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Gender Country Profile for the Philippines 2021

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List of Abbreviations and Acronyms

ACCORD	Assistance and Cooperation for Resistance and Development	CCTV	Closed-circuit television
ACW	ASEAN Committee on Women	CDRA	Climate Disaster Risk Assessment
ADB	Asian Development Bank	CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
ADO	Anti-Discrimination Ordinance	CEFM	Child, Early and Forced marriage
AFF	Agriculture, Forestry and Fishing Acquired Immunodeficiency	CHED	Commission on Higher Education
AIDS	Syndrome	CHIP	Connectivity, Harness, Innovate, Protect
ALS	Alternative Learning System	CHR	Commission on Human Rights
AMIA	Adaptation and Mitigation Initiative in Agriculture	CIP	Costed Implementation Plan
AMIHAN	Peasant Federation of Women	CIRAS	Philippine National Police Crime Information, Reporting and Analysis System
APFC	Asia Pacific Foundation of Canada	CLIP	Country Level Implementation Plan
APIS	Annual Poverty Indicators Survey Association of Southeast Asian	CO	Community Organizer
ASEAN	Nations	COVID-19	Coronavirus Disease 2019
BAI	BAI Indigenous Women's Network	CSAM	Child Sexual Abuse Material
BARMM	Bangsamoro Autonomous Region in Muslim Mindanao	CSE	Comprehensive Sexuality Education
BDRRMC	Barangay Disaster Risk Reduction and Management Committee	CSO	Civil Society Organization
BIAF	Bangsamoro Islamic Armed Forces	CWC	Council for the Welfare of Children
BIWAB	Bangsamoro Islamic Women's Auxiliary Brigade	DA	Department of Agriculture
BLA	Bilateral Labor Agreements	DAI	Development Alternatives Incorporated
BPfA	Beijing Platform for Action	DAR	Department of Agrarian Reform Department of Budget and
BSSRC-CWF	Build Sustainable, Safe, and Resilient Communities for Children, Women and Families	DBM	Management
BTA	Bangsamoro Transition Authority	DepEd	Department of Education
BWC	Bangsamoro Women Commission	DFA	Department of Foreign Affairs
CARES	COVID-19 Assistance to Restart Enterprises	DICT	Department of Information and Communication
CARET	Community Action for Rural Empowerment and Transformation	DILG	Department of Interior and Local Government
CARPER	Comprehensive Agrarian Reform Program Extension with Reforms	DOH	Department of Health
CBDRM	Community Based Disaster Risk Management	DOJ	Department of Justice
		DOLE	Department of Labor and Employment

DOLE-ILS	Department of Labor and Employment-Institute for Labor Studies	GEWE	Gender Equality and Women's Empowerment
DOST	Department of Science and Technology	GHG	Greenhouse Gas
DOTr	Department of Transportation	GIDA	Geographically Isolated and Disadvantaged Area
DPWH	Department of Public Works and Highways	GII	Gender Inequality Index
DRM	Disaster Risk Management	GIR	Gender Inequality of Risk
DRP	Deputy Regional Prosecutor	GIZ	German Agency for International Cooperation
DRRM	Disaster Risk Reduction and Management	GLI	Gender Lens Investing
DRRMO	Disaster Risk Reduction and Management Offices	GNI	Gross National Income
DRRNet	Disaster Risk Reduction Network	GO-NGO	Government-Organized Non-Governmental Organizations
DSWD	Department of Social Welfare and Development	GOCC	Government-Owned and -Controlled Corporations
DTI	Department of Trade and Industry	GR PopS	Gender-Responsive Population Strategies
ECQ	Enhanced Community Quarantines	GSIS	Government Service Insurance System
ERIA	Economic Research Institute for ASEAN and East Asia	GSP+	Generalised Scheme of Preferences
EU	European Union	HDI	Human Development Index
EUD	European Union Delegation to the Philippines	HGDG	Harmonised Gender and Development Guidelines
FAO	Food and Agriculture Organization	HIV	Human Immunodeficiency Virus
FGD	Focus Group Discussions	HRBA	Human Rights-Based Approach
FGM/C	Female Genital Mutilation and Cutting	IACACP	Inter-Agency Council Against Child Pornography
FMA	Foundation for Media Alternatives	IACAT	Inter-Agency Council Against Trafficking
FP	Family Planning	IACVAWC	Inter-Agency Council on Violence Against Women and their Children
FPI	Feminist Principles of the Internet	IATF-EID	Inter-Agency Task Force for the Management of Emerging Infectious Diseases
FTA	Free Trade Agreement	ICC	International Criminal Court
GAATW	Global Alliance Against Trafficking Women	ICT	Information and Communication Technology
GAD	Gender and Development	ID	Identity Document
GAP	Gender Action Plan	IDP	Internally-Displaced Person
GAP III	Action Plan on Gender Equality and Women's Empowerment in External Action 2021-2025	IEP	Institute for Economics and Peace
GBV	Gender-Based Violence	ILO	International Labor Organization
GDP	Gross Domestic Product	IMF	International Monetary Fund

INGO International Non-Governmental Organization	National Climate Change Action Plan
IOM International Organization for Migration	NCCAP Plan
IP Indigenous People	NDC Nationally Determined Contributions
IPPU Industrial Processes and Products Use	NDRRMF National Disaster Risk Reduction and Management Framework
IRA Internal Revenue Allotment	NDRRMC National Disaster Risk Reduction and Management Council
ITUC International Trade Union Confederation	NDRRMP National Disaster Risk Reduction and Management Plan
IWGIA International Work Group for Indigenous Affairs	NEDA National Economic and Development Authority
IWS Informal Waste Sector	NERS National Employment Recovery Strategy
KATROPA Kalalakihang Tapat sa Responsibilidad at Obligasyon sa Pamilya	NGA National Government Agency
KII Key Informant Interview	NGO Non-Governmental Organization
LAD Land Acquisition and Distribution	NHRI National Human Rights Institute Official Development
LAF Legal Assistance Fund	ODA-GAD Assistance-Gender and Development
LFPR Labor Force Participation Rate	OFW Overseas Filipino Workers
LFS Labor Force Survey	OSAEC Online Sexual Abuse and Exploitation of Children
LGBTQIA+ Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual	OWWA Overseas Workers Welfare Association
LGU Local Government Units	Pag-IBIG Pagtutulungan sa Kinabukasan: Ikaw, Bangko, Industria at Gobyerno
Likhaan Likhaan Center for Women's Health, Inc.	PATAMABA Pambansang Kalipunan ng mga Manggagawang Impormal sa Pilipinas
M&E Monitoring and Evaluation	PBCWE Philippine Business Coalition for Women Empowerment
MCW Magna Carta of Women	PCA Partnership and Cooperation Agreement
MEAL Monitoring, Evaluation, Accountability and Learning	PCW Philippine Commission on Women
MILF Moro Islamic Liberation Front	PDP Philippine Development Plan
MIP Multiannual Indicative Programme	PGGD Philippine Plan for Gender-Responsive Development
MO Memorandum Order	PhilHealth Philippine Health Insurance Corporation
MOVE Men Opposed to Violence against Women Everywhere	
MSM Men Who Have Sex with Men	
MSME Micro-, Small-, and Medium-sized Enterprises	
NAPWPS National Action Plan on Women, Peace and Security	
NBI National Bureau of Investigation	

PHIVOLCS	Philippine Institute of Volcanology and Seismology	SSF	Shared Services Facility
Php	Philippine Peso	SSS	Social Security System
PIDS	Philippines Institute for Development Studies	SUC	State Universities and College
PINSAN	Philippine Safe Abortion Advocacy Network	SWM	Solid Waste Management
PISA	Programme for International Student Assessment	TESDA	Technical Education and Skills Development Authority
PKKK	National Rural Women Coalition	TGER	Task Group on Economic Recovery
PLHIV	People Living with HIV	TGW	Transgender Women Who Have Sex with Men
PM	Partido Manggagawa	THE	Total Health Expenditure
PMCJ	Philippine Movement for Climate Justice	The Forum	The Forum for Family Planning and Development, Inc.
PNP	Philippine National Police	TLF Share	The Library Foundation Sexuality, Health and Rights Educators Collective
POPCOM	Commission on Population and Development	UN	United Nations
PPE	Personal Protective Equipment	UNAIDS	United Nations Programme on HIV and AIDS
PSA	Philippine Statistics Authority	UNCRC	United Nations Convention on the Rights of the Child
PSEAH	Exploitation, Abuse and Harassment	UNDP	United Nations Development Programme
PSWC	Philippine Sex Workers Collective	UNDRR	United Nations Office for Disaster Risk Reduction
QRF	Quick Response Fund	UNESCO	United Nations Educational, Scientific and Cultural Organization
RA	Republic Act	UNFCCC	United Nations Framework Convention on Climate Change
RH	Reproductive health	UNFPA	United Nations Populations Fund
RIACAT	Regional Inter-Agency Committee Against Trafficking	UNHCR	United Nations High Commissioner for Refugees
RPRH	Responsible Parenthood and Reproductive Health	UNICEF	United Nations Children's Emergency Fund
SADDD	Sex, Age, and Disability Disaggregated Data	UNOCHA	United Nations Office for Coordination of Human Affairs
SEA	Southeast Asia	UNOHCHR	United Nations Office of the High Commissioner for Human Rights
SENTRO	Sentro ng mga Nagkakaisa at Progresibong Manggagawa	UR	Unemployment Rate
SGD	Sustainable Development Goals	US	United States
SOGIE	Sexual Orientation, Gender Identity, and Expression	USAID	United States Agency for International Development
SRA	Social Relations Approach	VAW	Violence Against Women
SRH	Sexual and Reproductive Health		
SRHR	Sexual and Reproductive Health and Rights		

VAWC Violence Against Women and
Children

TVET Technical Vocational Education and
Training

WASH Water, Sanitation, and Hygiene

WEF World Economic Forum

WHO World Health Organization

WLB Women's Legal and Human Rights
Bureau

WPLA Women's Priority Legislative
Agenda

WPP Witness Protection Program

WPS Women, Peace and Security

WRO Women Rights Organizations

I. Background and Objectives

A. Background

In the 2016 Global Gender Gap Report of the World Economic Forum (WEF), the Philippines ranked 7th most gender-equal country worldwide. It has been consistently included in the top ten since 2006 (Geronimo, 2016), until the country dropped to 16th place in 2019. The ranking is determined based on the gender disparity in four areas: (1) economic participation and opportunity, (2) educational attainment, (3) health and survival, and (4) political empowerment. In 2020, the Philippines ranked 17th out of 156 countries. Despite a favorable policy environment, barriers to meaningful implementation continue to impede the advancement of gender equality. Some of the gender action plans and goals are now in their final years of implementation, requiring an accounting of the milestones achieved and areas where gaps outweigh the gains.

The European Union Delegation to the Philippines (EUD) produced a 2016 Gender Country Profile (“Assessment of Gender Equality in the Philippines and Provision of Training Support”) which aimed to provide an updated qualitative and quantitative information on the gender situation of the country. However, with the array of changes that have happened since a new political administration took over in 2016, it is high time to produce a more updated gender country profile. In addition, the EUD launched the new Action Plan on Gender Equality and Women’s Empowerment in External Action 2021-2025 (GAP III) to put forward ambitious plans to promote gender equality and women’s empowerment through all external action of the European Union (EU). The GAP III has six areas of engagements, namely (1) ensuring freedom from all forms of gender-based violence (GBV), (2) promoting sexual and reproductive health and rights, (3) promoting economic and social rights and empowering girls and women, (4) promoting equal participation and leadership, (5) integrating the women, peace and security agenda, and (6) climate change and environment and digitalisation.

The COVID-19 pandemic, as well as its cascade of implications, is a key consideration in updating the Gender Country Report. In March 2020, the Philippines was placed in what is now reported to be the world’s longest continuous lockdown as a result of the emerging COVID-19 pandemic. The lockdowns (referred to as “community quarantines”) have alternately eased and tightened over the course of the year. The negative impacts of the pandemic on the economy combined with insufficient government assistance has caused further deterioration in the living conditions of sectors in the margins (Adele, 2020). As in most crisis situations, this pandemic leaves women and girls among the hardest hit, with their rights and well-being deprioritized.

This report shall inform the EU Delegation and EU Member States based in the Philippines in the drafting of their Country Level Implementation Plan (CLIP), translating the GAP III strategy into a country targeted one. To effectively achieve this, the report looked at how the pandemic-induced lockdown affects cases of GBV; the rising cases of maternal mortality and teenage pregnancy in relation to access to SRHR services; labor participation, gendered migration, and even the often invisibilized reproductive work as key issues in determining economic and social rights; the red-tagging of community organizers and human rights workers as threats to maintaining peace and security; the climate change

conditions which result in more destructive natural disasters hitting the country; and finally, how digitalisation remains exclusive to groups with access to internet infrastructure.

B. Objectives

The conduct of activities in line with completing the 2021 Country Gender Profile for the Philippines were guided by the following objectives:

1. To identify gaps, needs, and priorities through multidisciplinary engagement and an intersectional approach that shall supplement the “Gender analysis of European Union areas of intervention in Mindanao and Helpdesk function” to be issued in 2021, from a more general context
2. To establish the foundation for pathways of partnership, public outreach, and political dialogue in the local context that may be instrumental in advancing gender equality
3. To provide a comprehensive basis for the Country Level Implementation Plan to support localized implementation of GAP III and its goal of ensuring that 85% of the EU’s external actions provide opportunity to contribute to the objective of gender equality
4. To align GAP III objectives with the following EU priorities in the Philippines underlined in the Partnership and Cooperation Agreement (PCA) which provides an enhanced legal framework for EU-Philippines bilateral relations anchored by:
 - a. Promotion of democracy & human rights
 - b. Cooperation with the Association of Southeast Asian Nations (ASEAN)
 - c. Climate change and environmental sustainability
 - d. Economic and trade ties further strengthened by Free Trade Agreement (FTA) and EU Generalised Scheme of Preferences (GSP+)
 - e. And as articulated in the Multiannual Indicative Programme (MIP) 2021-2027 priority areas:
 - Green, resilient economy
 - Peaceful and just society, and good governance

II. Methodology and Framework

A. Methodology

The mobility restrictions brought about by the COVID-19 pandemic shaped the forms of data gathering used for this study. All data gathering activities were conducted online, as was the validation of results. The following methods were used in the collection of data for this Country Gender Profile:

1. **Desk review of related literature and compilation of relevant statistics.** The literature review looked into available documents in tandem with sex-disaggregated statistical data focusing on the key thematic areas for this report, covering the macro, meso, and micro levels. This process largely informed the identification of knowledge gaps. The review mapped existing and proposed policies, laws, regulations, and programs related to thematic areas; actors, institutions, and organizations, and their engagements related to agendas of gender equality; and statistics, indices, and other quantitative data. The research instruments developed for the data gathering largely

drew from the information gathered from the literature review and the initial scoping of statistics. These instruments strictly adhered to feminist research ethics.

2. **Conduct of key informant interviews (KIIs).** A total of 48 KIIs were conducted to obtain information from key players in their respective fields based on the 13 thematic areas. The interviews were carried out to cover the macro level (experts, policymakers, and program implementers), the meso level (service providers from public and private sectors and sectoral representatives), and the micro level (members of community-based organizations, civil society organizations, women-led groups, and faith-based organizations) actors. Some of the informants provided information that cut across all three levels.
3. **Focus group discussions (FGDs).** The four (4) FGDs were conducted to validate and provide supplementary data to the KIIs. The information gathered from the initial scoping of literature and KIIs were presented to the focus groups for consultation and validation. The participants in the FGDs included service providers and experts from government and non-governmental organizations, local government units (LGUs), as well as grassroots community organizers from women's rights organizations and community-based organizations to cover experiences and situations on the ground.
4. **Validation.** The initial findings and write-up per thematic area which utilized the data from the KIIs and FGDs were shared with all of the respondents for validation to ensure that their contributions were captured accurately and appropriately. Their comments were incorporated into the final paper.
5. **Dissemination.** As a public document, the dissemination of results will be done through the conduct of a multi-stakeholder forum to capture a national-level audience.

The pandemic presented novel challenges in producing the report. The methods beyond desk review, such as the conduct of KIIs and FGDs, were subject to the technological capacity of the informants. It was not possible to extensively cover the micro-level or grassroots engagements of lower-income communities because of poor access to reliable and stable internet infrastructure in their areas. Furthermore, some of the data collected for this report may possibly only provide a snapshot of an evolving situation of the Philippine response to the COVID-19 pandemic.

B. Framework for Gender Analysis

In line with the EU Gender Action Plan (GAP) III, this study employed the Social Relations Approach (SRA) using a three-pronged feminist lens that is intersectional, gender-transformative, and human-rights based. The SRA framework is a tool that embeds gender analysis in the entire policy making process, surfacing not just the political dimension but also the personal dimension that is intrinsic in policy and planning. The SRA believes that policies and plans have “to be judged in terms of its contribution to the final ‘end’ of development, which is the achievement of human well-being” (Kabeer, 1994). By focusing on power systems and how they translate into lived experiences, unjust power relationships and how they may be transformed, and the inequalities at the heart of development problems, the individual elements of this framework reinforce each other and allow for the emergence of richer insights and perspectives that otherwise might not be surfaced.

This approach highlights the nuances and interconnections across different sectors; the role of state and non-state actors in upholding human rights as duty bearers and the role of rights bearers as

active agents in their own development; and the socio-economic, political, and cultural spaces where transformation of prevailing gender ideologies and unequal power relations might be advanced. The analysis puts emphasis on the GAP III areas of engagement. It covers an overview of the socio-economic, cultural, political, and demographic context, and highlights how the COVID-19 pandemic has further heightened already existing inequalities. As gender norms equally shape and are shaped by political and legal structures, a review of the legislative and policy framework in the Philippines—including regional and international commitments—was also conducted.

The report is guided by the SRA approach which allowed for an interrogation of the entrenched gender values and belief systems embedded into the policy making process by looking at the following: (1) imposed rules, (2) tasks, activities, and responsibilities set out by institutions, (3) where resource/s are allocated, (4) the distribution of skills and capabilities, and (5) the allocation of authority and control between different genders within the institution (Kabeer, 1994). The macro-analysis of the policies and the environment within which it was developed was juxtaposed with the more in-depth interviews conducted with women on the ground.

III. Cultural, Environmental, Demographic, Socio-Economic, and Political Context

A. Cultural Context

Today's Philippines is a melting pot of different cultures, and the influence of the historically imperial powers can be seen in many traditions, cultural practices, and socio-economic structures that persist today. Pre-colonial Philippine society is noted for its more egalitarian practices, for women and for those of what are now marginalized sexual and gender identities (Eviota, 1992). The *babaylans*, considered as “proto-scientists” among pre-colonial Filipinos, were often women or effeminate males (Salazar, 1994, as cited in Hega et al., 2017).

Pre-colonial Filipinos practiced religion that was multitheistic, but Spanish colonialism precipitated mass conversion to Catholicism and its corresponding gender roles. Some beliefs have nonetheless continued, albeit now often made to fit alongside Christian practices. Traditional healers like *manghihilot* or *manghuhula* are often sought after in place of or in addition to religious leaders and/or medical doctors, and are also typically women. Some cultural practices having to do with the supernatural or Filipino folklore are also still visible today.

Now, the Philippines is recognized as the only Christian nation in Asia. Catholics account for an overwhelming majority of the religious composition of the country, and the Catholic Church has a strong influence on politics and social paradigms. Religion plays a major role in the construction of the Filipino family. There also exist more conservative Christian groups, with sects native to the country, such as the Iglesia Ni Cristo, Ang Dating Daan, and El Shaddai. These religious organizations have made strides in terms of their influence as a result of their practices of block voting during elections and tithes.

In a 2019 ruling¹, the Supreme Court of the Philippines upheld the ban on same sex marriage. While there are family structures present in the Philippines that do not conform to cisheteronormative models, they are not legally acknowledged, or worse, they are discriminated against. Family structures and gender roles in the Philippines are heavily influenced by conservative values and religious teachings of the Church. During wedding celebrations, the officiants often use the phrase “Wives, submit to your husbands as to the Lord,” and this sets the tone for the status of women in the household. Women are tied to their roles as wives, mothers, and homemakers, and daughters are groomed for the same roles in the commonly gendered practice of raising children.

The Muslim population arrived in the Philippines between 1450 and 1500, and celebrate a 500-year political tradition in the country. The Filipino Muslim identity spans beyond that of a religious affiliation. Collectively, Filipino Muslims are referred to as the Bangsamoro, but there are 11 major Muslim ethnic groups: the Maranao, the Maguindanao, the Iranun, the Tausug, the Yakan, the Sama, the Sangil, the Kaagan, the Kolibugan, the Palawan, and the Molbog. Filipino Muslims constitute only a minority of the general Philippine population, but Islam is still the second largest religion in the country. Filipino Muslim women often complete higher education and can organise themselves to assert their presence in political spheres, but decision-making rests mostly on influential men (Japan International Cooperation Agency, 2016).

There is also a rich diversity amongst the Philippines’ indigenous groups. The International Work Group for Indigenous Affairs (IWGIA) estimates that 10-20% of the 2015 population identify as part of three major indigenous groups: The Igorot of the North, the Lumad of the South, and the Mangyan of the central islands. Within many of these groups, women continue to hold positions of power and prestige, contrary to what they may experience outside of their tribes. Many indigenous women also serve as the cultural bearers in the country, carrying on the remaining traditional knowledge, practices, and arts such as weaving or *batuk* tattooing.

There are ethnolinguistic groups, often distinct in language and corresponding to a particular geographic territory. These are the Tagalog, the Cebuano, the Ilocano, the Bisaya, the Hiligaynon, the Bikol, the Waray, and other smaller groups. Just as each has their own word for the word woman, so too do they have their own particular nuances for what the role of women should be.

As a result of long historical ties, other foreign ethnic groups remain in the country. Many Filipinos share a Spanish lineage, as a result of centuries of colonialism and the inevitable mixing of cultures. Although the Spanish are long gone, the *mestiza* standard of beauty and the obsession with fair skin are colonial vestiges that continue to influence the mindset of many Filipino women. Philippine-born Chinese are also a significant group. There has also been significant migration from mainland China in recent years, bringing with it questions on the taxation of offshore gambling and the handling of inbound sex trafficking. Other major migrant groups include South Koreans and Americans, but there are also many other non-Filipinos who reside in the country. Filipino women are often sought after as wives because of an essentialized reputation as exotic, subservient, and skilled in the domestic sphere. There is a social phenomenon of love or sex tourism in the country, which often leads to marriage migration into or out from the Philippines.

¹ Jesus Falcis, III v Civil Registrar General. In this ruling, the Court also discussed: the rights and obligations of spouses to each other and their children under the Family Code; 2) succession rights under the Civil Code; 3) rights under the adoption law; and; 5) the effect of marital status under taxation, labour, social security, insurance, and civil service laws (<https://sc.judiciary.gov.ph/8227/>)

B. Environmental Context

The Philippines is a nation comprising 7,641 islands, 1,000 of which are uninhabitable to humans, but home to one of the most biodiverse ecosystems on the planet. In a 2017 assessment of gender and biodiversity conservation in ASEAN countries including the Philippines, The German Agency for International Cooperation (GIZ) asserts that gender roles of women encourage their active roles in biodiversity management (Secretariat of the Convention on Biological Diversity, 2021). Agriculture, forestry and fishing (AFF) accounted for 9.2% of GDP in 2019, but several factors have contributed to the environmental devastation which creates volatility in endeavors of livelihood (Philippine Statistics Authority [PSA], 2019a).

Land ownership of women in the country, either alone or jointly, accounts for only 12% of all land ownership (PSA, 2020). While women may have access to land, they usually have no control over long-term use or ownership (Illo et al., 2020). Traditional practice dictates a primogeniture system where the eldest male child of the family shall inherit property, whereas in Muslim groups, inheritance is patrilineal, that is, among male lines (FAO, n.d.). This directly affects women's capacity to achieve the economic autonomy they need to provide a better quality of life for themselves and their dependents, particularly in an agrarian economy such as the Philippines. Limited access to agricultural inputs, especially for food crops, severely curtails women's potential productivity and keeps them just one bad rainy season away from poverty or starvation (FAO, 2003). As a result, the environment is seen as an influencing factor in livelihoods and gender relations. However, women are more often tasked with environmental conservation and rehabilitation after emergencies.

Recurring natural disasters--tropical typhoons, volcanic eruptions, floods, landslides, earthquakes, tsunamis, droughts of El Niño--continue to pose challenges for stability. The 2019 Climate Risk Index positions the Philippines as 5th most vulnerable to the impact of climate change, which poses problems for already shaky disaster preparedness and response efforts. In 2020 alone, there was the eruption of the Taal Volcano in January, and two succeeding tropical cyclones in the 4th quarter, followed by two destructive floods, in part as a result of the lack of preparedness for said cyclones. Victoria Tauli Corpuz, a Kankana-ey Igorot leader and UN Special Rapporteur on the Rights of Indigenous Peoples, lamented in a 2019 interview her having "witnessed and received reports of how indigenous women are disproportionately affected by the adverse impacts of climate change." Speaking to indigenous women, Tauli Corpuz related how "their roles as the key food providers, seed-keepers, caregivers, protectors of their lands, territories and resources are very much undermined because of climate change" (Abano, 2019). This is also true for rural women, women in agriculture, or women in disaster-prone areas, even if existing data fail to adequately capture the impacts of natural destruction on women.

According to an October 2020 press release from the PSA, "the damages incurred due to natural extreme events and disasters amounted to PhP 463 billion from 2010 to 2019. Agriculture posted the largest share with 62.7 percent or PhP 290 billion followed by infrastructure, and private/communications with 23.0 percent or PhP 106 billion and 14.3 percent or PhP 66 billion respectively." These figures do not include the costs of displacement or human lives, nor how women are primarily burdened with recuperating the losses in these damages.

While Philippine contributions to climate change are relatively low compared to more industrialized countries, there has been a notable uptick in development-induced environmental degradation which contributes to higher risk of disasters:

1. Degradation from mining, logging, and land conversion for industrialization and infrastructure continue to outpace environmental protection efforts (Climate Change Commission, 2011). Notably, extractive industries often have gender blind policies and practices, which “expose women to violence, deny them access and control over benefits of the industry, and exclude them from decision-making processes” (United Nations [UN] Women Asia and the Pacific, 2020).
2. A lack of opportunity in the provinces has pushed rural-urban migration, resulting in rapid urbanization of the nation’s capital. Metro Manila, already one of the most densely populated cities in the world, has also been marked as one of the world's worst for air quality (Marsden, 2019).
3. In line with the aforementioned, greenhouse gas emissions are on the rise. Increased dependency on coal by industry, privatized power, and sustained dependency on fossil fuels in vehicular transportation seem to be supported by the administration (IBON Foundation, 2020).

The Philippines ratified the Paris Agreement in 2016, made similar commitments to several international and regional pacts in the last few years, and is now in its second half of the National Climate Change Action Plan (NCCAP) 2011-2028. The Government has also made a number of declarations related to the environment. In 2018, the closure of Boracay, the most popular tourist destination, was ordered due to environmental concerns. Women in small business endeavors and in the service sector, which mostly catered to tourists, were disproportionately affected by the total shutdown. The administration, however, continues to pursue its policy of “Build, Build, Build.” In the disputed Spratly Islands in the West Philippine Sea, foreign extraction of natural gas, among other ill practices, endangers the rich biodiversity. In turn, this endangers the food source upon which many Filipino women and their families rely. In several coastal communities, women form groups to guard their marine sanctuaries from poachers and illegal fishers, with leaders experiencing harassment and violence (Chan, 2020; Trent and Tuirán, 2020). Women are dominant users of this ecosystem, but they are not the focus of fisheries management because of gender roles in the fishing sector (Torell et al., 2020).

C. Demographic Context

In the absence of a published 2020 Census Report, the United Nations Population Fund (UNFPA, n.d.) estimated the total population as of 2021 to be around 111 million, with 64.8% between ages 15 and 64, 29.5% under 14, and 5.7% over 65. Projections from 2020 range between 108,771,978 (Department of Health [DOH], 2020) and 109,950,000 (Asian Development Bank [ADB], 2020). Population growth rate projections from 2015 to 2020 average 1.6% (ADB, 2020). This places the Philippines tied for second in the SEA region with Lao PDR, behind Brunei Darussalam (ADB, 2020). The World Bank estimated a decline in the growth rate from 1.507% in 2016 to 1.364% in 2019, yet the DOH projected the total population to reach over 115 million by 2025 (World Bank Group, 2019; DOH, 2020). The distribution of registered live births in 2019 indicated a sex ratio of 109 males to 100 females (PSA, 2021c).

The number of registered live births continued a decreasing trend that began in 2012, but saw an uptick in 2019 (PSA, 2021c). Given its population growth trajectory, the Philippines is able to maintain a relatively young population, which administrations will boast as representative of a strong and agile workforce. In 2020, the median age sat at 24.3, increasing from 23.3 in 2010 and 22.2 in 2007 (PSA, n.d.b.).

Religious and traditional family beliefs in the Philippines remain strong. Despite the passage of the Responsible Parenthood and Reproductive Health Law, tubal ligation is frowned upon even for married women with children. Filipino women, regardless of class status, are still pressured to become mothers by their immediate family and the entire society. Due to traditional gender norms, motherhood remains the ultimate accomplishment and the primary role of women. In addition, bearing multiple children is viewed as a blessing. Children are seen as investments--an opportunity to escape poverty as children can eventually contribute to productive work. Although family size has shrunk more recently², Filipino women's actual fertility rate (2.7) is still greater than their desired fertility rate (2.0) (PSA, 2018b).

The pandemic, however, sees growth in fertility increasing rapidly, which could be attributed to the COVID-19-induced barriers to accessing sexual and reproductive health services, information, and commodities. A technical report by the University of the Philippines Population Institute (Marquez et. al., 2020) projected an additional 218,000 women aged 15-49 with an unmet need for family planning and an additional 79,000 unintended pregnancies within the same age group for every month of quarantine. These projections were made for a quarantine period spanning until December 2020 only. An increase in the number of induced abortions and maternal deaths was also expected at 17,000 and 60 additional for each month of quarantine, respectively.

As of August 13, 2021, more than 1.7 million confirmed cases of COVID-19 have been recorded with 29,838 deaths and 1.5 million recoveries, according to the Department of Health. There remains no end in sight for the pandemic with a vaccine rollout that is second to last in the ASEAN region in terms of percentage of vaccinated persons to total population (Our World In Data, n.d.). As of 12 August 2021, a total of 26.6 million vaccine doses have been administered, with only 17.19% of the eligible population being fully vaccinated (Kabagani, 2021).

D. Socio-Economic Context

Having inherited strong macroeconomic fundamentals and multiple credit rating upgrades from its predecessor, the Duterte administration sought to maintain its investment-grade rating and sustain an economic growth rate of 7-8% within four years of the administration to enter upper middle-income territory. An important challenge for the administration was to translate sustained growth into inclusive growth as inequality had remained intractable in the last three decades, with the Gini coefficient staying between 0.44 and 0.46 (Ofreneo & Illo, 2020). But with a positive and relatively stable economic trajectory, the Duterte administration seemed well-positioned to achieve key human development targets.

Excluding election years, the administration was able to record the highest growth rate for any post-Marcos administration with a 6.9% growth rate in 2017 (World Bank Group, n.d.). However, this

² From 4.1 children per woman in 1993 to 2.7 children per woman in 2017 (NDHS, 2017)

would decrease to 6.3% in 2018 and 6% in 2019 (World Bank Group, n.d.). Despite the falling growth rate, the Duterte administration was able to receive a credit rating upgrade from S&P at BBB+/stable in 2019 following Fitch which had already upgraded the country's rating to BBB/stable in 2017 (Rivas, 2019). The positive growth outlook coupled with falling debt to GDP hovering around 40% allowed the administration to embark on an ambitious expansionary fiscal policy agenda which would fund an ambitious infrastructure program, expansion of social services and raising salaries of military and uniformed personnel (Department of Budget and Management [DBM], 2019b)

In 2018, the Philippines registered one of its steepest declines in poverty incidence at 16.7% from 23.5% in 2015 (PSA, 2020a), closing in on their target of 14% poverty incidence at the end of the administration. The poverty incidence among population by sex were only slightly divergent with 16.8% for men and 16.6% for women (PSA, 2020b). In the same year, a significant low for the labor force participation rate (LFPR) of women was registered at 46%, the lowest in Southeast Asia, a considerable decline after stagnating between 49-50% in previous years (National Economic and Development Authority [NEDA], 2019). A study by NEDA (2019) cited life cycle changes such as marriage and childbearing among the 25-29 age cohort as possible reasons behind the dip in the LFPR of women. Income inequality between women and men continued to persist, with GNI per capita of \$7,843 for women and GNI per capita for men at \$11,694 registered in 2019 (United Nations Development Programme [UNDP], 2020).

In 2019, the Philippines registered a Human Development Index score of 0.718 which put it among high human development countries and ranked it at 107th, alongside Bolivia and Indonesia, among 186 countries and territories (UNDP, 2020). This HDI placed the Philippines below average among all high development countries and among all countries within East Asia and the Pacific. In terms of gender equality, the Philippines, registered high equality using the UN Gender Development Index as a measure, which is a ratio of sex-disaggregated human development indices. Meanwhile, it ranked 104th out of 162 countries in the Gender Inequality Index, which reflects gender-based inequalities in three dimensions--reproductive health, empowerment, and economic activity (UNDP, 2020).

The COVID-19 pandemic, however, threatens to reverse much of the Philippines' economic and developmental progress. Moreover, while gender-specific data are still unavailable, it is reasonable to expect that the pandemic will impact progress on human development and gender equality, especially as sectors representing Filipino working women, such as migrant women and women working in the informal sector, are some of the most affected populations.

By mid-year 2020, the GDP growth rate had fallen to -9%, with the service sector, mainly from accommodation and food service activities, as well as transportation and storage, contracting the most, followed by construction. Finance, information and communication, and public administration were the only sectors that showcased growth. Unemployment swelled to its highest at 17.7% in April of 2020, and very few of the recently unemployed had access to nominal cash assistance provided by some LGUs (PSA, 2020f). Consequently, household consumption shrank significantly, as a result of unemployment, loss of income, and a drop in foreign remittances. As of the first quarter 2021, the GDP growth rate was estimated at -4.2%, with sectors of human health and social work activities, compulsory social activities, and information and communication propping up the GDP. Services, construction, and real estate have continued to contract. While the Philippines' has retained its investment-grade credit rating from both Fitch and S&P, Fitch has revised its outlook for the Philippines from stable to negative as a result of the impacts of the pandemic (Fitch Ratings, 2021).

Despite the decline in growth over the pandemic, the 2021 National Budget entitled “Reset, Rebound, and Recover: Investing for Resiliency and Sustainability” is still the heaviest budget in Philippine history at 4.506 trillion pesos, 10% higher than that of 2020. It showed a 0.56% increase from the previous year for social services after four years of declining allocations, and a 1.19% increase for the repayment of debts, while general public services received the biggest cut of 1.61%. To cover its deficit, the national government took on a significant amount of debt, raising the total debt to 54.5% of GDP (from 39.6% in 2019), the highest it has been in 14 years (De Vera, 2021). The International Monetary Fund (IMF) prescribed a threshold of 60% for debt-to-GDP ratio. Meanwhile, the country’s Gross International Reserves (GIR) currently stand at 106 billion dollars as of June 2021 (Bangko Sentral ng Pilipinas, n.d.). This GIR level allows coverage for 12 months of imports of goods, payments of services and primary income, and is cited by the administration’s economic managers as the liquidity buffer that will help protect the economy against further shocks (Cordero, 2021).

The pandemic has not deterred the Duterte administration from pursuing its economic and development agenda as reflected in the updated medium term plan, the Philippine Development Plan (PDP) 2017-2022. The updated PDP “responds to the emergence of new threats to the country’s growth prospects.” It identifies the various reforms already undertaken by the administration, which it purports serves as “basis for greater resilience” against the pandemic, and remaining reforms to be enacted to guide the country’s economic recovery. However, many of these reforms are not new and maintain the same priorities of the reforms package proposed at the beginning of the administration, which include increasing Foreign Direct Investments, easing financial and human capital constraints, expanding market linkages for micro-, small and medium-sized enterprises (MSMEs), and keeping in line with a long-term vision known as AmBisyon Natin 2040, which projects that by 2040, “Filipinos enjoy a strongly rooted, comfortable, and secure life.”

E. Political Context

President Rodrigo Duterte did not come from the same party of his predecessor and commentators believe that his election represented 16 million Filipinos’ desire for a new kind of governance, especially as he campaigned using the slogan “real change.” The centerpiece of his platform was eliminating crime and corruption by attacking what he considered was at the heart of these problems—drugs (Corrales, 2016). Despite anti-establishment posturing during his campaign, Duterte’s popularity attracted a majority of elected officials to join his party, enough to create a supermajority in Congress, like his predecessor. He has been able to use this advantage to push an ambitious, if checkered, legislative agenda.

Throughout his presidency, “Tatay Digong,” as his supporters refer to him, has continually personified a trope that Filipino families know too well—that of the overprotective father. President Duterte and other male officials play into the cultural role of the strongman of the house, purportedly providing for their nation. Many orders have been justified by taking the patriarchal norms of authority that exist in the private sphere into the public sphere, insisting perhaps that father knows best.

In the Philippines, as in other contexts, gender norms “tend to adhere to and reinforce stereotypes, [...] limiting what a man or woman can and should do. For instance, most gender scripts dictate that men should be providers while women should be caregivers” (Alqaseer & Pile, 2020). Such norms are also reflected at the other end of the binary in women’s political participation. In a study by

COMELEC, respondents belonging to political parties, campaigns, or who were themselves candidates, collectively agreed that women are qualified to run for office, but cited usual stereotypes (i.e. women “do not have the necessary confidence, skills, leadership experience, and interest in political office”) as reasons not to accept the idea of women actually running for office (Marañon, 2018). Part of the administration further reinforces gender norms and stereotypes with high level officials making sexist remarks in public.

The recognition of women’s rights and the advancement of gender equality is principally contingent on the general human rights situation of the country. Despite a flawed environment to a human rights-based approach, human rights activists, women’s rights organizations (WROs), and gender equality advocates and allies continue to lobby for policies and legislations that aim to address existing issues and gaps and organize campaigns and activities to challenge prevailing social and cultural norms in relation to gender.

IV. Overview of the Human Rights, Legislative, and Policy Framework for Promoting Gender Equality in the Philippines

A. International Commitments

The Philippines is a signatory to international human rights instruments that have shaped its legislative framework for advancing gender-responsive development. It is the first ASEAN state to ratify the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) also known as the International Bill of Rights of Women, which is the only human rights treaty that “affirms the reproductive rights of women and targets culture and tradition as influential forces shaping gender roles and family relations”(Philippine Commission on Women [PCW], n.d.d.).

The Philippines is also a signatory of the most widely ratified human rights treaty, the United Nations Convention on the Rights of the Child (UNCRC). Along with CEDAW, the UNCRC anchors the five-year Philippine Plan for Action to End Violence Against Children 2017-2022, a multi-sectoral roadmap for protecting Filipino children from violence, including gender-based violence. Another significant international instrument is the Beijing Platform for Action (BPfA) which, in its 25th year since it was adopted by 189 countries during the Fourth United Nations Conference on Women in Beijing, China in 1995, continues to wield its relevance and influence on the Philippines’ commitment to gender equality.

In addition, the Philippines has ratified all eight fundamental conventions of the International Labor Organization (ILO). In 2012, the Philippines also ratified ILO Convention 189 or the Domestic Workers Convention, an important step towards upholding the rights of the 1.6 million women domestic workers (PSA, 2018a). However, the Philippines is yet to ratify the ILO Convention 190 or the Violence and Harassment Convention, which aims to address all forms of violence and harassment in the world of work.

In the regional arena, the Philippines is at the forefront of promoting the ASEAN community’s gender equality and women empowerment goals. The ASEAN Committee on Women (ACW) led by the Philippine Commission on Women spearheaded the ASEAN Gender Mainstreaming project, a pioneering

initiative which cuts across all three ASEAN community pillars. The three-part conference took place in sessions spread out from 2018 to 2019 in Manila.

The centrality of upholding human rights, good governance, democracy, rule of law, the promotion of social and economic development, as well as peace and security in the region is a key feature of the bilateral relationship between the Philippines and the EU. The Partnership and Cooperation Agreement (PCA) which was ratified in January 2018 provides an enhanced policy framework for overall Philippines-EU relations and advances partnership across multiple sectors and areas of mutual interest which include justice and security reform, migration, trade and development cooperation, regional challenges, the environment and political dialogues (EUD, 2018).

B. Current Legislative Efforts, Policy Reform, Milestone Laws in the Past Five Years, Pending Bills

Despite inconsistencies in the implementation process, the Philippines' track record in legislation and policies for gender equality and women's empowerment is well-advanced. Guarantees of equality and promotion of women's empowerment are embedded in the 1987 Philippine Constitution and in many subsequent legislation and policies (ADB, 2013; UNDP, 2010). In 1987, the Philippine Development Plan for Women was established, followed by the Philippine Plan for Gender-Responsive Development (PPGD) 1995 - 2025. In 2019, the Philippine Commission on Women (PCW) introduced the Gender Equality and Women's Empowerment (GEWE) Plan 2019 - 2025 that covers four years of the Philippine Development Plan (PDP) 2017 - 2022, and the remaining years of PPGD 1995 - 2025. The GEWE Plan contains strategic actions to achieve the following: 1) to fully implement the Magna Carta of Women (Republic Act 9710), 2) to contribute to the inclusive human development goal of PDP 2017 - 2022, 3) to achieve the long-term vision of gender equality and women's empowerment articulated in PPGD 1995 - 2025, 4) to facilitate the implementation of the country's international commitments to gender equality and women's empowerment, including CEDAW, the BPfA, and Goal 5 of the 2030 Global Agenda for Sustainable Development or Sustainable Development Goals (SDGs) (PCW, 2019).

The **Magna Carta of Women (MCW)** is a milestone in the promotion and recognition of women's rights as it translates the CEDAW for local implementation. The MCW serves as the blueprint in the creation of laws that zero in on the rights and welfare of women and girls.

In September 2017, the House of Representatives voted unanimously to pass the **Sexual Orientation, Gender Identity, and Expression (SOGIE) Equality Bill** based on the Anti-Discrimination Bill filed in 2006 by Akbayan Representative Etta Rosales. However, a similar bill was stalled in the Senate. These bills have since been refiled in both houses of the current Congress. The policy aims to provide a national legislation to eliminate discrimination based on SOGIE as well as to prohibit discriminatory acts in terms of access to education, employment, public services, and health services (CNN Philippines, 2017).

The Philippines is the only country, apart from the Vatican, which does not have an applicable divorce law. While absolute divorce was practiced in the Philippines prior to the Spanish occupation, the 1987 Family Code only allows legal separation or relative divorce. On February 4, 2020, a **bill proposing the reinstatement of absolute divorce** in the Philippines was approved by the Committee on Population and Family Relations of the Philippine House of Representatives (Lagman, 2021). If enacted, this will permit divorce based on grounds for legal separation under the same law, allow divorced spouses to remarry, and grant women the right to initiate divorce on the same terms as men. As of August 2021,

the absolute divorce bill has been endorsed for plenary approval.

Many children's and women's rights groups continue to call for raising the age in determining statutory rape in the Philippines. Under the Republic Act 8353 or the Anti-Rape Law of 1997, individuals twelve years of age can already give sexual consent. This puts the Philippines as the country in Asia with the lowest age of determining statutory rape (UNICEF, 2020). In a legislative bid to address this, the House of Representatives voted in December 2020 to approve on third and final reading **House Bill 7836**, which aims to **raise the age of determining statutory rape to sixteen years old** (Limpot, 2020). The Senate also has a similar version of the bill which has passed committee-level hearings. Another Senate bill approved on final reading in November 2020 is **Senate Bill 1373, also known as the "Girls not Bride Act,"** which aims to prohibit and declare illegal child marriages in the Philippines. If enacted, this law will punish any individual who causes, fixes, facilitates, arranges, or officiates a child marriage (PWC, n.d.).

C. Mechanisms for Promoting Gender Equality and Women

Gender budgets. The Gender and Development (GAD) budget policy requires government agencies, offices, government-owned and -controlled corporations (GOCCs), and local government units (LGUs) to utilize at least 5% of their annual budget for gender and development initiatives. The GAD budget policy is an expressed public financing commitment to achieve the vision and specific goals outlined in the PPGD 1995 - 2025 (Francisco, 2001). This mechanism to ensure the mainstreaming of gender-related issues through the gender budget has proved to be a difficult task--response from national departments and agencies has been lukewarm since 1995, particularly in terms of compliance and accomplishment reports. Furthermore, the GAD budget allocation has not achieved the 5% target since 1995 and has been inappropriately used or interpreted by government agencies and departments (Illo, 2010).

Harmonised GAD guidelines for project development, implementation, monitoring and evaluation. The Harmonised Gender and Development Guidelines (HGDG) for project implementation, monitoring, and evaluation was formulated in 2004 by the National Economic and Development Authority (NEDA), the government's economic planning agency, in collaboration with PCW, and the Official Development Assistance-Gender and Development (ODA-GAD). An updated version was developed in 2010. The HGDG was formulated to provide a common instrument in integrating gender perspectives in development programs and projects among government agencies, donor organizations, and other stakeholders.

Women's priority legislative agenda. Legislation is a powerful tool to advance gender equality and women's empowerment; it is the first step towards enabling women's access to equality and justice. The Philippines has achieved substantive gains towards this end through developments in the country's legal framework. However, some laws and policies may create or reinforce unequal gender relations and biases. Moreover, there are emerging gender issues that need to be addressed through the formulation of policies and laws.

The PCW acts as the primary policy-making and coordinating agency on women and gender equality concerns of the Philippine government. In consonance with the MCW that states that the government "shall take steps to review and, when necessary, amend and/or repeal existing laws that are discriminatory to women," the PCW launched its Women's Priority Legislative Agenda (WPLA). WPLA

is a set of proposed bills, developed through public consultations, that aims to amend or repeal discriminatory provisions of existing laws and pushes for the formulation and adoption of new legislation that will promote, protect, and fulfill women's rights and empowerment.

For the 17th Congress of the Philippines (July 25, 2016 - June 4, 2019), the WPLA of the PCW was composed of 12 legislative agenda items, developed through a series of public consultations. Two of these were enacted into law: 1) The Expanded Maternity Leave Bill Act (Republic Act No. 11210), and 2) The Safe Spaces Act (Republic Act No. 11313). The 10 other legislative agenda items were the proposed measures of the agency for the 18th Congress (July 22, 2019 - 2022).

