



**THE WORLD BANK**

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# The World Bank Group in the Philippines Country Gender Action Plan FY 20-24

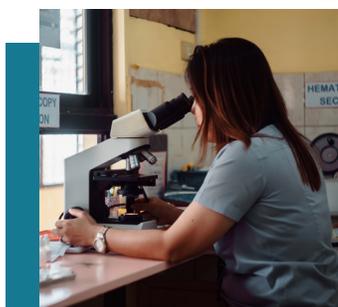


# The World Bank Group in the Philippines

## Country Gender Action Plan FY 20-24

The Country Gender Action Plan (CGAP) guides the World Bank Group efforts to reduce inequalities between men and women, boys and girls, in alignment with the Bank's Country Partnership Framework (CPF) for the Philippines.

### CGAP Priorities Overview



01

#### Increase female labor force participation

To deepen national dialogue on policy reforms addressing the demand for and supply of child care and to increase women's participation in development programs.



02

#### Improve education quality and outcomes

Contribute data and analysis to support reforms aimed at improving education quality, outcomes for males and females, increasing human capital accumulation with links to skills acquisition and school to-work transition.



03

#### Address gender-based vulnerabilities

Ensure equal access to social assistance programs, targeting vulnerable women in times of pandemics and calamities.



04

#### Enhance gender parity in the public sector

Creating an enabling policy environment to reduce gender parity gaps in the public sector.



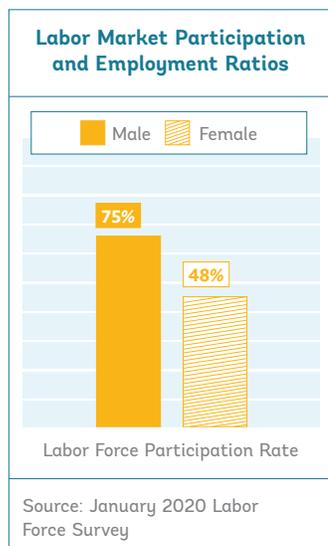
## CGAP PRIORITY 01 Increase female labor force participation

### TARGETS

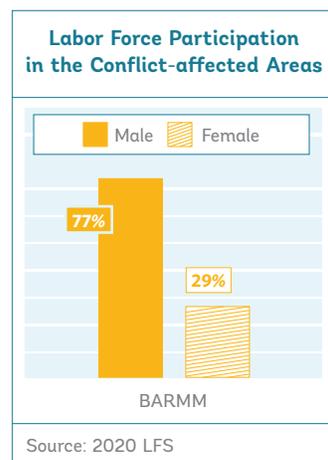
- ▶ Increased women's access to paid labor
- ▶ Informed national dialogue on policy reforms to address the demand for and supply of child care, leading to increased women's labor force participation

### KEY INEQUALITIES

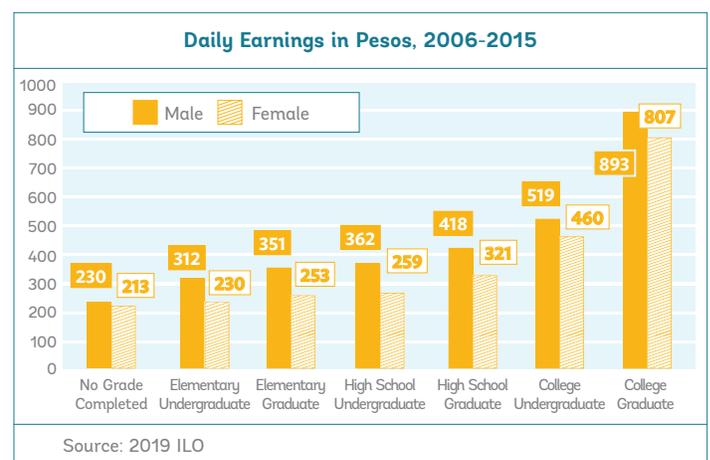
01 The Philippines' female labor force participation is much lower than men's.



02 Female labor force participation in the conflict-affected areas is significantly lower than in the rest of the country.

