

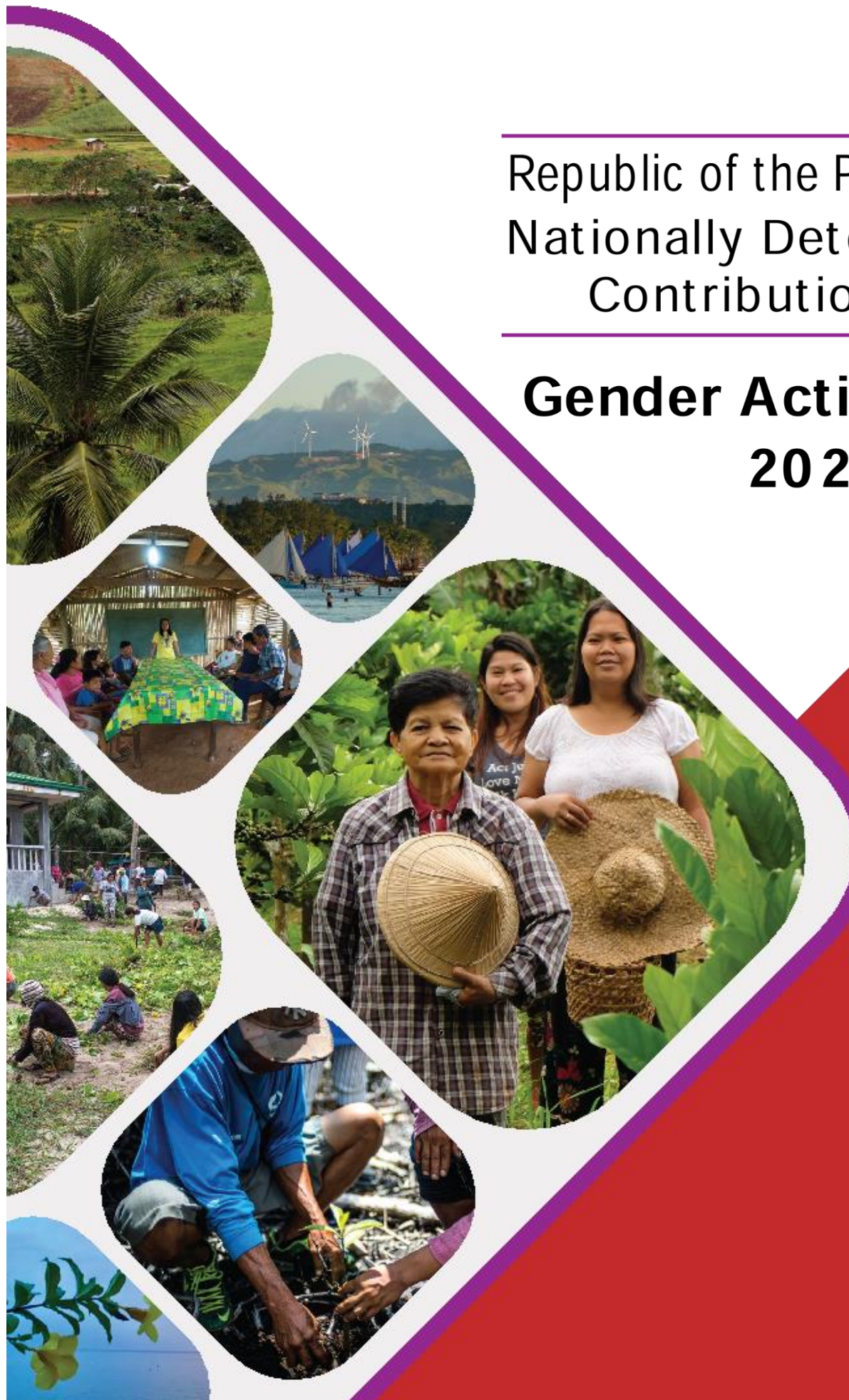


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Republic of the Philippines  
Nationally Determined  
Contribution (NDC)

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**Gender Action Plan  
2024-2030**



## Acknowledgements

The Philippines' **Nationally Determined Contribution Gender Action Plan (NDC GAP) 2024-2030**, as mandated by Climate Change Commission (CCC) Resolution No. 2024-006, was developed by the CCC under the guidance of Secretary Maria Antonia Yulo Loyzaga of the Department of Environment and Natural Resources (DENR), as Official Representative of the President to the CCC; CCC Vice Chairperson and Executive Director Robert E.A. Borje; and the Office of Commissioner Rachel Anne S. Herrera as project lead.

