

## Philippines

### Inputs to the implementation of the United Nations General Assembly Resolution on Women in Development (A/RES/74/235)

Issues	Measures taken; results achieved; lessons learned; and opportunities for upscaling and replication
<p>Strengthening and implementing gender-responsive poverty eradication strategies, including social protection systems, to help ensure an adequate standard of living for women and girls, especially in response to challenges posed by the COVID-19 pandemic (paragraph 10)</p>	<p>The enactment of Republic Act (RA) No. 11310 institutionalizes the Pantawid Pamilyang Pilipino Program (4Ps), the national poverty reduction strategy and a human capital investment program that provides conditional cash transfer to poor households for a maximum period of seven years to improve the health, nutrition and education aspect of their lives.</p> <p>Among the 4,091,590 household beneficiaries in 2021, majority (85.4%) of its grantees<sup>1</sup> are women.<sup>2</sup> As grantees, women are able to exercise equal decision-making within the household by having available cash for their children’s schooling and health concerns.</p> <p>In terms of behavioural and social outcomes of the 4Ps, the assessment made by the Department of Social Welfare and Development shows that “[F]amily life sessions on child rearing, discipline, and addressing domestic conflicts made a strong impression on Pantawid Pamilyang Pilipino Program (Bridging Program for the Filipino Family or 4Ps) families.”<sup>3</sup></p> <p>In addition, “The family development sessions (FDS) were found to have contributed to the development of self-confidence among women beneficiaries. Awareness of laws on equal rights of men and women, especially with the Gender Sensitivity Training and Forum on VAWC helped change the dynamics of relationships within the household. This includes the recognition and sharing of “home care management roles.”<sup>4</sup></p>

<sup>1</sup> The “grantee” is the designated household member authorized to withdraw or receive grants.

<sup>2</sup> DSWD. (2021). Monthly Report on Pantawid Pamilya Implementation. 4<sup>th</sup> Quarter 2021. <<https://pantawid.dswd.gov.ph/wp-content/uploads/2022/01/4Ps-Fourth-Quarter-Report-2021.pdf>>

<sup>3</sup> DSWD input to the CEDAW 9th Periodic Report, Presentation on the Study on the Behavioral and Social Outcomes of 4Ps.

<sup>4</sup> Engracia, Sylvia (April 2015). Towards a Gender Responsive Conditional Cash Transfer Program. Strengthened Gender Impacts of Social Protection: Final Report.p.12

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	<p>Moreover, the 4Ps raises awareness and use of modern family planning methods among program beneficiaries and increases the availment of prenatal care services and facility-based deliveries in urban areas.<sup>5</sup></p>
	<p>The Department of Labor and Employment (DOLE) is leading the institutionalization of a Social Protection Floor (SPF)<sup>6</sup> to guarantee the access of people to social protection services.</p>
	<p>The SPF recommendation includes health and nutrition support for 4Ps mothers and their babies, programs for pregnant and lactating mothers through the First 1,000 Days Program, and women- and child-friendly spaces during disasters and emergencies.</p>
	<p>RA 11199 or the Social Security Act of 2018 provides for unemployment insurance equivalent to 50% of the average monthly salary credit of qualified members of the Social Security System for a maximum of two months.</p>
	<p>The Magna Carta of the Poor (RA 11291), enacted on 12 April 2019, aims for the progressive realization of the following fundamental rights of the poor towards poverty alleviation: right to adequate food, right to decent work<sup>7</sup>, right to relevant and quality education, right to adequate housing, and right to the highest attainable standard of health<sup>8</sup>.</p>

<sup>5</sup> DSWD. (2020). 4Ps Third Impact Evaluation: Regression Discontinuity Report

<sup>6</sup> The SPF aims to provide protection through transformative, protective, preventive and promotive social protection measures. Transformative measures include promotion of minority rights, conduct of anti-discriminatory campaigns, provision of social funds, and proactively challenging discriminatory behavior, including among women and girls.

