



GENDER TOOLKIT FOR TOURISM



USAID
FROM THE AMERICAN PEOPLE





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Message from the Secretary

Tourism contributes to women empowerment and gender equality. This is due to its potential for creating jobs and encouraging income-generating activities that benefit local communities and destination areas. Tourism offers various entry points for women to seek employment and professional growth, as well as create livelihood in small and medium sized enterprises – eliminating poverty and lack of opportunities for women.

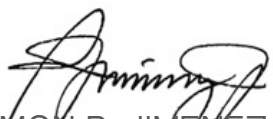
According to the United Nations World Tourism Organization (UNWTO), while women make up the majority of the tourism workforce, they tend to be in the lowest paid –sometimes even unpaid – and lowest status jobs. In order to promote gender equality, it is necessary to empower women. The tourism industry can better realize the effort by creating opportunities for women through different projects and programs. To have more economic opportunities is a big consideration for women to achieve better quality of life as individuals, as part of their families and as part of the larger community.

The Gender Toolkit for the Tourism Sector seeks to promote gender sensitive and responsive programs, projects and activities. Through this toolkit, the tourism industry can help raise the level of awareness on gender equity as provided in the National Tourism Development Plan (NTDP), by safeguarding and protecting women, children, and the vulnerable groups.



I laud the effort of the DOT Family, Inter-agency Committee on Gender and Development Focal Point System (ICGFPS), and the Philippine Commission on Women (PCW), through the Gender Responsive Economic Actions for the Transportation of Women (GREAT) Project, as well as the Canadian Government and the United States Agency for International Development through Advancing Philippine Competitiveness (USAID-COMPETE) for working together in formulating the Gender Toolkit.

We encourage everyone to use the kit in advocating and formulating policies and programs that will provide equal opportunities for women and men in the industry.



RAMON R. JIMENEZ, JR.
Department of Tourism





Message from the Executive Director

Tourism continues to show progressive growth in 2013 despite various setbacks due to manmade and natural calamities. During the same year, the country served over four million visitors bringing in almost 5 billion dollars or around 222 trillion pesos.

According to the International Labour Organization's (ILO) analysis of tourism, poverty reduction and gender equality in September 2013, women make up between 60 to 70% of all workers in the tourism industry. They however tend to occupy non-managerial posts which pay less. Women usually end up with lower skills and lower paid jobs like housekeeping and customer service. Men, however, are employed as bartenders, porters, gardeners and maintenance, and tend to earn more for work of equal value. Women can also become vulnerable as some become victims of sexual exploitation and trafficking.

We, at the Philippine Commission on Women, are happy and honoured to be a partner in the creation of the Department of Tourism's Gender Toolkit. Through this kit, the tourism sector can contribute more in the improvement of the conditions of women throughout the nation. This strategy has also been proven beneficial to the tourism industry through active and equitable participation of women.



The potential of a gender-equal tourism industry is very promising. It integrates a vision of women as employees and entrepreneurs that is sure to positively affect the lives of women in the communities. This kit also includes DOT's Gender and Development Policy and Framework (GDPF) and the Harmonized Gender and Development Guidelines for Tourism (HGGT) that will be of great assistance in strengthening policies and programs.

We look forward to widespread awareness of gender issues, empowerment through increased opportunities to women in the community, and productive coordination between the different sectors in the industry with this notable initiative.

With a gender-sensitive tourism trade and industry, we can definitely say, "It's more fun in a gender-fair Philippines!"

Thank you and congratulations!

Emmeline Verzosa
EMMELINE L. VERZOSA
Philippine Commission on Women
National Machinery for Gender Equality
and Women's Empowerment





Message from
the USAID-
Philippines
Mission
Director

The United States Agency for International Development (USAID) commends the Department of Tourism (DOT) for taking the initiative to publish the Gender Toolkit, which will help promote gender equality and female empowerment in the Philippine tourism industry, USAID is pleased to have contributed to this endeavor.

For decades, USAID has been in the forefront of global efforts to achieve gender equality and women’s empowerment, which are fundamental for the realization of human rights and key to effective and sustainable development outcomes. We are committed to advancing women’s rights, ensuring that the initiatives we support help reduce gender gaps that hinder development. The conduct of gender analysis is key to identifying the gender gaps and issues that need to be addressed. In this connection, USAID is happy to have supported the preparation of the two gender-analysis papers, particularly, “The Gender Profile of the Tourism Industry,” and the finalization of the gender and development (GAD) checklist for tourism, which are key inputs to the DOT Gender Toolkit.



USAID and the Philippine Government, under the Partnership for Growth (PFG) initiative and through the Advancing Philippine Competitiveness (or COMPETE) Project, are working hand in hand to promote more inclusive tourism through the convergence programs of the Department of Tourism with the Department of Social Welfare and Development (through the One-Step Project), Department of Trade and Industry, Department of Public Works and Highways, Department of Transport and Communications, and Civil Aviation Authority of the Philippines. It is our hope that the DOT Gender Toolkit will guide the development and implementation of tourism programs that are socially inclusive and responsive to issues that hinder the advancement of women and girls.

The Philippines cannot become a more stable, prosperous nation unless growth in all sectors is truly inclusive. I thank those who worked tirelessly to develop this Gender Toolkit. Together we are helping to create a brighter future for all Filipinos.


GLORIA STEELE
Mission Director
USAID-Philippines



Acronyms & Abbreviations

ADB	Asian Development Bank
APEC	Asia-Pacific Economic Cooperation
BPfA	Beijing Platform for Action
BLE	Bureau of Local Employment
CATW-AP	Coalition Against Trafficking Women - Asia-Pacific
CCMC	Child Care Minding Center
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CESO	Career Executive Service Officer
CHED	Commission on Higher Education
CIDA	Canadian International Development Agency
COWID	Inter-agency Committee on Women in Development
DBM	Department of Budget and Management
DOLE	Department of Labor and Employment
DOST	Department of Science and Technology
DOT	Department of Tourism
DSWD	Department of Social Welfare and Development
EC	European Commission
ECPAT	End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes
GA	Gender Analysis
GAD	Gender and Development
GII	Gender Inequality Index
GREAT Women	Gender Responsive Economic Actions for the Transportation of Women
GST	Gender Sensitivity Training
HDI	Human Development Index
HGGT	Harmonized Gender and Development Guidelines for Tourism
HSDV	Household Survey on Domestic Visitors
IACAT	Inter-Agency Council Against Trafficking
IATWG-WID	Inter-Agency Technical Working Group on Women In Development
IC-GAD	Inter-Agency Committee on Gender and Development
IC-GFPS	Inter-Agency Committee on Gender and Development Focal Point System
IFC	International Finance Corporation
LGSP-LED	Local Government Support Program for Local Economic Development





LGU	Local Government Unit
M&E	Monitoring and Evaluation
MCW	Magna Carta of Women
MDGs	Millennium Development Goals
MICE	Meetings, Incentives, Conventions, and Exhibits
NGOs	Non-Government Organizations
NSCB	National Statistical Coordination Board
NSO	National Statistics Office
PAPs	Program, Activities and Projects
PCW	Philippine Commission on Women
PDP	Philippine Development Plan
PNP	Philippine National Police
PPGD	Philippine Plan for Gender-Responsive Development
PSA	Philippine Statistics Authority
RA	Republic Act
R&R	Rest and Recreation
STEP	Survey of Tourism Establishments in the Philippines
TDGVA	Tourism Direct Gross Value Added
UN	United Nations
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women (now, UN WOMEN)
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNWTO	United Nations World Tourism Organization
USAID	United States Agency for International Development
USAID-COMPETE	United States Agency for International Development- Advancing Philippine Competitiveness
VAWC	Violence Against Women and Children
WEF	World Economic Forum
WID	Women in Development
Women's EDGE Plan	Women's Empowerment, Development, and Gender Equality Plan





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Introduction

The Department of Tourism began its gender journey in 1993, when it established the Inter-Agency Committee on Women in Development (COWID) as part of its effort to support and promote the Tourism Master Plan. The plan aimed to develop community-based tourism, harness Filipino ingenuity and entrepreneurship, protect natural resources and environment, and conserve culture and heritage without sacrificing the welfare of the Filipino women and children, or disrupting the lifestyle of ethnic and indigenous communities. To assist the Inter-Agency Committee on Women in Development, the department also created the Inter-Agency Technical Working Group on Women In Development (IATWG-WID) the following year.

In 1997, the COWID was replaced by an Inter-Agency Committee on Gender and Development (IC-GAD), which continued the implementation of GAD programs but also pursued efforts towards mainstreaming GAD in the programs and activities of the department and its attached agencies. Presently, the IC-GAD has been reconstituted into the Inter-Agency Committee on Gender and Development Focal Point System (IC-GFPS). This move was in pursuant to Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), and in compliance with the PCW Memorandum Circular No. 2011-01, which sought to help catalyze and accelerate gender mainstreaming within the DOT Family and the industry. The current IC-GFPS is headed by the new chairperson, Undersecretary Maria Theresa I. Martinez.

In 2012, the department received a series of technical assistance from the Gender Responsive Economic Actions for the Transformation of (GREAT) Women Project of the Philippine Commission on Women (PCW). This partnership with the PCW was made possible by the leadership, effort, and support of former chairperson of the IC-GAD, Assistant Secretary Rolando Cañizal. It produced various knowledge products that aimed at helping gender mainstreaming at the DOT and making DOT programs, projects, and services more sensitive and responsive to the gender needs of women and men.

The present Gender Toolkit for Tourism puts together some of the outputs of the PCW technical assistance, as well as, enhancements introduced by the Advancing Philippine Competitiveness (COMPETE) Project of the United States Agency for International Development (USAID). It is a product of an evaluation and review process led and initiated by the DOT IC-GFPS, involving the department's attached agencies and various stakeholders of the tourism industry, and in collaboration with the PCW and USAID COMPETE. It is also part of a broader initiative of the IC-GFPS to address two issues that have long hampered effective gender mainstreaming at the DOT, despite the existence of policy mechanisms and institutional frameworks: inadequate coordination of various initiatives in gender mainstreaming; and the absence of a standard training manual that can be used by all DOT employees and stakeholders who are involved in gender mainstreaming.



Introduction

Some of the best activities and practices identified with the tourism stakeholders include the DOT GAD Policy and Framework, tourism collaterals, creation of GAD regional and attached agencies focal persons, newsletters, the Child Care Minding Center (CCMC) Day Care model, training manual, different workshops, training and seminars, and the drafting of the Harmonized Gender and Development Guidelines for Tourism.

The Gender Toolkit for Tourism has as its centerpiece the Harmonized Gender and Development Guidelines for Tourism (or Harmonized GAD Guidelines for Tourism), the principal tool for designing gender-responsive tourism programs and projects and mainstreaming GAD perspective and concerns in tourism programming. The GAD Guidelines can also be used to anticipate the impact of tourism programs on women, including opportunities on employment and livelihood and other benefits to improve their quality of life. Finally, it is a tool that will be useful in the attribution of mainstream DOT programs to the department's GAD budget.

The Harmonized GAD Guidelines for Tourism draws support from two documents. One is the DOT GAD Policy and Framework, which focuses on four outcome-level results related to mainstreaming the gender needs and concerns of men and women in the tourism sector; ensuring that men and women equally contribute and benefit from tourism development, and strengthening links with other agencies or organizations working on GAD and women's rights. The framework also includes outputs and strategies to achieve the desired outcomes, and indicators to track the expected results.



The other document is an analytical piece on gender and the Philippine tourism industry. This paper analyzes the most current data and information available on the situation of the industry, looking at the supply and demand factors that affect employment in the tourism sector, positive consequences of tourism, and some downsides of tourism development.

Several annexes also provide important references to the DOT gender mainstreaming efforts. These include brief descriptions of the Philippine government's international commitments to promote gender equality and women's empowerment, and key Philippine legislative and executive policies that protect, promote and fulfill women's human rights.

The Gender Toolkit for Tourism is designed to be used by several groups within and outside the department. Users within the DOT includes key Central Office units, Regional Offices, and Attached Agencies. Private and public stakeholders in the tourism sector should also find the toolkit useful in making their programs, facilities and services inclusive, promotive of women's gender interests, and protective of the welfare particularly of girls, boys, and women.



DOT GAD Policy & Framework

The DOT shall uphold the existing national policies on Gender and Development (GAD) through the provision of gender-responsive tourism programs and services to ensure that both women and men have equal opportunities in employment and entrepreneurship, leadership and governance and capacity development in the tourism sector.