The full implementation of some laws remains a challenge for multiple reasons such as under-funding from the national government, lack of training for implementers and duty bearers, socio-cultural conflicts, and lack of political will. Some legislative agenda items such as the decriminalization of abortion, the divorce bill, and SOGIE bill continue to encounter multiple barriers; this is specifically notable when it comes to policies related to gender and sexuality. As a response, key implementers, gender equality allies and advocates like CSOs and NGOs continue to build networks at multiple levels that include the grassroots and policy making bodies.

V. Key Thematic Areas

A. Gender, Education and Participation in Labor Market

Philippine education is structured and organized around the vision that individuals who participate in formal and non-formal education will realize their full potential and participate in nation-building. Education is regarded as a bridge to a better life since it is instrumental in determining one's labor market participation. Labor market participation, in turn, boosts the economy. In the World Economic Forum (WEF) 2021 Global Gender Gap Report, the Philippines ranked 18th and 39th out of 156 countries in economic participation and opportunity, and educational attainment, respectively. It is worth noting that the country achieved gender parity in three out of four areas under educational attainment³. Despite these milestones, multiple factors continue to affect people's access to education and their participation in the labor market. Some of them will be highlighted here, including the impact of the COVID-19 pandemic on education and the world of work in the Philippines.

Gendered Gaps and Differences

Reasons for not attending school. Based on the 2019 PSA Annual Poverty Indicators Survey (APIS), there are varying reasons why persons aged 6-24 years old do not attend school. The top two reasons for boys are employment (38%) and lack of personal interest (19.3%); for girls, it is marriage or family matters (30.7%) and employment (27.2%). Moreover, females tend to have a higher cohort survival rate both for elementary and secondary education levels. This is affirmed by the policy note released by the Philippines Institute for Development Studies (PIDS) which stated that boys are still

³ Achieved parity in (1) literacy rate, (2) enrollment in secondary education, and (3) enrollment in tertiary education, while scoring 0.998 in enrollment in primary education.

falling behind in basic education (David, Albert, & Vizmanos, 2018). Based on the interview with the Department of Education (DepEd), the institution addresses this by making the curriculum and programs more attractive for boys. Another is by strengthening the Alternative Learning System (ALS) so that even if students need to work, they still have avenues to learn.

DepEd, through the ALS, implements a system called “credentialing” wherein mini-courses on jobs for high-demand industries are offered to students so they can build necessary skills and enhance their capacities to be gainfully employed. DepEd partners with DOLE, which then taps on private sector companies and encourages them to absorb and hire graduates of the mini-courses.

Labor force participation. In the world of work, the latest labor force participation rate (LFPR) released by PSA in the second quarter of 2021 is at 63.2% or 47.41 million Filipinos who find themselves either in employment or unemployment (PSA, 2021a). The female LFPR remains low despite statistics showing that females tend to have higher educational attainment. Since 1998, the gap between the LFPR of women and men has hovered between 28 and 32 percentage points (Hega et al., 2017). This figure has already significantly improved, albeit still far from parity with men. The female LFPR as of April 2021 is at 51.4%, while male LFPR is at 75% (PSA, 2021a). DOLE-ILS⁴ added that women are overrepresented in the informal sector as their jobs are likely to be flexible, which gives them more room to execute the care work delegated to them. As a result, women mostly take on jobs that are low-paying and precarious in nature. In addition to this, DOLE-ILS identified four main gender issues in the world of work: (1) assuring the rights at work, (2) increasing the participation of women in unions, (3) access to social protection and productive resources, and (4) assuring welfare services at work.

Women in the informal economy. Women are more likely to hold lower quality jobs and/or be in vulnerable employment, which generally provides fewer opportunities for decent work with fair income, security in the workplace, and social protection (Asian Development Bank, 2013). Bersales and Ilarina (2019) claimed that women in the informal economy constitute a majority (57%) of all females who are employed, and they comprise the majority of the working poor. Their low levels of education and the unpaid care work assigned to them prevent them from pursuing higher quality and stable jobs.

Gender parity in managerial positions. It is worth mentioning that the Philippines achieved high gender parity in terms of holding managerial positions, and is the top-ranking country in terms of women executives holding senior management positions. A market analysis conducted by Statistica using 2019 data from the ILO showed that 50.5% of managers in the Philippines are women, and the country ranked fifth worldwide in terms of achieving gender parity in management (McCarthy, 2021). The Grant Thornton International’s 2020 Women in Business report revealed that 43% of senior management positions in the Philippines are occupied by women executives (P&A Grant Thornton, 2020). Despite being the top-ranking country, the Philippines has yet to achieve gender parity in senior management positions. Women in middle-ladder positions experience difficulties in overcoming the gender glass ceiling.

Gender-based violence and discrimination. The trifocal agencies of education⁵ created mechanisms to mainstream gender in their institutions. For instance, DepEd Order No. 32, series of 2017 shows DepEd’s commitment to incorporate principles of gender equality, gender equity, gender

⁴ Department of Labor and Employment - Institute for Labor Studies (DOLE-ILS) is the policy research and advocacy arm of DOLE

⁵ Department of Education (DepEd), Commission on Higher Education (CHED), and Technical Education and Skills Development Authority (TESDA)

sensitivity, non-discrimination, and human rights in its delivery of basic education services. DepEd also developed a Child Protection Policy, which provides policies and guidelines for protecting children in schools from abuse, violence, discrimination, bullying, and other forms of abuse. Another significant role of DepEd is from its mandate under the Responsible Parenthood and Reproductive Health (RPRH) Law to fully implement comprehensive sexuality education (CSE). CSE is being implemented in select regions, but there is still a need to establish monitoring and evaluation (M&E) to assess its implementation formally. DepEd acknowledged that there is also a need to train educators and parents for them to have a greater awareness and wider acceptance of CSE.

The enactment of the Safe Spaces Act solidified the campaign to ensure that public spaces such as schools and workplaces are free from different forms of gender-based sexual harassment. The law mandates labor and educational or training institutions to install reporting and redress mechanisms for cases of gender-based sexual harassment. To ensure redress mechanisms are made available for students and workers, institutions are expected to create an independent body or Committee on Decorum and Investigation (CODI) and Anti-Sexual Harassment (ASH) body, which shall handle and resolve cases of gender-based sexual harassment. However, deeply rooted gender stereotypes and stigma prevent victims from reporting their experiences of violence and discrimination. LGBTQIA+ individuals interviewed for this report shared how their community continues to experience discrimination in schools and workplaces because of their sexual orientation, gender identity, and expression, and sex characteristics (SOGIESC). This prevailing differential treatment results in LGBTQIA+ individuals and other victims feeling disincentivized in continuing their education or participating fully in the labor market.

Contractualization. Labor groups shared that contractualization remains one of the primary labor issues, both in the public and private sectors. Workers are denied their fundamental labor right to security of tenure. This setup does not consider workers as formal employees of companies or even government offices and is described as the “no employer-employee relationship.” Employees under this scheme do not receive the same benefits as employees with the security of tenure and experience more barriers in landing a stable job. They cannot easily exercise their right to collective bargaining and join trade unions because their labor conditions make them more vulnerable to being fired or laid off.

Women are differently affected by this scheme. One example provided by Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO) is the implementation of the Extended Maternity Leave, which grants women a 105-day paid leave. However, female workers in the public sector under the no employee-employer relationship scheme cannot fully avail of this leave as they are considered self-employed. They need to individually process this with the Social Security System (SSS), unlike formal workers in the public sector who are covered by the Government Service Insurance System (GSIS). SENTRO elevated this to the DOLE, but the institution said that to make this possible, the law must be revisited and possibly amended.

Reproductive and care work. According to DOLE-ILS, the reproductive and care work which is usually delegated to women greatly affects women’s participation in the labor market. This might also hold true in the education sector which shows that the top reason for females not being in school is because of marriage or family matters. Women and girls experience greater levels of time poverty because of their multiple roles in the public and private (household) domains.

The Impact of the COVID-19 Pandemic

Distance learning education. The educational sector is one of the institutions most heavily affected by the pandemic. Schools and universities had to be closed and have yet to be reopened because they are high-risk areas for COVID-19 transmission. The above-ideal student-teacher ratio (Montemayor, 2018; Siytangco, 2019) and classroom shortage (Tomacruz, 2019) in some public schools, which result in a large number of students cramped in a single classroom, pose serious challenges in observing physical distancing, hygienic practices, and other COVID-19 health protocols in schools. Educational institutions had to transition to a distance-learning setup that accounts for and caters to the different needs of students. DepEd remarked that the transition did not come without challenges because of reasons such as lack of pedagogical instruments, resources, and even the capacity-building necessary to implement modular and online learning (whether asynchronous or synchronous in nature). DepEd averred that the difficulty in transitioning heavily affected the mental health of both students and educators. Despite these challenges, the institution works on building its capacities to adapt to these changes. In February 2021, DepEd Secretary Leonor Brioners made a proposal to conduct a pilot implementation of face-to-face classes but was rejected by President Duterte due to COVID-19 pandemic-related health risks among students and teachers (Magsambol, 2021; Hernando-Malipot 2021).

High unemployment rate. The COVID-19 pandemic led to unprecedented changes in the labor force. The need to enforce strict quarantine measures to control the spread of the virus led to the temporary, and to some, permanent closure of many micro, small, and medium-sized enterprises (MSMSEs) all over the country. DOLE-ILS stated that workers in the informal economy were heavily hit by the pandemic. They were confined to their homes thereby losing access to their sources of income, without any form of compensation or access to social security coverage. All of these resulted in an alarmingly high unemployment rate of 17.6% or 7.3 million Filipinos (April 2020) from 5.2% or 2.27 million (January 2019) a year before the pandemic. The latest labour force survey (LFS) shows that the unemployment rate currently stands at 8.7% (April 2021) or 4.14 million, with 8.5% male unemployment rate and 9.1% female unemployment rate (PSA, 2021ba).

Mental health issues. The DOLE-ILS shared that in a 2021 Job Summit conducted by the government,⁶ one of the concerns flagged is the alarming rise in mental health issues experienced by workers, primarily women in the informal economy. The women participants in the summit identified multiple and intersecting factors that negatively affected their mental health, such as their heavy household work and care responsibilities, the experience of gender-based violence during the lockdowns, the constant fear of acquiring COVID-19 due to lack of occupational safety and health mechanisms in the workplace, and the economic instability resulting from the pandemic.

Heightened attacks against labor rights activists. For five consecutive years now, the Philippines has been listed as one of the top ten worst countries for working people by the International Trade Union Confederation (ITUC) in their annual Global Rights Index. The 2021 Index identified (1) violence and murders, (2) arbitrary arrests, and (3) state repression as the top violations of worker's rights in the country. Trade unionists are targeted and become victims of extrajudicial killings. According to SENTRO and Partido Manggagawa, this has a chilling effect on unionism in the country as it sows and creates a culture of fear among workers who wish to speak out about their unjust labor experiences. Labor unions in the Philippines are mostly male-dominated, and with these recent attacks, Partido Manggagawa

⁶ Government-led joint Task Group on Economic Recovery (TGER) and National Employment Recovery Strategy (NERS)

remarked that women workers will now feel more discouraged from joining unions. When this happens, women's labor issues will remain invisible and will not be included in the issues being fought for by the unions.

Conclusion and Recommendations

The general mechanism of data capturing does not reflect some of the practical and basic needs of students and workers in both the formal and informal sectors. Therefore, some of the policies and interventions are not designed around the practical and strategic needs of people with intersectional identities such as social class, age, gender, ability, religion, and ethnicity. This cascades to multiple but fragmented responses from the government, heavily affecting the marginalized and vulnerable members of the working class.

Recognize, reduce, and redistribute reproductive and care work. Given the fact that reproductive and care work significantly affect female participation both in the education sector and labor market, this should be an area of priority. To address this, DOLE-ILS recommended conducting information campaigns to promote redistribution of reproductive and care work within the household, and establishing care facilities such as child-minding centers in the workplace and at the barangay level for workers in the informal economy. Partido Manggagawa added that these facilities must operate at least 10 hours per day as working women tend to be away for 12-14 hours. Another recommendation by the Partido Manggagawa is the establishment of a state-subsidized public laundry system which will be managed by women in the informal sector.

Ratify ILO Convention 190. Since the ITUC 2021 Global Rights Index ranks the Philippines as one of the worst countries for workers, it is rightful to back up labor groups in calling and demanding for the Philippines to ratify the ILO Convention 190 (Violence and Harassment Convention). This can be instrumental in engineering laws and policies that truly protect the rights and safety of workers. More workers will exercise their right to freedom of association and join social dialogues towards the assertion of their rights.

Allocate higher budget to the education sector. Despite having one of the largest appropriations in the 2020 national budget⁷ (Department of Budget and Management, 2020a), the education sector remains underfunded to fully address its sectoral concerns. The 2021 budget proposal of DepEd is Php 1.1 trillion but the agency received only Php 594 billion or roughly 55% of its proposed budget (DepEd, 2021). A larger budget is needed to address persistent issues such as lack of classrooms and teachers and poor quality of school facilities. The COVID-19 pandemic surfaced the need for novel approaches in the education system, requiring additional resources to ensure students' access to quality education.

Fully implement comprehensive sexuality education. The DepEd must fully implement CSE to ensure that students' education, primarily of girls, will not be disrupted by responsibilities from unintended early pregnancies. A significant step in realizing this is building the capacities of educators to teach CSE and curricula that incorporate principles of gender equality and human rights.

Address gender-based violence. Educational and training institutions and employers should fully enact the Safe Spaces Act by developing their own implementing rules and regulations and establishing Anti-Sexual Harassment (ASH) facilities and a Committee on Decorum and Investigation. In

⁷ Allocating Php 39 billion to Universal Access for Quality Tertiary Education and Php 36 billion to Basic Education Facilities Program

addition, schools and workplaces must make available stigma-free redress mechanisms and pathways to recovery for victims of gender-based violence.

Incorporate a human rights-based approach. In the end, if the state and those who occupy the highest seats of power do not operate using a human rights-based approach, its actions will remain indifferent to the fundamental rights and needs of its students and workers. As a result, labor issues will continue to occupy a backseat, and gender-related concerns in education and employment will be sidelined.

B. Women in Entrepreneurship and Access to Financial Services

Overview

Small businesses are often known by a variety of terms such as SMEs (small, medium-sized enterprises) or MSMEs (micro-, small, and medium-sized enterprises). According to the Philippine Statistics Authority, micro-enterprises have fewer than 10 employees; small enterprises, 10 to 99 employees; and medium enterprises, 100 to 199 employees. The Magna Carta for MSMEs classifies MSMEs by asset size: micro-enterprises have an asset size of PhP 3,000,000 or less; small enterprises, from PhP 3,000,001 to PhP 15,000,000; and medium enterprises, from PhP 15,000,001 to PhP 100,000,000. Schaper (2020), in his study of MSMEs in Southeast Asia, showed that micro businesses account for the majority of small businesses in the Philippines, and relative to the total distribution of firms by size in the country in 2018, 88.5% are micro businesses. The Association of Southeast Asian Nations Secretariat (ASEAN Secretariat, n.d.) highlighted that MSMEs are a critical driving force of the Philippine economy as they not only account for 99.6% of total enterprises, they also employ at least 62% of the country's workforce. The Economic Research Institute for ASEAN and East Asia and Organisation for Economic Co-operation and Development (ERIA-OECD, 2014) emphasized the significant contribution of MSMEs to the country's gross domestic product (GDP) (at 36 percent of the total GDP). These numbers reveal the crucial role of MSMEs in the economic development of the country. However, the ASEAN Secretariat (n.d.) also noted that MSMEs in the country have difficulties sustaining and expanding their businesses.

Women's entrepreneurship has increased consistently over the past decade despite political, economic, and socio-cultural barriers to women's full economic participation, such as lack of access to, control over, and ownership of productive assets and little to no representation in decision-making structures. The Department of Trade and Industry (DTI, 2016) underscored that the country is a global leader for gender parity in entrepreneurship, with women overtaking men in the entrepreneurial space. In 2017, 64% of all MSMEs were founded by women entrepreneurs (DTI, 2016). The Global Entrepreneurship Monitor revealed in their 2017 study that Filipino women participate at equal or higher levels than men. However, Illo et al. (2020) noted that while there may be many women entrepreneurs in the country, they are not thriving. The Asia Pacific Foundation of Canada (APFC, 2018) emphasized that MSMEs in women-dominated industries are less likely to seek growth and/or go into export. Furthermore, structural barriers hinder women entrepreneurs from fully participating in the economic sector (Illo et al., 2020).

Women in the informal economy. Socially constructed gender norms influence both the quantity and quality of women's and men's economic participation as well as the distribution of caring responsibilities and other forms of unpaid work. Because men are considered the breadwinners of the

family, the income of women who do home-based work is considered merely supplemental. Because women are tied to unpaid care work, they do not have the time to focus on income-earning. Given women's time poverty due to the unpaid care work assigned to them, they have no choice but to work in the informal economy, even if this means lower income, insecure employment, and precarious working conditions. The lack of access to productive resources - credit, market, technology, etc. - consigns women in the informal economy to low-return ventures like sari-sari stores (a neighborhood sundry store), hog-raising, and other micro businesses. It must be noted that a Magna Carta for Workers in the Informal Economy has yet to be materialized, and the proposed bill has repeatedly been filed since the 14th Congress.

Access to financial institutions and services. Section 26 of the Magna Carta of Women (R.A. 9710) noted that government financial institutions need to enhance women's access to capital and credit for business enterprises. Filipino women have gained equal access to financial services and bank loans. However, persistent discriminatory attitudes deter their financial independence; banks prefer the signature or consent of the husband in financial transactions (Development Alternatives Incorporated [DAI], 2016). Men are likely to have better access to larger and secured loans, whereas women's access to credit is restrained to smaller amounts that are mostly provided by microfinance institutions and NGOs that have credit programs for women (Illo et al., 2020). While it is true that women have the legal right to independently enter into contracts and loans, many financial institutions still require the husband or male partner to co-sign any financial contracts (DAI, 2016).

Gender inequalities vis-a-vis access to services and resources. Women in rural communities also have trouble accessing resources such as credit and services to support their livelihood as farmers and fishers, because ownership of land and other assets is primarily associated with men (Illo et al., 2020). The Community Action for Rural Empowerment and Transformation (CARET, 2017, as cited in Illo et al., 2020) pointed out that gender stereotypes and norms still hold sway over women's programs and women's access to credit and services: "livelihood programs are mostly designed according to the prevailing notion that women are not in the mainstream of agriculture and fisheries industry" (CARET, 2017, as cited in Illo et al., 2020). The Library Foundation (TLF) Sexuality, Health and Rights Educators Collective (TLF Share) reiterated the same conclusion, indicating that LGBTQIA+ persons are deterred from accessing the market, rural financing, and technology because of their SOGIE.

Laws for MSMEs. There are four specific laws for MSMEs: 1) the "Youth Entrepreneurship Act," 2) the "Go Negosyo Act," 3) the Magna Carta for MSMEs, and 4) the "Barangay Micro Business Enterprises Act." However, without a specific law for women entrepreneurs, government programs may not be as gender-responsive. Republic Act 7882 is a law that provides assistance to women engaging in micro and cottage business enterprises; however, Homenet noted that this has not really been implemented. A failure to look at how multiple and intersecting barriers (e.g. unpaid work done by women) deter women's economic participation will defeat the goal of the government to provide an enabling environment for MSME development.

The following issues emerged from the Key Informant Interviews (KIIs):

Gender-based constraints on women's economic participation. DTI claimed that women entrepreneurs have second thoughts about taking advantage of government services as they believe that they will not be entertained; they view civil servants as unapproachable and unwilling to assist them. It also reported that when a business grows, women tend to be overwhelmed, given that women need to balance growing their businesses and doing most of the unpaid care work in their homes. This reality is

also echoed by the 2020 Labor Force Survey (PSA, 2020h) which showed that the majority of the persons not in the labor force are females, including housewives who have household duties to perform. DTI, as an economic agency, tries to address these realities by focusing on the economic empowerment of women, but it neglects the social factors that shape women's experiences. DTI provides seminars on how to start and grow a business, sessions on government services that MSMEs can utilize in their entrepreneurial journey, and financing programs that assist women entrepreneurs in their businesses. DTI also has several programs and activities on export and investment promotion. However, as the APFC (2018) asserted in its survey report, women entrepreneurs are largely unaware of export policies and trade agreements available to them. Sidelining social and cultural factors and focusing only on "economic" factors will perpetuate the barriers to women's economic participation.

The myth of "having it all." Economic agencies, such as the DTI, provide practical, on-the-ground support for entrepreneurs and growing MSMEs in the form of support centers, start-up funds, and training in various areas like marketing and management. But as the APFC (2018) has pointed out, gaps still exist in training and in the delivery of services. It is not enough to give importance to women in business, offer seminars, or grant loans to assist them in their entrepreneurial journey without also trying to understand why women are less interested in starting and expanding their businesses and exporting their products than men, as well as the gendered constraints they face as entrepreneurs, mothers, and wives/partners. Further, narratives that hail some women for successfully managing the demands of starting and expanding a business along with attending to their reproductive roles, while disparaging those who "just wait for whatever income that will be turned over by their husbands," are dangerous, especially if these come from a public official of a government agency. Many successful women entrepreneurs and CEOs have supportive husbands and/or the financial capability to delegate household tasks to other women such as domestic helpers, caregivers, or nannies.

Informalization of labor. Homenet reported that micro enterprises, especially those in the informal economy, have less access to productive resources, social assistance, and more importantly, social protection. They claimed that the informalization of labor is part of the "race to the bottom." Governments allow big corporations to exploit the weakest group of workers who remain without labor rights and social protection. These workers set up production groups and micro enterprises which supply big companies under disadvantageous conditions. Homenet has campaigned and continues to do so for the social protection of informal workers. The organization, being a cooperative of home based workers and informal workers, advocates social protection for all, especially for vulnerable groups such as workers in the informal economy. They argue that the principal duty bearer for this is the government, and the State should be responsible for its workers. This is especially true in cases where workers are unemployed. PATAMABA, one of the member organizations of Homenet, sits on NEDA's sub-committee on social protection. They put forward some possible social protection measures that are relevant to women entrepreneurs, especially those in the informal economy, such as childcare support, financial services, unemployment insurance, social pension, among many others.

Women's economic empowerment as a crucial ingredient of gender equality. Investing in Women and the Philippine Business Coalition for Women Empowerment (PBCWE) aim to accelerate women's economic empowerment in Southeast Asia and the Philippines, respectively. Investing in Women drives women's economic empowerment by engaging large and influential businesses to embrace gender equality and diversity in the workplace, by increasing capital for women-owned and led SMEs through partnerships with impact investors and gender lens investing (GLI), and by shifting gender norms

through campaigns and social marketing. It averred that women entrepreneurs have limited opportunities and resources available to grow their businesses as well as insufficient access to capital due to the prevailing views of investors on women's entrepreneurial performance, risk, and ambition. Meanwhile, PBCWE pointed out numerous biases on women entrepreneurs and their businesses. Several businesses with employees view gender diversity as something that is targeted when the company has extra time or resources; diversity is still not seen as important and integral in the organization or business strategies. To respond to this, it engages businesses and the latter's human resource departments to employ a gender-sensitivity lens and to champion a culture of diversity and inclusion. Investing in Women and PBCWE believe that women's economic empowerment is a crucial ingredient of gender equality.

The Impact of the COVID-19 Pandemic

Disruptions in livelihood. Many women entrepreneurs, especially those who are in the informal economy, have been hit hard by the pandemic. In May 2020, DTI reported that more than half of MSMEs have fully stopped their business operations. Women-owned and/or led MSMEs were faced with sales decline, limited supply of raw materials, supply chain disruptions, limited access to markets, cash flow problems, and the possibility of closure. To address these disruptions, the DTI has a financing program called COVID-19 Assistance to Restart Enterprises (CARES) to assist entrepreneurs in their livelihood. Entrepreneurs can easily access loans with zero-interest rates and a two-year grace period. More than 60% of the beneficiaries were women entrepreneurs. Investing in Women provided grants and emergency relief to help women SMEs overcome the devastating economic effects of the outbreak. As for the PBCWE, it rolled out group discussions with HR managers on how they could better respond to the pandemic from a leadership perspective, such as implementing flexible work for employees during the pandemic. Meanwhile, Homenet members have shifted to making different products such as food, face masks, and hand sanitizers to recover from the economic impacts of the pandemic.

Shift to digitalisation. Lockdowns have resulted in a lull for businesses. The majority of MSMEs struggled to make sales during the first period of the pandemic. The pandemic continues to compound challenges for many MSMEs in the digital economy. To upskill women entrepreneurs so that their businesses can bounce back, both the DTI and Homenet conducted digital marketing training for their partners and members, respectively. For DTI, it has produced videos for women entrepreneurs that are accessible online. This does not take into consideration that many low-income women have no gadgets and internet service that will allow them to access such materials. Further, digital training adds to women's multiple burdens as they continue to bear the majority of the caregiving responsibilities. Recognizing these realities, Homenet provided an internet connection stipend for all the members who participated in their activities; the excess amount from the allotment could be used for other purposes.

Deepening vulnerabilities of informal workers. Homenet averred that informal workers, especially women, have become more vulnerable in the time of COVID-19. The lockdown measures pose income losses, and meager income means informal workers cannot stockpile food and other essentials during the pandemic. The health and economic uncertainties as well as the lack of income may result in mental health challenges and increased threat of domestic violence among women informal workers. The struggles of many daily wage earners in the informal labor market have incited relief efforts and food bank initiatives from the private sector and civil society. In April this year, Ana Patricia Non's community pantry in Maginhawa Street caught the imagination of Filipinos on social media and inspired thousands to put up their own community pantries to help the hungry amidst the pandemic.

GALANG Philippines, Inc. (GALANG) is a feminist human rights organization that works with urban poor lesbians, bisexual women, and transgender men (LBTs). Many urban poor LBTs work in the informal economy, where social protection policies are inexistent (Lim, Jordan, & Tangente, 2013). During the pandemic, GALANG assisted its members in applying for livelihood projects; it revealed that most of the support came from international NGOs as it was difficult to get funding for LGBT organizations from the government.

Conclusion and Recommendations

The world of work is highly gendered. The gender roles ascribed to women and men shape the gender gaps and differences in the workplace. Women, especially the impoverished, suffer asymmetrically from the current setup of the world of work. Owing to women's assigned caregiving responsibilities due to socially constructed gender norms, they have less time to focus on income-earning. Women's time poverty pushes them towards the informal economy characterized by unstable employment and dangerous working conditions. What aggravates matters is that the government, or at least economic agencies, seem not to care about the relevance of social expectations for women. It is as if the message is: if women want to take advantage of the national government agencies' programs and services, the former needs to adjust, even if that means additional burdens on their shoulders.

Challenges and opportunities in the time of COVID-19. The experiences of women entrepreneurs during the pandemic revealed challenges. Women have been forced to use sophisticated technology to sell their products, and those in the informal economy get the short end of the stick because they have neither the gadgets nor the internet connection that will allow them to sell their products in the digital market. The pandemic has also exacerbated the multiple burdens of women. However, some opportunities emerged during the lockdown. The spirit of *damayan* or empathy has been evident. Homenet noted that during the pandemic, nobody was as generous as the poor who would give their last cent to help feed others. Another opportunity that has emerged is the realization of the need for social protection, especially for those who are in the informal economy. Aside from income losses, lack of social protection is another difficult challenge that informal workers face. Many informal workers have little to no social protection benefits, such as Pag-IBIG, SSS, PhilHealth. This problem becomes more severe if they suffer from COVID-19. Aside from not being able to work, the workers have had to deal with expensive hospital bills.

Numbers do not portray the entire picture. The DTI focuses on quantitative indicators in terms of women's economic participation: number of women entrepreneurs assisted, number of new women entrepreneurs, number of training being taken advantage of by beneficiaries, the amount of sales and investment generated, or the rate of employment. It believes that these indicators, embedded in their programs, will make the MSMEs sustainable. However, this is just one part of the picture. Social, cultural, and political factors do influence economic decisions and the participation of women, and disregarding them, will render invisible the persistent challenges that deter women from fully participating in the economy. The government needs to view women entrepreneurs not as beneficiaries and passive receivers of benefits, but as partners in development, as co-creators of jobs for other Filipinos, as contributors to the economy, and as sources of knowledge.

Inclusive economic development. The economic strategies and priorities of the government's development plan (see 2017-2022 MSME Development Plan & Philippine Development Plan 2017-2022) have an impact on the most vulnerable segments of Filipino society: wages are low; social spending is

transferred from the government and onto the shoulders of women; and social protection is cut, if not removed. Homenet's response is a social solidarity economy in the form of cooperatives, social enterprises, fair trade groups, and self-help groups. The key characteristic of this model is that the power rests with the people within the economy.

State and civil society synergy. The DTI is on the right track with its financing program assisting distressed entrepreneurs impacted by the pandemic. It should endeavor to widen its targeted recipients and include more micro enterprise owners. Congress should immediately enact the following bills: 1) the Poverty Reduction through Social Entrepreneurship Program (PRESENT), a bill that addresses the economic impacts of the pandemic and promotes social enterprises with the poor as primary stakeholders; and 2) the Magna Carta for Workers in the Informal Economy (MACWIE), a bill that seeks to establish a system of recognizing and registering informal sector workers at the local and national government levels. Congress should also craft a specific law for women entrepreneurs to ensure that government programs are gender-responsive. NGOs and civil society organizations should continue empowering those at the hem of our society. To truly empower marginalized groups and communities, community organizers and advocates have to make themselves obsolete and allow the communities to lead themselves. The principle behind this is that the grassroots should lead the way; other sectors, community organizers, and professionals should only be auxiliary. If women entrepreneurs want to ensure that the government responds to their needs and demands, the importance of community organizing cannot be overemphasized.

Intersectionality as a pathway to inclusive growth and development. An intersectional lens is needed to critically examine and understand the various issues that affect the lives of women who bear multiple subordinated identities. The government, NGOs, and civil society organizations must give due attention to the impacts of intersecting and interacting inequalities on the basis of gender, class, age, ethnicity, disability, SOGIE, among many others, and how these produce persistent “poverty, discrimination, social exclusion, over lifetimes and generations” (Kabeer, 2015). In its search for models for inclusive growth and development, the government should emulate the practices, values, and knowledge systems of progressive community-based organizations, such as Homenet.

C. Women Migrant Workers

Overview

Overseas Filipino Workers (OFWs) are often touted as heroes in the country for the sacrifices they make to lift their families out of the cycle of poverty. In 2019, the Philippines was ranked 9th worldwide for total number of migrants abroad (International Organization for Migration [IOM], 2019). From April to September of 2019, OFWs were responsible for Php 211.9 billion worth of remittances, which accounts for approximately 10% of the country's GDP every year (PSA, 2020d). The Philippines perpetually lands in the top five for remittance-receiving countries worldwide (IOM, 2019). While remittances as a percentage of income are not disaggregated by sex, the stakeholders interviewed corroborated that women typically send a larger portion of their income home to their families than do their male counterparts.

Since the 1990s, there has been steady feminization of migration. Consistent with most years, female OFWs in 2019 accounted for 58% of all OFWs, a majority in all age categories under 40 (PSA, 2020d). The feminization of labor is also reflected in the percentage of women OFWs in elementary

occupations, consisting primarily of those in domestic work (62.5%); services and sales (17.7%); and the professionals sector, composed primarily of those in nursing (9.8%). Over the last five years, growth of participation in elementary occupations has outpaced growth in the professional sector, while women's participation in the services and sales sector has declined. The 2018 inauguration of the National Migration Survey provided long-awaited baseline data, but it is believed that many women are still unaccounted for, hidden instead in irregular work or undocumented migration, as well as within trafficking networks. Government agencies noted that they are only made aware of the movement of many Filipino women once they are called to support those who seek legal assistance and/or repatriation to escape the undocumented pathways of migration.

In 2019, most women migrants originated from Calabarzon (18.3%), Central Luzon (11.9%) and Ilocos (10.2%). Top destinations have also been fairly consistent over the last five years: Saudi Arabia (22.7%), UAE (16.4%), Hong Kong (12.5%), and Kuwait (9.5%), in descending order.

The Philippine Development Plan 2017-2022 includes a chapter on OFWs, and while it is gender-blind, it did set forth expanded social safety nets for OFWs, based on the flagship framework outlined in The Migrant Workers and Overseas Filipinos Act (R.A. 8042) and its ensuing amendments in R.A.10022 of 2009. The law enumerates the roles of involved government agencies under a "One-Country Team Approach," and further establishes a Legal Assistance Fund (LAF) managed by the Department of Foreign Affairs (DFA). In 2018, the yearly budget for the LAF was raised to Php 200 million, and today it stands at Php 400 million. The DFA also manages a budget for Assistance to Nationals (ATN). In 2018, the yearly budget for this was raised from 400 million to 1 billion, and stands at 1.4 billion today. As it is written in R.A. 10022, the ATN fund is designated for programs that promote and protect the rights and welfare of OFWs, as well as provide legal and consular services for distressed overseas Filipinos and their families, such as the costs of emergency repatriation.

The Overseas Workers Welfare Association (OWWA) is mandated to act for the care of OFWs with a private trust worth Php 18.3 billion, funded by decades of \$25 contributions from OFWs upon departure. OWWA membership grants access to social, medical, and death benefits, scholarship programs for the dependents of OFWs, reintegration programs, and skills training, from pre-departure through to reintegration. Many programs for pre-departure education and supported reintegration are also reflected in the work done by migrant advocacy groups locally, which may be better equipped to lead community programs, even as they face the frequent challenges of funding and reach. The European Union-United Nations Women Global Spotlight Initiative's localized Safe and Fair Program has led the recent convergence of diverse stakeholders, including the International Labor Organization, the Manila International Airport Authority (MIAA), Philippine Commission on Women (PCW), the Miriam College Women and Gender Institute (WAGI), Center for Migrant Advocacy (CMA), Women's Legal and Human Rights Bureau (WLB), SANDIGAN, Batis Center for Women, Likhaan, United Domestic Workers Federation (UNITED), Kagkalimaw OFW Federation and other localized OFW federations, among others. The range of focused advocacies allows for a more well-rounded view of the intersectional nature of the conditions of women migrant workers and enhances the development of support mechanisms to address them.

From a series of interviews, the persisting problems of women migrant workers were unearthed. Important to note is the reality that many Filipino women are in domestic household service, whose invisible nature makes them more prone to a wide variety of abuses.

Economic abuse. Most commonly reported are unpaid salaries, underpaid salaries, lack of compensation for end benefits, and in some of the worst cases, debt bondage. In many destination countries, organizing is not permitted for collective action towards economic justice. Department of Labor and Employment (DOLE) provides for conciliation and mediation of labor disputes, as an initial attempt to hold recruitment agencies jointly liable with employers for missing compensation. Other labor cases may be handled prior to repatriation in the destination country if necessary for the procurement of exit visas, but there is clamor to renegotiate bilateral labor agreements (BLAs) to ensure OFWs are fully compensated by foreign employers prior to return.

Gender-based violence. The abuses range from maltreatment including inhumane living conditions, insufficient nutrition or starvation, to physical punishment, violence, sexual harassment, sexual exploitation or rape. Women in domestic household services are exceptionally vulnerable to these kinds of abuses, and monitoring mechanisms do not exist. The approach to protection is not preventative nor visitary, but rather, reactive. Many cases filed to address these abuses are met with impunity in courts of destination countries that uphold patriarchal cultural norms.

Limited access to essential services. Many women, particularly domestic workers, have limited or no access to medical care despite the responsibility of recruitment agencies to ensure provisions for this in employment contracts. The limited capacity to police employers abroad, compounded by the absence of monitoring conditions of OFWs, may contribute to a persistent lack of sufficient access to healthcare. Upon return, OWWA cited a number of women requiring medical assistance for lingering health problems that were not addressed during the period of employment abroad. Women also have limited or no access to sexual and reproductive health services pre-departure and throughout employment, and unplanned pregnancies and HIV/AIDS have become notable problems. While embassies and consulates may offer essential services through attached shelters, these are only available once a woman has successfully escaped and reported an abusive situation.

Discrimination and isolation. Migration can be very lonely, and many women OFWs report discrimination. Given their large numbers in domestic service, irrespective of the actual nature of their work, their identities are conflated with domestic workers with the accompanying perception of domestic work as inferior work. Informal Filipino communities abroad are cited as invaluable resources both to OFWs and stakeholders vested in the protection of OFWs, but these may be hard to access for those in household service, particularly in extreme cases where employers deprive employees of their cell phones and sometimes their freedom of movement, and thus, outside contact. Technology is a lifeline, especially where the monitoring of OFWs remains a major gap.

Cases of “immorality” and retaliation. Perceived violations of social mores are most frequently related to women who become pregnant outside of marriage in countries that criminalize this. Women who are separated from their husbands may migrate and find new relationships abroad, but are unable to officially terminate their marriages at home because divorce is not legal in the Philippines. If they become pregnant by a new partner in the destination country, they cannot remarry to obviate the criminalization of a pregnancy outside of marriage. Therefore, many Filipino women, who are either separated from their husbands or are single and unwilling to marry, and who become pregnant, can do nothing but seek assistance for immediate repatriation or proceed with clandestine pregnancies which result in dangerous births and stateless or orphaned children. If they are unsuccessful in these attempts and give birth in local hospitals, the women are charged with immorality, imprisoned, and deported once time has been served. Retaliatory cases, on the other hand, stem from the *Kafala* system in Gulf states which requires

permission from the employer to attain necessary exit visas. In abusive work relationships, women may abscond and seek repatriation, but instead find themselves accused of crimes they may not have committed, like stealing from the households where they were previously employed. Without a clear background check, women under a sponsorship program may not leave the country regardless of the abuse they may have endured. The DFA cited the common occurrence of Filipino women seeking legal assistance after they have been wrongly accused by vindictive employers who aim to prevent their departure.

Recent Reforms

Although R.A. 10022 provides conditions for the eligibility of host countries that provide for safe deployment of OFWs, the *Kafala* system has been perpetually tolerated. President Duterte has referred to it as unjust and exploitative and called for its abolition. The system may also lead to the deprivation of the migrant worker's passport, mode of communication, option to transfer employer, and/or choice to escape an abusive environment. There have been a few landmark cases in the last few years which have pushed the issue into the limelight. As a result, Bahrain showcased a policy shift in 2018 with a flexi-visa option for Filipinos working in Bahrain, and Saudi Arabia has recently announced labor reform initiatives. The review and renegotiation of other bilateral agreements continue with additional pandemic pressure on the DFA and its collaborative agencies to build on the momentum. Informants insisted that these agreements should move away from being purely economic and generally gender-blind, and include options for healthcare and retirement benefits.

Additionally, the administration's campaign promise of the creation of a Department of Filipinos Overseas and Foreign Employment has manifested in proposed legislation that aims to streamline the bureaucracy of labor migration by consolidating initiatives of the national government into one department. The worthiness of announced goals is not disputed, but stakeholders from NGOs to NGAs, with track records of interest in the area⁸, have voiced concerns, primarily due to the timing of a transition of this scale juxtaposed against the sheer volume of a pandemic-precipitated mass repatriation and a coming election season. Another major apprehension appears to lie in the question of operationalization, and how the consolidation of snippets of several agencies into a solitary bureaucratic machinery could dilute the strengths of each agency within the cooperative mechanism necessary in handling the multidimensional problems faced by women OFWs.

As the world stands in the throes of a global pandemic, the Philippines is dealing with the largest influx of returning migrant workers it has ever faced. Upsetting the solidarity of collaborative government organization-NGO networks could be detrimental in the current context. The distillation may not only diminish the holistic capacity of the network by compacting capacities of staff and their roles, it could also result in the exclusion of the intersectional issues which migrant workers contend with and the collaborative approach necessary for their resolution. Finally, the proposed Department is seen as promoting the institutionalization of dependence on labor migration and its remittances as part of national development, contrary to the stipulation of R.A. 10022 that "the State does not promote overseas employment as a means to sustain economic growth and achieve national development." It may establish permanence of a temporary process, operationalize a labor-export policy, reduce migrant workers to

⁸ As reported by KIIs from Batis, UN Women Philippines, OWWA, and DFA. Each stakeholder shared reservations in regards to the consolidation of the complex cooperative mechanisms into a single novel department, at least at this stage of its planning.

commodities, or worse, detract from addressing the root cause of labor migration for many women--a scarcity of decent and equal opportunities for work in the home country.

The Impact of the COVID-19 Pandemic

OWWA cited the effects of the COVID-19 pandemic as markedly worse than the effects of wars, calamities, and economic recessions that the agency has faced in over four decades of its existence due to prospects for migrant workers being “bleak” worldwide. Many OFWs have suddenly lost their jobs, often insufficiently compensated. Contracts of work have ended, but stays are prolonged because of difficulty in acquiring travel arrangements or exit visas where required, which makes migrant workers vulnerable to the risks of irregular work or status. The process of repatriation was not a viable option until June 2020, and even now, the provisions for repatriation are limited to about 2,000-3,000 OFWs per day as dictated by the capacity of the quarantine systems at home.

Women domestic workers who have remained abroad have been pushed onto the frontlines as the ones responsible for errands of the household of employment, while also catering to more members of the household. At the same time, they have been deprived of the comforts of days off. In instances where women are abused by their employers, there has been an inevitable increase in accounts of violence. In fear of the lack of alternate work opportunities, women are more willing to endure work that is not fair nor decent. OFWs who are able to live independently from their employer live in tight quarters with other OFWs, which increases risk of exposure to COVID-19, yet limited access to adequate and affordable medical services remains as foreign governments tend to overlook the welfare of migrant workers in their social protection policies.

With little recourse, many OFWs have sought repatriation. OWWA reported nearly 600,000 returnees since March 2020, with over 400,000 having required assistance from the DFA. Women accounted for a little less than half, and many were pregnant, escaping imprisonment just in time. Many returnees come home to conditions that are worse than those that pushed them into labor migration in the first place. Local opportunities for upskilling, training, and job placement are now limited by the ongoing pandemic. The overwhelming majority of OFWs--even women who understand firsthand the increased dangers--vocalize a desire to return to work abroad, a testament to unfavorable local conditions.

Government agencies in particular have been propelled to reconcile gaps made clear by the pandemic through continued interagency coordination in order to safely repatriate thousands of OFWs. National bodies and NGOs alike have also worked on developing a digital presence through online helplines, Facebook pages, mobile applications, and information networks.

Conclusions and Recommendations

Make labor migration a genuine choice. The overall thrust of the advocacy for women migrants is to make overseas work a genuine choice. Women should be able to use migration as an experience of self-enrichment, of widening their world views. Labor deployment should not be utilized in lieu of the creation of decent work in the country, and should not be the only recourse for Filipino families that want to improve their lives. Labor migration should not be a tool for national development.

Revisit policies to expand protections of women OFWs abroad. Instead of focusing on ways to capitalize on the process or enhance the bureaucratic machinery, the government should prioritize the expansion of functional protections for OFWs. Bilateral agreements should be reviewed and the

stipulations for host countries in R.A. 10022 should be upheld, but it must be remembered that these are not panaceas.

Bolster collaborative efforts at home and abroad. Building on pandemic inter-agency coordination, stakeholders should cooperate in referral mechanisms. Peer-to-peer methods through Filipino communities abroad may be used to develop referral mechanisms that are responsive to the needs of OFWs, particularly women domestic workers in precarious situations. To better address the needs of migrant workers, the government should build on the integral work of civil society organizations and informal Filipino networks. Their comprehensive community initiatives should be bolstered in particular for pre-departure education, support of families left behind, reintegration, and too often, rehabilitation of the women migrant workers.

D. Trafficking and Exploitation of Sex Workers

Overview

As part of the Philippines' impressive set of laws to address gender-based violence, there are also strong laws created to prevent and arrest the facilitation of trafficking in persons, as well as to penalise facilitators of the exploitation of children. However, there is a persistent gap in reintegration and support services for survivors and their families.

State efforts to end trafficking: gains and gaps

The 2020 United States Department of State Trafficking in Persons Report classified the Philippines as a "Tier 1" country, having expended "serious and sustained efforts" in attaining minimum standards for the elimination of trafficking. The legal framework instituted to combat trafficking (central to which is Republic Act 9208 or the Anti-Trafficking in Persons Act of 2003; bolstered by RA 10364 or the Expanded Anti-Trafficking in Persons Act of 2012) is supported by related laws to address contexts where trafficking commonly happens, such as migration, international adoption, and in online spaces. Involvement in acts of trafficking in persons is met with harsh penalties, with fines of PhP500,000 - PhP2,0000 (EUR8,542-34,160), and/or incarceration sentences ranging from six to twenty years.

However, the same report also pointed out that the Philippine government fell short in "vigorously investigating and prosecuting" corrupt officials and fraudulent recruiters who facilitated trafficking crimes. Illegal recruiters canvass neighborhoods where women may be desperate to escape traditional gender roles, feelings of diminished potential brought by lesser education, or violence at home, and who may as result jump at the opportunity for relatively more remunerative work abroad. Illegal recruiters, or "travel assistants" in the now virtual world, promise to assist or "groom" women through the process. They funnel women through unmonitored channels or acquire visit visas for their victims, who are then forced into the danger of irregular/undocumented work or contract substitution upon arrival. In some instances, the documents used to procure visas are forged to hide the age of a minor migrant, making both women and girls all the more vulnerable to trafficking in persons. Many illegal recruiters are well-known in the *barangay*, and many are even relatives of the victim, so cases are never brought to court. Among the rare instances of litigation, convictions are even rarer.

The US Department of State report also criticized how no additional resources were allocated for specialized protection and assistance services for child victims of sex trafficking facilitated online. Similarly lacking are vital community reintegration services, which include trauma-informed care,

livelihood training, and employment for survivors. “Root causes of trafficking, particularly poverty and demands for cheap and exploitative labour are not being effectively addressed,” as was also observed by former UN Special Rapporteur on Trafficking in Persons Joy Ngozi Ezeilo in a 2012 official visit to the country.

R.A. 9208, also known as the Anti-Trafficking in Persons Act of 2003, directed the formation of the Inter-Agency Council Against Trafficking (IACAT), and prescribed its composition of representatives from National Government Agencies (NGAs)⁹ and NGOs¹⁰. In response to the US State Department’s report, Justice Secretary and IACAT Chairperson Menardo I. Guevarra reaffirmed IACAT’s efforts to “prevent, protect and prosecute trafficking in persons cases.” This thrust of the Agency is likewise emphasized by Atty. Barbara Mae Flores, Deputy Regional Prosecutor of the Department of Justice (DOJ) in Region 11. Contrary to the US Department of State Report, Flores added that the Council prioritizes the protection of victims of trafficking through the provision of psychosocial services and security as needed.