<sup>7</sup> Right to the opportunity to obtain decent and productive employment, in conditions of freedom, equity, gender equality, security, and human dignity

<sup>8</sup> Including gender-responsive health services and programs

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<p>Increasing investments in and implementation of gender-responsive policies and programmes for full and productive employment and decent work for all women, including their participation in and access to labour markets, and addressing women’s disproportionate job losses during the COVID-19 crisis (paragraphs 31 and 32)</p>	<p>The enactment of RA 11210 increased the maternity leave benefits to 105 days with full pay and an option to extend for an additional 30 days without pay covering all female workers in government and private sector, including those in the informal economy, regardless of civil status or legitimacy of her child.</p> <p>The DOLE Integrated Livelihood and Emergency Employment Program (DILEEP) aims to reduce the vulnerability to risks of the poor, vulnerable, and marginalized workers by providing emergency employment, and promoting entrepreneurship and community enterprises. Under DILEEP, DOLE implements the Kabuhayan Program that provides vulnerable and marginalized workers access to grant assistance for capacity building on entrepreneurial ventures for either individual or group undertaking.</p>
<p>Promoting the transition of women from informal employment to formal employment, including access to decent work, improved wages, social protection, and quality childcare (paragraph 11)</p>	<p>Trabaho Negosyo Kabuhayan<sup>9</sup> (TNK) is an initiative between DOLE and the Department of Trade and Industry (DTI), which aims to create decent jobs through the promotion of entrepreneurship. This partnership envisions to reduce inequality by accelerating human capital development. Since its conception in 2017, TNK has been successfully conducted in the local setting in cooperation with the Public Employment Service Offices and other government agencies.</p> <p>TNK provides employment opportunities and entrepreneurial options which cater to all types of jobseekers including returning OFWs, persons with disabilities, and senior citizens. Other TNK features that may be availed are lectures/seminars conducted by DOLE, DTI, and other participating agencies, skills training opportunities from the Technical Education and Skills Development Authority (TESDA), and facilitation/issuance of government documentary services.</p>

<sup>9</sup> <http://www.ble.dole.gov.ph/index.php/trabaho-negosyo-kabuhayan>

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<p>Prohibiting all forms of discrimination against women, including in the world of work, including against women facing multiple and intersecting forms of discrimination, such as migrant women and women with disabilities (paragraphs 16, 43, 44, 47)</p>	<p>RA 11299 establishes the Office for Social Welfare Attaché in countries with large concentration of overseas Filipino workers (OFWs). One of the duties of the Social Welfare Attaché includes management of cases of OFWs and other OFs in distress needing psychosocial services such as victims of trafficking or illegal recruitment, rape or sexual abuse, maltreatment and other forms of physical or mental abuse, and cases of abandoned or neglected children, among others.</p>
	<p>According to the 2018 National Migration Survey, there are more females than males who have internal and international migration experience. Further, majority of the female international migrants (61%) in the first country of destination are in the elementary occupations. As such, there needs to be a more gender-responsive approach towards supporting OFWs. The government seeks to ensure that OFWs' rights are protected and well-being are improved. This can be done through the following strategies identified in the Updated Philippine Development Plan, 2017-2022 (PDP):</p> <ul style="list-style-type: none"> <li>• Strengthen bilateral and regional ties, facilitating effective service delivery to OFWs, and providing sufficient assistance-to-nationals services;</li> <li>• Strengthen law enforcement capabilities against trafficking in persons especially of women and children, among others; and</li> <li>• Implement strategies for the sustainable and gender-responsive reintegration of OFs into the country. The Philippines has committed to implement the National Action Plan on Sustainable, Gender-Responsive Return and Reintegration. One of its key strategies is to ensure that safe and dignified return and readmission of migrants and family members include providing for their legal and health concerns (e.g., for their psychosocial well-being), especially for the most vulnerable such as children, victims of trafficking in persons and gender-based violence, refugees, asylum seekers,</li> </ul>