The NDC GAP 2024-2030 sets out strategic actions as guidelines for gender-responsive implementation of the current NDC across all mitigation and adaptation policies and measures, primarily in the agriculture, transport, energy, and waste sectors, and industrial processes and product use. As a product of interagency collaboration and partnership, it highlights opportunities to mainstream the gender and climate nexus in programs and investments to address vulnerabilities and empower marginalized communities.

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## ABBREVIATIONS

ADB	–	Asian Development Bank
AMIA	–	adaptation and mitigation initiatives in agriculture
BRT	–	bus rapid transit
CCAM	–	climate change adaptation and mitigation
CCC	–	Climate Change Commission
CCET	–	climate change expenditure tagging
COP	–	Conference of Parties
CESO	–	Career Executive Service Officer
CRAO	–	Climate Resilient Agriculture Office
CSC	–	Civil Service Commission
CSO	–	civil society organization
DBM	–	Department of Budget and Management
DENR	–	Department of Environment and Natural Resources
DOE	–	Department of Energy
DOF	–	Department of Finance
DOTr	–	Department of Transportation
DTI	–	Department of Trade and Industry
EEC	–	energy efficiency and conservation
ENRA	–	Environment and Natural Resources Academy
FGD	–	focus group discussion
FMB	–	Forest Management Bureau
GAD	–	gender and development
GAP	–	Gender Action Plan
GBV	–	gender-based violence
GCF	–	Green Climate Fund
GEDSI	–	gender equality, disability, and social inclusion
GEF	–	Global Environment Facility
GPB	–	Gender Plan and Budget
GFP	–	gender focal point
GFPS	–	Gender Focal Point System
GHG	–	greenhouse gas
HGDG	–	Harmonized Gender and Development Guidelines
IPPU	–	industry processes and product use
IEC	–	information, education, and communication
IRR	–	implementing rules and regulations
KII	–	key information interview
LGU	–	local government unit
LWPG	–	Lima Work Program on Gender
MOU	–	memorandum of understanding
MRF	–	materials recovery facilities
MRV	–	measurement, reporting, and verification
MSME	–	micro, small, and medium enterprises
NCCAP	–	National Climate Change Action Plan
NDC	–	Nationally Determined Contribution
NDC GAP	–	Nationally Determined Contribution Gender Action Plan
NDCIP	–	Nationally Determined Contribution Implementation Plan
NEDA	–	National Economic and Development Authority

NEECP	–	National Energy Efficiency and Conservation Program
NGO	–	nongovernment organization
NICCDIES	–	National Integrated Climate Change Database and Information Exchange System
NSPP	–	NDC Support Project for the Philippines
ODA	–	official development assistance
ODA-GAD	–	Official Development Assistance–Gender and Development Network
PAMs	–	Policies and Measures
PAPs	–	programs and projects
PCW	–	Philippine Commission on Women
PDIS	–	Philippine Institute for Development Studies
PWD	–	persons with disability
PSA	–	Philippine Statistical Authority
PSF	–	People’s Survival Fund
SAICT	–	Special Action and Intelligence Committee for Transportation
SDD	–	sex-disaggregated data
SOGIESC	–	sexual orientation, gender identity and expression, and sexual characteristics
STEM	–	Science, Technology, Engineering, and Mathematics
TWG	–	technical working group
UNFCCC	–	United Nations Framework Convention on Climate Change
WFP	–	work and financial plan

## EXECUTIVE SUMMARY

Climate change is not gender-neutral. It not only stands as one of the greatest environmental and development challenges of our time but also significantly exacerbates existing inequalities, particularly gender inequality. Women and girls, already a vulnerable group, face disproportionate impacts from climate change. They experience higher mortality rates in climate-related disasters, and the effects of floods and droughts further deepen their poverty and unpaid domestic and care burdens.

These disproportionate impacts stem from deeply ingrained discriminatory social norms, unequal access to resources like land and finances, limited opportunities for training and technology, and underrepresentation in decision-making processes. These factors collectively hinder women's full participation in addressing climate change and environmental challenges.

Recognizing this urgent need, the Climate Change Commission (CCC) embarked on a crucial endeavor in 2021, developing the first iteration of the *Philippines Nationally Determined Contribution Gender Action Plan* with support from the United Nations Development Program. The plan focused on four key areas: (i) governance; (ii) adaptation and mitigation; (iii) measurement, monitoring, and verification (MRV); and (iv) finance.