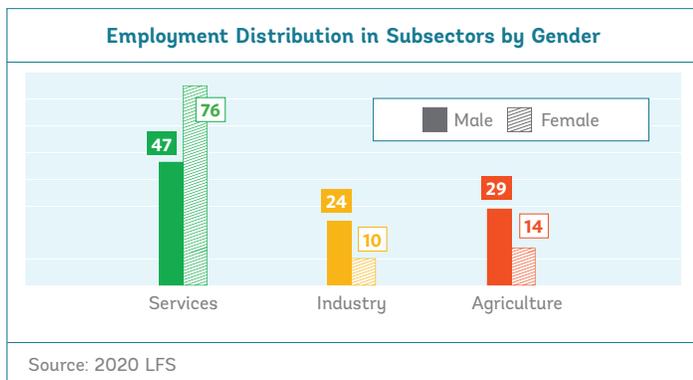


03 Women are paid less than men with the same educational attainment. However, higher returns accrue for educational attainment. An additional year of education for a woman in the Philippines offers a higher percent rate of return compared to men.

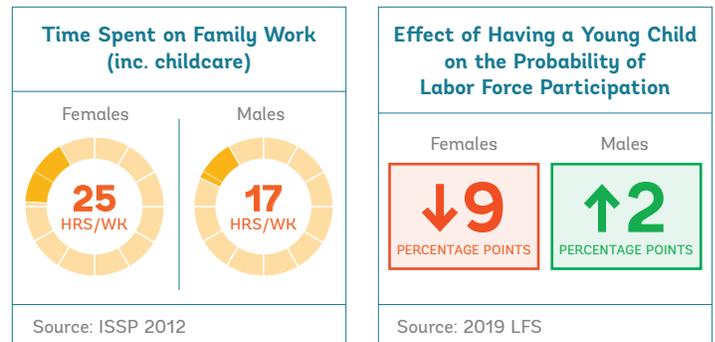




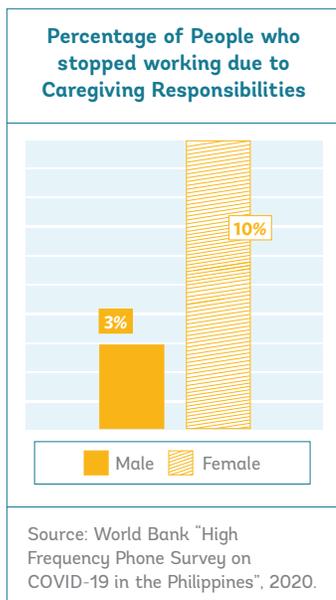
04 Women are concentrated in lower paying jobs.



05 Care responsibilities are not equally distributed between men and women, affecting labor force participation.



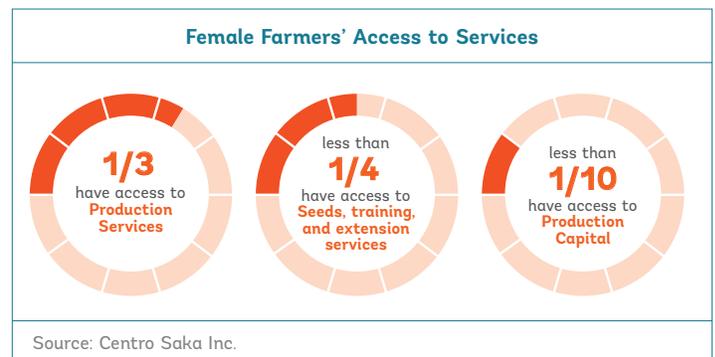
06 Three times more women than men have stopped working due to caregiving responsibilities during COVID-19.



07 There are much fewer women in management positions in the private sector than men.



08 Survey data suggest that female farmers have lower access to services.



WHAT WE KNOW



The conditions and policies in the workplace make it difficult for women to balance work and domestic responsibilities, such as caring for children and the elderly. Early data indicates that 3 times more women than men have stopped working due to caregiving responsibilities during COVID-19.



The lack of supply of child and elder care contributes to the low participation and under-performance of women in the labor market.



Women have limited access to skills training and workforce opportunities in technical positions in traditionally male-dominated sectors, such as manufacturing, science, and forestry.



Women in rural areas lack the skills or opportunities to start their own businesses, or to engage in agribusiness.

OUR RESPONSE

GENERATE NEW KNOWLEDGE



Generate data (e.g., the Philippines Jobs Diagnostic) and develop knowledge products (e.g., Care and Women’s Jobs in the Philippines) to foster a better understanding of the constraints women face at the workplace, and how the supply of and demand for care influences women’s performance in the labor force.

INFORM POLICY DIALOGUE



Analyze the impact of access to care on women’s labor force participation. Help guide the implementation of policies such as the Magna Carta for Women and the Women in Development and Nation Building Act of 1992.

