

Monitoring and Evaluation of Gender Equality and Women's Empowerment in the Philippines

A Compendium of Indicators

Volume 1

Production Notes

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Monitoring and Evaluation of Gender Equality and Women's Empowerment in the Philippines A *Compendium of Indicators*

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MONITORING AND
EVALUATION OF
GENDER EQUALITY
AND
WOMEN'S
EMPOWERMENT
IN THE PHILIPPINES

A COMPENDIUM OF INDICATORS

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A Compendium of Indicators
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FOREWORD

Since the introduction of gender mainstreaming through Republic Act 7192 or the Women in Development and Nation Building Act and its institutionalization in Republic Act 9710 or the Magna Carta of Women (MCW) in 2009, the Philippines has sustained the integration of gender equality and women's empowerment (GEWE) concerns in government policies and programs. Through the concerted efforts of government and civil society through the women's movement, major strides have been taken towards achieving gender equality and the empowerment of women and girls in the country. The Philippines' rank among the top ten countries in the Global Gender Gap Index is an evidence of the country's significant gains in reducing gender disparities. The Philippines maintained its position since 2006, as one of the most gender equal countries in the world, and the top placer in Southeast Asia.

In light of the MCW imperative for government agencies to set up an effective and efficient monitoring system on the Act and its implementing rules and regulations, there is a stronger impetus to adopt a gender-responsive and results-based monitoring and evaluation system to track progress and results, and to identify gaps and challenges. Specifically, all government agencies are mandated to conduct monitoring of the effectiveness of their programs to determine if government interventions are contributing to the reduction of gender disparities among women and men, girls and boys in the social, economic, political, civil and cultural facets of life.

This Compendium titled “Monitoring and Evaluation of Gender Equality and Women’s Empowerment in the Philippines: A Compendium of Indicators” provides a handy tool to guide us in meeting our commitments under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action (BPfA), the Sustainable Development Goals (SDGs), and national policies like the MCW and the GEWE Plan 2019-2025.

I invite all those engaged in bringing about an inclusive, rights-based, culture-sensitive and gender-responsive development, to make use of this compendium. It is my fervent hope that this instrument will provide stakeholders with coherence, clarity and focus in developing, implementing, monitoring and evaluating their GAD programs and projects. By utilizing the GEWE outcomes and indicators as markers and measures of the progressive realization of women's human rights, we are assured that our efforts are guided towards tangible and measurable results.

May our efforts continuously accelerate the *de jure* and *de facto* equality of women and girls in the country.

Mabuhay po tayong lahat!

Rhodora T. Masilang Bucoy, PhD
Chairperson
Philippine Commission on Women

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This Compendium is the result of contributions from many women and men who shared their expertise, insights, inputs and lessons learned throughout the entire development process of the publication.

Special thanks to the members of the GAD Focal Point Systems and the Planning, Monitoring and Evaluation teams of national government agencies for their valuable contributions and inputs during numerous validation workshops and agency-wide validations conducted by the Philippine Commission on Women between 2016 up to 2018.

Likewise, special thanks to the women and men of PCW for their contribution to the formulation and finalization of this Compendium.

This Compendium was developed and produced with the invaluable assistance of Ms. Brenda B. Furagganan and Dr. Margarita F. Guerrero.

PCW Resolution

PCW Resolution No. 01 Series of 2019

ADOPTING THE COMPENDIUM OF INDICATORS FOR MONITORING AND EVALUATION OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT (GEWE) IN THE PHILIPPINES

Whereas, the Magna Carta of Women (MCW) provides that the Philippine Commission on Women (PCW) is the primary policy-making and coordinating body on women and gender equality concerns and the overall monitoring body and oversight to ensure the implementation of the Act;

Whereas, the PCW seeks to monitor and evaluate the government's performance on gender and development (GAD), as well as the country's progress in implementing international human development commitments such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform For Action (BPFA) and the Sustainable Development Goals (SDGS);

Whereas, in line with its monitoring and evaluation (M&E) function, the PCW established a results-based monitoring and evaluation system (RBMES) with the twin objectives of improving the M&E of gender equality and women's empowerment results and enhancing the culture of and capacity for results-based M&E among national Government agencies, local government units and other stakeholders;

Whereas, the essential components of the RBMES are the priority gender mainstreaming and sectoral GEWE indicators developed by PCW in consultation with oversight and implementing agencies through a series of workshops which gathered inputs and commitments to integrate relevant indicators in the agencies' planning, implementation, monitoring and evaluation on GAD;

Whereas, the priority GEWE indicators were consolidated into a compendium to serve as a reference and guide for substantive and outcome-based planning and budgeting for GAD, including monitoring the progress of the implementation of MCW, SDG, BPFA, CEDAW and other GAD mandates;

Whereas, the compendium was finalized after consideration of recommendations for enhancements from various stakeholders including the PCW Board of Commissioners and the PCW management committee (MANCOM);

NOW, THEREFORE BE IT RESOLVED that the compendium of indicators for monitoring and evaluation of gender equality and women's empowerment in the Philippines shall be adopted as a reference document in the development of the

outcome-based planning and implementation, monitoring and evaluation of policies, plans, programs and projects towards GEWE;

Resolved further that the Compendium shall be launched during the National Women's Month celebration in March 2019;

RESOLVED FINALLY, that PCW shall facilitate the wide dissemination of the Compendium, for reference and utilization of concerned national and local government partners, advocates, donors and other stakeholders.

DONE this 6th day of February 2019 in Manila, Philippines.

FOR AND IN BEHALF OF THE BOARD OF COMMISSIONERS



RHODORA MASILANG BUCOY
Chairperson

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ACRONYMS

BPfA	Beijing Platform for Action
CARP	Comprehensive Agrarian Reform Program
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CFO	Commission on Filipinos Overseas
CHED	Commission on Higher Education
CHR	Commission on Human Rights
COA	Commission on Audit
COMELEC	Commission on Elections
CSC	Civil Service Commission
DA	Department of Agriculture
DAR	Department of Agrarian Reform
DBM	Department of Budget and Management
DENR	Department of Natural Resources
DEPED	Department of Education
DFA	Department of Foreign Affairs
DILG	Department of the Interior and Local Government
DOH	Department of Health
DOJ	Department of Justice
DOLE	Department of Labor and Employment
DOST	Department of Science and Technology
DOT	Department of Tourism
DOTR	Department of Transportation
DPWH	Department of Public Works and Highways
DRRM	Disaster Risk Reduction and Management
DSWD	Department of Social Welfare and Development
DTI	Department of Trade and Industry
FDA	Food and Drug Administration
FLAg	Forest Land Use Agreement
FLAgT	Forest Land Use Agreement for Tourism
FLGMA	Forest Land Grazing Management Agreement
FNRI	Food and Nutrition Research Institute
GAD	Gender and Development
GBV	Gender-based Violence
GEWE	Gender Equality and Women Empowerment
HGDG	Harmonized Gender and Development Guidelines
HUDCC	Housing and Urban Development Coordinating Council
IFMA	Integrated Forest Management Agreement
IP	Indigenous People
LGU	Local Government Unit
LUC	Local Universities and Colleges

MCW	Magna Carta of Women
M&E	Monitoring and Evaluation
NAPC	National Anti-Poverty Commission
NCC	National Competitiveness Council
NCCA	National Commission for Culture and the Arts
NCIP	National Commission on Indigenous Peoples
NCMF	National Commission on Muslim Filipinos
NEDA	National Economic and Development Authority
NGA	National Government Agency
OCD	Office of Civil Defense
OFW	Overseas Filipino Workers
OPAPP	Office of the Presidential Adviser on the Peace Process
OSEC	Office of the Senate Secretary
PCW	Philippine Commission on Women
PPGD	Philippine Plan for Gender-Responsive Development
PNP	Philippine National Police
POEA	Philippine Overseas Employment Administration
POPCOM	Population Commission
PHILHEALTH	Philippine Health Insurance Corporation
PSA	Philippine Statistics Authority
PIA	Philippine Information Agency
RF	Results Framework
SIFMA	Socialized Industrial Forest Management Agreement
SOGIE	Sexual Orientation, Gender Identity and Expression
SDG	Sustainable Development Goals
SUC	State Universities and Colleges
TESDA	Technical Education and Skills Development Authority
VAW	Violence Against Women
VAWC	Violence Against Women and (their) Children
WEDGE	Women's Empowerment, Development and Gender Equality Plan
WEE	Women's Economic Empowerment

CHAPTER I

INTRODUCTION

1-1 What is the Compendium?

1-2 Purpose, Uses and Users

1-3 Structure of the Compendium

1-1 WHAT IS THE COMPENDIUM?

The Philippine Commission on Women (PCW) is tasked to monitor and evaluate the implementation of Republic Act No. 9710, "An Act Providing for the Magna Carta of Women". The Magna Carta of Women (MCW) is a comprehensive women's human rights law that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting the rights of Filipino women, especially those in the marginalized sectors. Signed into law on 14 August 2009, the MCW affirms the role of women in nation-building by directing the Philippine government to institute concrete measures aimed at accelerating the substantive equality of women and men. It also provides ways to promote empowerment of women and pursue equal opportunities for women and men and to ensure equal access to resources and to development results and outcomes.

In view of its mandate under the MCW, the PCW pursued the organizational strengthening of its Monitoring and Evaluation (M&E) System starting with the development of the PCW M&E Results Framework and the MCW Gender Mainstreaming (GM) and Women Empowerment (WE) indicators. These provided the bases for the development of the Gender Equality and Women's Empowerment (GEWE) Results Frameworks of various sectors clustered under five strategic goal areas: a) Women's Social Development Rights; b) Women's Economic Empowerment; c) Gender in Security, Justice and Peace; d) Gender in Environment and Climate Change; and e) Gender-Responsive Governance. The GEWE results frameworks aim to guide monitoring and evaluation of national laws and international human development commitments on GEWE such as the MCW, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action (BPfA), and the Sustainable Development Goals (SDGs). These were progressively enhanced following series of workshops with various agency stakeholders from 2016 to 2017.

The idea of a compendium of indicators came about in the course of prioritizing the gender and development (GAD) indicators for monitoring and evaluating GEWE in the Philippines. The exercise highlighted the human, technical and financial challenges in selecting and producing GAD indicators to serve the

various specific needs for development planning, policymaking, programming, implementation and M&E. The outcome is this “*Monitoring and Evaluation of Gender Equality and Women’s Empowerment in the Philippines: A Compendium of Indicators*, or simply, the *Compendium*, which provides a preselected but wide-ranging list of indicators based on the main sectoral and thematic frameworks for measuring results of GEWE initiatives in the Philippines. As such, it is a resource and a tool to help address the need for and the challenges of constructing indicator frameworks for GEWE.

The presentation of indicators is by sector and thematic area of concern, which are grouped around five strategic goal areas, as listed in Table 1. The sectors and thematic areas are described in detail in Chapter 4.

TABLE 1. STRATEGIC GOAL AREAS AND SECTORS/THEMATIC AREAS

STRATEGIC GOAL AREAS	SECTOR/THEMATIC AREA
A- Women’s Social Development Rights	1- Education 2- Health 3- Vulnerable Groups 4- Women in Media 5- Culture and Preservation of Cultural Identity and Integrity
B- Gender in Security, Justice and Peace	6- Access to Justice 7- Armed Conflict, Security, Peace and Development
C- Gender-Responsive Governance	8- Women in Bureaucracy, Politics and Governance 9- Institutional Mechanisms
D- Gender in Environment and Climate Change	10- Disaster Risk Reduction and Management-Climate Change Adaptation (DRRM-CCA)
E- Women’s Economic Empowerment	11- Agriculture, Fisheries and Forestry (AFF) 12- Medium, Small and Micro Enterprises (MSMEs), Trade and Industry 13- Tourism 14- Formal Labor 15- Informal Economy 16- Migrant Workers and Overseas Filipinos 17- Infrastructure

1-2 PURPOSE, USES AND USERS

This Compendium aims to contribute to the achievement of gender equality in the Philippines and the empowerment of all Filipino women and girls. It provides a compilation of indicators that can be used by duty-bearers to measure the results (i.e., outputs, outcomes and impacts) of the actions they have undertaken and the investments they have made for attaining GEWE in various sectoral priorities and thematic areas of concern.

This Compendium is useful in planning, implementation, management and in monitoring and evaluation for GAD as it recommends specific indicators for each sectoral priority/thematic area at the impact, outcome and output level of results that should be considered in the course of gender mainstreaming. The Compendium provides definitions and information on data sources and statistical methods to generate the indicators. The preselected indicators in this Compendium include, complement and are consistent with the related indicators produced by the Philippine Statistics Authority (PSA) as well as those recommended in relation to international development commitments such as the CEDAW, BPfA and the SDGs.

The choice of indicators to be prioritized and included in the GAD Agenda, GAD Plan, GAD programs, activity and projects (PAPs) or any GAD-related initiative depends on the concerned agency. The selection of indicators for monitoring and evaluation should be informed by the GEWE results that are relevant to the agency's mandate and functions. It will also depend on the feasibility of data collection in view of available resources and other constraints faced by the agency.

It is not envisaged that public programs and projects should collect data on all the GEWE indicators. On the other hand, while most of these indicators are relevant for routine monitoring at national and local levels, this Compendium does not presume to cover every indicator that would be needed to monitor GEWE in every situation.

The formulation of a results framework and the selection of appropriate indicators for GAD efforts—be it the development of the GAD Agenda, annual GAD Plan

and Budget, or GAD PAPs can be a challenging endeavor and may require subject matter expertise. Statistical expertise, for example, may be required in the preparation of an M&E Plan for planning the data collection and analyses, sampling of data and design of data collection instruments and tools and reporting on the result of GAD monitoring and evaluation. In these cases, the Compendium serves as a starting point but is not a substitute for engaging expert services.

This Compendium also provides some guidance on how to collect data for a given indicator, although it recognizes that the specifics of collecting data remains within the purview of concerned agencies in their respective sector, sub-sector or field of responsibility. The GEWE Results Framework and associated indicators adopted by this Compendium are intended to guide and to inform policy and decision-makers, development planners and program and project implementers as they design, plan, implement, monitor, and evaluate GAD-related policies, plans, programs, and projects.

For PCW, the Compendium provides a framework for consolidating the results produced by national government agencies for reporting to international and national bodies and for informing GAD policies and program development.

The Compendium is designed as a reference that serves the needs of M&E practitioners, GAD focal persons, technical assistance providers, advocates, researchers, policymakers and donors seeking to monitor and evaluate the situation of women and girls and the results of promoting gender equality and women's empowerment in the Philippines. It is intended to serve as a valuable guide for organic and project staff in crafting and designing programs and projects that address gender issues in their respective sectoral priorities and thematic areas of concern. For this purpose, the Compendium provides a menu of appropriate monitoring and evaluation indicators for integration in program and project log frames.

Likewise, the Compendium is a useful reference for a common set of indicators for M&E officers in government to facilitate consolidation, reporting and clarity in understanding of the desired results.

Finally, the Compendium is a relevant tool for scholars interested in GAD or GAD M&E.

1-3 STRUCTURE OF THE COMPENDIUM

This Compendium consists of two volumes: Volume 1 or the main document and Volume 2 which contains the metadata.

Volume 1, which is the main document is divided into four chapters:

Chapter I or the Introduction includes this section and provides the context for the development of this Compendium. Chapter II discusses key concepts and definitions relating to gender equality and women's empowerment and the key stakeholders such as the duty-bearers and the claimholders who are influenced by GEWE outcomes cited in this Compendium. The chapter also provides an overview of the purpose and elements of a results framework.

Chapter III discusses the overall GEWE Results Framework upon which the indicators are anchored and the PCW M&E results framework formulated in line with the overall GEWE results framework. Chapter IV presents the 17 sectoral/thematic areas with their corresponding GEWE results frameworks and sectoral or thematic area indicators. This chapter is a knowledge resource for users to gain perspective of the GEWE results tailored to a particular sector or thematic area.

Volume 2, contains the metadata for each of the cross-cutting and sectoral or thematic area indicators included in the Compendium.

CHAPTER II

DEFINITIONS AND CONCEPTS: GEWE, RESULTS FRAMEWORK, AND INDICATORS

- 2-1 Gender Equality and Women's Empowerment (GEWE)
- 2-2 Who are the GEWE Stakeholders?
- 2-3 Results Framework
- 2-4 Indicators and Indicator Frameworks

2-1 GENDER EQUALITY AND WOMEN'S EMPOWERMENT

This Compendium is concerned with indicators relating to gender equality and women's empowerment in the Philippines. These two terms are defined based on the definitions embedded in the Magna Carta of Women, as follows:

Gender Equality is “*the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.*”¹

Women's Empowerment refers to “*the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.*”²

Empowerment of women and girls is best described by Sara Longwe's women's empowerment framework, otherwise known as the gender equality and women's empowerment framework (GEWEF)³ (refer to Box 1).

¹ Letter f, Section 4, Chapter II, Definition of Terms, of Republic Act No. 9710, “An Act Providing for the Magna Carta of Women”, otherwise known as the “Magna Carta of Women”, p. 7

² Letter a, Section 4, Chapter II, Definition of Terms, of Republic Act No. 9710, p. 3

³ Framework Plan for Women. *Going Beyond Welfare to Address the Structural Roots of Gender Gaps*. p. 5
<https://library.pcw.gov.ph/sites/default/files/framework-plan-women.pdf>

Box 1. Longwe's Women's Empowerment Framework (GEWEF)

Empowerment of women and girls is progressively realized along five interrelated levels— welfare, access, conscientization, participation and control. The framework posits that as obstacles in each level of empowerment is overcome, higher levels of empowerment will be attained. The levels of empowerment are described as follows:

- a) **Welfare** – refers to the “gender gap between women and men in their material well-being, such as health and nutritional status manifested in the regard for women as passive recipients of welfare benefits rather than as individuals capable of changing their lives”. To narrow the gender gap in material well-being is critical to women’s development and gender equality; however, this would necessitate “increased access to resources”, which is the concern of “access” (see item b).
- b) **Access** – is defined as “an opportunity for a person to make use of existing political, economic and time resources or benefits”. This is concerned with addressing the inequality of access to resources manifested in the gap in material welfare and well-being. Thus, development interventions should ensure women and men’s “equal access to appropriate and enabling resources and benefits like skills, knowledge, credit and commodities”. To address the constraints to access, the “systemic roots of discrimination” such as discriminatory norms and attitudes (see item c) need to be overcome.
- c) **Conscientization** - In this level, “problems arise not so much from an individual’s inadequacies but rather from the systematic discrimination against a social group”. It refers to the process of collectively analyzing the gender discrimination faced by women as a social group and the need to constantly “raise the consciousness of women and men to overcome the structural and systemic causes of gender inequality”.
- d) **Participation** – Having a share in resources is not yet participation but exercising one’s voice and taking part actively in decision-making and resource allocation. Ensuring that decision-making follows participatory processes is essential to women’s empowerment.
- e) **Control** – refers to the “ability to direct or influence events to protect one’s interests”. In this context, women should oversee that the decisions they took part in are led into fruition. In the access and control of resources, control means having the “ability to define the use of resources and impose this definition on others”. Control, the highest level of empowerment, necessitates the “institutionalization and mainstreaming of all interventions at the first four levels”. While this is the case, this does not mean that empowerment must proceed from the first level up to the next. As empowerment is seen as an interconnected cycle, addressing inequality at one level could potentially address the next level or a number of levels.

Strengthening empowerment at five different levels is reinforced by the reduction of key gender disparities and vulnerabilities of women and girls. For example, in comparing the situation of women and men across different indicators, women's disparities and vulnerabilities have become evident. There are disparities in wages among women and men workers in a given industry, say, agriculture. Girls outperform the boys in education indicators such as completion rate, participation rate, cohort survival rate, among others. Women and girls are more vulnerable to sexual exploitation, trafficking and other forms of gender-based violence.

Age, disability, sexual orientation, gender identity and expression, faith, social status or ethno-linguistic grouping and other intersecting factors can compound the vulnerabilities of women and girls – thus, the need for temporary special measures or affirmative action measures to ensure that they still meaningfully participate in development processes and equitably benefit from sustainable development efforts.

2-2 WHO ARE THE GEWE STAKEHOLDERS?

A clear understanding of the stakeholders in a human rights-based approach (HRBA) for guiding the attainment of gender equality and women's empowerment in the Philippines is vital. A human rights-based approach identifies *claimholders* (or *rights-holders*) and their entitlements and corresponding *duty-bearers* and their obligations and works towards strengthening the capacities of claimholders⁴ to make their claims and of duty-bearers to meet their obligations⁵. These two groups of GEWE stakeholders are further described below.

THE DUTY-BEARERS

Duty-bearers are “those actors who have a particular obligation or responsibility to respect, promote and realize human rights and to abstain from human rights violations.”⁶ The term is most commonly used to refer to State actors but depending on the context, non-State actors can also be considered duty-bearers. Non-State actors may include individuals (e.g. parents), local organizations, private companies, aid donors and international institutions.

The Magna Carta of Women declares the State as the main duty-bearer in the pursuit of gender equality and women's empowerment. Thus, the main duty-bearers include all oversight agencies, implementing NGAs, GOCCs and LGUs and all other government instrumentalities. They are expected to fulfil their GEWE-mandated duties through “the law, policy, regulatory instruments, administrative guidelines, and other appropriate measures, including temporary special measures”⁷. Table 2 lists the duty-bearers that have major stake in the respective sectors and thematic areas.

Duty-bearers refer to government agencies, offices, and other instrumentalities that have mandates and obligations, under the MCW and other women- and gender-related laws, to respect, promote and realize GEWE.

⁴ In this Compendium, the term “claimholder” rather than rights-holder is used.

⁵ <http://hrbaportal.org/the-human-rights-based-approach-to-development-cooperation-towards-a-common-understanding-among-un-agencies>

⁶ Gender Equality, UN Coherence and You Glossary

<https://www.unicef.org/gender/training/content/resources/Glossary.pdf>

⁷ Ibid.

TABLE 2. DUTY-BEARERS FOR EACH SECTOR/THEMATIC AREA

STRATEGIC GOAL AREAS	SECTOR/ THEMATIC AREA	DUTY-BEARERS
Women's Social Development Rights	Education	DEPED, TESDA, CHED, SUCs, LGUs et. al.
	Health	DOH, NNC, FNRI, POPCOM, PHIC (PhilHealth)
	Vulnerable Groups	NAPC, CHR, HUDCC, NCMF, PSA, DSWD, NCDA, DILG, LGUs, TESDA, DA, DTI
	Women in Media	PIA, PCOO, MTRCB
	Culture and Preservation of Cultural Identity and Integrity	NCCA, NCIP, NCMF
Gender in Security, Justice and Peace	Access to Justice	DOJ, DSWD, PNP, DND, NBI
	Armed Conflict, Security, Peace and Development	OPAPP, DSWD, DND, PNP, LGUs
Gender-Responsive Governance	Women in Bureaucracy, Politics and Governance	CSC, CESB, COMELEC, DFA, DILG, NAPC, Congress
	Institutional Mechanisms	DBM, COA, NEDA, DILG, CSC, CHR, PCW
Gender in Environment and Climate Change	DRRM-CCA	DENR-OSEC, OCD, CCC, DILG, LGUs
Women's Economic Empowerment	Agriculture, Fisheries and Forestry	DA, DAR, BFAR, DENR
	MSMEs, Trade and Industry	DTI, BOI, DOST, DOST-FDA
	Tourism	DOT
	Formal Labor	DOLE
	Informal Economy	TESDA, DA, DSWD, LGUs, DILG, NAPC, BIR
	Migrant Workers and Overseas Filipinos	DOLE-POEA, CFO, DFA, BI, OWWA
	Infrastructure	DPWH, DOTr, DOE

CLAIMHOLDERS OR RIGHTS-HOLDERS

Claimholders or rights-holders are “*individuals or social groups that have particular entitlements in relation to specific duty-bearers.*”⁸ Under the Universal Declaration of Human Rights⁹, all human beings are rights-holders. The MCW echoes this with a statement that says:

“All individuals are equal as human beings by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of ethnicity, gender, age, language, sexual orientation, race, color, religion, political, or other opinion, national, social, or geographical origin, disability, property, birth, or other status as established by human rights standards.”¹⁰

However, there are specific groups of people (or subpopulations) whose human rights have not been fully realized, respected or protected and which require more attention. These groups include, among others, women, particularly indigenous women, migrants, women in especially difficult circumstances (WEDC), women informal settlers, Muslim women, women with diverse sexual orientation, gender identity and expression (SOGIE), women with disabilities, elderly women, and girls. In the discourse on GEWE, all women and girls are claimholders.

The women claimholders in GEWE are generally described as those who are marginalized in life. The MCW defines “marginalization” as “*a condition where a whole category of people is excluded from useful and meaningful participation in political, economic, social, and cultural life.*” Further, marginalized people pertain to “*basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system.*”¹¹

⁸ Gender Equality, UN Coherence and You Glossary
<https://www.unicef.org/gender/training/content/resources/Glossary.pdf>

⁹ Refer to: <https://www.un.org/en/universal-declaration-human-rights/>

¹⁰ Section 3, Chapter I, Principles of Human Rights of Women of RA 9710, p. 3

¹¹ Section 4, Chapter II, Definition of Terms of RA 9710, p. 4

A description of key claimholders for each of the 17 sectors/thematic areas is provided in Table 3. All women consumers of GEWE-related products and services or from whom demand for such products and services emanates are considered as claimholders.

TABLE 3. WOMEN CLAIMHOLDERS/RIGHTS HOLDERS

SECTOR/ THEMATIC AREA	WOMEN CLAIMHOLDERS/RIGHTS-HOLDERS
1. Access to Justice	<ul style="list-style-type: none"> ○ Women and girls who are victims of gender-based violence (GBV) and violence against women (VAW) and girls ○ Women offenders or women convicted of crimes
2. Agriculture, Fisheries and Forestry	<ul style="list-style-type: none"> ○ Women farmers, fisher folk and agrarian beneficiaries defined in the MCW and other applicable laws as follows: <ul style="list-style-type: none"> • Small Farmers and Rural Workers are “those who are engaged directly or indirectly in small farms and forest areas, workers in commercial farms and plantations, whether paid or unpaid, regular or season-bound. These include, but are not limited to: (a) small farmers who own or are still amortizing for lands not more than three (3) hectares, tenants, leaseholders, and stewards and (b) rural workers who are either wage earners, self-employed, unpaid family workers directly and personally engaged in agriculture, small- scale mining, handicrafts, and other related farm and off-farm activities.”¹² • Fisher folk are “those directly or indirectly engaged in taking, culturing, or processing fishery or aquatic resources. These include, but are not limited to, women engaged in fishing in municipal waters, coastal and marine areas, women workers in commercial fishing and aquaculture, vendors and processors of fish and coastal products, and subsistence producers such as shell-gatherers, managers, and producers of mangrove resources, and other related producers.”¹³ • Agrarian reform beneficiaries are “farmers who were granted lands under Presidential Decree No. 27, the Comprehensive Agrarian Reform Law and Republic Act No. 9700 or the “Comprehensive Agrarian Reform Extension with Reforms” and regular farm workers who are landless, irrespective

¹² Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 43

¹³ Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 42

SECTOR/ THEMATIC AREA	WOMEN CLAIMHOLDERS/RIGHTS-HOLDERS
	<p>of tenurial arrangement, who benefited from the redistribution of lands, regardless of crops or fruits produced, to include the totality of factors and support services designed to lift the economic status of the beneficiaries and all other alternative arrangements to the physical distribution of lands, such as production or profit sharing, labor, administration, and the distribution of shares of stock which, will allow beneficiaries to receive a just share of the fruits of the lands they work¹⁴".</p>
3. Armed Conflict, Security, Peace and Development	<ul style="list-style-type: none"> ○ Women and children living in conflict-affected areas <p>The MCW refers to "children" as "those who are below eighteen (18) years of age and are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition".¹⁵</p>
4. Education	<ul style="list-style-type: none"> ○ Women and girls who are students or trainees ○ Women teachers and employees in educational institutions
5. Formal Labor	<ul style="list-style-type: none"> ○ Women workers and employees in the formal economy <p>Workers in the Formal Economy are "those who are employed by any person acting directly or indirectly in the interest of an employer in relation to an employee and shall include the government and all its branches, subdivisions, and instrumentalities, all GOCCs and institutions, as well as non-profit private institutions or organizations."¹⁶</p>
6. Health	<ul style="list-style-type: none"> ○ All women, but particularly focused on pregnant women, lactating mothers, female teenagers, and girls
7. Informal Economy	<ul style="list-style-type: none"> ○ Women engaged in non-formal enterprises and workers employed in informal work, including those who are self-employed <p>Workers in the Informal Economy are "self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including home workers, micro-entrepreneurs and producers, and</p>

¹⁴ Section 3. Definition of Terms (b), RA 10000. An Act Providing for an Agriculture and Agrarian Reform Credit and Financing System Through Banking Institutions <http://www.acpc.gov.ph/wp-content/uploads/2015/07/RA10000.pdf>

¹⁵ Section 3. Definition of Terms. Republic Act 7610. An Act Providing for Stronger Deterrence and Special Protection Against Child Abuse, Exploitation, Discrimination and for Other Purposes. June 17, 1992.

<https://www.officialgazette.gov.ph/1992/06/17/public-act-no-7610/>

¹⁶ Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 43-44

SECTOR/ THEMATIC AREA	WOMEN CLAIMHOLDERS/RIGHTS-HOLDERS
	operators of sari-sari stores and all other categories who suffer from violation of workers' rights." ¹⁷
8. Institutional Mechanisms	<ul style="list-style-type: none"> ○ Women workers and employees in government in the executive, judiciary and legislative branches, both at the national and local levels ○ Women employees and workers in GOCCs and other public entities
9. DRRM-CCA	<ul style="list-style-type: none"> ○ Women and girls who are victims of or are vulnerable to climate-related hazards and natural disasters
10. Women in Media	<ul style="list-style-type: none"> ○ Women in the general public who consume media products and services as well as the portrayal of women and girls in different forms of media and film ○ Women and men media practitioners in print, radio, TV and film
11. Culture and Preservation of Cultural Identity and Integrity	<ul style="list-style-type: none"> ○ Women members of indigenous cultural communities, and Moro women. <p>"Indigenous Peoples" refer to "a group of people or homogenous societies identified by self-ascription and ascription by others, who have continuously lived as organized community on communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied, possessed customs, tradition, and other distinctive cultural traits, or who have, through resistance to political, social, and cultural inroads of colonization, non-indigenous religions and culture, became historically differentiated from the majority of Filipinos."¹⁸</p> <p>"Moro" refers to "native peoples who have historically inhabited Mindanao, Palawan, and Sulu, and who are largely of the Islamic faith."¹⁹</p>
12. MSMEs, Trade, Industry	<ul style="list-style-type: none"> ○ Women engaged in micro, small and medium enterprises or women engaged in entrepreneurship²⁰ ○ Women entrepreneurs who are clients of government programs, such as DTI's business development services
13. Tourism	<ul style="list-style-type: none"> ○ Women tourists

¹⁷ Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 44

¹⁸ Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 42

¹⁹ Ibid.