In 2024, with support from the Asian Development Bank (ADB), the CCC began updating the plan, incorporating new developments and aligning with the United Nations Framework Convention of Climate Change (UNFCCC) and its enhanced Lima Work Program on Gender and its Gender Action Plan 2019. This updated *Philippines Nationally Determined Contribution Gender Action Plan, 2024–2030*, henceforth NDC GAP, zeroes in on mainstreaming gender in critical sectors including agriculture, waste, industry processes and product use (IPPU), transport, and energy. The proposed gender actions and recommendations were validated through two consultation workshops by the Department of Agriculture (DA), Department of Environment and Natural Resources (DENR), Department of Transportation (DOTr), and Department of Energy (DOE), and the Philippine Commission on Women (PCW) in April 2024, and are adopted in this updated plan.

While the Philippines has made notable strides in mainstreaming gender in policies, enabling mechanisms, capacity development, and climate-related initiatives, challenges persist in the climate change adaptation and mitigation sectors. Addressing these remaining hurdles is essential to making the NDC truly gender-responsive.

### A. Governance

The gender analysis conducted during the preparation of this NDC GAP found that many of the laws and policies related to climate change have no gender statement or provisions, even if there was a clear mandate under the Climate Change Act of 2009 to incorporate a gender-sensitive, pro-children, and pro-poor perspective in all climate change and renewable energy efforts, plans, and programs. The NDC climate change lead and partner agencies have not issued policies that explicitly and simultaneously support gender and climate change. Furthermore, existing laws and policy issuances on vulnerability assessments to identify climate change impacts lack a gender analysis component.



In response to these policy gaps, the GAP proposes policy alignment reviews of laws related to climate change under the mandate of the CCC in line with Commission Resolution 2019-02 to strengthen collaboration on gender integration in climate change multi-agency committees and councils. The need for institutional coordination is evident in all the laws and policies that assign mandated roles and functions for policy implementation to the NDC lead sectoral agencies, namely DENR, DA, DOTr, and DOE in the climate change adaptation and mitigation (CCAM) sectors. The GAP also proposes the establishment of a platform for institutional collaboration on gender and climate change by creating a Gender and Climate Change Advisory Group composed of the members of the Gender Focal Point System (GFPS) of the NDC lead sector agencies, which will oversee the implementation of this updated plan.

While the Magna Carta of Women provides essential gender mainstreaming tools such as the annual Gender Plan and Budget (GPB) and the GAD Accomplishment Report, these are underutilized in the climate change sector.

The analysis reveals that the GPBs of NDC lead sector agencies do not integrate climate change programs and projects (PAPs) in a comprehensive manner, despite their mandated roles in the CCAM sector. These agencies primarily focus on GAD activities specific to their purview, neglecting to leverage the GPB for broader gender and climate change initiatives under their banner, and official development assistance (ODA) programs and Policies and Measures (PAMs).

Furthermore, the Harmonized Gender and Development Guidelines (HGDG), a mandatory gender assessment tool, lacks uniform application across agencies in the climate sector. This inconsistency hinders the systematic integration of gender considerations into climate-related projects and policies.

To address gender gaps in enabling mechanisms, the NDC GAP recommends that NDC lead sector agencies incorporate all climate change-related programs, projects, and activities into their GPBs and GAD Accomplishment Reports. This includes addressing organizational and client-focused gender issues identified in the NDC GAP and Climate Change Expenditure Tagging exercises. Additionally, the NDC GAP proposes developing a customized, evidence-based HGDG for the climate change sector, ensuring gender mainstreaming in adaptation and mitigation PAPs and NDC PAMs across all government levels. This tool should be applied universally to all climate change agency programs and projects, not just banner or ODA-funded ones.

Gender analysis also reveals capacity development gaps, particularly a lack of knowledge among gender focal points regarding climate change science and gender mainstreaming expertise among climate change focal points. The interconnectedness of gender and climate change within NDC PAMs and climate change PAPs is largely overlooked by stakeholders, except CCC and Philippine Commission on Women. Moreover, GFPS members struggle to assess highly technical sectoral adaptation and mitigation projects.

The NDC GAP recommends the following to address these gaps:

- (i) **Developing and implementing tailored capacity-building programs.** These programs should equip gender focal points with climate change technical skills and knowledge and provide climate change focal points and CCAM technical advisors with GAD expertise, including gender analysis, use of an evidence-based HGDG, and other gender tools.