ONGOING AND PROPOSED PROJECTS



**Philippines National Community-Driven Development** increases women’s participation in paid labor for community basic services and infrastructure sub-projects to 25% from a baseline of 8%. The project involves 827 poor rural and typhoon-affected municipalities in 59 provinces in the Philippines.



**Support to Parcelization of Lands for Individual Titling Project** will increase the percentage of eligible individual titles (CLOAs) issued with ownership, co-ownership, or marital property rights registered to females.



**Philippine Rural Development Project** is reaching 270,000 female farmers with agricultural assets or services in all provinces.



**The proposed Mindanao Inclusive Agriculture Development Project** plans to improve access to agriculture services for both males and females. It is also looking at infrastructure development to improve agriculture productivity, with special focus on the targeted areas in Mindanao.



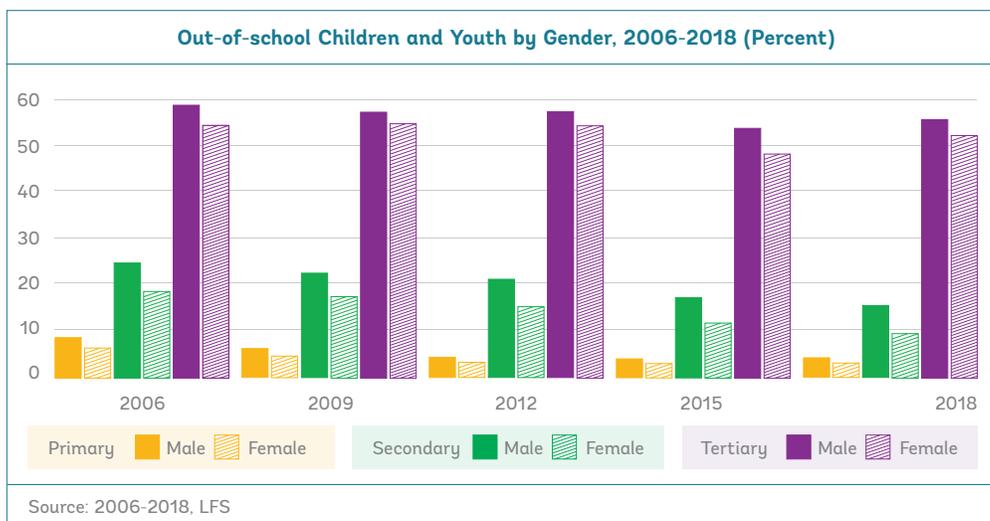
## CGAP PRIORITY 02 Improve education quality and outcomes

### TARGETS

- ▶ Reduced male-female gap in school enrollment and completion rates. Focus on health and nutrition, which also influence learning and school performance
- ▶ More knowledge and action on the underlying causes of boys underperforming in school
- ▶ Contribute data and analysis to support reforms aimed at improving education quality and outcomes for males and females and increasing human capital accumulation with links to skills acquisition and school to-work transition

### KEY INEQUALITIES

01 Boys have lower school enrollment, attendance and completion rates than girls.



02 Young mothers have a higher risk of failing to transition to work from school and to give birth to babies that are underweight and undernourished.



WHAT WE KNOW



Educational materials and teaching methods reinforce gender biases and stereotypes.



Teenage pregnancy is the second highest in the East Asia and Pacific region and has been increasing.



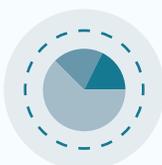
There is a lack of emphasis in the educational system on the skills required for effective and sustainable school-to-work transition.



Millions of Filipino boys and girls who survive increased nutritional deficits due to COVID-19 are at risk of suffering the consequences in the form of poor school performance and subsequent low adult productivity.

OUR RESPONSE

GENERATE NEW KNOWLEDGE



Produce data and analyses under the Philippines Nutrition Study and the Poverty & Inequality Study to examine the multidimensional health, education and poverty impacts of the COVID-19 crisis on men and women, boys and girls. This will help inform reforms and policies to improve maternal and child undernutrition, increase education quality and outcomes for males and females, address structural poverty and inform policy responses that reduce women’s vulnerability and sustain efforts in rectifying longstanding gender inequalities.

INFORM POLICY DIALOGUE



Support policy dialogue with data and evidence of what works to address stereotyping in educational material; school completion rates; health and nutrition; and skills acquisition for effective school-to-work transition.