²⁰ As defined under RA 6977 or the Magna Carta of Micro, Small and Medium Enterprises Act; Republic Act 7192 or the Women in Nation Building Act; Republic Act 7882 or Provision of Assistance to Women Engaging in Micro and Cottage Business Enterprises, and for other purposes; RA 9178 or the Barangay Micro Business Enterprise (BMBE) Act of 2002; RA 9501 or An Act to Promote Entrepreneurship by Strengthening Development and Assistance Programs to Micro, Small And Medium Scale Enterprises, Amending for the Purpose RA 6977, as amended, otherwise known as the "Magna Carta for Small Enterprises" and for Other Purposes; and RA 10644 Or An Act Promoting Job Generation and Inclusive Growth through the Development of Micro, Small and Medium Enterprises.

SECTOR/ THEMATIC AREA	WOMEN CLAIMHOLDERS/RIGHTS-HOLDERS
	<ul style="list-style-type: none"> ○ Women tourism service providers ○ Women and girls employed in the tourism sector
14. Women in Bureaucracy, Politics and Governance	<ul style="list-style-type: none"> ○ Women voters ○ Women candidates for national and local elective posts ○ Women occupying national and local elective posts ○ Women in leadership positions in national, local and community-based associations such as labor unions, cooperatives and other sectoral or political organizations (women POs) ○ Women occupying third level positions in the executive, judiciary and legislative branches of government ○ Women in middle management or those who have potential to occupy leadership positions in the bureaucracy
15. Vulnerable Groups	<ul style="list-style-type: none"> ○ Women informal settlers (or urban poor) ○ Girl children ○ Elderly women (Senior Citizens) ○ Women and girls with disabilities (WGWDs) ○ Women IPs ○ Women with Diverse SOGIE ○ Muslim women ○ Solo Parents <p>Informal settlers, also called urban poor, are “those residing in urban and urbanizable slum or blighted areas, with or without the benefit of security of abode, where the income of the head of the family cannot afford in a sustained manner to provide for the family's basic needs of food, health, education, housing, and other essentials in life.”²¹</p> <p>Persons with Disabilities (PWDs) are “those who are suffering from restriction of different abilities, as a result of a mental, physical, or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being as defined in Republic Act No. 7277 as amended by Republic Act No. 9442, otherwise known as the “Magna Carta for Disabled Persons.”²²</p> <p>Senior Citizens refer to “those sixty (60) years of age and above. This term is used interchangeably with elderly women, older women, or women senior citizens.”²³</p> <p>Solo Parents are “those who fall under the category of a</p>

²¹ Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 43

²² Ibid.

²³ Ibid.

SECTOR/ THEMATIC AREA	WOMEN CLAIMHOLDERS/RIGHTS-HOLDERS
	<p><i>solo parent defined under Republic Act No. 8972, otherwise known as the "Solo Parents' Welfare Act of 2000."</i>²⁴</p>
16. Migrant Workers and Overseas Filipinos	<ul style="list-style-type: none"> ○ Women migrant workers, returning women migrant workers and women overseas Filipinos. <p>Migrant Workers are “Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented.”²⁵</p> <p>Overseas Filipinos are “migrant workers, Filipino nationals and dependents abroad and the following: (a) Filipino permanent migrants or permanent residents abroad; (b) Filipinos overseas who have become naturalized citizens of other countries or dual citizens; (c) Filipino spouses and other partners of foreign nationals leaving the country; (d) descendants of Filipinos overseas; (e) Filipino youth overseas; and (f) Exchange Visitor Program”.²⁶</p>
17. Infrastructure	<ul style="list-style-type: none"> ○ All Filipino women and girls who are commuters or members of the riding public and who are consumers or recipients of public infrastructure facilities and services such as the railway system, power and other utilities, information and communication technology, among others.

²⁴ Ibid.

²⁵ Section 7, Rule II, Definition of Terms, Implementing Rules and Regulations of Republic Act No. 9710, p. 42

²⁶ See Batas Pambansa Bilang 79 and Republic Act No. 8042/10022

2-3 RESULTS FRAMEWORK

A 'result' is "the output, outcome or impact (intended or unintended, positive and/or negative) of a development intervention"²⁷. The three levels of results are defined as follows:

TABLE 4. DESCRIPTION OF IMPACT, OUTCOME AND OUTPUT LEVEL OF RESULTS

RESULT	DESCRIPTION
Output	The products, capital goods and services, which result from a development intervention; may also include changes resulting from the intervention, which are relevant to the achievement of outcomes.
Outcome	The likely or achieved short-term and medium-term effects of an intervention's outputs. Refers to changes in development conditions.
Impact	Positive and negative, primary and secondary long-term effects produced by a development intervention, directly or indirectly, intended or unintended. Actual or intended changes in human development as measured by people's well-being or improvements in people's lives

Source: OECD. 2002. *Glossary of Key Terms in Evaluation and Results Based Management*. Paris: OECD.

In a Results-Based Management approach, these results are linked together into what is commonly referred to as a results chain. The results chain is "the causal sequence for a development intervention that stipulates the necessary sequence to achieve desired objectives ..." ²⁸

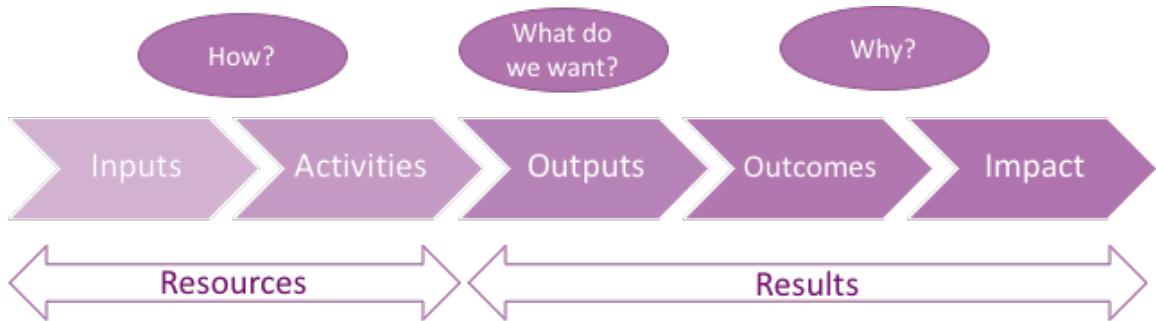
The chain describes what stakeholders want to achieve (outputs), why they want to achieve it (outcomes and impact) and how they will go about it (inputs and activities). *Inputs* are the financial, human and material resources used for development intervention, while *activities* refer to actions taken through which inputs are mobilized to produce specific outputs²⁹. The logical sequence from lower order to higher order results is pictured in Figure 1.

²⁷ OECD. 2002. *Glossary of Key Terms in Evaluation and Results Based Management*. Paris: OECD. Page 33. Accessed at <https://www.oecd.org/dac/2754804.pdf>

²⁸ Ibid.

²⁹ Ibid. pp 25 and 15, respectively.

FIGURE 1. ELEMENTS OF A RESULTS CHAIN



A Results Framework describes the “logic that explains how a development objective is to be achieved, including causal relationships and underlying assumptions”³⁰. It presents the theory of change underlying the objectives of the development intervention. The basic components of the logical flow of results used in this Compendium are:

- Results statements for each level of result
- Indicators for measuring progress towards achieving the results. Indicators define what is to be measured. Data sources of indicators need to be identified as well.
- Risks that a result will not be achieved, and assumptions made on external influences on the attainment of results.

The Compendium is organized around the results per sector and thematic area with their corresponding results statements and indicators. To be able to monitor progress, targets (desired value or direction for progress) must be set, taking into account a baseline or starting value. However, this Compendium does not delve into discussions of target setting and measuring progress as these are the concerns of the development stakeholder.

³⁰ Ibid. page 33

2-4 INDICATORS AND INDICATOR FRAMEWORKS

This section provides an overview of indicators that are included in this Compendium.

WHAT IS AN INDICATOR?

Indicators are *signposts of change along the path to development*. They describe the way to track intended results and are critical for monitoring and evaluation. Indicators provide answers to the question: *What can we see to know if change is happening?*

Technically speaking, an indicator is a variable, either quantitative or qualitative, that provides a specific and reliable way of measuring accomplishments or changes that occurred resulting from an intervention *relative to what was planned and intended*.³¹

TYPES OF INDICATORS

Quantitative and Qualitative Indicators

Indicators can either be quantitative or qualitative. Quantitative indicators are statistical measures that measure results in terms of:

- Number
- Percentage
- Rate (example: birth rate—births per 1,000 population)
- Ratio (example: sex ratio—number of males per number of females)

³¹ OECD. 2002. Glossary of Key Terms in Evaluation and Results Based Management. Paris: OECD. Accessed at www.oecd.org/dac/evaluation

Qualitative indicators reflect people's judgments, opinions, perceptions and attitudes towards a given situation or subject. They can include changes in sensitivity, satisfaction, influence, awareness, understanding, attitudes, quality, perception, dialogue or sense of well-being.

Qualitative indicators measure results in terms of:

- Compliance with ...
- Quality of ...
- Extent of ...
- Level of ...

Levels of Indicators

Corresponding to the levels of results, there are three levels of indicators:

- Impact indicators
- Outcome indicators
- Output indicators

Impact indicators measure progress towards achievement of the long-term goal described in the impact statement. In this Compendium, they describe the changes in the overall quality of life of women and men, boys and girls at the national or sector policy or program levels.

Outcome indicators relate to measurement of change that is demonstrated as a result of the program interventions in the medium-to-longer term. They help verify that the intended positive change in the development situation has actually taken place. Outcome indicators measure the change in behaviors, practices, perceptions and systems of stakeholders or beneficiaries.

Output indicators measure the change related directly to the activities undertaken within the program. Since outputs are tangible and deliverable, their indicators are usually easier to define compared to those for outcomes and impacts. In fact, the output itself often serves as its own indication of whether or not it has been produced.

SOURCE OF INDICATOR FRAMEWORKS

Many of the indicators included in this Compendium are sourced from existing national and international indicator frameworks.

National Indicator Frameworks

The national law that undergirds this Compendium is the Magna Carta of Women. Most of the indicators in this Compendium emanate from the law.

Other national sources of the indicators include the Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025, Women's Empowerment, Development and Gender Equality (Women's EDGE) Plan 2013-2016, the Philippine Plan for Gender-Responsive Development (PPGD) 1990-2025 and as applicable, GAD-related laws such as RA 10354 or the Responsible Parenthood and Reproductive Health Act of 2012, also known as the Reproductive Health (RH) Law.

Moreover, many of the indicators in the Compendium are already being used by some duty-bearers in their respective sectoral plans, and were modified to reflect a gender perspective, such as the inclusion of sex disaggregated data. Several new indicators are also recommended to be used by duty-bearers to measure the attainment of higher order results.

Regional and International Indicator Frameworks

Several indicators have been sourced from three international human rights instruments and commitments. The first is the **Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)**³² or the international bill of rights for women adopted by the United Nations General Assembly in 1979. The second is the **Beijing Platform for Action (BPfA)**, the outcome document of the 1995 Fourth World Conference on Women and is an international agenda for women's empowerment agreed upon by sovereign governments. It was during this Fourth World Conference on Women that gender mainstreaming was adopted as a strategy to ensure that a gender perspective is reflected in all policies and programs at the national, regional and international levels.³³ The BPfA specifies 12 critical areas of concern that governments, especially those that are State Parties

³²See <http://www.un.org/womenwatch/daw/cedaw/> and <http://www.pcw.gov.ph/international-commitments/cedaw>

³³<http://www.pcw.gov.ph/international-commitments/bpfa>

to the CEDAW, as well as civil society organizations must give particular attention to. The critical areas of concern aligned with the sectoral/thematic areas adapted in the Compendium are:

- A- Women and Poverty
- B- Education and Training of Women
- C- Women and Health
- D- Violence Against Women
- E- Women and Armed Conflict
- F- Women and the Economy
- G- Women in Power and Decision Making
- H- Institutional Mechanism
- I- Human Rights of Women
- J- Women and Media
- K- Women and the Environment
- L- The Girl Child

The third source is the **Sustainable Development Goals (SDGs)** indicator framework. The SDGs of the Agenda 2030 for Sustainable Development are a collection of 17 global goals set by the United Nations General Assembly in 2015, and the blueprint to achieve a better and more sustainable future for all. SDG Goal 5 is on Gender Equality but beyond that, the Agenda 2030 for Sustainable Development recognize gender equality and women's empowerment as a precondition to achieve all the other SDGs. UN Women, the United Nations Entity for Gender Equality and Women's Empowerment³⁴, has identified a total of 54 gender-specific SDG indicators³⁵, highlighting outcomes on inclusivity to ensure that "No one is left behind" in global poverty elimination, environmental protection, peace and prosperity for all peoples³⁶. The Philippines has localized the SDGs and its indicators.³⁷ United Nations statistical bodies, the Committee on Statistics of the Economic and Social Commission for Asia and the Pacific (ESCAP) Committee on Statistics³⁸ and the United Nations Statistical Commission³⁹, have endorsed guides on core⁴⁰ and minimum sets of gender indicators.

³⁴ <http://www.unwomen.org/en/about-us>

³⁵ UN Women. 2018. TURNING PROMISES INTO ACTION: GENDER EQUALITY IN THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT. <http://www.unwomen.org/en/digital-library/sdg-report>

³⁶ <http://www.undp.org/content/undp/en/home/sustainable-development-goals.html>

³⁷ Refer to: <https://psa.gov.ph/sdg/Philippines/indicators>

³⁸ <https://www.unescap.org/committee/committee-on-statistics>

³⁹ <https://unstats.un.org/unsd/statcom/>

⁴⁰ Refer to: *Regional Core Set of Gender Indicators* at http://www.asiapacificgender.org/sites/default/files/pdf/statistics_documents/Core_Set_Gender_Indicators_Asia_Pacific.pdf and *Global Minimum Set of Gender Indicators* at <https://genderstats.un.org/#/home>

CHAPTER III

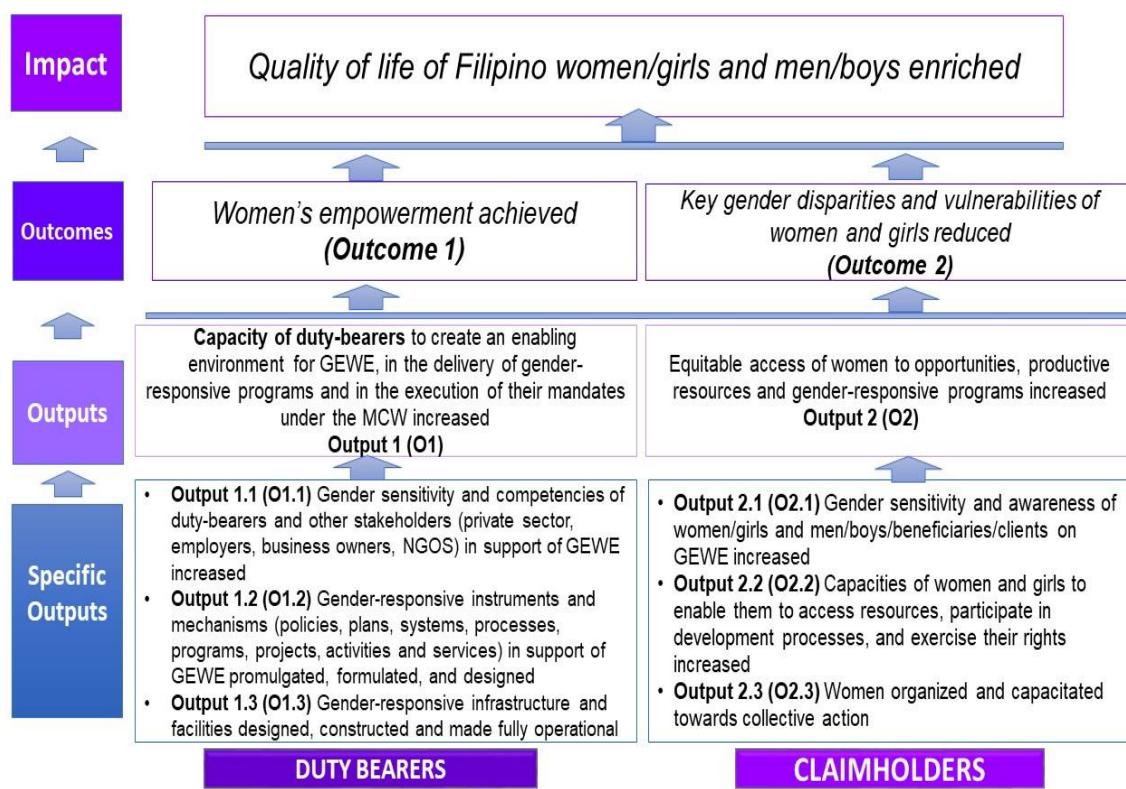
GEWE RESULTS FRAMEWORKS

- 3-1 General GEWE Results Framework
- 3-2 GEWE Results and Indicators
- 3-3 GEWE Results Framework: Philippine Commission on Women

3-1 GENERAL GEWE RESULTS FRAMEWORK

In this Compendium, the presentation of indicators is organized around the results frameworks of sectors and thematic areas. These results frameworks are presented using the general structure shown in Figure 2.

FIGURE 2. STRUCTURE OF SECTOR/THEMATIC AREA RESULTS FRAMEWORK



Elements of the Results Framework

The impact or the ultimate result aimed for by the GEWE strategies and actions is the improvement or enrichment of the **Quality of Life (QOL)** of all Filipinos— women and girls, men and boys.

The impact will be attained when two **outcomes** are realized: “Women’s empowerment achieved” and “Key gender disparities and vulnerabilities of women and girls reduced”. That is, when development efforts result to the empowerment of women and reduction or total elimination of gender gaps,

women and men, girls and boys are able to contribute to and benefit equitably from sustainable development and the overall quality of life and well-being of the population is significantly improved.

That the **Outcomes** will lead to the ultimate result of QOL of Filipinos, is hinged on the premise that real empowerment happens when gender-differentiated constraints, gaps or obstacles between women and men, girls and boys are overcome or addressed. Even after closing or addressing the gender gaps, empowerment of women and girls should still be pursued as a key element in sustaining gender equality. The GEWEF (refer to Box 1) has been the long-standing yet relevant guide in the design, formulation and implementation of development plans and strategies as well as gender analysis of programs, projects and activities to address critical gender issues⁴¹.

To realize the **Outcomes**, there is a need to enhance the capacities of **stakeholders**. These stakeholders are:

- the State, which is represented by various **government agencies as the duty-bearers** identified in the Magna Carta of Women and in other GAD mandates, including the PCW as the oversight agency for GEWE that monitors and influences duty-bearers in the pursuit and implementation of laws and commitments on GEWE in the Philippines; and
- the **women and girls as claimholders**.

The duty-bearers are expected to bring about higher order results, through the implementation of programs, projects and activities (PAPs), mechanisms and other interventions, while the claimholders should be able to access opportunities, productive resources and gender-responsive programs.

In this Compendium, the specific programs and projects, tools, frameworks, policies, goods and services aimed at addressing the capacity gaps of stakeholders are collectively known as Outputs.

PCW, as a duty-bearer itself, and government agencies that are tasked explicitly and implicitly by the MCW, contribute to the pursuit of GEWE, particularly in

⁴¹ Sources: (a) National Commission on the Role of Filipino Women (NCRFW). "Framework Plan for Women". p. 5-7. 2001. Retrieved from <http://library.pcw.gov.ph/sites/default/files/framework-plan-women.pdf> last June 5, 2018. (b) NCRFW. "Transforming Government to Think and Act GAD. Book 2: Gender 101: GAD Dictionary <http://www.pcw.gov.ph/sites/default/files/documents/resources/gmrk-tgttag-dictionary.pdf>". (c) NCRFW. "Transforming Government to Think and Act GAD. Book 2: Gender 101: GAD Dictionary". p. 21. Retrieved from <http://www.pcw.gov.ph/sites/default/files/documents/resources/gmrk-tgttag-dictionary.pdf>

realizing the twin outcomes of empowerment of women and reduction of gender disparities. PCW develops, and promulgates policies, plans, systems, and processes to support GEWE as well as provides and disseminates frameworks, tools and other technical assistance to assist the gender mainstreaming work of other government duty-bearers.

Other government agencies support GEWE by executing their mandates under the MCW, specifically in creating an enabling environment for GEWE, ensuring the delivery of gender-responsive programs and services and eliminating gender disparities.

In the GEWE results framework, identifying women and girls as claimholders is a strong recognition that their empowerment cannot occur unless they themselves become active participants in its pursuit. The women and girl claim-holders articulate their practical and strategic needs on GEWE through activities addressing their capacity gaps. These activities include interventions to increase their gender sensitivity [including that of men and boys] and awareness of women's human rights. Efforts at enhancing their capacity to access resources, participate in development processes, exercise their rights, mobilize and organize towards collective action is likewise necessary.

As the stakeholders mutually reinforce one another through their concerted actions, they are expected to work in a coordinated, harmonized and synergistic manner. In summary, the results framework states that when PCW and other duty-bearers are appropriately capacitated in the pursuit of GEWE, and women are able to equitably access the programs and services provided, it will lead to the empowerment of women and the elimination of gender disparities and vulnerabilities resulting in the improved quality of life among all Filipinos.

Relationship to Periodic GEWE Strategic Plans

The strategic plans on women and gender concerns are geared towards sustainability of gender equality and women's empowerment results. Increasing progress on GEWE will lead to the ultimate result. GEWE strategic plans build on the successes and gains from previous strategic development plans, address the unattained results of current initiatives and take into account emerging challenges in policymaking and programming.

For instance, the strategic overall goal for the GEWE Plan 2019-2025 is:

"By the end of 2025, more women and girls, especially those from poor and marginalized groups, are empowered and enjoy the benefits of social, economic and human development. They are in high growth areas such as STI and ICT; have higher incomes. Their resilience in the face of natural and human-induced disasters is stronger. Gender-based discrimination, violence (GBV) and gender inequality in all spheres of life are significantly reduced. Gender and social norms support a culture that promotes gender equality, diversity, and ending violence against women

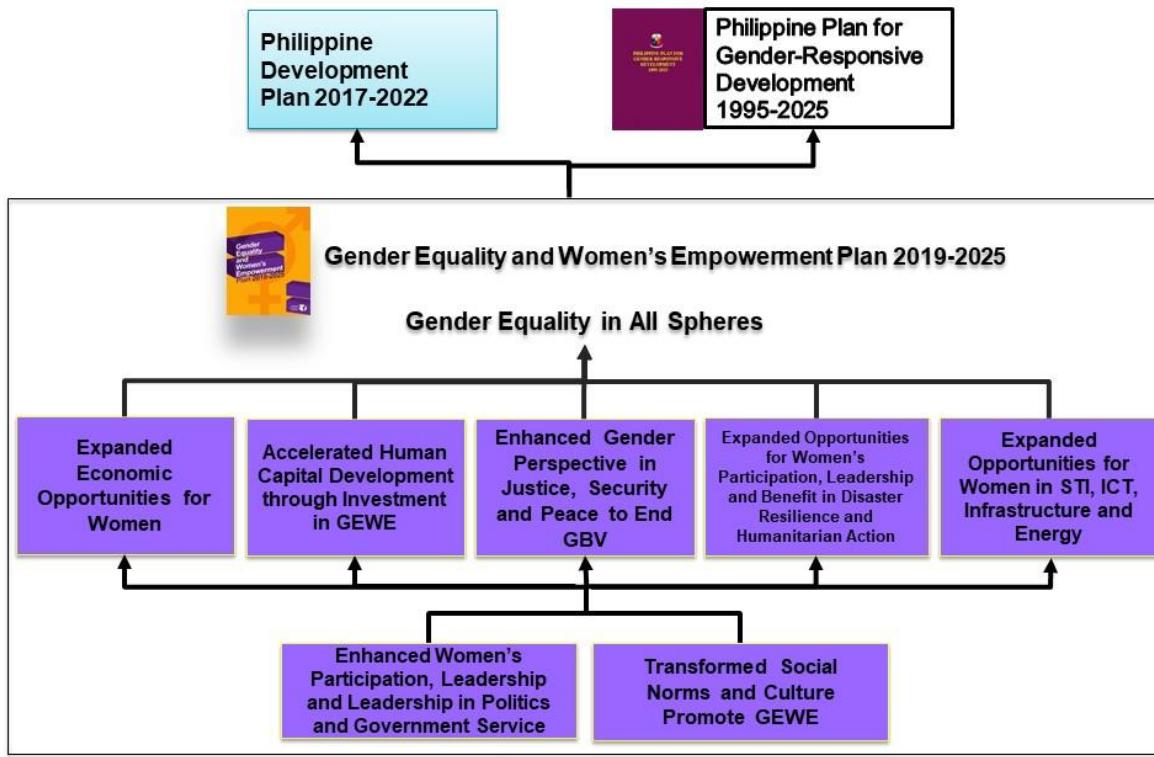
Towards this end, the plan identifies:

"... strategic and catalytic actions to achieve significant reduction of gender inequality in all spheres of life, such that women and men equally participate in, contribute to and enjoy the benefits of inclusive growth, a high-trust and inclusive society and a globally competitive economy."

These actions are directed towards attaining seven outcomes that require multi-sectoral actions. Figure 3 presents the GEWE results framework of the plan that shows the overall goal and the outcome-level results.

FIGURE 3. STRATEGIC FRAMEWORK FOR GEWE PLAN 2019 - 2025⁴²

GEWE PLAN STRATEGIC FRAMEWORK 2019-2025



For purposes of results-based monitoring and evaluation (RBME), this broad results framework will need to be broken down into sectoral or thematic areas. For each sector or thematic area, the framework elaborates the impact and outcomes statements. In HRBA, stakeholders—both duty-bearers and claimholders-- are identified along with their corresponding outputs or contributions.

Each periodic plan, while maintaining its sights on the ultimate result, may adjust strategies and focus on different outcomes. The RBME cycle of formulation, implementation and M&E of plans need to be informed by quantitative and qualitative information—measures of progress in the form of indicators. In many cases, the indicators from prior plans will remain relevant—with changes in baselines and targets. Emerging issues, new outputs and aspirations may, however, call for new ones.

⁴² Source: Gender Equality and Women's Empowerment Plan 2019-2015.

3-2 GEWE RESULTS AND INDICATORS

Brief descriptions of the general results statements are provided in Table 5 below to clarify the rationale for the kind of indicators that can be used to measure the attainment of GEWE results defined in section 3.1.

In this table, main outputs are further elaborated into specific outputs which breakdown further the expected results and associated indicators.