- (i) **Instituting an annual continuing education program on gender and climate change.** This program should target all staff within climate change agencies, fostering a comprehensive understanding of the gender-climate nexus and facilitating the integration of gender considerations into all aspects of climate action.

## **B. Adaptation and Mitigation**

Gender analysis and its integration with climate change need to be improved in technically demanding projects like energy and transport infrastructure. This is due to the perceived challenges of applying gender analysis to such sectors. Additionally, the NDC PAMs identified by lead sector agencies in the NDC Implementation Plan have not considered gender analysis.

To address these shortcomings, the NDC GAP proposes an approach acknowledging that not all PAMs necessitate gender analysis, particularly if activities lack a direct human impact. However, PAMs should be designed and implemented by technically qualified individuals of all genders, ensuring equal opportunities in problem identification, project design, management, implementation, monitoring, and evaluation.

Utilizing the HGDG can facilitate the equal involvement and participation of technically qualified women in PAMs of an NDC sector agency. Furthermore, the GFPS composition should include gender-aware technical office project managers and climate change focal points who can actively participate in project review committees, ensuring gender considerations are integrated throughout project lifecycles.

## **C. Monitoring, Reporting, and Verification**

Gender analysis reveals that most agencies in the CCAM sector lack sex-disaggregated data (SDD) collection practices and GAD databases, despite existing policy mandates. Even within the CCC, there is limited capacity and understanding of how to collect, analyze, and utilize SDD to identify and address gender gaps. However, there is no shortage of potential gender indicators that could be adopted in the CCAM sectors to ensure a gender-sensitive MRV system for the NDC GAP.

To address these findings, the NDC GAP recommends the following:

- (i) **Adoption of SDD policy.** The DENR's Forest Management Bureau has developed an SDD policy that can serve as a model for other NDC lead sector agencies that currently are not using SDD to identify and address gender gaps.
- (ii) **Adoption of appropriate gender indicators.** Existing gender indicators should be integrated into the development of climate change-related plans, programs, and projects. These indicators could cover areas such as adaptation and mitigation; capacity development; knowledge and awareness; participation; leadership; resource access; employment in CCAM sectors; information, education, and communication (IEC) materials; GAD budget utilization; and financial incentives. This would ensure a more comprehensive and gender-sensitive MRV system for the NDC GAP.

## D. Finance

Gender analysis revealed the need for a gender policy for funding facilities to guide project proponents in mainstreaming gender and climate change considerations. The Green Climate Fund and Global Environment Facility serve as examples, where gender is a core consideration throughout the project lifecycle, and gender analysis is mandatory to identify and address gender gaps.

Although the Department of Finance (DOF) leads interagency and international climate change financing efforts, these initiatives lack formal frameworks for analyzing the gender-responsiveness of projects. Additionally, the climate change expenditure tagging (CCET) process, despite its legal basis (Climate Change Act of 2009 or RA 9729) mandating gender mainstreaming, remains gender-blind.

To address these findings, the NDC GAP recommends the following:

- (i) **Enhance CCET.** Include both climate change and gender tags in climate change project labeling and consider utilizing an evidence-based HGDG to assess the gender-responsiveness of climate change projects.
- (ii) **Develop and implement a gender policy for funding facilities.** This policy should encompass collecting SDD, conducting gender analyses to identify key issues, developing gender action plans to address these issues, and adopting relevant gender indicators to measure outcomes. This policy can guide the DOF in strengthening gender-responsive climate change initiatives.

Beyond the NDC processes of governance, adaptation, MRV, and finance, sectoral NDC GAPs have been developed for the agriculture, waste, IPPU, transport, and energy sectors. These GAPs address gender challenges at both organizational and client-focused levels.

The NDC GAP is organized into two parts: Part 1 is for all the NDC lead sector agencies as a whole, where common challenges in the NDC process and strategic actions are addressed. Part 2 is on the NDC GAPs for each sector. Priority recommendations include key activities that need to be addressed in tandem with the NDC Implementation Plan and its Policies and Measures to achieve a gender-responsive Nationally Determined Contribution.