ONGOING AND PROPOSED PROJECTS



**Social Welfare Development and Reform**

**Project:** Youth and Family Development

Sessions are being introduced through the Pantawid Pamilya Program. These encourage boys to stay longer in school by discussing the trends that lead to boys dropping out of school, and providing information on the economic and social benefits of finishing school. These sessions along with the school attendance condition required by the Pantawid program contribute to increasing school attendance for both male and female students.



**The proposed Teacher Effectiveness and Competencies Enhancement Project**

plans to narrow the gender gap in dropout rates in grades 4-6 by improving teaching and learning and strengthening instructional leadership in Kindergarten to Grade 6 (K-6) for girls and boys.



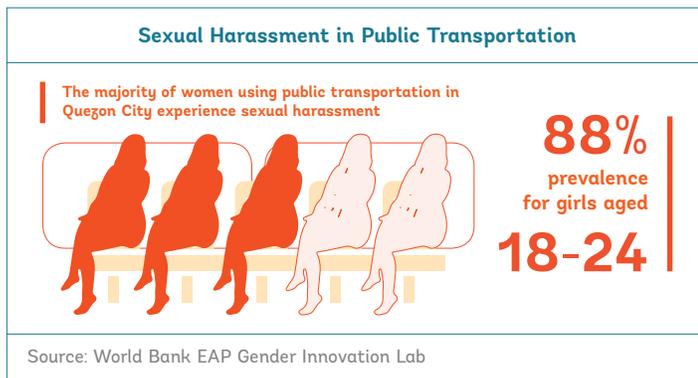
## CGAP PRIORITY 03 Address gender-based vulnerabilities

### TARGETS

- ▶ Identify what works in providing essential services and livelihood support to women in conflict-affected areas
- ▶ Enhanced personal safety and security for users of public transportation systems
- ▶ Improved policy framework to address the differing risks and vulnerabilities associated with males and females in disasters
- ▶ Ensure equal access to social assistance programs, targeting vulnerable women in times of pandemics and calamities

### KEY INEQUALITIES

01 3 out of 5 women and 4 out of 5 girls aged 18-24 experience sexual harassment in public transportation in Quezon City.



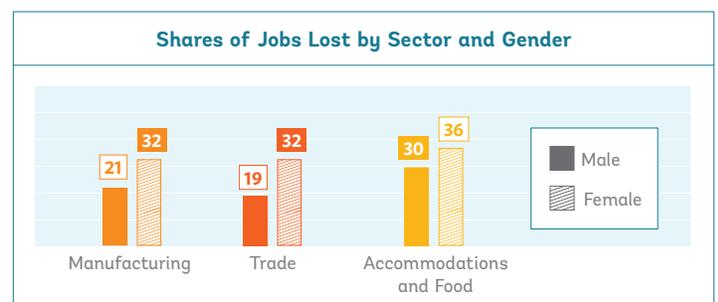
02 Almost 17% of 4Ps beneficiaries (and comparably poor households who are not benefitting from the conditional cash transfer) have reported experiences of physical intimate partner violence.



03 Women are more likely to be impacted by disasters.

Source: 2019 ILO

04 Women report more job losses than men in industries disproportionately affected by COVID-19,



Source: World Bank "High Frequency Phone Survey on COVID-19 in the Philippines", 2020.



WHAT WE KNOW



There is a lack of services and programs to prevent and address gender-based violence.



Prior pandemics and humanitarian crises show that increased social and economic stresses and prolonged lockdowns increase the likelihood of women and children experiencing gender-based violence.



Women participate less in risk prevention and mitigation.



Early data shows that women are more likely to lose their jobs than men in sectors disproportionately affected by COVID-19.



There is limited gender data and knowledge on the role women play in peacebuilding and development.

OUR RESPONSE

GENERATE NEW KNOWLEDGE



Identify women's barriers to accessing paid work in conflict-affected regions.

INFORM POLICY DIALOGUE



Assist government efforts to strengthen the policy framework for gender issues associated with conflict, violence, and disaster risk planning and management.

ONGOING AND PROPOSED PROJECTS

Support the government in enhancing safety and security in public services, focusing on gender-based violence and female vulnerability and risk.



**The Metro Manila BRT Project** is introducing walking facilities, paired with well-lit stations and surveillance equipment installed on buses and at stations, to provide women with safer access to and from public transport, ensuring that there is an increase in women's satisfaction with public transportation.