¹¹ When asked about key indicators of successful interventions in persecuting trafficking cases, Flores mentioned three, namely, 1) number of cases filed, 2) number of convictions, and 3) number of people rescued. (*Note: Flores represents RIACAT 11, which has the highest conviction rate in trafficking cases filed*).

Different Approaches on Trafficking and Sex Work Response

Philippine laws on prostitution, while supposedly well-intentioned, are archaic and in need of reform. Article 202 of the Revised Penal Code defines “prostitutes” as “women who, for money or profit, habitually indulge in sexual intercourse or lascivious conduct”. Engagement in prostitution is meted with imprisonment of up to 6 months and/or fines of up to Php 2,000 (for habitual offenders). This approach is prejudiced against women, as legal sanctions are imposed exclusively on prostituted women. Patrons and facilitators are not held accountable under this clause.

Sharmila Parmanand, a London School of Economics teaching fellow speaking for the Philippine Sex Workers Collective (PSWC), has written extensively on the flaws of a rescue and carceral approach and how it is antagonistic to reclamation of agency among women survivors of trafficking. Moreover, such an approach risks disenfranchising women who are involved in sex work of their own volition, and not in circumstances of duress. Parmanand also speaks as member of the Global Alliance Against

⁹ Section 20 of R.A. 9208 establishes an Inter-Agency Council Against Trafficking, to be co-chaired by the Secretaries of the Department of Justice and the Department of Social Welfare and Development, respectively. Completing the Council are the heads of the Department of Foreign Affairs, Department of Labor and Employment, Philippine Overseas Employment Administration, Bureau of Immigration, Philippine National Police, the Philippine Commission on Women.

¹⁰ Three (3) representatives from NGOs are nominated by member NGAs for a three-year term. Currently, the NGO representatives are: Blas F. Ople Policy Center and Training Institute (representing the migrant worker sector); the International Justice Mission (representing the children sector), and the Coalition Against Trafficking In Women – Asia Pacific (representing the women sector)

¹¹ KII, DOJ-Region 11 DRP Barbara Mae Flores

Trafficking Women¹² (GAATW), which she says has a position that differs greatly to that of the Philippine anti-trafficking sector in that the Global Alliance recognizes sex work as work.¹³

The centrality of rescue and ending sex work in the Philippines' response to trafficking, Parmanand explained, can be partially attributed to the restrictions tied to US anti-trafficking funding. The US is the Philippines' biggest anti-trafficking donor and funds IACAT itself as well as some of its NGO members through the years, such as International Justice Mission and the Blas Ople Center. Parmanand further elaborated that to be eligible for a USAID grant, organizations must demonstrate that they do not support sex work.¹⁴ If they are providing services to sex workers, they are required to demonstrate that they are trying to rescue them, or end sex work.

In the Philippines, sex work is criminalised¹⁵ and not recognized as work. In this context, collectives, or sex workers who intend to advocate for their rights, are discouraged from publicly manifesting their cause due to fear of legal implications. Unlike the organizations that are in the IACAT, they cannot register as legal entities nor do they have access to funding (Parmanand, 2019). In the current legal and political environment, they cannot unionise. It must be underscored that sex workers, as individuals or in groups, are not included in consultations in the mainstream Philippine anti-trafficking movement.

Online Sexual Abuse and Exploitation of Children (OSAEC)

A 2016 UNICEF study identified the Philippines as an emergent “center of child sex abuse materials (CSAM) production in the world,” with 80% of Filipino children at risk of being subjected to online sexual abuse, where facilitators might even be their own parents. As pandemic-related mobility restrictions are in place, sex tourists who target children are driven to online platforms. A July 2021 joint report by the DSWD-Inter-Agency Council Against Child Pornography (IACACP) and UNICEF Philippines included among its key findings the complex nature of OSAEC as a phenomenon, demanding a “multi-disciplinary approach through the concerted effort of different government units at the national and local levels, non-government agencies, international agencies and organizations, and inter-agency councils” (Tarroja et al, 2021).

Atty. Pauline Pascual, State Counsel for the Department of Justice Office of Cybercrime, concurred that such a harmonization is essential to effective response to OSAEC. The DOJ Office of Cybercrime has a good relationship with their counterparts in the Philippine National Police (PNP) Anti-Cybercrime Group and the National Bureau of Investigation (NBI) Cybercrime Division, as well as with other anti-trafficking response groups. They similarly have efficient coordination with the Department of Social Work and Development (DSWD), as the agency must be present if the victim being rescued is a minor.

Pascual explained that a key challenge in the prosecution of OSAEC cases is how some authorities have a traditional appreciation of evidence. In such situations, some evidence crucial to

¹² Headquartered in Bangkok, Thailand, the Global Alliance Against Traffic in Women (GAATW) is an Alliance of more than 80 non-governmental organisations from Africa, Asia, Europe, LAC and North America. GAATW which sees the phenomenon of human trafficking as “intrinsicly embedded in the context of migration for the purpose of labour” (gaatw.org)

¹³ KII, Sharmila Parmanand

¹⁴ As detailed in the USAID Acquisition & Assistance Policy Directives (AAPD 14-04). Accessed at <https://www.usaid.gov/work-usaid/aapds-cibs/aapd-14-04-w>, 4 July 2021

¹⁵ Per Article 202 of the Revised Penal Code, as amended by R.A. 10158 (An Act Decriminalizing Vagrancy)

prosecution of cybercrime such as OSAEC or trafficking, is overlooked. Criminal justice actors should thus be informed on rules and tools that can be utilized in investigations and in seizure of data. Prior to the pandemic, capacity building for prosecutors, law enforcement authorities, and agents in the judiciary was conducted with assistance from the Council of Europe. However, due to the mobility restrictions, these training sessions on cybercrime and electronic evidence had to be halted.

Another crucial impediment to the prosecution of OSAEC cases, Pascual emphasized, is the lack of cooperation by telecommunications companies (telcos). “So many issues would be resolved if only (telcos) follow what is stated in the law,” Pascual added. With OSAEC, no warrant is needed to extract traffic data and subscriber information. While telcos claim that they are unable to provide traffic data, Pascual countered that they *can* do so in high-profile cases. “Thus, we cannot take it at face value when telcos say they don’t have the technology to do it,” Pascual noted.

Platforms where suspected exchanges of child sexual abuse material (CSAM) transpire, such as Facebook, Google, and Discord, are more cooperative when it comes to requests such as data preservation, for example. Financial institutions and banks, on the other hand, do not respond promptly to requests for information (when their branches are involved in OSAEC-related financial transactions). This is the case, despite the issuance of Central Bank Memorandum M-2020-092 which directs financial institutions to detect and arrest OSAEC-related transactions. Surprisingly, Pascual added, money transfer service providers act on similar requests more promptly.

In densely populated areas typical of informal urban settler communities, OSAEC activities are conveniently concealed. The underlying reason for the persistence of OSAEC is still deep poverty, aggravated by a lack of understanding of OSAEC’s ill and lasting effects. Families tend to see OSAEC as harmless, as no physical contact happens (and the perpetrator is in a far-removed location), as explained by Christian Bioc of the IACACP. As such, trusted adults, e.g., parents, older siblings, aunts, etc., become the facilitators of the practice. When rescues are conducted, the child victims sympathize with the facilitators, and consider the rescuers as the “villains” in the situation.

Bioc also explained that the IACACP has a National Response Plan for OSAEC for 2016-2020. This document provides guidance on how agencies can formulate their budgets, and how to plan any anti OSAEC-related activities that will contribute to the overarching goal of eradicating OSAEC. The plan lapsed in 2020, and Bioc reported that the IACVAWC Secretariat is still in the process of assessing whether to continue the plan for another cycle, to replace it, or to recalibrate it.

Conclusion and Recommendations

Sex-work inclusive anti-trafficking politics. Venues must be opened for sex workers to assemble and demand for protections, and former and active sex workers should be included in consultations on anti-trafficking responses. Aside from policy discussions on sex work and trafficking, sex workers must be meaningfully consulted on issues that are relevant to them such as HIV/AIDS, drugs, migration, poverty alleviation, and GBV. Moreover, the carceral approach is ineffective and what duty bearers need to employ is a social justice approach and an approach that emphasizes the importance of social protections.

Strengthen community-based awareness campaigns. Lengthy, complex, and mostly technical legal and policy information on OSAEC and trafficking must be converted to a form that would ensure ease of comprehension. Rendering these in local languages (specifically for regions identified as OSAEC and trafficking hotspots) would also increase the uptake of information.

Strengthen economic support for families that survive OSAEC. It cannot be overemphasized that poverty perpetuates the practice of OSAEC. One-off monetary support to families can only sustain them for so long, and there is the undeniable risk of returning to the production of CSAM for income. There is a need for a more thorough assessment of "rehabilitation" programs for trafficking victims/victims of exploitation to check that they meaningfully improve the lives of the target population. An entry point in this regard is cooperation and dialogue on ways forward in the National Response Plan for IACACP (which lapsed in 2020).

Emphasis on children's bodily autonomy and internet safety as part of Comprehensive Sexuality Education. Children must be introduced to concepts of bodily autonomy as *early as possible*, with the intent of empowering them to practice agency over their bodies. This agency extends to deciding which material containing their images can be shared on digital platforms.

E. Women and Health, SRHR, Adolescent Pregnancy

Overview

Article 12 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1981) ensures women's right to health as well as the responsibility of the State to address women's health issues. Central to this objective is the fulfillment of women's sexual and reproductive health and rights (SRHR).

Sexual and Reproductive Health (SRH) entails the overall health and well-being of individuals about their sexuality and addresses the reproductive processes, functions, and systems at all stages of life (WHO, n.d.b.; United Nations Educational, Scientific and Cultural Organization [UNESCO], 2018). In addition, SRH includes a "positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences, free of coercion, discrimination and violence" (WHO, n.d.b.).

The UNFPA Philippines underscored that women, especially the impoverished, have multiple and intersecting barriers to health care due to the expensive cost of medical care in the country and the limited capacity of underfunded public hospitals¹⁶. Those with multiple and intersecting social identities such as class, age, ethnicity, religion, ability, face additional constraints (Cruz, 2020). Unsurprisingly, several SRH issues persist: stagnant maternal mortality rates, alarming teenage pregnancy rates, ballooning cases of HIV/AIDS cases, among many others. These conditions are likely to worsen until the State ensures SRHR is at the heart of its commitment to public health, both *de jure* and *de facto*. The government launched the Philippine Health Agenda (2016-2022) intending to fulfill all the health-related sustainable development goals (SDGs). However, this commitment has to be reflected in the health budget allocation for the goals to be achieved. Since 2016, the Total Health Expenditure has been below the recommended minimum health spending by the World Health Organization of 5% of a country's Gross Domestic Product (Cruz, 2020).

Limitations on and neglect of women's sexual and reproductive health and rights infringe upon their dignity, physical integrity, and even life. The Magna Carta of Women (MCW) (R.A. 9710) remarkably encompasses a section on women's right to health: the State guarantees a woman's right to "responsible, ethical, legal, safe and effective methods of family planning." Despite this provision and the

¹⁶ KII, Aimee Santos-Lyons, UNFPA Philippines.

protection afforded in the Constitution that obliges the government to repeal laws that do not protect women's equality and health, women continue to be denied access to life-saving reproductive health services and procedures due to legal restrictions. The Revised Penal Code of 1930 still criminalizes abortion with no clear exceptions. Even if some laws allow for compassionate post-abortion care (Responsible Parenthood and Reproductive Health (RPRH) Law) and mandate the stabilization of patients in serious cases, such as when a woman suffers from complications from self-induced unsafe abortion (Republic Act 8344), medical health care providers and practitioners deny crucial procedures to save the lives of women (Padilla, 2015).

Intersecting legal, socio-cultural, and structural barriers to the healthcare of women, girls, and other vulnerable populations. The ratio for maternal mortality in 2017 was at 121:100,000 against the SDG target of 70:100,000 (United Nations Children's Emergency Fund [UNICEF], n.d). The UNFPA (2020) underscored that the teenage pregnancy rate in the Philippines was decreasing (10% in 2008, down to 9% in 2017); live births by teenage mothers (from 10-19) in 2016 totaled 203,085, which marginally decreased to 196, 478 in 2017 and 183,000 in 2018. Despite this decrease, the Philippines still has one of the highest adolescent birth rates among the ASEAN Member States¹⁷. The National Economic and Development Authority (NEDA) and Commission on Population and Development (POPCOM) described the alarming situation of teenage pregnancy in the country as a "national emergency" (UNFPA, 2020). The Joint United Nations Programme on HIV and AIDS (UNAIDS, 2019, as cited in Pedrajas, 2019) underscored that the Philippines has one of the fastest-growing HIV/AIDS epidemics in the Asia-Pacific, with 13,384 cases as of 2018 against 4,300 cases in 2010. The Department of Health (DOH, 2017) reported that 80% of People Living with HIV (PLHIV) are in the youth sector, aged 15 to 34, a considerable percentage of whom are men who have sex with men and transgender women who have sex with men. Despite the worrying state of teenage pregnancy and HIV/AIDS among young people in the country, the Department of Education (DepED) has yet to fully implement Comprehensive Sexuality Education (CSE) in schools as decreed in the RPRH Law. On its end, POPCOM tries to respond to these realities by focusing on reproductive health and family planning as 30% of overall health work consists of reproductive healthcare. Further, POPCOM admitted that the teenage pregnancy rate was not going down fast enough and argued that the DepEd should implement CSE to reduce the number of cases. The Likhaan Center for Women's Health, Inc. (Likhaan), Roots of Health, and The Forum for Family Planning and Development, Inc. (The Forum) emphasized that existing cultural and structural barriers are one of the most significant and most persistent problems that deter the achievement of SRHR for all. They added that due to the Catholic hierarchy, conservatism, and existing stigmas surrounding SRHR, it is challenging to realize SRHR. They also pointed out that even though the Responsible Parenthood and Reproductive Health Law (R.A. 10354) is in place, some of its provisions are not followed through and remain "on paper," such as CSE and access to contraception, information, and services, especially for the youth. Roots of Health stressed that existing legal barriers such as the RPRH requirement of written parental consent for access to contraception by minors make some practitioners hesitant about delivering SRH services without written parental consent given the possibility that they may lose their license.

Informational and digital gap vis-a-vis SRHR information. The youth's knowledge of SRHR usually comes from the internet, which is not the most accurate source to get information. The internet

¹⁷ The World Bank (2019, as cited in UNFPA, 2020) data showed that the country has 47 births annually per 1,000 women (aged 15-19), higher than the average adolescent birth rate of 33.5 in the ASEAN region.

bears the potential to disseminate information and resources on SRHR effectively; however, the gaps in the educational system fail to provide the youth with a critical lens, making them vulnerable to misinformation and propaganda. A study conducted by the Programme for International Student Assessment (PISA) found out that Filipino youth were among the most susceptible to fake news and misinformation (Baron, 2021b). Amarela argued that there is an information and digital gap as quality information online is only in English and not all young people have access to the internet.

Pushback on existing and proposed legislation on women's rights. POPCOM averred that the Expanded Maternity Leave Act of 2019 had effects on women's employability. They noticed that before and during the pandemic, the employment of women had gone down below 50%. POPCOM suggested that this may be indicative of discrimination against women due to the stated benefits of the expanded maternity leave law, and they planned to conduct a study to confirm this. Lagablab LGBT Network, a coalition of LGBT organizations and networks that lobbies and advocates for LGBT-responsive and LGBT-inclusive policies and legislation, observed a spike in the reported incidences of harassment of LGBT persons during the height of the SOGIE Equality bill debates as well as during the lockdowns. Meanwhile, Amarela members experienced repeated online harassment after they published an article on abortion. Abortion, despite being prohibited in the country for over a century, is a common practice (Turalde, 2020)¹⁸. Amarela partnered with the Philippine Safe Abortion Advocacy Network (PINSAN) in publishing animation videos about women who have undergone unsafe abortions, i.e. performed by untrained persons using dangerous and invasive methods as well as herbal infusions to terminate unwanted pregnancies. Both Amarela and PINSAN advocate for the decriminalization of abortion in the Philippines. They argue that the absolute criminal ban on abortion in the country violates women's fundamental human rights.

Some National Government Agencies (NGAs) are unaware of their roles in population management work. POPCOM indicated that some NGAs do not know that they can assist in population management work. It shared that it is working with different NGAs in order for them to be aware of their roles in the Philippine Population Management Program. An example of this collaboration is with the Department of Public Works and Highways (DPWH). The DPWH, with the assistance of POPCOM, realized that building more adolescent-friendly health facilities can have an impact on the reduction of teenage pregnancies.

The Impact of the COVID-19 Pandemic

COVID-19 as a global public health emergency caused disruptions in essential health services for women and girls, such as sexual and reproductive health services (World Bank Group, 2020a), which resulted in increased rates in both teenage pregnancy and maternal mortality. This particular conclusion was echoed by POPCOM. During the pandemic, the country's healthcare system's weaknesses surfaced and there was a neglect of vulnerable populations. UNFPA, NGOs, and CSOs have tried to provide life-saving information, crucial services, and technical assistance to support the government.

Adolescents' sexual and reproductive health information and services. The data in the Philippines demonstrate the challenges of accessing sexual and reproductive health services by vulnerable groups (such as youth and LGBTQIA+ communities) and individuals during the lockdown periods,

¹⁸ The criminalization of abortion has forced the procedure underground, driving millions of Filipino women into unsafe and potentially deadly practices (Turalde, 2020).

especially in Samar Province and the Bangsamoro Autonomous Region in Muslim Mindanao (Oxfam, 2020).

Roots of Health averred that the COVID-19 pandemic had impacted their organization, especially their education programming. Previously, they were able to do face-to-face classes. Now, they are limited to posting their modules online, which does not have the same impact as face-to-face classes. Online modules also do not reach the same audience. Among their programs, only the clinical service delivery remained uninterrupted. Meanwhile, Amarela highlighted how the COVID-19 pandemic had aggravated difficulties in adolescent access to SRH information services, with many young people hesitant to seek services due to stigma and issues of legitimacy. Amarela published on its social media platforms educational materials on SRHR to raise awareness among young people about their bodies and sexual and reproductive health, clarify misconceptions, and direct youth to SRH service providers.

Reproductive health and contraceptive services. During the early period of the pandemic, the country experienced disrupted routines and uptake of essential procedures. Likhaan reported that sexual and reproductive health services had become extremely hard to access during the pandemic. In response to this, Likhaan clinics remained and continue to remain open to assist women and youth who may need timely and sensitive sexual and reproductive health procedures. In June 2020, POPCOM revealed that one in three women (about 600,000) would not be able to acquire the family planning supplies they need; the Commission estimated that 214,000 babies from unplanned pregnancies would be born the following year because of this (Crisostomo, 2020).

Challenges in implementing the Responsible Parenthood and Reproductive Health Law. In June 2021, the Department of Health released their 2020 Annual Report on the Implementation of the Responsible Parenthood and Reproductive Health (RPRH) Act. The implementers of the the RPRH law, as a result of the pandemic, face the following challenges: insufficient human resources for the full implementation of essential health services, limited access to basic health services, misconceptions and fears on immunization, family planning side effects, and increased barriers due to mobility restrictions. Meanwhile, the Department of Health (DOH) and Population Commission (POPCOM) are working on a national communication strategy document to address the alarming situation of teenage pregnancy in the Philippines which will be finalized and implemented in 2021. A guarantee on the budget allocation of the law is one way to ensure its substantive implementation. Based on the annual reports of the DOH and POPCOM, the RPRH budget allocation from the national government has been on a steady rise since 2015. However, the combined budget allocation by RPRH implementing partners (DOH, POPCOM, DSWD) in 2020 was pegged at PhP 22.6 billion. This figure is lower than the budget in 2019.

Prenatal and postnatal care. The enhanced community quarantine (ECQ) is a series of stay-at-home orders implemented by the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF-EID) to contain the spread of COVID-19 infections. The first ECQ was implemented between March 17 and May 31, 2020. During this period, several pregnant women reported that they have experienced delays or were refused hospital care. In April 2020, Katherine Bulatao, a pregnant woman and resident of Caloocan City, died after she was reportedly refused admission by six hospitals - some hospitals could not accommodate her due to stringent containment measures placed on medical facilities, and the staff of one hospital asked the couple to pay a downpayment of Php30,000.00 before Bulatao could be admitted (Valenzuela, 2020). In that same month, Mary Jane Alvide died while in labor after being reportedly turned down by four medical facilities; again, allegedly some of these facilities demanded advance payment before admitting patients (Luna, 2020).

Vulnerable populations faced increased barriers in accessing SRH services. The gendered impact of COVID-19 is clear, especially for impoverished women and girls. However, those with intersecting social identities are more exposed to further vulnerabilities and face increased barriers in accessing SRH services. The Library Foundation (TLF) Sexuality, Health and Rights Educators Collective (TLF Share) is an NGO of peer educators and advocates working on the sexual health, human rights, and empowerment of gay men, bisexuals, other men who have sex with men, and transgender people. TLF Share highlighted that sexual and reproductive health is a by-product of different experiences and oppressions that people encounter. In general, people living with HIV or AIDS are at higher risk of catching respiratory diseases, infections, and related complications. The disruptions in the supply chain of medicines significantly affect this population because they may lead to shortages in medical supplies. The TLF Share reported that Filipinos living with HIV are exposed to additional risks because of the coronavirus pandemic. Mobility challenges in accessing health care and treatment for HIV were also observed due to the imposed lockdowns in several regions of the country, and women living with HIV faced domestic or intimate partner violence during the lockdown (TLF Share, 2020). Women's seropositive status compounds their vulnerabilities vis-a-vis gender-based violence.

Conclusion and Recommendations

Inconsistencies in the implementation process of laws and policies on women's right to health. The Philippines' track record in legislation and policies to ensure women's right to health is remarkable. However, UNFPA, Likhaan, Roots of Health, The Forum, and even POPCOM noted that there are inconsistencies in the implementation process due to underfunding, lack of training and understanding of gender-responsive initiatives on the part of implementers and duty bearers, neglect of socio-cultural conflicts, as well as the absence of political will. Further, there are contradictions in the government's action vis-a-vis its development plans; it intends to fulfill health-related SDGs but fails so far to allocate resources to materialize this. As a result of the Mandanas ruling by the Supreme Court in 2018, the Internal Revenue Allotment (IRA) is programmed to increase by 55 percent in the 2022 budget¹⁹. This transfer of resources and responsibility to local government units (LGUs) can be an opportunity to strengthen and improve the delivery of social services in the country. The UNFPA sees this as an enabling mechanism that responds to the SRH and gender-based violence (GBV) needs. However, POPCOM expressed its concern about immediately transferring family planning commodity procurement to 1,500 LGUs which do not have a good record in procuring health products and family planning commodities. POPCOM foregrounded the need to support local family planning programs doing demand generation and service delivery through national procurement standards and improved supply chain processes.

NGOs and civil society step up to address disruptions on essential SRH services. Likhaan, Roots of Health, and The Forum drew attention to the legal, socio-cultural, and structural barriers that hinder the full realization of SRHR for all. This reality became even more evident throughout the early

¹⁹ The Mandanas ruling pertains to the Supreme Court decision in *Mandanas et al. vs. Ochoa* that clarified the computation of the "just share" of local government units (LGUs) in the national taxes. In the 2018 ruling that had been affirmed with finality in 2019, the High Tribunal declared that the basis of computation of LGUs' 'just share' must not only be limited to internal revenue but should be from "all collections of the national taxes except those that are accruing to special purpose funds and special allotments for the utilization and development of the national wealth" (Dela Cruz, 2021).

period of the pandemic. The barriers mentioned have forced NGOs and CSOs to take up the slack, especially in delivering services and information to vulnerable populations.

Government needs to strengthen its cooperation with civil society. Amarela underscored very high expectations from NGOs and CSOs to fill in the gaps unaddressed by the State towards the achievement of its development goals, in effect giving the government a free pass on its accountability as the principal duty bearer. NGOs and CSOs revealed some challenges and dynamics they face due to their reliance on grants, such as values alignment with funders. This reality forces NGOs and CSOs to strengthen their capacities as social movement actors. Likhaan and Roots of Health emphasized that the difficulties of the State to prioritize holistic, gender-responsive, and affordable health care worsens health problems among the poor and other marginalized groups and further heightens their economic vulnerability. Achieving the country's development goals and its health-related SDG commitments necessitates the government to strengthen its collaboration with NGOs and CSOs.

Ensure continued and enhanced access to SRHR services for vulnerable populations. Given the pandemic, there are many challenges and issues that must be addressed. The government must make sure that women's rights do not take a backseat because of the pandemic. The DOH and local government units need to ensure continued and enhanced access to SRHR services and information for vulnerable populations, such as young women and girls, people living with disabilities, LGBTQIA+ persons, indigenous women and girls, women deprived of liberty, among many others. Further, these essential services must be key-population-friendly and non-judgmental.

The government needs to live up to its primary role as duty bearer in the fulfillment of women's sexual and reproductive health and rights. The government needs to develop monitoring and reporting systems for laws that zero in on SRHR, such as the RPRH Law, the Universal Health Care Law, and the Anti-Hospital Deposit Law. The government also needs to set up monitoring systems to track the integration of women and girls in the healthcare system. This will further women's and girls' equitable access to healthcare. The government is on the right track with some of its programs to fulfill SRHR such as POPCOM's KATROPA. The KATROPA program (Kalalakihang Tapat sa Responsibilidad at Obligasyon sa Pamilya) aims to increase men's involvement in population and development programs. POPCOM conducts KATROPA sessions to educate men to be more involved in maternal health and responsible parenting and eventually make them advocates themselves. KATROPA should be scaled up along with other programs that engage men, religious, and IP leaders in SRHR education. On the part of LGUs, they should strengthen their health service delivery mechanism including financing for RH services through the additional funds that will be available as a result of the Mandanas ruling.

For policies, the congressional oversight committee on the implementation of the RPRH Law must be convened. Through this, representatives from both Houses and concerned government agencies can act on the difficulties and conflicts in implementing the law, including the implementation of comprehensive sexuality education. Along with the E.O. on Teen Pregnancy, the enactment of the Adolescent Pregnancy Bill would substantially help set up a national to local framework and service delivery mechanism to prevent adolescent pregnancy. Legislators should also push for lowering the age of access to contraception without parental consent to at least 15 years old, as has been done in the revised HIV and AIDS Policy Act. Lowering the age in the HIV and AIDS law indicates an understanding that young people are in fact having sex; thus, they should not be restricted from accessing contraception.

F. Gender-Based Violence, including Intimate Partner Violence

Data available, while considered incomplete due to barriers to accurate and representative reporting, suggest a persistence of gender-based violence despite a supposedly robust policy²⁰ and response framework created to address it.

GBV Prevalence

A technical report by the University of the Philippines Population Institute flagged the alarming gender-based violence situation in the country, where before the pandemic, 1 in 4 women experienced violence at the hands of their intimate partners (Marquez et al., 2020). This figure is roughly corroborated by the 2017 National Demographic and Health Survey's (NDHS) key findings on Violence Against Women (VAW). Seventeen percent (17%) - around 1 in 5 - women from the ages 15-49 reported experiences of physical violence. Notably, economic status emerged as a factor in women's experience of violence. One in five (21%) of women in the lowest wealth quintile reported experiencing physical violence; in stark contrast, 12% of women in the highest wealth quintile reported having experienced physical violence. Moreover, the Survey also surfaced how women with more (i.e., 3 to 5) children are significantly more likely to have experienced physical violence than women with no children (22% of the former cohort vis-à-vis 12% the latter). A corresponding trend is also reflected in reports of sexual violence. 9% of women with five or more children have experienced sexual violence, compared with 3% of women with no children. 7% of those in the lowest and second wealth quintiles experienced sexual violence, compared to 3% of those in the highest quintile.

Violence experienced by ever-partnered women is overwhelmingly male-perpetrated. Of this cohort, 48% have their current husband/partner as perpetrators; 25%, their former husband/partners. For never-partnered women, the perpetrators tend to be their mothers or stepmothers (26%), and fathers or stepfathers (25%). Teachers have also been perpetrators of violence, as reported by 5% of the same cohort (i.e., never-partnered women).

Responses and Challenges

RA 9262 and the IACVAWC. Through the mandate of Republic Act (R.A.) 9262 or the Anti-Violence Against Women and Their Children Law, the Inter-Agency Council on Violence Against Women and their Children (IACVAWC) was instituted. In an interview, the IACVAWC Secretariat Team Leader Eufrosina Dumlao and her team reaffirmed the Council's general directive of ensuring and promoting the meaningful implementation of the law. The Council's 12 member agencies²¹ are tasked to develop programs and projects to end VAWC, as well as to create and implement capacity-building programs for their employees to become more gender-sensitive to the needs of their clients.

²⁰ Key laws include the Anti-Violence Against Women and their Children Law (RA 9262), the amended Anti-Rape Law (RA 8353), the Magna Carta of Women (RA 9710), and more recently, the Safe Public Spaces Law (RA 11313)

²¹ The IACVAWC is comprised of the heads of the following government agencies: Civil Service Commission (CSC), Commission on Human Rights (CHR), Department of Education (DepEd), Department of Health (DOH), Department of Interior and Local Government (DILG), Department of Justice (DOJ), Department of Labor and Employment (DOLE), Department of Social Welfare and Development (DSWD), Philippine Commission on Women (PCW), Council for the Welfare of Children (CWC), Philippine National Police (PNP), and National Bureau of Investigation (NBI)

Constraints. Dumlao explained how the implementation of the landmark VAWC law R.A. 9262, even as complemented by other policies crucial to the eradication of GBV, continues to be challenged by a confluence of social, cultural, political, and economic factors elaborated below:

Lack of capacity-building activities for service providers. Section 30 of R.A. 9262 directs Barangay Officials and other Law Enforcers to immediately respond to requests for assistance or protection by victim-survivors. Failure to report incidents of such requests have corresponding fines and/or criminal, civil, or administrative liability. However, it has been observed that not all service providers are fully knowledgeable or trained to fulfill their duties and responsibilities²².

“Arbitration” or “settlement” of VAWC cases brought to the *barangay*. Conciliation before the *Katarungang Pambarangay*²³ is still a pervasive practice, despite Section 47 of the R.A. 9262 IRR clearly stating that barangay officials are prohibited from attempting to influence the victim-survivor to abandon their claims. This can also be attributed partly to the need to continuously improve capacity and gender sensitivity of service providers. All forms and manner of amicable settlement under the *Katarungang Pambarangay* shall not apply to VAWC cases. This prioritization of reconciliation and shifting of accountability mechanisms to less formal, community-based solutions hinged on kinship systems compromise the quality of justice attained by victim-survivors.

Inadequate or no remuneration for barangay VAW desk officers. VAW Desk Officers are designated by *Punong Barangays*²⁴ through a barangay ordinance or an executive order. Given the stressful conditions and possible security risks related to the job, officers merit remuneration commensurate with the service they provide so as to ensure the sustainability of VAW Desk operations. As of now, there is no standard allowance prescribed for Barangay VAW Desk Officers. Not all barangays, especially those in 3rd to 6th class municipalities²⁵ are able to allocate reasonable compensation or allowance to VAW Desk Officers.

Low level of awareness and help-seeking behavior of VAW victim-survivors. The low level of awareness is also due to the lack of sustained advocacy initiatives ideally designed for different target groups/sectors and disseminated through channels accessible to women, especially those in rural and geographically isolated and disadvantaged areas. Typically, victim-survivors are discouraged from accessing support services due to the following:

- Lack of confidence in service providers
- Lack of information on available services and protective mechanisms
- Fear for personal safety, of damaging family reputation, or retaliation from perpetrators
- Lack of cooperation or interest from the victim-survivor and relatives to pursue the case
- Cost of legal services; and circuitous and protracted litigation procedures
- Inadequate funds, lack of livelihood or employment

²² KII, Eufrosina Dumlao, IACVAWC Secretariat Lead

²³ *Katarungang Pambarangay* (KP) or the Barangay Justice System is a venue for dispute resolution at the *barangay* (community) level, with the intent of conciliation. The KP is instituted partly to prevent the congestion of local courts by avoiding the escalation of disputes that can be amicably settled.

²⁴ The *Punong Barangay* (Barangay Chief) heads the *Lupong Tagapamayapa* (Barangay Justice Council), which is a body that supervises dispute resolution proceedings.

²⁵ Per Department of Finance Department Order 23-08, a 3rd class municipality has an average annual income of PhP 35 M or more but less than P 45M; a 6th class municipality has an average annual income of less than PhP 15M.

Emerging Concerns

Female genital mutilation and cutting (FGM/C). A 2020 study by CARE Philippines and Nisa ul-Haqq Fi Bangsamoro confirmed that the practice of female genital mutilation/cutting (FGM/C) is still widespread in the predominantly Muslim, Bangsamoro Autonomous Region in Mindanao and is likely to continue. Type IV²⁶ FGM is the procedure typically performed even on female infants. FGM/C is a pressing concern as it is a violation on women's rights and integrity. It may also lead to health issues that can last the whole life. In addition, FGM/C is intimately connected to child, early and forced marriage (CEFM) since cultural norms impose that girls are fit for marriage after being subjected to FGM/C. Due to stigma around the practice, there is a shortage of formal research and validated experiential accounts on FGM/C, thus, the absence of State response. The same CARE Philippines study recommended community-led action aligned with Islamic religious doctrines and customs as a more feasible alternative towards eradicating FGM/C.

Child, early and forced marriage (CEFM). Despite international instruments²⁷ as well as national legal frameworks,²⁸ child marriage is still practiced in the Philippines and is accepted (if not encouraged) in indigenous cultural communities and Muslim communities.²⁹ In non-indigenous and non-Muslim communities in the country, marriage may not be legally contracted but cohabitation ("live-in" arrangement) is common due to adolescent pregnancy and is a major reason for school-leaving among girls. A violation of human rights, CEFM has deleterious impacts on health and development, especially of girl children. CEFM often results in adolescent pregnancies, which per UNFPA (2020), tend to end in poor health outcomes for mothers and infants alike. There is a heightened risk of maternal death for girls under 15 years old; pregnancy and childbirth complications are highest among girls from age 10-19 (WHO, 2019). Moreover, in a March 2021 press release, UNICEF warned of the increased risk of child marriages due to the COVID-19 pandemic. Women's and girls' development is hindered by child marriage as married girls tend to drop out of school and lose the chance to advance in skills required for enhancing earning potential. It is also important to note that pregnancy among younger adolescents (12-13 years) are most likely precipitated by statutory rape³⁰.

Disenfranchisement of LGBTQIA+ victim-survivors. In an interview, Atty. Claire de Leon of the Commission on Human Rights Gender Equality and Women's Human Rights Center (CHR GEWHRC) reported that harassment and violence against LGBTQIA+ individuals have become more prevalent in the past year. Victim-survivors have limited access to services and redress mechanisms because of the absence of a national law against discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). Filing cases is limited to localities where Anti-Discrimination Ordinances (ADOs) protecting LGBTQIA+ persons are in place. De Leon noted, however, that there are laws that provide legal recourse inclusive of LGBTQIA+ persons, an example being the Anti-Bullying Act (R.A. 10627). Moreover, the Safe Spaces Act (R.A. 11313) has expanded the

²⁶ Type IV FGM includes a host of other harmful procedures to the female genitalia that have no proven medical purposes or benefits, e.g. pricking, piercing, incising, scraping, and cauterizing the genital area (WHO, 2020)

²⁷ e.g., the United Nations Convention on the Rights of the Child and the Convention on the Elimination of all Forms of Discrimination against Women

²⁸ i.e., the Family Code of the Philippines which sets the minimum age for marriage at 18

²⁹ Among Muslim communities, Presidential (PD) 1083 or the Code of Muslim Personal Laws allows marriage at the onset of puberty which is presumed to be at 15 years old, but may be younger

³⁰ Per Article 266-A 1(d) of the Revised Penal Code (as amended by R.A. No. 8353), sex with a child under 12 years old is automatically regarded as rape.

definition of sexual harassment to include harassment in public and online spaces, with transphobic and homophobic remarks recognized as forms of harassment. However, these entry points are inadequate as the onus is shifted upon LGBTQIA+ victim-survivors and their lawyers to be creative in employing legal remedies.

Reforms and Innovative Responses

Recognizing the gaps in the continuum of services for victim-survivors, Dumlao of the IACVAWC secretariat reported that the following initiatives by the government are underway:

VAW data harmonization. DSWD, PCW, PNP, as well as hospitals, have made several attempts to harmonize their respective GBV databases but due to a lack of unique identifiers, double counting of cases is almost impossible to eliminate (Ulep et al., 2020). VAW Data Harmonization continues to be a key project, as identified in the IACVAWC Strategic Plan for 2017-2022. A secure and accurate data system is essential to properly document, respond to, and manage reported cases of violence. In addition, it is also essential for improving institutional response capacity and can be a valuable tool for internal accountability and performance monitoring especially among service providers like the DOH, DSWD, PNP. Currently, no uniform or standardized reporting form is being used across agencies involved in the provision of VAW services. Under-reporting or double counting of reported VAW cases commonly happens, which greatly undermines the integrity and reliability of data being collected. Moreover, there is also the risk of revictimization of victim-survivors as they have to undergo multiple interviews with different service providers that may cause them to relive their trauma. The PCW, in collaboration with the member agencies of the IACVAWC, leads efforts to develop a harmonized data collection system, which includes standardized intake forms.

Mapping of VAW services. Done in parallel with VAW Data Harmonization, this contributes to a well-coordinated VAW Referral System. Taking inventory of available services in any given area is crucial to enhancing service delivery for VAW victim-survivors and in encouraging help-seeking behavior. There should be separate mapping activity for highly urbanized and independent component cities as they are not under the jurisdiction of the province; these cities might have more comprehensive services for victim-survivors. Dumlao of PCW reported that as of May 2021, the mapping tools have been converted to an online format and submitted to the DILG for the issuance of Memorandum Circular for the Mapping of Violence Against Women (VAW) Services, Programs, and Facilities at the Local level.

Involvement of men. Dumlao and her team emphasized that strengthening and expanding the network of men opposed to violence against women will boost the achievement of a “VAW-free and gender-fair society.” To this end, PCW initiated the creation of Men Opposed to Violence against Women Everywhere or (MOVE) in 2006. MOVE mobilizes its 67 chapters³¹ in various National Government Agencies (NGAs), LGUs, Government-Owned and Controlled Corporations (GOCCs), and State Universities and Colleges (SUCs) to conduct training sessions and dialogues for male advocates. There is emerging evidence that training programs for involving men in addressing violence against women, improves the understanding of, and support for, the rights and needs of victim-survivors (United States Agency for International Development [USAID], 2015)

Gaps in the continuum of GBV-related and SRH-related services are met with the following innovations by non-governmental organizations and the United Nations:

³¹ As of 2019, per IACVAWC Resolution No. 01, series of 2019

Feminist, survivor-centered care. Prof. Sabrina Gacad, founder of the Lunas Collective, explained that compared to the alternative, feminist care is a deliberate effort built on an understanding of sexuality and experiences of violence as development issues. Feminist care moves beyond discourses on risks and victimisation characteristic of mainstream responses to GBV. Feminist, survivor-centered care, as espoused by the Lunas Collective, is “empowering and celebratory of different identities.”

Gacad noted how agencies with official mandates only consider action to end the violence when it is acknowledged and received by formal institutions and other supporters. For Lunas, empowerment before such recognition is a hallmark of survivor-centered care. Victim-survivors’ stories are given space, such as how they negotiated and dealt with their perpetrators without seeking external help. She argued for the merit in this practice as an expression, and reclamation, of agency.

Most advocates encourage victim-survivors to report their experiences and go through the redress mechanisms so as to strengthen these instruments. Recognizing that how these systems are configured might not be in congruence with survivor-centered feminist care, Lunas does not actively encourage people to report. Gacad explained how queries are received, and stated that if service-users ask about legal options, they are generally advised that they *can* file a report, without imposing it as the only way forward. Should filing a case be a victim-survivors’ chosen recourse, Lunas has legal volunteers who are available to respond.

The Impact of the COVID-19 Pandemic

Emergencies of the nature and scale of the COVID-19 pandemic create more challenges to GBV response. Incidences of GBV have risen as a consequence of household tensions associated with economic shocks brought about by the pandemic. Personnel and resources are redirected to COVID-19 responses, causing disruptions in care and support services for GBV survivors. In addition, during the pandemic, women in particular did not trust the police for GBV.³² Gabriela’s Joan Salvador, in an interview, narrated how police officers and quarantine enforcers even abused vulnerable women before they were allowed to pass checkpoints in a “sex-for-pass” modus operandi. Heightened police and military presence continues to be central to the Philippine government's pandemic management strategy. In an April 2020 statement, UN High Commissioner for Human Rights Michelle Bachelet assailed the Philippines’ “highly militarised response” to the pandemic, which she asserted is part of a “toxic lockdown culture” that impacts the most vulnerable.

As victim-survivors tend to be discouraged to report, response mechanisms are not activated. To address this, the United Nations Populations Fund (UNFPA) developed an app called HerVoice. Also with support from the UNFPA, the Commission on Human Rights developed an online reporting portal called “*e-Report sa Gender Ombud*” for cases of GBV during the Enhanced Community Quarantines (ECQ).

The IACVAWC Secretariat reported on inquiries received by the PCW’s VAW Referral Service. From January to March 2020, a maximum of 12 inquiries were received via email per month; 5-9 were walk-in inquiries. By April 2020, email inquiries increased to 25; 23, by phone. At this point, walk-in inquiries ceased (attributed to quarantine-related mobility restrictions). This trend is in consonance with the Philippine National Police Crime Information, Reporting and Analysis System (CIRAS) GBV Heatmap, which registered 2,183 cases of violations against women from the period of March to June 2020.

³² Interview, UNFPA GBV Focal Point

This increase in the frequency of contacts to the VAW Referral Service was sustained through the end of 2020, with between 35-42 inquiries monthly from the period July to December 2020; 15-26, by phone. From January to June 2021, between 22-44 email inquiries were being received monthly; 22-41, by phone. This increase in the number of VAW cases handled by PCW through the VAW Referral Service is partly credited to the heavy promotion of the service through various online and offline channels, aside from the actual rise in cases attributable to pandemic-related household tensions. Since the pandemic started, information and awareness campaigns have also been shifted mostly to online platforms. These include a five-part Online *Talakayan* (“Discussion”) towards VAW-Free Barangays (as part of the 18-Day Campaign to End VAW). Another innovation was the VAW Puppet Web Series which used storytelling to discuss key VAW concepts and different forms of VAW including sexual harassment and trafficking.

Conclusions and Recommendations

The value of accurate data for evidence-based GBV programming, cannot be overemphasized. Initiatives such as VAW Data Harmonization and Mapping VAW services would need continued support in the form of funding and technical assistance. Commensurate and consistent remuneration structures, as well as capacity building for barangay VAW desk officers, must complement these initiatives.

Capacity building of Anti-VAW Desk Officers should be coupled with policy advocacy. Section 54 of the IRR of R.A. 9262 directs the IACVAWC to provide continuous capacity building for Anti-VAW Desk Officers who are co-terminus with the Barangay Captains. Anti-VAW Desk Officers should occupy plantilla positions so they can carry out their tasks independently and appropriately. Barangay VAWC desks and their institutional capacities should be strengthened such as in providing psychological first aid counselling and in promoting women’s rights. The VAWC desk officers should be provided with regular debriefing sessions considering the emotional trauma they are exposed to.

While massive advocacy and awareness-raising campaigns continue to generate support from key institutions as well as the general public, women in some communities have moderate to limited awareness of R.A. 9262 and related laws, indicating a gap in the uptake of information. This can be attributed to the seasonal nature of campaigns, often tied to events such as the 18-Day Campaign to End Violence Against Women and Women’s Month celebrations. An alternative approach would involve a **consistent and sustained information campaign all year round**. Moreover, as these online campaigns are inaccessible in areas with poor digital infrastructure, measures should be made to address these digital inequities (e.g., improving connectivity and tech capabilities, converting to physical format, etc.)

Practices by people’s organizations and women’s rights organizations are hinged on empowering communities and building individual agency, guided by an ethics of feminist, survivor-centred care. As the state is the primary duty bearer in upholding the safety and welfare of women and children, government stakeholders must consider adopting and scaling up these practices to fill current gaps in the services currently available.

G. Gender and Infrastructure

Overview

Globally, the Philippines ranks 97th out of 137 countries in public infrastructure development in the 2017-2018 Global Competitive Index of the World Economic Forum (De La Paz, 2017). The current

administration aims to address the country's infrastructure gap by raising infrastructure spending to 7% of GDP, higher than the 5% target of the previous administration, by the time it steps down. Under the banner of "Build, Build, Build," infrastructure development is one of the cornerstones of the administration's economic development program.

Road and transport infrastructure. Civil society groups caution against seeing 'Build, Build, Build' as the panacea to the country's enduring traffic woes, especially as the program continues car-centric policies such as widening more roads and building more skyways and expressways while mass public transportation, which benefits the majority of the population who are commuters, remains under-prioritized and without much improvement³³.

The mass transport situation became even more problematic as a result of the pandemic after the government resorted to a total ban on public transportation when it first announced a national lockdown in March 2020. It was only three months after that the government resumed partial operations of mass transit but continued to ban public utility vehicles called "jeepneys" from operating. Civil society groups decried this as part of the administration's jeepney modernization policy to replace old jeepneys with new units, especially as taxis and transport network vehicle services, such as Grab, continued operating.

Active transport organizations including women cyclist groups, which have become more visible in the wake of the mass transport ban, also cite car-centric policies as possibly causing oversight in addressing concerns of vulnerable road users, including women, children, persons with disabilities, and older persons. Some of the gender-specific concerns they shared include:

- Transport and infrastructure are male-dominated fields. Women and LGBTQIA often experience microaggressions when speaking up as they lobby in policy spaces because of this.
- Sexual harassment is rampant in public spaces and vehicles, where women active transports users suffer sexual harassment by car users and pedestrians and women commuters by fellow commuters.
- Overpasses are not friendly to pregnant women, women with small children, women with disabilities, and older women but have become band-aid solutions to ensure free movement of cars on the road.
- Sidewalks are also disappearing for pedestrians and are being used for parking by car users.
- Street lights and CCTV cameras are not installed or non-functional in many roads and overpasses and put women's safety at risk.
- Proper washroom facilities for women and children, which include child-sized toilets and changing tables for diapers, are few and far between along major roads.