OUTCOMES	PERFORMANCE INDICATORS
Increased capacity of DOT to integrate/mainstream gender in their Programs, Activities, and Projects (PAPs)	<ul style="list-style-type: none"> • GAD Framework in place/presence of GAD Framework • No. of functional GAD focal point system (inter-agency) • GAD Modules and tools institutionalized • Integration of GAD indicators and data in the agency's Monitoring and Evaluation (M&E) • GAD recognition awards system in place
Increased employment of women in the tourism sector	<ul style="list-style-type: none"> • % increase of employment of women in tourism sector
Increased compliance of Tourism Service Providers/Local Government Units (LGUs) to gender-responsive standards	<ul style="list-style-type: none"> • No. of tourism service providers and LGUs compliant to gender responsive tourism standards
Increased participation of women in tourism governance	<ul style="list-style-type: none"> • % increase of participation of women in tourism councils • No. of women leaders in tourism associations/ organizations • % increase of women in 3rd level positions in DOT and attached agencies



OUTPUTS	
Gender messages for marketing and promotions	<ul style="list-style-type: none"> Number of marketing and promotional materials and ads that are gender responsive
Integration of gender perspective in standards and accreditation	<ul style="list-style-type: none"> Number of tourism-related guidelines and standards integrated with gender perspective Number of establishments complying with gender-responsive tourism standards
Creation of coordinating councils	<ul style="list-style-type: none"> Number of tourism coordinated councils created
Development of women-friendly infrastructure	<ul style="list-style-type: none"> Number of women-friendly tourism infrastructure built
Engage local tourism council, Regional Development Council (RDC), relevant boards, committees	<ul style="list-style-type: none"> Number of agreements forged between DOT and local tourism councils, RDCs, and other decision-making bodies Number of GR programs / projects implemented in collaboration with local tourism councils, RDCs, and other decision-making bodies
Enterprise related tourism projects	<ul style="list-style-type: none"> Number of gender-responsive enterprise related tourism projects
Gender Sensitivity Training (GST) for tourism sector	<ul style="list-style-type: none"> Number of GSTs conducted Number of tourism sector employees participated in GSTs Number of tourism sector managers and top level management members participated in GSTs
Gender responsive tourism modules	<ul style="list-style-type: none"> Number of gender-responsive tourism modules developed Number of trainings conducted utilizing the modules for gender-responsive tourism
Strengthening of GAD Focal Point System (GFPS)	<ul style="list-style-type: none"> % increase of program/project funds attributed to the GAD budget Number of GAD plans developed and endorsed by the Philippine Commission on Women Number of GFPS/Technical Working Group (TWG) members who are able to provide technical assistance on GAD Number of GFPS/TWG members who are able to serve as resource persons on GAD
Development and implementation of GAD Framework	<ul style="list-style-type: none"> DOT GAD Framework institutionalized
Sex-disaggregated data collection and analysis	<ul style="list-style-type: none"> Number of employees capacitated on gender analysis Number of gender databases institutionalized and maintained Number of gender-responsive PAPs implemented



OVERALL CONDITIONS

The UNDP 2013 Human Development Report (HDR) classifies the Philippines as a medium human development country, with a Human Development Index (HDI) value in 2012 of 0.654.¹ However, because of inequalities, particularly in connection with income distribution, the HDI value goes down to 0.524, or a loss of 19.9%. Other areas of inequalities are differences in entitlements, opportunities, and life outcomes between females and males.

The Philippines has generally fared well when measured against global gender equality indices. However, challenges remain.

- Overall measures. The Philippines ranked 77th of 148 countries based on the HDR's 2012 Gender Inequality Index (GII), with a GII value of 0.416, but 5th out of 136 countries in the 2013 Global Gender Gap Index, with a value of 0.783.² The two indices cover the same four dimensions, but use different indicators.
- Health and survival. There is no overt gender-based discrimination at birth (sex ratio at 95 girls to 100 boys) and women's life expectancy is longer than the men's (64 years vs. 59 years). However, two reproductive health issues are captured in the HDR GII: high maternal mortality rate, with 99 women dying from pregnancy for every 100,000 live births, which is more than twice that reported for Thailand; and high adolescent fertility rate (46.5 births per 1000 live births), which is higher than that of neighboring countries. Inadequate reproductive health program and practices of early marriage in parts of the country could have partly contributed to these.
- Education. Enrolment and cohort survival rates at all levels favor females than males. The World Economic Forum (WEF) Global Gender Gap Report 2013 noted that the ratio of girls to boys increases from 1.01 for enrolment in primary education, to 1.19 in secondary education, and 1.24 in tertiary education. Two gender inequality issues stand out: higher school dropout rates

¹United Nations Development Programme (UNDP), *Human Development Report 2013. The Rise of the South: Human Progress in a Diverse World* (New York: UNDP, 2013). http://hdr.undp.org/sites/default/files/reports/14/hdr2013_en_complete.pdf

²World Economic Forum (WEF), *Global Gender Gap Report 2013* (Geneva: WEF, 2013). http://www3.weforum.org/docs/WEF_GenderGap_Report_2013.pdf

³Asian Development Bank (ADB), Canadian International Development Agency (CIDA), European Commission (EC), National Commission on the Role of Filipino Women (NCRFW), United Nations Children's Fund (UNICEF), United Nations Development Fund for Women (UNIFEM), and United Nations Population Fund (UNFPA). *Paradox and Promise in the Philippines: A Joint Country Gender Assessment* (Manila: ADB, CIDA, EC, NCRFW, UNICEF, UNIFEM and UNFPA, 2008).

⁴Data from the 2008 National Demographic and Health Survey, cited in "Fact Sheet on Filipino Women and Men" (Manila: Philippine Commission on Women), March 2013. http://pcw.gov.ph/sites/default/files/documents/resources/factsheets_filipino_women_men_201304.pdf. Accessed 8 July 2014.

⁵Philippine Statistical Agency, National Statistical Coordination Board (PSA-NSCB). "Fact Sheet: Updates on Women and Men in the Philippines," March 2013. <http://www.nscb.gov.ph/gender/FS%20on%20WAM%2018mar2013.pdf>. Accessed 8 July 2014.

among males, and gender tracking or segregation at the tertiary level, where women tend to be clustered in disciplines that are generally associated with 'feminine' pursuits, and men in 'masculine' fields.³

- Gender-based violence. A gender issue that has health, productivity and disempowerment consequences, gender-based violence affects at least one of five Filipino women aged 15-49 years. Moreover, 14.4% of married women have experienced physical abuse from their husbands, while more than one-third (37%) of separated or widowed women have experienced physical violence, which could have led to the separation or annulment. Emotional and other forms of non-physical violence, however, are the most common types of spousal abuse (reported by 23% of ever-married women).⁴

Information campaigns, institution of various mechanisms (including the Women and Children Protection Desks in police stations, and the Women and Children Protection Units in public hospitals), capacity development of relevant agencies, establishment of referral systems for victims of gender-based violence, and monitoring have been pursued as part of the implementation of Republic Act (RA) No. 9262, or the Anti-Violence against Women and Children (Anti-VAWC) Act.

POLITICAL SITUATION AND GOVERNANCE

Women occupy 26% of the total seats in the Philippine Congress in 2013,⁵ compared to 22% in 2010,⁶ and 18% in 2007.⁷ In addition, 14 of the 56 Party-list Representatives who were given seats in Congress in 2010 were women, including two who came from the Gabriela Women's Party.⁸ Despite the rising trend, the MDG target of 50% in 2015 seems to be out of reach.

At the local level, however, among the 16,311 elected provincial, city and municipal officials, only 18% are women, and 82%, men.⁹ For Congressional or local elective positions, a number of the women incumbents are 'placeholders' for their father, husband, or brother, who might not have been able to run for the same position in view of the three-term limit.

The participation of women in the judiciary has been rising slightly. In 2007, 32% of the total incumbent judges in the first- and second-level courts (including the Shari'a courts) were women. In 2010, it rose to 34%. In the Supreme Court, women justices accounted for 20% of 15 justices in 2001, 36% in 2005 and 2006, 43% in 2007, but it has gone down to 21% since 2010. In 2012, however, the Supreme Court had its first woman Chief Justice.¹⁰

There are 4 women (or 18%) among the 22 Cabinet Secretaries, and another 4 women (22%) among the 18 (22%) officials with Cabinet-level rank. Women constitute 58.7% of the 1.4 million government workers. Among the women, 93.3% are career Civil Service personnel versus 84.0% among the men.¹¹

⁵UNDP, HDR, 2013.

⁷Philippine Commission on Women (PCW), 2013, "Fact Sheet on Filipino Women and Men," March 2013. http://pcw.gov.ph/sites/default/files/documents/resources/factsheets_filipino_women_men_201304.pdf. Accessed 8 July 2014.

⁸PCW, 2013

⁹PSA-NSCB, 2013

¹⁰PCW, 2013

¹¹PSA-NSCB, 2013

ECONOMIC SITUATION

Labor force participation and wage employment

Female labor force participation rate in 2012 stood at 50.0%, which is lower than the male's (78.5%). The gender gap, however, has narrowed since 2000, from over 31 percentage points to 28.5 percentage points in 2012. Among women in the labor market, unemployment rates have been consistently slightly lower than that among men.

In 2012, female unemployment rate was 6.7%, while male unemployment rate was 7.0%.¹² These slight gains mask several challenges. For instance, the narrowing of the gender gap in labor force participation came about from the stagnant or declining male labor force participation rate at the same time that female labor force participation rate was increasing.

Several gender gaps condition women and men's economic participation. Among these are: (1) human capital gap arising from the gender segregation in the types of training and education available to women, or women are conditioned to prefer, which may constrain their job prospects; (2) unpaid work gap, caused by gendered division of labor, with women providing 84% of total household time allocated to child care and women being expected to be primarily responsible for domestic and unpaid work; and (3) vulnerable employment, decent work, and social protection gaps, caused mainly by more women than men being found in the informal sector.¹³ In 2012, some 4.147 million workers (56.6% women) were reported to be unpaid family workers, while 11.961 million (36.4% women) were own-account workers.¹⁴

¹²Philippine Statistics Authority, Bureau of Labor and Employment Statistics (PSA-BLES). "2013 Gender Statistics on Labor and Employment." <http://www.bles.dole.gov>. Accessed 4 July 2014

¹³Asian Development Bank (ADB), Gender Equality in the Labor Market in the Philippines. Mandaluyong City, Philippines: ADB (with ILO and the PCW), 2013. <http://www.adb.org/publications/gender-equality-labor-market-philippines>. Accessed on 18 June 2014.

¹⁴PSA-BLES, 2013

Participation in entrepreneurship or businesses

The WEF Global Gender Gap Report 2013 notes that 69% of surveyed firms had female participation in ownership of the business or enterprise, but only 33% of the firms had female top managers. Among the entrepreneurs or business people, Filipino women remain concentrated in low-productivity, low-pay employment and businesses. They are more often found in irregular, informal, home-based, micro enterprises.

Women's enterprises are generally characterized by slow growth, low profitability, and limited access to markets, technology and inputs. In 2011, the International Finance Corporation (IFC) estimated the annual growth of women's small and medium enterprises at a low 3%.¹⁵

Moreover, Filipino women own 45% of enterprises, but over two-thirds of these (69%) are generally nascent businesses. In contrast, men tend to own more established businesses (66%).¹⁶

Apart from firm size, which shapes the capacity of the business/enterprise to engage both factors' and goods' markets, there are, as well, issues that women entrepreneurs face: balancing the demand of home and business; limited access to business development information and services; and limited access to market and to value-chain resources.

Other Gender-Related Conditions

The WEF Global Gender Gap Report 2013 noted that there are government policies and mechanisms in place for maternity leaves (6 weeks; 60 days for government employees), including maternity leave benefits (100% of wages in covered period); and paternity leave benefits (1 week paid leave; 100% of wages for that period); and public daycare facilities (without allowance). However, it also noted that the Philippine government's income taxation policies, as they apply to married women and men (who, as the default head of household, can apply for higher personal exemption as head of household and additional exemptions for dependent-children) can have gender-biased effects on the disposable income of women and men.

¹⁵Cited in Asia-Pacific Economic Cooperation (APEC), "Access to Trade and Growth of Women's SMEs in APEC Developing Economies, 2013.

¹⁶Global Economic Monitor, 2006 Philippine Survey on Entrepreneurship (Washington, D.C.: The World Bank

Gender Profile of the Philippine Tourism Industry

The tourism industry is a vast system consisting of several interrelated sectors that benefit or suffer from the downswings and upswings of tourism arrivals, foreign and local. Hotels, resorts and other accommodations, travel agencies and tour operators, and airlines and other means of transport constitute the core. These are supported or complemented by smaller establishments, such as souvenir shops, restaurants, bars and the like. More recently, the industry has promoted medical/health/wellness tourism, and hospitals and similar facilities have been brought into the industry. The industry also involved government, non-government organizations, and the academe.

HUMAN RESOURCES

The active promotion of travel to the Philippines in the 1950s gave birth to a travel and tourism industry in the country. The Department of Tourism (DOT) was formally created in 1973.¹ Shortly thereafter, it encouraged the opening of an academic tourism program.