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	<p>and stateless persons. In addition, the plan seeks to strengthen financial inclusion of migrant workers and their families, especially women migrant workers, in countries of origin and destination.</p>
<p>Promoting and protecting women’s labour and human rights in the workplace through targeted measures, including universal minimum wage, social protection and equal pay for work of equal value, reducing occupational segregation and gender pay gaps and ensuring collective bargaining and recruitment, retention and promotion of women (paragraph 28)</p>	<p>In 2019, NEDA commissioned a study to look at the determinant of female labor force participation in the country. The study was used as one of the reference materials in the formulation of the PDP 2017-2022, specifically in identifying strategies on increasing female labor force participation (e.g., increasing the maternity and paternity leave benefits, improving access and affordability of child care services; providing re-training services for women returning to the workforce; formulating policies promoting work-life balance, among others).<sup>10</sup></p> <p>The TESDA conducts various training programs through different delivery modes such as community-based, institution-based, and mobile training laboratories to ensure access to skills training, including those in the geographically isolated and disadvantaged areas. However, there is a need to ensure the quality and responsiveness of existing training programs as the pandemic accelerated automation and use of new technologies.</p> <p>Further, advocacy programs to encourage women to enroll in non-traditional courses must be developed and/or strengthened. Based on the 2020 Gender and Development (GAD) Narrative Report from TESDA, there were more male enrollees in the traditionally male courses (2,704,222 or 62%) compared to female enrollees (1,653,007 or 32%) from 2015 to 2019. These courses include Agriculture, Forestry and Fishery; Automotive and Land Transportation; Construction; Electrical and Electronics; Heating, Ventilation, Air-conditioning and Refrigeration; Information and Communication Technology; and Metals and</p>

<sup>10</sup> <https://neda.gov.ph/wp-content/uploads/2021/09/Determinants-of-Female-Labor-Force-Participation-in-the-Philippines.pdf>

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	<p>Engineering. These training programs need to be accompanied by measures to reduce discrimination against women being hired in non-traditional occupations and industries.<sup>11</sup></p> <p>The PDP also highlights the need to intensify the monitoring of corporations' compliance to laws, policies, and programs that foster women's participation and retention in the workforce (e.g., Expanded Maternity Leave Act and the Family Welfare Program, First Time Job Seekers Act, and Telecommuting Act).</p>
<p>Recognizing, reducing and redistributing women's and girls' disproportionate share of unpaid care and domestic work and representing and rewarding women's paid care work, especially given the increases in the unequal burden on women and girls during the COVID-19 period (paragraphs 29, 33 and 44)</p>	<p>RA 11210 also allows the allocation of up to seven days of the maternity leave benefits to the child's father, regardless of their civil status, or to an alternate caregiver in case of death, absence or incapacity of the child's father.</p> <p>Ensuring flexible work arrangements to allow members of the workforce to balance their household and work duties is among the strategies identified in the Updated PDP. Companies now resort to flexible and remote work arrangements (e.g., flexible schedule, compressed workweek, alternative worksite telecommuting) in view of the demands of the new normal. However, there is likelihood that our workforce will be overwhelmed with juggling household duties (i.e., domestic work and family care) and work in the same physical space. Thus, the need to ensure that such flexibility will guarantee work-life balance.<sup>12</sup></p> <p>Results of the 2021 National Household Care Survey<sup>13</sup> (commissioned by Oxfam Philippines, the Philippine Commission on Women, UN Women WeEmpowerAsia,</p>

<sup>11</sup> Asian Development Bank. (2013). Gender Equality in the Labor Market in the Philippines. Retrieved from: <https://www.adb.org/sites/default/files/publication/31194/gender-equality-labor-market-philippines.pdf>

<sup>12</sup> Updated Philippine Development Plan, 2017-2022 - Chapter 10: Human Capital Development Towards Greater Agility. Retrieved from <https://pdp.neda.gov.ph/updated-pdp-2017-2022/>

<sup>13</sup> <https://philippines.oxfam.org/latest/stories/filipino-men-log-more-care-work-hours-due-pandemic-bulk-tasks-still-fall-women-%E2%80%94>