Notwithstanding the above-stated issues, DPWH is recognized by the Philippine Commission on Women for its Gender and Development (GAD) mainstreaming efforts and is the only infrastructure agency to be given such recognition. These GAD efforts include annually-organized GAD mainstreaming workshops and training on the use of the GAD toolkit aimed at cascading how GAD is integrated at every stage of the project cycle of DPWH infrastructure projects. Below are some of the initiatives undertaken by the Department under each stage:

- **Planning:** preparation of gender-conscious feasibility studies, resettlement action plan, stakeholders analysis (gender needs analysis), and gender-aware cost-benefit analysis
- **Design:** detailed design of the project must have integrated gender needs surfaced from planning

³³ KII, Move As One Coalition, Pinay Bike Commuters Community and Bicycle Friendly Philippines

- **Construction:** implementation of gender-related seminars for locals in remote project sites, such as anti-trafficking in persons and HIV/AIDs seminars; monitoring of women’s labor participation in the construction
- **Maintenance:** gender audit and gender assessment

DPWH admits to a challenge, however, in translating gender needs surfaced during planning to the design phase of the project, being largely dependent on how engineers, who are mostly men, are able to understand and integrate GAD concerns in the detailed design of hard infrastructure projects.

Water and energy. DPWH mobilizes women in Barangay Waterworks and Sanitation Associations, and Water Districts, as well as Barangay Power Associations. Such efforts, however, have not resulted in consolidated data on women’s use of water and sanitation projects and energy projects. NEDA notes the lack of data on this, as well as the need to further look into the degree of women’s participation at the local level. Active participation of women in water supply projects is also sought by rural women’s groups, especially as women are the primary collectors of water in rural communities. In the Philippines where water and energy are both privatised commodities and public utility rates are among the highest in Asia, poor communities in both rural and urban settings suffer most in terms of lack of access. Women in particular make up for lack of access to public utilities by collecting water from wells and pumps or retail-buying water and electricity which cumulatively adds up to higher expenses for the household. For those connected to mainstream providers, service has deteriorated as exemplified by recurrent water crises and power interruptions in recent years (Ofreneo & Illo, 2020).

Social services infrastructure. Already receiving the lion’s share of the infrastructure budget to perform its mandate of building national roads and bridges, flood control, and water resources projects, the Department of Public Works and Highways (DPWH) was also given by the current administration the responsibility of constructing social infrastructure, such as school buildings and health facilities. DepEd officials are lobbying, however, to revert this policy and place the school building program again under the DepEd. An Aide Memoire by Undersecretary Alain Del B. Pascua dated June 2, 2020 endorsed the Principal-led Scheme of School Building Construction, which DepEd had implemented in the past and had been cited as a best practice by NEDA and the World Bank. According to the aide memoire, this scheme allowed for a better sense of project ownership within the school community, including parent-teacher associations and local government units. Hence, the participation of such groups, including women, should be scrutinized under the DPWH implementation of the program.

Telecommunications and connectivity. Despite awareness of the digital gender gap, gender-responsive targets are still absent in Department of Information and Communications Technology (DICT) programs, such as the National Broadband Plan (NBP) and the Free Wi-fi for All program³⁴. To address this, the DICT is in the process of institutionalizing the collection and analysis of sex-disaggregated data. The DICT is hopeful that the institutionalization of sex-disaggregated statistics in monitoring activities will address the gaps in data on ICT and gender in the country, particularly to “expand understanding of gender inequalities in the sphere of ICT such as access and use, capacity-building opportunities, employment and potential for empowerment”³⁵. According to the DICT, while targets are not explicitly framed along gender lines, programs are gender-responsive in that they aim for universal access and target usually left-behind communities in rural areas, which in turn should

³⁴ KII, Foundation for Media Alternatives

³⁵ KII, DICT

positively impact women. Generally, the provision of free WiFi proves to be a challenge for the government as they encounter difficulties in securing the necessary permits from local government units required to put up telecommunications towers along roads and subdivisions. Hence, most Filipinos continue to rely on private Internet Service providers for their connectivity needs.

Conclusions and Recommendations

In terms of gender mainstreaming, two issues are of primary concern across infrastructure agencies: lack of data and lack of capacity. NEDA admitted that there are a lot of information gaps for various infrastructure projects, including lack of sex-disaggregated data for users of mass transit systems and local and granular data on women's use of and participation in infrastructure projects. Data available such as Labor Force Participation of Women in infrastructure projects remain dismal. Collection of sex-disaggregated data and integration of gender-sensitive indicators should be prioritized to allow for the measurement of changes in the roles and relations between women and men in a particular policy area, program, or activity.

Meanwhile, implementing agencies, such as DPWH and DICT, noted the lack of capacity among their personnel to integrate gender principles in their projects, despite capacity-building and training, and empowerment seminars and campaigns. It is then recommended for such agencies to invest in research and innovation and engage in learning and capacity-building beyond the mandated programs of these agencies. It is also important for agencies to consult civil society organizations and groups, and ensure continued data collection, feedback, and participation of stakeholders and constituencies, including women who are end-users of infrastructure projects, at all stages of infrastructure development. Participation is key in ensuring project monitoring and high integrity and quality of infrastructure projects. In line with this, civil society organisations and grassroots communities must be given support to ensure their meaningful participation and involvement in social accountability processes.

H. Gender and Agriculture

Overview

Sustained positive economic growth from 2016 to 2019 at 6.4% was largely driven by the industry and services sector as agriculture lagged with a growth rate of 1.3% over the period (World Bank Group, 2020b). This follows a historical trend in which growth rates in the agriculture sector fall far below the GDP growth rate (DBM, 2019a). Historical data also show that the employment share and contribution to GDP has been consistently declining for the sector (DBM, 2019a). While this may also be attributed to aggressive expansion of the services sector, the general picture is a dismal one considering the Philippines was once a primarily agricultural country. Regional neighbors such as Vietnam, Indonesia, and Thailand have already exceeded the Philippines' performance in the sector over the past two decades (World Bank Group, 2020b). Contributing to this dismal picture is rampant poverty among agricultural workers and rural folk. Poverty incidence estimates released in 2020 show that farmers, fisherfolk, and rural folk are among the poorest sections of the population registering poverty rates at 31.6%, 26.2%, and 24.5%, respectively, well above the national poverty incidence of 16.7% (PSA, 2020e).

Based on available statistics, Filipino farmers are mostly male and in their late forties. According to the Census of Agriculture and Fisheries 2012, male agricultural operators (in crop and livestock farming, aquaculture, and fisheries) account for 89% of operators, and their median age is 46, while

female operators account for 11%, and their median age is 52, resulting in a median age of 47 for all operators. The same Census estimated around one-third of female operators as “senior” (60 and above), whereas only 19% of males fall within that group. Seniority among the female group is attributed to their outliving their spouses and consequently acquiring control of the family farm (World Bank Group, 2020b), indicative of how control of land determines status as agricultural worker in the country.

Rural women federations like AMIHAN Peasant Federation of Women (AMIHAN) and National Rural Women Coalition (PKKK) believe, however, that statistics are never able to accurately capture the actual number of women working in agriculture. PKKK shared that 60% of total food production is actually produced by women, even though this is not reflected in the statistics. The invisibility of women in the agriculture sector is historical and systemic in that women have not always enjoyed the same rights to land as men, and, therefore, are not seen as agricultural workers by the state, and the prevailing gendered division of labor sees their work in the farm as an extension of their responsibilities in the household. Hence, women are not encouraged both by the state and as a matter of their own self-perception to register themselves as beneficiaries in government programs such as land ownership; access to credit, inputs, training, and information; and agricultural extension services (Ofreneo & Illo, 2020). They are also paid to perform a lot of their responsibilities at rates that are much less than their male counterparts and sometimes not at all³⁶. Currently, the global trend in terms of female employment in agriculture is decreasing, and the Philippines is no exception. While many factors contribute to this, especially amid a context where agriculture is in steady decline and workers in the sector earn poverty wages, regressive policies coupled with lack of support for women to participate, in particular, have led many to seek a livelihood elsewhere, usually as domestic workers in local urban centers or even abroad.

While gender-responsive policies on agrarian reform and land titling are enshrined in the Magna Carta of Women (R.A. 9710) and the Comprehensive Agrarian Reform Program Extension with Reforms (CARPER, or R.A. 9700), potential impacts of these policies on women are thwarted by ongoing land conversions and policies which deprive small farmers’ of their claims to land ownership (Ofreneo & Illo, 2020). According to AMIHAN, land conversion displaces small farmers to accommodate government infrastructure projects and makes them informal settlers in areas where they have lived for years.

As a result of land conversion, rice lands have also shrunk by almost 50%, according to 2012 estimates by the Philippine Statistics Authority. While rice is still the most supported crop in terms of government financing, certain policy measures suggest that decision-makers are seeking to move away from rice production and support non-rice agriculture more. In 2018, the present administration was able to successfully push for the passage of the Rice Tariffication Law which removed the National Food Authority’s monopoly on the importation of rice in favor of private sector importation. This policy has negatively impacted farmers, especially small farmers who are not able to compete with cheap, imported rice. Women farmers are also particularly hurt by lack of support for rice farming as they are very much involved in rice farming more than other agricultural products³⁷.

The Impact of the COVID-19 Pandemic

The onset of the COVID-19 pandemic also impacted farmers negatively as it disrupted local supply chains and farmers’ access to markets, resulting in huge income and livelihood losses for those in

³⁶ KII, AMIHAN

³⁷ KII, AMIHAN

the agriculture sector. To address this, the Department of Agriculture facilitated an emergency response which involved movement, trucking, and marketing of food from the producers/provinces. However, the reach and effectiveness of the response cannot yet be evaluated.

For rural women, specifically, the pandemic brings with it gendered impacts as it aggravates the multiple and intersecting forms of discrimination they face. For one, lockdown measures subject them to increased care work burdens and community management responsibilities, requiring them to assist in their children's education as well as help enforce mobility restrictions in their communities. As a result of tensions associated with stay-at-home measures, loss of livelihood, and food scarcity, women are at increased risk of gender based-violence.

“New Thinking”

New leadership at the Philippines' agriculture department, in the person of Secretary William Dar who was appointed in 2019, is sparking optimism among traditional development actors in its bullishness to look ahead of the pandemic and implement policies according to “New Thinking” for agriculture. A 2020 World Bank Report which endorses this “New Thinking” identifies the following mix of policies under this policy package: removing protections for “long-prized” crops such as rice and sugar, less spending on subsidies and more spending on public goods such as research and development, cooperativization and land consolidation, and modernization and industrialization. However, civil society actors may be disinclined to believe that this “New Thinking” is actually new, especially as most of it continues from existing policies and priorities of the government when it comes to agriculture i.e. prioritization of cooperatives and land consolidation over individual farmers and small farms, credit over subsidies, and demand-orientation and trade liberalization over protection. Finally, while the new leadership promises growth of agriculture as a sector, there is much to be desired in terms of how small farmers and peasant women are actually being prepared in the drive for economic growth and modernization. To quote women leaders from AMIHAN:

“[H]indi naman kami anti-development o anti-technology pero hindi prepared ‘yung kanayunan doon sa pagpasok ng mga makabagong teknolohiya, technology natin kasi, ‘di ba... hindi kayang imani-obra ng mga babae kaagad ‘yung mga makina na ginagamit kaya parang sa ganung aspeto hindi kinikilala ‘yung mahalagang partisipasyon, ‘yung mahalagang papel ng kababaihan gumampang sa gawain sa bukid. Bakit hindi nakakagawa ng mga teknolohiya na para din sa mga kababaihan?”

(“We are not anti-development or anti-technology but those in the countryside are not prepared for the entry of this new technology, technology that is suited for men... but women might not be able to use these machines immediately. In this sense, women's participation, their important role in the farm is not recognized. Why can't they make technology that is also for women?”)

Conclusions and Recommendations

While the government's renewed focus on agriculture is a welcome development, it must come with plans to support small farmers who have been hurt by both historical and recent developments in our policy landscape. Women must also be recognized for bearing the brunt of many policies as they are the

first ones to be displaced by resulting economic hardship, or even by purportedly positive developments, such as the introduction of new technologies and new crop varieties. According to PKKK, there is an opportunity in the the Registry System of Basic Sectors in Agriculture (RSBSA) and the Fisherfolk Registration System (FishR) which aim to include information on women farmers and fisherfolk in the database for more strategic and inclusive programs and projects targeting women farmers and fisherfolk.

Registration is key to expanding the government's base of beneficiaries for agricultural programs such as access to credit, inputs, agricultural extension services, and training and information, but also to non-agricultural programs, such as aid and social protection, as evidenced by the experience during the COVID-19 pandemic. This is especially crucial for small farmers who continue to lament lack of access to such programs. The government should then invest more on registration, reduce barriers to registration for women farmers and fisherfolk by streamlining requirements and removing deadlines, thereby, instituting a dynamic registration process. In line with this, agriculture agencies must actively engage small farmers' associations and emphasize the role of rural women in agricultural processes to encourage registration. There must be a firm commitment as well from the Department of Agriculture to address the gender biases that exclude women from the registry.

The government has several activities aimed at providing women and fisherfolk training and retooling on various farming technologies, value-adding activities, and practices, such as Integrated Diversified Organic Farming Systems (IDOFS), Palayamanan or Integrated- Rice Based Farming System, Diversified Farming, Integrated Livestock-Based Farming System, Natural Farming Technology System, and Agro-Forestry Farming System Technology, processing, among others. Rural women have constantly pushed for diversified and organic farming, and while they have not encountered any opposition from agriculture agencies, there needs to be firm commitment by ensuring budgetary support towards implementation, including an adequate budget to aid farmers transitioning from inorganic to organic farming. Government must also ensure that the inputs provided to farmers i.e. seeds, equipment, chemicals, etc. match farmers' needs. Expansion of subsidy programs should also be revisited, especially for small farmers that need support.

The role of rural women's associations cannot be understated in bringing to the fore women's issues in agriculture and they must therefore be supported. Both AMIHAN and PKKK, for example, share in the advocacy of reproductive health and are keen to see the full implementation of the Reproductive Health law in rural communities. According to AMIHAN, there is still much that needs to be addressed in relation to rural women's health. The anti-home birthing law has decreased options for pregnant women, especially in areas where clinics do not operate or where doctors are rarely present to provide check-ups. Presently, PKKK is implementing a project that facilitates access to sexual and reproductive health services and information in communities with PKKK chapters.

I. Gender and Disaster Risk Reduction and Management

Overview

Owing to its geographic context and location, the Philippines is exposed to multiple hazards which are further compounded by physical and social vulnerabilities (United Nations Office for Disaster Risk Reduction [UNDRR], 2019; Bündnis Entwicklung Hilft, 2020). In 2020 alone, the Philippines has experienced a plethora of disasters starting with the eruption of the Taal volcano in Batangas province in January which caused heavy ashfall in neighboring provinces and displaced more than 500,000 people. A

total of 20 tropical cyclones entered the Philippine Area of Responsibility which caused floods, landslides, and further displacement. All this occurred in the context of the COVID-19 pandemic which has exacerbated the impacts of these disasters on an unprecedented scale (United Nations Office for Coordination of Human Affairs [UNOCHA], 2021).

To advance a proactive Disaster Risk Reduction and Management (DRRM) approach given the Philippines' disaster risk profile, the Philippine Disaster Risk Reduction and Management Act of 2010, was signed into law. R.A. 10121 is the country's primary legal instrument on DRRM and serves as an anchor for the institutionalisation of disaster risk governance across all levels. Its passing into law represented a paradigm shift from a focus on disaster preparedness and response to that of disaster risk reduction and management (National Disaster Risk Reduction and Management Council [NDRRMC], 2020). To effectively implement R.A. 10121, the National DRRM Framework (NDRRMF) was developed in 2011 to provide a "comprehensive, all-hazards, multi-sectoral, inter-agency, and community-based approach." It is characterized by four thematic pillars: 1) Disaster Prevention and Mitigation, 2) Disaster Preparedness, 3) Disaster Response, 4) Disaster Rehabilitation and Recovery. The strengthening of the local government risk governance as mandated by R.A. 10121 is seen in its multi-tiered institutional structure led by the NDRRMC, which is composed of inter-agency members, local government units (LGU), civil society organisations (CSO), and private sector members, as the highest decision-making body. This is followed by Disaster Risk Reduction and Management Offices (DRRMO) found in each province, city, and municipality, and a Barangay Disaster Risk Reduction and Management Committee (BDRRMC). In addition, R.A. 10121 mandates the inclusion and participation of women in DRRM councils.

To operationalize the NDRRMF, the National DRRM Plan (NDRRMP) was developed. In its most recent iteration, which provides a roadmap for 2020-2030, there is a clear policy commitment towards an integrated approach that links DRRM, climate change adaptation, and human security. The NDRRMP has benefitted from the continuing practice of different DRRM actors in the country and has been developed to align with global frameworks which include the Sendai Framework for DRR 2015-2030, the Paris Agreement, and the UN Sustainable Development Goals. It highlights a new direction that emphasizes resilience, collection and utilization of sex, age, and disability disaggregated data (SADDD) and risk information, resilient livelihood, public health investment, ecosystem-based actions, meaningful participation, and the reiteration of gender-responsiveness as a key indicator across program cycles, providing an opportunity for more inclusive and gender-transformative DRRM (NDRRMC, 2020).

The integration of DRRM into the existing governance structures has created an entry point for gender equality. The institutionalisation of gender mainstreaming provides an elaborate mechanism for supporting the inclusion of gender into disaster risk management (DRM) actions aligned with the NDRRMP "whole-of-society and whole-of-government approach." The presence of GAD focal points across all levels of government serves as an important resource for aligning DRM actions with specific gender outcomes. Similarly, representation of the Philippine Commission on Women (PCW) in all four thematic pillars of DRRM also provides the opportunity for more responsive DRRM actions. Likewise, multiple guidance documents and outcome indicators were also developed to strengthen the capacity of local governments and other agencies and promote gender mainstreaming in DRRM.

Prevention and mitigation actions were primarily geared towards tech-based solutions, but are slowly pivoting to include at-risk communities in the different stages of the action. An example of this is the Dynaslope Project, an early warning system program for deep-seated landslides, implemented by the

Philippine Institute of Volcanology and Seismology (PHIVOLCS) and Department of Science and Technology (DOST) in 50 communities across the country. According to PHIVOLCS (2021), the project has evolved to combine geotechnical hazard monitoring with community-based approaches. Gender equality also forms part of the objectives of the project and is being used to inform different processes.

In humanitarian crises such as pandemics, conflicts, and emergencies, already existing vulnerabilities rooted in systemic inequalities are further heightened by hazard-related disaster risks. To address this, the humanitarian-development nexus centers the integration of disaster risk assessment and reduction with emergency response to promote long-term resiliency and safety, and to disrupt the impacts of cyclical and recurrent shocks on vulnerable communities (UNDRR, 2020). In the Philippine context, CSOs engaged in DRRM demonstrate a strong commitment towards gender equality and inclusion. Humanitarian responses have progressed significantly in mainstreaming gender. An interview with CARE, ACCORD/DRRNet (2021) surfaced that response actions are increasingly being anchored on key protection principles and guided by global standards on quality and accountability. International NGOs and their local partners have been working to strengthen social safeguards through Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) work and strictly follow a code of conduct. A number of organisations have also consciously included protection, gender, and risk analysis as part of the needs assessment activities. CARE uses an internal vetting system to assess, monitor, and evaluate the level of integration of gender into their programming. According to DRRNet³⁸ (2021), gender mainstreaming in prevention, mitigation, and preparedness activities are less straightforward, but CSOs have been observed to take deliberate steps to build on human rights-based approach (HRBA) practices and contribute to gender equality and women's empowerment. Examples of actions include collection of sex, age, and disability disaggregated data (SADDD), promotion of resilient livelihoods, and emphasis on inclusive Community Based Disaster Risk Management (CBDRM).

Constraints

The institutionalisation of DRRM provides for a decentralized implementation mechanism which primarily relies on the capacities of local governments to deliver risk reduction and response services alongside other development outcomes. While the system proactively enables the translation of national DRRM priorities into actionable plans informed by local risks and vulnerabilities, it is highly contingent on the existing capacities, available resources, and the competing priorities of the LGU. Moreover, multiple planning processes and outputs required for the local adaptation and implementation of national plans across different sectors such as the Comprehensive Development Plan and Comprehensive Land Use Plan, among others, also challenge LGU capacity (CARE, 2021 & ACCORD/DRRNet, 2021). Harmonisation of different processes are necessary to ensure that identified actions maximise available resources and simultaneously address risks and gender inequalities. The use of Climate Disaster Risk Assessment (CDRA) in LGU planning is encouraging but would need ample technical guidance to be performed effectively.

Disaster risk financing is also limited. Despite the shift in the DRRM policy, utilisation of funds remains reactive (NDDRM Plan, 2020-2030) and focused on preparedness for response, relief, and

³⁸ Disaster Risk Reduction Network Philippines is a national formation of civil society organizations, people's organizations, practitioners and advocates adhering to the Sendai Framework for Disaster Risk Reduction and implementing community-based disaster risk reduction and management. It is composed of 54 CSOs and 11 individual members.

recovery. This illustrates the narrow understanding of government agencies on the range of actions that can qualify as risk reduction, hindering the potential of DRRM actions to address underlying vulnerabilities including gender inequalities. Policies on the use of the national and local DRRMF funds need to be clarified and cascaded to relevant agencies.

CSOs also have variable capacity for gender-responsive programming. ACCORD³⁹ (2021) averred that while gender and inclusion is recognised as an integral part of programming, local organisations often have resource constraints and relegate gender-related work as an add-on responsibility of program staff. Local DRR organisations often rely on other organizations like CARE for technical assistance. Women’s organisations’ participation in formal DRRM spaces are also limited. Their contributions are often left unrecognized or are sidelined into a specific gender “niche,” e.g. gender-based violence, psychosocial support, etc.

Women, disadvantaged sectors, and at-risk communities are beneficiaries instead of key drivers of DRRM actions. The narrative of the “vulnerable group” continues to permeate DRRM literature. CARE explained that DRR projects are often gender neutral or sensitive or at best gender-responsive. However, truly transformative programs that challenge unequal power relations and promote equality are still absent in the DRRM sector. Promoting women’s leadership (broadly, feminist leadership) in DRRM remains a critical gap.

Resilience-building is a fairly recent concept and needs to be contextualised and developed by different DRRM stakeholders. The shift to the resilience framework requires understanding the root causes of vulnerability, surfacing the social, economic, and political systems that produce inequality, discrimination, and exclusion. Sex, age, and disability disaggregated data (SADDD) baseline information and a common gender-responsive monitoring, evaluation, accountability and learning (MEAL) system needs to be established to ensure commitments are met and lessons on resilience-building are documented and utilised.

The Impact of the COVID-19 Pandemic

The declaration of the state of calamity⁴⁰ in 2020 due to COVID-19 triggered a series of actions in response to the health crisis which significantly impacted the DRRM sector. It clarified the responsibility of national and local governments in mitigating and responding to the crisis and enabled the use of the national and local DRRMF including the Quick Response Fund (QRF) for COVID-19. It effectively shifted the priorities of the government to the COVID-19 response, depleting resources and overburdening existing capacities. The government focused on preparedness for response activities including stockpiling of goods, distribution of assistance, implementation of emergency health protocols, and conduct of risk communication activities. Prevention and mitigation actions aimed at reducing vulnerabilities and building capacities of women, disadvantaged groups, and other at-risk communities were deferred.

³⁹ ACCORD Inc. is a disaster risk reduction, environment and natural resource management, climate change adaptation, and food security NGO that traces its roots to the Strengthening Assets and Capacities of Communities and Local Governments for Resilience to Disasters (ACCORD) Project --- a collaboration amongst CARE Nederland, the Corporate Network for Disaster Response and the Agri-Aqua Development Coalition, with funding from the European Commission Humanitarian Aid department.

⁴⁰ Proclamation 929, s. 2020 and Proclamation 1021, s. 2020

The COVID-19 pandemic has magnified vulnerabilities and reinforced gender inequalities of the poorest and most marginalised communities. Vulnerable households, including some 154,832 individuals currently displaced due to armed conflict and hazard events in Mindanao, have been negatively impacted by the health crisis (Protection Cluster Philippines, 2021). Loss of livelihoods and limited access to and availability of key government services threatened the ability of communities to meet their basic needs and increased negative coping mechanisms including selling off productive assets, acquiring debt, and reducing food intake. Women experience multiple burdens with increased care work and productive activities to meet food needs. Poor living conditions of urban poor and internally-displaced persons and the limited access to water, sanitation, and hygiene services also increased the risk of COVID-19 infection. Limited access to information, especially of communities located in geographically isolated and disadvantaged areas contribute to increasing fear and anxiety. As highlighted in interviews with CARE and ACCORD/DRRNet, humanitarian organisations have also observed a sharp increase in protection risks, including gender-based violence in both rural and urban communities.

According to PHIVOLCS, CARE, ACCORD/DRRNet, movement restrictions and physical distancing measures have resulted in challenges to meaningful participation. A key strategy in DRRM is building the individual and collective capacities of communities, especially of women and disadvantaged sectors, through conduct of learning activities and co-management of different risk reduction or humanitarian activities. The onset of COVID-19 has limited the spaces for community engagement and necessitated the shift from in-person engagement to other approaches including use of mobile phones and other online solutions. Conduct of webinars served as an alternative to in-person DRR training. It opened up opportunities for more engagement, but also presented unique challenges, including the exclusion of poorer LGUs and marginalised groups in the process.

Women and affected communities have taken an active role in responding to the COVID-19 pandemic and concurrent humanitarian crises in their community. LGUs and CSOs relied heavily on the capacity of local leaders, particularly women barangay health workers, elders, and traditional leaders to facilitate different activities including risk communication, setting up distributions, camp management, and construction of basic facilities. The knowledge of women and community leaders ensured relevant and effective response actions.

Conclusions and Recommendations

While the policy shift brought in by the NDRRMP 2020-2030 has significantly increased the potential for more equal and inclusive DRRM, in practice gender still holds marginal positionality within DRRM spaces. Deliberate actions need to be taken to realise the vision of equitable resilience and achieve sustainable development.

Center the knowledge, experiences, and leadership of vulnerable sectors in building DRRM initiatives and an intersectional resilience framework. This requires consciously building on the knowledge and experiences of different stakeholders in DRRM, especially the most vulnerable and marginalized sectors, in understanding and addressing risks by increasing spaces for community-driven collaboration and meaningful participation. Actions need to be taken to empower women and disadvantaged groups by nurturing their leadership potential and creating an enabling environment for developing their agency and collective capacities.

Capacity building for state and non-state duty bearers. LGUs and CSOs, including women's organisations, need to undertake capacity building to harmonise strategies, complement actions, and build lasting partnerships.

Integration of risk assessment and gender equality objectives. The end-to-end program cycle for DRRM interventions must integrate risk assessment and reduction and measurable gender equality indicators with overall program objectives.

Inclusive and accessible disaster risk financing. Risk financing approaches must also be transformed to enable women and local organisations to access and undertake long term solutions to vulnerability.

Develop and fund community-based early warning systems. Community-driven early warning systems projects provide a space to leverage women's strong community networks in disaster risk reduction and equip them with risk assessment skills which leads to empowered and meaningful participation.

Develop standards for data collection and accountability mechanisms. Accountability mechanisms need to be put in place to standardize the utilization and collection of sex, age, and disability disaggregated data (SADDD) and to monitor, report, and evaluate gender outcomes in DRRM.

J. Gender, Climate Change, Environment, and Digitalisation

Overview

The global climate crisis could displace 1.2 billion people by 2050 and as a climatic hazard hotspot, the Philippines is among the most vulnerable countries in the world. This is one of the key findings of the Institute for Economics & Peace in the inaugural edition of the Ecological Threat Index 2020 which combines measures of resilience with the most current and comprehensive ecological data to produce projections on the countries and regions most vulnerable to ecological shocks from the present until 2050. In the same study, it was noted that Typhoon Haiyan, locally known as Super Typhoon Yolanda, which ravaged the Samar and Leyte provinces in the Visayas region in 2013 remains the top extreme weather event that caused the largest number of displacements in the Philippines with approximately 4 million recorded (Institute for Economics and Peace [IEP], 2020). In the same vein, in the Global Climate Risk Index 2020 which indicates the level of exposure and vulnerability to extreme weather events of a country or region, the Philippines has been identified as one of the 10 most affected countries for the last two decades, from 1999 to 2018 (Eckstein et al., 2021).

In response to the urgency of the global climate crisis and in alignment with the United Nations Framework Convention on Climate Change (UNFCCC), the Climate Change Act of 2009 or Republic Act 9729 was signed into law. Under R.A. 9729, the Climate Change Commission was created. The Commission is an independent and autonomous body that serves as the lead policy-making agency of the government tasked with advancing a climate-resilient and climate-smart Philippines through mainstreaming and monitoring of climate change in national, local, and sectoral development policies and plans.

At a policy level, there is a clear directive for a gender-responsive, inclusive, and sustainable climate change adaptation, resilience-building, and low-carbon strategy. The Climate Change Act of 2009 (R.A. 9729) mandates a “gender-sensitive, pro-children, and pro-poor perspective in all climate change and renewable energy efforts, plans and programs.” The National Climate Change Action Plan (NCCAP)

2011-2028 which serves as roadmap for the implementation of the national climate strategy, articulates its gender-responsive and inclusive approach in its goal to “build the adaptive capacities of women and men (...), increase the resilience of vulnerable sectors and natural ecosystems to climate change, and optimize mitigation opportunities towards gender-responsive and rights-based sustainable development.” In 2012, amendments to R.A. 9729 paved the way for the creation of the People’s Survival Fund, a local climate change adaptation and resilience fund for local government units and community-driven initiatives. To utilize this fund, responsiveness to gender-differentiated vulnerabilities must be part of project indicators, among others. In an interview with the Climate Change Commission, the institutional commitment to gender equality was highlighted. One of the concrete actions shared is the passing of Commission Resolution 2019-02 which mandates the mainstreaming of human rights based and gender-responsive approaches in the planning and formulation of policies, plans, and programs, across all levels of governance.

At the forefront of global climate action and central to the Paris Agreement, the Nationally Determined Contributions (NDCs) details each country’s pledge to reduce greenhouse gas (GHG) emissions and to tackle climate change impacts. In formulating the Philippines’ NDC, the Climate Change Commission created a technical working group for gender where different stakeholders were consulted to ensure that the NDC is gender-responsive. A multi-stakeholder consultation was also held in early 2021 during which the experiences of the LGBTQIA+ community in dealing with the impacts of climate change or as part of climate justice movements were part of the discussion. As a result, the official NDC submission expands the definition of gender from just women to include persons with diverse sexual orientations and gender identities as partners in the NDC implementation.

The Climate Change Commission is also conducting a gender analysis across different national government agencies towards the development of a gender action plan for the implementation of the NDC. In this ongoing analysis, some key insights include how gender integration has been strongly observed in sectors that experience climate change impacts more directly. An example would be the gender integration efforts being implemented by the Department of Agriculture (DA) following assessments which show that a growing number of women farmers and fisherfolk are becoming increasingly exposed and vulnerable to climate change impacts. This falls under the DA’s Adaptation and Mitigation Initiative in Agriculture (AMIA) Program which aims to build climate-resilient livelihoods and communities with support from the Food and Agriculture Organization (FAO). Under this program, specific communities have started including a gender lens in their local climate change action plan.

Still, a recurring challenge for the Climate Change Commission is limited government data that can provide a baseline on the gendered impacts of climate change across different sectors. In the transportation sector, for example, there is a lack of data and capacity to include gender indicators in the Department of Transportation’s big ticket projects such as the bus rapid system. Another challenge is the difficulty in capacitating national government agencies (NGA) and local government units (LGU) on the national climate change strategy. Though it was acknowledged that perceptions and behaviours have significantly improved in the past decade, there is still a disconnect between this and the operationalization of climate change mitigation and adaptation into concrete policies, programs, and activities. Including a gender lens in these actions adds another layer to that challenge. To address this, the Climate Change Commission has cited their close partnership and coordination with the Philippine Commission on Women (PCW) as key in building the gender-responsive capacity within the Commission and in mainstreaming both climate change and a gender lens across different NGAs.

Amid the COVID-19 pandemic, the Philippines was hit by successive typhoons in the latter part of 2020 which aggravated the already dire social and economic situations of many Filipinos. Climate justice activists and organizations such as Greenpeace Philippines have repeatedly stressed the issue of social injustice and underscored the fact that despite being a minor contributor to the global climate crisis, the Philippines is one of the most susceptible to the impacts of climate change. This is the context the Philippine Movement for Climate Justice (PMCJ) highlighted in their statement calling for a People's NDC in response to the official NDC submitted to UN Climate Change last April which has been deemed "unambitious and ill-prepared" in its GHG emissions reduction target (75%, with only 2.71% unconditional), and non-reflective of different climate change impacts per sector and the multiple climate emergency resolutions passed by the Lower House of Congress (House Resolutions 1377, 761 and 724).

Climate justice: experiences and issues at the grassroots. At the community and household levels, the gendered dimensions of climate change impacts are tied to the socialized roles of women and men in a particular context. This was surfaced in an interview with the PMCJ on their grassroots campaign, Build Sustainable, Safe, and Resilient Communities for Children, Women and Families (BSSRC-CWF), which highlighted how in times of climate-induced disaster, responsibilities such as ensuring safety and shelter for their children, gathering food for the family, and cleaning up after the disaster fall on women because of their reproductive roles. On one hand, this heightens the multiple burdens of women, but at the same time, because these impacts are felt at a more visceral level by women, it has also been an entry point for organizing women around resiliency and safety initiatives. Women's participation has allowed grassroots movements like PMCJ and its extensive network of feminist and women-led organizations to incorporate women's perspectives and to advance community-driven initiatives; however, this is yet again on top of women's multiple roles. PMCJ and Greenpeace both reiterated that the participation of men from the community is lacking but greatly needed. Some observations as to why men are not as present include: a) men are usually away for productive work, and therefore, do not have the same network as women within the community which leads to lower chance of participation, b) there are cases where men are compelled to pursue post-disaster labor migration, while women stay behind. Notably, socialized gender norms are so ingrained that in a Greenpeace project on nutrition and sustainability in one of its partner agricultural communities, women would tease men who would show up in meetings because food and family nutrition is viewed as part of the women's domain. Of interest is Greenpeace's observation that in organizing the youth in these communities, this gendered division of community management and engagement is not as apparent and that youth leaders regardless of gender are participative.

While climate change impacts are definitely felt by communities in vulnerable or high-risk areas, establishing the link between disasters and post-disaster impacts with anthropogenic climate change, global warming, and rising sea levels remains a challenge. In the interview with PMCJ, it was shared that in the aftermath of Typhoon Goni, the most powerful typhoon of 2020, in a fishing community along Laguna de Bay, women led the post-typhoon shift of their livelihood to planting and selling water spinach. The prevailing mindset observed is that the community views typhoons or floods as simply a part of their lives and the focus should be on preparing for the inevitability of loss, rather than safeguarding what they have which is deemed a futile exercise. Greenpeace discussed another dimension of this pertaining to how communities are unable to connect these impacts not only with the overarching climate crisis but also with the parties who are accountable for the majority of carbon emissions namely the big fossil fuel firms known as the Carbon Majors.

Addressing these issues is at the core of PMCJ's BSSRC-CWF and Greenpeace Philippines' Climate Justice campaigns which aim to build community awareness on climate change impacts and to "co-power" these communities in the development of their own frameworks for adaptation, safety, and resilience. These campaigns highlight how climate justice and social justice are intertwined and that there are spaces for demanding justice and accountability even at the community or municipality levels. In fact, PMCJ also works closely with LGUs on capacity building and designing adaptive strategies, and currently there are around 15 local jurisdictions that have adopted "no to coal" resolutions.

The BSSRC-CWF campaign is committed to holistic safety for children, women, and families especially but not limited to disasters. One of the issues raised in the interview is how gender-based violence tends to be sidelined and not viewed as urgent as other issues like renewable energy transition or the delivery of humanitarian support. There is still a silence, which is not even a "conscious silence," that permeates this issue across stakeholders from the community, CSOs, and the LGU. In addition, there is also an observed lack of integration of LGBTQIA+ perspectives in the overall movement which may be linked to a limited, unholistic understanding of what safety really means, especially for marginalized communities such as this one.

The invisibilization of perspectives is perhaps most felt by the Philippines' indigenous communities. The plight of indigenous peoples (IP) and their struggles with land grabbing, militarization, displacement, vulnerability to climate-induced disasters, and their fight for self-determination demonstrate the undeniable intersection of environmental, climate, and social justice. In an interview with BAI Indigenous Women's Network (BAI), the organization asserted that it is impossible to talk about the environment without addressing indigenous peoples' rights. BAI noted how the latest attacks against IPs were directed towards IP women because of their significant roles in managing, utilizing, and defending ancestral land. This highlights how the experience of being a woman and an indigenous person is compounded by their fight for environmental justice.

In working towards a just and safe society, PMCJ asserted that the vision of safety that should be pursued is one that values the dignity of each person, where individuals are not reduced to their basic needs, and where communities are thriving and not simply fighting for survival.

Plastic pollution and climate change. As the second-largest and fastest growing source of industrial GHG emissions globally, plastic threatens the climate at an alarming scale. In a report by the Center for International Environmental Law (2019), projections show that by 2050 annual emissions from plastic production and incineration could reach 2.8 gigatons of CO₂ per year, equivalent to 615 500-megawatt coal plants. The report also detailed that GHG emissions occur throughout the entire plastic lifecycle from fossil fuel extraction and transportation, refining and manufacturing, plastic waste management, and mismanaged plastic waste leading to marine and coastal area pollution, and clogged urban infrastructure. In the Philippine context, the National GHG Inventory (Climate Change Commission, 2010) shows that the Industrial Processes and Products Use (IPPU) sector is the fourth largest emitting sector. While there are data gaps on GHG emissions for each stage of the plastic lifecycle, available data show that the manufacturing and value add of the rubber and plastic products industry amount to Php 32.48 billion (Philippine Statistics Authority, 2021d). Notably, a brand audit report conducted by the Break Free from Plastic Movement (2020) revealed that 98% of the 38,580 branded plastic waste items collected from 17 clean-up sites in the Philippines were single-use plastics. These non-recyclable plastic waste items were mostly sachets and plastic *labo* or thin-film plastics usually used for food or small grocery items. The top corporate plastic polluters are all fast-moving consumer goods

(FMCG) companies and according to the report, they have been consistently among the top polluters for the past three years of the brand audit.

At a policy level, Republic Act 9003 or the Ecological Solid Waste Management Act of 2000 provides a comprehensive policy framework and institutional mechanism for the implementation of Solid Waste Management (SWM). The law mandates that implementation of waste collection and management is primarily the responsibility of the LGU, specifically at the barangay level. As detailed in a World Bank Study on Plastic Circularity in the Philippines (2021), enforcement of waste collection and management at this level of government is subject to several constraints such as the funding availability, lack of waste management infrastructure, and the sustainability of waste management programs being contingent on the duration of elected officials' terms. Currently, House Bill 9147 or the Single Use Plastics Act has been passed on its third and final reading in the House of Representatives. The bill outlines provisions on regulation of single-use plastic production, importation, and sale. It also outlines a tiered phase-out plan on common single-use plastic products. Its counterpart measure in the Senate is pending. In addition, the House Committee on Ecology has approved the Hazardous Waste Management Act which advocates for a multistakeholder approach in addressing the management of hazardous waste products involving NGAs, LGUs, experts, and civil society.

The National Solid Waste Management Strategy (2012-2016) developed by the National Solid Waste Management Commission, which is the regulatory authority for solid waste management, highlights the integration of the informal waste sector (IWS) in the solid waste management system through the LGU operationalization of the National Framework Plan for the IWS which should include skills development and access to secure livelihood and social services. Notably, the informal waste sector is dominated by women particularly in the collection and sorting of recyclables from municipal waste dumpsites and landfills. Without access to safety training and equipment, these women are exposed to multiple health hazards (Ocean Conservancy, 2019).

In an interview with Greenpeace Philippines on their Zero Waste campaign which has three major work streams on corporate responsibility, government action, and building public awareness and promoting solutions, it was surfaced that public awareness on the links between plastic products, pollution, and climate change is not yet established and how industrial plastic production relies heavily on fossil fuels is not clearly understood. This has created a narrative that puts the onus on consumers of single-use plastics, rather than holding corporations responsible for the plastic they use and produce and the government accountable for waste management implementation.

There is also a misconception that zero waste equates to being anti-poor. Based on initial data gathered by Greenpeace from low-income communities in Metro Manila, there is an interest in innovations and solutions on waste management. However, the willingness to shift to a zero waste lifestyle is hinged on implementing business models that are accessible and adapted to different community needs, such as reuse and refill stations in *sari-sari* stores. Usually women-managed, these stores are a staple in Filipino communities and crucial to many daily wage earners who are unable to purchase food and supplies in bulk. Greenpeace also asserted the key role of LGUs and city councils not just in crafting and passing zero waste policies but in ensuring that there are clear and inclusive provisions that will guide the transition, rather than simply implementing a rigid ban on plastics based on a punitive approach.

Greenpeace also shared observations from a community assessment conducted in an urban poor community where a main concern is the time and cost of reuse and refill systems. The role of women, in

particular mothers and grandmothers, in household supply and waste management means that the shift to a reuse and refill system would add another layer to these responsibilities. Thus, any alternative delivery system that would replace the use of sachets and other single-use plastics should take these social roles and household dynamics into account. With the COVID-19 pandemic, plastic has been promoted as a solution, and its use as a protective layer from Personal Protective Equipment (PPE) to plastic barriers in public transport and other spaces presents a different set of challenges. Greenpeace emphasized that there is a lot of misinformation on plastic as inherently safer when in fact there are studies that cite that if not disinfected, the virus is able to remain viable on plastic surfaces for up to 72 hours (World Health Organization, 2020).

Digitalisation and transitioning to a green economy. At a policy level, the Philippine Green Jobs Act of 2016 provides a framework for a transition to a low-carbon and climate-resilient green economy through the following: a) creation of green jobs, b) identification, assessment, and certification of green skills, and c) development of green higher education and technical-vocational training programs. The shift to the green economy must be inclusive, sustainable, and just, and in its Labor Market Intelligence Report, the Technical Education and Skills Development Authority (TESDA, 2018) highlighted different job scenarios that are anticipated once economic restructuring takes place: creation of additional jobs, substitution of employment, eliminations of jobs, and transformation of jobs. While job creation is expected, the displacement of workers, job loss and its impact on poor households are anticipated challenges. To ensure just transition, the following mechanisms must be fast-tracked, assessed, and revisited to mitigate the impact on women and men in all their diversity, especially those who belong to marginalized groups: a) Green Sector Mapping of Human Resource and Decent Work Profiling under the Department of Labor and Employment, b) Green Jobs Act Assessment and Certification system under the Climate Change Commission and c) Greening Technical Vocational Education and Training (TVET) under TESDA. These are especially crucial for what the International Labor Organization (ILO) identifies as collapsing occupations or those which have “low potential for transformative digitalisation and high risk of destructive digitalisation.” Based on the ILO’s Future of Work in the Philippines report (2020), a survey of collapsing occupations revealed that women dominate domestic helper, shop sales assistant, and stall and market salesperson occupations with a range of 59% to 87% in these roles.

Similarly, an interview with Foundation for Media Alternatives (FMA)⁴¹ highlighted the impact of the COVID-19 pandemic on women’s job security and work set-up with many women shifting to online selling or to virtual work. This emphasizes the importance of control over and access to technology which include not only being equipped with the appropriate skills but also digital literacy and awareness of their rights in the virtual landscape. FMA asserted that technology is a game-changer and for digitalisation to be truly inclusive, capacity building and awareness raising is a key step to ensure that women, especially those in disadvantaged sectors, are not left behind. In the interview, it was mentioned that there are still prevailing notions held by women themselves that technology is not for them, and that any mistakes they might encounter while using devices such as computers are not only automatically their fault but also inevitable. In the shift to digitalisation, FMA highlighted that access to the internet can no longer be seen as a luxury, but as a human right which means that beyond ownership of devices and

⁴¹ Foundation for Media Alternatives is a non-stock, non-profit organization that assists communities and citizens especially those in disadvantaged sectors in the strategic and appropriate use of ICT, and advocates for its democratization and popular empowerment.

access to the internet, digitalisation must be anchored on inclusivity, affordability, and meaningful connectivity.

In consideration of the value of digital transformation and the need to prepare the Philippines for the global digital economy, the Department has restructured its initiatives under the “Connect, Harness, Innovate, Protect” (CHIP) Implementation Plan. Under the CHIP Implementation Plan, the DICT is focused on building digital infrastructure through the building of the National Fiber Backbone (NFB), which is further connected to middle- and last-mile connections. The DICT is set to invest in digital education, skills, and jobs to help Filipino educators, learners, and workers advance in the digital economy. Under this initiative, the DICT is upskilling Filipinos to ensure the readiness of the local workforce to contribute to the country’s global competitiveness. The DICT focuses on the continuous digitalisation and integration of government and business services online pursuant to Republic Act 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018. Along with innovating governance, the Department is also currently implementing various digital government programs to assist the national and local government agencies to streamline their processes through online platforms. Another strategic area in which DICT is focused on, is mitigating risks on cybersecurity and privacy, digital monopoly and inequality of opportunities as more businesses, the academe and even the government institutions shift their operations online.

To ensure a data-driven and gender-responsive governance, a key statistics program of the DICT is the National ICT Household Survey Series. The Survey Series includes the Women and ICT Development Index Survey, an important survey that focuses on women's modes and means of ICT access and usage, and what they would potentially require to remain empowered socially, and economically. Indicators include ICT readiness, use, capacity, benefits, and policy. The pilot survey was conducted in 2016 in Manila and Quezon City and there is an institutional commitment to refine its design to include online security and protection in the survey indicators, and to expand to rural areas. There is also an institutional commitment to strengthen capacity building across the different DICT programs to ensure they are aligned with GAD objectives. This includes ensuring that the consultative process in designing programs and initiatives are consistently applied by all project teams to ensure inclusivity.

Conclusions and Recommendations

Parallels exist between climate change and gender inequality in that both are detrimental to the survival and development of society, yet their impacts are under-estimated at best and at worst, invisibilized. As described above, the Philippine legislative framework for climate change, gender mainstreaming, waste management, and shifting to a green economy already provides a comprehensive and inclusive approach. The gaps lie in implementation and capacity building across different stakeholders at all levels of governance responsible for service provision, and in holding parties accountable, especially private corporations which control market and consumer behavior. The impacts of climate change will spare no one, but the most vulnerable and marginalized sectors of society will bear the brunt. This makes climate action on inclusive mitigation, adaptation, and resilience not only urgent, but above all, just.

Strengthen the operationalisation of climate action through capacity building. Implementation of capacity building for NGAs, LGUs, and CSOs will drive the integration of gender equality indicators with climate change mitigation and adaptation programs, policies, and activities.