In 1976, the Asian Institute of Tourism was created by the University of the Philippines as a joint endeavor with the DOT and the Philippine Tourism Authority. The Institute was expected to supply the tourism industry with quality entrepreneurs, managers and qualified personnel. Many universities and colleges followed. By school year 2007/08, a total of 211 higher educational institutions were offering programs in tourism, tourism and travel management, and hotel and restaurant management.² Despite the reported increase in enrolment, the share of tourism courses to total remained small (less than 1%).

Total enrolment in tourism courses numbered 23,746 in 2007/08, or an average of 113 per school. Of these 79% were women. Relatively more men took up Hotel and Restaurant Management, accounting for 31% of total enrollees, than other tourism courses (Table 1).

From 2000/01 to 2006/07, schools had graduated 16,754 students, or an average of 2,367 students per year and no more than 40 students per school per year. In 2006/07, a total of 2,316 graduated from tourism courses. Of these, 77% were women. A tracer study conducted of graduates from a provincial college suggests strong employability of tourism course graduates, with at about 8 of 10 finding and keeping their jobs in tourism-related establishments.³ The positive outlook of the industry also meant more careers in the industry.⁴

¹http://en.wikipilipinas.org/index.php/Department_of_Tourism. Accessed 17 June 2014.

²Commission on Higher Education (CHED), as cited in BLE-DOLE (2012), "Industry Career Guide: Hotel, Restaurant and Tourism."

³Following Hillage and Pollard (1998), employability refers to a person's capability of gaining initial employment, maintaining employment, and obtaining new employment if required. Employability depends on the knowledge, skills and abilities (KSAs) individuals possess, "the way they use those assets and present them to employers, and the context (e.g. personal circumstances and labor market environment) within which they seek work."

⁴BLE-DOLE (2012), p. 38

Table 1. Percentage Distribution of 2007/08 enrolment and 2006/07 graduates in tourism-related courses

Course	Enrolment, 2007/08			Graduates, 2006/07		
	Male	Female	Total no.	Male	Female	Total no.
Tourism	22	78	19,066	25	75	1,992
Tourism and Travel Management	15	85	4,129	10	90	277
Hotel and Restaurant Management	31	69	551	21	79	47
All tourism courses	21	79	23,746	23	77	2,316
All courses	46	54	2,564,294	41	59	444,427

Sources: For tourism courses, CHED, in BLE-DOLE (2012), p. 42; for all courses, CHED (www.ched.gov.ph)

In addition to the tourism graduates, the industry has drawn from other course, and for an array of services, from among high school graduates. Particularly for college graduates, the intake of possible workers includes more women than men (Table 1).

EMPLOYMENT

Household data

Three sets of data are currently available for employment in the tourism industry. Two sets are on establishments in the formal sector; the third is the labor force survey, which collects data from households and wherein the ‘accommodation and food services’ industry group provides a rough estimate of the size of tourism-related employment *both in the formal and informal sectors*.

In 2013, accommodation and food services accounted for 4.4% of total employment (3.0% among employed men, and 6.5% among employed women). Table 2 also shows that women are represented more among ‘tourism’ (accommodation and food services; 58.3%) sector workers than among all wage workers (37.5%), suggesting that compared to men, women workers in ‘tourism’ are working more as self-employed or unpaid workers (in women-owned or family-run enterprises) than as wage workers. In fact, among the 154,000 unpaid family workers in the food and accommodation sector, female workers accounted for 63%.⁵

⁵Computed from data presented in NSO (2014a), “Four in Seven Unpaid Family Workers are Women (Results from the October 2013 Labor Force Survey),” *Gender Factsheet*, March 2014.

Gender Profile of the Philippine Tourism Industry



Table 2. Comparable employment statistics by sex, 2009, 2012, and 2013 (household data)

Item	2009			2012			2013 (Oct.)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labor force participation rate (%)	78.6	49.4	64.0	78.5	50.0	64.2	78.1	49.8	63.9
Employment rate (%)	92.4	92.8	92.5	92.8	93.3	93.0	93.3	94.1	93.6
Employed population									
Number (000)	21,404	13,675	35,061	22,849	14,751	37,600	23,408	15,129	38,537
% to total	61.0	39.0	100.0	60.8	39.2	100.0	60.7	39.3	100.0
Wage and salary workers									
Number (000)	11,581	7,099	18,681	13,440	8,052	21,492	13,871	8,333	22,204
% to total	62.0	38.0	100.0	62.5	37.5	100.0	62.5	37.5	100.0
% to total employed	54.1	51.9	53.3	58.8	54.6	57.2	59.2	55.1	57.6
Workers in the accommodation and food (hotel and restaurant) industry									
Number (000)	455	555	1,010	518	601	1,119	702	983	1,685
% to total	45.0	55.0	100.0	46.3	53.7	100.0	41.7	58.3	100.0
% to total employed	2.1	4.1	2.9	2.3	4.1	3.0	3.0	6.5	4.4

Source: PSA-NSO, www.census.gov.ph. Accessed on 30 June 2014

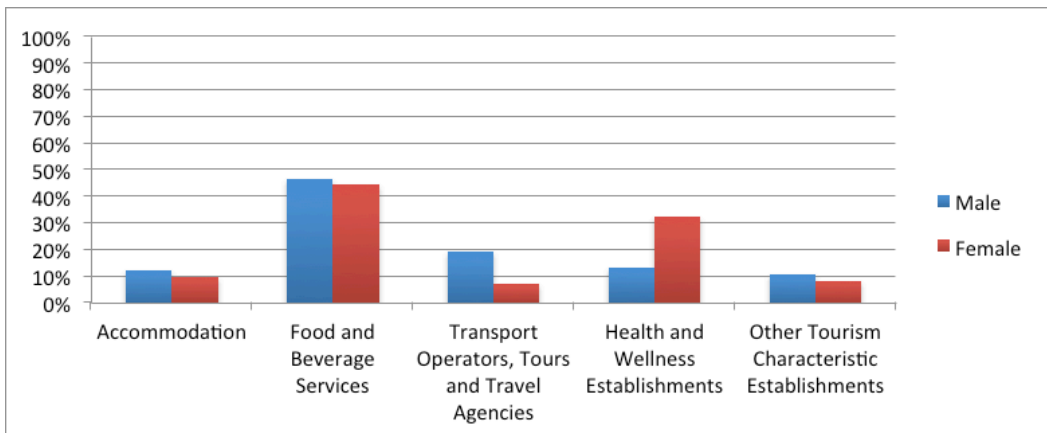
Workers in the food and accommodation services kept longer hours than those in many industries and services, logging an average 45 hours per week, or four hours longer than the national average. Men kept slightly longer hours (45.4), on the average, than did the women (44.8). Nonetheless, more men felt underemployed (15.1%) than among the women (13.5%).⁶

If one were to include other tourism-characteristic enterprises⁷ (including transport, tour and travel agencies), the share of employment in the tourism industry to total would rise three-fold. The share reportedly rose from 2.7% (hotels and restaurants and their similars) to 9.5%⁸ in 2008, and from 2.9% to 11.3% in 2012.⁹ As would be evident in the next section, the sex ratio of employment in the sector change with the inclusion of other activities, particularly transport, in the coverage of the tourism industry.

Establishment data

What are the gender patterns among tourism-characteristic establishments that constitute the formal or wage sector of the tourism industry? Data on these establishments have been derived from two sources: the 2009 Survey of Tourism Establishments in the Philippines (2009 STEP)¹⁰, and the accreditation application papers with the Accreditation Division of the Department of Tourism. The STEP covers all formal establishments catering mainly to tourists, local or foreign, regardless of employment size and their accreditation status with the Department of Tourism.¹¹

Figure 1. Percentage distribution of male and female workers in the tourism industry by major categories of tourism-characteristic establishments, 2009 (STEP)



Source of data: STEP 2009, PSA-NSO, <http://www.census.gov.ph/statistics/survey/tourism>

⁶Computed from data presented in NSO (2014b), "Three in ten underemployed are women," Gender Factsheet, March 2014. Underemployed workers refer to those who want to have additional hours of work in their present job, have an additional job, or have a new job with longer hours.

⁷These are industries that produce goods and services, which would "cease to exist in meaningful quantity or those for which the level of consumption would be significantly reduced in the absence of visitors (e.g., accommodation services)" (Technical Notes to the 2009 Survey of Tourism Establishments in the Philippines, PSA-NSO 2012). <http://www.census.gov.ph/statistics/survey/tourism>. Accessed 19 June 2014.

⁸Viola, Romulo (2009), "Statistically Speaking: Tourism as an engine for employment creation," http://www.nscb.gov.ph/headlines/StatsSpeak/2009/041309_rav_tourism.asp#fig2. Accessed 19 June 2014.

⁹NSCB (2013), "Share of Tourism Industry to GDP is 6.0 Percent in 2012," Press Release posted on 5 December 2013. http://www.nscb.gov.ph/pressreleases/2013/NSCB-PR-20131205-ES4-20_PTSA.asp. Accessed on 4 July 2014.

¹⁰The 2009 STEP used the Philippine Tourism Statistical Classification System (PTSCS), and covered establishments in the formal sector that are engaged in "tourism characteristic industries" (footnote #7).

¹¹Based on the 2009 STEP, however, no more than 13% to 17% of tourism-related establishments have DOT accreditation.

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The STEP data highlights several things. Food and beverage service establishments account for the largest share of male and female workers (46% and 44%, respectively; Figure 1). Beyond this, gender differences were notable.

Compared to the men,

- Female participation in formal-sector tourism establishments is generally lower (45.3% vs. 54.7%; Table 3). The gender gap, or the difference between male and female shares in jobs, is largest in the transport and related services (54.4 percentage points), although the gap is also noted in amusement, entertainment and other tourism-characteristic services (35.4); and in the accommodation sector (22.6).
- However, there are subsectors within these three broad categories where women outnumbered men: tour and travel agencies, travel booking offices, and tour guiding, where women accounted for over 60%; and in pension houses and often family-owned accommodations, such as bed and breakfast and homestays (50.2%)
- Although women are least visible in land and water transport sectors, they account for 44% of air transport workers (frontline, cabin crew, and office personnel).
- The percentage of women workers is higher in specific sectors, such as health and wellness (67.7%).
- Women do not dominate the waged food and beverage sector, except for smaller establishments, such as refreshment kiosks and food counters (61%).
- Women are reported to be slightly outnumbered in certain entertainment places, such as bars, clubs and lounges (43% vs. 57%). Men are likely to be working in the kitchen, waiting tables, serving as utility or maintenance crew, and acting as bouncers or security guards. Women generally act as hostesses and ‘guest relation officers.’”



Table 3. Selected information, 2009 STEP

Tourism characteristic industry	No. of establishments	Percent accredited with DOT	Employed workers		
			Total number	Percent male	Percent female
Total	21,837	13.9	510,884	54.7	45.3
Accommodation	1,475	10.1	55,150	61.3	38.7
Food and Beverage Services	13,120	18.4	230,915	55.8	44.2
Transport Operators, Tour and Travel Agencies, and similar	1,430	13.6	67,974	77.2	22.8
Health and wellness*	3,797	-	109,709	32.3	67.7
Other tourism characteristic establishments	2,015	14.0	47,136	61.1	38.9

*Includes private hospitals, sanitaria, private medical clinics, saunas, and slendering and body building activities.
Source: PSA-NSO (2012), <http://www.census.gov.ph/statistics/survey/tourism>

Among workers in DOT-accredited tourism establishments (Table 4), which are about 13% of all tourism characteristic establishments, men outnumber women (59% to 41%), and more than those in non-accredited establishments. As with the STEP data, primary tourism enterprises, or facilities, services, and attractions that are directly related to or involved in tourism (such as hotels, resorts, self-styled accommodation establishments, pension houses or inns, and motels; organizers or facilities catering to meetings, incentives, conventions and exhibits, or MICE; tourist transport operations by air, land or water; and travel and tour agencies) have more predominantly male workers (61%) than secondary tourism enterprises (51%), or facilities and services that may be related to tourism (such as restaurant, malls, shops, department stores, sports and recreational centers, health and wellness centers, themed parks, ecotourism), but do not have tourism as their main business.

However, women are better represented in management (47% of all management personnel) than among rank and file workers (39%), especially in secondary tourism establishments (53%).

