style="list-style-type: none"> Number of women eligible for appointment to 3rd level/executive managerial positions (BPfA) + Core GAD – Tier 2) Proportion of women in managerial positions (SDG 5.5.2) Number of Foreign Service Posts that had achieved gender balance in their staff complement (Source: DFA) Number of women and men foreign service officers (FSOs) (Source: DFA) 	(108,388) <u>Coterminous: (Aug. 2017)</u> Female – 40.9% (14,484) Male – 59.1% (20,957) <u>Casual: (Aug. 2017)</u> Female – 41.7% (40,245) Male – 58.3% (56,211) <u>Contractual: (Aug. 2017)</u> Female – 60.1% (23,797) Male – 39.9% (15,781) <u>JO/COS: (Aug. 2017)</u> Female – 40.8% (269,692) Male – 59.2% (390,698) <i>Source: Civil Service Commission, Inventory of Government Human Resources, August 2017.</i> <u>Cabinet level: (Feb.</u>		from DTI for the private sector) 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 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 Develop and implement programs to further balance the representation of women and men in the bureaucracy, including those in the foreign service	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			2018) Female – 8.9% (4) Male – 91.1% (41) <u>Line Department Secretaries:</u> (Feb. 2018) Female – 12% (3) Male – 88% (22) <i>Source: Official Gazette</i> <u>SC Justices:</u> (Jan. 2019) Female – 14.3% (2) Male – 85.7% (12) <u>Lower Court Judges:</u> (2015) Female – 44% (747) Male – 56% (952)			
Discriminatory practices and acts persist despite a legal framework for the promotion of gender equality and women's empowerment in the country	Public service models strict enforcement of non-discrimination as provided by law. Improved awareness among all public personnel about their role and responsibility for advancing gender equality	<ul style="list-style-type: none"> Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex¹⁹ (SDG 5.1.1) Degree of 	12 Women Priority Legislative Agenda(WPLA) in the 17 th Congress: <ul style="list-style-type: none"> Amending the Anti-Rape Law (RA 8353) Increasing and Harmonizing Maternity Leave 	50% of WPLA passed during the next Congress	Undertake policy advocacy and legal reforms to address remaining discriminatory provisions in existing laws, harmonize legislation with the MCV and address other policy gaps. Develop guidance for all	PCW House of Representatives Senate

¹⁹ 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		
	Remaining discrimination in law had been remedied through the passage of WPLA	harmonization of national legislations with the Magna Carta of Women Act (Indicator No. IO-2.29)	for those in the Government and Private Sectors <ul style="list-style-type: none"> • Amending the provisions on Adultery and Concubinage in the RPC • Enacting a Women's Political Participation and Representation Law • Expanding the Anti-Sexual Harassment Law • Amending Articles 14, 19, 124, 211 and 225 of the Family Code of the Philippines • Amending the Family Code Provision on Legal Separation, specifically amending Article 55 (1) of the FCP • Magna Carta of Workers in the Informal Economy • Enacting the Anti-Prostitution Law: Amending Articles 202 and 341 of the Revised 		personnel in government on expected behavior and practices following the mandate of the MCW (to address remaining discriminatory biases that work against women)	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
			Penal Code (RPC) <ul style="list-style-type: none"> Upholding the Right to Life and Security of Spouses and Daughters: Repealing Article 247 of the Revised Penal Code Enacting an Anti-Discrimination Based on Sexual Orientation and Gender Identity Law Adopting Divorce in the Family Code 			
Inadequate attention to maximizing the potential of a close to a gender balanced bureaucracy in achieving gender-responsive governance	Women in the bureaucracy are empowered change agents for gender-responsive governance	<ul style="list-style-type: none"> Number and proportion of GAD champions (or NGRP certified trainers) in the government service by sex, age-group, and level of positions Number of functional GAD Focal Point Systems (GFPS) in the government 	<i>To be determined</i>	<i>To be determined</i>	Develop programs and platforms for women in the bureaucracy to develop confidence and competencies as change agents for gender equality. Encourage women in the bureaucracy to exercise their voice Promote and monitor use of non-sexist language in government	CSC DFA PCW DILG CHED All other government agencies

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<p>service by major subdivision (NGA, GOCC, SUC, LWD, LGU)</p> <ul style="list-style-type: none"> Proportion of women and men GFPS members in the government service by major subdivision (NGA, GOCC, SUC, LWD, LGU) 	<i>To be determined</i>	At least 50% of GFPS are women by 2025		

Strategic Goal Area

**Transformed Social Norms
and Culture Promote
Gender Equality and
Women's Empowerment**

Strategic Goal Area 7 Transformed Social Norms and Culture Promote Gender Equality and Women's Empowerment

Social and cultural norms are rules or expectations of behavior and thoughts based on shared beliefs within a specific cultural or social group. While often unspoken, norms offer social standards for appropriate and inappropriate behavior that govern what is (and is not) acceptable in interactions among people (WHO, 2009).

Discriminatory norms and practices lie at the roots of gender inequality; they give rise to gender biases, stereotyping and other discriminatory practices. Gender norms or cultural standards related to expected behaviors for men and women, boys and girls, influence everyday life, social attitudes and cultural practices, and how women and men relate with one another. They also affect how policies and programs are implemented. Discriminatory gender norms need to be challenged and transformed to give way to a culture that upholds gender equality and women's empowerment.

Under this goal area, the GEWE Plan 2019-2025 targets to achieve: Significant progress in promoting a culture of gender equality and ending discrimination; Schools, media, CSOs and the private sector support the promotion of 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; data systems are institutionalized and inform gender studies for stronger knowledge-based action and advocacy.