Build an inclusive climate resiliency framework. Expanding the definition of safety and resilience entails the inclusion of perspectives, needs, and challenges of all persons with diverse sexual orientations, gender identities, and expressions, especially those in vulnerable and marginalized sectors.

Advance green livelihoods in climate mitigation, adaptation, and rehabilitation. Build and strengthen community-based sustainable livelihoods through capacity building, provision of resources, and through a gender-responsive assessment of community contexts, needs, and aspirations.

Center and support sustainable environmental practices of IP communities. The role of IP communities as stewards of the environment is a valuable resource for climate action. Practices introduced must respect their right to self-determination and free, prior, and informed consent. Basic social protection and services must be made accessible to IP communities, as well.

Integration of the Informal Waste Sector with the overall National Solid Waste Management Strategy. Assess the role and impact of the informal waste sector, which is dominated by women, in the transition to a circular economy, provide basic social services and protection, and provide safety training and equipment.

Inclusive circular economy and zero-waste policies. Strengthen community-led organizing to ensure that any transition to a zero-waste circular economy is inclusive and grounded on community experiences. Reuse and refill systems must also leverage the knowledge and skills of women-managed and community-based *sari-sari* stores.

Inclusive and transformative digitalisation of jobs and skills. Review and strengthen the mechanisms mandated by the Green Jobs Act of 2016 in the areas of green sector mapping of human resources, assessment and certification of businesses especially MSMEs, and greening technical-vocational and higher education institution curricula.

Uphold the right to internet connectivity and meaningful digital participation. Inclusive digital spaces are safe and empower digital citizens. Capacity building in digital literacy for women and men especially those from marginalized sectors is key in moving away from the narrative of technological determinism and in strengthening control and access.

K. Women, Peace and Security

Overview

The country's women, peace and security agenda centers on ensuring that women in conflict and post-conflict situations are protected, empowered, and play a decisive role in peace and security processes and mechanisms.

The National Action Plan on Women, Peace and Security (NAPWPS)—which serves as the framework for the country's action on this area—was a civil society-led endeavor. Dialogic and collaborative politics was the core of the plan, with women and peace groups coming together to craft the initial document. These dialogues gave birth to Executive Order 865 that mandated the creation of the National Steering Committee on Women, Peace and Security to carry out the shared goals and commitment of the Philippine Government to the United Nations Security Council Resolutions 1325⁴²

⁴² UN Security Council 1325 (2000) is a landmark resolution on women, peace and security which reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

and 1820⁴³. A second generation of the country's plan on Women, Peace and Security was introduced in 2014 emphasizing the integration of the women, peace, and security agenda in government programs in conflict and post-conflict areas. According to the Office of the Presidential Adviser on the Peace Process (OPAPP), a third generation NAPWPS was adopted in 2017, prioritizing conflict prevention, framing women, peace and security from a human rights perspective, participation of women in all levels of peacekeeping and peacebuilding, transitional justice and inclusive, participatory localization efforts, among others.

The Bangsamoro Organic Law (R.A. 11054), a result of decades-long peace negotiations between the government and various rebel groups in Mindanao (mainly the Moro Islamic Liberation Front or MILF), is designed to address grievances, sentiments, and demands of Muslims in the Autonomous Region of Muslim Mindanao. The law creates an environment for women's participation and gender-responsive governance in the new Bangsamoro government through several provisions that benefit women and young girls. It ensures that women have reserved seats in the Bangsamoro Parliament, and one woman must be appointed to the Cabinet. As of July 2021, 13 out of 80 or 16.25% of the members of the Bangsamoro Transition Authority (BTA) Parliament are women (BTA, n.d.). The Bangsamoro Organic Law also earmarks 5% of the region's budget for programs that address gender concerns. It calls for addressing the rights of women in consideration of various government programs and ensures that women's needs are considered in the government's rehabilitation and development efforts.

While there remains no shortage of policies that underscore the need for women's participation and inclusion in peace and security, critical incidents have created humanitarian crises that further pushed women into the margins and tested how such policies are operationalized—such as the Marawi Siege in 2017, which displaced a total of 77,170 families or 353,921 individuals, and left 1,109 persons dead by October 2017 according to the UNHCR.

As WeAct 1325 noted, the public response and narrative in the aftermath focused on the security situation and on humanitarian efforts, and government response largely overlooked the specific gendered needs of the women left in the wake of the siege. However, WeAct 1325 added that the lack of a gender response in Marawi is also in the context of an overall lack of or delayed response to the citizens of Marawi on key issues. The NAPWPS already outlines concrete recommendations to address such crises; however, Nisa Ul Haqq Fi Bangsamoro emphasized that the knowledge on implementation remained in an echo chamber of government actors who included NAPWPS as part of their terms of reference, and only as a matter of compliance to the action plan. The plan was not escalated nor cascaded to agencies and government actors who were on the ground to respond to the siege. There were many entry points throughout the course of the response—such as ensuring more gender-sensitive relief delivery—but the Women, Peace and Security (WPS) agenda was largely unseen at the height of the response. This invisibility of gender in the approach highlights how many critical issues need to be considered in order to ensure that programs and policies are inclusive and responsive to the needs of women in conflict and post-conflict situations.

Threats and Issues

⁴³ UN Security Council 1820 (2008) condemns the use of sexual violence as a tool of war, declaring rape and other forms of sexual violence as constituting war crimes, crimes against humanity, or a constitutive act with respect to genocide.

Programming must consider the conflict, as well as the various threats and issues that constantly challenge and influence the lives of women in conflict-affected regions—including gender-based violence, violent extremism, a culture of impunity, and the invisibility of women and their issues. The following threats and issues were surfaced during the key informant interviews, and the key informants also delved into their repercussions and the ways of tackling them.

Gender-based violence (GBV). The culture of GBV is exacerbated during conflict, when it is often committed with greater latitude. Displacement adds new layers of risk; young women in Muslim Mindanao find themselves at a distinct disadvantage as the number of children in early and forced marriages increases in evacuation camps. In rudimentary evacuation centers and camps, young women pressured into relationships with older men living next to them have reportedly been forced to marry at a young age to prevent them from committing sin. The situation is even worse for young women who are assaulted and then forced to marry their perpetrators. Especially in the context of Muslim Mindanao, resolving GBV intersects with challenging cultural practices. Duty bearers such as the Bangsamoro Women’s Commission report facing the difficult task of enforcing laws that may go against their cultural practices. *Maratabat*, a Bangsamoro concept which can be roughly translated to shame and pride, creates a culture of silence to save face from the shame brought about by GBV; survivors and their families may be forced into amicable settlements in order to preserve personal and family pride, and even to avoid further retaliatory conflict between families and kin or *rido*.

It is unsurprising, then, that most of the recorded cases of trafficking in the country come from provinces largely affected by armed conflict and disaster. In fact, trafficking spikes immediately after an armed encounter as many people are uprooted from their homes, deprived of economic opportunities, and turn desperate for aid. The trafficking then comes in many forms such as commercial sexual exploitation, forced labor as servants in homes or factories, and sex tourism.

Violent extremism. Prolonged conflict creates fertile ground that pushes women into violent extremism. In the absence of active conflict and skirmishes, the existing conditions of poverty make it difficult enough for many of these women. Pushed into displacement because of conflict, they then join the armed struggle for more personal rather than political reasons: poverty, revenge for a loved one, or possible aid to fulfill their material needs. The cycle of conflict and displacement, exacerbated by the dire situation of evacuation camps, creates an environment ripe for their exploitation where they are recruited, forcibly or willingly, to extremist groups. Women take the role of combatants as the promise of arms and wages provide them with active opportunities to protect and provide for their families .

Culture of impunity. The context of conflict can potentially create a culture where human rights violations are standard operating procedure and committed with impunity. In a conversation with women IP leaders, the Bangsamoro Women’s Commission learned that military personnel can be regarded as spoilers of peace even more than rebels. Many military camps are established near evacuation camps, which, even unintentionally, creates more fear and further distrust against government actors among IDPs—and this is why leaders consulted by the BWC and various women CSOs recommend pulling the military out of the area as they trigger further conflict and cause unrest especially among those living in IDP camps.

Invisibility of women and their issues. There have been many opportunities in the past where women were included in peace and security decision-making. At some point, women were even at the

helm of the process—including the Chief Negotiator⁴⁴ for the Philippine Government, Prof. Miriam Coronel-Ferrer, and the head of the OPAPP, Secretary Teresita Quintos-Deles. The panel for the MILF also included a Muslim woman, Atty. Raissa Jajurie, along with many other women who occupied leadership positions at the formal peace tables. This, as OPAPP notes, has translated into various policies and national-level legislation that were specific about women’s inclusion in peace and governance.

However, the rate of women’s participation has been showing a decline in recent years, with more men, particularly from the military, being appointed to leadership positions in the peace process during the Duterte administration. As WeAct 1325 emphasized, fewer and fewer women are occupying key positions in the peace negotiations. There are no women leaders in the normalization committees instituted during the Duterte administration. There are also no women representatives on the joint peace and security teams which include various security actors such as the Bangsamoro Islamic Armed Forces (BIAF) and the Philippine National Police. Only the Bangsamoro Islamic Women’s Auxiliary Brigade (BIWAB) encompasses women. While acting as a non-combatant support group to the BIAF, the BIWAB served in the frontlines as medics and support for their male counterparts. The transitional aspect of normalization requires that voices of the marginalized are surfaced; and yet the exclusion of the BIWAB, along with larger trends on women’s underrepresentation in peace processes, signifies the neglect of the specific and distinct experiences of women in peace and conflict.

Conclusions and Recommendations

The various aspects of women’s lives, such as their multiple roles and burdens, have to be reflected in the discussion of normalization in order for them to be responded to by effective policies and programs. These must address the intersecting reality of women’s lives in conflict and post-conflict contexts: that they are internally displaced people in the aftermath of the conflict and have active roles in the prevention of conflict in their communities. There is already a protection discourse institutionalized in the CEDAW and various government documents on women; the focus must now also include women’s agency as their experience adds value in peacebuilding and recovery. Women’s meaningful participation in peace-making, peacekeeping, and peacebuilding does not begin and end in being present in government documents. Women’s full involvement as equal partners requires that they are present in every part of the political process. Opportunities and spaces for women include their participation in local mediation processes and community safety, as well as their inclusion in all aspects of government planning, which will ensure that programs created—especially in the context of peace-making, peacekeeping and peacebuilding—represent and take into consideration the various aspects of their lives.

On the ground, one of the ways this could be done is through **women’s representation in the Normalization process** and by following the guidance of laws such as the Bangsamoro Organic Law in the creation of new governance codes in the Bangsamoro. Inviting women of intersecting identities to government consultations and committees gives them voice and creates spaces for them to inform and influence policy and program agendas.

Addressing the root causes of conflict must include **tackling women’s access to essential services** such as justice systems, health care, sexual and reproductive health services, and education; thus, these programs must also be part of the government’s response. There are specific dimensions on which

⁴⁴ Prof. Miriam Coronel-Ferrer was the first female chief negotiator in the world to sign a final peace accord between a government and a rebel group.

work must also be undertaken in order to empower women—for instance through addressing women’s access to resources such as their livelihood and lands, especially as displacement affects women disproportionately due to absence of property titles under women, as well as through addressing inequitable access to assistance, education, and training.

Legislative efforts will be very helpful in addressing women’s meaningful participation. In 2013, a bill protecting the rights of Internally Displaced Persons was filed in Congress with the aim of setting penalties for human rights violations committed against IDPs. The bill also proposes human rights standards in crisis management and response, and lays out the responsibility of state actors in compliance with the Constitution and international human rights instruments (Bermudez, Estonio & Aleman, 2021). The bill was vetoed by then President Aquino for technical reasons. It was refiled in both houses of Congress in 2020 with revisions in the legal and policy infirmities (Senate Bill 943, 2020) in the prior versions of the bill in 2013.

There have also been attempts in Congress to institutionalize a Transitional Justice and Reconciliation Program, which will shed light on and tackle the specific abuses committed against women in the context of conflict, and will recognize how gender inequality worsens in conflict. Women and girls are particularly vulnerable to conflict-related human rights abuses such as sexual violence: transitional justice mechanisms can help ensure accountability for these abuses by prosecuting and punishing those responsible for committing sexual violence and human rights violations during conflict. In order to ensure that these initiatives are responsive, however, it is imperative that women are invited to participate in the creation of these programs.

Actualizing the commitments of the women, peace and security agenda requires promotion and mainstreaming efforts that involve local actors particularly in conflict and post-conflict areas. The animating principles and the recommendations of these laws and ordinances must be made accessible to all actors—they must be applied on the ground by duty bearers, and understood by the rights-holders and the broader public. Such localization efforts could include the creation of local government plans, legislation, or the establishment of mechanisms. The Regional Action Plan on Women, Peace and Security by the Bangsamoro Women’s Commission is one such effort where provinces in the Bangsamoro create localized plans particular to the needs of their communities. This has since encouraged more community-led initiatives in partnership with government offices and civil society organizations in the grassroots. Ensuring that legislation and mechanisms are present at the local level is important so that implementation of a more gendered-approach to peace and conflict is not at the mercy of changes in leadership. When government budgets are earmarked to address the issue, concrete programs are created to address various, intersecting needs.

Promoting women, peace, and security requires that the women’s agenda remains in the center. Peace and security is negotiated not only in formal peace tables, it must be pursued vigorously on the ground. The intention is to close the gap through ensuring that heat is applied on both ends. This emphasizes that visibility and participation of women in various levels of peace and security decision-making works like cooking a native rice cake (*bibinka*): heat above, fire below.

L. Women and Access to Justice

Overview

The 1987 Constitution put forth a bill of rights, with special attention to human rights and

recognition of equality between women and men. Furthermore, it granted free access to courts, quasi-judicial bodies, and adequate legal assistance. The Constitution also gave birth to the Commission on Human Rights (CHR), a National Human Rights Institution (NHRI), tasked with the monitoring of human rights and the threats to their full enjoyment.

The Magna Carta of Women, a localized commitment to the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), seeks to promote the rights of Filipino women. In 2016, the Women's Legal and Human Rights Bureau (WLB) led the shadow report to CEDAW, calling on the voices of grassroots women who are sidelined from international platforms. The country has since adopted the UN Sustainable Development Goals (SDGs) for 2030, and continues to participate in successive reports on the Beijing Platform for Action (BPfA).

Since 1901, only 16 of 187 Supreme Court Justices have been women. The Philippine Women Judges Association provides that women account for approximately 50.49% of the total judiciary (Supreme Court of the Philippines, 2020a). On the other side of justice, there has been a "sudden escalation" of women deprived of their liberty since 2016, and the Correctional Institution for Women of the Bureau of Corrections cited that 58.78% of the prison population had committed crimes related to prohibited drugs (CHR, 2018b). However, women most often come into the system as survivors in cases of trafficking and gender-based violence. While exact data are difficult to collect, there are high rates of failure to pursue, and even higher rates of failure to report.

Despite legal provisions for a responsive justice system, the Philippines remains a model nation only on paper. A prevalent takeaway from key informants across all thematic areas is that the problems of the country do not lie in a void of laws, but rather, in operationalization. This note also rings true in the case of the judicial system. The courts are continually referred to as crowded. A state prosecutor may handle more than 200 cases concurrently throughout the country and a local prosecutor may handle nearly 80 cases in a single day. Judges may allot only 15-20 minutes per case per day, with recesses of up to a month between hearings. Depending on the case, it can take up to six years to reach a final verdict, which contributes to women's diminishing willingness to participate as key witnesses.

The passage of legislation, ratification of conventions, and creation of programs are bountiful. The failure to implement them, however, serves as a barrier to using the justice system as a safety mechanism, particularly for women. In line with this, many issues have surfaced in discussions with stakeholders in regard to women's access to actual justice.

Community-level initiatives. Community-based peer-monitoring initiatives, such as those of the CHR and WLB, facilitate the collection of relevant data, promote local organizing crucial in advocacy, and prove resistant to crises like the pandemic. These also ensure that women have an awareness of laws, rights, and violations thereof, as well as make resources and referral mechanisms more readily available.

Barriers to filing a case. Personal filing in police stations remains a barrier for many women, especially those in far-flung areas, with disabilities, and/or who are burdened by reproductive roles. In many cases, first responders are uninformed of the law. Financial costs of filing and trial also add up, on top of foregone incomes given the extraordinary length of time adjudication may take. In some instances, it has even been reported that a survivor must produce a psychological evaluation upon prosecutorial request, which is an impossible cost for low-income women.

Protection. A major gap in protection mechanisms leaves women in danger. R.A. 8505⁴⁵ remains unfunded, so mandated crisis shelters for victim-survivors are not in place in designated locales. Women who find the courage to report threats on their lives are not always taken seriously by law enforcers, as seen in two recent cases where women were gunned down following the filing of cases. The Witness Protection Program (WPP) also lacks the funding required to support all those who need it. Furthermore, as the WPP is written in the law, it cannot be availed of by whistleblowers in the police or military. While gender sensitivity training and efforts of gender mainstreaming have become more common practices in recent years, gender biases in male-dominated institutions like the police or military remain and may impede women's access to justice, particularly in the reporting of sexual violence. Without the option for protection under the WPP, law enforcement officers may be discouraged to report their peers who mishandle cases of women, or in cases of the worst manifestation of machismo, commit gender-based violence in the line of duty.

Discrimination and exclusion. The definitions utilized in some laws have not been able to encompass the inclusivity necessary to assert that all citizens' rights are equal rights, allowing the legal systems to fall back on cultural biases that are similarly exclusive. For example, the definition of indigency does not take into account women who may not be low-income but do not have the economic power within their households to hire a private lawyer, and who are ineligible for government-funded legal aid. Other examples are lack of recognition of rural women, fisherfolk women, poor women, indigenous women, elderly women, and members of the LGBTQI+ community. A failure to acknowledge the existence of marginalized groups in the law prevents them from availing of social protection programs, and sometimes, from asserting their constitutional right to equal protection. There is also the issue of discrimination against the aforementioned and how they are sometimes not considered as having the credibility to proceed rightfully with a case.

Heavy reliance on NGOs. CHR functions far beyond its mandates as an NHRI and Gender Ombud due to extensive gaps that persist within the justice system. NGOs are similarly called upon frequently to perform the job of the state. However, many organizations struggle to fund the support of legal cases of women who seek their help, as legal assistance requires full-time lawyers in place of the high price of a retainer. As the wage gap between lawyers in NGOs and Public Attorney's Offices or private firms grows, the NGOs that provide the majority of legal assistance find difficulty in managing the costs. The pro-bono culture in private law firms of the country is also undeveloped.

The Philippine Development Plan (PDP) 2017-2018 described the "reforms" of the current administration as "radical" and stated that these are "expected to result in short-term negative effects" in the long-term goal of a "high-trust society." The same PDP made provisions for night courts for endangered women, expanded family courts, strengthened legal protection and assistance for women-victims, and addressed other barriers to access to justice, but implementation of such provisions is yet to be seen.

Recent Developments

Meanwhile, increasing impingement upon the right to free speech has surfaced. The July 2020 passage of the Anti-Terrorism Act, which authorizes power over insurgencies and safeguards peace under

⁴⁵ R.A. 8505, or the Rape Victim Assistance and Protection Act of 1998, mandates rape crisis shelters in every province and city to assist and protect rape victims in the litigation of their cases and recovery.

a wide definition of terrorism, has rendered many human rights activists, many of whom are women, silent out of fear of being listed as terrorists (McCarthy, 2020).

The War on Drugs and Oplan Tokhang, which circumvent the need for a search warrant, have resulted in a growing number of widows and a generation of children in targeted poor communities who have lost fathers. Programs, such as the Arnold Janssen Kalinga Foundation's Paghilom Program, have cropped up out of the necessity to cater to this growing population's needs in terms of support and recovery. In 2019, the Philippines officially withdrew from the Rome Statute, and consequently, the International Criminal Court (ICC). In June 2021, ICC Prosecutor Fatou Bensouda announced that the preliminary investigation on the administration's "war on drugs" that preempted the country's withdrawal had yielded "reasonable basis to believe that the crime against humanity of murder" had been committed (Bensouda, 2021).

The Impact of the COVID-19 Pandemic

Many arenas for justice--social, economic, reproductive, political, and legal--have been challenged. With lockdowns bringing an absence of duty bearers, the pandemic has showcased further breakdowns in referral mechanisms. Government offices, women's desks, and many shelters, where they exist, were closed. Other social justice programs were shut down as well, and it was described that the police-led operations were carried out appallingly. At the same time, some women reported experiences of outright harassment due to increased police and military presence in quarantine protocols and at checkpoints (WLB, 2020). When women chose to pursue cases, mobility became an issue as public transportation was forced to cease operations and the policy of one quarantine pass per household favored the male head. More marginalized groups' existing problems were exacerbated, such as the challenge of lipreading for deaf women who do not understand sign language, given the nationwide order of face masks.

More positively, the Supreme Court ordered the option for trials to take place in the form of a video conference (M.O. 40-2020). While many marginalized groups may not have access to the necessary technology or related communication allowances, the digitalisation has had profound effects on timely adjudication. Trials can now continue on a weekly basis, and the resetting or cancellation of cases has been disallowed. It appears that there may be some issues to iron out in terms of chain of custody for evidence, but there is one final benefit that may trump all--victims and witnesses no longer have to suffer the intimidation and/or retraumatization brought about by sitting in the same room as the accused.

Conclusions and Recommendations

Bolster peer-to-peer monitoring systems. There is a need to ensure that monitoring systems are in place, and where they are not, there should be documentation at the very least. Not all cases will be brought to formal justice as a result of the extensive network of barriers in the process, potential for retraumatization, and the issue of insufficient protections, but peer-collected data would be nonetheless invaluable for future policy and programming.

Enhance referral mechanisms. Relatedly, referral mechanisms and education thereof must be made known at the community level, for both public officials and the local advocacy groups that may hold them accountable.

Invest in systems of inclusion and protection. The legal system and its protection programs must be funded appropriately, laws must be fully implemented and enforced, and the length of the

adjudication process must be shortened. Stakeholders at every level should understand and embody practices that are survivor-centered, trauma-informed, and sensitive to the intersectional vulnerabilities that can hinder proceedings of prosecution.

Empower women to assert their rights. Furthermore, much action at the community level must be taken to empower women to pursue their rights and cases. For real empowerment to be achieved, the context of injustice must be acknowledged. As the government fails to implement corrective laws, as the culture of patriarchy persists in the legal system, and as high levels of poverty go unabated, all will continue to work symbiotically to the detriment of the fulfillment of women's human rights. A vision of justice must be expanded to encompass improvements in all areas where injustice is more frequently served.

M. Representation of Women in Decision-Making

Overview

The Philippines has been placed in the top ten of the World Economic Forum (WEF) Global Gender Gap Index rankings prior to 2019—and remains the top-performing Asian country even as it dropped to 17th in 2021. However the country still lags behind in closing the gap in political empowerment (Baron, 2021a; Paris, 2019; WEF, 2021). The country still has too few parliamentary seats held by women at 28% and women among ministers at 13% (WEF, 2021). As Reyes and Ferrer (2020) noted, despite small improvements, the country has failed to reach the critical mass of 30% in women's political representation from 1995 up to the 2019 elections, where women took 29% of seats in both the Senate and the House of Representatives. In local government, the numbers are still below critical mass at 25.4% among Mayors and 19.35% among Vice Mayors (PSA, 2021b). The representation of women in the Cabinet is particularly a cause for concern, with only 10% of its members being women in 2019 compared to 25% in 2017 (PCW, n.d.e.). The numbers are more encouraging in the judiciary at 50.49% (Supreme Court of the Philippines, 2020b) and among women government personnel at 60% (Civil Service Commission [CSC], 2019).

It is also important to go beyond the more prominent field of electoral politics and look at the broader arena of decision-making—including even homes and communities. In contrast to their low presence in political decision-making roles, women in the Philippines have a greater role in decision-making at home. The 2017 National Demographic and Health Survey found that 43% of women decide on their own on how their earnings will be spent while 54% decide jointly with their husband; 95.8% of women had a say in decisions on their healthcare; 93% on deciding on visits to their families and relatives; 89% on making major household purchases; and 85% on all three (Philippine Statistics Authority, 2020c). Note, however, that deciding on major household purchases is likely influenced by the gender division of labor, which, as the Asian Development Bank (2013) noted, remains strong in the Philippines.

Factors affecting Women's Role in Decision-Making

Many interrelated factors are behind the country's failure to close this gap—including gender roles, multiple burdens, economic considerations, political dynasties, and misogyny, which were

discussed extensively in the key informant interviews and focus group discussions, which also delved into the repercussions of these issues and ways to tackle them.

Gender roles. Gender roles and stereotypes begin at home, where the family's head and decision-maker would almost always be the father. These are then reinforced by social norms and institutions—through media depictions, church teachings, and school materials. etc.—and entrenched in laws like the Family Code, which provides that in case of conjugal disagreements over property, parental authority, and legal guardianship, the male partner's decision must prevail. As a consequence, women contend with stereotypes that regard politics as the realm of men, and that deem women weak, emotional, and indecisive (PCW, n.d.e.).

Multiple burdens. Unpaid reproductive work remains the primary duty of women even as they take on political, economic, or social roles outside the home. These burdens have only increased because of the pandemic and the lockdown measures; aside from caring for and keeping their families safe, women now also have to directly handle their children's schooling—further shrinking the space to take on bigger decision-making roles outside the home.

Economic considerations. With political parties or groups financing male candidates who are deemed more winnable, women have difficulty finding sufficient resources to run in electoral campaigns, which are costly (PCW, n.d.e.). Women in grassroots organizational politics also contend with economic constraints—as the Office of the Vice President of the Philippines found in implementing one of its programs, many women may be interested in joining and organizing themselves, but are discouraged by the prospect of income loss because of time away from productive work.

Political dynasties. Political dynasties may be inflating the percentage of women in elected positions without substantially closing the gap in political representation, or without translating to meaningful participation. Some authors, such as Labonne, Parsa, and Querubin (2019), argued that the increase of women in local elections is mainly driven by term limits and dynastic politics, as women candidates are mainly the relatives of term-limited candidates. The same dynamic discourages women outside political families from running for election. Key informants noted that local politics is still couched in community and family dynamics, which are still heavily patriarchal in their values.

Misogyny. Another barrier is the misogyny being experienced by high-profile women in government, which makes it difficult for more women to enter politics. According to the Commission on Human Rights, women leaders and public servants experience misogyny and sexism. Aside from being stereotyped as unfit to take leadership positions, women officials are also morally discredited, humiliated, vilified, and harassed (CHR, 2021). These attacks are also happening online with the rise of cyberbullying and trolling, often towards women. In 2019, despite the passage of the Safe Spaces Act which she authored, Senator Risa Hontiveros herself was slut-shamed on Twitter by some social media users criticizing her State of the Nation Address outfit (Philippine Star, 2019). Angat Bayi noted that this atmosphere discourages and scares off some women from participating in politics, even at the local level.

Impact on Women's Role in Decision-Making

The ensuing alienation of women from the decision-making arena has a wider detrimental effect: with legislative bodies dominated by men, the country's laws and policies are essentially gender-blind—their crafting not consultative and participative, and their scope and effects not inclusive. To illustrate—as Angat Bayi noted based on the experience of working with local female elected officials—male leaders are inclined towards “hard” projects like infrastructure, while female leaders are

inclined towards “soft” projects or services, which, though often overlooked by male leaders, have proven effective in addressing poverty-related issues, including lack of education, lack of access to healthcare, and high maternal mortality rates.

Without women at the decision-making table, their needs are not considered and addressed; beyond that, it reinforces the stereotype that women have no place in political decision-making. The pandemic has only magnified the drawbacks of such a gender-blind approach. As the East Asia Forum noted, the Philippine government’s policy response was crafted without collaboration; its quarantine guidelines were also not considered through a gender lens, seeming to forget that women make up 46% of the labor force (Basuil et al. 2020). There are only two women—making 7%—in the Inter-agency Task Force managing pandemic response, based on the task force composition set in a Department of Health resolution (DOH, 2020). Consequently, for instance, mobility restrictions brought by the lockdown trapped women and children with abusive partners and family members—increasing the risk of violence, discouraging reporting, and leaving survivors unsure of where to seek help, while also decreasing access to sexual and reproductive health services. The vaccine roll-out failed to take into account that solo parents might not be able to leave their children to get vaccinated. Government was also unable to stem the predicted spike in teenage pregnancies.

Another repercussion is further marginalization. Women are already in the margins of decision-making, and those who bear additional subordinated identities—such as indigenous women, women with disabilities, and rural women—have a slim chance of having their intersectional identities and needs considered in legislation and policy making, much less being provided a space in decision-making.

Recent Initiatives

This is a gap that must be solved from both demand and supply sides—that is, by opening spaces for more women, and by equipping more women to take those spaces. Initiatives are already underway to do both. In the current Congress, women’s political participation especially in pandemic response remains among the priority legislation of the House of Representatives Committee on Women and Gender Equality chaired by Representative Maria Lourdes Acosta-Alba and the Senate Committee on Women, Children, and Family Relations chaired by Senator Risa Hontiveros. Both filed House Bill 9059 and Senate Bill 2088, respectively, which includes institutionalizing the participation of women in leadership and decision-making on response and recovery during disasters and public health emergencies like the COVID-19 pandemic. Both legislators have also filed House Bill 7179 and Senate Bill 817, respectively, to promote and incentivize the participation of women in political parties. The Philippine Commission on Women, in partnership with the House of Representatives, published and launched the handbook on “How to Be A Gender-Responsive Legislator” in May 2021. The handbook serves as a reference for legislators, legislative staff, and advocates in developing gender-responsive measures, among other purposes (PCW & House of Representatives, 2021). The Committee on Women in Congress is also working to conduct trainings and fora on gender-responsive laws with legislators and legislative staff.

In terms of equipping women leaders, a noteworthy initiative is the Angat Bayi Women’s Political Empowerment Program of the University of the Philippines Center for Women’s and Gender Studies in partnership with the Embassy of Canada through its Canada Fund for Local Initiatives and the Office of the Vice President’s Angat Buhay Program. Angat Bayi encourages and capacitates women leaders to

actively promote social development through trainings in feminist leadership, peer network-building, mentoring, research, and policy reform.

Conclusions and Recommendations

This much is clear: women must be present whenever and wherever a decision is being made—but this presence must be diverse and intersectional. It must go beyond seats in parliament and ministries, beyond leadership positions and Cabinet portfolios. It must be in task forces and inter-agency bodies, in the highest offices and in the rank and file, in workplaces, organizations, and communities. This presence must also be more than physical: being a woman does not automatically make one an effective and inclusive decision-maker. This presence will not make much of a difference if the right values, principles, and beliefs are absent. A gender lens is critical in ensuring meaningful participation. Some LGUs with gender equality advocates and champions both within the LGU and through the active citizenship of women's organizations may eventually achieve gender parity. When these elements are present, gender parity in decision-making bodies is attained.

Closing the gap requires work on different fronts, beginning with reforming education, encouraging women leaders, strengthening democratic spaces, and organizing. **Educational systems must be reformed** to teach the necessary nature of women's participation and deconstruct biases and stereotypes, especially when it comes to the arena of decision-making. **Encourage more women advocates to run for office and lead**, while emphasizing that local and national governance are equally important. **Strengthen democratic spaces** so leaders and advocates can have the courage to take principled positions based on inclusive values and rights-based principles, regardless of their popularity. **Feminist conscientization and organizing** also remains a potent tool—in this regard, it is crucial to create more spaces where women leaders can interact with each other; to replicate the mentorship, values fortification, and capacity-building initiatives of Angat Bayi for other sectors such as career or professional women government employees and women in communities; and to bring in the backing and assistance of international and domestic non-governmental organizations for women's participation. More and greater action will be called for as the country closes the gap, but for now these are the necessary first steps—steps that must be taken swiftly and with resolve if women in the Philippines are to be more than a presence but a power, a prime mover, a driving force in any and all arenas of decision-making.

VI. Conclusions & Recommendations

A. Conclusions

The Philippines, on paper, is a model nation when it comes to gender—blessed, apparently, by an abundance of laws, commissions, and international conventions to which it is a party. Yet problems persist in practice: analyses of the thematic areas across the entire environment highlighted by the Social Relations Approach (SRA) (Kabeer, 1994) viz. the household, community, the market, and the state, reveal that many actions towards gender equality remain unenforced and unfunded, and are actually deprioritized when disasters—unfortunately a common occurrence—strike.

Filipino Women and Gender Roles

Based on an examination of the thematic areas, this inertia on gender is deeply rooted in the rules of the environment—the foundational development policies and frameworks, the political, cultural, and social norms, and even particular laws and the process of crafting them.

The updated medium-term plan remains as sorely gender-blind as its predecessor. This cannot be more problematic as, parallel to the current health crisis, the COVID-19 pandemic has also induced an unattended gender crisis, defined by heightened risks and incidences of gender-based violence, unreasonable care burdens on women and accompanying mental health problems, increased barriers to sexual and reproductive health information, services, and commodities, and increased food insecurity and unemployment.

The political, economic, cultural, and social scripts enacted on a variety of stages, continue to cast women aside. Where the state fails to implement and operationalize corrective measures, the interplay of the conservative doctrines of the Catholic Church, the gender stereotypes of the educational system, the portrayal of women in media, and the feminization and informalization of labor further cements Filipino women into their socially dictated roles. The seemingly innate rules produce, reproduce, and reinforce inequalities, noted in each thematic area.

Patriarchal norms in politics, culture, and society are also codified and reinforced in Philippine laws and policies, enabled by perpetually male-dominated legislatures and policy-making bodies. As is apparent in the thematic areas, the resulting laws and policies, unsurprisingly, remain heavily patriarchal: they are not inclusive, and they do not take into consideration the needs and contexts of marginalized sectors. Efforts to help remedy this include aforementioned initiatives like the Committee on Women's training and the PCW handbook; their impacts, however, are yet to be seen.

Other laws even go further: instead of simply being blind to women, they actively harm them and also harm other vulnerable sectors. Existing laws still carry provisions that discriminate against women—such as provisions in the Revised Penal Code and in the Family Code. While there may have been successes in ensuring the passage of gender-transformative laws, such as the Responsible Parenthood and Reproductive Health (RPRH) Act in 2012 and the Safe Spaces Act in 2019, these have yet to be fully implemented. A whole suite of pro-women legislation—such as laws on divorce, sex discrimination in hiring, and abortion—are not enacted or tackled in legislatures. However, while it is important to continue advocating for the passage of landmark gender-transformative laws and for the abolition or amendment of harmful ones, it is just as important to mainstream gender in law- and policy-making—to make it an operating principle—in order to ensure that women and gender issues and needs are considered in every law, in every policy, in every reform action taken. State actors tasked to implement and enforce pro-women laws should also be conscientized on gender issues.

Filipino Women and Access to Resources

Aside from the allocation of authority and control within institutions and the rules imposed, the SRA also highlighted the allocation of resources. Examination across all thematic areas highlighted the **low utilization of the 5% GAD budget**. More than the low rate of allocation and actual utilization, much of this is misused—ending up funding Zumba sessions, shirts, or tarpaulins, having no impact on gender equality and women empowerment, or being tapped as additional unused office funds.

Discussions across the thematic areas have also surfaced concerns about the implications of the **impending implementation of the Mandanas Ruling**. According to the World Bank, the Mandanas Ruling provides opportunities for improving service delivery through enhanced decentralization. It creates a more inclusive government, as LGUs will be able to identify the immediate needs of their constituents and respond to these promptly (World Bank Group, 2021b). However, it might ultimately prove detrimental to women. With funding for services currently offered by national agencies being devolved to LGUs—in what appears to be de facto federalism—there will be a total devolution of services to local governments which might not have the capacity, political will, or gender lens to assess and prioritize funding projects. Allocating funding for livelihood programs, DSWD’s social pension, or reproductive health commodities under the DOH will now be under the discretion of LGUs.

It is clear, however, that this problem predates the Mandanas Ruling. Even prior, there have been **concerns regarding how resources are allocated through government budgets**. From the thematic areas, there appears to be a longstanding lack of capacity across all levels to conduct budget processes that consider the intersectional needs of people. The thematic areas highlighted the importance of equipping and empowering LGUs to spend not just their additional Internal Revenue Allotment, but their entire budgets, and to align projects and programs with the development goals of the country.

Beyond widening the lens of resource allocation, analyses of the thematic areas also emphasized the need to **ensure that POs, CSOs, WROs, and other grassroots organizations have access to long-term funding from the State**. Currently, funding for such organizations is short-term—usually through project-based arrangements with INGOs; consequently, only established organizations have access to funding, sidelining organizations that might be doing more impactful work at the grassroots level. In addition, projects are largely funder-driven instead of community-driven and utilize a top-down approach.

Given this, the question of resource allocation towards greater gender equality and empowerment must, moving forward, also **explore the question of localizing aid**. Stakeholders who had found success in their initiatives repeatedly attributed this to the meaningful participation, and eventual ownership, of the diverse communities whose needs they had aimed to address. Interventions that focus on a tight time frame, and consequently, fail to do the groundwork of immersion in the distinct cultures of the communities often flounder in their objectives of transformation. This is particularly important because many communities rely on NGO programs to make up for inadequacies in governance. As discussions in the thematic areas indicate, many NGOs often serve as “first responders,” despite having meager resources to provide long-term programs. It must be noted, however, that this should not be the case: **the State remains the primary duty bearer in promoting and upholding the rights and welfare of citizens**. But given realities on the ground, and given their immense contributions in reaching out to and supporting communities, **grassroots organizations might as well be given the power and resources to sustain their work**.

Filipino Women and Their Position within Institutions

The SRA also emphasizes status within institutions—and in this regard, **Filipino women remain marginalized in decision-making at all levels and across various institutions**, especially when their identities as women coincide with their identities as low-income individuals, older persons, indigenous peoples, LGBTQI+ individuals, solo parents, persons with disabilities, and residents of rural and geographically isolated areas.

Misogyny and machismo in institutions are also shrinking spaces for women. While patronage, nepotism, and corruption in institutions are commonplace (Purugganan, 2019; Almendral, 2019), a noticeable rise has been reported in the acceptability of misogyny and machismo in political institutions in the past five years, from the highest seats of power where the tone of all other institutions is set. (De Chavez and Pacheco, 2020). Across all thematic areas, this much is apparent: **women’s voices are effectively silenced in decision-making from the macro to the micro levels.**

Filipino women are heavily represented in areas with limited power—such as in the informal economy, in pink-collar industries, and in the home. Even when empowered to step into the formal economy—whether at home or abroad—Filipino women often meet conditions hardly classifiable as fair, decent, or safe. Without control or authority, this marginalization often culminates in violence against women—the most egregious manifestation of an unequal gender order.

The COVID-19 pandemic has further underscored how the issues of marginalized sectors are still sidelined. Across all themes, in all spaces, the inequalities are evident—women are invisibilized and taken for granted, and their distinct needs and priorities are ignored. In most of the analyses, the issues arising from intersectional identities and contexts are often afterthoughts.

While experiences across the thematic areas revealed that the pandemic has only worsened and compounded inequalities based on subordinated social identities and their intersections—they also spotlighted encouraging stories and provided feasible, workable models for action towards greater empowerment. **The pandemic—out of sheer necessity—has led to the rise of communities with localized, intersectional, community-driven, and women-led responses tackling the full spectrum of COVID-19’s impact.** Beyond responding to the most urgent needs of those they help and serve, these communities provided valuable contributions to the larger project of empowerment and may perhaps even lead the way towards a future where the Philippines, finally, realizes the promise of its abundance.

B. Recommendations

The recommendations in this section highlight actions at the macro, meso, and micro levels of society. While each is governed by different sets of rules and norms, advancing gender equality at all levels requires an understanding of how these different systems intersect and how prevailing gender ideologies shape relations, perceptions, and actions of both state and non-state actors.

Macro - National and Macro-Policy Level

- **Promotion of inclusive development.** The Philippine Development Plan and its future iterations must incorporate measures that promote genuinely inclusive development—which is characterized by being people-centered, participatory, empowering, rights-based, equitable, sustainable, intersectionality-responsive, and gender transformative.
- **Advancement of legislation that prioritizes women’s agenda.** One strategy towards inclusive development is the pursuit of legislation that advances women’s agenda. Legislative processes must be truly consultative, ensuring that all the relevant sectors are represented. Moreover, laws must be written in gender-inclusive language. There must be meaningful representation of women in the legislature, and in all bodies where decisions are made. A recent development is the May 2021 launch of the How to Be A Gender-Responsive Legislator (HGRL) Handbook by PCW and the House of Representatives. Guided by this document, commitments and accompanying

accountability mechanisms towards gender mainstreaming the legislative process should be created.

- A key theme where progressive policies and programs have emerged is **gender-based violence (GBV) response**. The continuum of policies, services, and programmes in line with addressing GBV must be survivor-centred and trauma-informed; as well as developed with a multidisciplinary approach. National mechanisms should be instituted to continuously capacitate Barangay VAW desk officers, who are the frontliners in GBV response, in the form of training and fair compensation for their role.
- Experience with political movements and the pushback against progressive women's rights organizations and women-led people's organizations illustrate how the welfare and well-being of women are upheld when **democratic spaces are protected and where human rights are promoted under a rule of law**.

Meso - Institutional and Sectoral Level

- **Participatory, inclusive, gender-responsive development interventions.** For grassroots organizations, the accessibility of development aid requires the elimination of bureaucratic and unnecessarily tedious administrative requirements that hinder effective localisation of aid. To enable development initiatives that are truly community-driven, stakeholders must have meaningful participation in all stages of project cycles--not merely nominal consultations or tokenistic involvement. In addition, capacity building across all levels of governance especially for LGUs and NGAs is crucial in adapting national frameworks across different sectors to the local context and ensuring development interventions are gender-responsive, inclusive, and sustainable.
- **Maximization of spaces for decision-making and policy development.** To strategically advance gender-responsive and transformative policies at the national level, the creation of ordinances and resolutions at local government levels is an effective tool. An example of this would be the Anti-Discrimination ordinances that have been passed in a number of LGUs. For local leaders, another venue to advance just social and economic reforms is the Local Development Council which serves as the planning body of the LGU.
- **Harmonization of gender-responsive programmes and indicators.** To effectively operationalize the Harmonized Gender and Development Guidelines (HGDG), which provides a common framework for integrating a gender lens into guidelines for program development, implementation, monitoring and evaluation, capacity building of actors in LGUs and NGAs, and of other stakeholders is crucial. In addition, the lack of harmonization leads to gaps in data collection and creates difficulties in sharing relevant information across government agencies and associated civil society organizations, and consequently, in responding to urgent issues. The lack of data also lends credence to the false sense of gender parity across different sectors.
- **Gender-responsive data collection definition, tools and analyses.** In addition to ensuring the collection of sex, age, and disability disaggregated (SADDD) data, it is necessary to expand the definitions of terms that reinforce gender inequality. This includes revisiting the definition of household to capture diverse household or family structures, and expanding the definition of gender to include individuals with diverse sexual orientations and gender identities. There must be data that reflect the lived realities, needs, and diverse identities of marginalized groups

especially those in geographically isolated and disadvantaged areas in order to obviate their exclusion in development planning. Gender-responsive data are crucial in aligning funding priorities with the practical and strategic gender needs of communities. This is particularly crucial in national mechanisms such as the Census of Population and Housing administered by the Philippine Statistics Authority.

- **Gender-responsive and inclusive education and training systems.** The intersection of gender equality, climate justice, and sustainable development must be integrated into existing educational curriculums and training systems such the Early Childhood Development Manual, Basic Education Curriculum, Alternative Learning Systems, Higher Education Curriculum, and Technical Vocational Education and Training (TVET).
- **Digitalization of government services.** The digitalisation of government services should be anchored on inclusive design that ensures accessible and user-friendly navigation and provides meaningful and relevant content. Government e-services must uphold the right to privacy and data protection to circumvent unlawful surveillance and discrimination. The design and implementation of these programs must employ a multi-stakeholder approach where marginalized and vulnerable groups are represented (Foundation for Media Alternatives, 2021).
- **Internet and digital connectivity as a human right.** The expansion of the Free Wifi for All program of the Department of Information and Communication (DICT) which provides free public internet access should be anchored on the recognition of internet and digital connectivity as a human right. The program must be strengthened through further partnerships with the private telecommunications sector and LGUs to ensure reliable internet connection in state universities, town plazas, rural health units, transportations terminals, and other public areas. In order to ensure meaningful internet access and usage, connectivity must be guided by digital literacy and the Feminist Principles of the Internet (FPI, 2016). LGUs, in partnership with organizations such as the Foundation for Media Alternatives (FMA), must implement programs that equip their constituents with digital skills and create awareness on digital rights.
- **The private sector's role in building diverse, inclusive, and safe workspaces.** Gender equality and social justice initiatives must move away from the banner of shallow Corporate Social Responsibility initiatives towards the creation of sustainable organizational structures and policies that mandate the creation and maintenance of a safe work environment, respect for diverse sexual orientations and gender identities, the implementation of skills and competency-based pay structures, and the inclusion of same-sex partners in medical and insurance benefits. The private sector must ensure compliance with national laws such as the Expanded Maternity Leave Law (RA 11210) which includes leave provisions for miscarriage and stillbirth, and the Safe Spaces Act (RA 11313) which ensures a gender-based violence free workplace.

Micro - Community and Household Level

- **Redistribution, recognition, reduction, and representation of reproductive and care work.** The prevailing gender division of labor within households in which care is not viewed as labor and is seen as inherently part of women's domain should be challenged by the creation and funding of care infrastructures by the State. These infrastructures could also provide the space for transitioning unpaid care work into formal, paid work that will also allow further training and certification (Oxfam, 2020). The complete implementation of national laws that mandate the

creation of barangay day care centers (RA 6972) and senior citizen care centers (RA 7876) must be enforced. In addition, the funding of shared community-centered spaces such as community gardens and community laundries will create a culture of care that all community members, not just women, can help build.

- **Transforming political, cultural, and social norms and building critical consciousness through community-led organizing on social issues.** Traditional beliefs and values on the roles of women and men in various spheres are imbued with patriarchal and cisheteronormative ideals of family arrangements and should be rectified. These misplaced values find their way into constructions of “good” leadership that exalt the strongman or invincible man image. Community-led organizing around social issues that greatly impact the community may serve as an entry-point for creating spaces for critical thought and action leading to consciousness-raising and encouraging a reconstruction of gender norms at the household and community level. This could include educational sessions on pressing issues such as digitalisation and media consumption, climate change and action, adolescent sexual and reproductive health and rights, and alternative learning sessions that highlight culture as a venue for transforming prevailing harmful norms.
- **Empowerment of women’s collective action.** The pandemic has foregrounded the need for alternative feminist leadership, starting from the ground. Community-based pandemic responses, mostly spearheaded by women leaders (e.g., Patricia Non’s Maginhawa Community Pantry, considered to have catalyzed similar initiatives all over the Philippines; the volunteer-powered Lunas Collective, which provides chat-based GBV and SRHR counseling services), demonstrate the power of women’s collectives. Spaces must be created—and safeguarded—for women to continue to organize and mobilize.