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	<p>and partner organizations) show that women spent up to 13 hours a day on unpaid care work, including supervising dependents, compared to only 8 hours for men.</p> <p>The Building Constituency for the Recognition and Valuing Women’s Work for Care Economy (BRAVE) Project, a joint undertaking by Oxfam, National Rural Women Coalition (PKKK<sup>14</sup>), and the Philippine Commission on Women (PCW), with support from the UNESCAP was launched in 2022. The project’s key activities include capacity and awareness building through online discussion series, constituency building, and information campaigns. The BRAVE Project promotes collaboration in developing an action plan (with recommendations for a whole-of-government approach) and policy package to issues related to recognizing, redistributing, and reducing women’s unpaid care work.</p>
<p>Preventing and eliminating all forms of violence, sexual harassment and discrimination against women and girls, including in the world of work, and addressing the increase in gender-based violence during the COVID-19 period (paragraphs 16 and 35)</p>	<p>The Safe Spaces Act of 2019 (RA 11313) was signed into law on 17 April 2019. The law defines and penalizes all forms of gender-based sexual harassment committed in public spaces including online space, educational or training institutions, and workplace. This law also expands the Anti-Sexual Harassment Act of 1995 (RA 7877) by recognizing that harassment can be committed between peers, or by a subordinate to a superior officer.</p> <p>The Special Protection of Children in Situations of Armed Conflict Act (RA 11188) declares children as zones of peace and emphasizes that the rights of children will be promoted and protected at all times especially in situations of armed conflict and violence. All services to be provided to children should be child-specific and gender-responsive.</p> <p>RA 11596, also known as An Act Prohibiting the Practice of Child Marriage and Imposing Penalties, was</p>

<sup>14</sup> Pambansang Koalisyon ng Kababaihan sa Kanayunan

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	<p data-bbox="699 268 1430 621">signed into law on 10 December 2021. The law penalizes the facilitation and solemnization of child marriage, as well as cohabitation of adults with children. In addition, the legislation enables a social environment that prevents child marriage by empowering children through education and support networks, and providing economic support to families and communities, among others.</p> <p data-bbox="699 621 1430 1010">The Interagency Council on Violence Against Women and their Children (IAC-VAWC), as lead coordinator and monitoring body on VAWC initiatives, ensures that the referral system for victim survivors of gender-based violence is fully operational. The IAC-VAWC also leads the yearly 18-Day Campaign to End VAW, which advocates for a community free from violence against women and girls and highlights actions toward achieving this vision.</p>
<p data-bbox="191 1010 699 1436">Providing equitable and universal access to affordable and quality health-care services, including sexual and reproductive health, for women and girls in order to achieve the realization of the right to the enjoyment of the highest attainable standard of physical and mental health, particularly in contexts of HIV/AIDS and COVID-19 (paragraph 17-19)</p>	<p data-bbox="699 1010 1430 1514">The Universal Health Care (UHC) Act (RA 11223), enacted on 20 February 2019, guarantees all Filipinos coverage under the National Health Insurance Program with zero co-payments for basic/ward accommodations in government hospitals, and fixed, co-payment for non-basic admissions in government and accredited private hospitals. In line with the UHC implementation, the Philippine Health Insurance Corporation offered different benefit packages to reduce out-of-pocket expenses. Some examples include primary care/outpatient benefit package and benefit packages for COVID-19 patients.</p> <p data-bbox="699 1514 1430 1829">Signed in 2021, Executive Order No. 141 “Adopting as a National Priority the Implementation of Measures to Address the Root Causes of the Rising Number of Teenage Pregnancies, and Mobilizing Government Agencies for the Purpose<sup>15</sup> will support initiatives to address the number of births among women 15 to 19 years old through the implementation of the Comprehensive Action Plan to Prevent Adolescent</p>

<sup>15</sup> <https://www.officialgazette.gov.ph/2021/06/25/executive-order-no-141-s-2021/>