Table 4. Distribution of workers employed in DOT-accredited establishments by type of service, and by type of position held and sex of workers (December 2013)

Type of service	Management			Rank and file			All workers		
	Male	Female	Percent female	Male	Female	Percent female	Male	Female	Percent Female
Primary	6,186	5,263	46.0	25,569	15,382	37.6	31,755	20,645	39.4
Secondary	945	1,065	53.0	4,653	4,300	48.0	5,598	5,365	48.9
All tourism enterprises	7,131	6,328	47.0	30,222	19,682	39.4	37,353	26,010	41.0

Source of raw data: Accreditation Division, DOT

DEMAND FOR TOURISM

Foreign Visitors

The Department of Tourism reports that international arrivals from January to April 2014 reached almost 1.7 million, or a growth of 2.85% over the same period in 2013.¹² In 2005, about 61% of international travelers were reportedly male.¹³ In 2007, at least 62% were men.¹⁴

Three of five visitors came from South Korea (22%), the United States (16%), China (10%), Japan (9%), and Australia (5%). Another 10% came from Singapore, Canada, and the United Kingdom, with each accounting for 3% to 3.5% of arrivals.

Domestic Visitors

Based on the 2012 NSO Household Survey on Domestic Visitors (HSDV), an estimated 25.72 million Filipinos (or 39%) who are 15 years old and above had traveled to at least one place within the country during the period April to September 2012. Women accounted for 52.2% of the domestic travelers. (They also comprised 52.8% of the international travelers.) In addition, 274,000 Filipinos of the same age group traveled outside the country.

For both female and male travelers, the most common purpose for the most recent trip is to visit friends or relatives, or to attend family gatherings (41%). This is followed by vacation or pleasure (Table 5). Several gender differences were noted. More women than men reported to have travelled to make a pilgrimage (2.9 percentage points), while more men than women reported business or profession as main purpose of trip (2.8 points). Moreover, slightly more women than men reportedly traveled for pleasure or vacation, or for medical reason.

Compared to 2009, the gender gap in 2012 with respect to travelling for business had narrowed significantly (from 5.1 points to 2.8), although the sex ratio increased slightly from 1.53 to 1.60. Meanwhile, the gender gap in connection with pilgrimage or religious reason has increased slightly (2.4 to 2.9) at the same time that relatively fewer women and men made such a trip in 2012.

¹²DOT (2014), "International Arrivals: April 2014."

¹³Cited in Carmen R. Zafft and Ryan Tidball (2010), "A Survey of Child Sex Tourism in the Philippines."

¹⁴Cited in Jean Enriquez, "The Demand-Side of Trafficking and Sexual Exploitation in the Philippines: Focus on the Role of Korean Men." CATW-AP.

Table 5. Percent distribution of domestic travelers during the most recent trip, by main purpose and sex, Philippines: 2009 and 2012

Main purpose of trip	2009			2012		
	Both sexes	Male	Female	Both sexes	Male	Female
Total travelers (000)	22,772	10,829	11,942	25,719	12,282	13,437
Visit friends or relatives/Attend family gatherings	53.3	54.4	52.3	41.0	40.9	41.0
Pleasure/vacation	34.3	32.7	35.9	36.7	35.9	37.5
Business/profession	9.8	12.5	7.4	5.0	6.5	3.7
Religion/pilgrimage	7.6	6.4	8.8	4.5	3.9	6.8
Medical/health reason	6.1	5.1	7.0	3.6	3.0	4.2
Study/training/exchange program	3.6	3.3	3.9	0.8	0.8	0.9
Meetings, Incentives, Conventions and Exhibits (MICE)	2.8	2.8	2.8	0.8	0.8	0.7
Official government mission	0.5	0.6	0.5	0.4	0.5	0.4
Others	10.1	10.3	9.9	7.2	7.6	6.8

NOTE: The percentages may exceed 100 because a traveler may report more than one trip.

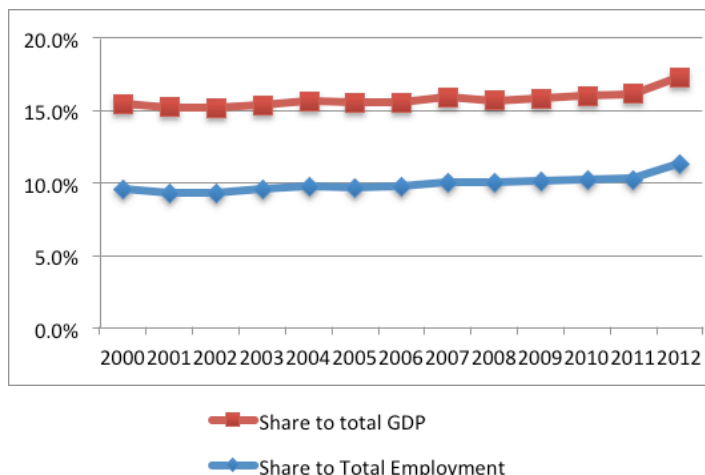
Source: HSDV/NSO. <http://www.census.gov.ph/sites/default/files/attachments/hsd/pressrelease/PR2011-13tab2.pdf>; <http://www.census.gov.ph/sites/default/files/attachments/hsd/pressrelease/TABLE%202%20Percent%20Distribution%20of%20Domestic%20Travelers%20During%20the%20Most%20Recent%20Trip%20by%20Main%20Purpose%20and%20Sex%2C%20Phils%202012.pdf>. Accessed 19 June 2014.

CONSEQUENCES OF TOURISM

Based on the most recently available results of the Philippine Tourism Satellite Accounts, the benefits from tourism includes:

- Inbound tourism expenditures (or expenditures of foreign visitors and Filipinos permanently residing abroad), which continued to increase with the PhP 160.2 billion posted in 2012 being higher by 28.7% than the previous year, had boosted the earnings of the following tourism products: accommodation, which received 28.9% of inbound tourists' total expenditures; beverage and food, 25.6%; and shopping, 23.2%.
- Domestic tourism expenditures, amounting to PhP 662.7 billion in 2012, grew by 12.2 percent, further fuelling the growth of local economies.
- Employment generation, with tourism-characteristic industries absorbing 4.2 million workers in 2012, or 11.3% of total employment (Figure 2). This is 10.4% higher than the 2012 tourism employment of 3.8 million.
- Contribution to the Gross Domestic Product, as measured in terms of the share of tourism direct gross value added (TDGVA) to total gross domestic product (GDP), rose to 6.0% in 2012 after it averaged 5.9% in 2000-2011. The TDGVA rose by 12.1% in 2012, after growing by 10.8% in 2011.

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Many of these benefits are shared by women entrepreneurs, producers, and workers in the tourism supply chain, given the “wide employment multiplier-effect” of tourism, and low barriers to entry that have offered entrepreneurship opportunities in handicrafts, food products, tour guiding, and other areas.¹⁶ However, many of the opportunities are found in the unprotected, low-productivity informal sector.

Tourism development has helped to improve infrastructure in some areas. When better roads, water supply, health facilities, electricity, and communications are accessible to local communities and not just to tourism facilities, the improved infrastructure could improve the lives of the poor, particularly women.

The economic benefits mask several social costs. The case study of Boracay in 2007 by the non-government organization ECPAT (End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes) is illustrative of the problems that could be visited on a community by tourism, including exposure of children, girls and boys, to drug abuse and to an open sex trade. Although the majority of foreign and local tourists are responsible visitors, there are those “whose purpose to travel is to exploit and engage in sexual activities involving children.”¹⁷ This has made children in the area highly vulnerable not just due to exposure to the trade, but also to being targets of certain types of tourists. The 2011 Global Monitoring Report on the Status of Action Against Commercial Exploitation of Children claims that there were 60,000 to 75,000 underaged people who are exploited in the commercial sex industry, a significant number as part of child sex tourism.¹⁸ In 2014 Trafficking in Persons Report noted that

¹⁶WTO and UN Women (2011), *Global Report on Women in Tourism 2010* (Madrid and New York: WTO and UN Women).

¹⁷ECPAT Philippines (2008), “A Situational Analysis of the Effects of Tourism on Children in Boracay,” p. 26. An ECPAT advocacy material, “Facts on the Involvement of Tourists in the Sexual Exploitation of Filipino Children in Travel and Tourist Destinations,” notes that while tourism may not be the primary cause for the sexual exploitation of children, sex offenders commit their crime in popular tourist destinations, which, apart from Boracay, includes Puerto Galera and Malate. The Freeman blogs (notably, Liv G. Campo’s “Human trafficking: Booming tourism attracts sex tourism”) noted that Cebu City is one of the most common routes to traffic children and is widely known to have the highest rates of child-sex tourism.

¹⁸Cited data from Protection Project, Johns Hopkins 2007 case studies, in ECPAT International (2011), “Philippines Country Report,” *Global Monitoring Report on the Status of Action against Commercial Exploitation of Children*.

an increasing number of trafficked boys are forced to cater to demand for commercial sex act with children by child sex tourists, and that there is a need to address the needs of male trafficking victims (some 27% of identified sex trafficking victims).¹⁹

The Philippines had decades of exposure to sex tourism in different forms: intentional sex tour packages, as part of rest and recreation (R&R) for American servicemen during the Vietnam War, or as side entertainment for visitors on business or attending meetings or conferences.²⁰ Tour and travel agencies and MICE organizers have sometimes received inquiries about where to get some 'entertainment' or 'action' from meeting/conference/convention participants, often from male participants.²¹ Sometimes complicit to this commercial sexual exploitation of women and children are establishments of the tourism industry (tour and travel agencies, hotels, restaurants, bars and discos, massage parlors, transport), the police, and, sadly, parents and relatives. As late as 2013, the Trafficking in Persons Report noted that the Philippines continues to be "a source country and, to a much lesser extent, a destination and transit country for men, women, and children subjected to sex trafficking and forced labor."²²

¹⁹U.S. Department of State. *Trafficking in Persons Report, June 2014*, pp. 313-315. Washington, DC. <http://www.state.gov/documents/organization/226848.pdf>. Accessed 21 July 2014.

²⁰Mary McEvoy (1993-1994), "Gender issues in the informal sector: A Philippine case," *Development Review 1993-1994*.

²¹Yet another form of tourism-related sex trafficking is marriage brokering, or 'using marriage to bring women to sexual slavery' (Jean Enriquez/CATW-AP, n.d.).

²²Trafficking in Persons Report, June 2014. <http://www.state.gov/documents/organization/226848.pdf>. Accessed 21 July 2014. The Philippines has been classified as a Tier-2 Watch List country in 2004 and 2005, and again in 2009 and 2010. When it was put on the Watch List in 2009, the Trafficking in Person Report observed that while the Philippine government is "making significant efforts" to fully comply with the minimum standards for the elimination of trafficking, it "did not show evidence of progress in convicting trafficking offenders, particularly those responsible for labor trafficking ... Although there was an increase in the number of trafficking cases filed in court, only four trafficking convictions were obtained under the 2003 anti-trafficking law during the reporting period, and there were no reported labor trafficking convictions ... The number of convictions for sex trafficking offenders is low given the significant scope and magnitude of sex trafficking within the country and to destinations abroad..." Trafficking in Persons Report, June 2009. (Washington, DC: Department of State). <http://www.state.gov/j/tip/rls/tiprpt/2009/123137.htm>. Accessed 15 July 2014.

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EFFORTS TO ADDRESS THE DOWNSIDES OF TOURISM

The Philippines has made notable efforts in addressing the issues of tourism. It passed the Anti-Trafficking in Persons Act in 2003 (Republic Act No. 9208), and amended it as the Expanded Anti-Trafficking in Persons Act of 2012 (Republic Act No. 10364), which was signed into law on 6 February 2013. The law prohibits sex and labor trafficking, and considers as trafficking, “to undertake or organize tours and travel plans consisting of tourism packages or activities for the purpose of utilizing and offering persons for prostitution, pornography or sexual exploitation” (Sec. 4(c)). More importantly, the expanded law prescribes penalties that are sufficiently stringent and commensurate with those prescribed for other serious crimes, such as rape.

The 2014 Trafficking in Persons Report noted that in 2013, the Philippine government has increased its funding to the Inter-Agency Council Against Trafficking (IACAT) to about \$2.4 million and continued efforts to enforce anti-trafficking laws, policies and programs at different levels particularly through public information campaigns. It has made some progress in prosecuting traffickers, but not officials complicit or guilty of trafficking. It has also provided some services, but not specialized services to trafficking victims, and granted some funding to NGOs that run shelters and programs for such victims. These services, however, have been deemed inadequate given the scale of the problem.

CHILD WISE TOURISM

The campaign was spearheaded in 1998 by the Australian not-for-profit child sexual abuse prevention organization, Child Wise, in response to requests for assistance from governments, NGOs, and the tourism sector in the ASEAN region to address the problem of child sex tourism. It is a public education program that seeks “to support regional governments, tourism authorities and police to take the lead in establishing policy and practices which prevent child sex tourism and other forms of child sexual exploitation.” The program has established strong ‘operational relationships’ with National Tourism Authorities, the tourism industry, local and international NGOs, and other groups. Child Wise Tourism has placed Australia in a partnership role with ASEAN countries.

In Australia, new laws were passed to subject Australians who travel overseas to sexually abuse children to the same tough penalties they would have received if the offenses were committed at home. Both efforts are notable considering that Australians have been identified as traveling sex offenders in at least 25 countries and as the largest group (31% of the total) of sex tourists prosecuted in Thailand.