TABLE 5. DESCRIPTION OF RESULTS STATEMENTS AND RATIONALE FOR INDICATORS

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
Impact (IM)	<i>Quality of life of Filipino women/girls and men/boys enriched</i>	The achievement of gender equality and women's empowerment is not an end but rather a means towards reaching a higher goal, which is an enriched quality of life of Filipino women and men and their communities. Gender equality and women's empowerment contribute towards the achievement of this end; hence, this overall GEWE Results Framework puts this result statement at the level of Impact. Indicators to measure the attainment of this result should include, among others: the changes in the long-term political, social and economic status of men and women, as gleaned from the overall performance of the country in development indices. The crucial indices to watch out for include the Global Gender Gap Index (GGI), Human

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		Development Index (HDI), Social Institutions and Gender Index (SIGI) and other similarly constructed indices.
Outcome 1 (OU1)	Women's empowerment achieved	<p>This results framework highlights two necessary preconditions for an enriched quality of life – the empowerment of women and the reduction of gender disparities or vulnerability of women and girls.</p> <p>Empowerment of women and girls is achieved at different levels and in varying conditions. While many women/girls may have achieved certain degrees of empowerment, for many others, real empowerment has remained elusive, and thus, they are unable to claim their rights. The reasons for the gap in empowerment ranges from a lack of knowledge of women's rights by claimholders and intersecting factors such as age, disability, sexual orientation and gender identity, to persistent structural and systemic barriers in social, political, economic and cultural life. Given these obstacles, there remains the need for strengthening women's claim-making capacity.</p> <p>Indicators that determine attainment of this result should include medium- to long-term changes in women's abilities to claim or exercise their rights, sustain access to resources, and/or women's capabilities to participate in governance and decision-</p>

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		making processes, of which they have a stake.
Outcome 2 (OU2)	<p><i>Key gender disparities and vulnerabilities of women and girls reduced</i></p>	<p>Gender disparities and vulnerabilities of women and girls are evident across all sectors of the Philippine society. The reduction, if not total elimination, is the second pre-condition for the attainment of an enriched quality of life for every Filipino woman and man. Many of the existing gender disparities in society and vulnerabilities of women/girls have been present for decades because interventions are limited and/or are not specifically aimed at the obstacles faced by women and girls. Importantly, the root causes of the barriers, obstacles and constraints to women's empowerment have not been well-identified and eliminated.</p> <p>Indicators to gauge attainment of this result should reflect the following changes: reduction or elimination of persistent gender disparities that prevents women/girls from achieving their full potentials and reduction in their vulnerabilities to enable them to pursue their full development.</p> <p>This outcome could also be viewed in terms of the changes in women's agency in relation to men. The World Bank defines agency as "an individual's or group's ability to make effective choices and to</p>

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		<p>transform those choices into desired outcomes". Agency also refers to the process through which women and men use their endowments and take advantage of economic opportunities to achieve desired outcomes.</p> <p>Women's agency is gauged by the following factors⁴³ and indicators:</p> <ul style="list-style-type: none"> ○ <i>Control over resources</i>—measured by women's ability to earn and control income and to own, use, and dispose of material assets. ○ <i>Ability to move freely</i>—measured by women's freedom to decide their movements and their ability to move outside their homes. ○ <i>Decision making over family formation</i>— measured by women's and girls' ability to decide when and whom to marry, when and how many children to have, and when to leave a marriage. ○ <i>Freedom from the risk of violence</i>— measured by the prevalence of domestic violence and other forms of sexual, physical, or emotional violence. ○ <i>Ability to have a voice in society and influence policy</i>—measured by participation and representation in

⁴³ Chapter 4. Promoting Women's Agency. Gender Equality and Development. World Development Report 2012. Source: <https://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936222006/Complete-Report.pdf>

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		formal politics and engagement in collective action and associations.
Output 1 (O1)	<i>Capacity of duty-bearers to create an enabling environment for GEWE, in the delivery of gender-responsive programs and in the execution of their mandates under the MCW increased</i>	<p>MAIN OUTPUTS</p> <p>PCW as oversight agency: PCW has a critical role in pivoting the achievement of GEWE. As an oversight agency, its role is vital in continuously influencing and steering the duty-bearers in the pursuit of GEWE and the achievement of desired results. Indicators to gauge the attainment of the output should include those that measure:</p> <ul style="list-style-type: none"> ○ Effectiveness of programs, projects and activities undertaken to enhance the capacity of PCW in influencing duty-bearers and other stakeholders in pursuing GEWE; ○ Degree of implementation, effectiveness and reach of PCW's policy and technical assistance services on GAD; ○ Level of satisfaction of government duty bearers and other stakeholders of PCW's performance; and ○ Increase in the number of government agencies and instrumentalities that have mainstreamed, sustained and replicated GEWE in their policies, plans, programs, projects, activities, services, systems and procedures. <p>Duty bearers: The various duty-bearers in the public sector are critical in creating an enabling environment for GEWE. The MCW expects all duty-bearers to</p>

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		<p>increasingly deliver quality programs and services that are responsive to the differential needs of women and men. Indicators relative to this output should include those that measure the organizational capacity of duty-bearers to reduce gender gaps and empower women and girls in their sector/subsector/area of concern.</p> <p>The indicators may include:</p> <ul style="list-style-type: none"> ○ Number and type of PAPs designed/formulated and implemented by duty-bearers to fulfil their roles under MCW and GAD-related mandates; ○ Number and type of GAD-related systems, mechanisms and processes that were put in place; ○ Level of satisfaction of men and women beneficiaries/clients on the performance and service delivery of the duty-bearer; and ○ Conformance to at least five percent (5%) statutory requirement in GAD planning and budgeting ○ Number of infrastructure and facilities accessible to claimholders
Output 1.1 (O1.1)	Gender sensitivity and competencies of duty-bearers and other stakeholders (private sector,	The increase in gender sensitivity and competencies of duty-bearers is vital because the pursuit of GEWE will only be successful if duty-bearers themselves believe in its tenets. Moreover, only when duty-bearers are equipped with the

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
	<i>employers, business owners, NGOs) in support of GEWE increased</i>	<p>appropriate knowledge and skills will they become successful in producing the second specific output (i.e. Output 1.2). Indicators to gauge attainment of this result should include those that measure:</p> <ul style="list-style-type: none"> o Knowledge/awareness (among the men and women in the duty-bearer's organization) on the rights of women, on their mandates under the MCW and o Competencies (knowledge, skills and attitudes [KSA]) in the implementation of GEWE policies, programs, projects, services and other interventions.
Output 1.2 (O1.2)	<i>Gender-responsive instruments and mechanisms (policies, plans, systems, processes, programs, projects, activities and services) in support of GEWE promulgated, formulated and designed</i>	<p>Sensitivity of duty-bearers to gender differences is primarily manifested in the second output—the promulgation, formulation and design of gender-responsive public-sector mechanisms and instruments.</p> <p>Indicators to gauge attainment of this result should include those that measure the gender-responsive policies, plans, systems, processes, programs/projects and activities in the duty-bearer's organization as well as in the sector that they are governing. This output also covers the allocation and utilization of the GAD budget.</p>
Output 1.3 (O1.3)	<i>Gender-responsive infrastructure and facilities designed, constructed and</i>	<p>Another concrete manifestation of gender sensitivity of duty-bearers is the availability of gender-sensitive infrastructure and</p>

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
	<i>made fully operational</i>	<p>facilities, made accessible to concerned claimholders.</p> <p>Indicators to determine attainment of this result are those that measure the changes in the count (e.g., from zero to 1), availability (e.g., from none to daily), and/or frequency (e.g., from annually to monthly) of gender-sensitive infrastructure and facilities.</p>
Output 2 (O2)	<i>Equitable access of women to opportunities, productive resources and gender responsive programs increased</i>	<p>The attainment of GEWE rests on the collective action and willing participation of women and girls, as claimholders. Their participation should be made evident in all the development interventions undertaken by duty-bearers.</p> <p>Indicators to measure this output include the number of women and girl claimholders who have increased competencies and awareness on the rights of women, who participate in GAD-related activities and who avail of services.</p>
Output 2.1 (O2.1)	<i>Gender sensitivity and awareness of women/girls and men/boys/benefici aries/clients on GEWE increased</i>	<p>To enable claimholders to gain equitable access to opportunities, productive resources and gender-responsive programs/projects/ services, they themselves must have the desire and confidence to do so. Thus, they too require interventions to strengthen their sensitivity to gender differences and awareness of their rights.</p> <p>Indicators to gauge attainment of this result should include those that measure</p>

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		the knowledge/awareness (on the rights of women under the MCW and other laws as well as the under international treaties and conventions.
Output 2.2 (O2.2)	<i>Capacities of women and girls to enable them to access resources, participate in development processes, and exercise their rights increased</i>	<p>Increasing the awareness and knowledge of women/girls on GEWE must be coupled with strengthening their capacity to act on that knowledge. For instance, economic opportunities for women/girls would be futile if women/girls remain uneducated, are of poor health or unaware and afraid to claim their rights. Thus, women/girls must be given increased opportunities to develop themselves and their capacities to enable them to actively participate for their own growth and development.</p> <p>Indicators to gauge attainment of this result should include those that measure:</p> <ul style="list-style-type: none"> ○ Capacity of women to avail or consume and utilize the gender-responsive products, services, infrastructure and facilities made available to them by duty-bearers ○ Participation of women in GAD-related activities. ○ Participation of women in development processes and exercising their rights
Output 2.3 (O2.3)	<i>Women organized and capacitated towards collective action</i>	Women/girls must <u>not</u> be passive recipients of development interventions but should be active participants in shaping their futures. Organizing women/girls optimizes at least two

LEVEL OF RESULT	RESULTS STATEMENT	DESCRIPTION
		<p>benefits—increasing women's voice and providing a support group or a network for women/girls.</p> <p>Mobilizing and organizing women to build their capacity for collective action and participatory decision-making that affect their lives and their communities lead to increased levels of confidence and enhanced management and leadership capacities of women.</p>

3-3 GEWE RESULTS FRAMEWORK: PCW

The Philippine Commission for Women is the oversight agency for GEWE. As an oversight agency and a duty-bearer, PCW monitors and influences duty-bearers in the pursuit and implementation of laws and commitments on GEWE in the Philippines.

PCW develops and promulgates policies, plans, systems and processes to support GEWE. Its agency mandate calls for formulation and dissemination of frameworks and tools and the provision of technical assistance on GAD mainstreaming work of other government duty bearers.

Figure 4 presents the PCW monitoring and evaluation results framework for gender equality and women's empowerment. Anchored on the principles of ownership, engagement with stakeholders and results orientation, the PCW M&E framework⁴⁴ guides PCW in the implementation of its oversight and overall monitoring function and provides guidance for NGA and LGUs in the discharge of their respective mandates under the MCW and other GEWE-related policies, laws and commitments. PCW monitoring and evaluation efforts shall contribute to the following key result areas⁴⁵:

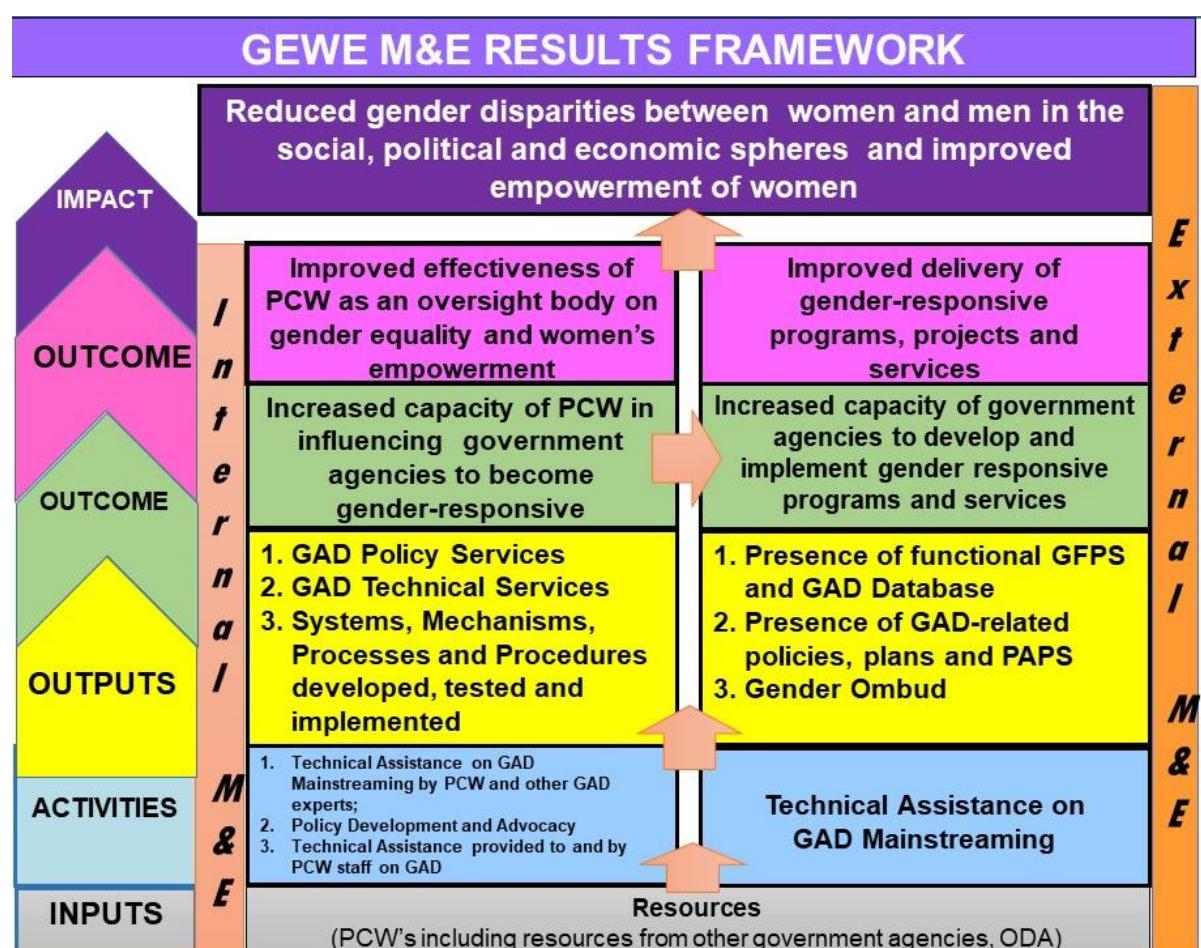
1. Improved gender sensitivity and gender-responsiveness of laws and policies of NGAs and various national governance and policy making bodies, structures and mechanisms;
2. More substantive and more updated compliance to government reportorial obligations to various international platforms and mechanisms; and
3. More responsive and better calibrated technical assistance provided by PCW to NGAs in mainstreaming gender and development in their PAPS as manifested in their GAD Planning and budgeting.

⁴⁴ Philippine Commission on Women. "Monitoring and evaluating progress in Gender Equality and Women Empowerment in the Philippines": PCW Monitoring and Evaluation Framework. December 22, 2013.

⁴⁵ Ibid.

The purpose of the PCW M&E Framework is to articulate the context of PCW's oversight function particularly on the monitoring and evaluation of MCW implementation and in compliance to the Philippine government's international commitments, related laws and policies towards the realization of gender equality and women's empowerment. It also endeavors to present a clear monitoring and evaluation process, system and procedures, including the roles and responsibilities of all key stakeholders; and to guide stakeholders and partners in tracking their own progress in the implementation of their GAD efforts and their fulfilment of roles under the MCW and other gender related laws and policies⁴⁶.

FIGURE 4. GEWE M&E RESULTS FRAMEWORK OF PCW



⁴⁶ Ibid.

CHAPTER IV

GEWE RESULTS FRAMEWORKS AND INDICATORS: SECTORS AND THEMATIC AREAS

Overview

- A- Women's Social Development Rights
- B- Gender in Security, Justice and Peace
- C- Gender-Responsive Governance
- D- Gender in Environment and Climate Change
- E- Women's Economic Empowerment

OVERVIEW

This Compendium organizes the indicators around sectoral priorities grouped into five strategic goal areas as presented in Chapter 1, Table 1. The order in which these indicators are presented in this section is presented below.

Strategic Goal Area	Order	Label	Sector/Thematic Area
A- Women's Social Development Rights	1	A-1	Education
	2	A-2	Health
	3	A-3	Vulnerable Groups
	4	A-4	Women in Media
	5	A-5	Culture and Preservation of Cultural Identity and Integrity
B- Gender in Security, Justice and Peace	6	B-6	Access to Justice
	7	B-7	Armed Conflict, Security, Peace and Development
C- Gender-Responsive Governance	8	C-8	Women in Bureaucracy, Politics and Governance
	9	C-9	Institutional Mechanisms
D- Gender in Environment and Climate Change	10	D-10	DRRM-CCA
E- Women's Economic Empowerment	11	E-11	Agriculture, Fisheries and Forestry
	12	E-12	MSMEs, Trade and Industry
	13	E-13	Tourism
	14	E-14	Formal Labor
	15	E-15	Informal Economy
	16	E-16	Migrant Workers and Overseas Filipinos
	17	E-17	Infrastructure

This chapter presents each of the sectoral and thematic results frameworks—all anchored on the general GEWE results framework presented in Section 3.1 and the results statements in Section 3.2. Each sector is introduced by its own results framework, followed by a set of indicators at each level of the results chain.

The indicators presented here are focused on the outcome and output indicators relevant to the specific sector or thematic area. Activity or process indicators⁴⁷ are not included in this Compendium.

⁴⁷ Process indicators refer to indicators to measure whether planned activities took place.

As discussed in Chapter 3, the selected indicators are primarily based on the considerations in development efforts to address the four major commitments of the Philippines-- CEDAW, BPfA, SDGs and MCW.

Part 3 of this Compendium or the Volume 2, provides the metadata which presents a detailed description of the indicator and the related concepts and definitions such as how it is computed or estimated, and the recommended source of data.

THE SECTORAL/THEMATIC AREAS: KEY GENDER ISSUES

The key gender issues in the sectors or thematic areas around which the results frameworks and indicators in this Compendium are organized are described in Table 6. The table includes the duty-bearers and claimholders referred to in the results frameworks and described in Tables 2 and 3 in Chapter 2.

TABLE 6. DESCRIPTION OF SECTORAL AND THEMATIC AREAS

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
A.1 Education Duty-bearers: DepEd, TESDA, CHED, SUCs, LUCs, et. al. Claimholders: <ul style="list-style-type: none">○ Women and girls who are students or trainees○ Women teachers and employees in educational institutions	<p>Education is a key component for measuring overall quality of life and well-being of a population. Improving the educational outcomes of women and men, girls and boys is linked with improved health, particularly reproductive health of women in their childbearing ages. It also translates into enhanced opportunities for paid employment as well as increased productivity in market and non-market work (GEWE Plan 2019-2025). An educated populace engages meaningfully in social and political affairs.</p> <p>The Philippine government, through the implementation of the Magna Carta of Women and other relevant laws and policies supports educational parity among women and men, girls and boys by ensuring that they continually benefit from equal access to and elimination of discrimination in education, scholarship and training (GEWE Plan 2019-2025).</p>
A-2 Health Duty-bearers: DOH, NNC, FNRI, POPCOM, PHILHEALTH Claimholders:	<p>Health is a multi-dimensional area touching on a person's physical, physiological, emotional and psychological states. Good health is closely linked with improved life expectancy among women and men. Sexual and reproductive health and rights in the Philippines is not an overlooked issue but remaining challenges affect women significantly.</p> <p>High levels of stunting and wasting among children, vulnerabilities of women and men to HIV-AIDS, teenage</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
<ul style="list-style-type: none"> ○ All women, but particularly focused on pregnant women, lactating mothers, female teenagers and girls 	<p>pregnancy, the disproportionate access to health services as well as a growing phenomenon of mental health problems affecting women, require attention from policymakers and service providers.</p>
<p>A-3 Vulnerable Groups</p> <p>Duty-bearers: NAPC, CHR, HUDCC, NCMF, PSA, DSWD</p> <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women informal settlers (or urban poor) ○ Girl children, Elderly women (Senior Citizens) ○ Women and girls with disabilities (WGWDs) ○ Women IPs, ○ Persons of Diverse SOGIE ○ Muslim women ○ Solo parents 	<p>Vulnerable groups include women with specific or special concerns such as women and girls with disabilities, women in detention, senior citizens or elderly women and lesbian, gay, bisexual and transgender (LGBT) people (WEDGE Plan 2013-2016).</p> <p>In addition, in this Compendium, vulnerable groups also include women in marginalized sectors such as women informal settlers or urban poor, girl children, indigenous women, Muslim women, solo parents and persons of diverse sexual orientation, gender identity and expression (SOGIE) to account for the varying categories of LGBT people.</p> <p>These groups of women and girls also experience multiple and intersecting layers of discrimination, which necessitate urgent attention as well as a comprehensive and integrated response from the State.</p>
<p>A-4 Women in Media</p> <p>Duty-bearers: PIA, PCOO</p> <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women in the general public who consume media products and services ○ Women and men media practitioners 	<p>Measures to promote a positive and meaningful portrayal of women in television, radio, print, social media, advertising, film and other related areas fall under the thematic concern of women in media. It is in keeping with the Magna Carta of Women Implementing Rules and Regulations (MCW-IRR) which call on the State to “endeavor to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in the family, community and society through the strategic use of mass media”.</p> <p>The law likewise mandates the State to “ensure allocation of space, airtime, and resources, strengthen programming, production and image-making that</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
in print, radio, TV and film	<p>appropriately present women's needs, issues and concerns in all forms of media, communication, information dissemination and advertising" (MCW-IRR, 2010).</p> <p>Gender sensitivity of media personnel involved in the creation, production and delivery of mass media programs and services is essential to ensure that women and girls are perceived by the public in a non-derogatory way, their concerns and issues are not trivialized and ensuring stereotypes on women's roles are eliminated. Mass media programs and services should support the promotion of women's human rights, gender equality and women's empowerment.</p>
A-5 Culture and Preservation of Cultural Identity and Integrity Duty-bearers: NCCA, NCIP, NCMF Claimholders: <ul style="list-style-type: none"> ○ Women members of indigenous cultural communities ○ Moro/Muslim women 	<p>Gender relations largely influence cultural norms, expectations, roles and values; while the prevailing culture can reinforce gender stereotypes and gender discrimination and compound unequal gender relations. This mutually reinforcing relationship between gender and culture is acknowledged as an essential aspect in the preservation of cultural identity and integrity, while at the same time doing away with cultural elements that pose discrimination and harm, particularly to women and girls.</p> <p>Thus, traditional customs and practices that discriminate and harm women and girls, and systems that worsen gender inequities and inequalities should be abated. The role of women in the preservation and promotion of cultural heritage, particularly of indigenous cultural communities should be encouraged through culture- and gender-sensitive policies, programs, projects and services. Duty-bearers should also ensure that development programs and projects respect the integrity of ancestral domains, cultural symbols, language, artifacts and properties of indigenous cultural communities.</p> <p>Further, government and other duty-bearers should harness the positive cultural and societal values contributory to sustainable development towards the promotion of gender equality and the empowerment of women and girls.</p>
B-6 Access to Justice	<p>Access to justice remains to be a challenge in the Philippines given the institutional constraints faced by the criminal justice system. These include trust issues of</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
<p>Duty-bearers: DOJ, DSWD, PNP</p> <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women and girls who are victims of gender-based violence (GBV) and violence against women and girls (VAW) ○ Women offenders or those convicted of crimes. 	<p>the public due to corruption, lack of a comprehensive and integrated approach in the case of the penal system, and the limited financial and human resources that beleaguer the five pillars of the criminal justice system— law enforcement, prosecution, courts, corrections and the community (GEWE Plan 2019-2025).</p> <p>Resource constraints that hamper the operations of the criminal justice system can pose barriers to women in accessing justice. If regular cases already lack the focus and support due to resource constraints, cases involving violence against women and girls, for example, are relegated to the margins. Those who are particularly affected include women in rural and urban poor communities, women with disabilities, indigenous women, women living in situations of armed conflict, and women with diverse SOGIE (GEWE Plan 2019-2025).</p> <p>The thematic area on Access to Justice is concerned with ensuring that duty-bearers are conscious of women's human rights and gender equality, which enable them to render gender-responsive legal programs and services. Ultimately, this area of concern also ensures that women and girl victim-survivors of VAW and discrimination are treated fairly before the law, have equitable access to gender-responsive justice mechanisms and are enabled to claim their human rights.</p>
<p>B-7 Armed Conflict, Security, Peace and Development</p> <p>Duty-bearers: OPAPP, DSWD</p> <p>Claimholders: Women and children living in conflict-affected areas</p>	<p>Women's meaningful participation in all stages of peace building is an indicator of good governance in peace and development efforts. Women and girls should be secure in times of conflict and in times of peace.</p> <p>Conflict disproportionately affects women. For one, women and girls bear the task of performing reproductive roles, such as caring for the young, the sick and the elderly in times of conflict situations. It also exacerbates the vulnerabilities of women and children to sexual harassment, rape, trafficking in persons, prostitution, domestic violence and other forms of VAW (GEWE Plan 2019-2025).</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
<p>C-8 Women in Bureaucracy, Politics and Governance</p> <p>Duty-bearers: CSC, COMELEC, DFA, DILG</p> <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women voters ○ Women candidates to elective positions, both at the national and local levels ○ Women occupying elective positions both at the national and local levels ○ Women in leadership positions in national, local and community-based associations such as labor unions, cooperatives and other sectoral or political organizations (women POs) ○ Women occupying third level positions in the executive, judiciary and legislative branches of government ○ Women in middle management or those who have potential to occupy leadership positions in the bureaucracy 	<p>Participation in all levels of decision-making and representation in governance structures are at the core of the thematic concerns of women in bureaucracy, politics and governance. Women's participation both as part of an educated and informed electorate and as players in traditional electoral politics is desired, as well as being formidable candidates with a clear and sound platform.</p> <p>Recognizing the impediments to women's meaningful participation in traditional politics, support shall be directed at building the capacities of grassroots and civil society women leaders, who could over time, be groomed as potential candidates.</p> <p>In the same vein, enhanced participation of women in all levels and spheres of decision-making such as in the civil service, in the international arena, in civil society, trade unions, chambers of commerce, cooperatives and other related governance bodies is highly sought after.</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
C-9 Institutional Mechanisms <p>Duty-bearers:</p> <ul style="list-style-type: none"> ○ DBM, COA, NEDA, DILG, CSC, CHR, PCW <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women workers and government employees of in the executive, judiciary and legislative branches, both at the national and local levels ○ Women employees and workers in GOCCs and other public entities 	<p>To realize gender equality and women's empowerment, government duty-bearers should be accountable to its constituents and should ensure that its policies, plans, programs and interventions respond to their practical and strategic gender needs to close gender gaps among women and men. Government efforts on GAD, in coordination with other stakeholders, should lead to or contribute to transforming gender relations among women and men.</p> <p>Gender mainstreaming is recommended to be the strategy and means to make government accountable and responsible for gender equality and women's empowerment outcomes. It is also identified as the strategy for implementing the Magna Carta of Women and other policies and laws on GAD.</p>
D-10 DRRM-CCA <p>Duty-bearers:</p> <p>DENR-OSEC, OCD, CCC</p> <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women and girls who are victims of or are vulnerable to climate-related hazards and natural disasters. 	<p>The thematic concerns of disaster risk reduction and management and climate change adaptation are within the purview of environment and natural resources sector. The sustainable utilization of natural resources is crucial to arrest environmental degradation and to mitigate climate change impacts.</p> <p>Disaster risk reduction and climate change adaptation are closely intertwined. The former concerns itself with systematic efforts on analyzing and managing causal factors of disasters, including through reduction of exposure to hazards, reducing people's vulnerabilities, management of land and environment and improved preparedness for adverse events; while climate change adaptation deals mainly with coping with unavoidable climate change impacts (GEWE Plan 2019-2025).</p> <p>Climate change impacts and disasters adversely affect populations, however, these affect women and men differently. Women lead the family's coping behaviors in the aftermath of disasters and their reproductive roles</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
	<p>are compounded by normative expectations of household management and care of the young children, sick and elderly.</p> <p>Of concern is the underrepresentation of women in local and national decision-making processes at the DRRM phases of disaster prevention and mitigation, preparedness, response, rehabilitation and recovery (GEWE Plan 2019-2025).</p>
E-11 Agriculture, Fisheries and Forestry Duty-bearers: DA, DAR Claimholders: <ul style="list-style-type: none"> ○ Women farmers ○ Fisher folk ○ Agrarian beneficiaries 	<p>Agriculture is a primary sector of the economy. Pockets of urbanization are found in growth centers, yet, elsewhere in the country, it is still largely agricultural. About one third of the country's labor force rely on the agricultural sector, yet, agricultural growth has been sluggish for decades. This decline has affected the utilization of agricultural land resources as well as the productive employment of agricultural workers.</p> <p>This scenario could play out differently for women farmers and agricultural workers, as they face constraints in accessing productive resources – such as land and capital, market linkages and support services (GEWE Plan 2019-2025).</p>
E-12 MSMEs, Trade and Industry Duty-bearers: DTI, DOST, DOST-FDA Claimholders: <ul style="list-style-type: none"> ○ Women engaged in micro, small and medium enterprises/businesses ○ Women engaged in entrepreneurship as defined under RA 9178 or the Barangay Micro Business Enterprise (BMBE) Act of 2002. 	<p>Growth in the trade, industry, manufacturing and services sectors is continually sought to sustain job generation and to "spur globally competitive economy". These areas of concern examine how economic growth shrinks or expands women's economic opportunities, including how entrepreneurship contributes to the creation of decent jobs for women.</p> <p>The Philippines has established a robust policy framework supporting women's participation in the economy, from policies acknowledging women's capacity to act and to enter into contracts to obtaining loans and credit for setting up businesses and participation in supply chains at the national and global levels.</p> <p>There is need to look into the situation of women in micro, small and medium enterprises (MSMEs) in the areas of accessing finance and financial instruments, access to technology, access to markets and business regulation, as well as cost of doing business.</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
	It should also look into women's participation in economic policymaking such as making their concerns visible in free trade agreements, increasing their knowledge of consumer rights and consumer welfare, and enhancing their leadership and decision-making posts in economic decision-making.
E-13 Tourism Duty-bearers: DOT Claimholders: <ul style="list-style-type: none"> ○ Women tourists ○ Women and girls working in the tourism sector 	<p>Tourism is a viable engine for job generation contributing significantly in the country's gross domestic product. Investments and continued growth in the tourism's supply chains spell out economic opportunities in a wide array of tourism industries, which could benefit women entrepreneurs and workers.</p> <p>Interventions in the tourism sector are geared towards enhancing women's employment and reducing the vulnerability of women workers in the tourism industry to discrimination and violence against women.</p>
E-14 Formal Labor Duty-bearers: DOLE Claimholders: Women workers and employees in the formal economy	<p>The labor and employment issues fall under the concern of formal labor. Formal labor is concerned with institutional labor arrangements that provide equitable opportunities, social protection and decent jobs to all workers. Employment that is inclusive and free from gender-based discrimination, particularly for people belonging to the marginalized sectors and other vulnerable groups is desired, including the full integration of all informal workers, particularly of women workers, in formal labor arrangements to ensure decent jobs and social protection for all.</p>
E-15 Informal Economy Duty-bearers: DOLE, TESDA Claimholders: <ul style="list-style-type: none"> ○ Women engaged in non-formal enterprises, including those who are self-employed 	<p>Conflicting definitions on women in the informal economy abound. However, for the purpose of this Compendium, this thematic area shall focus on workers in the informal economy, particularly women informal workers. Women informal workers face challenges in sustaining their livelihoods, have inadequate social protection (or none at all) and have limited competitiveness as a result of their lack of access to capital, credit, technology, market linkages and other productive resources.</p> <p>The bill on Magna Carta of Workers in the Informal Economy recognizes the precarious situation of workers in the informal economy, who are "exposed to unsafe working conditions; are not provided adequate skill</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
<ul style="list-style-type: none"> ○ Women workers employed in informal work 	<p>training; do not have security of tenure; have lower and irregular incomes; and lack collective bargaining and representation rights". The current social protection, occupational safety and health, and labor protection policies and programs do not adequately cover the workers and economic units in the informal economy.⁴⁸</p> <p>Owing to the non-homogenous nature of workers in the informal economy, this group of people or sector also "have differentiated needs and face varying levels of vulnerability."</p> <p>Women who bear the reproductive roles of childrearing, household management and unpaid care work at home take on informal work arrangements in order not to disrupt their caregiving responsibilities while at the same time affording them "greater flexibility, autonomy and geographic proximity to do paid work while fulfilling domestic duties."</p> <p>Further, women in the informal economy are "mostly confined in low income activities, such as unpaid family work, industrial home-based work and street vending; have limited opportunities for organization and representation; and are inadequately covered by social protection especially in times of illness, disability, work injury, maternity, unemployment, and old age."⁴⁹</p>
<p>E-16 Migrant Workers and Overseas Filipinos</p> <p>Duty-bearers: DOLE-POEA, CFO, DFA</p> <p>Claimholders:</p> <ul style="list-style-type: none"> ○ Women migrant workers ○ Returning women migrant workers ○ Women overseas Filipinos 	<p>Migrant workers and overseas Filipinos constitute the Filipino women and men who are living and working abroad through regular or contract-based employment.</p> <p>Overseas Filipinos specifically refer to "migrant workers, Filipino nationals and dependents abroad and the following: (a) Filipino permanent migrants or permanent residents abroad; (b) Filipinos overseas who have become naturalized citizens of other countries or dual citizens; (c) Filipino spouses and other partners of foreign nationals leaving the country; (d) descendants of Filipinos overseas; (e) Filipino youth overseas; and (f) Exchange Visitor Program participants as cited in Batas Pambansa Bilang 79 and Republic Act No. 8042/10022⁵⁰".</p>

⁴⁸ <https://pcw.gov.ph/wpla/magna-carta-workers-informal-economy-mcwie>.