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	<p>Pregnancies 2021-2024.</p> <p>The National Program on Population and Family Planning<sup>16</sup> aims to reduce unplanned and unwanted pregnancies by enabling couples and individuals to attain their desired number of children within the context of responsible parenthood. Among the Plan’s key strategies are strengthened coordination among national government agencies; increased budget for family planning (FP) commodities and services; expanded demand generation activities for FP use; provision of financial support for local government units (LGUs) to conduct community-based campaigns; creation of a Reproductive Health Bureau tasked to focus on reproductive health program implementation; and capacity building activities for FP providers.</p> <p>In light of the pandemic and the implementation of community quarantine across the country, the Department of Health issued the Department Circular No. 2020-0167 that directed the continuous provision of essential health services during the pandemic. Such services include:</p> <ul style="list-style-type: none"> <li>a. Ante-natal and post-partum care;</li> <li>b. Essential intrapartum and newborn care;</li> <li>c. Routine immunization among children;</li> <li>d. Sexual and reproductive health care services (including provision of family planning commodities);</li> <li>e. Women and child protection services;</li> <li>f. Management of malnutrition and micronutrient supplementation;</li> <li>g. Tuberculosis screening, testing and treatment;</li> <li>h. HIV screening, testing and provision of anti-retroviral treatment;</li> <li>i. Mental health services;</li> <li>j. Life-saving health services (life support and first aid) and control of non-communicable diseases; and</li> <li>k. Health services for vulnerable population.</li> </ul>

<sup>16</sup> <https://neda.gov.ph/govt-to-strengthen-population-family-planning-program/>

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	<p>Other notable adjustments/innovations in service delivery include<sup>17</sup>:</p> <ul style="list-style-type: none"> <li>• For HIV/AIDS, implementation of the “Online BESHIE” initiative with support from Global Fund Accelerating Community Engagement and Response on HIV Prevention Project. This addresses the demand for HIV related information and education through the use of various social media platforms (given the restrictions for face-to-face interactions). Inspired by the concept and principle of content marketing, BESHIE which is an acronym for Bringing Education on Sexual Health and HIV in the Electronic World, seeks to generate demands for HIV testing services, provide HIV prevention information, and offer referral service on HIV, sexually-transmitted infections, and sexual health.</li> <li>• You-for-you (U4U) Teen Trail Initiative is an ongoing communication campaign led by the Commission on Population and Development (POPCOM) that seeks to prevent early sex among teenagers. POPCOM managed to conduct this flagship strategy through face-to-face and online education and awareness activities during the early part of 2020. In its limited rollout, it was able to reach 6,399 adolescents from 11 regions.</li> <li>• Responsible Parenthood and Family Planning HELPLINE was launched in May 2020 to address adolescents’ need for information on responsible health and sexuality, including protection from gender-based violence and where to go for assistance. All POPCOM regional offices have dedicated HELPLINE numbers managed by trained responders.</li> <li>• “FP on wheels” is an innovative approach implemented by the LGUs and civil society</li> </ul>

<sup>17</sup> 2020 RPRH Annual Accomplishment Report  
<https://doh.gov.ph/sites/default/files/publications/7th%20Annual%20Report%20on%20the%20Implementation%20of%20Responsible%20Parenting%20and%20Reproductive%20Health%20Act%20of%202012%20%282020%29%2007052021.pdf>

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	<p>organizations to ensure that needed FP services and commodities reach FP users despite the lockdowns.</p>
<p>Promoting and protecting women’s and girls’ right to education and ensuring their safe and equal access to and participation in education throughout the life cycle and at all levels, given the prolonged suspension of educational activities during the COVID-19 pandemic and redressing the attrition of women and girl students (paragraph 24)</p>	<p>In 2017, the Department of Education (DepEd) issued Department Order 32 on Gender-Responsive Basic Education policy to integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination and human rights in the provision and governance of basic education. Through this policy, the DepEd commits to holistically develop Filipino learners with access to quality, culture-based basic education in a learner-friendly, safe, and nurturing environment with the provision to continuously improve its support systems at all levels of governance.</p> <p>The Department Order 31 s. 2018 on the implementation of Comprehensive Sexuality Education (CSE) was issued to establish a common understanding of CSE key concepts and messages and to ensure clear implementation of protocols in the CSE.</p> <p>To institutionalize a platform for consultation and collaborative research in strategic basic education policy, planning, and programming, the Philippine Forum for Inclusive Quality Basic Education (Educ Forum) led by the DepEd was convened in 2019. The Educ Forum counts among its members, namely: Commission on Higher Education (CHED); Technical Education and Skills Development Authority (TESDA); civil society organizations; and private sector partners.</p>
<p>Integrating a gender perspective into climate change, environmental and disaster risk reduction policies and programmes and providing adequate resources to ensure the full and equal participation of women in all levels of decision-making and implementation in these areas (paragraph 48)</p>	<p>The Office of the Civil Defense – National Disaster Risk Reduction and Management Council updated the National Disaster Risk Reduction and Management Plan (NDRRMP) 2020-2030 to consider the following challenges and gaps: (a) addressing the underlying causes of vulnerability (e.g., socioeconomic factors); (b) linking environmental management to risk reduction and resilience-building; (c) capacity-building; (d) financing; and (e) monitoring and evaluation. Given these bottlenecks, the updated NDRRMP is geared</p>