(Data cited from the 2007 Johns Hopkins University and The Protection Project report. <http://www.childwise.net/page/13/child-wise-tourism-program>. Accessed 15 July 2014.)

The Philippines has also been trying to address one more challenge: reduce the demand for commercial sex acts. In 2006, it joined a regional campaign, Child Wise Tourism, which aimed at preventing child sex tourism. The Department of Tourism, in partnership with the tourism industry, local government units, Department of Labor and Employment (DOLE), the Philippine National Police (PNP), and other groups, has since pushed the campaign to key tourist destinations. Child Wise materials and signages are displayed in check-in counters in some resorts and hotels. In 2010, the national campaign was hailed as a “World’s Best Practice” by the United Nations World Tourism Organization.²³

In 2013, the Department of Tourism embarked on a convergence program with the Department of Social Welfare and Development (DSWD) and the United States Agency for International Development (USAID) that seek to promote inclusive tourism. Called The One-Step Project, the initiative aims to improve the lives of the poor by including them “at the start of the development process and integrate communities, including but not limited to the beneficiaries of DSWD’s Pantawid Pamilyang Pilipino Program (Pantawid), in the tourism value chain.”²⁴

As active as the government, NGOs, such as ECPAT Philippines and CATW-AP (Coalition Against Trafficking Women—Asia Pacific), have been active in advocacy, documentation and research, and provision of support services to trafficking victims. Efforts of multilateral organizations must also be noted, especially the Child Protection Program of the United Nations Children Fund (UNICEF).²⁵

²³WTO hails RP tourism agency’s antichild-exploitation program,” STEER (Strengthening the Enabling Environment to Improve Response to TIP and Related Cases) Project website, the Solidarity Center, with funds from the U.S. Department of State. 24 June 2010. http://trafficking.org/ph/v5/index.php?option=com_content&task=view&id=3173&Itemid=56. Accessed 15 July 2014.

²⁴Official Gazette, “DOT, DSWD, and USAID launch One-Step Project,” published 8 August 2013. <http://www.gov.ph/2013/08/08/dot-dswd-and-usaid-launch-one-step-project/>. Accessed 15 July 2014.

²⁵A summary of these efforts, at least until 2009, can be found in ECPAT International (2011), *Global Monitoring Report on the Status of Action against Commercial Exploitation of Children*. Bangkok: ECPAT International. <http://www.scribd.com/doc/126866725/Global-Monitoring-2011>. Accessed 23 June 2014.

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GAD CHECKLIST FOR THE TOURISM SECTOR¹

The tourism sector is composed of the public and non-public sector. The former includes national government agencies, mainly the Department of Tourism (DOT) and its various offices and agencies, and local government units, while the latter consists of the private sector (business enterprises in various areas of tourism), nongovernment organizations (NGOs), academic institutions, and, more importantly, communities. This gender and development (GAD) checklist applies to tourism-related programs and projects of key tourism stakeholders.

The GAD checklist for the tourism sector seeks to bring gender-related aspects of tourism to the attention of policymakers and program or project developers, especially the issues of women's employment in the tourism industry and women's participation in tourism planning and management. In compliance with Republic Act (RA) No. 7192 (Women in Development and Nation Building Act) and, more recently, RA 9710 (Magna Carta of Women, or MCW), DOT, through the Inter-agency Committee on Gender and Development that was created under Administrative Order No. 94-07, continuously implements various GAD programs, activities, and projects addressing gender issues and concerns in the tourism industry.

¹ The USAID Advancing for Philippine Competitiveness (COMPETE) project facilitated the harmonization of the GAD checklist for the tourism sector. This checklist brings together the guidelines prepared by the Local Governance Support Program for Local Economic Development (LGSP-LED) and that crafted by the DOT with support from the Gender Responsive Economic Actions for the Transformation of Women (GREAT Women) Project. LGSP-LED and the GREAT Women Project are projects supported by the Philippine Program of the Department of Foreign Affairs, Trade and Development (DFATD; formerly the Canadian International Development Agency, or CIDA) of the Government of Canada.

GENDER ISSUES AND STRATEGIES

The tourism industry offers vast income-generating opportunities, from employment to operation of enterprises. It is labor-intensive, providing a wide range of job openings that the poor with vocational skills training can access. Tourism also creates economic prospects for small entrepreneurs, as there are many support services that can be established with minimal start-up costs.

The Magna Carta of Women instructs DOT, like other government agencies, to “pursue the adoption of gender mainstreaming as a strategy to promote and fulfill women’s human rights and eliminate gender discrimination in their systems, structures, policies, programs and processes.”² It also stresses the importance of the non-discriminatory and non-derogatory portrayal of women in media and film, including commercials and promotional materials used for tourism, among a number of purposes.³ The MCW promotes women’s rights to representation and participation, including undertaking “temporary special measures to accelerate the participation and

equitable representation in the decision-making and policy-making processes,” and instructs appointing authorities to ensure the representation of women or women’s groups in policymaking and decision-making bodies.⁴ Further, it provides that girl children “shall be protected from all forms of abuse and exploitation.”⁵

The United Nations Environment and Development UK Committee report on Gender and Tourism⁶ shows that, worldwide, tourism is a particularly important sector for women, who make up 46 percent of the tourism labor force. This statistic masks several gender issues related to workers in the sector:

- *Gender-role stereotyping.* In formal sector employment in tourism-related industries, the quality and type of work available to women is heavily influenced by sex stereotyping and sex segregation. Women are usually employed as waitresses, chambermaids, cleaners, travel agency sales persons, flight attendants, and front desk personnel. Meanwhile, men are employed as barmen, gardeners, construction workers, drivers, pilots, etc. Gender stereotyping arises partly because traditional

² MCW Implementing Rules and Regulations (IRR), Rule VI, Section 37, pp. 104–105.

³ MCW IRR, Rule IV, Section 19, p. 65; and Section 19, Article A, p. 66.

⁴ MCW, IRR, Rule IV, Section 14, pp. 53–54. 5MCW IRR, Rule V, Section 35, Article B, page 103.

⁵ MCW IRR, Rule V, Section 35, Article B, page 103.

⁶ Report prepared for the 2002 Earth Summit. Available from www.earthsummit2002.org/toolkits/women/current/gendertourismrep.htm

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gender roles and gender identity help create notions of women and men as being suitable for certain, gender-appropriate, occupations.

- *Gender inequalities in occupational distribution.* Gender bias in occupations and positions in the tourism industry occurs because of not just horizontal segregation but, as important, vertical gender segregation of labor that places women and men in different occupations. The typical “gender pyramid” is prevalent in the sector, with women dominating lower levels and occupations offering few career development opportunities and men dominating key managerial positions.
- *Limited access to capital of woman microentrepreneurs for tourism-related enterprises.* While tourism opens up prospects for the establishment of tourism-linked businesses (such as the production of handicrafts and souvenir items), women’s lack of access to adequate credit may limit women from taking advantage of such opportunities. Establishment of credit windows that do not require land-based collateral can benefit women.
- *Negative impact of tourism.* Although tourism creates economic opportunities and brings in foreign exchange, it also causes adverse social and environmental problems, including:
 - *Prostitution, sexual exploitation of children, and human trafficking.* Tourism can worsen social problems, such as prostitution, sexual exploitation of children, and human trafficking. These lead to more problems, including increase in the incidence of HIV/AIDS. Sexual exploitation of women and children (boys

and girls) is particularly linked to the notion of certain places as destinations for sex tourism.

- *Sexual objectification of women.* This is related to stereotypical images of women as part of the tourism product. Advertisements of tourist destinations show scantily clad women. Women working in the industry are expected to play along and accept sexual harassment from clients.⁷
- *Some environmental effects.* A boom in tourism can result in a water crisis that can place severe burden on women, as they are responsible for household care.⁸ The diversion of water for use in resorts and golf courses can heighten water scarcity in the local communities. Moreover, prices of essential commodities escalated during peak tourist season, creating difficulties to poor households, particularly the women who had to manage the household budget. It is essential, therefore, for projects to include measures to ensure that poor households are able to benefit from tourism initiatives.

- *Issues related to management of the sector*

- Women's influence in the development of tourism policymaking and programming is limited, as they are not well represented in decision-making and policymaking bodies, and may lack the capacities for planning and budgeting.
- Analysis of relevant gender issues and tracking of gender-related results of tourism are hampered by the lack of sex-disaggregated data and information on the negative impact of tourism in tourism statistics.
- Sexual harassment in the workplace can take various forms. One is when sexual favor is made as a condition for hiring or employment, re-employment, or continued employment of said individuals or for granting said individuals favorable compensation, terms, conditions, promotions, or privileges.
- Lack of awareness of gender issues in tourism among tourism sector employees leads to the inappropriate portrayal of women and children in tourism commercials and advertisements.

⁷ From "Gender & Tourism: Women's Employment and Participation in Tourism" (Summary of UNED-UK's Project Report), United Kingdom, 2002.

⁸ Anita Haladi, "Tourism's Blind Spot in Goa: Women and Gender Issues," paper presented at the 9th International Congress on Women, organized by WW05, Seoul, Korea. 23 June 2005. Available from <http://www.esocialsciences.com/essResearchPapers/displayArticles.asp?aid=13&type=0>



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The last cluster of issues pertains to gender mainstreaming, and will require actions from tourism agencies. These actions can include naming woman members to tourism bodies, building the capacity of agency personnel for planning and budgeting establishing a gender-aware tourism database, and instituting measures to combat sexual harassment in the workplace.

Training of tourism agency staff and workers in tourism industry establishments, especially involving hotel and homestay operations, can include sessions on relevant laws protecting women and children, as well as their accompanying implementing rules and regulations, among others: RA 9208, or the Anti-Trafficking in Persons Act of 2003; RA 7877, or the Anti-Sexual Harassment Act of 1995; RA 9262, or the Anti-Violence against Women and their Children Act of 2004, which includes the crime of prostituting women and their children; RA 8353, or the Anti-Rape Law of 1997, which classifies rape as a crime against person, hence, not a private crime; and RA 8505, or the Rape Victim Assistance and Protection Act of 1998. These sessions must include discussions of possible actions that may be taken by the hotel staff, homestay operators, and the community in general to prevent trafficking, sexual harassment, and other forms of abuse and exploitation. The Women's Desks of the local police force can also be strengthened and its capacity built to recognize signs of violence and human trafficking. Links with NGOs working to address these concerns can also be forged.

Training of women working in hotels and relevant tourism-related services (e.g., tour guides) must include sessions on their rights and the laws that protect them. Local tourism bodies must prohibit advertising and marketing strategies that use stereotypical images of women or portray women as sexual objects.

GENDER EQUALITY AND WOMEN'S EMPOWERMENT RESULTS

Recognition of the above issues can help planners design interventions that can ensure tourism projects benefit women and men equally. The Philippine Development Plan (PDP) 2011–2016 seeks to “encourage LGUs to develop tourism related-products and services using the community-based and ecotourism approaches as implemented by innovative and entrepreneurial local governments in Bohol, Palawan, and Bicol, and have contributed to poverty reduction, protection of the environment, and gender equality in local areas.” With respect to wage and self-employment, the PDP notes: “In providing opportunities for formal or self-employment or access to credit, government shall take particular cognizance of the special needs of women, whose potentially large social contributions to social and economic development are stunted by their domestic and other social circumstances” (page 30).

Gender equality outcomes or results should be linked with the changes in the gender issues that have been identified. Examples of gender equality results are:

- Increased employment of women, particularly in management and non-traditional occupations; within tourism government agencies, increased number of women in third-level CESO (Career Executive Service Officer) positions;
- More positive, realistic portrayals of women and children in advertising and marketing campaigns and collaterals;
- Safer workplaces for woman workers, or reduced incidence of sexual harassment;
- Reduced incidence or elimination of human trafficking and prostitution;
- Increased woman-owned or operated tourism-related enterprises;
- Improved productivity and incomes of woman-owned or operated enterprises;
- Greater access of women to higher credit levels and technical support;
- Higher level of stakeholder awareness/consciousness of gender issues in tourism;
- Improved representation of women and men as stakeholders of tourism development;
- More active promotion of gender equality, respect for human rights, and economic empowerment of women in tourism through more gender-sensitive tourism-related establishments; and
- Increased knowledge and skills of tourism sector employees and applied GAD tools in policymaking, planning, and budgeting.