⁴⁹ Ibid.

⁵⁰ Commission on Filipinos Overseas.

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
	<p>The GEWE Plan 2019-2025 notes that overseas Filipinos are found in more than 200 countries and territories in the world consisting of permanent, temporary, and undocumented migrants. Data of the POEA pegs the annual deployment of temporary contract migrants at nearly two million. Further, the number of women and men migrating for work is about the same according to the 2015 Survey of Overseas Filipinos.</p> <p>Migrant workers, particularly women migrant workers are located in "job categories labeled as laborers and unskilled workers, majority of them in domestic work" while migrant Filipino men are "mostly plant and machine operators, and assemblers". Both are employed in low-skilled jobs, however, men's remittances "nearly double the amount sent by women migrants" indicating that men earn much higher than women migrant workers.</p> <p>The employment of household workers and caregivers in foreign households is not regulated by governments thus, making them "prone to abuse and exploitation". Migrant workers have to contend with vulnerabilities to trafficking, illegal recruitment and unfair working conditions in their quest for overseas employment. This sectoral area focuses primarily on the condition of migrant workers, particularly of women migrant workers and overseas Filipinos; the implementation of human rights commitments and decent work standards, reintegration program and other support mechanisms for returning migrant workers, and advocacy and monitoring of bilateral agreements that safeguard the rights and interests of Filipino migrant workers in migrant-receiving countries.</p>
E-17 Infrastructure Duty-bearers: DPWH, DOTR Claimholders: <ul style="list-style-type: none"> ○ All Filipino women and girls who are commuters or members of the 	<p>Safe, efficient, reliable, cost-effective and sustainable infrastructure supports the economy. Roads, utilities and public works; social infrastructure, information, communication and technology (ICT) and transportation constitute the infrastructure support needed for economic growth.</p> <p>Access to ICT technologies, electricity, water, and farm-to-market roads, for instance, expands economic opportunities for women workers. Infrastructure support in the rural areas help ease the burden of women in the household and in the community. The reach of infrastructure technologies in far-flung areas, such as the</p>

SECTOR/ THEMATIC AREA	DESCRIPTION OF GENDER ISSUES
<ul style="list-style-type: none"> ○ riding public (land, rail, water, air) ○ All Filipino women and girls who are consumers or recipients of public infrastructure facilities and services such as power and other utilities, information and communication technology, among others. 	<p>geographically isolated and disadvantaged areas (GIDA), and the utilization of said technologies by vulnerable groups should be taken into account under this thematic concern.</p> <p>Infrastructure should be made accessible and affordable for all. Ultimately, it should benefit women by helping them in their reproductive work at home and by facilitating their mobility, safety and productive work in industries, work places and public spaces.</p>

A-WOMEN'S SOCIAL DEVELOPMENT RIGHTS

A1 Education

A2 Health

A3 Vulnerable Groups

A4 Women in Media

A5 Culture and Preservation of
Cultural Identity and Integrity

A1- EDUCATION

FIGURE A-1. RESULTS FRAMEWORK: EDUCATION

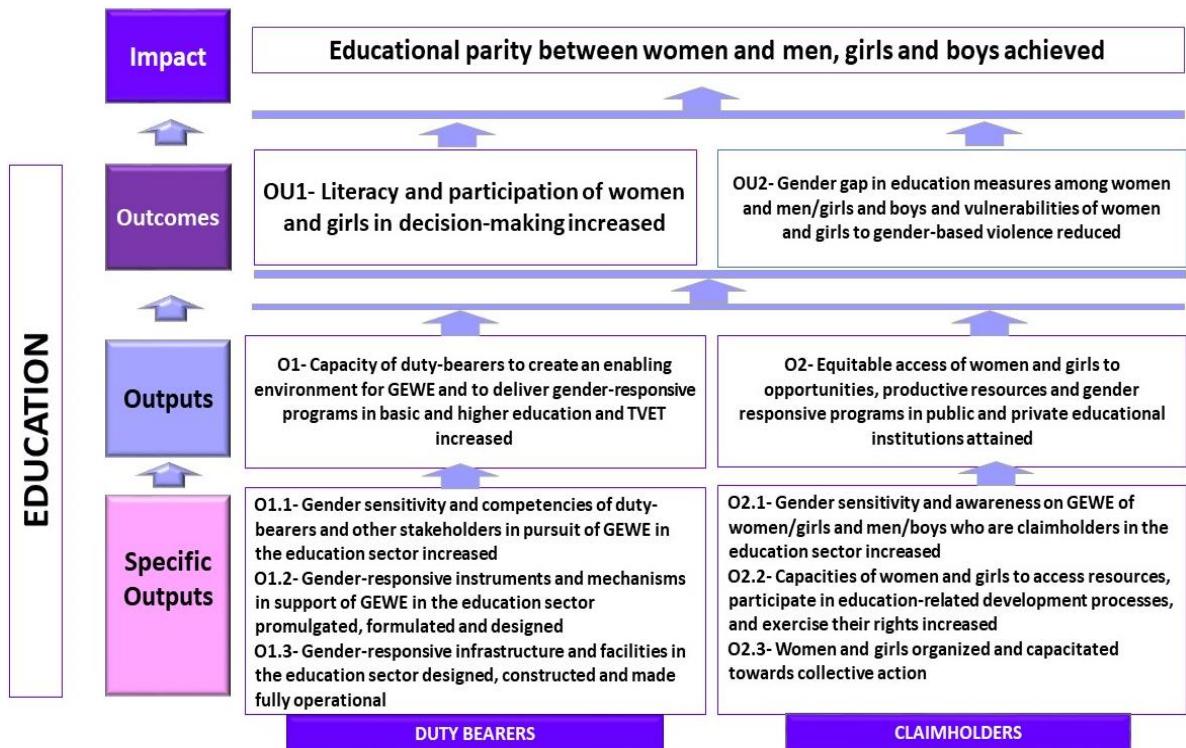


TABLE A-1. GEWE INDICATORS: EDUCATION

RESULTS	CODE	INDICATORS: EDUCATION
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-2	Gender Gap Index (GGI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-A1-1	Literacy rate, by sex
Outcome 1 (OU-1)	OU-1-A1-1	Proportion of leadership and decision-making positions in government instituted governing boards, policy and decision-making bodies and/or planning councils, sectoral groups or organizations in the education sector occupied by women, by position and by level of government (MCW 14.1, SDG 5.5)

RESULTS	CODE	INDICATORS: EDUCATION
	OU-1-A1-2a	Proportion of the population in a given age group achieving at least a fixed level of proficiency in basic literacy skills (SDG 4.6.1.2 ⁵¹ , Core GAD)
	OU-1-A1-2b	Proportion of the population in a given age group achieving at least a fixed level of proficiency in functional literacy (SDG 4.6.1.1 ⁵² , Core GAD)
	OU-1-A1-3	Proportion of faculty with MA/MS degrees and PhD degrees, by sex (SDG 4.c.s1.1 and 4.c.s1.1.2) ⁵³
Outcome 2 (OU-2)	OU-2-A1-1	Proportion of reported cases of discrimination against female students and faculty in public and private schools, in all education levels resolved (MCW 16)
	OU-2-A1-2	Proportion of teen pregnancies among Filipino youth in school
	OU-2-A1-3	Proportion of bullying cases reported in schools that are acted upon within the proper timeframe
	OU-2-A1-4	Completion rate of elementary and secondary students, by sex (SDG 4.1.s1.1&2) ⁵⁴
	OU-2-A1-5	Cohort survival rate of elementary and secondary students, by sex (SDG 4.1.s2.1&2) ⁵⁵
	OU-2-A1-6	Drop-out rate or school leavers in elementary and secondary, by sex (SDG 4.1.s3.1&2) ⁵⁶
	OU-2-A1-7	Participation rate in organized learning (one year before the official primary entry age), by sex (SDG 4.2.2) ⁵⁷
	OU-2-A1-8	Net enrollment rate in elementary and secondary education, by sex (SDG 4.3.s1&2) ⁵⁸
	OU-2-A1-9	Passing rate in licensure exam, by sex (SDG 4.3.s3) ⁵⁹
	OU-2-A1-10	Certification rate (TVET), by sex (SDG 4.3.s4) ⁶⁰
	OU-2-A1-11	Proportion of young women that graduated from higher education programs
	OU-2-A1-12	Ratio of girls and boys in elementary, secondary and tertiary education (SDG 4.5.1) ⁶¹

⁵¹ SDG Watch Philippines

⁵² Ibid

⁵³ Ibid

⁵⁴ Ibid.

⁵⁵ Ibid.

⁵⁶ Ibid.

⁵⁷ Ibid.

⁵⁸ Ibid.

⁵⁹ Ibid.

⁶⁰ Ibid.

⁶¹ Ibid. In lieu of parity indices.

RESULTS	CODE	INDICATORS: EDUCATION
	OU-2-A1-13	Number of information and communications technology (ICT) graduates, by sex
	OU-2-A1-14a	Number of enrollees in non-traditional fields, by sex
	OU-2-A1-14b	Number of graduates in non-traditional fields, by sex
Output 1.1 (O1.1)	O1-1-A1-1	<p>Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs relating to the education sector that support empowerment of women and elimination of discrimination of women and girls</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - HEIs that are signatory to GAD ACCORD and are implementing programs as part of the execution of these agreements - Colleges and universities, public and private, with gender-responsive Research and Extension Programs
	O1-1-A1-2	Level of competency of NGAs in the education sector in applying gender mainstreaming framework, processes, tools and instruments (MCW 37) ⁶²
	O1-1-A1-3	<p>Proportion of duty-bearers in the education sector, including technical GFPS personnel trained in GEWE and other GAD-related topics, by sex and position level (MCW 37)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Trained counselors on gender-responsive handling of GBV and bullying cases
	O1-1-A1-4	Proportion of duty-bearers in the education sector that increased their organizational GMEF levels within a given timeframe
	O1-1-A1-5	Extent to which education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment ⁶³ (SDG 4.7.1)

⁶²Tool to measure level of competency to be developed.

⁶³ Tool for measurement to be developed.

RESULTS	CODE	INDICATORS: EDUCATION
Output 1.2 (O1.2)	O1-2-A1-1	<p>Number of policies, plans, frameworks, and curricula in the education sector on the protection and elimination of discrimination against women and girl-children (MCW 35)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policies and standards for gender-responsive curricula and instructional methods/ materials developed by DepEd, CHED, TESDA and HEIs (WEDGE)⁶⁴ - Policy guidelines issued to ensure that girls and boys have equal treatment and opportunities for academic honors, leadership in school/class organizations, leadership in school activities, journalistic endeavors and the like (MCW 35) - Policies upholding the dignity, practices, traditions, culture, and religious beliefs of students and indigenous children and that are nondiscriminatory to women (MCW 35)⁶⁵ - Culturally appropriate and gender-sensitive curricula and educational materials (MCW 31)⁶⁶, including gender-sensitive, rights-based, and culture-sensitive curriculum, legal literacy and books, in the Madaris and schools of living culture and tradition (MCW 35) - Policy and guidelines to provide equal access of Muslim and indigenous girl-children in the Madaris, schools of living culture and traditions, and regular schools (MCW 35) - Policy or guideline ensuring the conduct of orientation or training on RA 7877 (Anti-

⁶⁴ This should include indicators on: (1) Number of instructional materials developed with GAD dimensions (WEDGE), (2) Number of gender-sensitive curricula and instructional materials developed and promoted by TESDA, CHED and DepEd (MCW 16 – Tier 2), and (3) Presence of minimum standards of gender sensitivity integrated into the curricular, co-curricular and extra-curricular subjects/ courses/ training for students and trainees (MCW 16) *to include principles of gender equality, use of gender-fair language.

⁶⁵ This indicator includes indicator on: (1) Schools with policy and guidelines to promote among public and private schools the sensitivity particular to Moro and indigenous practices such as fasting in the month of Ramadan, choice of clothing (including wearing of hijab), and availability of halal food (MCW 35 – Tier 3), (2) Schools that provide equal access of Muslim and indigenous girl-children in the Madaris, schools of living culture and traditions and regular schools (MCW 35).

⁶⁶ Culturally appropriate means “non-stereotypical and nondiscriminatory characterization of IPs and Moro women”.

RESULTS	CODE	INDICATORS: EDUCATION
		<p>Sexual Harassment Act) and other GBV laws for teaching and non-teaching staff and personnel, administrators, students/ trainees, and CODI (WEDGE)</p> <ul style="list-style-type: none"> - Anti-bullying policies - Policy or guideline ensuring that local school boards (LSBs) are oriented on GAD and GBV (WEDGE) - Policy against expulsion of female faculty and students in public and private schools due to pregnancy outside of marriage (MCW 16)
	O1-2-A1-2	<p>Number of formal agreements forged by duty-bearers in the education sector that include specific commitments to enhancing gender equality and women's empowerment</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Partnership agreement with advertising industry and private institutions supporting anti-VAW campaigns and promoting gender mainstreaming initiatives (MCW 16)
	O1-2-A1-3	<p>Number of gender-responsive and culture-sensitive programs/projects and services implemented in the education sector in support of women and girls</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Child-friendly programs - GBV prevention programs - Programs and services given to pregnant faculty and students (MCW 16)
	O1-2-A1-4	<p>Presence of functional mechanisms to address gender-based violence and discrimination in the education sector</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Coordinating mechanisms with PNP, DOJ, CHR, DSWD and/ or LGUs to provide appropriate assistance to faculty, personnel and students who are victims of rape, sexual harassment and other forms of violence against women and discrimination (MCW 16) - Functional Child Protection Committees

RESULTS	CODE	INDICATORS: EDUCATION
		<ul style="list-style-type: none"> - Functional Committee on Decorum and Investigation (CODI)
	O1-2-A1-5	<p>Presence of monitoring and evaluation system for the education sector with gender-specific indicators, including sex-disaggregated data</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Monitoring of compliance to policy against expulsion of female faculty and students in public and private schools due to pregnancy outside of marriage
	O1-2-A1-6	Proportion of budget of government institutions allocated and utilized for GAD programs, projects and activities in the education sector within a given timeframe
<hr/>		
Output 1.3 (O1.3)	O1-3-A1-1	Number of gender-responsive infrastructure or facilities established in the education sector
	O1-3-A1-2 (a) – (g)	<p>Proportion of schools with access to:</p> <ul style="list-style-type: none"> (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions) (SDG 4.a.1)
<hr/>		
Output 2.1 (O2.1)	O2-1-A1-1	Level of awareness on GEWE of women/girls and men/boys who are claimholders in the education sector ⁶⁷
	O2-1-A1-2	Proportion of women/girls and men/boys who are claimholders in the education sector trained on gender sensitivity and other GAD-related topics
<hr/>		
Output 2.2 (O2.2)	O2-2-A1-1	<p>Number of women/girl claimholders in the education sector availing of gender-responsive products and utilizing gender-responsive services</p> <p><i>Includes:</i></p>

⁶⁷ Tool to measure level of awareness to be developed

RESULTS	CODE	INDICATORS: EDUCATION
		- Number of pregnant faculty and students availing of services
Output 2.3 (O2.3)	O2-3-A1-1	Number of beneficiary organizations in education sector formed by duty-bearers with equitable participation of women
	O2-3-A1-2	Proportion of women occupying leadership positions in beneficiary groups in the education sector
	O2-3-A1-3	Proportion of women officers and members of beneficiary groups, cooperatives and organizations that attended Institutional Capacity Building (ICB) programs conducted or facilitated by duty-bearers in the education sector

A2-HEALTH

FIGURE A-2. RESULTS FRAMEWORK: HEALTH

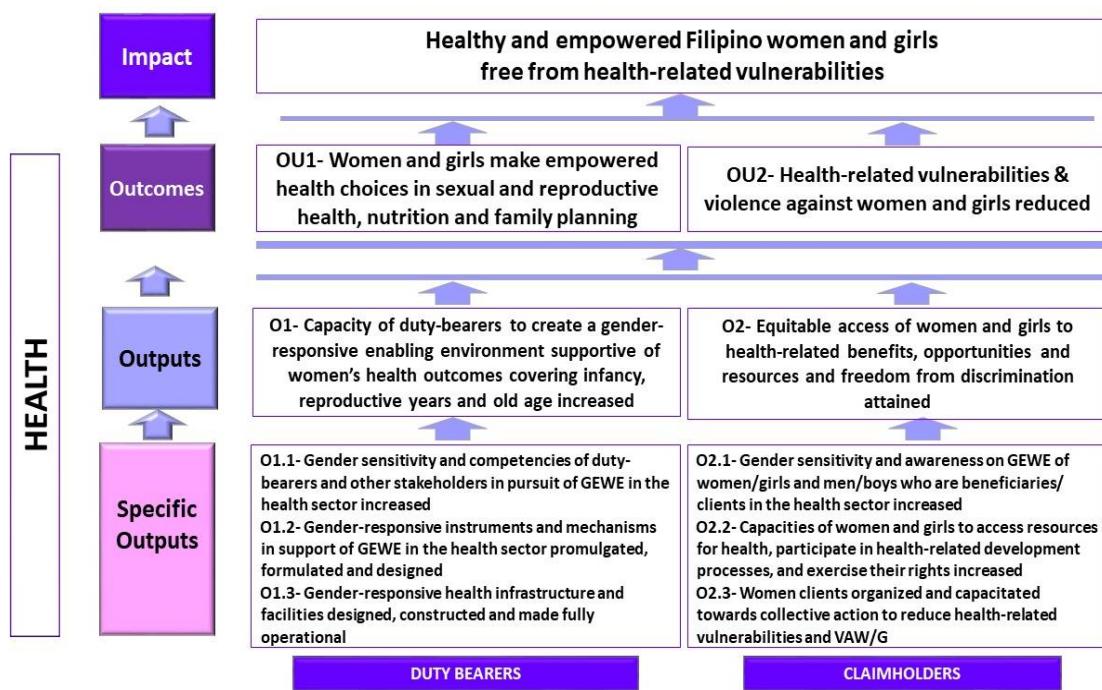


TABLE A2. GEWE INDICATORS: HEALTH

RESULTS	CODE	INDICATORS: HEALTH
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-7	Social Institutions and Gender Index (SIGI)
	IM-1-A2-1	Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group (SDG 3.7.2)
	IM-1-A2-2	Life expectancy by sex (BPfA, Core GAD)
	IM-1-A2-3	Morbidity rate by age, sex, leading cause (BPfA)
	IM-1-A2-4	Mortality rate by age, sex, leading cause

RESULTS	CODE	INDICATORS: HEALTH
Outcome 1 (OU-1)	OU-1-A2-1	Proportion of women occupying leadership and decision-making positions in government instituted governing boards, policy and decision-making bodies and/or planning councils, sectoral groups or organizations in the health sector, by position and by level of government (MCW 14.1, SDG 5.5)
	OU-1-A2-2	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied [provided] with modern methods (SDG 3.7.1) ⁶⁸
	OU-1-A2-3	Contraceptive prevalence rate in the population of women aged 15-49 years (RPRH; SDG 3.7.s1) ⁶⁹
Outcome 2 (OU-2)	OU-2-A2-1	Maternal Mortality Ratio (SDG 3.1, BPfA, Core GAD, RPRH)
	OU-2-A2-2	Morbidity rate by, by sex, leading cause (BPfA, Core GAD)
	OU-2-A2-3	Prevalence of physical/ sexual violence by an intimate partner/non-partner (SDG 5.2.1 ⁷⁰ , RPRH)
	OU-2-A2-4	Nutritional status by sex and age group (BPfA, Core GAD)
	OU-2-A2-5	Unmet need for Family Planning (RPRH)
	OU-2-A2-6	Number of new HIV infections (SDG 3.3.1.p1 ⁷¹ , RPRH) ⁷²
	OU-2-A2-7	Incidence of sexually- transmitted infections (STI) by sex (BPfA Core GAD)
	OU-2-A2-8	Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population) (SDG 3.8.1)
Output 1.1 (O1.1)	O1-1-A2-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs on health for women and girls
	O1-1-A2-2	Level of competency of NGAs in the health sector in applying gender mainstreaming framework, processes, tools and instruments (MCW 37)

⁶⁸ SDG Watch Philippines.

⁶⁹ Ibid.

⁷⁰ Ibid.

⁷¹ Ibid.

⁷² Ibid.

RESULTS	CODE	INDICATORS: HEALTH
	O1-1-A2-3	<p>Proportion of public and private health service providers trained in GEWE and other GAD-related topics</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Gender-Responsive and Rights-Based Integrated Reproductive Health (GRRB-IRH service delivery (WEDGE) - Adolescent Sexual Reproductive Health (RPRH) - Family Planning Competency Based Training (FPCBT) 1 or 2 (RPRH) - 4Rs (RPRH)
	O1-1-A2-4	Proportion of duty-bearers in the health sector that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-A2-1	<p>Number of gender-responsive health-related policies and plans, including legal frameworks or enabling laws on the protection of women and girls in the health sector</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Laws and regulations that guarantee full and equal access to women and men aged 15 and older to sexual and reproductive health care, information and education (SDG 5.6.2) - Policies to improve the nutritional status of women and girls, men and boys⁷³ - Policies and/or guidelines and standards for the implementation of comprehensive health programs and services (MCW 20) - Policies and programs (including training programs) for maternal care developed and implemented, to include pre-natal services, delivery and post-natal services to address pregnancy and infant health and nutrition (MCW) - National and local policies issued supporting maternal and neonatal health (RPRH) - Policies and programs developed to ensure women's and men's access to services responding to STI and HIV-AIDS

⁷³ Policies and PAPs that are indicated in the Philippine Plan of Action for Nutrition 2017-2022 and those provided for under existing laws and policies such as RA 10028, Executive Order 51 and RPRH.

RESULTS	CODE	INDICATORS: HEALTH
	O1-2-A2-2	<p>Number of formal agreements forged by duty-bearers in the health sector that include specific commitments to enhancing gender equality and women's empowerment</p>
	O1-2-A2-3	<p>Number of gender-responsive and culture-sensitive programs/projects and services in the health sector implemented in support of women and girls</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Programs and projects to improve the nutritional status of women and girls, men and boys - Family planning programs that promote responsible, ethical, legal, safe and effective methods (MCW 20) - Gender-responsive programs promoting family and state collaborations on youth sexuality education and health services (MCW 20) - Gender-responsive programs on the prevention of abortion and management of pregnancy-related complications (MCW 20) - Comprehensive health information and education programs implemented/ provided by agencies, LGUs and NGOs - Gender-responsive programs on the prevention and management of reproductive-related illnesses (<i>breast and cervical cancers</i>) and other gynecological conditions and disorders (MCW 20) - Gender-responsive PAPS on prevention and management of reproductive tract infection including STIs, HIV and AIDS (MCW 20) - Programs to ensure women's and men's access to services responding to STI and HIV-AIDS - IEC/ awareness campaigns against gender-based violence or violence against women - Gender-responsive health programs and services that include psychosocial, therapeutic, medical and legal interventions and assistance to VAW victims and survivors - Gender-responsive programs and services to care for elderly women, including prevention of sexual abuse

RESULTS	CODE	INDICATORS: HEALTH
		<ul style="list-style-type: none"> - Gender-responsive programs and services on the management, treatment, and intervention of mental health problems of women and girls.
	O1-2-A2-4	<p>Presence of functional mechanisms that promote access of women/girls to health services</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Service Delivery Network for ASRH information and services (RPRH)
	O1-2-A2-5	Presence of monitoring and evaluation system for the health sector with gender-specific indicators, including sex-disaggregated data
	O1-2-A2-6	Proportion of budget of government institutions allocated and utilized for GAD programs, projects and activities in the health sector within a given timeframe
Output 1.3 (O1.3)	O1-3-A2-1	<p>Number of gender-responsive infrastructure or facility established in the health sector</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - WCPUs established in DOH-retained and LGU hospitals (WEDGE) and other facilities and services to ensure protection of women against all forms of violence (MCW 12 and 20)
	O1-3-A2-2	Proportion of health facilities, public and private, implementing client satisfaction feedback systems and mechanisms
Output 2.1 (O2.1)	O2-1-A2-1	Level of awareness on GEWE women/girls and men/boys who are claimholders in the health sector
	O2-1-A2-2	Proportion of women/girls who are trained on gender sensitivity and other GAD-related topics
	O2-1-A2-3	Number of women and men aware of GBV-related laws and services addressing VAW/GBV
	O2-1-A2-4	Number of men participating in activities to raise consciousness on GEWE in the health sector
Output 2.2 (O2.2)	O2-2-A2-1	Level of satisfaction of women and girls in health sector on the program, service, assistance or benefits received from duty-bearers
	O2-2-A2-2	Number of people covered by health insurance or a public health system per 1,000 population (SDG 3.8.2) ⁷⁴

⁷⁴ Ibid.

RESULTS	CODE	INDICATORS: HEALTH
	O2-2-A2-3	Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG 5.6.1)
	O2-2-A2-4	Proportion of births attended by skilled health personnel (SDG 3.1.2) ⁷⁵
	O2-2-A2-5	Proportion of births delivered in a health facility (SDG 3.1.s1) ⁷⁶
	O2-2-A2-6	Proportion of mothers receiving postpartum care by skilled health personnel (within 24 hours) (RPRH)
	O2-2-A2-7	Number of women/girls availing of gender-responsive products and utilizing gender-responsive services in the health sector <i>Includes:</i> - Adolescents (10-19) receiving Adolescent Sexual Reproductive Health (ASRH) services by sex (RPRH)
	O2-2-A2-8	Number of women and men claimholders in the health sector reached by the IEC/ awareness campaigns
	O2-2-A2-9	Number of VAWC reported cases and cases served (BPfA, Core GAD)
	O2-3-A2-1	Number of women's groups in health sector formally organized and trained by duty-bearers
	O2-3-A2-2	Number of women and women's organization participating in development processes in the health sector

⁷⁵ Ibid.

⁷⁶ Ibid.

A3- VULNERABLE GROUPS

FIGURE A-3. RESULTS FRAMEWORK VULNERABLE GROUPS

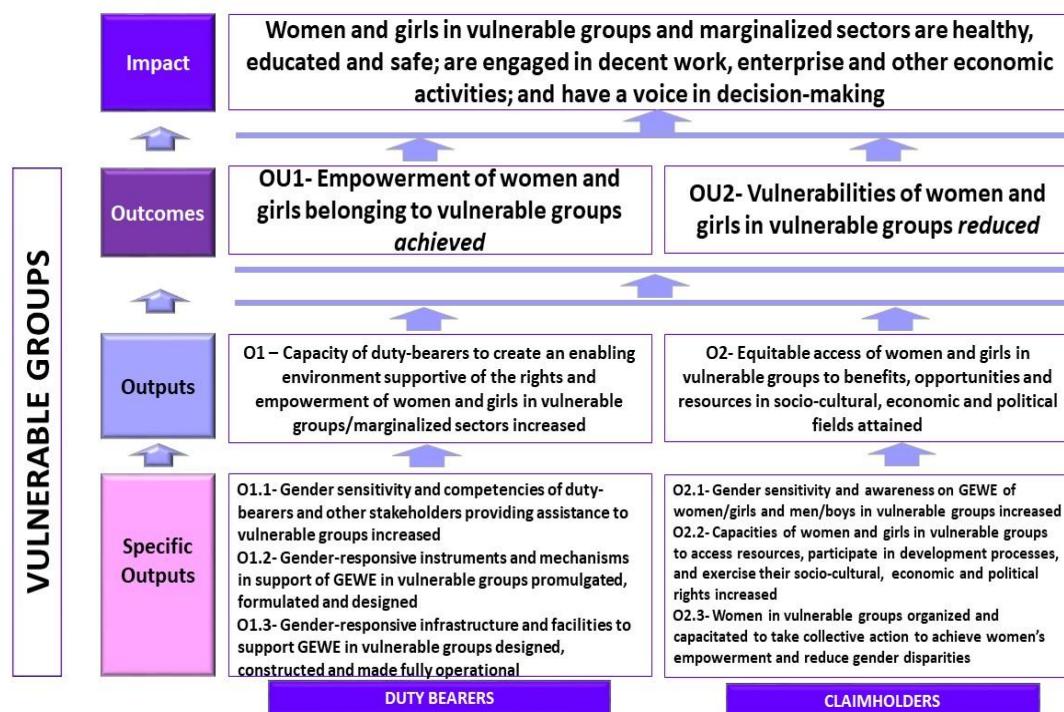


Table A3. GEWE INDICATORS: VULNERABLE GROUPS

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-7	Social Institutions and Gender Index (SIGI)
Outcome 1 (OU-1)	OU-1-A3-1	Proportion of women belonging to vulnerable groups occupying leadership and decision-making positions in government instituted governing boards, policy and decision-making bodies and/or planning councils including sectoral groups or organizations, by position and by level of government (MCW 14.1, SDG 5.5)

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
		<p><i>Includes:</i></p> <ul style="list-style-type: none"> - WGWDs in leadership and decision-making positions at the LGU level and in PWD self-help organizations and CSOs. (WEDGE) - PWDs in leadership and decision-making positions (SDG 16.7)⁷⁷
	OU-1-A3-2	Extent of participation of women belonging to vulnerable groups in development activities (program/project identification, planning, implementation, monitoring and evaluation) including the formulation and monitoring of annual GAD plans and budgets of national and local agencies
	OU-1-A3-3	Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions (SDG 16.7.1) ⁷⁸
	OU-1-A3-4	<p>Number of ICCs/IPs who enjoy the rights of ownership over land, water, and natural resources and all improvements made by them at any time within the ancestral domains/lands (RA No. 8371-IPRA, Rule III).</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Number of CADTs or CALTs issued for IPs
	OU-1-A3-5	Number of qualified women household heads and other vulnerable groups awarded land or housing titles/certificates.
Outcome 2 (OU-2)	OU-2-A3-1	Proportion of the population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable (SDG 1.3.1)
	OU-2-A3-2	<p>Incidence of human rights violations and Gender-Based Violence (GBV) involving vulnerable groups, by sex, by age</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - WGWD victims of GBV and sexual violence (WEDGE)

⁷⁷ SDG Watch Philippines.