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	<p>towards new directions which include risk-informed investments, advancing digital transformation, ensuring a multi-sectoral approach, ensuring gender-responsiveness, promoting locally-led ecosystem-based DRRM and climate change adaptation, ensuring inclusion and meaningful participation, assuring public-private partnerships, establishing a functional result based-monitoring and evaluation, and investing in public health. These will be integrated in the four DRRM phases: prevention and mitigation, preparedness, response and early recovery, and rehabilitation and recovery.</p> <p>The NDRRMC also continues to provide DRRM-related capacity building and training services to various stakeholders including girls and women.</p> <p>The Department of the Interior and Local Government’s Memorandum Circular No. 122 Series of 2018, “Guidelines for Local Government Units on the Strengthening of Evacuation Systems using the Local Disaster Risk Reduction and Management Plan” continues to guide LGUs in the establishment of resilient women- and child- friendly evacuation centers in their locality. The evacuation centers should have the following basic features: (a) separate toilet and bathing facilities designated for males and females; (b) breastfeeding area/lactation station; and (c) other facilities and physical provisions that will help guarantee human living conditions of evacuees and aid in ensuring that needs of special population groups (e.g., women, children, elderly, and IPs) are met.</p>
	<p>The Harmonized Gender and Development Guidelines is a tool developed by NEDA and PCW in partnership with the ODA GAD Network to assess and ensure that the programs and projects of the government are gender-responsive. Twenty-one sectoral project design checklists have been developed, one of which is the</p>

Issues	Measures taken; results achieved; lessons learned; and opportunities for upscaling and replication
	checklist for Disaster Risk Reduction and Management projects. <sup>18</sup>
Improving and systematizing the collection, analysis and dissemination of high-quality, accessible, timely, reliable disaggregated data, with a focus on women’s employment, informal employment, access to decent work and social protection, entrepreneurship, and unpaid care and domestic work through time-use surveys and satellite accounts to assess the contribution of such work to national income (paragraphs 49 and 50)	<p>The Philippine Statistics Authority (PSA) serves as the official repository of Sustainable Development Goals (SDG) indicators in the Philippines. It also serves as secretariat to the Interagency Committee on Gender, Children, and Youth Statistics (IACGCYS). The said Committee resolves issues, reviews current techniques/methodologies, and recommends policies and workable schemes towards the improvement of gender and other related statistics. The IACGCYS has been the lead body in the review and assessment of the SDG indicators for Goal 5. The baseline and latest accomplishment for each identified indicator are reflected in the SDG Watch.<sup>19</sup></p> <p>For efficient monitoring of national targets and international commitments on GAD, the list of the Philippine Core GAD Indicators was approved by the PSA Board through its Board Resolution No. 08, Series of 2021.</p> <p>In 2022, the PSA and PCW will spearhead the development of Statistical GAD Database to generate, collect, and utilize sex-disaggregated data in government agencies. The development and maintenance of the Statistical GAD Database is mandated under the Republic Act No. 9710 or the Magna Carta of Women.</p>

<sup>18</sup> <https://library.pcw.gov.ph/harmonized-gender-and-development-guidelines-for-project-development-implementation-monitoring-and-evaluation-3rd-edition/>

<sup>19</sup> <https://psa.gov.ph/sdg/Philippines/baselinedata/5 Gender Equality>