**Philippines Seismic Risk Reduction and Resilience Project** plans to enhance the disaster response capacity of the Department of Public Works and Highways to respond to the different vulnerabilities faced by men and women during disasters.



**The Beneficiary FIRST Social Protection Project** will help reduce gender gaps in access to ID and financial services to ensure equal access to the Department of Social Welfare and Development's cash transfer programs. It will do so by supporting targeting of female heads of households - especially pregnant women and mothers with young children - and support women in low-income families to open accounts and gain access to financial literacy and saving trainings.



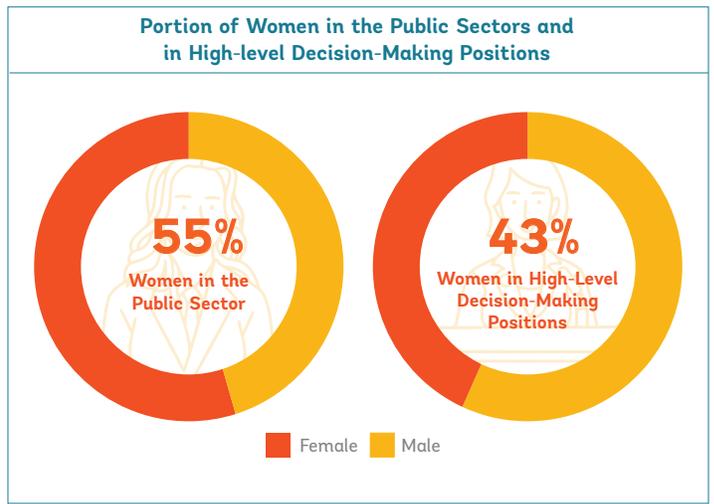
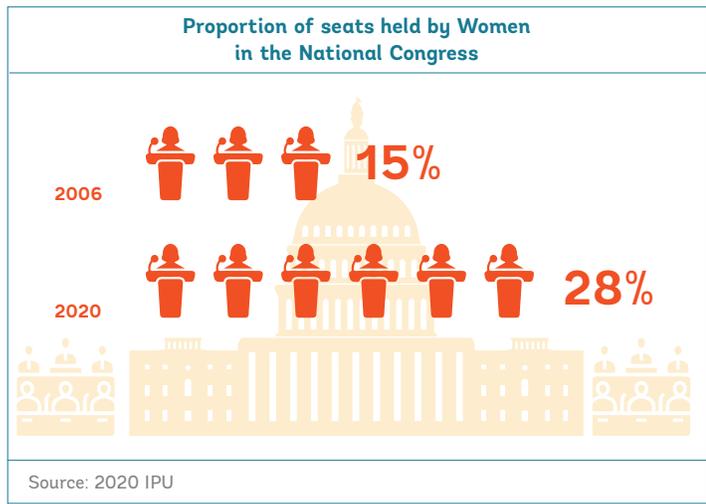
**CGAP PRIORITY 04 Enhance gender parity in the public sector**

**TARGET**

Creating an enabling policy environment to reduce gender parity gaps in the public sector.

**KEY INEQUALITIES**

- 01 The proportion of seats held by women in the national Congress increased rapidly in recent decades, reaching nearly 30% in 2020 from 15% in 2006.
- 02 While females occupy 55% of the jobs in the public sector, they occupy only 43% of the high-level decision-making positions.



**WHAT WE KNOW**

In the private and public sectors, there are limited opportunities for women to reach high-level management and decision-making positions.

In the public sector, there is a delay in the implementation of gender parity policies and a lack of monitoring.

OUR RESPONSE

GENERATE NEW KNOWLEDGE



Support the collection of sex-disaggregated data within the labor databases of the public sector. Support efforts to develop human resources strategies that address gender imbalances.

INFORM POLICY DIALOGUE



Support policy dialogue on the potential benefits of management information systems that incorporate gender diversity data in human resource management and decision-making. These may serve as a tool for implementing gender parity policies.

ONGOING AND PROPOSED PROJECTS



**The Philippines National Community Driven Development Project:** Barangay assemblies include 60% women who participate and influence local decision-making.



**The proposed Civil Service Modernization and Human Resource Management in the Philippines** plans to support the government’s goal of decreasing the gender gap in top management positions by strengthening human resource management systems. This will empower women civil servants to compete for third-level positions.



**The Philippines Customs Modernization Project** plans to support the national goals of generating sex-disaggregated employment data in the public sector. This is under the reform and modernization agenda of this project.





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