⁷⁸ Ibid.

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
	OU-2-A3-3	Proportion of the population who are victims of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months (SDG 11.7.2)
	OU-2-A3-4	Proportion of urban population who are informal settlers (SDG 11.1.1p1) ⁷⁹
	OU-2-A3-5	Number of girls and boys belonging to vulnerable groups who are protected against all forms of discrimination or punishment on the basis of status, activities, expressed opinions, beliefs of the child's parents, legal guardians or family members (Convention on the Rights of the Child, Article 2)
	OU-2-A3-6	Number of LGBT persons protected against violence and discrimination based on sexual orientation and gender identity (UN Human Rights Council Res. No.32/2)
Output 1.1 (O1.1)	O1-1-A3-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs on supporting the empowerment of and eliminating discrimination against women and girls belonging to vulnerable groups
	O1-1-A3-2	Number of duty-bearers responsible for vulnerable groups trained in GEWE and other GAD-related topics, including framework, processes, tools and instruments for gender mainstreaming as a strategy, by sex and position level <i>Includes:</i> <ul style="list-style-type: none">- Healthcare and social work professionals trained on the prevention, detection, and management of psychosocial problems and other geriatric concerns of women senior citizens, specifically on the handling of older person abuse (MCW Indicators)- PDAO staff trained in gender and human rights of PWDs/WGWDs. (WEDGE)- Security personnel trained on SOGIE
	O1-1-A3-3	Proportion of duty-bearers responsible for vulnerable groups that increased their organizational GMEF levels within a given timeframe
	O1-1-A3-4	Level of satisfaction of women and girls belonging to vulnerable groups on the program, service,

⁷⁹ Ibid.

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
		assistance or benefits received that were provided by duty-bearers
Output 1.2 (O1.2)	O1-2-A3-1	<p>Presence of gender-responsive policies and plans, including legal frameworks or enabling laws on the protection of women and girls belonging to vulnerable groups, including persons with diverse SOGIE</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policies and guidelines to ensure gender-sensitivity and gender-responsiveness during relocation, resettlement, demolition and eviction (MCW Final Indicators-Section 24) - Policy and guidelines for the protection of Women Senior Citizens from neglect and abuse. - Policies and guidelines on the elimination of all forms of discrimination against girl children (MCW Indicators) - Customary laws, policies and practices recognizing the rights of IP women and girls - Customary practices and laws and gender-and-rights-based actions that will allow/entitle IPs access to and control over ancestral lands (WEDGE 2013-2016) - Policies to eliminate discrimination/violence against IP women and children (MCW) - Policies to protect LGBT persons against violence and discrimination (WEDGE)
	O1-2-A3-2	Number of formal agreements forged by duty-bearers responsible for vulnerable groups that include specific commitments to enhancing gender equality and women's empowerment
	O1-2-A3-3	<p>Number of gender-responsive and culture-sensitive programs/projects and services implemented in support of women and girls in vulnerable groups</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Programs for Senior Citizens, IPs, PWDs, WGDC, etc. - IEC campaign for parents, guardians and duty-bearers for the protection of girl children, other women and girls in vulnerable groups, and those individuals with diverse SOGIE

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
		<ul style="list-style-type: none"> - Programs and projects implemented by national government agencies, LGUs and their partners to increase representation of WGWDs in decision-making bodies at the national and local levels. (WEDGE) - Programs to eliminate discrimination/violence against IP women and children (MCW) - Government agencies and the judiciary with sufficient WGWD-sensitive services, particularly woman interpreters in investigative agencies, hospitals, and courts, who can readily assist WGWDs victims of sexual abuse and VAWC. (WEDGE) - Enabling environment for IP women and their communities, such as supporting their livelihood with financial and technical assistance, infrastructure and marketing (WEDGE) - Capability-building and leadership formation programs as well as affirmative action measures to enable grassroots women leaders to effectively participate in the decision and policymaking bodies in the respective sector (MCW Final Indicators- Section 28) - Marketing, credit, technologies and training for women (including rural and indigenous women) (MCW Final Indicators) - Measures adopted to make known to the IPs their rights and duties in regard to labor, economic opportunities, education and health matters and social welfare (UN Indigenous and Tribal Peoples Convention, 1989 no. 169-Art.30)
	O1-2-A3-4	Number of agencies adopting protocols and training modules on SOGIE
	O1-2-A3-5	<p>Presence of functional mechanisms to address gender-based violence and discrimination among women and girls belonging to vulnerable groups</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Mechanisms for Senior Citizens, IPs, WGWDs, Muslim Women, informal settlers, LGBT, etc. - Local Councils for the Protection of Children

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
		<ul style="list-style-type: none"> - Review mechanisms for the issuance of Certificate of Ancestral Domain Titles (CADTs)/FPIC to ensure IP women's and girl's participation in all CADT processes. (WEDGE)
	O1-2-A3-6	Proportion of government recurrent and capital spending on sectors that disproportionately benefit women, the poor and vulnerable groups (SDG 1.b.1)
	O1-2-A3-7	Proportion of budget of government institutions allocated and utilized for GAD programs, projects and activities within a given timeframe
	O1-2-A3-8	Presence of monitoring and evaluation system with gender-specific indicators on vulnerable groups including individuals with diverse SOGIE, by sex, by age, by ethnicity, and by disability
Output 1.3 (O1.3)	O1-3-A3-1	Number of gender-responsive infrastructure or facilities addressing needs of women and girls in vulnerable groups established
Output 2.1 (O2.1)	O2-1-A3-1	<p>Level of awareness of women and girls belonging to vulnerable groups on GEWE</p> <p><i>Includes</i></p> <ul style="list-style-type: none"> - Right to housing
	O2-1-A3-2	Proportion of women/girls and men/boys claimholders who belong to the vulnerable groups trained on gender sensitivity and other GAD-related topics
	O2-1-A3-3	Number of women belonging to vulnerable groups capacitated for leadership, management and governance (WEDGE)
Output 2.2 (O2.2)	O2-2-A3-1	<p>Extent of participation of women in vulnerable groups in development processes affecting them</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Grassroots women participating in planning and monitoring development programs in their respective localities (e.g., Lumad) (WEDGE)
	O2-2-A3-2	Number of informal settlers, senior citizens, girl-children and PWDs with access/availed gender-responsive programs and services for their protection, by sex (MCW Section 36)
		<i>Includes:</i>

RESULTS	CODE	INDICATORS: VULNERABLE GROUPS
		<ul style="list-style-type: none"> - Social protection programs for senior citizens (e.g. health insurance, etc.) - Women with disabilities that availed of community based social protection schemes and programs (MCW Indicators) - IPs who have been able to access gender-responsive and culturally appropriate education, health care and other government PAPs (WEDGE)
	O2-2-A3-3	Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities (SDG 11.2.1)
	O2-2-A3-4	Number of qualified women household heads and other vulnerable groups awarded land or housing titles/certificates
	O2-2-A3-5	Proportion of women household heads with access to housing financing
	O2-2-A3-6	Number of cases on abused girl children addressed/resolved
	O2-2-A3-7	Number of LGBT persons protected against violence and discrimination based on sexual orientation and gender identity (UN Human Rights Council Res. No.32/2)
Output 2.3 (O2.3)	O2-3-A3-1	Number of women's groups belonging to vulnerable groups formally organized and trained by duty-bearers
	O2-3-A3-2	Number of organized women's groups with access to housing finance (PAG-IBIG [individuals], SHFC)

A4- WOMEN IN MEDIA

FIGURE A-4. RESULTS FRAMEWORK: WOMEN IN MEDIA

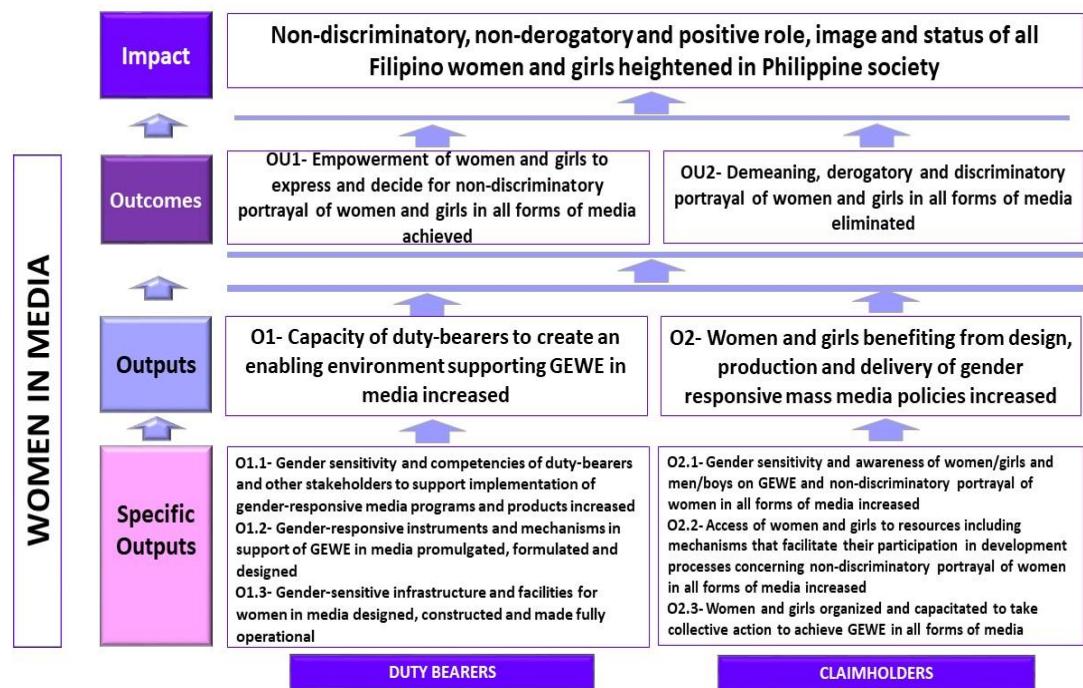


TABLE A4. GEWE INDICATORS: WOMEN IN MEDIA

RESULTS	CODE	INDICATORS: WOMEN IN MEDIA
Impact (IM)	IM-1-O-7	Social Institutions and Gender Index (SIGI)
Outcome 1 (OU-1)	OU-1-A4-1	Proportion of leadership and decision-making positions occupied by women in government-constituted governing boards, policy and decision-making bodies and/or planning councils, sectoral groups or organizations in mass media, by position and by level of government (MCW 14.1, SDG 5.5)
Outcome 2 (OU-2)	OU-2-A4-1	Proportion of received and documented complaints on derogatory portrayal of women in media and film resolved fairly

RESULTS	CODE	INDICATORS: WOMEN IN MEDIA
	OU-2-A4-2	Incidence of human rights violations and Gender-Based Violence (GBV) against women and girls by sex, by age
Output 1.1 (O1.1)	O1-1-A4-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs on supporting empowerment and eliminating discrimination of women and girls in media
	O1-1-A4-2	Level of competency of NGAs in media applying gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-A4-3	Number of duty-bearers responsible for women in media trained in GEWE and other GAD-related topics, including framework, processes, tools and instruments for gender mainstreaming as a strategy by sex and position level (MCW 37) <i>Includes:</i> - Public and private media practitioners trained on gender sensitivity
	O1-1-A4-4	Number of media professionals and Public Information Officers, including media owners and managers in public and private networks, schools of journalism and communication, and award-giving bodies on mass media oriented on [gender-fair media guides (MGEC)]
	O1-1-A4-5	Number of self- regulatory bodies groups and associations in media and film industries that integrated Gender Equality principles in their Code of Ethics/ internal guidelines (MCW Sec 1)
	O1-1-A4-6	Proportion of government and private media entities complying with gender-fair guides and standards to protect women against discrimination in media and film ⁸⁰ (MGEC)
	O1-1-A4-7	Proportion of duty-bearers responsible for women in media that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-A4-1	Number of gender-responsive policies and plans, including legal frameworks or enabling laws in support of positive, non-discriminatory and non-

⁸⁰ This is a proposed reformulation of the following MGEC indicator: "Number of media entities adopting the guides formulated to protect women against discrimination in media and film (Tier 2, MGEC)".

RESULTS	CODE	INDICATORS: WOMEN IN MEDIA
		<p>derogatory portrayal of women in mass media and film</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Gender-fair guides and standards to protect women against discrimination in media and film (MCW Sec 19) - Media and gender equality committee (MGEC) action plan to implement MCW provisions for media - Guidelines on the creation of local media board
	O1-2-A4-2	Number of formal agreements forged by duty-bearers that include enhancing gender equality and women's empowerment in media and film
	O1-2-A4-3	Presence of functional mechanisms in support of positive, non-discriminatory and non-derogatory portrayal of women in mass media and film
		<p><i>Includes:</i></p> <ul style="list-style-type: none"> - Media and gender equality committee (MGEC) - Internal mechanism for the implementation of gender-fair guides in private media (WEDGE; MCW Sec 19)
	O1-2-A4-4	Proportion of government and private media entities with gender-sensitive media programs and services
	O1-2-A4-5	Number of TV programs, films, movie and TV publicity materials, television commercials and advertisements ⁸¹ promoting positive images of women and girls
	O1-2-A4-6	Presence of monitoring and evaluation system with gender-specific indicators, covering women in media
	O1-2-A4-7	Number of award-giving bodies on mass media and advertisements integrating GEWE in their awards and incentives system
Output 1.3 (O1.3)	O1-3-A4-1	Number of gender-responsive infrastructure or facilities that support eliminating demeaning, derogatory and discriminatory portrayal of women in mass media and film established

⁸¹ Both online and offline.

RESULTS	CODE	INDICATORS: WOMEN IN MEDIA
Output 2.1 (O2.1)	O2-1-A4-1	Proportion of women/girls and men/boys who are aware on GEWE and non-discriminatory portrayal of women in all forms of media
	O2-1-A4-2	Level of sensitivity and awareness of women/girls and men/boys on GEWE and non-discriminatory portrayal of women in all forms of media
Output 2.2 (O2.2)	O2-2-A4-1	Number of complaints filed by women/girls and men/boys on derogatory portrayal of women in media and film
Output 2.3 (O2.3)	O2-3-A4-1	Number of women's groups organized to advocate for non-discriminatory portrayal of women in all forms of media

A5- CULTURE AND PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY

**FIGURE A-5. RESULTS FRAMEWORK:
CULTURE & PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY**

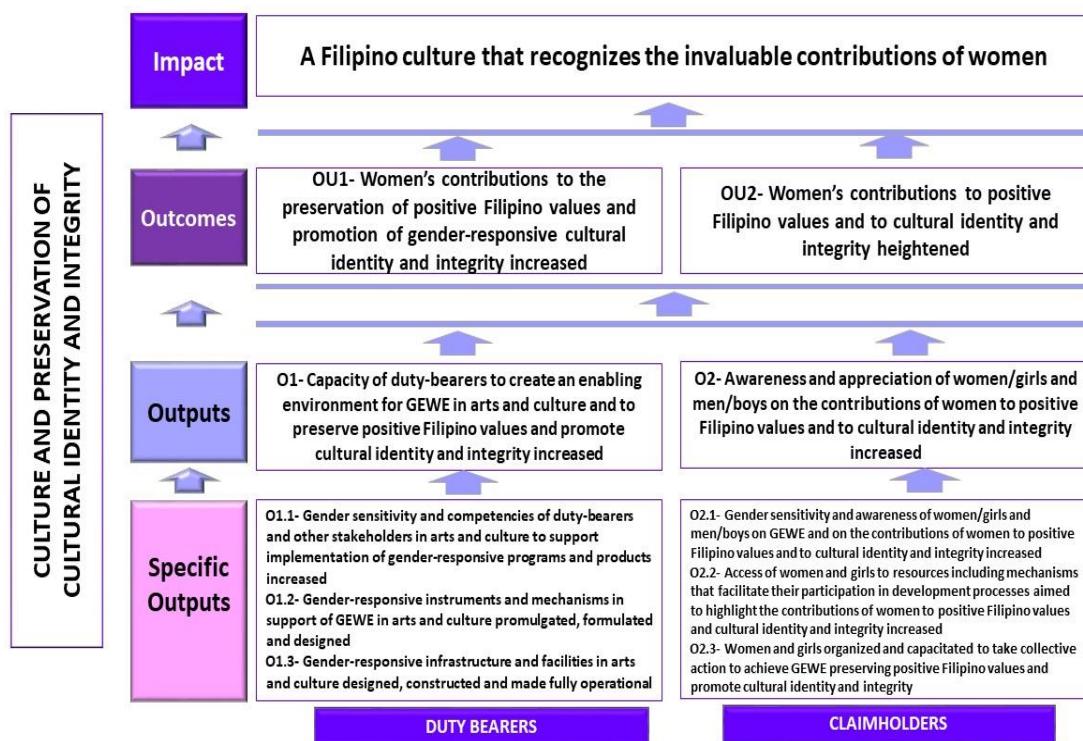


TABLE A5. GEWE INDICATORS: CULTURE AND PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY

RESULTS	CODE	INDICATORS: CULTURE & PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY
Impact (IM)	IM-1-O-7	Social Institutions and Gender Index (SIGI)
Outcome 1 (OU-1)	OU-1-A5-1	Number of indigenous women occupying seats in government- constituted governing boards, policy and decision-making bodies and/or planning councils in arts and culture, by position and by level of government (MCW 14.1, SDG 5.5)

RESULTS	CODE	INDICATORS: CULTURE & PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY
	OU-1-A5-2	Number of IP and Moro women recognized for their roles as repository of indigenous knowledge
Outcome 2 (OU-2)	OU-2-A5-1	Number of indigenous cultural communities (e.g. IP and Moro women) with preserved accounts/documentation of their own cultures and traditions led by IP and Moro women
Output 1.1 (O1.1)	O1-1-A5-1	Number of national government institutions, including GOCCs and LGUs with gender-responsive policies, plans and programs promoting the contribution of women in the preservation of cultural identity and integrity
	O1-1-A5-2	<p>Number of duty-bearers responsible for culture, arts and preservation of cultural identity and integrity trained in GEWE and other GAD-related topics, including framework, processes, tools and instruments for gender mainstreaming as a strategy, by sex and position level</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Government personnel trained on gender and development in the context of preservation of culture and traditions
	O1-1-A5-3	Proportion of duty-bearers responsible for culture, arts and preservation of cultural identity and integrity that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-A5-1	Number of gender-responsive policies and plans, including legal frameworks or enabling laws on preservation of cultural identity and integrity highlighting the contributions of women
	O1-2-A5-2	Number of programs that respond to gender issues and preserve cultural identity and integrity of IP and Moro women's cultures and traditions (MCW Sec 31)
	O1-2-A5-3	Number of formal agreements forged by duty-bearers that include specific commitments to protect and preserve cultural identity and integrity
	O1-2-A5-4	Number of gender-responsive and culture-sensitive programs/projects and services

RESULTS	CODE	INDICATORS: CULTURE & PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY
		<p>implemented on protecting and preserving cultural identity and integrity</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Research studies on culture and preservation of cultural identity and integrity conducted highlighting the situation of women and girls - Culturally appropriate and gender sensitive curriculum and educational materials (MCW Sec 31)
	O1-2-A5-5	Presence of functional mechanisms that promote protection and preservation of cultural identity and integrity
	O1-2-A5-6	Presence of monitoring and evaluation system with gender-specific indicators on culture and preservation of cultural identity and integrity
	O1-2-A5-7	Proportion of budget of government institution allocated and utilized for the promotion and preservation of cultural identity and integrity
Output 1.3 (O1.3)	O1-3-A5-1	Number of gender- responsive infrastructure or facility supporting cultural preservation, identity and integrity established
Output 2.1 (O2.1)	O2-1-A5-1	Proportion of women/girls and men/boys who are aware of GEWE and the preservation of cultural identity and integrity highlighting the contributions of women
	O2-1-A5-2	Level of sensitivity and awareness of women/girls and men/boys who are aware of GEWE and the preservation of cultural identity and integrity highlighting the contributions of women
Output 2.2 (O2.2)	O2-2-A5-1	Proportion of IP and Moro women that participated in consultations on the preservation of their culture and traditions
Output 2.3 (O2.3)	O2-3-A5-1	Number of women's groups organized to advocate preservation of cultural identity and integrity highlighting the contributions of women

B- GENDER IN SECURITY, JUSTICE AND PEACE

B6 Access to Justice

B7 Armed Conflict, Security, Peace
and Development

B6- ACCESS TO JUSTICE

FIGURE B-6. RESULTS FRAMEWORK: ACCESS TO JUSTICE

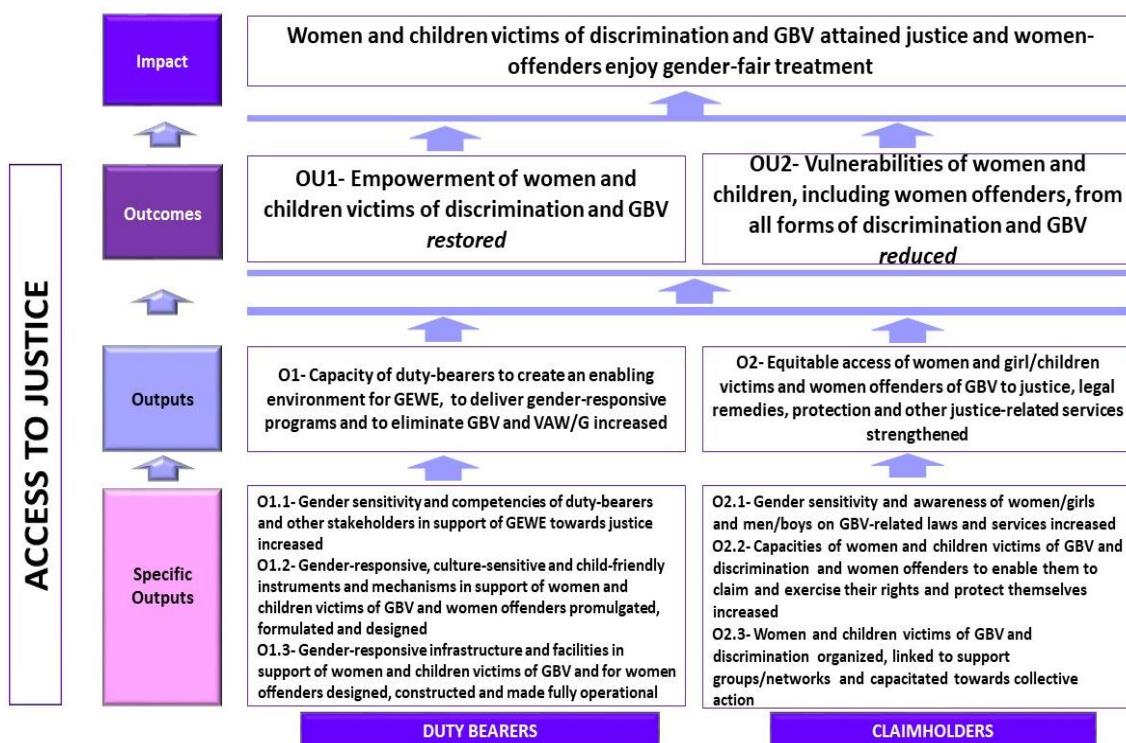


TABLE B6. GEWE INDICATORS: ACCESS TO JUSTICE

RESULTS	CODE	INDICATORS: ACCESS TO JUSTICE
Impact (IM)	IM-1-O-7	Social Institutions and Gender Index (SIGI)
	IM-1-B6-1	Extent of recovery and reintegration to normalcy of survivors (women and children victims) of gender-based violence
	IM-1-B6-2	Incidence of human rights violations and Gender-Based Violence (GBV) against women and children, by sex, by age
Outcome 1 (OU-1)	OU-1-B6-1	Proportion of seats occupied by women in government instituted governing boards, policy and decision-making bodies and/or planning councils, including sectoral groups or organizations by position and by

RESULTS	CODE	INDICATORS: ACCESS TO JUSTICE
		level of government (MCW 14.1, SDG 5.5)
	OU-1-B6-2	Proportion of female police officers, by rank (Core indicators: ESCAP)
	OU-1-B6-3	Proportion of female judges (Core indicators: ESCAP)
	OU-1-B6-4	Extent of participation of women's groups or organizations working on GBV and GEWE in program/project identification, planning, implementation, monitoring and evaluation) including the formulation and monitoring of annual GAD plans and budgets of national and local agencies
Outcome 2 (OU-2)	OU-2-B6-1	Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 (SDG 5.3.1)
	OU-2-B6-2	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (SDG 5.2.2)
	OU-2-B6-3	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age (SDG 5.2.1)
	OU-2-B6-4	Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation (SDG 16.2.2)
	OU-2-B6-5	Proportion of reported crime of violence against children, last 12 months (SDG 16)
	OU-2-B6-6	Proportion of court cases involving crimes committed against children resolved justly
	OU-2-B6-7	Proportion of cases involving women as victims/complainants that have been pending for more than a year
	OU-2-B6-8	Proportion of cases involving women as accused that have been pending for more than a year
	OU-2-B6-9	Attrition level of VAWC-related, GBV-related and WEDC-related cases
	OU-2-B6-10	Proportion of cases involving convicted

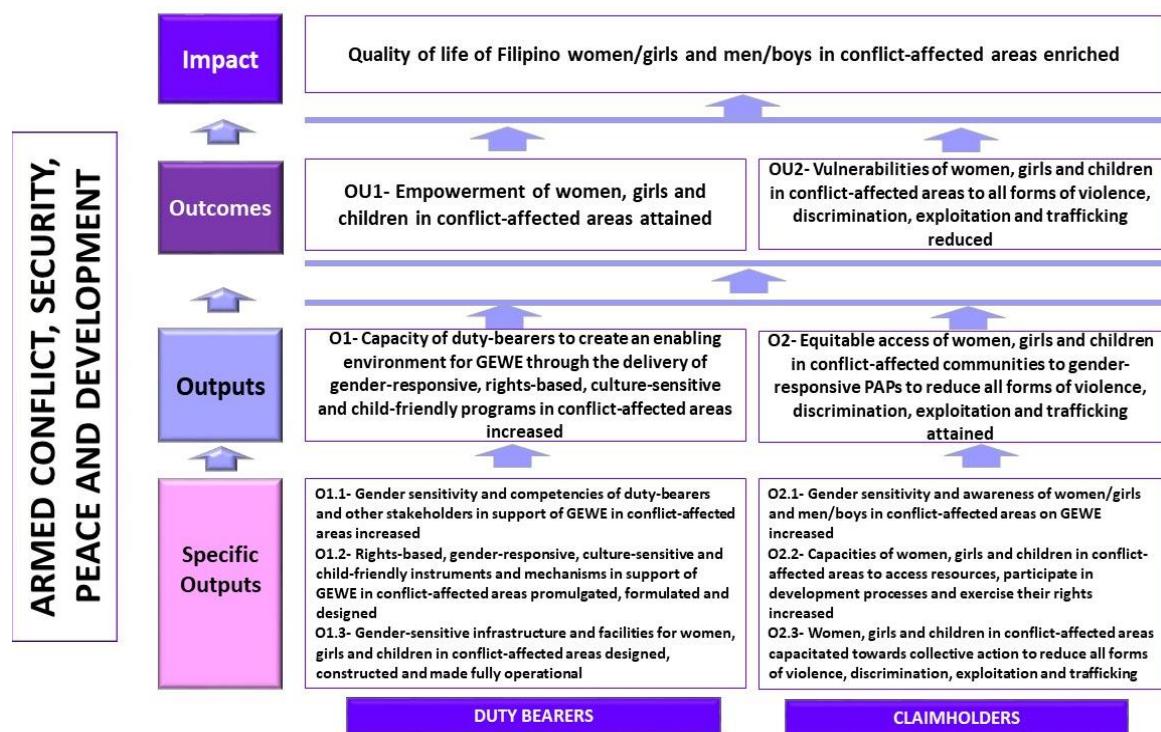
RESULTS	CODE	INDICATORS: ACCESS TO JUSTICE
		women that merit Presidential pardon
	OU-2-B6-11	Number of victims of intentional homicide per 100,000 population, by sex and age (SDG 16.1.1)
Output 1.1 (O1.1)	O1-1-B6-1	<p>Number of national government institutions, including GOCCs and LGUs with gender-responsive policies, plans and programs on empowerment and eliminating GBV and discrimination against women and children in access to justice</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Government entities comprising the IACVAWC and their corresponding interagency VAW mechanisms with enhanced guidelines and protocols to ensure protection of women against gender-based violence - Government agencies comprising the IACAT and their corresponding interagency mechanisms with enhanced guidelines and protocols to eliminate trafficking in persons
	O1-1-B6-2	<p>Proportion of duty-bearers responsible for access to justice trained in [GEWE and other GAD-related topics, particularly GBV-related issues, by sex and position level</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Duty-bearers trained to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations
	O1-1-B6-3	Number of duty-bearers with cited violations of the Magna Carta of Women that addressed those violations
		Proportion of court cases involving VAWC, GBV and WEDC resolved in favor of the women/girl victims
	O1-1-B6-4	Proportion of cases involving women as accused that have been pending for more than a year
		Proportion of protection orders requested that are issued by LGUs and courts to protect

RESULTS	CODE	INDICATORS: ACCESS TO JUSTICE
		women and girls from further incidences of VAWC
	O1-1-B6-5	Jail Occupancy Rate, by sex
	O1-1-B6-6	Proportion of duty-bearers responsible for access to justice that increased their organizational GMEF levels within a given timeframe
	O1-1-B6-7	Level of satisfaction of GBV victims and women offenders with the program, service, assistance or benefits they received provided by duty-bearers
Output 1.2 (O1.2)	O1-2-B6-1	<p>Number of gender-responsive policies and plans including legislative bills proposing amendments to existing anti-VAWC laws, anti-sexual harassment policies, and other related laws on eliminating GBV, protecting victims and providing requisite measures for women offenders</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Guidelines and protocols to ensure protection of women against gender-based violence - Guidelines and protocols to eliminate trafficking in persons
	O1-2-B6-2	Number of formal agreements forged by duty-bearers that include specific commitments to eliminate GBV and VAW/G
	O1-2-B6-3	Number of national government institutions, including GOCCs with gender-responsive policies and plans on eliminating GBV and discrimination against women and children
	O1-2-B6-4	<p>Number of gender-responsive and culture-sensitive programs and services provided to women and girl victims of GBV and women offenders, by type of service</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Institution-Capacity-Building (ICB) programs developed by duty-bearers to strengthen the organizational capability of