Annexes

ANNEX 1: Laws Enacted After the Passing of the Magna Carta of Women

Republic Act	Purpose
R.A. 10354 Responsible Parenthood and Reproductive Health Law	A national policy for family planning, maternal and child health care, and comprehensive sexuality education
R.A. 10361 Domestic Workers' Act	Seeks to protect the rights of domestic workers who are mostly women
R.A. 9775 Anti-Child Pornography Act	Addresses child pornography
R.A. 10364 Expanded Anti-Trafficking in Persons Act	Provides heavier punishments to perpetrators of human trafficking
R.A. 10151 Employment of Night Workers' Act	Expands work options for women and repeals Articles 130 and 131 of the Philippine Labor Code that prohibit night work for women
R.A. 11313 Safe Spaces Act	Seeks to address gender-based sexual harassment in streets, public spaces, online, workplaces, and educational and training institutions
R.A. 11210 105-Day Expanded Maternity Leave Law	Extends the maternity leave period to 105 days for female workers with pay and an option to extend for additional 30 days without pay, and grants extension of 15 days for solo mothers

ANNEX 2: Women’s Priority Legislative Agenda for the 18th Congress of the Philippine Commission on Women

WPLA for the 18th Congress	Scope and the importance of the proposed measures
Strengthening the Provisions of R.A. 8353: Amending the Anti-Rape Law	This aims to redefine rape by putting the element of lack of consent at its center, so that the crime is deemed committed if the acts were done without the victim’s consent, whether or not injuries were suffered. It is also proposed that the age of statutory rape be increased from the current 12 years old to at least 16 years old.
Decriminalizing Adultery and Concubinage	The measure targets the repeal of Articles 333 and 334 in the Revised Penal Code. The end in view is to change the definitions of adultery and concubinage. Although these both refer to marital infidelity, the burden is greater for the wives in terms of the evidence needed and the penalties imposed mainly due to the disparity of the crimes’ definitions.
Ensuring Women’s Equal Rights in Marriage and Family Relations	In amending Articles 14, 96, 124, 211 and 225 of the Family Code of the Philippines, spouses shall have equal rights with respect to their ability to provide parental consent to marry, administer their community property or conjugal partnership, exercise parental authority over the persons of their common children, and legal partnership over the property of common children will be removed.
Amending the Family Code Provision on Legal Separation	This gives the rationale in amending the Family Code by focusing on the violence and abusive conduct as grounds for legal separation as well as recognizing sexual abuse. Through this measure, the focus will be on the acts committed and not on the severity or instances of the violence and abuse.
Enacting the Anti-Prostitution Law (Amending Articles 202 and 341 of the Revised Penal Code)	By amending Articles 202 and 341 of the Revised Penal Code, prostitution which promotes sexual exploitation and violence against women will be recognized as a human rights violation. The recommendations revolve around treating women in prostitution not as criminals but victims, criminalizing those who exploit people in this illicit trade, and establishing support mechanisms for prostituted persons so they can be freed from the system.
Upholding the Right to Life and Security of Spouses and Daughters by Repealing Article	The proposed legislation’s objective is to repeal Article 247 of the Revised Penal Code which exempts a spouse or parent who inflicts harm or even death upon the other spouse or minor daughter caught

247 of the Revised Penal Code	having sexual intercourse with another person. This old view is based on honor-based violence, which is committed against women under the pretext that the honor of the family must be protected.
Enacting a Women’s Political Participation and Representation Law	Under this proposal, the PCW recommends the adoption of a gender quota and other actions that will provide opportunities for women to be elected into public office and contribute to nation building.
Enacting the Anti-Discrimination based on Sexual Orientation and Gender Identity Act	This recognizes that people of diverse sexual orientation, gender identity and expression should not be just accepted but more importantly, protected. The SOGIE Act aims to penalize discriminatory acts that exclude them from full and meaningful participation in work, education, and training institutions.
Adopting Divorce in the Family Code	The PCW supports the adoption of divorce in the Family Code to allow the dissolution of abusive and dysfunctional marriages which are irreparable.
Enacting the Transitioning of Workers and Economic Units from the Informal to the Formal Economy	Women are more often engaged in vulnerable and low-paying kinds of work, such as domestic workers, street vendors, or self-employed home-based workers. This calls for a law that will protect their labor rights, provide sufficient social protection and decent work.

Source: Philippine Commission on Women. (2019, September 28). *PCW launches priority agenda for 18th Congress*. <https://pcw.gov.ph/pcw-launches-priority-agenda-for-18th-congress/>.199

ANNEX 3: Other Relevant Legislation and/or Policies

Gender, Education, and Participation in Labor Market	
On Education	
Convention/Legislation/Policies	Purpose
R.A. 10931 Universal Access to Quality Tertiary Education Act	To provide free tuition and other school fees in state universities and colleges, local universities and colleges and state-run technical-vocational institutions; to establish the tertiary education subsidy and student loan program; to strengthen the unified student financial assistance system for tertiary education
R.A. 6655 Free Public Secondary Education Act of 1988	To provide for a free public secondary education to all qualified citizens and to promote quality education at all levels
R. A. 11551 Labor Education Act	To educate future workers, employers, and entrepreneurs on their rights and responsibilities in promoting harmony in the workplace and social progress in society
R. A. 10533 Enhanced Basic Education Act of 2013	To enhance the Philippine basic education system by strengthening its curriculum and increasing the number of years for basic education. This law provides for at least one year of preschool and 12 years basic education (six years of elementary; four years of junior-high school; and two years of senior-high school).
R. A. 10157 Kindergarten Education Act of 2012	To provide equal opportunities for all children to avail of accessible mandatory and compulsory kindergarten education that effectively promotes physical, social, intellectual, emotional and skills stimulation and values formation to sufficiently prepare them for formal elementary schooling
R. A. 10627 Anti-Bullying Act of 2013	Mandates all elementary and secondary schools to adopt policies to address the existence of bullying in their respective institutions
R. A. 10612 Fast-Tracked Science and Technology Scholarship Act of 2013	To promote the development of the country's science and technology manpower in line with economic development and to provide the capability required in the areas of research, development, innovation as well as their utilization

R. A. 10648 Iskolar ng Bayan Act of 2014	To democratize access to higher education by institutionalizing a college scholarship program for top graduates of public high schools in the country, subject to the academic standards, application and admission policies and such other reasonable rules and regulations of state universities and colleges (SUCs)
R. A. 9155 Governance of Basic Education Act of 2001	To institute a framework of governance for basic education and to establish authority and accountability; to rename the Department of Education, Culture and Sports (DECS) as the Department of Education (DepEd)
R. A. 7796 Technical Education and Skills Development Act of 1994	To create the Technical Education and Skills Development Act (TESDA); to provide relevant, accessible, high quality and efficient technical education and skills development in support of the development of high-quality Filipino middle-level manpower responsive to and in accordance with Philippine development goals and priorities
R. A. 7722 Higher Education Act of 1994	To create the Commission on Higher Education (CHED)
R. A. 7836 Philippine Teachers Professionalization Act of 1994	To ensure and promote quality education by proper supervision and regulation of the licensure examination and professionalization of the practice of the teaching profession
Batas Pambansa Blg. 232 Education Act of 1982	To provide for a broad general education that will assist each individual in the peculiar ecology of his own society; to train the nation's human resource in the middle-level skills for national development; to develop the profession that will provide leadership for the nation in the advancement of knowledge for improving the quality of human life; and to respond effectively to changing needs and conditions of the nation through a system of educational planning and evaluation
R. A. 4670 Magna Carta for Public School Teachers	To promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects in order that they may compare favorably with existing opportunities in other walks of life, attract and retain in the teaching profession more people with the proper qualifications
On Labor	

<p>Presidential Decree No. 442 of 1974 Labor Code of the Philippines</p>	<p>To protect labor, promote full employment, ensure equal work opportunities regardless of sex, race or creed, and regulate relations between workers and employers; to ensure the rights of workers to self-organization, collective bargaining, security of tenure, and just and humane conditions of work</p>
<p>Presidential Decree No. 851, s. 1975 13th Month Pay Law</p>	<p>To require all employers to pay their employees a 13th-month pay</p>
<p>R. A. 6725 An act amending article One hundred thirty-five of the Labor Code</p>	<p>To strengthen the prohibition on discrimination against women with respect to terms and conditions of employment</p>
<p>R. A. 10911 Anti-Age Discrimination in Employment Act</p>	<p>To ensure mechanisms are in placed to prohibit discrimination against any individual in employment on account of age</p>
<p>R. A. 6727 Wage Rationalization Act</p>	<p>To rationalize the fixing of minimum wages and to promote productivity-improvement and gain-sharing measures to ensure a decent standard of living for the workers and their families; to guarantee the rights of labor to its just share in the fruits of production; to enhance employment generation in the countryside through industry dispersal; and to allow business and industry reasonable returns on investment, expansion and growth</p>
<p>R. A. 6971 Productivity Incentives Act of 1990</p>	<p>To encourage productivity and maintain industrial peace through the provision of incentives to both labor and capital</p>
<p>Article 8 of Republic Act No. 7610 Article 8 (<i>Working Children</i>) of Special Protection of Children Against Abuse, Exploitation and Discrimination Act</p>	<p>To ensure that employment of any child does not endanger his/her life, safety and health and morals, nor impairs his/her development</p>
<p>R. A. 8759 Public Employment Service Office Act of 1999</p>	<p>To strengthen and expand the existing employment facilitation service machinery of the government particularly at the local levels</p>
<p>R. A. 7699</p>	<p>To institute a scheme for totalization and portability of social security benefits with the view of establishing within a reasonable period a unitary social security system</p>

An Act Instituting Limited Portability Scheme in the Social Security Insurance Systems	
R. A. (as amended by Republic Act No. 11210) Paternity Leave Act of 1996	To grant paternity leave of seven (7) days with full pay to all married male employees in the private and public sectors for the first four (4) deliveries of the legitimate spouse with whom he is cohabiting
R. A. 8291 The Government Service Insurance System Act of 1997	To expand and increase the coverage and benefits of the government service insurance system
R. A. 8972 Solo Parents' Welfare Act of 2000	To provide benefits and privileges to solo parents and their children by developing a comprehensive program of services
R. A. 10361 Domestic Workers Act or <i>Batas Kasambahay</i>	To protect domestic workers and recognize their special needs and healthful working conditions; to promote gender-sensitive measures in the formulation and implementation of policies and programs affecting the local domestic work
R. A. 11165 Telecommuting Act	To institutionalize telecommuting as an alternative work arrangement for employees in the private sector
R. A. 11199 Social Security Act of 2018	To rationalize and expand the powers and duties of the social security commission to ensure the long-term viability of the social security system
R. A. 11210 105-Day Expanded Maternity Leave Law	To institutionalize a mechanism to expand the maternity leave period of women workers. This increases the maternity leave period to 105 days for female workers with an option to extend for an additional 30 days without pay
Laws that Cover Both Education and Labor Sectors	
R. A. 7877 Anti-Sexual Harassment Act of 1995	To establish and implement mechanisms to ensure that any individual is safe from all forms of sexual harassment in the employment, education or training environment
R. A. 11313 Safe Spaces Act	To ensure the safety of all individuals from gender-based sexual harassment in streets, public places, online workplaces, and educational or training institutions
Fundamental Labor Conventions Ratified by the Philippines	

Convention 029 Forced Labour Convention	To suppress the use of forced or compulsory labour in all its forms within the shortest possible period
Convention 087 Freedom of Association and Protection of the Right to Organise Convention	To recognize that workers and employees have the right to establish and join organisations of their own choosing without previous authorisations
Convention 098 Right to Organise and Collective Bargaining Convention	To ensure that workers enjoy adequate protection against acts of anti-union discrimination in respect of their employment
Convention 100 Equal Remuneration Convention	To ensure equal remuneration for men and women workers for work of equal value
Convention 105 Abolition of Forced Labour Convention	To provide that all necessary measures shall be taken to prevent compulsory or forced labour from developing into conditions analogous to slavery
Convention 111 Discrimination (Employment and Occupation) Convention	For members to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination
Convention 138 Minimum Age Convention	For members to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons
Convention 182 Worst Forms of Child Labour Convention	For members take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency
Women Migrant Workers	
Convention/Legislation/Policies	Purpose
Global Compact for Safe, Orderly and Regular Migration (GCM)	The first inter-governmentally negotiated, but non-binding, pact to approach global migration in a holistic manner to bolster cooperation in governance of migration, to offer policy options that would address issues related to migration, and strengthen contributions of migrants to sustainable development guided by the United Nations Sustainable Development Goals 2030

Abu Dhabi Dialogue	A state-led forum for dialogue and cooperation between 12 Asian countries of labor origin and destination that are also members of the Colombo Process. A Regional Consultative Process (RCP) aims to promote safe, orderly, and regular labor migration along one of the world's most traveled migratory corridors.
Colombo Process	A member-led, non-binding, Regional Consultative Process engaged in expanding the protection of migrant workers, maximizing the benefits of overseas employment, and continually monitoring and evaluating the impact of previous recommendations and identifying future recommendations
International Convention on Protection of the Rights of All Migrant Workers & Members of their Family	A convention to promote sound, equitable, humane and lawful conditions for migrant workers and their families and encourage regional and bilateral cooperation to the pursuit thereof
IHRB Dhaka Principles	Through multi-stakeholder roundtable consultations, the Institute for Human Rights and Business (IHRB) set forth rights-based principles to enhance protections of migrant workers from recruitment through return to home country to be used by all sectors and countries where workers migrate inwards or outwards.
ILO IRIS Standard	An initiative to promote fair international recruitment for the safety of migrant workers, recruitment agencies, and relevant nations through emphasizing the rights of migrant workers, enhancing transparency and accountability in recruitment, advancing the Employer Pays Principle, and strengthening policies, regulations, and enforcement mechanisms
ASEAN Consensus & Declaration on Protection and Promotion of Rights of Migrant Workers	Following the ASEAN Declaration on the Protection and Promotion of Rights of Migrant Workers of 2007, the Consensus focuses on delivering the Cebu Declaration to ensure equal protection for migrant workers, by outlining the rights of migrant workers and the obligations of sending and receiving states.
Bilateral Agreements of the Philippines	As of October 2018, the Philippines has forged 43 bilateral labor agreements with 27 with 27 countries of destination. The BLAs are primarily with nations in the Middle East and Northern Africa, followed by nations in Asia and the Pacific.
R.A. 8042 Migrant Workers and Overseas Filipinos Act of 1995	Established a standard of protection and promotion of the welfare of overseas Filipino workers and their families, and provides for the assistance of distressed overseas Filipinos

R.A. 10022 Amendments to The Migrant Workers and Overseas Filipinos Act of 1995	Expanded the protections for overseas Filipino workers to include provisions for the eligibility of host countries for labor deployment, penalize illegal recruitment, provide for legal assistance, establish reintegration centers, require automatic repatriation of minors, mandate health screenings and compulsory insurance coverage of OFWs, expand sectoral representation in the board composition of POEA and OWWA, and develop a Congressional Oversight Committee
R.A. 11199 Social Security Act of 2018 (to include SSS payments from overseas employers) & Social Welfare Attache	The law reinforces compulsory SSS membership iterated in RA 10022, and makes mandatory contributions by remittance.
R.A. 11299 An Act Establishing the Office for the Social Welfare Attaché of 2019	Establishes Offices of the Social Welfare Attache (OSWA) as an extension of the Department of Social Welfare and Development in seven Philippine embassies and consulates, with an initial budget of Php 90 million
R.A. 11227 Handbook for OFWs Act of 2018	Mandated Philippine Overseas Employment Agency (POEA) to develop, publish, disseminate, and update a handbook on the rights and responsibilities of migrant workers
R.A. 11223 The Universal Health Care Act	The implementing rules and regulation of this act required potential overseas Filipino workers to pay PhilHealth contributions before they may become eligible for an Overseas Employment Certificate, a requirement for documented labor migration, and issued staggered increases in mandated contributions of OFWs to the PhilHealth system while under contract abroad.
Presidential Decree No. 442 The Labor Code of the Philippines and Amendments to Article 40, 41, & 42	Makes provisions within the Labor Code of the Philippines for regulations on the pre-employment and recruitment of Overseas Filipino Workers in line with the needs for national development
Joint Manual of Operations in Providing Assistance to Migrant Workers and Other Filipinos Overseas	A handbook to outline the responsibilities of various duty bearers, including but not limited to, DOLE, POEA, OWWA, DFA, DSWD, DOH, in catering both individually and in convergence to the needs and rights of OFWs
Updated Philippine Development Plan 2017-2022	Chapter 21 of the Update PDP focuses primarily on the recent reforms that include enhanced protections of the OFW and outlines the recommendations for future interventions in the area

	of migrant labor from the Philippines, as a major contributor to the country's economy.
H.B. 8057 Magna Carta of Filipino Seafarers	Pending law to improve Filipino seafarer's employment contracts and working conditions, and hold shipping or employment agencies liable in the upholding of safe environments and insurances in case of the contrary. Passed in the House in January of 2021.
H.B. 5832 Department of Overseas Filipinos Act	This law is one of the administration's priority legislations. It would create a novel Department of Overseas Filipinos and Foreign Employment to be the primary handler of the labor migration, and usurp the tasks across the many various government agencies with mandates pertaining to labor migration. It passed in the House with an overwhelming majority in March 2020, and is its counterpart in the Senate, SB2334, just missed moving to a vote in the plenary prior to the closing of session in June 2021.
Women and Health, SRHR, Adolescent Pregnancy <i>The MCW serves as the blueprint in the creation of laws that zero in on the sexual and reproductive health rights and welfare of women and girls in the Philippines.</i>	
Convention/Legislation/Policies	Purpose
R.A. 10354 Responsible Parenthood and Reproductive Health Law	A national policy for family planning, maternal and child health care, and comprehensive sexuality education
R.A. 9775 Anti-Child Pornography Act	A law that addresses child pornography
R.A. 10364 Expanded Anti-Trafficking in Persons Act	A law that provides heavier punishments for perpetrators of human trafficking
R.A. 11313 Safe Spaces Act	A law that seeks to address gender-based sexual harassment in streets, public spaces, online, workplaces, and educational and training institutions
R.A. 11210 105 - Day Expanded Maternity Leave Law	Increases the maternity leave period to 105 days for female workers with pay and an option to extend for additional 30 days without pay, and grants extension of 15 days for solo mothers
Executive Order 12: Zero Unmet Need for Family Planning	Orders the strict implementation of the RPRH Law to attain and sustain "zero unmet need for family planning"

R.A. 11036 Anti-Hospital Deposit Law	Prohibits the demand or acceptance of deposits or advance payments as prerequisite for administering basic emergency patient care and medical treatment, as well as confinement
R.A. 11036 Philippine Mental Health Law	The law provides rights-based mental health policy and a comprehensive framework for the implementation of optimal mental healthcare in the Philippines.
R.A. 11148 Kalusugan at Nutrisyon ng Mag-Nanay	The law aims to scale up nutrition intervention programs in the first 1000 days of a child's life and to allocate resources to improve the nutritional status of young children from 0 to 2 years old. It covers all the nutritionally-at-risk population, with focus on pregnant and lactating women and Filipino children who are newly born up to two years old.
R.A. 11166 Philippine AIDS and HIV Policy Act	Under the law, all private employers and employees shall be regularly provided with standardized basic information and instruction of HIV and AIDS, including topics on confidentiality in the workplace and reduction or elimination of stigma and discrimination. The act also prohibits misinformation on HIV and AIDS. One of the most important provisions of the Act allows for teenagers from 15 to 18 -- or even younger if they engage in high-risk behavior or pregnant -- to undergo HIV testing without parental consent.
R.A. 11223 Universal Health Care Act	Under this law, all Filipinos will be granted health coverage. All Filipinos are entitled to an "essential health package," which includes primary care, medicines, diagnostic, laboratory tests, and preventive, curative, and rehabilitative services. The law also prescribes reforms in the health care system.
Gender and Infrastructure	
Convention/Legislation/Policies	Purpose
Framework Plan for Women	National government agencies including the Department of Public Works and Highways (DPWH) are encouraged to promote gender-responsive governance, protect and fulfill women's human rights, and promote women's economic empowerment.
DBM-NEDA-NCRFW Joint Circular No. 2004-1	Mandates client-focused responses to gender issues and concerns involving clients and stakeholders related to the construction, maintenance and management of road infrastructures and related facilities
DPWH Special Order No. 14 s. 2010	Ensures the department's continuing compliance with Women in Development and Nation Building Act (RA 7192)

Reconstitution of the DPWH Committee on Gender and Development (COGAD)	
DPWH Special Order No. 48, s. 2011 Guidelines for Mainstreaming Gender Equality Actions in Road Infrastructure Projects	Prescribes guidelines and procedures in mainstreaming gender equality actions in all phases of road infrastructure projects and prescribes the mechanics for monitoring gender equality actions in DPWH
Women and Agriculture <i>Agriculture and Rural Development laws, policies and strategies relevant to gender equality and rural women's empowerment in agriculture</i>	
Convention/Legislation/Policies	Purpose
R. A. 7192 Women in Development and Nation, Building Act	<p>The State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men. The State shall provide women rights and opportunities equal to that of men.</p> <p>SECTION 5. Equality in Capacity to Act – Women of legal age, regardless of civil status, shall have the capacity to act and enter into contracts which shall in every respect be equal to that of men under similar circumstances. In all contractual situations where married men can act, married women shall have equal rights.</p> <p>To this end: (1) Women shall have the capacity to borrow and obtain loans and execute security and credit arrangements under the same conditions as men; (2) Women shall have equal access to all government and private sector programs granting agricultural credit, loans and non-material resources and shall enjoy equal treatment in agrarian reform and land resettlement programs; (3) Women shall have equal rights to act as incorporators and enter into insurance contracts.</p>
R. A. 9710 Magna Carta of Women	<p>Declares that equal status is given to women and men in land titling and issuance of land instruments. It recognizes the following human rights of marginalized women farmers, fishers, rural workers, and indigenous peoples.</p> <p>Section 20:</p> <p>(a) Right to Food. – The State shall guarantee the availability of food in quantity and quality sufficient to satisfy the dietary needs of individuals, the physical and economic accessibility for</p>

	<p>everyone to adequate food that is culturally acceptable and free from unsafe substances and culturally accepted, and the accurate and substantial information to the availability of food, including the right to full, accurate, and truthful information about safe and health-giving foods and how to produce and have regular easy access to them;</p> <p>(b) Right to Resources for Food Production. The State shall guarantee women a vital role in food production by giving priority to their rights to land, credit, and infrastructure support, technical training, and technological and marketing assistance [...] to ensure women’s livelihood, including food security: [...] 9) Women-friendly and sustainable agriculture technology shall be designed [...] 10) Access to small farmer-based and controlled seeds production and distribution shall be ensured and protected; 11) Indigenous practices of women in seed storage and cultivation shall be recognized, encouraged, and protected [...].”</p> <p>Section 23: Right to Livelihood, Credit, Capital, and Technology. The State shall ensure that women are provided with the following:</p> <p>(a) Equal access to formal sources of credit and capital; (b) Equal share to the produce of farms and aquatic resources; and (c) Employment opportunities for returning women migrant workers taking into account their skills and qualifications.</p>
<p>R. A. 6657 of 1988 Comprehensive Agrarian Reform Law (CARL)</p>	<p>CARL promotes the rights of rural women, independent of their male relatives and their civil status, to own and control land, to receive a just share of fruits of the land and to be represented in advisory or appropriate decision-making bodies.</p>
<p>R. A. 9700 of 2009 Comprehensive Agrarian Reform Program (CARP) Extension with Reforms (CARPER)</p>	<p>The Agri-Agra Law of 2009 mandates all banking institutions to set aside at least 25 percent of their total loanable funds for agriculture and fisheries: 15 percent for agricultural lending and 10 percent for agrarian-reform beneficiaries. The law defines ‘qualified borrowers’ and is gender-neutral in its description.</p>
<p>RA 8550 Philippine Fisheries Code of 1998</p>	<p>The State is to “provide support to the fishery sector, primarily to the municipal fisherfolk, including women and youth sectors, through appropriate technology and research, adequate financial, production, construction of post-harvest facilities, marketing assistance, and other services,” through mechanisms such as the:</p> <ul style="list-style-type: none"> ● Bureau of Fisheries and Aquatic Resources (BFAR) which should coordinate with local government units (LGUs) and other concerned agencies to enable women in fishing communities to engage in other fishery/economic activities; and

	<ul style="list-style-type: none"> • Municipal/City Fisheries and Aquatic Resources Management Councils (M/CFARMCs) and Integrated Fisheries and Aquatic Resources Management Councils (IFARMCs), which should include women and youth representatives
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Gender and Disaster Risk Reduction and Management

Convention/Legislation/Policies	Purpose
The Presidential Decree No. 1566 (1978)	Emphasizes disaster prevention, preparedness, mitigation and community preparedness against natural and man-made hazards
Local Government Code of 1991	Aimed to achieve decentralization by increased stakeholder participation for civil societies and allocated national powers and responsibilities to LGUs
Revised Fire Code of the Philippines (2008)	Assigns authority to the Bureau of Fire Protection to issue rules and regulations relating to fire management as well as to oversee national fire safety across sectors
Philippine Disaster Risk Reduction and Management Act of 2010 R. A. 10121	Focuses on pro-active disaster and climate risk reduction and management via participation of all levels and sectors. This law mandates the whole of society approach which includes considerations to gender and indigenous people.
Calamity Hazard Mitigation Program Act of 2010	Requires the PHIVOLCS and PAGASA to establish natural calamities' hazard mitigation programs for all coastal areas, to perform hazard monitoring, assessment and early warnings
Disaster Risk Reduction Management Plan (NDRRMP) 2011-2028	Mandates the implementation of sustainable, climate adaptive and disaster resilient development across sectors by fulfilling the mandates set in Decree 1566 and the Disaster Act of 2010

Source: United Nations Office for Disaster Risk Reduction. (2019). Disaster Risk Reduction in the Philippines: Status Report 2019. <https://www.undrr.org/publication/disaster-risk-reduction-philippines>

Gender, Climate Change, and Environment

Convention/Legislation/Policies	Purpose
Republic Act No. 6969 (Toxic Substances and Hazardous and Nuclear Waste Act of 1990)	Mandates the regulation of and restriction on the importation, manufacture, processing, sale, distribution, use and disposal of chemical substances and mixtures that pose risk and/or injury to health and to the natural environment.

Mini-hydroelectric Power Incentive Act R.A. 7156	Aims to center and strengthen the development of indigiensou and self-reliant scientific and technological resources and capabilities to achieve energy self-sufficiency.
Republic Act No. 8749 Clean Air Act of 1999	Directs all government agencies to adopt the integrated air quality framework as a blueprint for compliance. This includes the“polluters must pay” principle, and the prohibition of the use of the incineration method which is the burning of municipal, biomedical and hazardous waste or the process, which emits poisonous and toxic fumes.
Republic Act No. 9003 Ecological Solid Waste Management Act	“[Adopts] a systematic, comprehensive, and ecological solid waste management program” in the country. Mandates the creation of the following: a) Solid Waste Management (SWM) Board in the city, municipal, and provincial levels, b) SWM committee at the barangay level, c) submission of 10-year SWM Plan at city and municipal levels, d) establishment of Material Recovery Facilities per barangay or cluster of barangays, e) closure of open dumpsites by 2004 and conversion into controlled dumpsites, and f) banning of controlled dumpsites by 2006.
Republic Act No. 9275 Philippine Clean Water Act of 2004	Provides for the protection, preservation, revival of quality of fresh, brackish and marine waters of the country to pursue economic growth
Republic Act No. 9512 Environmental Awareness and Education Act of 2008	Promotes environmental awareness through environmental education and integrates environmental education in the school curricula at all levels, public or private, barangay day care and pre-school, and non-formal, vocational, and indigenous learning.
Republic Act 9513 Renewable Energy Act of 2008)	Promotes the development, utilization and commercialization of renewable energy and for other purposes.
R. A. 9729 Climate Change Act of 2009	Monitors and evaluates all national programs and action plans to guarantee mainstreaming of gender-responsive and pro-poor climate risk considerations across sectors. This law mandated the creation of the Climate Change Commission.
Republic Act No. 10068 Organic Agriculture Act of 2010	Establishes a comprehensive organic farming program that includes incentives for farmers engaged in the production of agricultural crops free from harmful chemical pesticides and fertilizer. This law mandates the creation of the National Organic Agriculture Board.

Presidential Decree No. 856 Code of Sanitation of the Philippines	Prescribes sanitation requirements for hospitals, markets, ports, airports, vessels, aircraft, food establishments, buildings, and other establishments.
Presidential Decree No. 1151 Philippine Environment Policy	Directs all national government agencies and their instrumentalities, government and private corporations, entities, and firms to accomplish and submit Environmental Impact Statements (EIS) for every action, project or undertaking that significantly affects the quality of the environment.
Presidential Decree No. 1586 Environmental Impact Assessment Law	Establishes and institutionalizes an environmental impact system where projects to be undertaken would be reconciled with the requirements of environmental quality. This requires proponents of critical projects and projects located in critical areas to secure an environmental compliance certificate (ECC) from the President or his duly authorized representative.
The People's Survival Fund Act R.A. 10174	Amends R.A 9729 to establish the People Survival Fund, a long-term local development fund for climate mitigation and adaptation activities.
Biofuels Act R.A. 9367	Introduces mandatory use of biofuels in fuel mix: 5% minimum of bioethanol in the gasoline mix sold and distributed within 2 years; and a minimum of 10% within 4 years. This law also mandates the creation of a National Biofuel Programme under the Department of Energy.
Energy Efficiency and Conservation Act R.A. 11285	Details plans to increase energy efficiency and reduce consumption in the Philippines. This law mandates the creation of an inter-agency committee on energy efficiency.
Green Jobs Act of 2016 R.A. 10771	Provides a framework for a transition to a low-carbon and climate-resilient green economy through the following: a) creation of green jobs, b) identification, assessment, and certification of green skills, and c) development of green higher education and technical-vocational training programs.
Women, Peace, and Security	
Convention/Legislation/Policies	Purpose
The Convention on the Elimination All Forms of Discrimination Against Women (CEDAW)	The Convention on the Elimination All Forms of Discrimination Against Women is an international treaty adopted in 1979. CEDAW's General Recommendation 19 (1992) specifically pointed out that any form of VAW is a form of discrimination against women while General Recommendation 30 (2013) laid

	out recommendations in relation to women’s participation in conflict prevention, post-conflict situations.
Beijing Platform for Action	The Beijing Platform for Action (1995) is a document that advances the rights of women and gender equality worldwide, flagging twelve critical areas of concern where action is needed to bring about concrete ways to change women's lives.
Rome Statute of the International Criminal Court	The Rome Statute of the International Criminal Court (1998) is a treaty established in a diplomatic conference in Rome in 1998 which affirms the structure and areas of jurisdiction of the International Criminal Court. The treaty recognized that VAW (rape and sexual violence) in conflict are war crimes and these are crimes against humanity and are constitutive of genocide.
UNSCR 1325	United Nations Security Council Resolution 1325 on Women, Peace and Security acknowledged the disproportionate and unique impact of armed conflict on women and girls and became the basis for the establishment of the Philippines’ National Action Plan on Women, Peace and Security.
UNSCR 1820	United Nations Security Council Resolution 1820 condemns the use of sexual violence as a tool of war and declares “rape and other forms of sexual violence can constitute war crimes, crimes against humanity or a constitutive act with respect to genocide.”
Women and Access to Justice	
Convention/Legislation/Policies	Purpose
M.O. No. 40-2020 Video Conferencing Order	In May of 2020, the memorandum created a Special Committee on Virtual Hearings and Electronic Testimony, and allowed for the use of videoconferencing technology in the justice system during the interim.
A.M. No. 20-12-01-SC Proposed Guidelines on the Conduct of Videoconferencing	Approved in December 2020, the Supreme Court’s Technical Working Group established guidelines for the institutionalization of videoconferencing as an alternative to in-court appearances, that would grant even overseas Filipinos the ability to appear before a judge. The guidelines allow for videoconferencing to continue even after the COVID-19 pandemic subsides.
R.A. 11479 The Anti-Terrorism Act of 2020	This act repealed the Human Security Act of 2007 defines terrorism as engagement in any act intended (a) to cause death, serious harm, or endanger life, (b) to cause extensive damage to public or private property, (c) to cause extensive interference or

	destruction to critical infrastructure, (d) develop, manufacture, possess, transport, supply, or use weapons, explosives or chemical warfare and (e) release of dangerous substances, arson, causing floods or explosions when the act is to intimidate the general public, provoke the government or any international organization, or destroy the fundamental structures of the country. If found guilty, the party would be sentenced to life imprisonment without the possibility of parole.
R.A. 8505 Rape Victim Assistance and Protection Act of 1998	Establishes rape crisis center in every province and city to assist and protect rape victims in the litigation of their cases and recovery. Enumerates responsibilities of police officers and other related parties of the justice system, prohibits probing into the sexual history of the victim through a rape shield, and provides funding for the operationalization of the law.
Ordinance No. SP-2357, S-2014 The Quezon City Gender-Fair Ordinance	In 2014, Quezon City passed an expanded ordinance to provide policy for anti-discrimination on the basis of Sexual Orientation, Gender Identity and Expression (SOGIE). Not only did the ordinance aim to eliminate discrimination and harrassment, it also provided for SOGIE concerns to be taken up in local police stations at the mandated VAWC desks. The city first passed Ordinance No. SP-1309, S-2003, or the Anti-Discrimination Order in 2003, which was the first of its kind in the country.
R.A. 9406 An Act Reorganizing and Strengthening the Public Attorney's Office (PAO) of 2007	The act amended E.O. 942 or The Administrative Code of 1987 to reorganize what was formerly called the Citizen's Legal Assistance Office (CLAO), define its roles and responsibilities, and make provisions for special allowances and funding.
R.A. 6981 Witness Protection, Security and Benefit Act	Establishes the Witness Protection Program to encourage witnesses to a crime to testify in court or quasi-judicial bodies with protection to prevent reprisals or economic dislocation. It provides for security and escort services, immunity from prosecution, secured housing, medical benefits, travel and subsistence allowance, free education for dependents, means for livelihood and subsistence allowance, travel expenses, and death benefits.

ANNEX 4: Map of Actors

Map of Actors: Gender Equality National Mechanisms				
Institution	Classification	Mandate or Goal	Existing Programme	Website
Gender, Education, and Participation in Labor Market				
Department of Education (DepEd)	National government agency	DepEd formulates, implements, and coordinates policies, plans, programs and projects in the areas of formal and non-formal basic education. It supervises all elementary and secondary education institutions, including alternative learning systems, both public and private; and provides for the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development.	DepEd has a Gender-Responsive Basic Education Policy in line with its Gender and Development (GAD) mandate, the Magna Carta of Women (MCW), the Enhanced Basic Education Act of 2013, and the Philippines' International Human Rights Commitments to the Universal Declaration of Human Rights (UDHR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of the Child (CRC) among others.	DepEd website
Commission on Higher Education (CHED)	National government agency	CHED promotes relevant and quality higher education (i.e. higher education institutions and programs are at par with international standards and graduates and professionals are highly competent and recognized in the international arena); ensures that quality higher education is accessible to all who seek it particularly those who may not be able to afford it; guarantees and protect academic freedom for continuing intellectual growth, advancement of learning and research, development of responsible and effective leadership, education of high level professionals, and enrichment of	CHED has been pushing for the agenda to mainstream gender and development in higher education since 2010. It has issued several landmark policy statements and documents, the most prominent of which is CHED Memorandum Order (CMO) No. 01, series of 2015 or the "Establishing the Policies and Guidelines on Gender and Development in CHED and HEIs."	CHED website

		historical and cultural heritages; and commits to moral ascendancy that eradicates corrupt practices, institutionalizes transparency and accountability and encourages participatory governance in the Commission and the sub-sector.		
Miriam College Women and Gender Institute (WAGI)	Academic institution	WAGI is Miriam College’s specialized center for research, training, and advocacy on women’s rights, gender equality and non-sexist learning in support of the leadership of young women and students.	WAGI conducts the following programs in Miriam College and in various education, non-profit, government, and private institutions: Gender Fair Education Program, Gender Peace and Security Program, Gender and Development Program, Young Women’s Leadership Program, Feminist Research Program, Mid-Year Training Institute and the Gigi Francisco Research and Scholarship Fund.	WAGI microsite
University of the Philippines Center for Women’s and Gender Studies (UP CWGS)	Academic institution	UP CWGS serves as the University of the Philippines’ oversight body on women’s/gender concerns, acts as catalyst for gender mainstreaming, authority on women’s concerns, and lead advocate of women’s empowerment, gender equity, and gender equality. The objectives of the Center are: <ul style="list-style-type: none"> ● To create and sharpen awareness of women’s and gender issues in the University as well as in the larger society; ● To encourage and strengthen teaching, research, extension, and advocacy programs on and for women, and gender mainstreaming; ● To strengthen and vitalize multi- 	UP CWGS has four major programs: research; publication and resource collection; curriculum development; and training, extension, and outreach.	CWGS website

		<p>and interdisciplinary programs in women's and gender studies;</p> <ul style="list-style-type: none"> • To initiate the integration of gender concepts in the academic curricula; • To promote incentives for, and the recognition of, women's achievements and contribution to national development and gender consciousness; • To provide an organizational umbrella for System-wide activities in women's and gender studies. 		
Technical Education and Skills Development Authority (TESDA)	National government agency	TESDA is the government agency tasked to manage and supervise technical education and skills development in the Philippines.	Among TESDA's specialized training centers is the TESDA Women's Center (TWC) that seeks to advance the economic status of women through training, entrepreneurship development, gender sensitive policies, programs and projects and research and advocacy.	TESDA website
Foundation for Women's Advancement (FWA)	International non-governmental organization	FWA empowers women within their communities and funds educational programs that provide professional skills and training, high school/college scholarships, character development, and more.	FWA implements the following programs: program on youth and high school girls and provision of educational materials; training programs for mentors/counselors; educational/developmental activities; scholarships for graduating members toward college; financial assistance for textbooks, educational materials and transportation; and expansion of programs to more schools and locations.	FWA website Philippines entry
Room to Read	International non-governmental organization	It is an organization that focuses on children's literacy and girls' education. With the goal of encouraging learning and ending	Room to Read provides books in Filipino to encourage Filipino children to develop reading skills and have confidence. The	Room to Read website

		illiteracy, one way they have reached students is by distributing books.	organization unveiled 20 new books at an event with the Department for Education, publishers, authors and more. These books share themes of personal challenge, inclusion and gender inequality.	
Department of Labor and Employment- Institute of Labor Studies (DOLE-ILS)	National government agency	DOLE-ILS contributes to efficient and effective labor and employment policy and decision-making through relevant, responsive, and high quality policy research and research support.	DOLE-ILS produces research on gender pay inequality, biases, and discrimination in the workplace; gender issues/awareness and consciousness-raising/public dialogues and discussions; indigenous women concerns, needs, and issues; gender mainstreaming of the Magna Carta of Women in the workplace, especially in civil services; and maternity/child-rearing needs and health concerns of working mothers at work.	DOLE-ILS website
Partido Manggagawa	Political organization	Partido Manggagawa's mission is to forge the unity of the workers into an independent working class party to organize them as a potent political force in social transformation towards the advancement and protection of labor from the scourge of globalization, establishment of a genuine workers' government and the emancipation of the working class from capitalist exploitation and wage slavery.	Partido Manggagawa's workers' reform agenda has a dedicated section on women's economic independence and political rights. The organization has been active in the campaigns for the passage of the Reproductive Health law and its implementation, End Violence Against Women, the Subic Rape Case/Justice for Nicole, anti-discrimination, enactment of the Sexual Orientation, Gender Identity and Expression bill, and the passage of the 105 Day Maternity Leave of 2021 among others.	Partido Manggagawa Facebook page Archived website
Sentro ng mga Nagkakaisa at Progresibong	Non-governmental organization	SENTRO commits to take social movement unionism (SMU) to new heights by intensifying the	SENTRO's vision and principle as an organization includes gender equality. This reflects on its union	SENTRO website

Manggagawa (SENTRO)		organizing of industry and sectoral unions in the country.	programs, especially in education and campaign work.	
Kilusang Mayo Uno (KMU)	Labor union	KMU is an independent labour center promoting genuine, militant and patriotic trade unionism.	KMU aims to protect and promote the workers' right to employment, a decent wage, humane working conditions, and their right to form unions, bargain collectively and to strike; defend the workers movement from yellow unionism and its reformist, economist and collaborationist tendencies; and heighten the political awareness and class consciousness of the workers through massive education, organizing and mobilizations in and out of the workplace.	KMU Facebook page
Women Workers' Movement (KMK)	Civil society organization	The KMK is a mass organization of women workers in the manufacturing, services and agricultural sector for the full emancipation of women from class and gender oppression.	KMK concentrates on general workers' issues which deal with trade union repression, low wages, job insecurity and poor working conditions as well as specific women workers' issues like discrimination in gainful employment, sexual abuse and harassment, full payment and increase in the number of days for maternity leaves, immediate release of women worker detainees, implementation of legislated services for women like nurseries or day care centers in factories wherein majority are women workers, health and safety especially to women in their reproductive years, justice to families of slain women workers in the picket lines and many others.	KMK Facebook page Feminist Archives entry
Bukluran ng	Political	BMP is a socialist labor center in the	BMP upholds the principles that	BMP

Manggagawang Pilipino (BMP)	organization	Philippines, composed of federations, trade unions and informal workers' associations.	the working class is the only revolutionary class; the freedom of workers will be brought about by workers themselves; class struggle and government of the people; workers as leaders of the nation; organize workers as a social class; and proletarian internationalism.	website
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Women in Entrepreneurship and Access to Financial Services

Homenet Philippines	Non-governmental organization	Homenet Philippines is a broad coalition of groups with homemaker constituencies whose goal is to empower home-based workers, particularly women; facilitate organization, develop their capabilities, improve access to resources, and contribute to realization of social protection.	Homenet Philippines implements the following programs: production and marketing assistance for women-led enterprises; awareness-raising and community development activities to heighten the awareness of the members on economic and social realities; participatory research with a gender lens; support for local economies; and campaign for housing for all. Other advocacy agendas includes the ratification of International Labour Convention Convention 177 on Homework; revision and implementation of Department Order No. 5 on Homeworkers and its integration, together with other homebased workers' concerns, into the Labor Code; enactment of the Magna Carta for the Informal Sector; amendment and implementation of the Barangay Micro Business Enterprises Law, Provision of Assistance to Women Engaging in Micro and Cottage Business Enterprises Law, and Magna Carta for Micro, Small and Medium Enterprises; greater coverage of homebased workers by SSS and	Homenet Philippines website
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			PhilHealth, and support for indigenous social protection schemes initiated by homebased workers in their communities; greater protection in the workplace through promotion of occupational safety and health, reproductive health and rights, prevention and punishment of sexual harassment and other forms of violence against women and children; promotion of leadership programs which emphasize labor rights; and representation in trade unions and in tripartite bodies	
Department of Trade and Industry (DTI)	National government agency	The DTI is responsible for realizing the country's goal of a globally competitive and innovative industry and services sector that contributes to inclusive growth and employment generation.	DTI has a Kapatid Mentor Me' program which provides sessions on government services that support micro, small and medium enterprises (MSMEs) and introduces specific government agencies and programs that can help women entrepreneurs. Other programs aim to expand women's access to economic opportunities focusing on enterprise development, trade policy, investment promotion and consumer protection; expand women entrepreneurs access to production networks, investments and finance, and create an enabling environment for recovery and build back better for businesses that are resilient, sustainable and capable of leveraging the digital economy; provide transformation and resilience building program to strengthen and level up see response recovering MSMEs owned or managed by women by	DTI website

			equipping them with tools and skills to adopt to the new normal with digitalisation at its core; and focus on welfare interventions for women consumers by providing timely and appropriate information on safe access to quality goods and services for the household and their businesses; promote digital literacy to increase consumer capability and confidence; and empowering women to seek redress for their grievances and complaints as consumers.	
Philippine Business Coalition for Women Empowerment (PBCWE)	Non-governmental organization	PBCWE is made up of influential businesses that are large employers who will take the appropriate steps to improve gender equality in their own workplaces and to influence businesses, both in their supply chains and other large businesses, and to also become better employers of women.	PBCWE supports companies in their workplace gender equality, diversity and inclusion initiatives; increase number of women in the workforce; increase number of women in senior and top management; introduce/improve policies to address issues vis a vis recruitment and promotion; introduce/improve policies vis-a-vis harassment in the workplace; and assist companies in formulation flexible work arrangements/institutionalising these through formal human resources policies.	PBCWE website
Investing in Women (IW)	International non-governmental organization	IW aims to accelerate women's economic empowerment in Southeast Asia, primarily in Indonesia, Vietnam and Philippines.	IW promotes workplace gender equality in large corporations through business coalitions; increasing capital for women owned and led small and medium enterprises through partnerships with impact investors and gender lens investing; and shifting gender norms through campaigns and social marketing.	Investing in Women website

Women's Business Council Philippines, Inc. (WomenBizPH)	Non-governmental organization	As an advocacy group, WomenBizPH is an active force in looking for solutions to challenges women in leadership and women in business generally face in the conduct of their business. Further, it seeks to promote women-led and women-owned enterprises through networking and through the use of technology. Its objective is to advocate and facilitate the needed accesses of women in business, particularly small and medium enterprises, to become sustainable, to thrive, to grow.	WomenBiz PH implements the following programs: I am Woman WOMENar Learning Series; Bayanihan CARES Financial Program; among others.	WomenBiz PH website
Philippines Women's Economic Network (PhilWEN)	Non-governmental organization	PhilWEN is a consortium of six business groups advocating the economic empowerment of women. Among the primary objectives of WomenBizPH are enhancing women's access to finance, access to markets, generating benchmark data and research on women in business, and entrepreneurship development.	PhilWEN implements programs and projects through its network Women's Business Council Philippines, Inc.; Filipina CEO Circle, Inc.; Women Corporate Directors Philippines; Samahan ng mga Pilipina para sa Reporma at Kaunlaran; Business and Professional Women Makati; and Network for Enterprising Women.	PhilWEN website
Promoting Economic Empowerment of Women at Work in Asia Programme (WeEmpower Asia)	UN System initiative	WeEmpowerAsia is a joint programme of the European Union and UN Women, aimed at increasing the number of women who lead and participate in private-sector businesses in China, India, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam, thus advancing inclusive and sustainable growth along with more gender-equal trade opportunities with Europe.	The project works to boost women's entrepreneurship and economic empowerment, and to promote growth along with stronger links between European and Asian markets through gender-sensitive trade and supply chains.	WeEmpowerAsia
Women Migrant Workers				
Department of	National	DOLE aims to promote gainful	DOLE implements the following	DOLE