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GENDER ANALYSIS QUESTIONS

The discussion of gender issues in the previous section serves as a reference for the gender analysis that must be conducted when identifying and designing tourism programs or projects. Gender analysis should be done at two points: as part of project identification and analysis of the development problem, and as an assessment of the likely impact of the project design. The gender analysis questions related to the ***definition of the development (tourism) problem*** are as follows:

Gender division of labor and gender needs

- What is the age–gender composition of the tourism-sector workforce? What do the women/men do in tourism-related enterprises? Alternatively, how are woman/man workers represented in the different parts of the tourism value chain? Do these patterns suggest gender-role stereotyping or gender-based biases in occupations?
- What are the gender-related problems encountered by female/male tourism workers and tour operators (e.g., sexual harassment or advances, demand of tourists for sexual services or sex-related entertainment, prostitution)?

Access to and control of tourism services and benefits

- What resources (training, capital, information, market linkage, etc.) do woman/man workers or owners of tourism-related enterprises need to improve their efficiency, productivity, and/or effectiveness? If there are differences between women and men, why?



Constraints and opportunities

- What competencies or skills need to be developed among relevant staff of tourism agencies and establishments for them to be able to identify gender issues and address these?
- What are the current (pre-project) opportunities present for microentrepreneurs supplying tourism-related products and services?
- What gender-based factors hinder or constrain women/men from participating in tourism-related initiatives or enterprises? From accessing resources, including training opportunities, that can improve their productivity, efficiency, or effectiveness as tourism-sector workers or entrepreneurs?

After the project design has been completed, it is necessary to subject the design to a gender analysis. There are ten questions listed in box 24 below, summarizing the possible *gender impact of the designed project*, as follows:

Gender division of labor and gender needs

- Will the project help in determining policy reforms that will safeguard the interests and concerns of women in tourism?
- Will the project, as designed, improve the portrayal of women and girls in tourism promotional materials, standards, and regulations?
- Will the project be able to reduce gender-role

stereotyping, particularly among workers in the target venture?

- Has the project design considered how contributions of women and men to the project will affect their other responsibilities?
- Will the project, as designed, promote safety and security in the workplace, including control of sexual harassment and other forms of gender bias?

Access to and control of tourism services and benefits

- Will the project help the tourism sector and its stakeholders in improving women's access to jobs and employment in tourism development areas?
- Will the project enable women to maximize economic opportunities, improve their status in local communities, and develop leadership capability and ability to manage the natural and cultural resources?
- Does the project design ensure that information on tourism opportunities will be readily available to women and men?
- Will women be engaged in decision making on the focus and direction of the project's technical assistance? On the distribution of opportunities among members of business service organizations?

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Constraints and opportunities

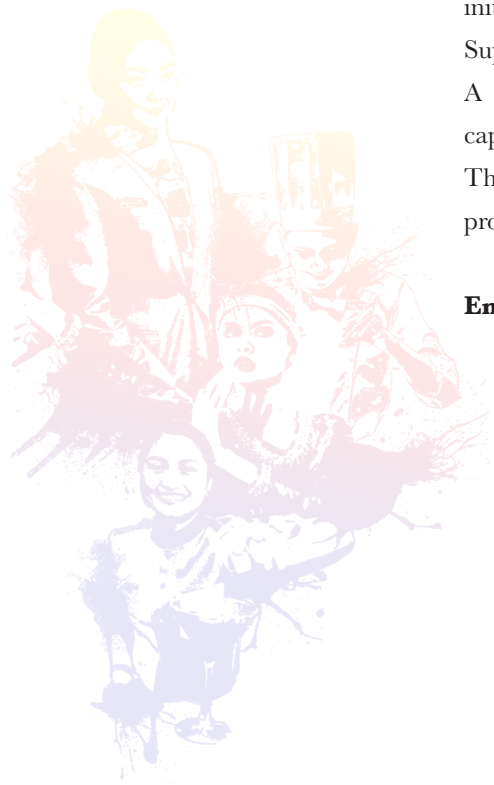
- Will the project, as designed, enhance the implementation of the GAD Plan of the tourism sector?
- Is the project design socially or culturally acceptable, and will it make the project and its resources accessible to women?
- Will women's participation in the project affect the attitudes of women and men toward women?
- Will the project consult women's groups, women-in-business organizations, and woman labor union leaders? Or, has the project consulted woman and man beneficiaries?
- Does the project offer facilities or services that will maintain women's involvement at different stages of the project?
- Will the project improve women's representation in qualifying for third-level positions?

POSSIBLE GAD MONITORING INDICATORS

Listed below are examples of monitoring indicators for tourism initiatives that have been developed for the Local Governance Support Program for Local Economic Development (LGSP-LED). A separate list for capacity development is also presented, since capacity development activities are usually part of various initiatives. The choice of GAD indicators, however, should be guided by the program's or project's GAD outcomes or outputs.

Entrepreneurial leadership development

- Percentage change in the number of women in management positions in tourism-related businesses and organizations
- Presence/absence of gender equality core messages in leadership courses



Entrepreneurial systems improvement

- Number of legislation and policies passed that consider the differential impact of the issuance on women and men, or address the social problems that may escalate with increased tourism
- Presence/absence of gender-aware organizations in policy consultations
- Number of partnerships built that enhance outreach and improve access of poor women and men to tourism resources and benefits and/or help prevent or reduce social problems that may be aggravated by increased tourism
- Presence/absence of sex-disaggregated data and gender-related information in knowledge management systems
- Increase/decrease in the use of sex-disaggregated data and gender-related information in policy and systems development, planning, and the like

Enterprise development

- Number of jobs created for women and men
- Maximum amount of credit of loan windows for women versus that for men
- If project involves the creation of groups or organizations:
 - Number of members, by sex
 - Number of officers of the organization, by sex

- Number of organizations that have adopted policies promoting gender equality in their organizations
- Percentage of woman-owned enterprises
- Increase/decrease in profitability of woman-owned enterprises
- Increase/decrease in the capacity of woman-owned enterprises to meet the market demand for their products or services
- Increase/decrease in incidence of sexual harassment

Capacity building program

- Proportion of women to total training participants
- Proportion of woman trainers and resource persons to total trainers and resource persons
- Presence/absence of modules in training programs that build awareness of gender laws and the rights of women and children
- Presence/absence of gender-fair language, messages, and graphics in training materials
- Extent to which gender core messages are embedded in course content and materials



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GUIDE FOR ACCOMPLISHING THE CHECKLIST

Box 24 enumerates the ten requirements for a gender-responsive tourism sector project. Each requirement is usually accompanied by a set of guide questions. The guide for accomplishing the checklist and the interpretation of the total GAD rating are reproduced below for easy reference.

Guide for accomplishing box 24

1. Put a check ✓ in the appropriate column (2a to 2c) under “Response” to signify the degree to which a project has complied with the GAD element: under col. 2a if nothing has been done; under col. 2b if an element, item, or question has been partly answered; and under col. 2c if an element, item, or question has been fully complied with.
2. A partial and a full yes may be distinguished as follows.
 - a. For *Element 1.0*, a “partly yes” response to Question 1.0 (or Q1.0) means there have been much fewer women than men in consultations to validate or determine the needs, gaps, and status of women and men in the community. A full “yes” means women constitute at least 40 percent of the people consulted.
 - b. For *Element 2.0*, “partly yes” means some gender-related information and sex-disaggregated data from research surveys, business trends, and profiles of current enterprises and microenterprises or enterprise-related training programs are reflected in the project concept paper, but these may not be relevant in identifying gender issues or problems related to the planned tourism project. A full “yes” means gender information and sex-disaggregated data have been used in the analysis of tourism issues that the proposed project must address.
 - c. For *Element 3.0*, a “partly yes” response to each of the questions means a superficial or partial analysis has been done by focusing on only one aspect of the set of concerns (e.g., gender roles, needs, and perspectives; access to and control of resources; constraints and opportunities to participation; and negative effects of tourism). A full “yes” response to Q3.1 signifies that the needs of both men and women have been considered in developing the situation analysis. To

Q3.2 and Q3.4, a full “yes” implies that a gender analysis of the differences in access and control (Q3.2) and constraints and opportunities between women and men and their participation in the tourism project (Q3.4) is reflected in the document. To Q3.3, a full “yes” indicates that the negative effects of tourism have been fully discussed in the analysis of the development problem.

- d. For *Element 4.0*, “partly yes” means women are identified in the project objectives but only in connection with traditional roles or economic activities (Q4.1), or the project has token gender equality outputs or outcomes (Q4.2). A full “yes” means the project’s outputs or outcomes include the expansion of opportunities for women and men (Q4.1) or significant reduction in gender gaps or incidence of gender-related issues (Q4.2).
- e. For *Element 5.0*, “partly yes” means having gender equality strategies or activities but no stated gender issues to match the activities while a full “yes” means there is an identified gender issue and there are activities seeking to address these issues.
- f. For *Element 6.0*, a “partly yes” response to any of the items and questions is associated with superficial or partial effort to address the likely impact of the project, particularly in terms of ensuring women’s and men’s equal access to resources provided by the project; improving women’s and men’s efficiency in their chosen fields in the tourism sector; providing equal opportunities for participation of women and men; creating strategies for avoiding or minimizing negative effects on the status and welfare of women and girls; adhering to the Media and Gender Equality Committee Guidelines; promoting environmental sustainability; and respecting the cultural sensitivities of communities and their woman and man members. In contrast, a full “yes” involves a coherent, if not a comprehensive, response to the items or questions.
- g. For *Element 7.0*, “partly yes” means the project monitoring plan includes sex-disaggregated indicators but no qualitative indicator of empowerment or status change. A full “yes” means the inclusion of both quantitative and qualitative indicators to measure the reduction in gender gaps or improvement in the empowerment and status of women and girls and men and boys.

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- h. For *Element 8.0*, “partly yes” means the project requires the collection of sex-disaggregated data or information but not all the information will track the reduction in gender gaps or improvement in the lives of women girls, and men and boys. A full “yes” means all sex-disaggregated data and qualitative information will be collected to help track the reduction in gender gaps or minimization of the incidence of gender issues.
- i. For *Element 9.0*, a “partly yes” response to Q9.1 means there is a token budget for gender training programs that aim to build competencies in promoting GAD in the project; and to Q9.2 means there is a budget for GAD-related activities but this is too little to ensure the project will address relevant gender issues or help achieve its GAD objectives and targets.
- j. For *Element 10.0*, a full “yes” response to Q10.1 means the project is in line with the agency’s policies and guidelines for gender-responsive tourism; and to Q10.2 means there will be convergence/ collaboration with other agencies/stakeholders in the implementation of a gender-sensitive tourism project, particularly through formal, signed agreements, e.g., MOAs. A “partly yes” response to Q10.3 implies that there are GAD initiatives but no local regulations to strengthen the GAD rule; to Q10.4 indicates that there is a mention of the agency’s GAD plan but there is also a need to ensure that the project requires developing or reinforcing the commitment to empower

women; and to Q10.5 signifies that the project has a sustainability plan for its GAD efforts but makes no mention of how this may be institutionalized within the implementing agency or its partner.

3. After ascertaining whether a GAD requirement has been done or not, enter the appropriate score for an element or item under column 3.
 - a. To ascertain the score for a GAD element, a three-point rating scale is provided: “0” when the proponent has not accomplished any of the activities or questions listed under an element or requirement; a score that is less than the stated maximum when compliance is only partial; and “2” (for the element or requirement), or the maximum score for an item or question, when the proponent has done all the required activities.
 - b. The scores for “partly yes” differ by element. For instance, for Elements 1.0, 2.0, 5.0, 7.0, and 8.0, the score for “partly yes” is “1.” For other elements that have two or more items or questions (such as Element 3.0), the rating for a “partial yes” is the sum of the scores of the items or questions that fall short of the maximum “2.”
 - c. For Element 3.0, which has four items (3.1, 3.2, 3.3, and 3.4), the maximum score for each item is “0.50” while that for “partly yes” is “0.25.” Hence, if a project scores a full “0.50” in one question but “0” in the other, or if a project scores “partly yes” (or 0.25) in each of the two items, the total rating for Element 3.0 will be “partly yes” with a score of “0.50.” If a project scores “partly yes” in one item but “no” in the other, then the total rating for the element will be “0.25.”
4. For an element (col. 1) that has more than one item or question, add the scores for the items and enter the sum in the thickly bordered cell for the element.
5. Add the scores in the thickly bordered cell under column 3 to come up with the GAD score for the project identification and design stages.
6. Under the last column, indicate the key gender issues identified (for proponents) or comments on the proponent’s compliance with the requirement (for evaluators).