RESULTS	CODE	INDICATORS: ACCESS TO JUSTICE
		<p>beneficiary groups, cooperatives and other organizations</p> <ul style="list-style-type: none"> - Average duration for issuance of a Protection Order by a duty-bearer
	O1-2-B6-5	Presence of functional mechanisms that promote women's access to justice
	O1-2-B6-6	Presence of monitoring and evaluation system with gender-specific indicators on access to justice
	O1-2-B6-7	Proportion of budget of government institutions allocated for GAD programs, projects and activities within a given timeframe
Output 1.3 (O1.3)	O1-3-B6-1	Number of gender-responsive infrastructure or facility established for women and children victims of GBV
	O1-3-B6-2	Number of gender-responsive infrastructure or facility established that provide requisite support for women offenders
Output 2.1 (O2.1)	O2-1-B6-1	Level of gender-sensitivity or awareness of women/girls and men/boys on GBV-related laws and services
Output 2.2 (O2.2)	O2-2-B6-1	Level of participation of women in development processes addressing access to justice
	O2-2-B6-2	Proportion of women/girls availing of gender-responsive products and utilizing gender-responsive services in seeking justice
	O2-2-B6-3	Proportion of women claimholders (women GBV victims/women offenders) who have reported improvements in their situations
Output 2.3 (O2.3)	O2-3-B6-1	Number of women's groups organized working on access to justice
	O2-3-B6-2	Number of key advocacy initiatives for empowerment of women and children victims of discrimination and GBV led by women organizations

B7- ARMED CONFLICT, SECURITY, PEACE & DEVELOPMENT

**FIGURE B-7. RESULTS FRAMEWORK:
ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT**



**TABLE B7. GEWE INDICATORS:
ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT**

RESULTS	CODE	INDICATORS: ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT
Impact (IM)	IM-1-B7-1	Conflict-related deaths per 100,000 population, by sex, age and cause (SDG 16.1.2)
	IM-1-B7-2	Extent of capability of women and children displaced by conflicts to recover from adverse effects of conflicts
Outcome 1 (OU-1)	OU-1-B7-1	Proportion of representatives of post-conflict and peacebuilding bodies/entities who are women,

RESULTS	CODE	INDICATORS: ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT
		<p>for local, national and international bodies separately (MCW 14, SDG 5.5, ESCAP Core GAD)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women in peace panels (MCW 35) - Women participating in local peace councils (MCW 32) - Women and women's organizations participating in discussions and decision-making in the peace process (MCW 32)
Outcome 2 (OU-2)	OU-1-B7-2	Extent of participation of women's groups or organizations in armed conflict, security, peace and development sector in development processes (program/project identification, planning, implementation, monitoring and evaluation) including the formulation and monitoring of annual GAD plans and budgets of national and local agencies
	OU-2-B7-1	Proportion of women claimholders, who are arrested, detained and interned for reasons related to armed conflict, treated according to protocol (MCW Sec 12)
	OU-2-B7-2	Proportion of internally displaced person (IDPs) due to armed conflict, that are women & girls, by age (SDG 16)
Output 1.1 (O1.1)	OU-2-B7-3	Proportion of vulnerable women and girls in conflict-affected communities who experienced and reported incidence of human rights violation and gender-based violence (GBV) (SDG 5.2)
	O1-1-B7-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs on supporting the empowerment and eliminating discrimination of women and girls in armed conflict, security, peace and development
	O1-1-B7-2	Level of competency of NGA/LGU in the armed conflict, security, justice and peace sector on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-B7-3	Proportion of duty-bearers responsible for armed conflict, security, peace and development who are trained in GEWE and other GAD-related topics

RESULTS	CODE	INDICATORS: ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT
		<p>including framework, processes, tools and instruments for gender mainstreaming as a strategy, by sex and position level (MCW 37)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Gender-sensitive conflict analysis (GSCA) - Conflict-Sensitive Peace Promoting (CSPP) framework and GSCA Tool - UN Security Council Resolution 1325 and 1820 - NAPWPS
	O1-1-B7-4	Proportion of duty-bearers responsible for armed conflict, security, peace and development that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-B7-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation on the protection of women and children in armed conflict, security, justice and peace by duty-bearers</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - National Action Plan to ensure the implementation of the UN Security Council Resolution (UNSCR) on women, peace and security - Policy and guidelines ensuring women's participation and decision-making in peace processes and women membership in peace panels (MCW 32) - Peace agenda that provide for women's welfare and concerns and their participation in planning, monitoring and evaluation of rehabilitation and rebuilding of conflict-affected areas (MCW 32) - Guidelines and protocols to ensure protection of children involved in armed-conflict incidences
	O1-2-B7-2	<p>Number of formal agreements forged by duty-bearers that include specific commitments to enhancing gender equity and women's empowerment in situations of armed conflict, security, justice and peace</p> <p><i>Includes:</i></p>

RESULTS	CODE	INDICATORS: ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT
		<ul style="list-style-type: none"> - Peace agreements with specific provisions to improve the status and security of women and girls⁸² (UN ESCAP RCS)
O1-2-B7-3		<p>Number of gender-responsive and culture-sensitive programs/projects and services implemented to protect women and children in armed conflict, security, justice and peace</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Capacity-Building (ICB) programs developed by duty-bearers to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations including strengthening of women's participation in politics or decision-making - Information, education, and communication (IEC) campaigns developed on the protection of women and children in armed conflict, security, justice and peace - Gender-responsive services to pregnant and lactating women, women with dependent children, and women and girls with disabilities during armed conflict (MCW 12.2)
O1-2-B7-4		Presence of functional mechanisms that protect women in armed conflict situations
O1-2-B7-5		Presence of monitoring and evaluation system with gender-specific indicators, including data on armed conflict, security, justice, peace and development (MCW 37)
O1-2-B7-6		Proportion of budget of government institutions allocated and utilized for GAD programs, projects and activities within a given timeframe
O1-2-B7-7		Proportion of official development assistance (ODA) funds allocated and/or disbursed by bilateral donors to Governments for women, peace and security initiatives including those for the provision of services and other interventions for women and girls who have experienced gender-

⁸²Political, economic, social and cultural aspects of the status and security of women and girls.

RESULTS	CODE	INDICATORS: ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT
		based violence associated with situations of conflict (ESCAP Core GAD)
Output 1.3 (O1.3)	O1-3-B7-1	<p>Number of gender-responsive infrastructure or facility established for women and children in armed conflict situations, including those in armed conflict areas</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Child-friendly spaces - Women-friendly spaces
Output 2.1 (O2.1)	O2-1-B7-1	Level of awareness of women/girls and men/boys in armed conflict, security, justice and peace sector on GEWE related laws, policies and programs
	O2-1-B7-2	Extent of gender sensitivity of women/girls and men/boys in armed conflict, security, peace and development sector
Output 2.2 (O2.2)	O2-2-B7-1	Level of participation of women in development processes relating to armed conflict, security, peace and development
	O2-2-B7-2	<p>Proportion of representatives of post-conflict and peacebuilding bodies/entities who are women, for local, national and international bodies separately (ESCAP Core GAD)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women in peace panels (MCW 35) - Women participating in local peace councils (MCW 32) - Women and women's organizations participating in discussions and decision-making in the peace process (MCW 32) - Women and/or women's organizations that participated in the planning, monitoring, and evaluation of rehabilitation and rebuilding of conflict-affected areas
	O2-2-B7-3	<p>Number of women and girls benefiting from measures for the protection of civilians in conflict-affected communities with special consideration of the specific needs of women and girls</p> <p><i>Includes:</i></p>

RESULTS	CODE	INDICATORS: ARMED CONFLICT, SECURITY, PEACE AND DEVELOPMENT
		<ul style="list-style-type: none"> - Women and girls provided with MISP (MCW 13 and 32) - Lactating mothers provided with breastfeeding facilities (MCW 32) - Women and men, girls and boys provided with relief supplies (MCW 13)
	O2-2-B7-4	Number of cases of pregnant women, lactating mothers, women and mothers with dependent children, who are arrested, detained and interned for reasons related to armed conflict, given utmost priority and humanitarian consideration. (MCW Sec 12)
	O2-2-B7-5	Number of women claimholders who have reported specific improvements in their situations
Output 2.3 (O2.3)	O2-3-B7-1	Number of women's groups organized in armed conflict, security, justice and peace sector

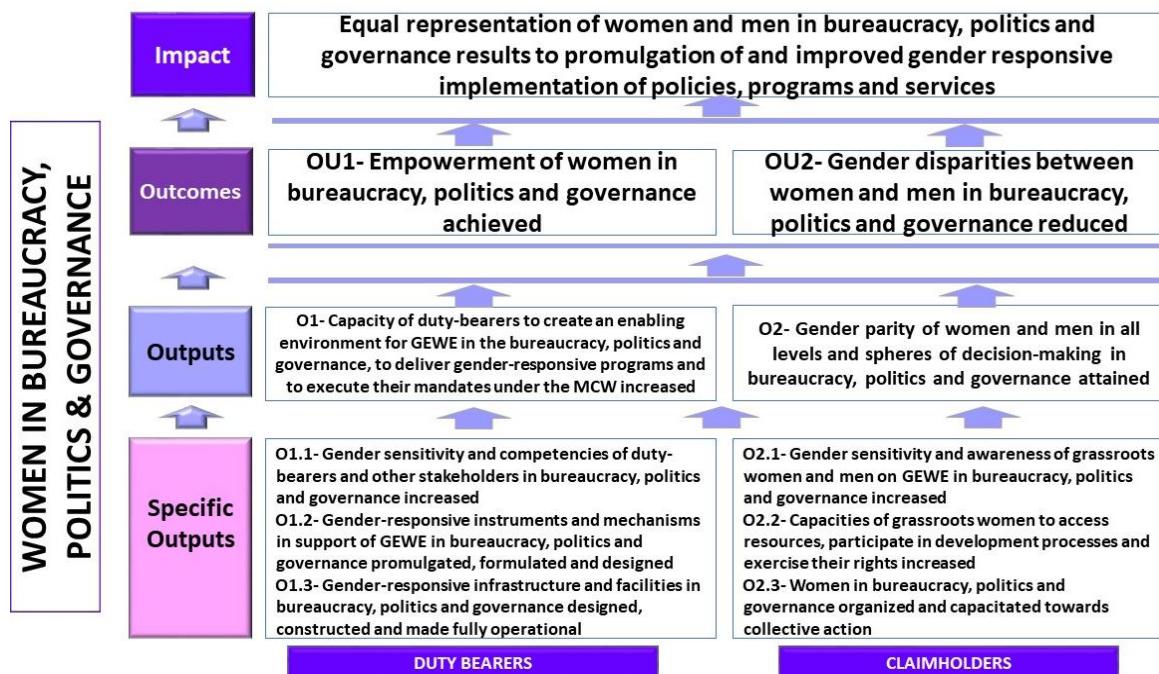
C- GENDER-RESPONSIVE GOVERNANCE

C8 Women in Bureaucracy, Politics
and Governance

C9 Institutional Mechanisms

C8- WOMEN IN BUREAUCRACY, POLITICS AND GOVERNANCE

**FIGURE C-8. RESULTS FRAMEWORK:
WOMEN IN BUREAUCRACY, POLITICS and GOVERNANCE (BPG)**



**TABLE C8. GEWE INDICATORS:
WOMEN IN BUREAUCRACY, POLITICS AND GOVERNANCE**

RESULTS	CODE	INDICATORS: WOMEN IN BUREAUCRACY, POLITICS & GOVERNANCE
Impact (IM)	IM-1-O-2	Gender Gap Index (GGI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-7	Social Institutions and Gender Index (SIGI)
Outcome 1 (OU-1)	OU-1-C8-1	Number of laws enacted promoting gender equality and empowerment of women and girls in all spheres (SDG 5.1.1)
	OU-1-C8-2	Number of bills or ordinances promoting gender equality and empowerment of

RESULTS	CODE	INDICATORS: WOMEN IN BUREAUCRACY, POLITICS & GOVERNANCE
		women and girls in all spheres authored by women legislators at the national and local levels
	OU-1-C8-3	Level of participation of grassroots women and women CSOs in processes aimed towards enactment of laws for gender equality and empowerment of women and girls
Outcome 2 (OU-2)	OU-2-C8-1	<p>Proportion of seats occupied by women in government including governing boards, policy and decision-making bodies and/or planning councils, sectoral bodies and organizations, by position and by level of government (MCW 14.1)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women and men occupying ministerial positions - Women representatives occupying seats in local and national legislative bodies, by position (SDG 5.5.1)
	OU-2-C8-2	Ratio of women to men occupying seats in local and national governments (RCS IV.3)
	OU-2-C8-3	Proportion of women in managerial/supervisory positions in the private sector (SDG 5.5.2, BPfA; Core GAD)
	OU-2-C8-4	Proportion of women occupying supervisory positions (mid-level) in government (BPfA; Core GAD)
	OU-2-C8-5	Proportion of women occupying technical positions in the government (BPfA; Core GAD)
	OU-2-C8-6	Proportion of women eligible for appointment to third level/executive managerial positions (BPfA; Core GAD)
	OU-2-C8-7	Ratio of women to men candidates in local and national elections
Output 1.1 (O1.1)	O1-1-C8-1	Number of national government institutions, including GOCCs, with gender-responsive policies, plans and programs promoting the

RESULTS	CODE	INDICATORS: WOMEN IN BUREAUCRACY, POLITICS & GOVERNANCE
		participation of women in bureaucracy, politics and governance
	O1-1-C8-2	Level of competency of NGA/ responsible for bureaucracy, politics and governance on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-C8-3	Proportion of duty-bearers responsible for bureaucracy, politics and governance trained in [GEWE and other GAD-related topics, by sex and position level
	O1-1-C8-4	Proportion of duty-bearers responsible for bureaucracy, politics and governance that increased their organizational GMEF levels <i>within a given timeframe</i>
Output 1.2 (O1.2)	O1-2-C8-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws on the empowerment of women in bureaucracy, politics and governance</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Enabling law and/or administrative law to promote women's increased political participation (WEDGE 15) - Enabling law for women's local sectoral representation, pursuant to the Local Government Code of 1991 (WEDGE 18) - Plans and programs on gender balance⁸³ (WEDGE 14) - Gender-responsive learning and development (L&D) plan which includes training and career development interventions for women employees (WEDGE 14)
	O1-2-C8-2	Number of gender-responsive and culture-sensitive programs/projects and services implemented to empower and increase

⁸³ Programs on gender balance will include the following: gender-responsive competency based recruitment policy, CSC Prime HRM on recruitment, selection, performance management, rewards, recognition).

RESULTS	CODE	INDICATORS: WOMEN IN BUREAUCRACY, POLITICS & GOVERNANCE
		<p>participation of women in bureaucracy, politics and governance.</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Research studies conducted on gender and women in the bureaucracy, politics and governance - Institution-Capacity-Building (ICB) programs developed by duty-bearers to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations - Capability-building and leadership formation programs and affirmative action measures supporting grassroots women leaders' participation in decision and policymaking bodies in the respective sectors (MCW Sec. 28) - Capability- building⁸⁴ activities to strengthen women's participation in politics (WEDGE 15) - Policies on recruitment and selection, qualifying examinations, assignment of posts and missions to ensure that women are given equal opportunities to be representatives in different, national, international bodies and positions
	O1-2-C8-3	<p>Presence of functional mechanisms that promote participation of women in bureaucracy, politics and governance.</p>
	O1-2-C8-4	<p>Presence of monitoring and evaluation system with gender-specific indicators, including data on women in bureaucracy, politics and governance</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Monitoring the number of women and women's groups organized and/or strengthened to lead in

⁸⁴ Capability building refers to training, coaching, mentoring, job rotation, among others.

RESULTS	CODE	INDICATORS: WOMEN IN BUREAUCRACY, POLITICS & GOVERNANCE
		<p>transformative politics⁸⁵ at the local and grassroots levels (WEDGE 18)</p> <ul style="list-style-type: none"> - Monitoring the number of women employees qualified to compete for third level positions (WEDGE 14)⁸⁶
	O1-2-C8-5	Proportion of budget of government institutions <u>allocated</u> for GAD programs, projects and activities on women in bureaucracy, politics and governance within a given timeframe
Output 1.3 (O1.3)	O1-3-C8-1	<p>Number of gender-responsive infrastructure or facility established for supporting gender parity in bureaucracy, politics and governance</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Facilities and services to enable women to participate in Learning and Development (L&D) interventions (e.g. Flexi Time, Day Care)
Output 2.1 (O2.1)	O2-1-C8-1	Level of awareness of women and men at the grassroots level on gender and gender parity issues
Output 2.2 (O2.2)	O2-2-C8-1	Level of participation of grassroots women in processes for attaining gender parity in BPG
	O2-2-C8-2	Proportion of grassroots women occupying leadership positions in beneficiary groups or organizations that are partners or recipients of programs and services of duty-bearers
	O2-2-C8-3	Number of grassroots women officers and members of beneficiary groups, cooperatives and organizations that attended Capacity Building (ICB) programs on BPG

⁸⁵ Transformative politics guarantees equal rights and opportunities to every member of society for charting the course of development, always serving the common good as opposed to private ends (taken from the solidarity message of Chair Remedios Rikken during the 2012 General Assembly, Lady Municipal Mayors Association of the Philippines, Heritage Hotel, Pasay City, 8 November 2012).

⁸⁶ Crosscutting concerns: sex-disaggregated data (SDD) and capability building.

RESULTS	CODE	INDICATORS: WOMEN IN BUREAUCRACY, POLITICS & GOVERNANCE
Output 2.3 (O2.3)	O2-3-C8-1	Number of beneficiary organizations formed with equitable participation of grassroots women
	O2-3-C8-2	Proportion of women in leadership in labor unions, cooperatives and other sectoral organization, by sex (BPfA; Core GAD)

C9-INSTITUTIONAL MECHANISMS

FIGURE C-9. RESULTS FRAMEWORK: INSTITUTIONAL MECHANISMS

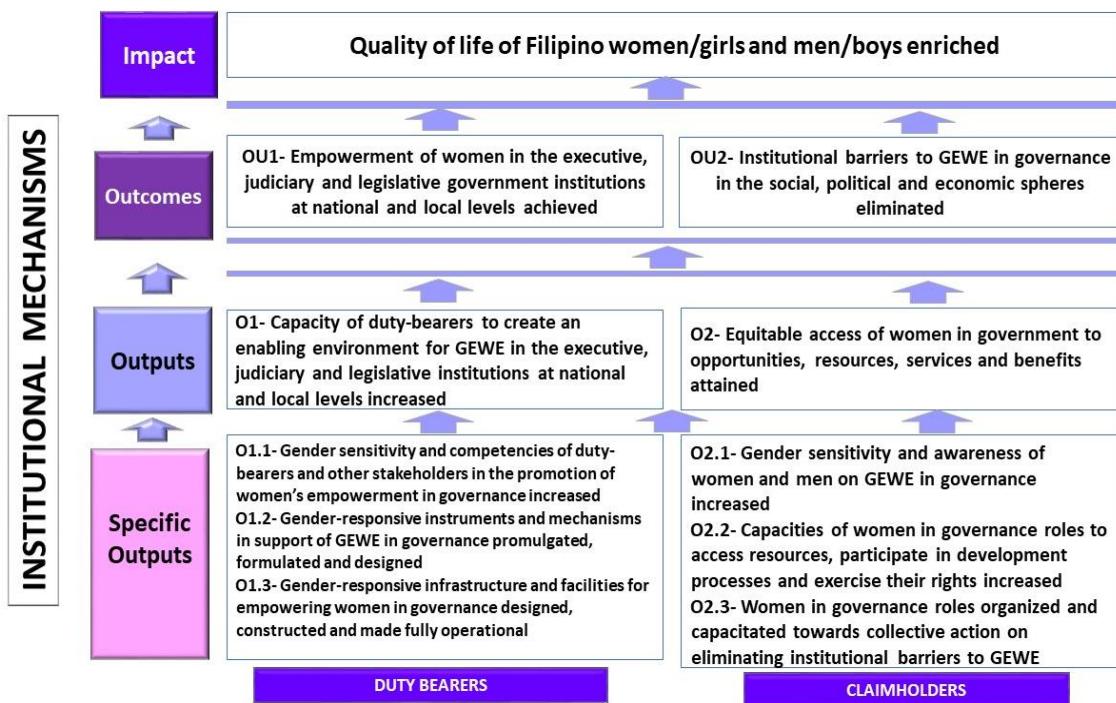


TABLE C9. GEWE INDICATORS: INSTITUTIONAL MECHANISMS

RESULTS	CODE	INDICATORS: INSTITUTIONAL MECHANISMS
Impact (IM)	IM-1-O-2	Gender Gap Index (GGI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-7	Social Institutions and Gender Index (SIGI)
Outcome 1 (OU-1)	OU-1-C9-1	Proportion of seats in the executive, judiciary and legislative government institutions at the national and local levels occupied by women, by position and by level of government (MCW 14.1, SDG 5.5.1)
	OU-1-C9-2	Proportion of third-level positions in national (including GOCCs), sub-national and local government agencies occupied by women

RESULTS	CODE	INDICATORS: INSTITUTIONAL MECHANISMS
Outcome 2 (OU-2)	OU-2-C9-1	Proportion of women and men in government that have access to opportunities, resources, services and benefits
Output 1.1 (O1.1)	O1-1-C9-1	Number of national government institutions, including GOCCs, with gender-responsive policies, plans and programs promoting gender equality and empowerment of women and girls
	O1-1-C9-2	Proportion of duty-bearers that increased their organizational GMEF levels within a given timeframe
	O1-1-C9-3	Number of duty-bearers that implement gender responsive programs and projects as a result of HGDG
Output 1.2 (O1.2)	O1-2-C9-1	Number of gender-responsive policies and plans including legal frameworks or enabling laws including temporary special measures towards achieving gender equality and empowerment of women and girls
	O1-2-C9-2	Number of gender-responsive and culture-sensitive programs/projects and services implemented in support of gender equality and empowerment of women and girls <i>Includes:</i> <ul style="list-style-type: none">- Capacity-Building programs developed to strengthen the organizational capability as well as that of beneficiary groups/women clients
	O1-2-C9-3	Number of mechanisms established to promote gender equality and empowerment of women (e.g. GFPS, CODI, etc.)
	O1-2-C9-4	Presence of monitoring and evaluation system with gender-specific indicators on governance
	O1-2-C9-5	Proportion of budget of government institutions allocated and utilized for GAD programs, projects and activities within a given timeframe (SDG 5.c)
Output 1.3 (O1.3)	O1-3-C9-1	Number of gender-responsive infrastructure or facility established

RESULTS	CODE	INDICATORS: INSTITUTIONAL MECHANISMS
Output 2.1 (O2.1)	O2-1-C9-1	Level of competency of NGA/LGU's on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
Output 2.2 (O2.2)	O2-2-C9-1	Proportion of duty-bearers responsible for bureaucracy, politics and governance trained in GEWE and other GAD-related topics, by sex and position
Output 2.3 (O2.3)	O2-3-C9-1	Number of organizations formed with equitable participation of women
	O2-3-C9-2	Proportion of women in leadership in labor unions, cooperatives and other sectoral organization, by sex (BPfA; Core GAD)

D – GENDER IN ENVIRONMENT AND CLIMATE CHANGE

D10 Disaster Risk Reduction and
Management - Climate
Change Adaptation (DRRM-
CCA)

D10- DISASTER RISK REDUCTION & MANAGEMENT-CLIMATE CHANGE ADAPTATION (DRRM-CCA)

FIGURE D-10. RESULTS FRAMEWORK: DRRM-CCA

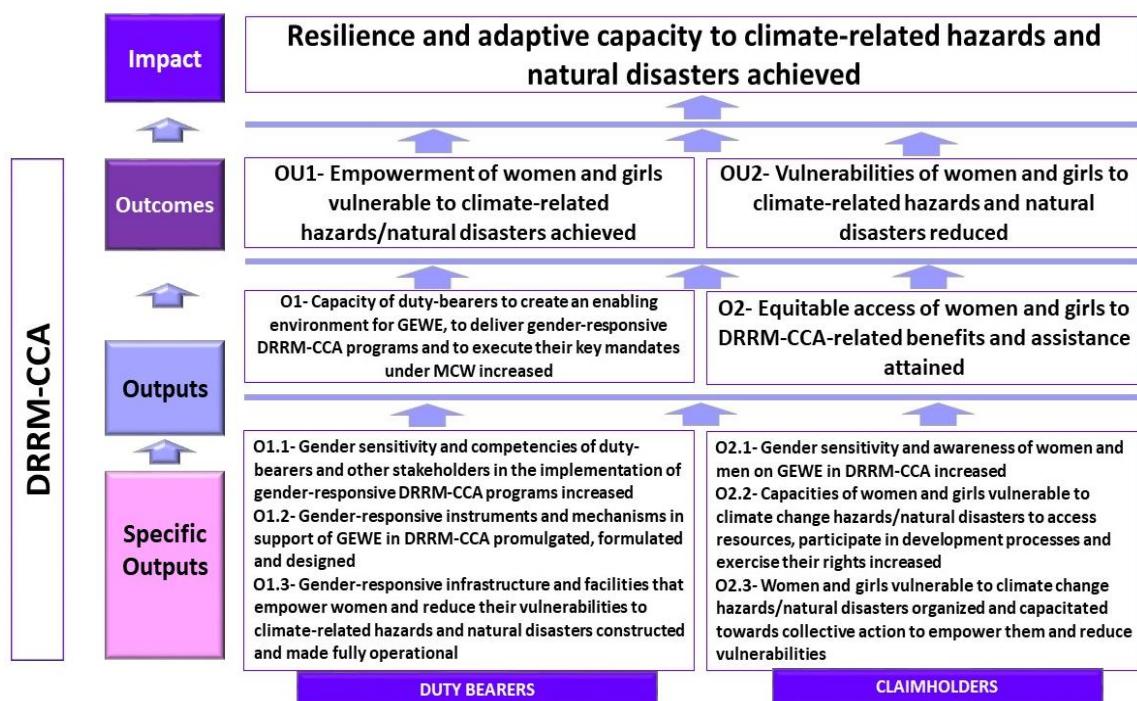


TABLE 10. GEWE INDICATORS: DRRM-CCA

RESULTS	CODE	INDICATORS: DRRM-CCA
Impact (IM)	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-8	Wealth Index
	IM-1-D10-1	Extent of capability of men and women living in communities vulnerable to climate-related hazards and natural disasters to withstand and recover from adverse effects of disasters
	IM-1-D10-2	Number of deaths, missing persons and persons affected by disaster per 100,000 peoples (by sex) reduced (SDG Goal 13, Target 13.1.2)
Outcome 1 (OU-1)	OU-1-D10-1	Proportion of women's representation in ENR governing boards/bodies. i.e. Watershed Management Council (WMC), Multi-sector Forest

RESULTS	CODE	INDICATORS: DRRM-CCA
		Protection Committee (MFPC), Protected Area Management Board (PAMB) (WEDGE)
Outcome 2 (OU-2)	OU-2-D10-1	Ratio of female to male persons affected by a disaster who received assistance (ESCAP RCS)
	OU-2-D10-2	Incidence of Violence Against Women (VAW) and Gender-Based Violence (GBV) in times of natural disasters
Output 1.1 (O1.1)	O1-1-D10-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs on the empowerment and protection of women and girls in DRRM-CCA
	O1-1-D10-2	Level of competency of DRRM-CCA duty-bearers [DENR, DND-OCD, CCC, LGUs] on the application of gender mainstreaming framework, processes, tools and instruments in DRRM-CCA
	O1-1-D10-3	Proportion of officials and employees of DRRM-CCA duty-bearers [DENR, DND-OCD, CCC, LGUs] trained on gender in DRRM-CCA, by sex and position level
	O1-1-D10-4	Number of primary, secondary and tertiary institutions with curricula that integrate mitigation, adaptation, impact reduction and early warning relating to DRRM-CCA (adaptation from SDG Goal 13, Target 13.3.1)
	O1-1-D10-5	Number of NGAs and LGUs that have strengthened institutional, systemic and individual capacity-building to implement adaptation, mitigation and technology transfer, and development actions relating to DRRM-CCA (adaptation from SDG Goal 13, Target 13.3.2)
Output 1.2 (O1.2)	O1-2-D10-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation on DRRM-CCA</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policies to ensure full participation of women in CCA and DRRM including planning and management of relief operations (MCW Sec. 12)

RESULTS	CODE	INDICATORS: DRRM-CCA
		<ul style="list-style-type: none"> - Gender-responsive and rights-based work and financial plan on disasters, and other crises (MCW Sec. 13)
	O1-2-D10-2	Number of formal agreements forged by duty-bearers relating to CCA and DRRM especially on mitigating impact on women
	O1-2-D10-3	<p>Number of gender-responsive disaster management programs instituted at the national, regional and local disaster coordinating councils (MCW Sec. 13, SDG Goal 13)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Gender-responsive programs for relief operations (i.e. relief programs that comply with international standards such as MISP (Minimum Initial Service Package) and other humanitarian service package for disaster and armed conflict situations (MCW Sec. 13)
	O1-2-D10-4	Presence of mechanisms that address issues of women in disaster situations
	O1-2-D10-5	<p>Presence of monitoring and evaluation system with gender-specific indicators, including sex-disaggregated data</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Monitoring of companies and enterprises (e.g. mining companies) monitored on their compliance with environmental laws (WEDGE) DENR-EMB
	O1-2-D10-6	Proportion of available funds allocated to gender-responsive DRR activities, last budget year (ESCAP RCS)
<hr/>		
Output 1.3 (O1.3)	O1-3-D10-1	Number of evacuation centers and temporary shelters compliant with gender-sensitive design and standards (WEDGE)
	O1-3-D10-2	Number of evacuation centers with women- and child-friendly spaces and trained service providers (WEDGE)
<hr/>		
Output 2.1 (O2.1)	O2-1-D10-1	Level of gender-responsiveness of policies and PAPs for environmental management, biodiversity conservation and climate change resilience (WEDGE)

RESULTS	CODE	INDICATORS: DRRM-CCA
Output 2.2 (O2.2)	O2-2-D10-1	Number of affected populations provided with relief goods and basic services such as food, water, sanitary packs, psychosocial support, livelihood, and education by sex (MCW Sec. 13)
	O2-2-D10-2	Number and proportion of priority woman survivors of affected population who have benefitted from the comprehensive package of assistance (WEDGE)
	O2-2-D10-3	Proportion of terrestrial, inland water, and coastal/marine areas important for biodiversity conservation and ecosystem services that are effectively and equitably managed by women-led community-based people's organizations (POs ⁸⁷). [WEDGE]
	O2-2-D10-4	Proportion of key biodiversity areas (KBAs) managed by community-based people's organizations (POs) that have equitable participation of women
	O2-2-D10-5	Number of environmental and natural resources (ENR) violators (individuals and companies) convicted and penalized (including cancelled ENR permits ⁸⁸). (WEDGE)
Output 2.3 (O2.3)	O2-3-D10-1	Number and proportion of women in disaster-prone areas involved in CCAP and DRRM efforts (WEDGE) Data Source: DENR Field Offices

⁸⁷ Data source: DENR – FMB, EMB, BMB.