Labor and Employment (DOLE)	government agency	employment opportunities; develop human resources; protect workers and promote their welfare; and maintain industrial peace.	programs: EnA (Single Entry Approach); DOLE-Abot Kamay ang Pagtulong (DOLE-AKAP) Program; National Skills Registration Program; among others. The following agencies under DOLE implement programs that cater to women migrant workers: Overseas Workers Welfare Administration (OWWA); Philippine Overseas Labor Offices (POLO); Philippine Overseas Employment Administration (POEA); SEnA (Single Entry Approach); International Labor Affairs Bureau (ILAB); and National Reintegration Center for Overseas Filipino Workers.	Website
Overseas Workers Welfare Administration (OWWA)	National government agency	OWWA is vested with the special function of developing and implementing welfare programs and services that respond to the needs of its member-OFWs and their families. It is endowed with powers to administer a trust fund to be called the OWWA Fund.	OWWA implements the following GAD programs and projects: Bahay Kalinga; Women REACH; Pre-Departure Orientation Seminars; Enterprise Development and Loan Program; E-Care System; and Balik Pinas Balik Hanapbuhay among others.	OWWA website
Commission on Filipinos Overseas (CFO)	National government agency	CFO is tasked to promote and uphold the interests, rights and welfare of overseas Filipinos and strengthen their ties with the Motherland.	CFO implements the following programs: Community Education Program; Peer Peer Counseling Program; Overseas Filipino Remittances for Development; and BaLinkBayan, among others.	CFO website
Department of Foreign Affairs	National government agency	The DFA advises and assists in planning, organizing, directing, coordinating, integrating, and evaluating the total national effort in the field of foreign relations in pursuit of its Constitutional mandate.	The DFA implements the following programs and offices that cater to women migrant workers: embassies; consulates; Assistance to National Unit (ATNU); Office of the Undersecretary for Migrant Affairs	DFA website

			(OUMWA); Migrant Workers and Other Filipinos Resource Centers; Joint Assistance Desk (JAD); Joint Case Management Team (JCMT); Legal Assistance Fund (LAF); and Overseas Preparedness Response Team (OPRT).	
Batis Center for Women (Batis)	Non-governmental organization	Batis is committed to inform and educate the general public on the plight of women migrant workers in order to generate a strong public opinion against the exploitation and continued deployment of women migrant workers; and, respond to specific needs of distressed women migrant workers, their children, and families through empowerment, wherein they themselves participate in the struggle to change the oppressive and exploitative conditions within their family, their community and the society.	Batis ensures the gender-responsiveness of their programs and services through awareness-raising and capacity-building for staff and clients. They work towards the psychosocial, social and economic empowerment of women migrant workers and their families, including transnational children.	Batis Center for Women website
Safe and Fair Program	UN System Initiative	This project is part of the multi-year EU-UN Spotlight Initiative to Eliminate Violence against Women and Girls. Safe and Fair is implemented through a partnership between the ILO and UN Women (in collaboration with UNODC) with the overriding objective of ensuring that labour migration is safe and fair for all women in the ASEAN region.	Safe and Fair is implemented through the following strategies: improving the frameworks that govern labour migration and ending violence against women; improving access to information and services for women migrant workers and opportunities for them to network and organise; producing data and evidence on the experiences of women migrant workers; and campaigning to generate a better understanding of the contribution of women migrants.	Safe and Fair profile
Center for Migration Advocacy -	Non-governmental organization	The Center for Migrant Advocacy – Philippines is an advocacy group that promotes the rights of overseas	CMA implements advocacy campaigns that help raise awareness and promote the rights	Center for Migrant Advocacy

Philippines		Filipinos, land or sea-based migrant workers, Filipino immigrants and their families. The center helps to improve the economic, social and political conditions of migrant Filipino families everywhere through policy advocacy, information dissemination, networking, capability-building and direct assistance.	and welfare of overseas Filipino workers and their families by speaking and writing about migrants' rights.	website
Blas F. Ople Policy Center and Training Institute (Ople Center)	Non-governmental organization	The Ople Center advocates for migrant workers' rights and welfare.	The Ople Center implements the following programs: overseas Filipino workers assistance; anti-human trafficking; peace and development; and skills training.	Ople Center website
Development Action for Women Network (DAWN)	Non-governmental organization	DAWN was established to assist distressed women migrants from Japan, as well as their Japanese-Filipino children, in the promotion and protection of their rights and welfare.	DAWN implements the following programs and activities: child online protection and cyber safety campaign; recommendations to the 10th ASEAN Forum on Migrant Labour; provision of social services and alternative livelihood to distressed migrants; research and advocacy to widen discussion on critical issues affecting migrant women; and publishing of books and journals.	DAWN website
Migrant Forum in Asia (MFA)	International non-governmental organization	MFA is a regional network of non-government organizations (NGOs), associations and trade unions of migrant workers, and individual advocates in Asia who are committed to protect and promote the rights and welfare of migrant workers.	MFA commits to address violations of migrants' human rights; intensify education and organizing work among migrants to challenge globalization, and help develop initiatives by migrants; help create alternative sustainable economic models, processes and practices for migrants; broaden and strengthen our alliances and solidarity among networks, organizations and groups working for migrants' issues, cutting across	MFA website

			classes, sectors and nationalities; and launch coordinated initiatives and actions to build and strengthen popular movements and political momentum to promote a migrant agenda that shall include lobbying, petition, mass actions in the national, regional and/or international arena.	
National Economic and Development Authority (NEDA) Committee on Migration and Development	National government agency	The NEDA Committee on Migration and Development provides a mechanism to respond to the varied migration-related issues, both on internal and international migration	The NEDA Committee on Migration and Development implements programs that respond to the needs of women migrant workers.	NEDA website
International Domestic Workers Federation (IDWFed) Asia Pacific	International non-governmental organization	IDWFed Asia Pacific's objective is to build a strong, democratic and united domestic/household workers global organization to protect and advance domestic workers' rights everywhere.	Campaigns to ratify International Labor Organization (ILO) Convention (C) 190 on Violence and Harassment, ILO C189 on Domestic Work; and to invest in care and decent work for domestic workers.	IDWFed website
Trafficking and Exploitation of Sex Workers				
Inter-Agency Council Against Trafficking (IACAT)	National government agency	The IACAT is the central coordinating body that monitors and oversees the strict implementation of the Expanded Anti-Trafficking in Persons Act.. It is tasked to develop comprehensive and integrated programs to prevent and suppress trafficking in persons, establish the necessary institutional mechanism for the protection and support of trafficked persons, and ensure the timely, coordinated, and effective response to cases of trafficking in persons particularly in the	The IACAT conducts many different projects geared towards the elimination of trafficking in persons in the Philippines, prevention of the occurrence of trafficking, the protection and rehabilitation of victims and conviction of trafficking offenders.	IACAT website

		investigation and prosecution of trafficking persons cases.		
Philippine Sex Workers Collective	Civil society organization	The Philippine Sex Workers Collective is an organisation of current and former sex workers who reject the criminalisation of sex work and the dominant portrayal of sex workers as victims.	The Collective advocates for the rights of sex workers and the deriminalization of sex work.	PSWC Facebook page
Inter-agency Council Against Child Pornography (IACACP)	National government agency	IACACP is tasked to coordinate, monitor, and oversee the implementation of Anti-Child Pornography Act.	IACACP formulates the National Response Plan on Online Sexual Abuse Exploitation of Children (OSAEC) 2016-2020 and other policies, advocacies, and strategies related to OSAEC, among others.	IACACP website
ECPAT Philippines	International non-governmental organization	ECPAT coordinates research, advocacy and action to end the commercial sexual exploitation of children.	ECPAT works directly with survivors when a shelter was built for girls who are victims and survivors of commercial sexual exploitation.	ECPAT website Philippines entry
RENEW Foundation (RENEW)	International non-governmental organization	RENEW Foundation is a Christian, international non-governmental organization dedicated to empowering female survivors of human trafficking and prostitution in the Philippines.	RENEW offers renewal through freedom, faith in Christ, and economic opportunity to Filipino women and children exploited through trafficking and prostitution; and eradicate the human trafficking of women and children through advocacy, networking and education for the purpose of supporting protecting and empowering victims.	RENEW website
Women and Health, SRHR, Adolescent Pregnancy				
Likhaan Center for Women's Health (Likhaan)	Non-governmental organization	Likhaan responds to women's expressed need for sexual and reproductive rights and health services.	LIKHAAN implements the following programs: community organizing and education to develop a critical mass of women	Likhaan website

			and community leaders who can address gender power inequalities in families and communities; provision of direct services through primary care clinics that adopts a primary health care approach centered on women's sexual and reproductive health needs and their rights to health; and policy advocacy to change health and health-related policies and programs to conform with women's equality and rights.	
Roots of Health	Non-governmental organization	Ugat ng Kalusugan / Roots of Health works to empower women, young people and families in Palawan, Philippines to lead healthy reproductive lives by providing rights- and results-based educational and clinical services.	Roots of Health provides rights- and results-based educational and clinical services, advocates for comprehensive sexuality education/information so women and girls can make informed decisions on their health; and works with local stakeholder partners and gatekeepers for adolescent health, implementation of the Reproductive Health Law, and the adoption of more youth-friendly policies and services.	Roots of Health website
Forum for Family Planning and Development, Inc.	Non-governmental organization	The Forum bridges information and service gaps among the poor and the youth, on population management, health, nutrition and family welfare in selected areas of the country.	The Forum sets up a roster of well known individuals to help managers and implementers of population management, health, nutrition and family welfare programs; draws assistance from international, national and local associations and appropriate agencies to support the roster of experts and its activities; and develops youth and future community leaders by encouraging their participation in the	The Forum website

			Forum-initiated population management, health, nutrition and family welfare through capacity-building and advocacy interventions including strategic leadership training and communications.	
Amarela PH	Non-governmental organization	Amarela PH is a youth-led initiative that advocates for sexual and reproductive healthcare in the Philippines. Amarela also advocates for women empowerment and gender inclusivity, and protest against sexual violence	Amarela pushes for its advocacies by raising awareness and providing quality information online regarding sexual and reproductive healthcare alongside women's rights. Amarela organizes the following projects: Amarela Talks, AmaRELIEF initiatives, and publication series such as Woman Up, Consent Talks series, and our Safe Sex 101 series.	Amarela website
United Nations Population Fund (UNFPA)	International non-governmental organization	UNFPA is the United Nations sexual and reproductive health agency. Our mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled.	UNFPA works with the government to achieve the latter's objective of fulfilling universal access to sexual and reproductive health care and reducing maternal deaths. development of the costed implementation plan (CIP). CIP is a multi-year actionable roadmap designed to help governments achieve their SRH goals. UNFPA provides analysis on population dynamics to help strengthen national policies and international development agendas through integration of evidence-based analysis on population dynamics and their links to sustainable development, sexual and reproductive health and reproductive rights, HIV and gender equality. NFPA also provides life-saving information	UNFPA Philippines

			using alternative modalities such as community-based radio, two-way radio, SMS text blasts, recorrida (a vehicle with a megaphone that broadcasts information around the community), and house to house visits, among many others.	
Commission on Population and Development (POPCOM)	National government agency	The Commission on Population and Development (POPCOM) is the central policy-making, coordinating and monitoring body of the government's population program. POPCOM spearheads the preparation of the Philippine Population Management Program Direction Plan (PPMP DP). The Plan clearly outlines the vital strategies to be instigated to facilitate population processes and outcomes that could substantially contribute to the fulfillment of set socio-economic development goals as provided in the Philippine Development Plan (PDP). It lays out the major directions and inter-agency strategies for the population management program at all levels.	POPCOM integrated GAD in all its major programs: Responsible Parenthood and Family Planning, Adolescent Health and Development, and Population and Development Integration. In each program component, gender and development is accounted for in the design of various stages of any program and policy strategy. POPCOM invests in creating awareness and technical capacities of various gender and development concepts and tools among its personnel. POPCOM also pushes for male involvement in reproductive healthcare programs and services. One of the programs that addresses this is KATROPA (Kalalakingang Tapat sa Responsibilidad at Obligasyon sa Pamilya). POPCOM conducts KATROPA sessions to educate men to be more involved in maternal health and responsible parenting, and eventually make them advocates themselves.	POPCOM website
Family Planning Organization of the Philippines (FPOP)	Non-governmental organization	FOPPO is a service-oriented organization providing sexual and reproductive services to all the Filipinos, especially the poor, marginalized, socially excluded and underserved.	FPOP provides direct services such as family planning counseling, maternal health, child health, medical, dental, and reproductive health services through their clinics. FPOP also distributes	FPOP website

			family planning supplies to poor, marginalized, socially excluded and underserved groups, through a network of program volunteers or community-based volunteers (CBVs) who conduct community organizing, information campaigns and contraceptives distribution in their respective communities.	
Philippine Safe Abortion Advocacy Network (PINSAN)	Non-governmental organization	PINSAN commits to work towards achieving full realization of women and girls' human rights – including their sexual and reproductive health and rights.	PINSAN advocates for the decriminalization of abortion in the Philippines and the realization of women's right to post-abortion care under existing laws and policies. Additionally, PINSAN review current legal and policy restrictions on abortion, communicates to the public and policy makers to end stigma and misinformation relating to abortion, and provides accurate and scientifically sound information on access to safe abortion to Filipino women and young people.	PINSAN website
Women's Global Network for Reproductive Rights (WGNRR)	International non-government organization	WGNRR is a southern-based global network that connects and strengthens movements for sexual and reproductive health and rights (SRHR) and justice.	WGNRR organizes capacity-building activities, policy advocacy and campaigns on the following program areas: access to safe and legal abortion, SRHR for All, and young people's leadership in SRHR. WGNRR also leads in the coordination of the International Day of Action for Women's Health.	WGNRR website
Gender-Based Violence, Including Domestic Violence				
Gabriela National Alliance of Women	Political organization	GABRIELA's core work in organizing women includes education and capacity building, campaign and policy advocacy,	GABRIELA organizes Filipino women, primarily from marginalized sectors of society, and helps educate and empower	GABRIEL A Facebook page

		<p>direct services to women, and building linkages at the local, regional, national and international spheres to mobilize women's participation in upholding and promoting women's rights and interests</p>	<p>them to fight for their rights and interests through collective action; provides direct services to marginalized women including counseling services to women survivors of VAW, medical missions, free clinics, relief and rehabilitation in times of disaster and capability building trainings on women's health and women's rights; and builds networks and links with other local and international women's organizations and institutions for cooperation and mutual support as well as with other people's organizations in the Philippines and in other countries.es to mobilize women's participation in upholding and promoting women's rights and interests</p>	
Lunas Collective	Non-government organization	<p>Lunas Collective operates a volunteer-powered chat helpline to support people seeking help or information about gender based violence and reproductive health and contraceptives, and hosts learning sessions and care events that to promote feminist, survivor-centered care.</p>	<p>Lunas' main programme is the provision of care and support to all who experience any kind of exclusion, discrimination, discomfort related to sexuality, GBV, and SRH. Policies include celebrating sexuality, inclusivity and non-discrimination (sex, gender identity, age, and other social categories), privacy and confidentiality, prioritising the comfort, pleasure and sense of safety of service users and volunteers above all else, honouring consent and refusal to provide consent (consent to share stories, to volunteer, to do work, etc). Lunas also promotes survivor-centered care and feminist messages about GBV and RH to</p>	<p>Lunas Collective Facebook page</p>

			shift the public discourse on these issues and hosts care sessions that are safe and fun and help people experience sexuality positively.	
Inter-Agency Council on Violence Against Women and their Children (IACVAWC)	National government agency	IACVAWC ensures effective implementation of the RA 9262 or the Anti-VAWC Act and is the lead coordinator and monitoring body on VAWC initiatives. The Council is composed of 12 member agencies: CSC, CHR, DepEd, DOH, DILG, DOJ, DOLE, DSWD, PCW, CWC, PNP and NBI. These agencies are tasked to formulate programs and projects to eliminate VAWC based on their mandates, as well as develop capacity building programs for their employees to become more gender sensitive to the needs of their clients.	IACVAWC implements the following programs: promotion of RA 9262 or the Anti-VAWC Act; capacity-building of stakeholders; development of comprehensive programs for VAWC victim-survivors, networking with other stakeholders, monitoring of the implementation of RA 9262, and research to include the integrated approach to eliminate VAWC.	PCW website IACVAWC entry
Office of Cybercrime, Department of Justice	National government agency	The DOJ Office of Cybercrime serves as the central authority in all matters relating to international mutual assistance and extradition, as far as cybercrimes and collection of electronic evidence is concerned.	The DOJ Office of Cybercrime spearheads the drafting of the implementing rules and regulation of the chapter on gender-based online sexual harassment (GBOSH) of Republic Act (R.A.) No. 11313 or the Safe Spaces Act. The office also conducts seminars and webinars on GBOSH.	DOJ Office of Cybercrime
Philippine National Police Women and Children Protection Center (PNP WCPC)	National government agency	The PNP WCPC investigates VAWC, Trafficking in Persons (TIP) and other GBV cases.	The PNP WCPC initiates investigation and counter-trafficking-intelligence gathering upon receipt of statements or affidavits from victims of trafficking, migrant workers or their families who have knowledge or information of cases involving trafficking in persons; conducts investigation and operations against offenders of	PNP WCPC website

			<p>violence against women and children (VAWC) and trafficking in persons as well as initiate necessary actions against these offenders, and effects their arrest to ensure prompt prosecution; undertakes surveillance and monitoring of suspected traffickers as well as their modi operandi, and executes necessary proactive campaigns to deter the commission of such crimes; handles cases of battered women and children; conduct computer-based investigations, in coordination with the PNP Anti-Cybercrime Group and other law enforcement agencies, to identify and apprehend suspects who utilize the internet to entice and/or coerce young people into prostitution; assists local police units in human trafficking-related investigations and/or task force operations; conducts rescue operations of victims of violence against women and children (VAWC) as well as victims of trafficking in persons; and conducts relevant information-gathering activities, processing and analyses of gathered information for policy and strategy formulation.</p>	
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Gender and Infrastructure

Department of Public Works and Highways (DPWH)	National government agency	The DPWH is mandated to undertake (a) the planning of infrastructure, such as national roads and bridges, flood control, water resources projects and other public works, and (b) the design,	DPWH implements the following GAD-related programs: dissemination of Guidelines, Primers, Manuals on Infrastructure and Women’s Roles; institutionalization of	DPWH website
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		<p>construction, and maintenance of national roads and bridges, and major flood control systems.</p>	<p>non-discriminatory hiring, training and promotion in Infrastructure Agencies, mobilization of women in Barangay Power Associations, Barangay Waterworks and Sanitation Associations, Water Districts, etc.; consultation with women In needs assessment Activities, and raining women in planning, implementation, operation, management and maintenance of facilities.</p>	
<p>Department of Transportation (DOTr)</p>	<p>National government agency</p>	<p>The Department of Transportation (DOTr) is the primary policy, planning, programming, coordinating, implementing and administrative entity of the executive branch of the government on the promotion, development and regulation of a dependable and coordinated network of transportation systems, as well as in the fast, safe, efficient and reliable transportation services.</p>	<p>Every year, the DOTr-Central Office and its Sectoral Offices and Attached Agencies and Corporations prepare and submit their respective GAD Plans, Programs and Activities (PPAs) to the Philippine Commission on Women (PCW) formerly National Commission on the Role of Filipino Women (NCRFW) following a given format. The DOTr GAD Plan is a vehicle for translating national policies on gender equality and women's empowerment into concrete programs and projects in the transport sector. It is based on the Department's/Agencies mandates and regular plans and the Philippine Plan for Gender Responsive Development (PPGD). It contains the issues that need to be addressed categorized as (1) Agency-focused: PPAs responding to GAD mainstreaming concerns and (2) Client-focused: PPAs addressing GAD issues among clients.</p>	<p>DOTr website</p>

Move as One Coalition	Civil society organization	Move As One is a broad civil society coalition of 140 organizations and 77,000 individuals fighting for a safer, more inclusive, and more humane transportation system in the Philippines. Move as One advocates for justice in Philippine roads by advocating for bike lanes and better public transportation services, and correcting the inequality of car-centric policies.	Move As One's advocates for the needs of vulnerable road users which include women, persons with disabilities, and the elderly. These include wider walkways and at-grade pedestrian lines, road safety and safe spaces, among others.	Move as One Coalition Facebook page
Pinay Bike Commuters Community (PBCC)	Civil society organization	Pinay Bike Commuters Community is a community of women using their bicycles as a commuting partner.	Pinay Bike Commuters Community empowers women bike commuters through advocacy and community-building. PBCC hosts a facebook group for women cyclists, which serves as a platform for inquiries, grievances and tips. PBCC has also been able to mobilize members to participate in awareness-raising activities for issues like gender-based violence.	Pinay Bike Commuter Facebook page
Bicycle Friendly Philippines	Civil society organization	Bicycle Friendly Philippines is a movement that works towards a more conducive environment for cycling by coordinating with policy makers, government agencies, and LGUs.	Bicycle Friendly Philippines engages government agencies, LGUs and policy-makers to help establish a transport policy environment that encourages cycling as an alternative mode of transport for all and particularly for women.	Bicycle Friendly Ph Facebook page
Gender and Agriculture				
Department of Agriculture (DA)	National government agency	DA is the government agency responsible for the promotion of agricultural development by providing the policy framework, public investments, and support services needed for domestic and export-oriented business enterprises.	DA implements the following GAD-related initiatives: updating of the Registry System of Basic Sectors in Agriculture (RSBSA) and the Fisherfolk Registration System (FishR) to include information on women farmers and fisherfolk in the database for more	DA website

			<p>strategic and inclusive programs and projects targeting women farmers and fisherfolk; engaging women in urban agriculture, household and community gardening as a resilient measure to address household food security; providing women farmers and fishers with training/retooling on various farming technologies, value-adding activities, and practices (e.g., Integrated Diversified Organic Farming Systems (IDOFs), Palayamanan or Integrated- Rice Based Farming System, Diversified Farming, Integrated Livestock-Based Farming System, Natural Farming Technology System, and Agro-Forestry Farming System Technology, processing, among others); and engaging women in online marketing of agriculture and fishery products (including the provision of training on the use of digital technologies).</p>	
Department of Agrarian Reform (DAR)	National government agency	DAR leads in the implementation of the Comprehensive Agrarian Reform Program (CARP) through Land Tenure Improvement (LTI), Agrarian Justice and coordinated delivery of essential support services to client beneficiaries.	DAR implements the following GAD mainstreaming efforts: gender awareness building and advocacy, gender-responsive capability and capacity building; gender-responsive planning, monitoring and evaluation system; information management; and inclusion of women spouses as titleholders of lands awarded under the country's agrarian reform program, with the intention of facilitating women's access to the land resource.	DAR website

National Rural Women Coalition (PKKK)	Coalition of Rural Women's Associations	PKKK is a non-profit national coalition of rural women, people's organizations, and NGOs advocating for gender equality and rural women's empowerment.	PKKK advances the rural women's movement, advocates rural women's property rights, access and control, and provides analysis on the issues related to the rural women's agenda. PKKK is also part of networks with various women's rights organizations, such as Women in Emergency Network and the Sexual Health and Empowerment Project network.	PKKK Website
Amihan Federation of Peasant Women (Amihan)	Federation of Rural Women's Associations	AMIHAN is an organization of peasant women and a federation of peasant women organizations that carries forward the call for genuine agrarian reform, national industrialization, and an end to all forms of exploitation and discrimination especially against women in the countryside.	AMIHAN engages in campaigns and advocacy, organizational building and leadership development, research and education, and local and international solidarity.	Amihan website
Gender and Disaster Risk Response and Management				
Philippine Institute for Volcanology and Seismology (PHIVOLCS)	National government agency	PHIVOLCS is a service institute of the Department of Science and Technology (DOST) that is principally mandated to mitigate disasters that may arise from volcanic eruptions, earthquakes, tsunami and other related geotectonic phenomena.	Programs on hazard risk assessment and research and development engage in the generation of qualitative and/or quantitative hazards maps and assessment, identification potential risk exposure of all stakeholders, for the collective effort of developing gender-responsive disaster management and inclusive social and civil protection. Various programs develop communication strategies and campaigns geared towards efficient and effective information delivery and capacity enhancement of various stakeholders including women, children, and other sectors.	PHIVOLCS website

CARE Philippines	International humanitarian organization	CARE Philippines provides emergency relief when disaster strikes, helps communities prepare for disasters, and implements sustainable livelihood projects with women and girls in the center of their work.	CARE engages in humanitarian response to save lives, with special attention to the needs of women and girls and the most marginalized and contributes to sustainable development through supporting new ways of supplying or strengthening essential service delivery, building capacities, building resilience for reducing risk, and empowering the most vulnerable, particularly women and girls. Notable projects include: Women Leading Emergencies and Gender-sensitive Multi-Purpose Cash Transfer in times of Crisis.	CARE Philippines Website
Disaster Risk Reduction Network Philippines (DRRNetPhils)	Civil society organization	DRRNetPhils is a national formation of civil society organizations, people's organizations, practitioners and advocates adhering to the Sendai Framework for Disaster Risk Reduction (SFDRR) and implementing community-based disaster risk reduction and management (CBDRRM).	The DRRNetPhils has undertaken legislative advocacy in both houses of the Congress to support the passage of the Philippine Disaster Risk Reduction and Management Act of 2010 and its Implementing Rules and Regulations.	DRRNetPhils Facebook page
Gender, Climate Change, Environment, and Digitalisation				
Climate Change Commission (CCC)	National government agency	Climate Change Commission is the lead policy-making body of the government tasked to coordinate, monitor and evaluate government programs and ensure the mainstreaming of climate change in national, local, and sectoral development plans towards a climate-resilient and climate-smart Philippines.	CCC considers gender mainstreaming as one of its cross-cutting priorities together with finance and technology.	CCC website
Greenpeace Philippines	International non-governmental organization	Greenpeace is an independent, non-profit campaigning organisation that works on environmental issues	Greenpeace Philippines works on the following campaigns: climate (climate justice, energy transition	Greenpeace website Philippines

		in over 50 countries around the world, including the Philippines.	to renewables), zero waste (plastic reduction regulations/policies, shifting institutions away from single-use plastic toward reuse systems, tackling waste importation), and sustainable cities. Gender is incorporated into the organization's internal equity, diversity and inclusion (EDI) policy to promote a more just, safe, inclusive, and equitable work environment. Greenpeace also has integrity policies and a code of conduct (COC) to prevent things like discrimination and harassment.	entry
Philippine Movement for Climate Justice (PMCJ)	Non-governmental organization	PMCJ leads joint struggles, campaigns, and actions that put forward the urgent demands for climate and comprehensive social, economic, and political transformation in the country.	PMCJ implements the Building Safe, Sustainable, and Resilient Communities with a focus on vulnerable sectors such as children, women, and families aims to provide a framework in building the resilience of communities in light of the heightened vulnerabilities in the climate crisis. This campaign calls for a National Climate Emergency declaration to address and mitigate the impact of the climate crisis to these vulnerable sectors. At the same time, the BSSRC-CWF campaign works with women leaders in communities to lead the charge in addressing climate impacts in the form of local mass struggles in their jurisdictions.	PMCJ website
Foundation for Media Alternatives (FMA)	Non-governmental organization	FMA assists citizens and communities, especially civil society organizations (CSOs) and other disadvantaged sectors, in the strategic and appropriate use of	The Gender and ICT Program focuses on the intersection between ICT and gender rights and issues, including women's use and access of ICTs and tech-related	FMA website

		information and communications technologies (ICTs) for democratization and popular empowerment.	gender-based violence. Furthermore, FMA engages in research, content development, movement-building, policy advocacy and capacity-building to ensure that the ICT sector and other stakeholders have gained understanding on the nexus of ICT, gender and human rights.	
Department of Information and Communications Technology (DICT)	National government agency	DICT is the primary policy, planning, coordinating, implementing, and administrative entity of the government that plans, develops, and promotes the national ICT development agenda.	The DICT implements the following GAD-related programs: Women ICT Frontier Initiative (WIFI) DICT, Connected Women, and Facebook Collaborate to Empower Women Through Technology.	DICT website
BAI Indigenous Women's Network (BAI)	Civil society organization	BAI is a progressive network of indigenous women's organizations working together in advancing the rights of indigenous peoples and women.	BAI advocates for the protection of IP communities' human rights and initiates mobilizations and campaigns against the plunder of their ancestral lands.	BAI Facebook page
LILAK Purple Action for Indigenous Women's Rights	Civil society organization	Lilak is an organisation of indigenous women leaders as well as feminists, anthropologists, human rights advocates, environmentalists and lawyers who support the struggle for indigenous women's human rights.	LILAK contributes to the development of the cause of indigenous women focusing on cultural empowerment, economic empowerment, social empowerment, and political empowerment through advocacy, leadership development, and movement building. Lilak partners with indigenous women leaders in conducting policy dialogues with key government agencies and international platforms on various issues such as on environment and health. LILAK also does research on the major issues affecting indigenous women.	LILAK Website
Women, Peace and Security				

Office of the Presidential Adviser on the Peace Process (OPAPP)	National government agency	The Office of the Presidential Adviser on the Peace Process oversees, coordinates and integrates the implementation of the comprehensive peace process of the Philippines.	OPAPP serves as the Co-Chair of the National Steering Committee on Women, Peace and Security (alongside PCW). As the co-chair of the National Steering Committee on Women, Peace and Security and the head of the Secretariat of the technical working group, OPAPP oversees the application and inclusion of women, peace and security programs in identified government agencies that are part of the technical working group on women, peace and security. The agency oversees and monitors integration of women, peace and security programs of government agencies in their gender and development plans and budgets.	OPAPP website
Bangsamoro Women's Commission (BWC)	National government agency	BWC is the primary policy-making, coordinating and monitoring body of women, gender and development in the Bangsamoro Autonomous Region. It takes the lead in promoting the welfare of and empowering the Bangsamoro women and their families, protecting their rights and preventing abuses thereof.	The BWC coordinates the implementation of the Bangsamoro Regional Action Plan on Women, Peace and Security (RAPWPS). It also ensures and monitors the implementation of gender and development by each ministry, office and local government unit. Under the RAPWPS, some of the commitments are: ensuring the protection of women and girls from violence and abuse during conflict and emergencies; ensuring the participation of women in policy and decision-making and in peace building; and, in terms of GAD, ensuring that each ministry, office and LGU fully implements the 5% GAD budget.	BWC website
The Asia	International	The Asia Foundation is a nonprofit	The Asia Foundation practices an	TAF

Foundation (TAF)	non-governmental organization	international development organization committed to improving lives across a dynamic and developing Asia. TAF addresses critical issues affecting Asia in the 21st century by: strengthening governance, expanding economic opportunity, increasing environmental resilience, empowering women, and promoting international cooperation.	integrated approach that promotes gender equality across all programs: expanding women's economic opportunities through education, entrepreneurship, vocational training, and scholarships; increasing women's rights and security; pioneering initiatives to combat trafficking in nearly a dozen source, transit, and destination countries; and incorporating gender analyses into project and program design, implementation, and evaluation through the Gender Smart Initiative.	website
Women Engaged in Action (WE Act) 1325	Non-governmental organization	WE Act 1325 is a network of human rights, peace and women's organizations committed to the implementation of the Philippine National Action Plan (NAP) on UNSCRs 1325 and 1820.	WE Act 1325 implements activities focused on policy review, capacity building and training of various stakeholders; engaging the peace process through its dialogue with panel members; advocating for women's participation in peacebuilding; advocating for peace education and; raising media awareness. In addition, the network also does work to strengthen the justice system, campaigns against small arms, monitors and documents the effects of armed conflict on women, involves grassroots women in peacebuilding projects, promotes civil society involvement in the implementation of the NAP, and monitors the implementation of the Plan.	We Act 1325 Facebook page
Nisa ul-Haqq Fi Bangsamoro (Nisa)	Non-governmental organization	Nisa Ul-Haqq Fi Bangsamoro Inc. (Nisa) is a group of Muslim women advocating for women's rights in the context of Islam and culture.	Nisa organizes advocacy activities on the following issues: poverty and unemployment among Muslim women; effects of armed conflict	Nisa Facebook page

			and clan wars on Moro women; education and literacy; child labor; child marriage, Muslim women and public leadership; health and reproductive rights; and equality and justice in Muslim families.	
Global Peace Women	International non-governmental organization	Global Peace Women amplifies women-led initiatives to further a world of peace through education, service, and collaboration.	Global Peace Women campaigns to: strengthen Families through women-led initiatives; uplift Women's Value & Dignity; and advance Women's Leadership.	Global Peace Women
Global Network of Women Peacebuilders (GNWP)	International non-governmental organization	The Global Network of Women Peacebuilders (GNWP) is a convener, collaborator, advocate and leader in the global movement for women's rights, gender equality, and sustainable peace.	GNWP implements the following program: From Global Policies To Local Action, which bridges the gap between global policies on women's rights and peace and security and local action; Amplify Women's Voices, which raises the voices of local women leaders to global forums, so they can inform and influence better policies, advocate for the rights of women and girls, and increase support; Young Women Leaders Program, which helps young women and girls living in places in crisis reach their full potential through education, leadership and peacebuilding training, and economic opportunities; and Gender-Inclusive Humanitarian Response; which works to ensure that women leaders get a seat at that table and have the skills to effectively lead responses in their communities.	GNWP website
Women and Access to Justice				
Commission on Human	National government	The CHR as the designated Gender Ombud under the Magna Carta of	CHR GEWHRC supports the CHR in fulfilling its roles as Gender	CHR GEWHRC

Rights Gender Equality and Women's Human Rights Center (CHR GEWHRC)	agency	Women Commission is mandated to i) advocate for the promotion and protection of women's human rights, ii) strengthen its Human Rights Education program; iii) investigate violations including those committed by private institutions or by private individuals; iv) monitor compliance and; iv) recommend appropriate measures to concerned agencies for its effective implementation.	Ombud. Additionally, the Center implements the following programs related to women's access to justice: management of grievance portals for GBV survivors and migrants, development of manual on access to justice for women with disabilities, and peer to peer training and monitoring.	for Facebook page
Women's Legal and Human Rights Bureau (WLB)	Non-governmental organization	WLB engages in feminist legal advocacy with women's social movements, other progressive social movements, and communities to transform society by engaging the law and the legal system and its institutions towards support for women's dignity, rights and leadership for the fulfillment of justice and development.	WLB implements the following programs: Engendering the Barangay Justice System, which is WLB's core program directly engaging grassroots women and communities, aims to make justice more accessible to poor and marginalized women; Human Rights and Policy Advocacy, which works with women's movements in seeking to institute legal reforms through legislative advocacy and transforming the legal and justice systems to make them more responsive to women's realities;and Understanding Women's Access to Justice in the Philippines.	WLB website
Department of Justice (DOJ) National Prosecution Service	National government agency	The National Prosecution Service (NPS) is mandated to assist the Secretary of Justice in the performance of powers and functions of the Department relative to its role as the prosecution arm of the government, particularly the investigation and prosecution of criminal offenses.	NPS ensures the effective and consistent enforcement of laws on protection of children, establishment of child-sensitive and gender-responsive justice system (speedy disposition of cases), improved response capacity of the five (5) criminal justice pillars, effective monitoring of child abuse/exploitation cases, and strengthening coordination among	DOJ website National Prosecution Service entry

			the criminal justice pillars. The NPS as a whole is also actively involved in various efforts on human rights/women/child protection, anti-trafficking in persons.	
Arnold Janssen Kalinga Foundation (AJKF)	Non-governmental organization	AJKF aims to recreate and empower the lives of the street dwellers and the wounded by providing dignified, systematic and holistic care for them.	AJKF has two major programs: the Arnold Janssen Kalinga Center (feeding program and the House of Formation and Hope for the street dwellers) and the Program Paghilom (providing care to victims of the drug war campaign). Gender sensitivity is one of the AJKF's principles.	AJKF website
Women with Disability Taking Action on Reproductive and Sexual Health (WDARE)	Non-governmental organization	W-DARE aims to improve the sexual and reproductive health (SRH) of women with disabilities in the Philippines.	WDARE provides women with disabilities the opportunity to share their stories and make a direct contribution to efforts to improve their own sexual and reproductive health (SRH), as well as contribute to national and international policy and academic knowledge about how to ensure SRH services are inclusive of women with disability. WDARE has produced resources, toolkits and policy briefs on SRHR and GBV issues of women with disabilities.	WDARE website
Sentro ng Alternatibong Lingap Panlegal (SALIGAN)	Non-governmental organization	SALIGAN seeks to effect social change by working with women, the basic sectors, and local communities for their empowerment through the creative use of law and legal resources.	SALIGAN has two programs with particular focus on women: the Workers' Rights program which address issues of the welfare of women workers and child labor and the Gender Equality program which handles cases of victims of gender-based violence and advocates for the enactment of laws and issuances of policies addressing women's issues towards	SALIGAN website

			gender equality. Gender issues are mainstreamed in all of SALIGAN's programs and activities.	
Initiatives for Dialogue and Empowerment through Alternative Legal Services (IDEALS)	Non-governmental organization	IDEALS is a non-stock, non-profit legal focused advocacy and service institution organized to address the legal and technical needs of the marginalized, disempowered, and vulnerable groups, particularly agrarian reform beneficiaries, farmer-traders, migrant sectors, persons and communities affected by disasters, and victims of human rights violations.	IDEALS works with a number of relevant sectors of women, including widows of the drug war, women farmers, among others. Recently, IDEALS launched Tisya Hustisya, a chatbot which provides free legal advice. Some of the concerns received by the chatbot are queries related to gender-based violence mechanisms and services.	IDEALS website
International Justice Mission (IJM)	International non-governmental organization	IJM's mission is to protect people in poverty from violence by rescuing victims, bringing criminals to justice, restoring survivors to safety and strength, and helping local law enforcement build a safe future that lasts.	Campaigns to rescue victims of cybersex trafficking by helping Filipino authorities and foreign law enforcement agencies to identify and remove children from cybersex trafficking; restore survivors by creating individualized care plans for survivors and working closely with a range of aftercare partners; and strengthen justice systems by providing hands-on mentoring for law enforcement, judges and social services.	IJM website
Representation of Women in Decision Making				
Angat Bayi	Non-governmental organization	Angat Bayi contributes to the elimination of barriers to women's entry into politics and enables the full and meaningful political participation of women politicians already elected into office.	Angat Bayi strives to help realize an imagined alternative political reality: first, by developing women leaders who actively promote a holistic social development agenda, and, second, by mobilizing volunteers focused on growing an electorate around a common set of values and principles that should become the basis for future voting	CWGS Special Projects

			behavior.	
Akbayan Women	Political organization	Akbayan Women is run by the Women's Committee of the Akbayan Women and Gender Commission, and organizes women members of the national political party, Akbayan.	Akbayan Women brings feminist political leadership with the ethics of care, inclusivity, pleasure, social justice and equality in the development, organizing and political work of women. Akbayan Women uses digital spaces to bring women's voices in unique and diverse forms, with the use of feminist art, poetry, the local language as political statements against the violent, dominant voices of attack and weaponization of the web.	Akbayan Women Facebook Page
Gabriela Women's Party	Political organization	Gabriela Women's Party is a sectoral party dedicated to promoting the rights and welfare of marginalized and under-represented Filipino women through participation in the country's electoral system and organs of governance.	Gabriela Women's Party advances the rights of women, children and country through grassroots organizing, education, services, various campaigns and legislative efforts.	Gabriela Women's Party Facebook Page
Oriang		Oriang is a movement of women from urban and rural communities, factories, schools and universities, giving voice to the demands and aspirations of women. It celebrates the growth and achievements of women's organizations and movements in the Philippines, fighting for women's rights and for gender justice alongside calls for a better world for their families and children.	Oriang organizes and mobilizes women to fight for reproductive justice, freedom from discrimination and violence against women, environmental and ecological integrity, social and economic emancipation and political empowerment	Oriang Facebook Page
Center for Legislative Development International (CLD)	Nonprofit organization	Center for Legislative Development International is a Philippine-based, private, not-for-profit organization, which assists national and local legislatures in capacity development	CLD provides training, research and information development services to legislatures, government agencies, non-governmental organizations	

		and in broadening citizen participation in the legislative process.	and other players in the policy-making process. CLD has a Gender & Governance program which facilitates women's full and equal, informed and active participation in the decision-making process as advocates and/or holders of formal positions of political power and authority at all levels of governance by providing research, training and information development services.	
LGBTQIA+ Organizations				
Lagablab	Non-governmental organization	Lagablab LGBT Network is a coalition of organizations in the Philippines lobbying for LGBTQI-responsive national and local policies.	Lagablab network spearheads campaigns and mobilizations to pursue its mandate. Currently, it is working on the passage of a national anti-discrimination legislation, particularly the SOGIE Equality Bill and SOGIESC-Inclusive Anti-Discrimination Law and Ordinances. Lagablab also advocates for gender-responsive laws and policies such as Executive Order No. 100, s. 2019 which seeks to institutionalize diversity and inclusion programs in government offices, and can be used to push for gender-disaggregated and SOGIESC-inclusive data in different agencies.	Lagablab Facebook page
GALANG Philippines	Non-governmental organization	GALANG Philippines is a non-government organization working for and with urban poor lesbians, bisexual women, and trans men (LBTs) to attain social and economic equity.	GALANG's key programmes include capacity building, policy advocacy and networking, research, and institutional development and sustainability. GALANG's research is focused on	GALANG Facebook page

			<p>the well-being of urban poor LBTs and the discrimination that the whole community experiences, while capacity building and gender sensitivity trainings help LGBT orgs, government officials, and private companies be more accepting, respectful, and inclusive of the community. The organization also actively lobbies for comprehensive and SOGIE-specific anti-discrimination bills. GALANG also produces information, education, and communication materials such as LBT komiks and short videos re: SOGIESC on our FB page and website.</p>	
LakamBini Advocates Pilipinas	Advocacy network	Lakanbini Advocates Pilipinas is a network of Transgender organizations from Luzon Visayas and Mindanao.	Lakanbini advocates for SOGIESC and human rights education, promotion of information on HIV/AIDS among trans communities, and transgender health, particularly in developing community guidelines on Gender Affirming Hormone Therapy in the Philippines. Lakanbini also supports the passage of an Anti-Discrimination or SOGIESC Equality Bill.	
The Library Foundation Sexuality, Health and Rights Educators Collective (TLF Share)	Non-governmental organization	TLF Share responds to issues on sexual and health rights and HIV prevention among MSM and TG.	TLF Share implements policy advocacy campaigns on SOGIESC equality and health sector policies on SOGIESC sensitivity and inclusion especially on sexual health-related treatment and care settings.	TLF Share website
University of the Philippine	Student organization	We are an organization that aims to raise awareness and aid the	UP Babaylan holds educational discussions routinely inside the	UP Babaylan

Babaylan		LGBQIA+ community and other marginalized groups inside and outside the university. We partake in policy and advocacy, such as pushing for a UP system wide SOGIESC Policy, and the SOGIE Equality Bill, among others.	university such as having dormitory tours discussing SOGIESC, as well as holding webinars on the said topic and related issues as well during the pandemic.	Facebook page
Broad Strokes				
United Nations (UN) Women	International non-governmental organization	UN Women is the United Nations Entity for gender equality and empowerment of women.	UN Women programmes in the Philippines are: ERAW, Women Migrants' Rights Women's Economic Empowerment, Women, Peace and Security, Women's Access to Justice and Humanitarian Action.	UN Women website
Philippine Commission on Women	National government agency	PCW is mandated to institute the gender responsiveness of national development plans and coordinate the preparation, assessment and updating of the National Plan for Women and ensure its implementation and monitor the performance of government agencies in the implementation of the Plan at all levels; undertake continuing advocacy to promote economic, social and political empowerment of women and provide technical assistance in the setting-up and strengthening of mechanisms on gender mainstreaming; and ensure that the gains achieved by Filipino women due to Philippine culture and tradition shall be preserved and enhanced in the process of modernization.	PCW implements the following programs and projects: GAD webinars, GAD Local Learning Hub, Gender Mainstreaming Monitoring System, GREAT Women Project 2, National GAD Resource Program, and Profiling and Certification of GAD Training Programs.	PCW website
National Economic and	National government	The National Economic and Development Authority (NEDA) is	NEDA has the following GAD mandates provided under	NEDA website

Development Authority	agency	the government's socio-economic planning body, highly regarded in macroeconomic forecasting, policy research, and analysis; an acknowledged institution in providing high-level policy advice, developing consensus, and setting the agenda for inclusive development.	GAD-related laws: monitoring government agencies' allocation (5% to 30%) and proper utilization of overseas development assistance (ODA) to gender-responsive programs (Republic Act No. 7192 Women in Development and Nation Building Act and MCW); ensuring that the Medium-Term Philippine Development Plan (MTPDP) and Medium-Term Public Investment Program (MTPIP) are gender responsive; and taking the lead in partnership with the Philippine Commission on Women (PCW) in advocating the use of the Harmonized Gender and Development Guidelines (HGDG) for project development, implementation, monitoring and evaluation; Subcommittee on Migration and Development (SCIMD) to ensure that migration and development agenda is given an appropriate place in the Philippine Development Plan.	
Weaving Women's Voices in Southeast Asia (WEAVE)	International non-governmental organization	WEAVE aims to enable and facilitate meaningful and informed participation of women in the ASEAN processes and mechanisms	WEAVE advocates for women's rights issues in ASEAN across all three pillars, particularly as related to gender equality, women's political participation, violence against women, trafficking, and access to justice, among other women's issues including in the context of conflict situations and peace processes..	WEAVE Facebook page WLB website

ANNEX 5: Map of Existing Gender Equality and Women’s Empowerment Programs of National Government and its Agencies