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INTERPRETATION OF THE GAD SCORE

- | | |
|-----------|---|
| 0 - 3.9 | GAD is invisible in the project (proposal is returned). |
| 4 - 7.9 | Proposed project has promising GAD prospects (proposal earns a "conditional pass," pending identification of gender issues and strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plans). |
| 8 - 14.9 | Proposed project is gender-sensitive (proposal passes the GAD test). |
| 15 - 20.0 | Proposed project is gender-responsive (proponent is commended). |

GAD CHECKLIST FOR DESIGNING AND EVALUATING TOURISM PROJECTS

	Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
		No (2a)	Partly Yes (2b)	Yes (2c)		
1.0	Involvement of women and men (possible scores: 0, 1.0, 2.0) Have prior consultations included women and women's groups to validate the data and determine the gender gaps, and the needs and status of women and men in the community?					
2.0	Collection of sex-disaggregated data and gender-related information (possible scores: 0, 1.0, 2.0) Have gender information and sex-disaggregated data on the community, industry, or sector (from official statistics, research survey, business trends, or profiles of current enterprises, microenterprises, or enterprise-related training programs) been considered in crafting the project concept, particularly in the analysis of the development/tourism issue or problem?					
3.0	Conduct of gender analysis and identification of gender issues (max score: 2.0; for each item or question, 0.5) (See text for articulation of the gender analysis questions.)					
3.1	Are the needs of both women and men considered in the situation analysis? (possible scores: 0, 0.25, 0.50)					
3.2	Are there gender-based differences in access to and control of resources (skills, capital, information, etc.) between women and men, and is the analysis of these differences reflected in the project document? (possible scores: 0, 0.25, 0.50)					
3.3	Has the analysis of the development problem considered the negative effects of tourism (e.g., sexual harassment, child trafficking, prostitution)? (possible scores: 0, 0.25, 0.50)					
3.4	Is there an analysis of gender-based differences in constraints and opportunities related to women's and men's participation in tourism projects? (possible scores: 0, 0.25, 0.50)					
4.0	Gender equality goals, outcomes, and outputs (max score: 2.0; for each item or question, 1.0)					
4.1	Do project objectives explicitly refer to women and men? Specifically, does the project aim to improve women's access and opportunity to benefit from tourism initiatives, as well as men's? (possible scores: 0, 0.5, 1.0)					
4.2	Does the project have gender equality outputs or outcomes? (See examples in text.) (possible scores: 0, 0.5, 1.0)					



	Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/element (col. 3)	Result or comment (col. 4)
		No (2a)	Partly Yes (2b)	Yes (2c)		
5.0	Matching of strategies with gender issues (possible scores: 0, 1.0, 2.0) Do the strategies and activities match the gender issues and gender equality goals identified? That is, will the project reduce gender gaps or inequalities, or minimize the negative gender effects of tourism?					
6.0	Gender analysis of the likely impact of the project (max score: 2.0; for each item or question, 0.2)					
6.1	Will the project build on women's and men's knowledge and skills? (possible scores: 0, 0.1, 0.2)					
6.2	Will the project enable women and men to take on non-traditional, non-gender-stereotypical roles and jobs? (possible scores: 0, 0.1, 0.2)					
6.3	Will women and men have equal access to training, gender-related tourism information (e.g., needs of tourists), and other resources (including additional income-earning opportunities) provided by the project? (possible scores: 0, 0.1, 0.2)					
6.4	Will the project help women and men become more efficient in their chosen fields in the tourism sector? (possible scores: 0, 0.1, 0.2)					
6.5	Does the proposed project offer equal opportunities for women and men to participate in project activities, including planning and decision making? (possible scores: 0, 0.1, 0.2)					
6.6	Has the project designed measures to address constraints to equal participation and benefits of women and men? (possible scores: 0, 0.1, 0.2)					
6.7	Has the project included strategies for avoiding or minimizing negative impact on the status and welfare of women and girls? Specifically, has the project design provided measures to avoid or reduce the negative effects of the project in terms of sexual harassment, prostitution, child pornography, and the like? (possible scores: 0, 0.1, 0.2)					
6.8	Will the proposed project's tourism promotional and IEC materials and advertisements conform to existing gender-sensitive policies and guidelines (e.g., the Media and Gender Equality Committee Guidelines, or MGEC)? (possible scores: 0, 0.1, 0.2)					
6.9	Will the project, as designed, promote environmental sustainability? (possible scores: 0, 0.1, 0.2)					





	Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/element (col. 3)	Result or comment (col. 4)
		No (2a)	Partly Yes (2b)	Yes (2c)		
6.10	Does the designed project respect the cultural sensitivities of communities and their woman and man members? Of woman and man tourists? (possible scores: 0, 0.1, 0.2)					
7.0	Monitoring targets and indicators (possible scores: 0, 1.0, 2.0) Does the project have an M&E system that includes gender equality/gender-responsive targets and indicators for welfare, access, conscientization, participation, and control?					
	List examples of the proposed GAD indicators for the project:					
8.0	Sex-disaggregated database requirement (possible scores: 0, 1.0, 2.0) Does the M&E system include the collection of sex-disaggregated data and qualitative information that will track the reduction in gender gaps or changes (improvements) in the lives of women and men?					
9.0	Resources (max score: 2.0; for each item or question, 1.0)					
9.1	Has the project allocated a budget for gender training programs the will build competencies (within DOT, communities, and other stakeholder groups) in promoting GAD in the project? (possible scores: 0, 0.5, 1.0)					
9.2	Will the project fund activities that will help achieve its GAD objectives and targets? (possible scores: 0, 0.5, 1.0)					
10.0	Relations with the agency's /LGU GAD efforts (max score: 2.0; for each item or question, 0.4)					
10.1	Is the project in line with the existing agency policies and guidelines for gender-responsive tourism? (possible scores: 0.1, 0.2, 0.4)					
10.2	Will there be collaboration with other agencies/entities in the implementation of a gender- sensitive tourism project? (possible scores: 0.1, 0.2, 0.4)					
10.3	10.3 Will the project support the implementation of relevant local ordinances that reinforce national gender laws in project sites? (possible scores: 0.1, 0.2, 0.4)					
10.4	Will the project build on or strengthen the agency's commitment to empower women? (possible scores: 0.1, 0.2, 0.4)					
10.5	Does the project have an exit plan that will ensure the sustainability of the GAD efforts and benefits? (possible scores: 0.1, 0.2, 0.4)					
	TOTAL GAD SCORE FOR PROJECT IDENTIFICATION AND DESIGN (Add the scores for each of the ten elements.)					







Annexes

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Inter-Agency Committee on Gender & Development Focal Point System (IC-GFPS)

Pursuant to Section 36 of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), and in compliance with the Philippine Commission on Women (PCW) Memorandum Circular No. 2011-01, the Inter-Agency Committee on Gender and Development Focal Point System (IC-GFPS) is reconstituted and restructured to catalyze and accelerate gender mainstreaming within the DOT Family and the industry.

IC-GFPS is a mechanism created to ensure the implementation, monitoring, review and updating of GAD Plans. It is also tasked to facilitate and monitor the implementation of gender mainstreaming in the department. Moreover, it is expected to:

1. Guide the assessment of the gender-responsiveness of policies, strategies, programs, activities and projects of the agency, based on the priority needs and concerns of the agency's constituency;
2. Formulate recommendations; and
3. Ensure the implementation of these recommendations.

As such the IC-GFPS shall promote gender responsiveness, gender sensitivity and gender equality among men and women in the DOT Family and stakeholders. The committee shall comprise the following:

Undersecretary, Administration	-	Chairperson
Assistant Secretary, Tourism Development Planning	-	Co-Chairperson
Director, TRCRG	-	Member
Director, MDG	-	Member
Director, Administrative Affairs	-	Member
Chief Operating Officer, TPB	-	Member
Chief Operating Officer, TIEZA	-	Member
General Manager, Duty Free	-	Member
Administrator, Intramuros Administration	-	Member
Executive Director, NPDC	-	Member
Executive Director, NPF	-	Member
General Manager, PRA	-	Member

The GFPS shall perform and undertake the following functions:

1. Review existing policies, programs and projects of the DOT Family with the end view of mainstreaming gender in the DOT Family's system;
2. Recommend policies, guidelines, rules and regulations and other interactions that address gender issues, and develop indicators for monitoring GAD mainstreaming within the DOT Family and the tourism industry;
3. Develop, implement or monitor programs and projects promoting gender awareness and uplifting gender equality among the men and women in the DOT Family and the tourism industry;
4. Coordinate and link-up with other parties such as the private sector and relevant non-government organizations (NGOs) in the formulation of policies and development of programs to address such social concerns of tourism as prostitution, commodification of women, etc.;
5. Recommend approval of agency's GAD Plans and Budgets and GAD Accomplishment Reports;

To ensure that the above Committee effectively discharge its functions, the following Technical Working Group/Secretariat shall be formed to be composed of:

TECHNICAL WORKING GROUP

Director, OTRPRIM	-	Head, TWG
Director, Administration	-	Assistant Head
TRCRG	-	Member
TIEZA	-	Member
IA	-	Member
NPDC	-	Member
TPB	-	Member
NPF	-	Member
PRA	-	Member
Luzon Cluster	-	Member
Visayas Cluster	-	Member
Mindanao Cluster	-	Member

Inter-Agency
Committee on
Gender &
Development
Focal Point
System
(IC-GFPS)

SECRETARIAT

PFED, OTRPRIM	- Head, IC-GFPS Secretariat
PFED, OTRPRIM	-Technical Staff
Human Resource Division	-Technical Staff
PFED, OTRPRIM	-Technical Staff
PFED, OTRPRIM	-Technical Staff
Administration	-Technical Staff

The IC-GFPS Technical Working Group/Secretariat shall oversee the performance of the following functions:

1. Facilitate the implementation of the gender mainstreaming efforts of the DOT through the GAD planning and budgeting process;
2. Prepare technical reports/inputs for the IC-GFPS to effectively discharge its functions and consolidate agency GAD accomplishment reports;
3. Provide technical and secretariat support to the IC-GFPS in the implementation of GAD mainstreaming efforts and conduct of gender advocacy/training; programs and project within the DOT Family and tourism industry;
4. Maintain the GAD databases and recommend criteria and indicators for monitoring and evaluating sectoral/agency GAD mainstreaming efforts;

The functions attached to the above designations shall be in addition to the functions of the officials/employees respectively designated. Thus, they shall be entitled to honorarium pursuant to existing policies, rules and regulations.

The IC-GFPS is hereby authorized to call on any office or people within the DOT Family to assists in GAD mainstreaming and other activities of the Committee. It shall also be provided with budgetary support to ensure the attainment of its objectives and function.

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

CEDAW defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. It addresses women's rights in civil, political, economic, social, cultural and family life.

It is described as the international bill of rights of women and is also known as "The Women's Convention". It was adopted by the United Nations General Assembly on December 18, 1979. The Philippines signed CEDAW on July 15, 1980 and ratified it on August 5, 1981. CEDAW came into force on September 4, 1981 and is the second most highly ratified treaty, after the Convention on the Rights of the Child.

By accepting the Convention, states commit themselves to undertaking a series of measures to end discrimination against women in all forms, including the incorporation of the principle of equality of men and women in their legal system, abolition of all discriminatory laws, and adoption of appropriate ones prohibiting discrimination against women.

Substantive articles of CEDAW covers the following areas: sex roles and stereotyping, suppression of exploitation of women, political and public life, international representation and participation, nationality, education, employment, equality in access to health, social and economic benefits, rural women, equality before the law and civil matters, and equality in marriage and family life.

<http://www.un.org/womenwatch/daw/cedaw/>

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BEIJING PLATFORM FOR ACTION (BPFA)

The BPfA is a strategy to ensure that a gender perspective is reflected in all policies and programmes at the national, regional and international levels. It is the global agenda that came out of the United Nations (UN) Fourth World Conference on Women held in China in September 1995. The Conference was participated in by 189 governments and more than 5,000 representatives from 2,100 non-government organizations (NGOs).

The BPFA aimed to advance the goals of equality, development and peace for all women everywhere in the interest of humanity. It also upholds CEDAW.

The BPFA calls for actions on 12 critical areas of concerns, namely: women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision making, institutional mechanism for the advancement of women, human rights of women, women and the media, women and the environment, and the girl-child.

In years that followed, the UN convened Beijing +5 meetings to examine how much further women's equality had been advanced over the five years after the Fourth World Conference on Women, what the remaining obstacles were, and looked at new and emerging trends in the world

that particularly affect women. Governments were asked to review progress with respect to women's equality and set out their plans for future action. In parallel, non-governmental organizations (NGOs) were invited by the UN to produce 'alternative' reports giving their own assessments of what still remains to be done. The UN made recommendations on how to speed up the implementation of the Platform for Action and work towards ending discrimination against women.

Beijing +10 was conducted on February 28 to March 11, 2005 in New York City to discuss the progress of governments in implementing BPFA.

http://www.genderhealth.org/pubs/Beijing_factsheet.pdf

http://en.wikipedia.org/wiki/Fourth_World_Conference_on_Women

<http://www.un.org/womenwatch/daw/beijing/platform/index.html>



MILLENNIUM DEVELOPMENT GOALS (MDGs)

The Millennium Declaration was adopted by the United Nations General Assembly on September 8, 2000. It has eight chapters and key objectives adopted by member states. The eight chapters include Values and Principles, Peace, Security and Disarmament, Development and Poverty Eradication, Protecting our Common Environment, Human Rights, Democracy and Good Governance, Protecting the Vulnerable, Meeting the Special Needs of Africa, and Strengthening the United Nations.