⁸⁸ Data source: DENR – FMB, EMB, BMB.

E - WOMEN'S ECONOMIC EMPOWERMENT

E11 Agriculture, Fisheries and Forestry

E12 MSMEs, Trade and Industry

E13 Tourism

E14 Formal Labor

E15 Informal Economy

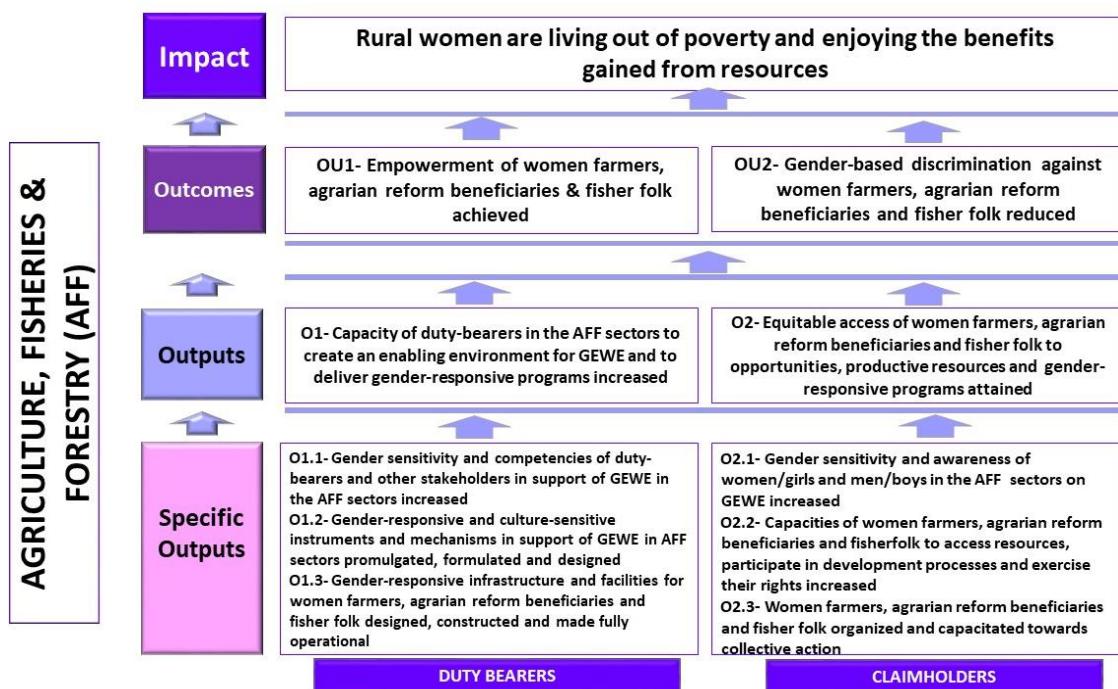
E16 Migrant Workers and Overseas

Filipinos

E17 Infrastructure

E11- AGRICULTURE, FISHERIES AND FORESTRY

**FIGURE E-11. RESULTS FRAMEWORK:
AGRICULTURE, FISHERIES AND FORESTRY**



**TABLE E11. GEWE INDICATORS:
AGRICULTURE, FISHERIES AND FORESTRY (AFF)**

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-6	Poverty incidence
	IM-1-E11-1	Proportion of households in the AFF sectors living below the national poverty line (UN ESCAP RCS)
	IM-1-E11-2	Proportion of the working poor in the AFF sectors, by sex (UN ESCAP RCS)
Outcome 1 (OU-1)	OU-1-11-1	Proportion of seats occupied by

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
		women in multi-sectoral/multi-stakeholder bodies in the AFF sectors, by position and by level of government (MCW 14.1)
	OU-1-E11-2	Proportion of women holding director positions in the seafood industry (UN Women, SDG 14-Supplementary)
	OU-1-E11-3	Proportion of women farmers actively involved in the implementation of management plans of forestry tenure/management arrangements <i>Includes:</i> <ul style="list-style-type: none">- Women deputized as <i>bantay-gubat</i> or forest protection officers- Women deputized as fish wardens
	OU-1-E11-4	Number of marginalized women and men farmers represented in councils for sustainable development
	OU-1-E11-5	Number of community-managed projects (e.g. CBFM-CARP, ecotourism, etc.) participated in by women and men stakeholders ⁸⁹
Outcome 2 (OU-2)	OU-2-E11-1	Average income of small-scale food producers, by sex and indigenous status (SDG Goal 2, Target 2.3)
	OU-2-E11-2	Number of women and men farmers (including agrarian reform beneficiaries) and fisher folks awarded with instruments of recognition <i>Includes:</i> <ul style="list-style-type: none">- Awarded with lease agreements and other fishery rights, by sex, civil status and disability (Source: BFAR)- Deputized as fish wardens (Source: BFAR)
	OU-2-E11-3	Number of agricultural and residential land free patents issued, by sex of patent holders (SDG Watch Philippines)

⁸⁹ For validation with DENR-BMB and BFAR.

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
	OU-2-E11-4	Proportion of adult population owning land, by sex and rural/urban residence (UN ESCAP RCS)
	OU-2-E11-5	Number of organized upland communities issued natural resource management agreements, with equal participation of women
	OU-2-E11-6	Number of marine and terrestrial protected areas (PAs) managed by women (Source: DENR-BFAR and BMB)
	OU-2-E11-7	Proportion of women farmers who are beneficiaries of agricultural programs <i>Includes:</i> <ul style="list-style-type: none"> - Women small-holder farmers with access to agricultural programs - Women fisherfolks, who are beneficiaries of fisheries programs
Output 1.1 (O1.1)	O1-1-E11-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs promoting the empowerment and eliminating discrimination of women in the AFF sectors
	O1-1-E11-2	Level of competency of NGAs in the AFF sectors on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-E11-3	Proportion of duty-bearers responsible for the AFF sectors trained in GEWE and other GAD-related topics, by sex and position level (MCW 37)
	O1-1-E11-4	Proportion of duty-bearers responsible for the AFF sectors that increased their organizational GMEF levels within a given timeframe

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
Output 1.2 (O1.2)	O1-2-E11-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation addressing empowerment of and reduction of gender-based discrimination against women farmers, agrarian reform beneficiaries and fisherfolks</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Legal framework (including customary law) guarantees women's equal rights to land ownership and/or control (SDG Goal 5, Target 5.a.2)
	O1-2-E11-2	<p>Presence of formal agreements forged by duty-bearers with institutional partners that include specific commitments to enhancing gender equity and women empowerment (GEWE) in the AFF sectors</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Inclusion of equitable participation of women in associations as a criterion for issuance of NRM Agreements
	O1-2-E11-3	<p>Number of gender-responsive and culture-sensitive programs, projects addressing empowerment of and reduction of gender-based discrimination against women farmers, agrarian reform beneficiaries and fisherfolks (MCW Sec. 13)</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Land management programs providing information and assistance to women in claiming land rights (MCW 23. B.4) - Capacity-building programs developed by duty-bearers in the AFF sectors to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
		<ul style="list-style-type: none"> - Research studies conducted on gender and agriculture, gender and fisheries, gender and forestry - Available credit window for women fisher folk
	O1-2-E11-4	Presence of mechanisms that address issues of women in AFF
	O1-2-E11-5	<p>Presence of monitoring and evaluation system with gender-specific indicators relating to the AFF sectors</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - LGUs maintaining an updated database of women and men farmers and fisher folk
	O1-2-E11-6	<p>Proportion of budget of duty-bearers in the AFF sector allocated for GAD programs, projects and activities within a given timeframe</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Budget allocations for basic and applied R&D to develop and promote women-friendly technology in the AFF sectors, by duty-bearer
Output 1.3 (O1.3)	O1-3-E11-1	Number of gender-responsive infrastructure or facility established for women farmers, agrarian reform beneficiaries and fisher folk
Output 2.1 (O2.1)	O2-1-E11-1	Level of awareness of women/girls and men/boys on GEWE as these relate to women farmers, agrarian reform beneficiaries and fisher folk
	O2-1-E11-2	<p>Number of women/girls and men/boys in the AFF sector trained on gender sensitivity and other GAD-related topics</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women farmers and fisher folk informed, oriented/trained, organized on claiming land

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
		<p>rights⁹⁰</p> <ul style="list-style-type: none"> - Women and men farmers trained on food security and sustainable use of productive resources - Rural women trained on food production, processing and marketing of food products, including food safety, labeling, traceability, and use of alternative or renewable energy in food production
	O2-1-E11-2	<p>Number of (a) women and (b) women's groups involved in development process in the AFF sectors</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Rural women's groups consulted on planning, designing, implementation of forestry programs at the local level - Women and men farmers involved in the implementation of the management plan of the forestry tenure/management arrangement (e.g. IFMA, SIFMA, FLAG, FLAGT, FLGMA)
Output 2.2 (O2.2)	O2-2-E11-1	<p>Number of women claimholders in the AFF sector accessing gender-responsive programs, projects and services</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women officers and members of beneficiary groups, cooperatives and organizations that attended capacity building programs conducted or facilitated by duty-bearers - Women farmers with access to small farmer-based and controlled seeds production and distribution by DA

⁹⁰ For validation with DAR, DENR-LMB and NCIP.

RESULTS	CODE	INDICATORS: AGRICULTURE, FISHERIES AND FORESTRY
Output 2.3 (O2.3)	O2-3-E11-1	Number of beneficiary organizations with equitable participation of women farmers, agrarian reform beneficiaries and fisherfolks
	O2-3-E11-2	Number of key advocacy initiatives led by women organizations in the AFF sectors

E12 - MSMES, TRADE AND INDUSTRY

FIGURE E-12. RESULTS FRAMEWORK: MSMES, TRADE AND INDUSTRY



TABLE E12. GEWE INDICATORS: MSMES, TRADE AND INDUSTRY

RESULTS	CODE	INDICATORS: MSMES, TRADE & INDUSTRY
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-2	Gender Gap Index (GGI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
Outcome 1 (OU-1)	OU-1-E12-1	Proportion of seats occupied by women in government constituted governing boards, policy and decision-making bodies and/or planning councils for MSMEs, business and industry, by position and by level of government (MCW 14.1) <i>Includes:</i> - Women leaders, board members, CEOs, in business and industry

RESULTS	CODE	INDICATORS: MSMES, TRADE & INDUSTRY
	OU-1-E12-2	Proportion of firms owned by women, by size (Core Set- Asia & Pacific)
Outcome 2 (OU-2)	OU-2-E-12-1	Proportion of women and men entrepreneurs engaged in export trade, by type of industry, by size of business ⁹¹
	OU-2-E-12-2	Proportion of women entrepreneurs who obtained loans from formal financing sources
	OU-2-E-12-3	Proportion of women in business who have reported specific improvements in their situations
	OU-2-E-12-4	Number of women and men with business permits in the LGU ⁹² and with business name registration ⁹³
	OU-2-E-12-5	Average monthly income of women in business and entrepreneurship
Output 1.1 (O1.1)	O1-1-E12-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs promoting the empowerment and eliminating discrimination of women in MSMEs and in the trade and industry sectors
	O1-1-E12-2	Level of competency of NGAs in the MSME Trade and Industry sectors on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-E12-3	Number of national/local government agency duty-bearers trained in GEWE including framework, processes, tools and instruments for gender mainstreaming as a strategy and other GAD-related topics in entrepreneurship, by sex and position level <i>Includes:</i> <ul style="list-style-type: none">- Government personnel capacitated on integration of gender perspectives on trade and in four (4) capacity areas: access to finance, access to market, productivity, efficiency and resiliency
	O1-1-E12-4	Proportion of duty-bearers in the MSMEs, trade and industry sectors that increased their organizational GMEF levels within a given

⁹¹ Indirect source: CITEM and DTI Export Management Bureau.

⁹² Needed in populating the Philippine Business Registry.

⁹³ Sourced from DTI but only for business with sole proprietorship.

RESULTS	CODE	INDICATORS: MSMES, TRADE & INDUSTRY
		timeframe
Output 1.2 (O1.2)	O1-2-E12-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation addressing empowerment of women and reduction of gender disparities in business and entrepreneurship</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policies and plans supporting empowerment of women entrepreneurs and reduction of gender-disparities in business, trade and industry - Policies on livelihood, credit, capital, training, technology information, packaging, marketing and social protection) including financial literacy and/or risk management programs to women (MCW 26.1, APEC/PPWE WE Dashboard)
	O1-2-E12-2	<p>Proportion of formal agreements forged by duty-bearers in the MSME, trade and industry sector with institutional partners that include specific commitments to enhancing gender equality and women's empowerment for women entrepreneurs</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Trade agreements that uphold the principle of equality of opportunity for women and men (MD IF 5)
	O1-2-E12-3	<p>Number of gender-responsive and culture-sensitive programs/projects implemented for empowering women entrepreneurs and reducing gender disparities in MSMEs, trade and industry</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Programs supporting empowerment of women entrepreneurs and reduction of gender-disparities in MSMEs, trade and industry - Capacity building programs developed by duty-bearers to strengthen the organizational capability of beneficiary

RESULTS	CODE	INDICATORS: MSMES, TRADE & INDUSTRY
		<p>groups, cooperatives and other organizations supporting women entrepreneurs</p> <ul style="list-style-type: none"> - Programs on livelihood, credit, capital, training, technology information, packaging, marketing and social protection including financial literacy and/or risk management programs to women including returning women migrant workers (APEC/PPWE WE Dashboard, MCW 26.1MCW 27.1.1) - Research studies conducted on gender and entrepreneurship
	O1-2-E12-4	Presence of mechanisms that address issues of women in MSMEs
	O1-2-E12-5	Presence of monitoring and evaluation system with gender-specific indicators on MSMEs, trade and industry
	O1-2-E12-6	Proportion of budget of government institutions who are duty-bearers for MSMEs, trade and industry sector allocated for GAD programs, projects and activities within a given timeframe
Output 1.3 (O1.3)	O1-3-E12-1	Number of gender-responsive infrastructure or facility established for women in business and entrepreneurship
Output 2.1 (O2.1)	O2-1-E12-1	Level of awareness of women/girls and men/boys on GEWE as these relate to women entrepreneurs in MSMEs, trade and industry sectors
	O2-1-E12-2	Extent of gender sensitivity of women and men in the MSMEs, trade and industry sectors
Output 2.2 (O2.2)	O2-2-E12-1	Level of participation of women in business in development processes that impact them
	O2-2-E12-2	Proportion of micro and small enterprises established by women
	O2-2-E12-3	<p>Number of women and men entrepreneurs accessing gender-responsive programs, projects and services</p> <p><i>Includes:</i></p>

RESULTS	CODE	INDICATORS: MSMES, TRADE & INDUSTRY
		<ul style="list-style-type: none"> - Availing livelihood, credit, capital, training, technology information, packaging, marketing and social protection including financial literacy and/or risk management programs to women including returning women migrant workers
Output 2.3 (O2.3)	O2-2-E12-4-(a) – (d)	<p>Proportion of women and men entrepreneurs accessing gender-responsive programs, projects and services:</p> <ul style="list-style-type: none"> (a) with access to "financing" (APEC/PPWE WE Dashboard; SDG 8.10.2) Source: DTI-ROGS; BSP; DTI-SBCorp (b) who have availed of entrepreneurship trainings e.g. financial management, technology information, product development, packaging, marketing, etc. (c) with accounts in a formal institution⁹⁴ (APEC/PPWE WE Dashboard) (d) entrepreneurs who have availed of social protection programs, e.g., SSS, PhilHealth, etc.
	O2-3-E12-1	Number of organizations formed with equitable participation of women entrepreneurs (MSME, trade and industry)
	O2-3-E12-2	Proportion of women officers and members of women groups, cooperatives and organizations that attended Institutional capacity building programs conducted or facilitated by duty-bearers in the MSME, trade and industry sector

⁹⁴ For clarification.

E13 - TOURISM

FIGURE E-13. RESULTS FRAMEWORK: TOURISM

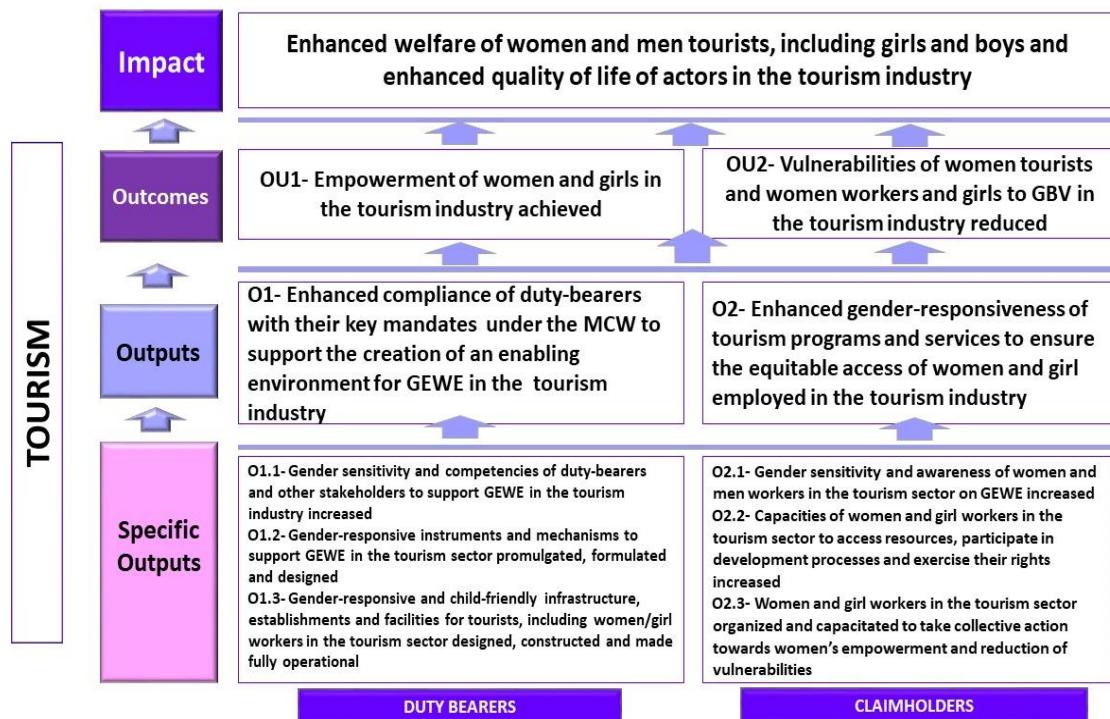


TABLE E13. GEWE INDICATORS: TOURISM

RESULTS	CODE	INDICATORS: TOURISM
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-9	Proportion of working poor in the tourism industry, by sex
Outcome 1 (OU-1)	OU-1-E13-1	Proportion of seats occupied by women in government constituted governing boards, policy and decision-making bodies and/or planning councils, sectoral groups and organizations for the tourism industry, by position and by level of government (MCW 14.1)
	OU-1-E13-2	Proportion of third-level positions in

RESULTS	CODE	INDICATORS: TOURISM
		national (including GOCCs) and sub-national agencies and local government units that make policies and decisions on the tourism industry occupied by women
	OU-1-E13-3	Proportion of women in the tourism industry actively involved in the implementation of tourism industry plans at the national and local level
	OU-1-E13-4	Number of community-managed projects (e.g. CBFM-CARP, ecotourism, etc.) participated in by women and men stakeholders ⁹⁵
Outcome 2 (OU-2)	OU-2-E13-1	Prevalence of Gender- Based Violence (GBV) against women tourists and women workers in the tourism industry, by age
	OU-2-E13-2	<p>Proportion of women workers in the tourism industry who have reported specific improvements in their situations</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Increased income of women entrepreneurs including women micro-entrepreneurs in the tourism industry - Increased income of women workers in the tourism industry (e.g. working in hotels, working enterprises in the tourism industry) - Improved conditions of women workers in the tourism industry (free from violence, observing occupational health and safety, etc.)
Output 1.1 (O1.1)	O1-1-E13-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs promoting the empowerment and eliminating discrimination of women and girls in the tourism industry
	O1-1-E13-2	Level of competency of NGAs in the in the

⁹⁵ For validation with DENR-BMB and BFAR.

RESULTS	CODE	INDICATORS: TOURISM
		tourism sector on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-E13-3	Number of officials of national/local government agency duty-bearers in the tourism industry trained in GEWE including framework, processes, tools and instruments for gender mainstreaming as a strategy and other GAD-related topics, by sex and position level
	O1-1-E13-4	Proportion of duty-bearers in the tourism industry that increased their organizational GMEF levels <i>within a given timeframe</i>
Output 1.2 (O1.2)	O1-2-E13-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation by duty-bearers in the tourism industry addressing empowerment of women workers and elimination of GBV against women workers and tourists</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policies and plans supporting empowerment of women workers in the tourism industry and elimination of vulnerability to GBV of women workers and tourists - Policies established and implemented in support of women entrepreneurs in tourism industry, e.g. credit, capital, training, etc.
	O1-2-E13-2	Proportion of formal agreements forged by duty-bearers with institutional partners that include specific commitments to enhancing gender equality and women's empowerment for women workers in the tourism industry and eliminating vulnerability to GBV of women workers and tourists
	O1-2-E13-3	Number of gender-responsive and culture-sensitive programs/projects implemented for empowering women workers in the tourism industry and eliminating

RESULTS	CODE	INDICATORS: TOURISM
		<p>vulnerability to GBV for workers and women tourists</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Programs and mechanisms established and implemented in support of women entrepreneurs in tourism industry, e.g. credit, capital, training, etc. - Capacity-building programs developed by duty-bearers to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations supporting women workers in the tourism industry - Programs supporting empowerment of women workers in the tourism industry and elimination of vulnerability to GBV of women workers and tourists - Research studies conducted on gender and tourism
	O1-2-E13-4	Presence of mechanisms that address issues of women workers, entrepreneurs and tourists in the tourism industry
	O1-2-E13-5	Presence of monitoring and evaluation system with gender-specific indicators on the tourism industry
	O1-2-E13-6	Proportion of budget of government institutions who are duty-bearers for the tourism industry allocated for GAD programs, projects and activities within a given timeframe
Output 1.3 (O1.3)	O1-3-E13-1	Number of gender-responsive infrastructure or facility established for women workers in the tourism industry
	O1-3-E13-2	Number of gender-responsive infrastructure or facility established for women tourists
Output 2.1 (O2.1)	O2-1-E13-1	Level of awareness of women and men on GEWE as these relate to women in the

RESULTS	CODE	INDICATORS: TOURISM
		tourism industry
	O2-1-E13-2	Extent of gender sensitivity of women and men claimholders in the tourism industry
Output 2.2 (O2.2)	O2-2-E13-1	Level of participation of women workers in the tourism industry in development processes that impact them
	O2-2-E13-2	Number of women workers in the tourism industry availing of gender-responsive programs and services
	O2-2-E13-3	Number of women tourists availing of gender-responsive programs and services <i>Includes:</i> <ul style="list-style-type: none">- Women who have availed of livelihood and skills trainings- Women who have availed of financial facilities
	O2-2-E13-4	Number of women and men with registered businesses in the tourism industry
Output 2.3 (O2.3)	O2-3-E13-1	Number of organizations formed by duty-bearers with equitable participation of women workers in the tourism industry
	O2-3-E13-2	Proportion of women officers and members of women's groups, cooperatives and organizations that attended Institutional capacity building programs provided by duty-bearers
	O2-3-E13-3	Number of key advocacy initiatives for women workers and tourists led by women in the tourism industry

E14- FORMAL LABOR

FIGURE E-14. RESULTS FRAMEWORK: FORMAL LABOR

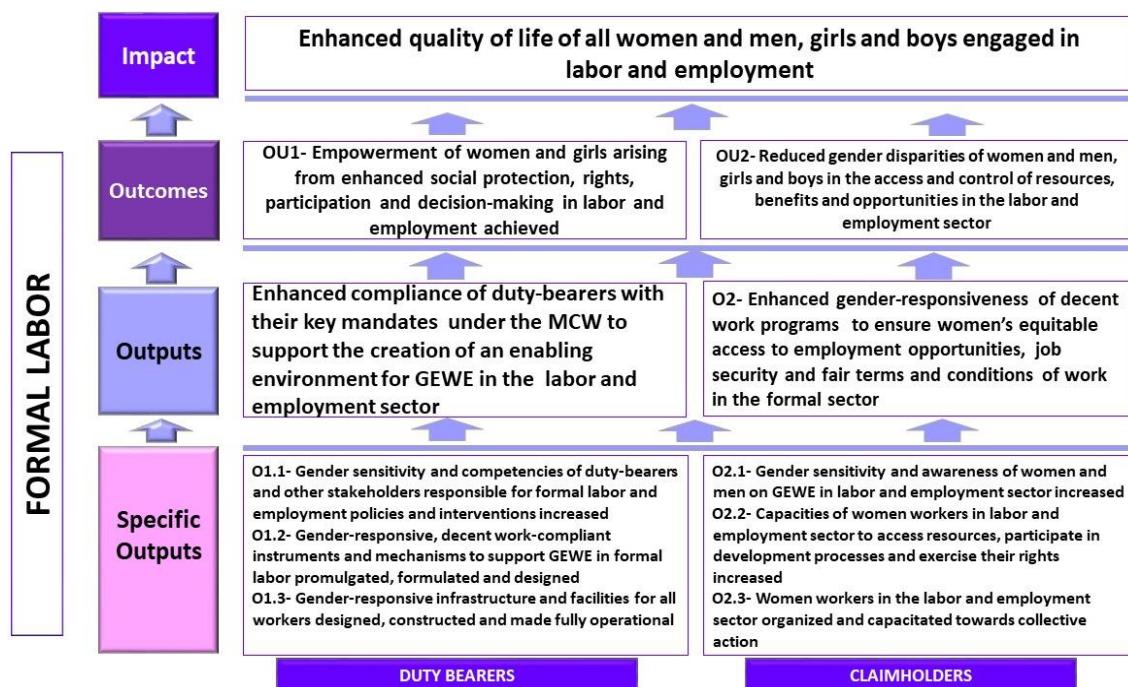


TABLE E14. GEWE INDICATORS: FORMAL LABOR

RESULTS	CODE	INDICATORS
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-2	Gender Gap Index (GGI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-9	Proportion of working poor, by sex
Outcome 1 (OU-1)	OU-1-E14-1	Proportion of seats occupied by women in government constituted governing boards, policy and decision-making bodies and/or planning councils, sectoral groups and organizations for formal labor, by position and by level of government (MCW 14.1)

RESULTS	CODE	INDICATORS
		<p><i>Includes:</i></p> <ul style="list-style-type: none"> - Proportion of women leaders, board members, CEOs, in business and industry
	OU-1-E14-2	Proportion of women in managerial positions (SDG 5.5.2)
	OU-1-E14-3	Proportion of women occupying leadership positions in beneficiary groups or organizations that are partners or recipients of programs and services of duty-bearers in the formal employment sector
Outcome 2 (OU-2)	OU-2-E14-1	Labor Force Participation Rate for persons aged 15-24 and 15+, by sex (LFPR) (Core GAD; BPfA; Global Minimum Set)
	OU-2-E14-2	Employment rate, by sex, by age group and highest grade completed (Core GAD; BPfA)
	OU-2-E14-3	Unemployment rate, by sex, age and persons with disabilities (SDG 8.5.2)
	OU-2-E14-4	Underemployment rate by sex, age group and highest grade completed
	OU-2-E14-5	Gender gap in wages, by occupation, age (Global Minimum Core Set)
	OU-2-E14-6	Number of women workers in vulnerable skills categories benefiting from bilateral and multilateral labor agreements
	OU-2-E14-7	Average hourly earnings of female and male employees in the formal sector, by industry, occupation, age and persons with disabilities (SDG 8.5.1)
	OU-2-E14-8	Average income of employees and workers by sex and by occupation (Core GAD; BPfA)
	OU-2-E14-9	Proportion of time spent on unpaid domestic and care work, by sex, age and location (SDG 5.4.1)
	OU-2-E14-10	Share of men and women to total employment by major occupation group and status in employment (Core GAD; BPfA)
	OU-2-E14-11	Incidence of gender-based violence in the workplace affecting women in formal labor
	OU-2-E14-12	Proportion of women workers/employees who have reported specific improvements in their situations

RESULTS	CODE	INDICATORS
Output 1.1 (O1.1)	O1-1-E14-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs promoting the empowerment and eliminating discrimination of women and girls in formal employment
	O1-1-E14-2	Level of competency of NGAs in formal labor and employment on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-E14-3	Number of officials of national/local government agency duty-bearers of the formal labor sector trained in GEWE including framework, processes, tools and instruments for gender mainstreaming as a strategy and other GAD-related topics on decent work in formal labor and employment, by sex and position level
	O1-1-E14-4	Proportion of duty-bearers of the formal labor sector that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-E14-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation by duty-bearers addressing empowerment of women in formal employment</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policy setting the decent work standards for women (MCW IRR Sec. 25) - Labor Law Compliance system integrated with gender-related indicators - Policies encouraging women's right to self-organization and observance of cultural practices in the workplace (MCW IRR Sec. 25)
	O1-2-E14-2	<p>Number of bilateral and multilateral labor agreements reviewed and forged to ensure better work conditions for women in formal employment including vulnerable skills categories</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Partnerships forged with local and international donors/funding agencies, academe and private sector with commitments on women's employment
	O1-2-E14-3	Number of gender-responsive and culture-sensitive programs/projects implemented for