Name of Programme	Goals/Objectives	Implementing Agencies	Source
Supporting Women’s Economic Empowerment Project in the Philippines (GREAT Women Project 2)	To improve the economic empowerment of women micro entrepreneurs (WMEs) and their workers through (1) improving competitiveness and sustainability of women’s micro enterprises and (2) improving the enabling environment for women’s economic empowerment	<ul style="list-style-type: none"> ● Philippine Commission on Women ● Department of Agriculture ● Department of Science and Technology ● Department of Trade and Industry 	GREAT Women Project
National Gender and Development Resource Program	<p>(1) To provide timely, strategic, and appropriate technical assistance on GAD to requesting NGAs and LGUs</p> <p>(2) To establish appropriate mechanisms that will respond to the numerous requests for technical assistance on GAD especially on GAD mainstreaming and GAD Planning and Budgeting (GPB)</p>	Philippine Commission on Women	National Gender and Development Resource Program
Gender and Development Local Learning Hub	To institutionalize the sharing and replication of local experiences, and showcase GAD-related innovations to enable the LGUs initiate and strengthen their gender mainstreaming efforts.	Philippine Commission on Women	GAD Local Learning Hub
Gender Mainstreaming and Monitoring System	To monitor the gender mainstreaming efforts of National Government Agencies or NGAs, Government-Owned and Controlled Corporations or GOCCs, State Universities and Colleges or SUCs and other government organizations with the exception of the Local Government Units or LGUs.	Philippine Commission on Women	Gender Mainstreaming and Monitoring System
Women’s Welfare Program in the	To promote the welfare of disadvantaged women giving special	Ministry of Social Services and Development	Women’s Welfare Program

Bangsamoro Autonomous Region in Muslim Mindanao	attention to the prevention, eradication of exploitation of women in any forms as well as promotion of skills for employment and self-actualization.		
Angat Buhay	To bring together the public and the private sectors—organizations and individuals alike—to address the needs of families in the farthest and the poorest communities in the country. Its six key advocacy areas are: food security and nutrition, universal healthcare, public education, rural development, housing and resettlement, and women empowerment. Its women’s portfolio includes an economic empowerment program for individuals, an economic empowerment program for communities of women makers, and a political empowerment program for women leaders.	<ul style="list-style-type: none"> • Office of the Vice President • Various Partners from the Public and Private Sector 	Angat Buhay
Safe Cities Metro Manila Programme	To to prevent and respond to sexual violence against women and girls in public spaces	UN Women partnering with Metro Manila Local Government Units (LGUs)	Safe Cities Metro Manila
Connecting Women Entrepreneurs to the Digital Economy	To enhance Filipina entrepreneurs’ access to markets by equipping them with knowledge and tools to become effective online sellers.	<ul style="list-style-type: none"> • Department of Trade and Industry • National Confederation of Cooperatives • Philippine Private Sectors 	Connecting Women Entrepreneurs to the Digital Economy
Gender-Equality Programming	To support the government and their partners through the following activities: <ul style="list-style-type: none"> (1) Maintain a Gender Community of Practice including local NGOs, the private sector, civil society and national government agencies. (2) Develop a national gender surge roster in collaboration with national partners and GiHA CoP to ensure gender 	United Nations Office for the Coordination of Humanitarian Affairs (OCHA)	Gender-Equality Programming

	<p>analysis is integrated in emergency programming.</p> <p>(3) Bridge gender in humanitarian and development assistance through the Official Development Assistance – Gender and Development Network.</p> <p>(4) Build the capacity of local authorities and partners on gender in humanitarian action.</p> <p>(5) Develop reference guide and checklist to advocate to national and local government and partners in mainstreaming gender equality programming in humanitarian action.</p>		
National Mapping of VAW Services	<p>A National Directory of Services will be produced which will reflect the available services and facilities for VAW victim-survivors both in government, private sector, faith-based organizations, and other non-government organizations. It will serve as the source document which concerned agencies can use in referring VAW victim-survivors to appropriate institutions for assistance. Mapping could be undertaken alongside with other activities to be implemented at the local level.</p>	<p>The Inter-Agency Council on Violence Against Women and their Children (IACVAWC)</p>	<p>IACVAWC Strategic Plan on Violence Against Women and their Children 2017-2022</p>

e-Report sa Gender Ombud	<p>The Commission on Human Rights' online reporting portal for cases of GBV during the COVID ECQ.</p> <p>Reporting is not limited to violence experienced by women, girls, and LGBTQI, but also for issues on access of relief and support services, alleged violation of curfew and ECQ rules, or denial of services in relation to reporting GBV or accessing reproductive health services. Sectors are specified per report to capture the specific experiences of groups including girl-children, women with disability, indigenous women, women human rights defenders, women in the informal sector, rural and urban poor, the elderly, migrant women, etc.</p> <p>CHR works in partnership with organizations and government agencies to ensure appropriate referral and response.</p>	Commission on Human Rights Philippine National Police	e-Report sa Gender Ombud website
Gender and Development Transformation & Institutionalization through Mainstreaming of Programs, Agenda, Linkages & Advocacies (GADtimpala Awards)	To recognize deserving entities, government agencies, and local government units for their outstanding performance in gender mainstreaming and effective implementation of gender responsive programs.	Philippine Commission on Women	GADtimpala Awards
Gender Fair Education Program	To develop the capacity of educators and school administrators in gender-fair learning, non-sexist language, feminist research methodologies, among other gender-fair pedagogical approaches	Women and Gender Institute	WAGI
Gender, Peace, and Security (GPS)	To highlight the gender dimensions in war, militarism, conflict, peace	Women and Gender Institute	WAGI

Program	and security. The program articulates an alternative security paradigm that is gender-responsive and inclusive of women's initiatives to end war and contributions to peace building.		
Enhancing Access to Justice for Women in Asia and the Pacific: Bridging the gap between formal and informal systems through women's empowerment	To strengthen the gender responsiveness of justice providers within the formal system and at the community level, while at the same time engaging women's organizations, women human rights defenders and entire communities to change social norms and to create an enabling environment for women to realize their rights.	UN Women Philippines	Access to Justice
WeEmpowerAsia	To increase the number of women who lead and participate in private-sector businesses in the Philippines, thereby advancing inclusive and sustainable growth along with stronger links between European and Asian markets through gender-sensitive trade and supply chains	<ul style="list-style-type: none"> • UN Women Philippines • European Union 	WeEmpowerAsia
Department of Trade and Industry's (DTI) Gender and Development Program	<p>Follows closely the Magna Carta of Women, DTI's GAD Program specific interventions by DTI on women's economic empowerment.</p> <p>Programs focus on women's participation and benefits in livelihood and entrepreneurial activities through: (i) mainstreaming GAD in development plans, (ii) sustaining women in business, (iii) capacitating women in entrepreneurship, and (iv) greater and better access to business finance.</p>	Department of Trade and Industry's (DTI)	Department of Trade and Industry's (DTI) Gender and Development Program webpage

ANNEX 6: Interview Guide Questions

Key Thematic Area	Guide Questions
<p>Gender, Education and Participation in Labor Market</p>	<p><i>For civil society organizations and non-governmental organizations:</i></p> <ul style="list-style-type: none"> ● Please introduce your organization. Kindly share with us your advocacies and the activities you conduct in relation to this/these advocacies. ● What are the key labor issues that we currently have? <ul style="list-style-type: none"> ○ Do we have any government mechanisms (laws/policies/programs) in place to address these? ○ Are there any barriers in the implementation of these? ○ What does your organization advocate/lobby in the light of these issues? ● Does your organization receive any gender-related labor issues? If yes, can you share more on these issues? <ul style="list-style-type: none"> ○ How are women differently affected by labor issues? ○ Discrimination based on SOGIE when it comes to hiring? ○ Lower Female Labor Force Participation and Reproductive/Care Roles done by Women ● What labor-related milestones have we achieved recently? (These can be laws/policies successfully lobbied in the past.) ● There are recent human rights attacks directed against labor rights activists, what do you think are the current events that led to these heightened attacks? <ul style="list-style-type: none"> ○ What is the current political environment on unionism in the country? <p><i>Specific Questions on Education (for national government agencies, non-governmental organizations, and civil society organizations):</i></p> <ul style="list-style-type: none"> ● What are the issues in gender and education? <ul style="list-style-type: none"> ○ Reasons for not attending school: In the last 2019 data released by PSA on reasons for not attending school of 10M persons aged 6-24 y.o, the top reasons were employment (32.8%), marriage or family matters (19.1%), finished schooling (13.6%), and lack of personal interest (13.2%). How are these issues being addressed? ● How is Comprehensive Sexuality Education being implemented? What are the challenges/barriers experienced in its implementation
<p>Women in Entrepreneurship and Access to Financial Services</p>	<p><i>For national government agencies, non-governmental organizations, and civil society organizations:</i></p> <ul style="list-style-type: none"> ● Please provide an overview of your mandate and your key programmes. ● What are your agency/organization’s programme and policies in line with gender mainstreaming (e.g. assist women entrepreneurs in accessing financial services, credit and capital, technology and training for the success of their businesses/enterprises)

	<ul style="list-style-type: none"> ○ What are some of your agency/organization’s commitments? ○ What are some indicators of success? ○ What would you consider as good / best practices? ● In your view, what are the persistent gender and development issues in the Philippines that should be addressed, especially in the economic sector? How can your organization help? ● What barriers or challenges do you encounter when addressing the issues mentioned in no. 3? How do you resolve them? ● How do you integrate a gender component into your interventions? ● How did the COVID 19 pandemic impact the lives of women entrepreneurs? How does your organization respond to this? ● Please provide any other relevant information that you think is important for us to include in our gender country report for the Philippines <p><i>Additional questions:</i></p> <ul style="list-style-type: none"> ● What is the agency/organization’s vision of “development”? ● What do you think are the constraints faced by women entrepreneurs (especially, those who own micro-enterprises) in the Philippines? How does your agency/organization address the following issues faced by women entrepreneurs (i.e. limited access to capital and credit, limited access to value-enhancing inputs such as business development services, access to technology and training to improve their operations, etc.)?
<p>Women Migrant Workers</p>	<p><i>General Revised:</i></p> <ul style="list-style-type: none"> ● What is your mandate? ● What role do you play in the migration process and/or the lives of overseas Filipinos? ● What are the issues of women in migrant labor? ● What are the milestones or accomplishments of your agency in addressing these issues? ● What are the challenges in addressing the gaps and issues of women in migrant labor? ● What are recommendations for addressing these gaps and issues? Who are the relevant actors? <p><i>About the Organization:</i></p> <ul style="list-style-type: none"> ● What are the strategic investment areas in gender equality for labor migration? From where does the funding originate? ● How do you integrate a gender component into your interventions? ● With whom do you engage locally? How do you work with governments, organizations, or individuals on this advocacy, if at all? Partners from abroad?

- Tell me a little bit about the structure of the organization and its programs. How did it start?
- How much of what you do is for the welfare of OFWs and how much is for their dependents? What are your programs, particularly those that impact women and their dependents?
- What are the different programs of training in the stages of labor migration? Where do you see the most women?
- What have been some challenges in addressing employment concerns for women abroad?
- What have been some of the challenges in addressing concerns for women upon reintegration?
- How do women in destinations without nearby embassies or consulates avail of the provided services?
- What implications would the creation of a Department of Overseas Filipinos have on your organization?
- How accessible are programs and services overseas in: 1) Providing information and guidance; 2) Psycho-social counseling and conciliation services; 3) Legal assistance, outreach missions, and training, among others?
- Are there educational programs for domestic helpers, like there are for seamen?
- How often are reintegration programs availed of by women in your offerings? What are your engagements in communities?

Context of Labor Migration:

- Why do you think that the Philippines is one of the few countries in the world that sees such a gendered migration? What trends do you see in the participation of women?
- Please describe what you believe to be the major push and pull factors for women choosing to migrate for work?
- What kind of work do women labor migrants enter? How do women find this work?
- Who are the other actors? What is the role of recruitment agencies, POEA, OWWA, POLO, etc.? Do you find them to have a gender lens and/or in support of the promotion of gender equality?
- How do you think that required remittance policies affect women labor migrants? How about national policies and interventions?
- How much agency and autonomy do you believe women have in the employment and migration process?
- Are there vulnerabilities women face specifically related to a certain field of work or to a particular destination?
- How are bad actors of the process (i.e. exploitative, abusive) policed?
- What are the challenges women face in the pre-departure, arrival, and repatriation processes?

- What about the undocumented women in labor migration?

Legal Protections:

- Do you believe that the national policies and agencies in place are sufficient for the protection and promotion of the well being of Filipinas? Where is there room for improvement?
- How do national policies/agencies minimize or exacerbate gender inequality in the process of migration?
- What legal resources are available to women at work abroad? Do monitoring mechanisms exist to check on their welfare?
- How are women labor migrants protected when under contract abroad? Where is there room for improvement and who can help?
- How do embassies and consular offices play a role in the ensured safety of women?
- What effect do employer sponsorship policies, like the Kafala system, have, particularly on women?
- Do you believe that bilateral agreements, where they exist, have been sufficient in protecting the well-being of women abroad?
- What roles do INGOs, CSOs, etc. play in the destination country or here in the Philippines?
- Can technology contribute to the safety of women abroad? How about instances wherein employers prohibit personal cell phones?

Effects of Labor Migration:

- In what ways do you think labor migration contributes, positively or negatively, to women's empowerment?
- To what extent does labor migration minimize or exacerbate gender inequality in the Philippines? Can you give examples?
- How does the labor migration of women affect cultural norms, practices, and traditions?
- How does it affect the communities from which women originate? How does it affect the household and/or their dependents?
- Upon repatriation, what are the challenges faced by former labor migrants? What challenges do women experience specifically? What support is necessary for the process of reintegration?

Trafficking and/or GBV/Irregular Employment:

- Do you have an estimate of the percentage of women's labor migration contributed to trafficking?
- Why do you think that domestic helpers are so frequently susceptible to exploitation and abuse?

	<ul style="list-style-type: none"> ● What protocols are in place for Filipinos with irregular employment or problems with repatriation? ● Inbound trafficking victims? <p><i>COVID-19:</i></p> <ul style="list-style-type: none"> ● How has COVID-19 impacted the migration of women seeking work? ● How has COVID-19 impacted the lives of migrant women currently abroad? <p><i>Closing Questions:</i></p> <ul style="list-style-type: none"> ● Are there any other organizations or individuals that you think are essential to speak with to capture the reality? ● Is there anything else that I failed to ask that you think I should know?
<p>Trafficking and Exploitation of Sex Workers</p>	<ul style="list-style-type: none"> ● The mandate of the interviewee’s post and office <ul style="list-style-type: none"> ○ In general terms ○ As part of the movements to address specific concern (i.e., Trafficking in Persons, Discrimination of Sex Workers, Online Sexual Abuse and Exploitation of Children or OSAEC) ● Collaboration with agencies that have similar mandates <ul style="list-style-type: none"> ○ LGUs and NGAs ○ CSOs, POs, faith-based organisations, etc. ● Key successes of your organization in addressing Trafficking in Persons, Discrimination of Sex Workers, OSAEC <ul style="list-style-type: none"> ○ Indicators of these successes ● Key challenges <ul style="list-style-type: none"> ○ Legal/ regulatory frameworks ○ Buy-in of institutions (businesses, private sectors, faith-based, etc.) ○ Cultural (relationship dynamics in communities, traditional values around gender roles, constructs on the rights of children, etc.) ○ Resources that have enabled your organization to meet these challenges ○ Novel challenges due to the pandemic ○ The organization’s good practices in dealing with these challenges ● Other important information and resources on Trafficking in Persons, Discrimination of Sex Workers, OSAEC
<p>Women and Health, SRHR, Adolescent Pregnancy</p>	<p><i>For national government agencies, non-governmental organizations, and civil society organizations</i></p> <ul style="list-style-type: none"> ● Please provide an overview of your mandate and your key programmes. ● What are your agency/organization’s programmes and policies in line with gender mainstreaming? <ul style="list-style-type: none"> ○ What are some of your agency/organization’s commitments? ○ What are some indicators of success?

	<ul style="list-style-type: none"> ○ What would you consider as good / best practices? ● In your view, what are the persistent gender and development issues in the Philippines that should be addressed, especially in the health aspect? How can your organization help? ● What barriers or challenges do you encounter when addressing the issues mentioned in no. 3? How do you resolve them? ● How do you integrate a gender component into your interventions? ● How did the COVID-19 pandemic impact the lives of women entrepreneurs? How does your organization respond to this? ● Please provide any other relevant information that you think is important for us to include in our gender country report for the Philippines. <p><i>Additional questions:</i></p> <ul style="list-style-type: none"> ● What is the agency/organization’s vision of “development”? ● How does your agency/organization address the issues faced by women in their SRHR needs?
<p>Gender-Based Violence, including Domestic Violence</p>	<ul style="list-style-type: none"> ● The mandate of the interviewee’s post and office <ul style="list-style-type: none"> ○ In general terms ○ As part of the of movements to end GBV/VAWC ● Collaboration with agencies that have similar mandates <ul style="list-style-type: none"> ○ LGUs and NGAs ○ CSOs, POs, faith-based organisations, etc. ● Key successes of your organization in addressing GBV/VAWC <ul style="list-style-type: none"> ○ Indicators of these successes ● Key challenges <ul style="list-style-type: none"> ○ Legal/ regulatory frameworks ○ Buy-in of institutions (businesses, private sectors, faith-based, etc.) ○ Cultural (relationship dynamics in communities, traditional values around gender roles, constructs on the rights of children, etc.) ○ Resources that have enabled your organization to meet these challenges ○ Novel challenges due to the pandemic ○ The organization’s good practices in dealing with these challenges ● Other important information and resources on GBV/VAWC
<p>Gender and Infrastructure</p>	<p><i>For national government agencies:</i></p> <ul style="list-style-type: none"> ● What are your key mandates and programmes in relation to gender and development? ● Are there international human rights commitments or local policy mandates that inform your programs? What are these? ● Are you gathering sex/gender-dissagregated data on your programs, activities and projects?

	<ul style="list-style-type: none"> ● Are there any gaps or challenges in data or implementation? How are you addressing these? ● What is your analysis of the gender situation in your sector? In your view, what are the persistent gender issues in your sector that should be addressed? How? ● How has COVID-19 affected implementation of your programs? ● Are you working with the local government? Non-government organizations and civil society? Businesses and the private sector? How? <p><i>For civil society organizations and non-governmental organizations:</i></p> <ul style="list-style-type: none"> ● What key gender issues are you working on as an organization? How do you take gender into account in your activities and campaigns? ● Are there international human rights commitments or local policy mandates that inform your programs? What are these? ● What is your analysis of the gender situation in your sector? In your view, what are the persistent gender issues in your sector that should be addressed? How? ● Have service delivery structures (i.e. transport, agricultural support services, training) been able to adopt gender policies? Do women and men, in all their diversity, have equal access to services? (i.e. transport, agricultural support services, training) ● What do you consider as best practices in implementing your programs? ● Are you engaging the government in your work? Are you pushing for legislation or policies in relation to gender that have yet to be implemented? ● What have been your challenges so far? ● How has COVID-19 affected implementation of your programs? ● What are your strategies moving forward to address these, if any? ● Please provide any other relevant information that you think is important for us.
Gender and Agriculture	<ul style="list-style-type: none"> ● What key gender issues are you working on as an organization? How do you take gender into account in your activities and campaigns? ● Are there international human rights commitments or local policy mandates that inform your programs? What are these? ● What is your analysis of the gender situation in your sector? In your view, what are the persistent gender issues in your sector that should be addressed? How? ● Have service delivery structures (i.e. transport, agricultural support services, training) been able to adopt gender policies? Do women and men, in all their diversity, have equal access to services? (i.e. transport, agricultural support services, training) ● What do you consider are best practices in implementing your programs? ● Are you engaging the government in your work? Are you pushing for legislation or policies in relation to gender that have yet to be implemented? ● What have been your challenges so far? ● How has COVID-19 affected implementation of your programs?

	<ul style="list-style-type: none"> ● What are your strategies moving forward to address these, if any? ● Please provide any other relevant information that you think is important for us
<p>Gender and Disaster Risk Response and Management</p>	<p><i>For national government agencies, civil society organizations, and non-governmental organizations:</i></p> <ul style="list-style-type: none"> ● General overview of program/campaign, priority areas, and indicators of success ● At the community level, how are decisions taken about different resources and activities? How are these processes affected in times of disaster in either facilitating or hampering participation of women and men in all their diversity in community decision making? ● What social and gender norms and relations have you observed in the community? Have any of your services/programs transformed this in any way? ● In the event of disasters and hazards, how are women/girls' and LGBTQIA+ individuals rights protected during evacuation, relief distribution, and rehabilitation? ● How do you integrate gender equality into your programs and activities? ● What kinds of sex-disaggregated data do you collect for monitoring and evaluation? ● Are there any differences in how disasters affect women, men, and LGBTQIA+ individuals? How about other marginalized sectors? What could be the reasons for these differences? ● To what extent do disasters or exacerbate gender inequality? Can you give concrete examples? ● What barriers or challenges do you encounter when addressing gender issues ? How do you resolve them? ● What happens to gender balance / imbalance in areas that are already vulnerable to climate change and COVID-19? ● Please provide any other relevant information that you think is important for us to include in our gender analysis for the Philippines.
<p>Gender, Climate Change, Environment, and Digitalization</p>	<p><i>For national government agencies:</i></p> <ul style="list-style-type: none"> ● Please provide an overview of the mandate and programmes in terms of efforts for women and gender and climate change/environment. ● What are the Department's/Commission's programmes and policies in line with gender mainstreaming? <ul style="list-style-type: none"> ○ What are some commitments? ○ What are some indicators of success? ○ What would you consider as good / best practices? ● What sex-disaggregated data do you use to measure results and outcomes? What are the key insights that you have generated from this data? (Ask if they can share it with the team.)

	<ul style="list-style-type: none"> ● Are there any differences in how climate change-induced disasters affect women, men, and LGBTQIA+ individuals? How about other marginalized sectors? What could be the reasons for these differences? ● To what extent does climate change minimize or exacerbate gender inequality? Can you give concrete examples? ● What happens to gender balance / imbalance in areas that are already vulnerable to climate change and COVID-19? ● In your view, what are the persistent gender issues in your sector that should be addressed? How? ● What barriers or challenges do you encounter when addressing gender issues? How do you resolve them? ● Please provide any other relevant information that you think is important for us to include in our gender analysis for the Philippines. <p><i>For civil society organizations and non-governmental organizations:</i></p> <ul style="list-style-type: none"> ● General overview of program/campaign, priority areas, and indicators of success ● At the community level, how are decisions taken about different resources and activities? Are these processes affected by climate change or climate-induced disasters in either facilitating or hampering participation of women and men in all their diversity in community decision making? ● What social and gender norms and relations have you observed in the community? Has the program/campaign transformed this in any way? ● What are the observed intersections of climate justice/environmental justice with gender equality? Is there an awareness in the community about these intersections? ● How do you integrate gender equality into your programs and activities? ● What kinds of sex-disaggregated data do you collect for monitoring and evaluation? ● Are there any differences in how climate change-induced disasters affect women, men, and LGBTQIA+ individuals? How about other marginalized sectors? What could be the reasons for these differences? ● To what extent does climate change minimize or exacerbate gender inequality? Can you give concrete examples? ● What barriers or challenges do you encounter when addressing gender issues? How do you resolve them? ● What happens to gender balance / imbalance in areas that are already vulnerable to climate change and COVID-19? ● Please provide any other relevant information that you think is important for us to include in our gender analysis for the Philippines.
Women, Peace and Security	<i>For national government agencies, non-governmental organizations, and civil society organizations</i>

Organization Profile

- Please provide us with an overview of your mandate and your key programmes.
- When was your organization/office established?
- What has it done so far/ area of focus?
- What has been done in terms of analysing and addressing gender issues in your programmes?
- What have you been able to achieve?
- What would you consider as good / best practices?
- Do you have specific actions focused on addressing gender inequality, *in your thematic area* or advancing women's empowerment?
- What barriers or challenges do you encounter when addressing gender issues?
- How do you resolve them?

Women's role and stories

- What is the current situation in relation to full enjoyment of all human rights by women, girls, men and boys in the BARMM?
- How does peace & security issues affect women in the community?
- What are the underlying women/gender issues in camps/conflict affected areas? In your view, what are the persistent gender issues in WPS that should be addressed? How?
- How do national & local government mechanisms and I/NGOs address these concerns?
- To what extent do women play a role in peace-building/conflict transformation? How similar / different is it to the role of men?

Peace process

- How do you Engender the peace process?
- How many women members of the BTA are women? What are their roles? Do you have specific programs with them?
- To what extent are women represented in politics and governance in Mindanao? What are the factors that enable / hinder women from participation and access to power?
- What are the key political issues that exacerbate gender imbalances among men and women?
- What has been done to support the peace process in the Philippines? In terms of specific programs that your organization has implemented. What do you think the effects of your interventions have been for both men and women in the community?
- Are conflict NGOs in Mindanao familiar with the United Nations Security Council Resolutions 1325 and 1820 calling for gender balance in peace-building and the protection of women from sexual violence in conflict areas? Do you

	<p>think such international and national resolutions have a potential for helping you in your work, or are they distant from local concerns?</p> <p><i>Conflict</i></p> <ul style="list-style-type: none"> ● How did this affect entire women, peace and security work? What has been done to support women IDPs? ● How does achieving the safety and security situation of Mindanao affect gender equality and women’s participation in society? ● What are the major ways that conflicts in your community impact girls/women? How is this different from the impact on boys/men? Do you think that men and women see the causes and effects of conflict in the same or different ways? ● Do you think that conflict has changed the roles of men and women in your community, in terms of their everyday social practices, their identity, and how men and women relate to each other? Can you give examples of this? <p><i>Policy and Legislation</i></p> <ul style="list-style-type: none"> ● What are the different overarching laws and policies regarding gender equality? Are there specific laws related to gender that are specific to your area? ● What are the current priority legis agenda of your organization based on the NAPWPS? ● To what extent does governance take an active role in gender equality? ● Identify the different governance-related challenges in gender equality and women’s empowerment under the WPS? How are these being addressed? ● From a policy standpoint, what laws or policies regarding gender inclusion and equality would you like to be revised, added, or removed? How would that change the gender balance / imbalance situation in Mindanao?
<p>Women and Access to Justice</p>	<p><i>For civil society organizations, national government agencies, and non-governmental organizations:</i></p> <ul style="list-style-type: none"> ● What is your mandate? ● What role do you play in women’s access to justice? Civil, criminal, or family? ● What are the issues of women and access to justice? ● What are the milestones or accomplishments of your agency in addressing these issues? ● What are the challenges in addressing the gaps and issues of women and access to justice? What affirmative actions are in place to address the challenges? ● What are recommendations for addressing these gaps and issues? Who are the relevant actors? ● How does women’s access to justice affect efforts of gender equality? ● What challenges have been difficult in following through with your mandate in the last five years? How does this affect the access of women to justice?

- Where have you seen women’s human rights and/or access to justice most compromised?
- With whom do you collaborate? What are the milestones of these collaborations?
- What are your strategic investments that promote women’s access to justice/human rights?

Institutions, Practices, & Frameworks

- What institutions are the gatekeepers of women’s access to justice? How do they contribute, positively or negatively, to women’s equal access to justice?
- What institutions or frameworks are essential to providing for women’s access to justice?
- What legal frameworks are crucial to women’s access to justice? What laws would you like to see?
- What practices are crucial to women’s access to justice? What practices pose barriers to women’s access to justice?
- In a recent FGD, an informant described the court system locally as “crowded.” How would you describe the court system? How does this affect women in particular?

Legal Resources & Attitudes of Women

- What legal resources or pathways are available to women? Do you believe that women are aware these exist? What are the challenges to accessing these resources?
- Are services that are fair, transparent, effective, non-discriminatory and accountable available to women in the country?
- In which arena—civil, criminal, or family court—are women most challenged in accessing justice?
- The UN Rule of Law cites the cost of legal advice and representation as the major obstacle for access to justice. Would you say that this is an obstacle for women here?
- In your experience, how empowered are women to seek justice?

Supporting Women’s Access

- Access to justice is sometimes referred to as conceptual. How do we turn this into action towards equality?
- What are the inherent challenges of PWDs in accessing basic human rights? What are the challenges of PWDs in access to justice?

Migrant Workers

- What mechanisms are in place, or need to be in place, to protect OFWs, especially when their human rights or access to justice are compromised?

	<p><i>COVID-19</i></p> <ul style="list-style-type: none"> ● How has the pandemic affected women’s access to justice? ● What relevant trends have you seen that pertain to women’s human rights or access to justice? ● Are there new ways where injustice has been unearthed? <p><i>Closing Questions:</i></p> <ul style="list-style-type: none"> ● Are there any other organizations or individuals that you think are essential to speak with to capture the reality of women’s access to justice? ● Is there anything else that I failed to ask that you think I should know?
<p>Representation of Women in Decision-Making</p>	<p><i>For the Office of the Vice President Leni Robredo:</i></p> <ul style="list-style-type: none"> ● Mandate and Programmes in terms of efforts for women and gender? Any specific programmes on women’s leadership and political participation? ● Can you tell us about your office’s COVID-19 response and relief response during disasters? How do you think the response has addressed gender needs and impacts? ● How does your office contribute to decision making during the COVID- 19 response? In what ways have you played a leadership role? ● What have been the challenges in contributing to decision making? ● Is there evidence of women’s influence on decision-making? What consultation processes exist to solicit the views of women and men in all their diversity? ● What are enablers and barriers to your office’s participation in decision making for national policies? ● Why is women’s political participation and power in decision making important? ● What do you think are the barriers to women’s political participation? ● What can we do to increase women’s political participation and their power in decision making? <p><i>For non-governmental organizations, legislators, and local government units:</i></p> <ul style="list-style-type: none"> ● What are your priority legislations? Tell us about the bill on women’s political participation (“Women Participation and Representation in Political Parties Act of 2020”)? What are the key provisions and its status in Congress. Why is it needed? ● Are women represented in decision-making institutions (parliament, parliamentary committees, cabinet/executive body, ministries, local authority, scrutiny bodies, universities, semi-state bodies, private sector businesses)? Is there evidence of women’s influence on decision-making? What consultation processes exist to solicit the views of women and men in all their diversity?

	<ul style="list-style-type: none"> ● Are there any measures/actions taken for women and men in all their diversity to participate equally in policy- and decision-making at the local, national, regional and international levels, and are they represented in these policies and decisions? ● At the community level, how are decisions taken about different resources and activities? Are these processes affected by digitalisation, or by the climate change or disasters in either facilitating or hampering participation of women and men in all their diversity in community decision making? ● To what extent are women represented in politics and governance in your area? What are the factors that enable / hinder women from participation and access to power? ● What are the causes of gender inequality in the communities that you serve? What are the different factors that contribute to this? ● What is the role of civic organizations in eliminating discrimination and violence against women and empowering women in the community? ● What are the programs that have worked and why did they work? ● Correspondingly, what are the different actions that have little to no effect on correcting gender inequality and what is the reason for that? ● How do you integrate gender equality into your programs and activities?
Broader Strokes	<p><i>General Guide Questions:</i></p> <ul style="list-style-type: none"> ● What do you think are the key issues faced by Filipino women? ● How do you address these issues through your work? ● What are your priority legislations? ● What are other on-going interventions and initiatives in these areas? ● What are the challenges in addressing these gaps and issues? ● What are your recommendations in addressing these issues/concerns – in terms of local and national government response and international and national government organizations interventions?
Focus Group Discussion	<p>Focus Group Discussion Guide Questions for Legislators and LGBTQIA+ Organizations:</p> <p><i>General Guide Questions:</i></p> <ul style="list-style-type: none"> ● What do you think are the key issues faced by Filipino women? ● How do you address these issues through your work? ● What are your priority legislations? ● What are other ongoing interventions and initiatives in these areas? ● What are the challenges in addressing these gaps and issues? ● What are your recommendations in addressing these issues/concerns – in terms of local and national government response and international and national government organizations interventions?

Thematic Areas:

- *Gender, Education, and Participation in the Labor Market:* In terms of access to employment, do you have any programs on providing entrepreneurship opportunities and/or alternative livelihoods for your constituents? If yes, what kind of opportunities? Who are involved and how do you target beneficiaries?
 - The COVID-19 pandemic resulted in a significant increase in the unemployment rate, currently at 4.13M or 8.7%. Do we have an existing legislative agenda to address this?
- *Education:* Barriers in accessing education were exacerbated by the pandemic. We had to shift to distance learning and it surfaced different concerns like lack of access to computers/internet for pedagogical purposes, some students are in GIDA (Geographically Isolated and Disadvantaged Areas). How is this being addressed at the national/local policy level?
- *Disaster:* In case of natural disasters and other hazards, how are women/girls' rights protected during evacuation, relief distribution, and rehabilitation? How is this translated into policy?
- *Women & Infrastructure:* Which infra and agri programs and projects have gender impacts to your localities? Are women involved in consultations for new infra projects (what infra projects are they interested in - farm to market roads, livelihood centers, street lights, etc)? Are they beneficiaries of agricultural programs, support services, etc?
- *Women's access to justice:*
 - What legal resources are available to women in your area?
 - What are the barriers to human rights women face in your area?
 - What legislation are you most proud of that seeks justice for women, and what legislation are still hoping to see? Why is formal justice important for women and justice?
- *Gender, Education, and Participation in the Labor Market:* In terms of access to employment, do you have any programs on providing entrepreneurship opportunities and/or alternative livelihoods for your constituents? If yes, what kind of opportunities? Who are involved and how do you target beneficiaries?
- *Women migrant labor:*
 - How does the labor migration of women affect your communities?
 - What challenges and/or resources are available for women who are returning from abroad?
 - What kind of legislation do you think is necessary to ensure the well-being of women in labor migration? What are the legal barriers for their protection?
- *Women and Economy*
 - There are many women entrepreneurs, but many are not thriving as they face structural barriers in accessing information and resources (access to

financing and credit; access to technology). With this given reality, how does your office (senate and congress) address this?

- A lot of poor women are in the informal sector. They engage in this economy despite its precariousness and insecurity. According to studies, the informal economy contributes about 33% to our GDP. Given this context, why has MACWIE (Magna Carta for Workers in the Informal Economy) been pending in the Congress since the 14th Congress?
- *Women and Health (SRHR)*
 - In 2012, the Responsible Parenthood and Reproductive Health Law was passed. In 2019, the Universal Health Care Bill became a law. Despite these legislative gains, several reports highlight that women (especially the impoverished) still face multiple and intersecting barriers to health care, that our SRH conditions are still subpar vis-a-vis our counterparts in Asia (more Filipino women have suffered from breast and cervical cancers than their counterparts in southeast Asia and in Asia generally). How does the legislature exercise its checking powers (check and balance) to force/influence the executive department to commit to addressing these issues?
- *Women in Decision Making*
 - Tell us about the bill on women's political participation? ("Women Participation and Representation in Political Parties Act of 2020"). What are the key provisions and its status in congress? Why is it needed?
 - What have been challenges in contributing to decision making? Is there evidence of women's influence on decision-making? What consultation processes exist to solicit the views of women and men in all their diversity?
 - What do you think are the barriers to women's political participation in decision making for national policies?
 - To what extent are women represented in politics and governance?
 - What are the factors that enable / hinder women from participation and access to power?
 - Why is women's political participation and power in decision making important?
 - What can we do to increase women's political participation and their power in decision making?

Closing Questions:

- How did the COVID-19 pandemic impact the lives of women in your area?
- Is there anything else that I failed to ask that you think I should know?

Focus Group Discussion Guide Questions for Local Government Officials:

General Guide Questions:

- What are the key issues of women in your municipality?
- How do you address these issues?
- Are there any specific bills and ordinances filed in your municipality to address these issues? What are other on-going interventions and initiatives in these areas?
- What are the challenges in addressing these gaps and issues?

Thematic Areas

- *Women in Decision Making:*
 - Are you working on specific programmes on Women's Leadership & Political Participation?
 - What do you think are the barriers to women's political participation?
 - To what extent are women represented in politics and governance in your area?
 - What are the factors that enable / hinder women from participation and access to power?
 - Why is women's political participation and power in decision making important?
 - What can we do to increase women's political participation and their power in decision making?
- *Disaster:* In case of natural disasters and other hazards, how are women/girls' rights protected during evacuation, relief distribution, and rehabilitation?
- *Infrastructure and Agriculture:*
 - Which infrastructure and agriculture programs and projects have gender impacts in your localities?
 - Are women involved in consultations for new infra projects (What infrastructure projects are they interested in - farm to market roads, livelihood centers, street lights, etc.)?
 - Are they beneficiaries of agricultural programs, support services, etc.?
- *Women's access to justice:*
 - What legal resources are available to women in your area?
 - What are the barriers to human rights women face in your area?
- *Women Migrant Labor:*
 - How does the labor migration of women affect your communities?
 - What challenges and/or resources are available for women who are returning from abroad?

Closing Questions:

- How did the COVID-19 pandemic impact the lives of women in your area?

	<ul style="list-style-type: none">• What are your recommendations in addressing these issues/concerns – in terms of local and national government response and international and national government organizations interventions?• Is there anything else that I failed to ask that you think I should know?
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ANNEX 7: List of Primary Sources

Key Thematic Area	Name	Position and Organization
Gender, Education, and Participation in Labor Market	Joyce Andaya	Director of Bureau of Curriculum Development, Department of Education
	Malorie Joy O. Mones Maria Isabel D. Artajo Arianne Ishreen C. Bucar	DOLE-Institute for Labor Studies (ILS)
	Judy Ann Miranda	Partido Manggagawa
	Joanna Bernice Coronacion	SENTRO - Center of United and Progressive Workers
Women in Entrepreneurship and Access to Financial Services	Rosalinda Pineda-Ofreneo	Coordinator, Homenet Philippines
	Marie Torres	Senior Program Manager, Impact Investing, Investing in Women Asia
	Usec. Blesila Lantayona	Undersecretary, DTI Regional Operations Group
	Julia Andrea R. Abad	Executive Director, Philippine Business Coalition for Women Empowerment (PBCWE)
Women Migrant Workers	Jocelyn O Hapal	Director IV Policy & Program Development Office, Overseas Workers Welfare Administration (OWWA)
	Atty. Armand Dulay	Foreign Affairs Undersecretary for Migrant Workers' Affairs of DFA
	AndeLuisa Anolin	Board Member, Batis Center for Women
	Charisse Jordan	National Project Officer, UN Women Safe and Fair
Trafficking & Exploitation of Sex Workers	Atty. Barbare Mae P. Flores	Deputy Regional Prosecutor Regional Prosecution Office XI (representing IACAT)
	Sharmila Parmanand	Representative, Philippine Sex Workers

		Collective (PSWC)
	Christian S. Bioc	Secretariat, Interagency Council Against Child Pornography
Women and Health, SRHR, Adolescent Pregnancy	Amina Evangelista Swanepoel	Executive Director, Roots of Health
	Kevin Lopez De Vera	Project Officer, The Forum for Family Planning & Development, Inc.
	Arya Cabutihan	Chairperson, Amarella PH
	Aimee Santos Lyons	National Programme Officer, UNFPA
	Juan Antonio A. Perez III, MD	Undersecretary, POPCOM
Gender-Based Violence, Including Domestic Violence	Joan May Salvador	Secretary General, GABRIELA National Alliance of Women
	Sabrina Gacad	Founder, Lunas Collective
	Ms. Eufrosina O. Dumlao	Team Leader, IACVAWC Secretariat
	Atty. Antoni Pauline Pascual	Office of Cybercrime, DOJ
	PCol. Joy E. Tomboc	Chief of the Anti-Violence Against Women Women and Children Division, PNP Women and Children Protection Center (WCPC)
Gender and Infrastructure	Rosemarie Del Rosario	Department of Public Works and Highways (DPWH)
	Kathleen Mangune	NEDA Infrastructure Staff
	Hya Bendana	Organizer, Move as One Coalition
	Jaramia Amarnani Karen Silva Crisostomo	Administrators, Pinay Biker Commuters Community/ Bicycle Friendly Philippines
Gender and Agriculture	Daryl Leyesa	Project Coordinator, National Rural Women Coalition (PKKK)
	Cathy Estavillo	Sec-Gen, Amihan Federation of Peasant Women
	Zen Soriano	National Chairperson, Amihan Federation of

		Peasant Women
Gender and Disaster Risk Response and Management	Anne Marianne Tabanao	Senior Science Research Specialist- Project Dynaslope, Philippine Institute for Volcanology and Seismology (PHIVOLCS)
	Ansherina Talavera	Consortium Coordinator, CARE Philippines
	Sindhy Obias	Executive Director, Assistance and Cooperation for Community Resilience and Development (ACCORD Inc.) Co- convenor, DRR Network Philippines
Gender, Climate Change, Environment and Digitalization	Joe Mari Francisco	Development Management Officer, Climate Change Commission
	Sandee Recabar	Chief, Implementation Oversight Division, Climate Change Commission
	Virginia Benosa-Llorin	Campaigner, Climate Justice, Greenpeace
	Marian Ledesma	Campaigner, Zero Waste, Greenpeace
	Ia Denise Arnette Marañon	Building Safe, Sustainable, and Resilient Communities Campaign Officer, Philippine Movement for Climate Justice
	Christina Lopez	Program Officer, Foundation for Media Alternatives
	Jocelyn Tendenilla	OIC Division Chief, Corporate Planning Division, Department of Information and Communications Technology
	Pia Sabate	Division Chief, Organization Development Division, Department of Information and Communications Technology
Sophia Zinampan	Planning Officer II, Department of Information and Communications Technology	
Kakay Tolentino	National Coordinator, Bai Indigenous Women's Network	

Women, Peace and Security	Karen Tanada	WEACT1325
	Helen Rojas	Bangsamoro Women's Commission
	Shalom Allian	Nissa Ul Haqq Fi Bangsamoro
	Dir. Vanessa Pallarco	Office of the Presidential Adviser on the Peace Process
Women and Access to Justice	Atty. Twyla Rubin	Officer-in-Charge, Center for Gender Equality and Women's Human Rights, CHR
	Jelen Paclarin	Executive Director, Women's Legal Bureau
	Atty. Karla Cabel MNSA	Assistant State Prosecutor, Office of the Prosecutor General, National Prosecution Service, DOJ
	Fr. Flavie Villanueva	AJ Kalinga
	Raquel Ignacio	Women with Disability taking Action on Reproductive and Sexual Health (W-DARE)
Representation of Women in Decision-Making	Baguio City Councilor Mylen Yaranon Tacloban City Councilor Jom Bagulaya Quezon City Councilor Mayen Juico	Focus Group Discussion with LGU Women Legislators
	Office of Rep. Acosta Mayor Macel of Barugo, Leyte Office of Senator Risa Comm. Sec. Joy Piccio - Committee on Women	FGD with Legislators
	Maya Tamayo	Program Manager, Angat Bayi
	Hamilcar Chanjueco, Jr. and Jill Javiniar	Office of the Vice President Leni Robredo
LGBTQIA+ Organizations Focus Group Discussion	Atty. Claire De Leon	Secretary General, Lagablab
	Angel Aquino	GALANG Philippines
	Maria Eda Catabas	Board Member, LakanBini

	Ferdinand Buenviaje	Chair, TLF Share
	Bela Rivera	Former Punong Babaylan, UP Babaylan

ANNEX 8: Organizations Represented in Key Informant Interviews and Focus Group Discussions, per Thematic Area

Key Thematic Area	Organizations
Gender, Education, and Participation in Labor Market	<ul style="list-style-type: none"> ● Department of Labor and Employment - Institute for Labour Studies (DOLE-ILS) ● Department of Education (DepEd) ● Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO) - Center of United and Progressive Workers ● Partido Manggagawa (PM)
Women in Entrepreneurship and Access to Financial Services	<ul style="list-style-type: none"> ● Homenet Philippines ● Investing in Women Asia ● Department of Trade and Industry (DTI) ● Philippine Business Coalition for Women Empowerment (PBCWE)
Women Migrant Workers	<ul style="list-style-type: none"> ● Overseas Workers Welfare Administration (OWWA) ● Batis Center for Women ● UN Women Philippines ● Center for Migrant Advocacy ● Department of Foreign Affairs (DFA)
Trafficking and Exploitation of Sex Workers	<ul style="list-style-type: none"> ● Philippine Sex Workers Collective (PSWC) ● Interagency Council Against Trafficking (IACAT) ● Interagency Council Against Child Pornography (IACACP)
Women and Health, SRHR, Adolescent pregnancy	<ul style="list-style-type: none"> ● Likhaan ● Roots of Health ● The Forum for Family Planning & Development, Inc. ● Amarela PH ● Commission on Population and Development (POPCOM) ● United Nations Population Fund (UNFPA)
Gender-Based Violence, including Domestic Violence	<ul style="list-style-type: none"> ● Gabriela National Alliance of Women ● Lunas Collective ● Inter-Agency Council on Violence Against Women and their Children (IACVAWC) ● PNP Women and Children Protection Center (PNP-WCPC)
Gender and Infrastructure	<ul style="list-style-type: none"> ● Department of Public Works and Highways (DPWH) ● Move as One Coalition ● Pinay Bike Commuter Community ● Bicycle Friendly Philippines ● National Economic and Development Authority (NEDA)
Gender and Disaster Risk Response and	<ul style="list-style-type: none"> ● Philippine Institute of Volcanology and Seismology/ Department of Science and Technology (PHIVOLCS/DOST) - Dynaslope Project

Management	<ul style="list-style-type: none"> ● CARE ● Assistance and Cooperation for Community Resilience and Development (ACCORD Inc.) ● DRR Network Philippines (DRRNetPhils)
Women and Climate Change, Environment, and Digitalisation	<ul style="list-style-type: none"> ● Climate Change Commission ● Greenpeace Philippines - Climate Justice Campaign ● Greenpeace Philippines - Zero Waste Campaign ● Philippine Movement for Climate Justice (PMCJ) ● BAI Indigenous Women's Network ● Foundation for Media Alternatives (FMA) ● Department of Information and Communications Technology (DICT)
Women, Peace, and Security	<ul style="list-style-type: none"> ● Office of the Presidential Adviser on the Peace Process (OPAPP) ● Nisa ul-Haqq Fi Bangsamoro ● WE Act 1325 ● Bangsamoro Women's Commission (BWC)
Women and Access to Justice	<ul style="list-style-type: none"> ● Center for Gender Equality and Women's Human Rights (CGEWHR) of the Commission on Human Rights (CHR) ● Women's Legal and Human Rights Bureau (WLB) ● Department of Justice (DOJ) ● Women Who Dare to Take Action on Reproductive Health (WDARE)
Representation of Women in Decision-Making	<ul style="list-style-type: none"> ● Angat Bayi ● Office of Rep. Malou Acosta-Alba ● Office of Sen. Risa Hontiveros ● Committee on Women - House of Representatives ● Office of the Vice President Leni Robredo
Broader Strokes	<ul style="list-style-type: none"> ● Department of Social Welfare and Development (DSWD) ● National Economic and Development Authority (NEDA) ● Committee on Women Chairs (Senate & House of Representatives) ● 4 Key LGUs (Quezon City, Tacloban City, Baguio City, and Municipal of Barugo, Leyte)
\Other Sectoral Groups	<ul style="list-style-type: none"> ● Faith-based organizations <ul style="list-style-type: none"> ○ AJ Kalinga Foundation Inc.

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