The Declaration set out within a single framework the key challenges facing humanity at the threshold of the new millennium, outlined a response to these challenges, and established concrete measures for judging performance through a set of inter-related commitments, goals and targets on development, governance, peace, security and human rights.

The Millennium Development Goals were “born” out of this UN Millennium Declaration in 2000. One hundred ninety two (192) United Nations member states have agreed to adopt the eight-goal action plan to achieve by 2015.

The MDGs are the world’s time-bound and quantified targets for addressing extreme poverty in its many dimensions—income poverty, hunger, disease, lack of adequate shelter, and exclusion—while promoting gender equality, education, and environmental sustainability. They are also basic human rights—the rights of each person on the planet to health, education, shelter, and security.

The eight MDGs include eradicate extreme poverty and hunger, achieve universal primary education, promote gender equality and empowerment of women, reduce child mortality, improve maternal health, combat HIV/AIDS, malaria and other diseases, ensure environmental sustainability, and develop a global partnership for development.

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<http://www.unmillenniumproject.org/goals/index.htm>
www.un.org/millennium/declaration/ares552e.htm



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1987 PHILIPPINE CONSTITUTION, ARTICLE II, SECTION 14

“The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men”.

REPUBLIC ACT (RA) 6949 OF 1990: NATIONAL WOMEN’S DAY

“An act to declare March 8 of every year as a working special holiday to be known as National Women’s Day”

RA 6949 directs “all heads of government agencies and employers of the private sector shall encourage and afford sufficient time and opportunities for their employees to engage and participate in any activity conducted within the premises of their respective offices or establishment to celebrate the National Women’s Day.”

The celebration of the Women’s Day in the Philippines has since been extended to cover the month of March as Women’s Month to be celebrated with an identified theme. All government agencies are encouraged to celebrate the Women’s Month and to put up streamers with the identified theme.

RA 9710 OF 2009: THE MAGNA CARTA OF WOMEN (MCW)

Signed into law on August 14, 2009, the Magna Carta of Women (MCW) is a comprehensive national 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. These rights include:

- Protection from all forms of violence, including those committed by the State. This includes the incremental increase in the recruitment and training of women in government services that cater to women victims of gender-related offenses. It also ensures mandatory training on human rights and gender sensitivity to all government personnel involved in the protection and defense of women against gender-based violence, and mandates local government units to establish a Violence Against Women Desk in every barangay to address violence against women cases.

- Protection and security in times of disaster, calamities and other crisis situations, especially in all phases of relief, recovery, rehabilitation and construction efforts, including protection from sexual exploitation and other sexual and gender-based violence.
- Participation and representation, including undertaking temporary special measures and affirmative actions to accelerate and ensure women's equitable participation and representation in the third level civil service, development councils and planning bodies, as well as political parties and international bodies, including the private sector.
- Equal treatment before the law, including the State's review and when necessary amendment or repeal of existing laws that are discriminatory to women.
- Equal access and elimination of discrimination against women in education, scholarships and training. This includes revising educational materials and curricula to remove gender stereotypes and images, and outlawing the expulsion, non-readmission, prohibiting enrollment and other related discrimination against women students and faculty due to pregnancy outside of marriage.
- Equal participation in sports. This includes measures to ensure that gender-based discrimination in competitive and non-competitive sports is removed so that women and girls can benefit from sports development.
- Non-discrimination in employment in the field of military, police and other similar services. This includes according the same promotional privileges and opportunities as their men counterpart, including pay increases, additional benefits, and awards, based on competency and quality of performance. The dignity of women in the military, police and other similar services shall always be respected, they shall be accorded with the same capacity as men to act in and enter into contracts, including marriage, as well as be entitled to leave benefits for women such as maternity leave, as provided for in existing laws.
- Non-discriminatory and non-derogatory portrayal of women in media and film to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in family, community, and the society through the strategic use of mass media.
- Comprehensive health services and health information and education covering all stages of a woman's life cycle, and which addresses the major causes of women's mortality and morbidity, including access to among others, maternal care, responsible, ethical, legal, safe and effective methods of family planning, and encouraging healthy lifestyle activities to prevent diseases.
- Leave benefits of two (2) months with full pay based on gross monthly compensation, for women employees who undergo surgery caused by gynecological disorders, provided that they have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months.
- Equal rights in all matters relating to marriage and family relations. The State shall ensure the same rights of women and men to: enter into and leave marriages, freely choose a spouse, decide on the number and spacing of their children, enjoy personal rights including the choice of a profession, own, acquire, and administer their property, and acquire, change, or retain their nationality. It also states that the betrothal and marriage of a child shall have no legal effect.



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POLICIES AND PROVISIONS OF LAWS RELATED TO GENDER MAINSTREAMING, PLANNING AND THE GAD BUDGET

RA 7192 of 1992: Women in Development (WID) and Nation Building Act

The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men. The State shall provide women rights and opportunities equal to that of men. To attain the foregoing policy:

1. A substantial portion of official development assistance (ODA) funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women; ODA to allocate 5% to 30% of their budget for gender concerns.
2. All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process; and
3. All government departments and agencies shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein.

The National Economic and Development Authority (NEDA) shall primarily be responsible for ensuring the participation of women as recipients in foreign aid, grants and loans. It shall determine and recommend the amount to be allocated for the development activity involving women.

<http://www.familymatters.org.ph/Relevant%20Laws/RA%207192%20Gender%20Equality.htm>





Executive Order (EO) 273 of 1995: Approving and adopting the Philippine Plan for Gender-Responsive Development (PPGD), 1995 to 2025

The Executive Order states that “All government agencies, departments, bureaus, offices and instrumentalities, including government-owned and controlled corporations, at the national and local levels are directed to incorporate GAD concerns in the formulation, assessment, and updating of their annual agency plans; formulation, assessment, and updating of inputs to the medium/long term development plans, and preparation of their inputs to sectoral performance assessments reports, public investment plans and other similar documents.” This means that all government agencies shall institutionalize GAD efforts in their planning, programming and budgeting process.

Also known as The National Plan for Women, the PPGD shall serve as a main vehicle for implementing in the Philippines the action commitments in Beijing Platform for Action (BPFA) during the Fourth World Conference on Women in Beijing. It is a 30-year perspective plan that includes plans for the social and economic sector, infrastructure and science and technology, among others. It outlines the policies, strategies, programs and projects that the government must adopt to enable women to participate in and benefit from national development. It is a primary reference for integrating gender dimensions in the long-term development plan.

http://www.lawphil.net/executive/execord/eo1995/eo_273_1995.html

http://en.wikipedia.org/wiki/National_Commission_on_the_Role_of_Filipino_Women



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Joint Circular (JC) 2012-01: Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women

Issued by the Philippine Commission on Women, the Department of Budget and Management and the National Economic and Development Authority in 2012, the Joint Circular prescribes the guidelines and procedures for the formulation, development, submission, implementation, monitoring and evaluation, including accounting of results, of agency annual GAD plans and budgets, and GAD accomplishment reports; and to provide the mechanics for the development of programs, activities and projects (PAPs) to respect, protect and fulfill the rights of women at the socio-cultural, economic and political spheres.

It sets forth as essential elements in GAD planning and budgeting the following: creation and/or strengthening of the GAD Focal Point System; capability building on gender and development, which should include training in gender mainstreaming, gender analysis, and gender-responsive planning and budgeting; conduct of gender audit; and institutionalizing the GAD database or the collection and use of sex-disaggregated data.

It also prescribes the steps to be followed in formulating the GAD plan. Among these steps are the following:

1. Setting of the GAD agenda or identification of priority gender-issues and/or specific GAD mandates and targets to be addressed over a one-year or three-year term by the central office in consultation with its regional offices, bureaus and attached agencies. This GAD agenda shall be the basis for the annual formulation of the PAPs to be included in the GAD plan and budget of the department and its attached agencies, bureaus, regional offices and units.

2. Priority gender issues or the GAD agenda may be derived from a review of national GAD-related policies and plans; the result of gender analysis of major programs and services; or a review of the agency GAD funds audit results and previous year's GAD plans and budgets and GAD accomplishment reports.
3. Identification of appropriate PAPs to address priority gender issues that are included in the GPB. PAPs may be client-focused or those addressing gender mainstreaming in major programs and other GAD-focused activities for agency clients. It may also be organization-focused or those addressing identified gender issues of the agency and its personnel.
4. Assessment of the gender-responsiveness of their major programs and projects using the Harmonized GAD Guidelines tool. (In the case of the tourism sector, the tool will be the Harmonized GAD Guidelines for Tourism, or HGGT.) The result of assessment will guide them in identifying areas for improvement, and in attribution of programs and projects to the GAD budget.
5. Accomplishment of the revised GAD Plan and Budget and GAD Accomplishment Report templates.





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The Women's Empowerment, Development and Gender Equality Plan (Women's EDGE Plan), 2013–2016

The Women's EDGE Plan 2013-2016 responds to the commitment to realizing the Presidential gender vision: "From a lack of concern for gender disparities and shortfalls to the promotion of equal gender opportunity in all spheres of public policies and programs . . ." (Philippine Development Plan 2011–2016, page 398).

It is the companion plan to the Philippine Development Plan 2011–2016, which seeks to mainstream this gender commitment in the different sector goals, objectives, and strategies, although in varying degrees and levels of integration. In explaining "Gender Roles in Governance Structures," it recognizes that "the challenge remains for government to ensure statutory mandates relating to gender and development [GAD] concerns are observed and implemented efficiently and effectively by all concerned sectors" (ibid, 214).

The Women's EDGE Plan seeks to guide government agencies in mainstreaming the gender dimension in their regular programs, as well as in implementing gender-focused activities and, consequently, achieve gender-focused goals and objectives. Implementing the Plan alongside the PDP will ensure monitoring of the accountability of government agencies for attaining gender equality goals and carrying out gender-responsive strategies that have been mainstreamed in the sector-specific plans of the PDP.

The Women's EDGE Plan is the second Framework Plan for Women and the second time-slice plan of the Philippine Plan for Gender-Responsive Development (PPGD 1995–2025). The first Framework Plan for Women, the first time-slice plan of the PPGD 1995–2025, was implemented during the period 2004–2010.

SELECTED LAWS ON VIOLENCE AGAINST WOMEN AND THOSE WITH TOURISM-RELATED PROVISIONS

RA 7877: Anti Sexual Harassment Act of 1995

Republic Act 7877, “An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes,” was approved by President Fidel V. Ramos on February 14, 1995 and took effect on March 5, 1995, or fifteen (15) days after its complete publication on February 18, 1995 in two (2) national newspapers of general circulation. Under this law, harassment can take different forms, as follows:

- Physical, including physical contact or malicious touching; overt sexual advances; unwelcome, improper or any unnecessary gesture of a sexual nature; or any other suggestive expression or lewd insinuation.
- Verbal, such as requests or demands for sexual favors or lurid remarks
- Use of objects, pictures, letters or written notes with bold persuasive sexual underpinnings and which create a hostile, offensive or intimidating work or training environment which is annoying or disgusting to the victim

RA 7877 requires the Employer or Head of Office to promulgate appropriate rules and regulations in consultation with and jointly approved by the employees through their duly designated representatives, prescribing the procedures for the investigation of sexual harassment cases and the administrative sanctions therefor. The said rules and regulations shall also include among others, guidelines on proper decorum in the workplace and the creation of a committee on decorum and investigation of cases on sexual harassment.





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RA 9208: "Anti Trafficking in Persons Act of 2003"

Under the law, the Department of Tourism (DOT) shall:

1. Formulate and implement preventive measures to stop sex tourism packages and other activities of tourism establishments which might contribute to the trafficking in persons in coordination with local government units; and
2. Provide training to tourist security officers on surveillance, investigation and rescue operation strategies.

RA 9262: "Anti-Violence Against Women and their Children Act of 2004"

The law seeks to address the prevalence of violence against women and children (VAWC), or abuses on women and their children by their intimate partners, such as, husband or ex-husband, live-in partner or ex-live in partner, boyfriend/girlfriend or ex-boyfriend/ex-girlfriend, or dating partner or ex-dating partner, which result in or is likely to result in "physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty."

RA 10364: "Expanded Anti-Trafficking n Persons Act of 2012"

The law prohibits sex and labor trafficking, and considers as trafficking, "to undertake or organize tours and travel plans consisting of tourism packages or activities for the purpose of utilizing and offering persons for prostitution, pornography or sexual exploitation" (Sec. 4(c)). The expanded law also prescribes penalties that are sufficiently stringent and commensurate with those prescribed for other serious crimes, such as rape.