RESULTS	CODE	INDICATORS
		<p>empowering women in formal labor</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Programs complying with decent work standards for women (MCW IRR Sec. 25) - Occupational safety and health programs and services to women workers in the formal sector (MCW IRR Sec. 25) - PESOs established with personnel trained in gender equality and decent work (WEDGE) - Research studies conducted on gender and employment - Livelihood programs on livelihood for the unemployed and for the displaced by natural or human induced calamities
	O1-2-E14-4	Number of consultative mechanisms (workers, employers' groups, GOs) advancing decent work standards for women (MCW IRR Sec.25)
	O1-2-E14-5	Proportion of budget of government institutions who are duty-bearers for the formal labor sector allocated and utilized for GAD programs, projects and activities within a given timeframe
	O1-2-E14-6	Presence of monitoring and evaluation system with gender-specific indicators on the formal labor sector
	O1-2-E14-7	Level of satisfaction of employees/women workers with the labor market/decent work programs, projects and activities provided by duty-bearers of the formal labor sector
Output 1.3 (O1.3)	O1-3-E14-1	Functional and gender-responsive infrastructure/facility for women workers in formal employment in place (e.g. IACAT, PTFAIR (WEDGE))
	O1-3-E14-2	Number of PESOs established with personnel trained in gender equality and decent work (WEDGE)
Output 2.1 (O2.1)	O2-1-E14-1	Level of awareness of women and men on GEWE in formal employment
	O2-1-E14-2	Extent of gender-sensitivity of women and men in formal employment

RESULTS	CODE	INDICATORS
Output 2.2 (O2.2)	O2-2-E14-1	Level of participation of employees/women workers/returning migrant workers in the labor market/decent work programs, projects and activities provided by duty-bearers of the formal labor sector
	O2-2-E14-2	Number of women workers in formal employment benefiting from labor market programs, alternative employment and livelihood, occupational safety and health, social protection and other decent work standards
	O2-2-E14-3	Proportion of agency-hired and contractual women workers and employees provided with social protection coverage
	O2-2-E14-4	Proportion of women job seekers hired during job fairs conducted by duty-bearers (Source: Bureau of Local Employment)
Output 2.3 (O2.3)	O2-3-E14-1	Number of organizations formed by claimholders in the formal labor sector with equitable participation of women workers/employees/returning migrant workers
	O2-3-E14-2	Proportion of sector consultations conducted by duty-bearers of the formal labor sector that are participated in equitably by women workers and employees and women's groups
	O2-3-E14-3	Proportion of women officers and members of beneficiary groups, cooperatives and organizations who are claimholders in the formal labor sector that attended capacity building programs

E15- INFORMAL ECONOMY

FIGURE E-15. RESULTS FRAMEWORK: INFORMAL ECONOMY

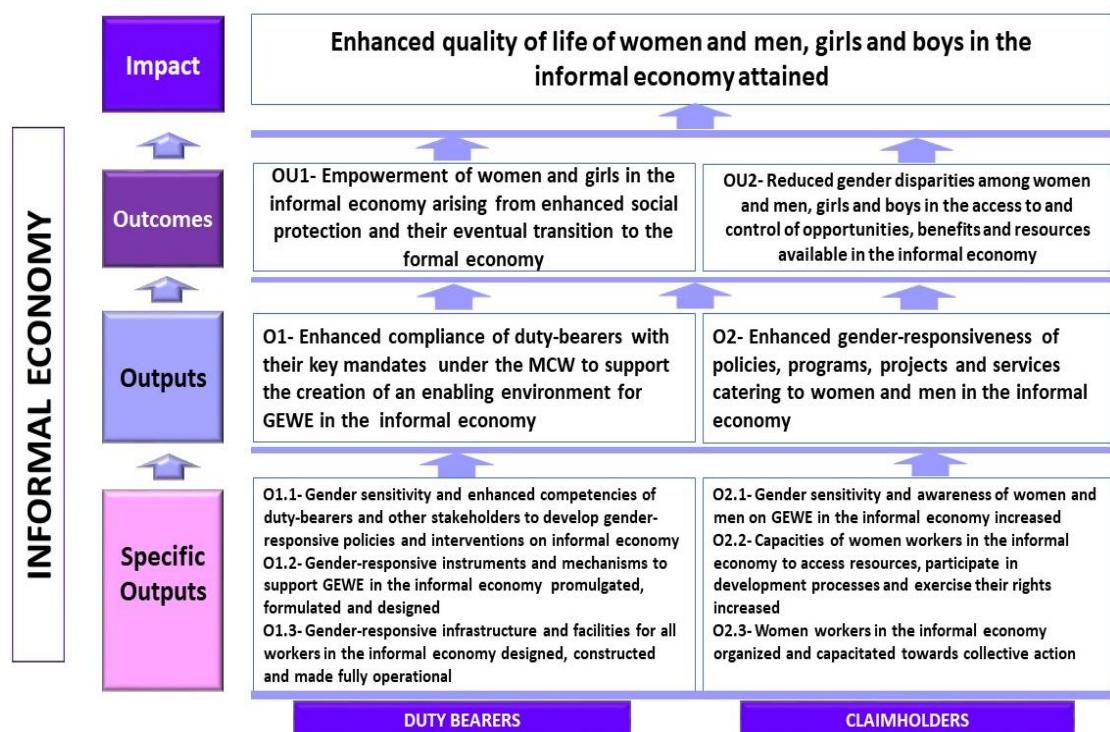


TABLE E15. GEWE INDICATORS: INFORMAL ECONOMY

RESULTS	CODE	INDICATORS: INFORMAL ECONOMY
Impact (IM)	IM-1-O-1	Gender Development Index (GDI)
	IM-1-O-3	Gender Inequality Index (GII)
	IM-1-O-4	Human Development Index (HDI)
	IM-1-O-5	Multidimensional Poverty Index (MPI)
	IM-1-O-8	Wealth Index
	IM-1-O-9	Proportion of the working poor, by sex
Outcome 1 (OU-1)	OU-1-E15-1	Proportion of seats in government constituted governing boards, policy and decision-making bodies and/or planning councils, sectoral groups and organizations, occupied by women entrepreneurs and workers in the

RESULTS	CODE	INDICATORS: INFORMAL ECONOMY
		informal economy, by position and by level of government (MCW 14.1)
	OU-1-E15-2	Number of organized women's groups in the informal economy participating in national planning bodies and in regional and local development councils (WEDGE WEE 3.1.3)
	OU-1-E15-3	Proportion of businesses in the informal economy formalized, by sex of owners
Outcome 2 (OU-2)	OU-2-E15-1	Share of women in informal employment in non-agriculture employment (SDG 8.3.1)
	OU-2-E15-2	Number of informal employees based on type of production unit, informality, by nature and conditions of employment of primary job and by sex (PSA Informal economy Survey ⁹⁶)
	OU-2-E15-3	Proportion of loans given by formal sources that were granted to women entrepreneurs and workers in the informal economy
	OU-2-E15-4	Proportion of businesses in the informal economy, by sex of owners (GWP2)
	OU-2-E15-5	Proportion of women workers in the informal economy who have reported specific improvements in their situations
Output 1.1 (O1.1)	O1-1-E15-1	Number of national government institutions, including GOCCs with gender-responsive policies, plans and programs supporting empowerment of women entrepreneurs and workers in the informal economy
	O1-1-E15-2	Level of competency of NGAs in informal sector on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)

⁹⁶ The first Informal Economy Survey was conducted by PSA last 2008. There is a need to advocate for the revival of this survey to generate official data on informal workers.

RESULTS	CODE	INDICATORS: INFORMAL ECONOMY
	O1-1-E15-3	Number of officials of national/local government agency duty-bearers trained in GEWE including framework, processes, tools and instruments for gender mainstreaming as a strategy and other GAD-related topics on the informal economy, by sex and position level
	O1-1-E15-4	Proportion of duty-bearers of the informal economy that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-E15-1	<p>Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation by duty-bearers addressing empowerment of women in the informal economy</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Policy measures to increase productivity and income of women informal workers (such as to improve assets and market access, to provide legal identity and rights, and to improve terms of trade or employment)
	O1-2-E15-2	Proportion of formal agreements forged by duty-bearers with institutional partners that include specific commitments to enhancing gender equality and women's empowerment for women entrepreneurs and workers in the informal economy
	O1-2-E15-3	<p>Number of gender-responsive and culture-sensitive programs/projects implemented for empowering and eliminating discrimination of women in the informal economy</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Gender-responsive programs and services on sustainable livelihood, entrepreneurship,

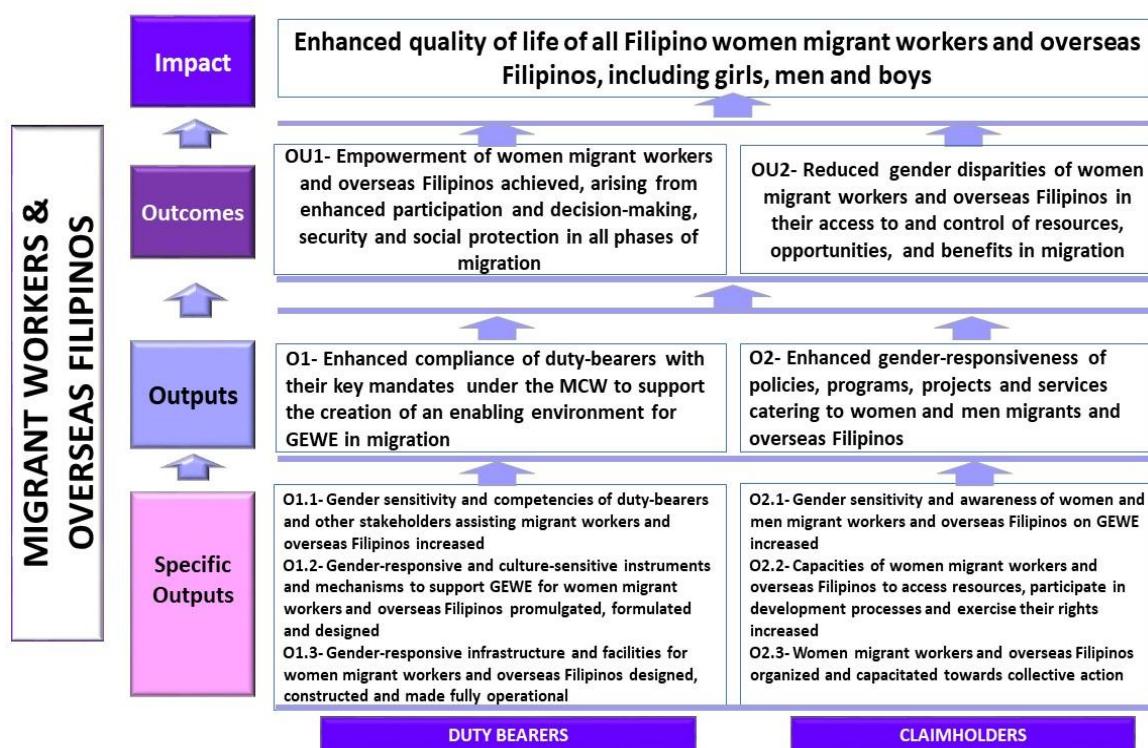
RESULTS	CODE	INDICATORS: INFORMAL ECONOMY
		<p>credit, capital, training and technology information, packaging, marketing and social protection, by sex (MCW 26 and 27)</p> <ul style="list-style-type: none"> - Programs with social protection components (labor market interventions, social insurance, social welfare, social safety nets) for the informal economy - Occupational safety and health programs and services to women entrepreneurs and workers in the informal economy (MCW IRR Sec. 25) - Livelihood programs on livelihood for the unemployed and for the displaced by natural or human induced calamities
	O1-2-E15-4	<p>Number of functional mechanisms established or in place in support of women in the informal economy</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Facilitation desks for women's entrepreneurship, livelihood and employment at national and local levels (Data source: DOLE for PESO, LGU through DILG) - Functional social protection desks established in LGUs (WEDGE WEE 3.1.1)
	O1-2-E15-5	Proportion of budget of government institutions who are duty-bearers for the informal economy allocated and utilized for GAD programs, projects and activities within a given timeframe
	O1-2-E15-6	Presence of monitoring and evaluation system with gender-specific indicators on the informal economy
	O1-2-E15-7	Level of satisfaction of employees/women workers/returning women migrant workers with the labor

RESULTS	CODE	INDICATORS: INFORMAL ECONOMY
		market/decent work programs, projects and activities provided by duty-bearers of the informal economy
Output 1.3 (O1.3)	O1-3-E15-1	Number of gender-responsive infrastructure or facility established for women entrepreneurs and workers in informal economy
Output 2.1 (O2.1)	O2-1-E15-1	Level of awareness of women and men claimholders on GEWE as these relate to women in the informal economy
	O2-1-E15-2	Extent of gender sensitivity of women and men claimholders in the informal economy
Output 2.2 (O2.2)	O2-2-E15-1	Level of participation of women entrepreneurs and workers in the informal economy in development processes that impact them
	O2-2-E15-2	<p>Proportion of women entrepreneurs and workers in the informal economy availing of gender-responsive programs and services</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women from poor households (below poverty thresholds) provided with employment facilitation services - Workers accessing programs and services on sustainable livelihood, entrepreneurship, credit, capital, training and technology information, packaging, marketing and social protection, by sex (MCW 26 and 27) - Women workers in the informal economy with social protection coverage (i.e. SSS, PHILHEALTH, PAGIBIG, HOUSING, etc.) (WEDGE WEE 3.1.1) - Women entrepreneurs and workers in the informal economy

RESULTS	CODE	INDICATORS: INFORMAL ECONOMY
		<p>provided with social protection coverage</p> <ul style="list-style-type: none"> - Women entrepreneurs and workers in the informal economy who were granted loans by MFIs and other formal sources
Output 2.3 (O2.3)	O2-3-E15-1	Number of claimholder organizations for the informal economy with equitable participation of women entrepreneurs and workers in the informal economy
	O2-3-E15-2	Number of key advocacy initiatives on empowerment of women entrepreneurs and workers in the informal economy led by informal economy claimholder organizations
	O2-3-E15-3	Proportion of claimholder women officers and members of beneficiary groups, cooperatives and organizations that attended capacity building programs

E16- MIGRANT WORKERS AND OVERSEAS FILIPINOS

**FIGURE E-16. RESULTS FRAMEWORK:
MIGRANT WORKERS AND OVERSEAS FILIPINOS**



**TABLE E16. GEWE INDICATORS:
MIGRANT WORKERS AND OVERSEAS FILIPINOS**

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
Impact (IM)	IM-1-E16-1	Average monthly income of migrant workers and overseas Filipinos by occupation and sex
	IM-1-E16-2	Total remittances of migrant workers and overseas Filipinos, by sex
	IM-1-E16-3	Documented migrants as a proportion of the total migrant population, by sex (UN ESCAP RCS)
	IM-1-E16-4	Ratio of female to male documented migrants, by occupation, by host country (UN ESCAP RCS)

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
	IM-1-E16-5	Extent of equality of socio-economic rights granted to women migrant workers and overseas Filipinos in host countries
	IM-1-E16-6	Socio-economic status of reintegrated women migrant workers and overseas Filipinos
Outcome 1 (OU-1)	OU-1-E16-1	Number of seats occupied by women in government constituted governing boards, policy and decision-making bodies and/or planning councils pushing for the welfare of migrant workers, by position and by level of government (MCW 14.1)
	OU-1-E16-2	Number of women migrant worker organizations leading and participating in migrant worker agenda setting, advocacy and policy-making
	OU-1-E16-3	Proportion of migrants sending remittances back to their country of origin, by sex (UN ESCAP RCS)
Outcome 2 (OU-2)	OU-2-E16-1	Proportion of labor migrants holding legally enforceable contracts issued in the country of destination, by sex (UN ESCAP RCS)
	OU-2-E16-2	Number of reported cases of trafficking, rape and other forms of violence and abuse, by sex (UN ESCAP RCS)
	OU-2-E16-3	Proportion of women migrant workers who have experienced labor-related discrimination in host countries
	OU-2-E16-4	Proportion of recruitment agencies that are sanctioned for breaches of relevant regulations
	OU-2-E16-5	Proportion of returning/returned women migrants who are reintegrated in the economy, within 12 months upon return
	OU-2-E16-6	Ratio of female to male documented migrants (UN ESCAP RCS)
	OU-2-E16-7	Proportion of women migrant workers who have reported specific improvements in their situations
Output 1.1 (O1.1)	O1-1-E16-1	Number of national government institutions, including GOCCs who are duty-bearers for

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
		migrant workers & overseas Filipinos with gender-responsive policies, plans and programs supporting empowerment of women migrant workers and overseas Filipinos
	O1-1-E16-2	Level of competency of NGAs working on migrant workers and overseas Filipinos on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-E16-3	Number of officials of national/local government agency who are duty-bearers for migrant workers & overseas Filipinos trained in GEWE including framework, processes, tools and instruments for gender mainstreaming as a strategy and other GAD-related topics in labor and migration, by sex and position <i>Includes:</i> <ul style="list-style-type: none">- Officials /personnel in embassies and consulates with expertise on provision of psychosocial support as well as related programs and services
	O1-1-E16-4	Proportion of duty-bearers for migrant workers and overseas Filipinos that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-E16-1	Number of gender-responsive policies and plans including legal frameworks or enabling laws or amendments to existing laws and legislation by duty-bearers on empowering and eliminating discrimination of women migrant workers <i>Includes:</i> <ul style="list-style-type: none">- Policy and guidelines providing incentives to companies that employ returning OFWs (MCW Sec. 26)- Policies implemented that reduce or eliminate transfer cost of remittances from abroad through

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
		<p>bilateral or multilateral agreements, including policies to encourage banks and non-banks in reducing cost of remittances as well as the private sector to introduce incentive schemes (MCW Sec. 30)</p> <ul style="list-style-type: none"> - Policies and programs on livelihood, credit, capital, training and technology information, packaging, marketing and social protection developed for women, including returning women migrant workers (MCW Sec. 26) - Investment-friendly systems, programs, procedures and technical assistance for returning women migrant workers (MCW Sec. 25) - Pre-employment orientation seminars (PEOs), pre-departure orientation seminars (PDOs) and post-arrival orientation seminars (PAOs) integrating modules on gender and migration issues (WEDGE)
	O1-2-E16-2	<p>Number of formal agreements forged by duty-bearers with institutional partners that include specific commitments to enhancing gender equality and women's empowerment for women migrant workers</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Bilateral or multilateral agreements advocated, reviewed and forged to ensure safe migration and better work conditions that will curb violence against women among women migrant workers in vulnerable skills categories (WEDGE) - Agreements reviewed or new agreements entered into with receiving countries of women migrant workers that will cover

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
		<p>conditions on remittances (MCW Sec. 30)</p>
	O1-2-E16-3	<p>Number of gender-responsive and culture-sensitive programs/projects implemented by duty-bearers for empowering and eliminating discrimination of women of women migrant workers</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Programs implemented that reduce or eliminate transfer cost of remittances from abroad through bilateral or multilateral agreements, including policies to encourage banks and non-banks in reducing cost of remittances as well as the private sector to introduce incentive schemes (MCW Sec. 30) - Programs on livelihood, credit, capital, training and technology information, packaging, marketing and social protection developed for women, including returning women migrant workers (MCW Sec. 26) - Gender-responsive orientation seminar modules for Migrant Workers and Overseas Filipinos developed - Socio-psychological support to handle separation from family by duty-bearers - Capacity building programs to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations - Research studies conducted on gender and migration
	O1-2-E16-4	<p>Number of functional mechanisms established or in place in support of women migrant workers and overseas Filipinos</p>
	O1-2-E16-5	<p>Presence of monitoring and evaluation system with gender-specific indicators on migrant workers and overseas Filipinos</p> <p><i>Includes:</i></p>

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
		<ul style="list-style-type: none"> - Sex-disaggregated database on returning migrant workers (MCW Sec. 27)
	O1-2-E16-6	Level of satisfaction of women migrant workers and overseas Filipinos with PEOs, PDOs, PAOs [employment/livelihood/reintegration/social protection programs, projects services] by duty-bearers
Output 1.3 (O1.3)	O1-3-E16-1	Number of gender-responsive infrastructure or facility established by duty-bearers for women migrant workers and overseas Filipinos
Output 2.1 (O2.1)	O2-1-E16-1	Level of awareness of women and men claimholders on GEWE-related issues on migrant workers
	O2-1-E16-2	Extent of gender sensitivity of women and men claimholders on GEWE-related issues on migrant workers
Output 2.2 (O2.2)	O2-2-E16-1	<p>Proportion of women migrant workers including the returning migrant workers with access to gender-responsive programs and services provided by duty-bearers</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Women migrants accessing economic services, including education and skills training programs for overseas bound and returning women migrant workers (MCW 27) - Women migrant workers covered by the national health insurance program and other social protection benefits - Women migrant workers provided with socio-psychological support to handle separation from family by duty-bearers - Returning migrant workers provided with livelihood, credit, capital, training, technology

RESULTS	CODE	INDICATORS: MIGRANT WORKERS & OVERSEAS FILIPINOS
		<p>information, packaging, marketing and social protection by relevant NGAs (MCW Sec. 26)</p> <ul style="list-style-type: none"> - Returning/returned women migrants employed in the regular labor force of private companies and government agencies (WEDGE)
Output 2.3 (O2.3)	O2-3-E16-1	Number of women's groups supporting women migrant workers
	O2-3-E16-2	Number of beneficiary organizations formed by duty-bearers with equitable participation of women migrant workers
	O2-3-E16-3	Proportion of claimholder women occupying leadership positions in beneficiary groups or organizations
	O2-3-E16-4	Proportion of claimholder women officers and members of beneficiary groups, cooperatives and organizations that attended Institutional capacity building programs
	O2-3-E16-5	Number of key advocacy initiatives led by women migrant worker organizations

E17- INFRASTRUCTURE

FIGURE E-17. RESULTS FRAMEWORK: INFRASTRUCTURE

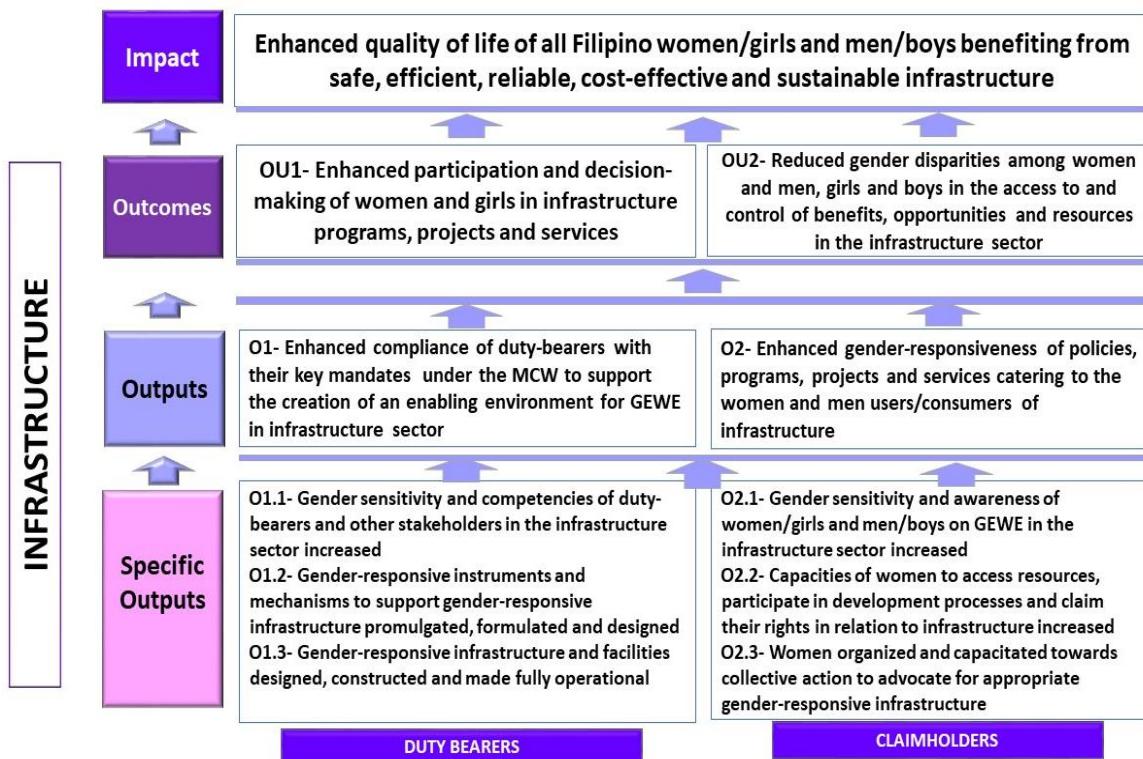


TABLE E17. GEWE INDICATORS: INFRASTRUCTURE

RESULTS	CODE	INDICATORS: INFRASTRUCTURE
Impact (IM)	IM-1-E17-1	Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities (SDG 11.7.1)
	IM-1-E17-2	Levels of congestion in transport, by rural-urban area (average traffic speed)
	IM-1-E17-3	Proportion of total population that feel safe walking alone around the area they live, by sex (SDG 16)
Outcome 1 (OU-1)	OU-1-E17-1	Percentage of women entrepreneurs and workers in the infrastructure sector occupying seats in government

RESULTS	CODE	INDICATORS: INFRASTRUCTURE
		constituted governing boards, policy and decision-making bodies and/or planning councils, by position and by level of government (MCW 14.1)
	OU-1-E17-2	Percentage of employed women in the infrastructure sector
	OU-1-E17-3	Percentage of women and men engineers and architects in planning and decision-making bodies in the infrastructure sector at the local and national levels
	OU-1-E17-4a	Average weekly time spent by women and girls on water collection
	OU-1-E17-4b	Average amount of time per day women and girls spend gathering fuel for household energy
Outcome 2 (OU-2)	OU-2-E17-1a	Proportion of women, from the total population with convenient access to electricity
	OU-2-E17-1b	Proportion of women, from the total population with convenient access to safe drinking water
	OU-2-E17-1c	Proportion of women, from the total population with convenient access to public transport
	OU-2-E17-1d	Proportion of women, from the total population, with convenient access to internet
	OU-2-E17-1e	Proportion of women, from the total population, with convenient access to mobile-cellular telephone
	OU-2-E17-2	Proportion of women in Geographically Isolated and Disadvantaged Areas (GIDA) areas with access to roads, including farm-to-market roads
	OU-2-E17-3	Proportion of women with unsatisfied housing need (overcrowding)
	OU-2-E17-4	Proportion of rural population who live within 2 km of an all-season road, by sex (SDG 9)
	OU-2-E17-5	Proportion of women in Geographically Isolated and Disadvantaged Areas

RESULTS	CODE	INDICATORS: INFRASTRUCTURE
		(GIDA) areas with access to roads, including farm-to-market roads
	OU-2-E17-6	Number of women claimholders who have reported improvements in their situation as commuters, ..., as a result of access to gender-responsive infrastructure and facilities
Output 1.1 (O1.1)	O1-1-E17-1	Number of formal agreements forged by duty-bearers with institutional partners that include specific commitments to enhancing gender equity and women empowerment (GEWE) through gender-responsive infrastructure
	O1-1-E17-2	Number of duty-bearers (national and local government institutions), with gender-responsive policies, plans and programs on safe, efficient, reliable, cost-effective and sustainable infrastructure
	O1-1-E17-3	Number of duty-bearers in the infrastructure sector trained on GEWE and other related topics including framework, processes, tools and instruments for gender mainstreaming as a strategy
	O1-1-E17-4	Level of competency of NGAs in the infrastructure sector on the application of gender mainstreaming framework, processes, tools and instruments (MCW 37)
	O1-1-E17-5	Proportion of duty-bearers for the infrastructure sector that increased their organizational GMEF levels within a given timeframe
Output 1.2 (O1.2)	O1-2-E17-1	<p>Number of issuances of gender-responsive policies and plans addressing empowerment of and discrimination of women in the infrastructure sector</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - legal frameworks - enabling laws - amendments to existing laws - policies addressing gender issues in the prioritization, design and

RESULTS	CODE	INDICATORS: INFRASTRUCTURE
		implementation of infrastructure projects and plans
	O1-2-E17-2	<p>Number of gender-responsive programs/projects implemented by duty-bearers for the infrastructure sector that address women's empowerment issues relating to infrastructure</p> <p><i>Includes:</i></p> <ul style="list-style-type: none"> - Gender responsive and culture sensitive services provided by duty-bearers in the infrastructure sector, by type of service - Research studies conducted on gender and infrastructure - Institution-Capacity-Building (ICB) programs developed by duty bearers to strengthen the organizational capability of beneficiary groups, cooperatives and other organizations
	O1-2-E17-3	Number of functional mechanisms established or in place to address issues of women clients in the infrastructure sector
	O1-2-E17-4	Presence of monitoring and evaluation system with gender-specific indicators, including sex-disaggregated data, on the infrastructure sector
	O1-2-E17-5	Number of assessments made on the impact of infrastructure and transport systems on women and girls
<hr/>		
Output 1.3 (O1.3)	O1-3-E17-1	Percentage of gender-responsive infrastructure and transportation projects (based on HGDG), e.g. transport, roads, bridges, railways, airports, seaports and land ports, electricity and water, flood control facilities, and information and communication technology
	O1-3-E17-2 (a) – (d)	Ratio of basic infrastructure to total population, by sex in terms of: (SDG 7)

RESULTS	CODE	INDICATORS: INFRASTRUCTURE
		(a) National and local roads (b) Bridges (c) Health centers/facilities (d) Basic schools
Output 2.1 (O2.1)	O2-1-E17-1	Level of awareness of women and men claimholders in the infrastructure sector relative to presence/absence of gender-responsive infrastructure
	O2-1-E17-2	Extent of gender sensitivity of women and men claimholders in the infrastructure sector to GEWE in the infrastructure sector
Output 2.2 (O2.2)	O2-2-E17-1	Level of participation of women in development processes relating to gender-responsive safe, efficient, cost-effective and sustainable infrastructure
	O2-2-E17-2	Number of women/girls availing of gender-responsive safe, efficient, cost-effective and sustainable infrastructure Includes: <ul style="list-style-type: none">- Women and girls with access to electricity, safe drinking water, roads, public transport, internet, and cellular phones
Output 2.3 (O2.3)	O2-3-E17-1	Proportion of women occupying leadership positions in beneficiary groups or organizations that are partners or recipients of programs and services of duty-bearers of the infrastructure sector
	O2-3-E17-2	Proportion of women officers and members of beneficiary groups, cooperatives and organizations who are claimholders in the infrastructure sector that attended capacity building programs conducted or facilitated by duty-bearers
	O2-3-E17-3	Number of women and men stakeholders consulted in each level of development process

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