Considering that the impact of gender norms and culture is pervasive across all other sectors, achievement of the target outcomes in this goal/chapter contributes to the achievement of all other targets of the GEWE Plan. At the same time, all other sectors are expected to contribute to this strategic gender outcome, i.e. there are strategies in the education, health, and economic sectors that address gender norms, attitudes and beliefs that limit women's benefit and participation.

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		
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	<p>Philippines rank in OECD’s SIGI (Social Institutions and Gender Index)</p> <p>SIGI culture-related variables:</p> <ul style="list-style-type: none"> ● Prevalence of child marriage ● Laws on household responsibilities ● Inheritance ● Divorce <p>Public perception of inequality</p>	<p>SIGI Value: 0.1765</p> <p>SIGI Category 2014: Medium</p> <p>*Discriminatory Family Code Value 2014: 0.4929</p> <p>* Discriminatory Family Code Category 2014: High</p> <p>- Legal Age of Marriage: 0.5</p> <p>- Early Marriage: 0.05</p> <p>- Parental Authority During Marriage: 1</p> <p>- Parental Authority After Divorce: 1</p> <p>Inheritance Rights For Widows: 0.5</p> <p>Inheritance Rights For Daughters: 0.5</p> <p>(Conduct survey on public perception of gender inequality)</p>	<p>By 2025, to reach LOW status in the SIGI levels of discrimination</p> <p>Survey conducted by 2022</p>	<p>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</p> <p>Review government’s promotional materials for these to include alternative projection of women and girls that opens up opportunities for their inclusion rather than exclusion</p> <p>Strengthen partnership among government agencies with family life programs to improve delivery of GEWE messages</p> <p>Develop a core group of GAD Resource Pool specialists to improve their knowledge and skills</p>	All national agencies and local government units

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		<p>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</p> <p>Percent of women and men in traditionally male/female-competitive sports</p> <p>Percent of women and men coaches, by sports</p>	<p>362 – women athletes 582 - men athletes</p> <p>38 women coaches (16%) 199 men coaches (84%)</p>	<p><i>To be determined</i></p> <p><i>To be determined</i></p>	<p>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>Uneven level of understanding about gender equality laws among government officials and staff limits mainstreaming gender in the national agencies and local government units.</p>	<p>Increased level of gender mainstreaming in the government planning and programming</p>	<p>Number of NGAs and LGUs that attain at least level 3 in the GMEF assessment tool</p> <p>Number of awareness and sensitivity campaign programs on the rights of women</p>	<p><i>To be determined</i></p> <p>501 (Number of awareness and sensitivity campaign programs on the rights of women increased)</p>	<ul style="list-style-type: none"> • 100% of key line agencies (21). • 20% of all provinces <p>3,513 (PDP target)</p>	<p>Commission studies on gender transformative approaches that critically examine inequalities, power relations and gender roles, norms and dynamics towards developing alternative positive approaches to planning and programming</p>	<p>All national agencies and local government units</p>

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
					<p>Develop guidance and tools to continuously improve government action for GEWE that should include lessons from past implementation, such as why simply targeting women and girls does not work without questioning or addressing the norms that prevent their access</p> <p>Develop a checklist or tool that will guide agencies on gender norms and biases that need to be checked against when planning and programming</p>	
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 ²⁰ (Tier 2, MGEC)	<i>To be determined</i>	<i>To be determined</i>	<p>Develop a strategy for partnership with media on how the institution can be an instrument of change for gender equality and women's empowerment</p> <p>Institutionalize a mechanism to enforce and monitor compliance</p>	FDCP MTRCB PCOO PIA OMB

²⁰ 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)"

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		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>	of the media industry with the MCW and other relevant policies/Laws including the MGEC Guidelines	
		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, 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)	<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	
		Functional mechanism that enforce and monitor compliance of media industry with the relevant gender-related laws and	<i>To be determined</i>	<i>To be determined</i>	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	

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
		policies				
Men are excluded in addressing harmful social norms that underpin inequality and discrimination	Increased understanding among the public that gender equality and women's empowerment is an issue that requires action by both women and men	Number of government agencies that organize male employees to support GEWE advocacy	<i>To be determined</i>	<ul style="list-style-type: none"> • 100% of government agencies • 	<p>Implement effective prevention activities, including those aimed at transforming masculine and misogynist values</p> <p>Promote the involvement of men and boys as change agents and partners on gender equality</p> <p>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</p> <p>Establish partnership with men community leaders including religious leaders, in gender equality advocacy and action</p>	All national government agencies and local government units
There are gaps in the legal framework for GEWE particularly for the protection of specific marginalized groups of women	Significantly improved legal framework for GEWE	Number of discriminatory laws repealed	<i>To be determined</i>	3	Develop a strong support from key stakeholders in government for action and advocacy for the passage of the women's legislative agenda which	PCW and other government agencies with women and gender-related legislative agenda

Gender Issue Statement	Outcome/ Result Statement	Outcome/ Result			Strategy	Responsible Agency
		Indicator	Baseline	Target		
such as the girl child, PWDs, IPs and Muslims		Number of inclusive and sector responsive laws passed	<i>To be determined</i>	1	<p>has been developed through a highly consultative process</p> <p>Build the capacity of national agencies, LGU officials and legislators on gender equality and women's 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>House of Representatives (Committee on Women and Gender Equality)</p> <p>Senate (Committee on Women, Children, Family Relations and Gender Equality)</p>