The NDC GAP also has three appendixes. Appendix 1 is on analytical frameworks for gender mainstreaming, which contains the gender analysis tools used in developing the NDC GAP 2021 and in updating the NDC GAP, 2024–2030. Appendix 2 compiles climate change-related laws and proposed entry points for gender mainstreaming. Appendix 3 presents illustrative gender outcomes and outputs from the NDC processes of governance; adaptation and mitigation; monitoring, reporting, and verification; and finance, which will be further developed during the implementation of the NDC GAP.

# PART 1

## NATIONALLY DETERMINED CONTRIBUTION GENDER ACTION PLAN FOR CLIMATE CHANGE LEAD AGENCIES



# I. OVERVIEW OF THE PHILIPPINES NATIONALLY DETERMINED CONTRIBUTION GENDER ACTION PLAN

## A. Gender and Climate Change

In 2023, the Philippines ranked highest in global disaster risk, primarily due to exposure to natural hazards and limited societal response capacity. This vulnerability is amplified by climate change, with rising sea levels and intensified extreme weather events.

Climate change disproportionately affects women and girls, exacerbating existing gender inequalities. Gender inequality reduces resilience and adaptive capacity for women, families, and communities, while hindering climate change mitigation and adaptation efforts. Climate-related disasters often magnify these inequalities, intersecting with other forms of discrimination based on age, ethnicity, disability, religion, sexual orientation, and location.

Women face heightened mortality rates in climate disasters, increased risk of gender-based violence, increased poverty, and amplified unpaid domestic and care burdens.<sup>1</sup> This is due to discriminatory social norms, lack of legal entitlements, unequal access to resources, and limited representation in decision-making. These factors collectively impede women's full participation in addressing climate change challenges.

## B. Background on the Philippine Nationally Determined Contribution

As a party to the United Nations Framework Convention on Climate Change (UNFCCC) and a signatory to the Kyoto Protocol, the Philippines ratified the Paris Agreement in 2017. The Paris Agreement, with its goal of limiting global warming to well below 2 degrees Celsius, preferably to 1.5 degrees Celsius, compared to pre-industrial levels, focuses on reducing emissions, adapting to climate impacts, and providing financial support to developing nations.

The Paris Agreement is underpinned by Nationally Determined Contributions (NDCs) from 192 countries, outlining their individual climate pledges. The Philippines' NDC and its Implementation Plan (NDCIP) guide the country's long-term development toward a climate-resilient and low-carbon future, emphasizing a just transition and gender and social inclusion.

In response to the escalating threat of climate change, the Philippines committed to a 75% reduction in greenhouse gas (GHG) emissions by 2030 through its NDC submitted to the UNFCCC in 2021. To further accelerate its transition toward a green economy, the country aims to increase renewable energy's share to 35% of power generation by 2030 and 50% by 2040.<sup>2</sup>

## C. Rationale for the Nationally Determined Contribution Gender Action Plan

Recognizing the disproportionate impact of climate change on women, the UNFCCC has emphasized the importance of gender equality in climate action. The Enhanced Lima Work Programme on Gender (eLWPG) and Gender Action Plan 2019 stress the vital role of women's

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<sup>1</sup> I. Abarquez and N. Parreno. *Gender and Climate Change*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:237ef765-1ebe-46e9-9849-1dd5fe4f1c66>.

<sup>2</sup> USAID. *Philippines Climate Change Country Profile*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:9c34965f-9b84-49a2-bc0f-739a04fdca96https://acrobat.adobe.com/id/urn:aaid:sc:AP:9c34965f-9b84-49a2-bc0f-739a04fdca96> (accessed 21 May 2024).

full and equal participation in both UNFCCC processes and national climate policies. This approach aims to raise ambition and ensure gender-responsive climate policy implementation.<sup>3</sup> In alignment with the eLWPG, the Climate Change Commission (CCC), established under the Climate Change Act, led the development of the Philippines Nationally Determined Contribution Gender Action Plan 2024–2030 (henceforth NDC GAP), using a whole-of-government approach and with support from the Asian Development Bank (ADB). The aim of the NDC GAP is to provide strategic actions to ensure gender-responsive Policies and Measures (PAMs) under the NDCIP, focusing on emissions reduction in agriculture, waste, industry, transport, and energy sectors. These PAMs are to be implemented under the supervision of four sector departments: the Department of Agriculture (DA), Department of Energy (DOE), Department of Environment and Natural Resources (DENR), and Department of Transportation (DOTr).

#### **D. Objectives**

In 2021, the CCC initiated the development of the NDC Gender Action Plan (GAP) focusing on governance; adaptation and mitigation; measurement, reporting, and verification (MRV); and finance, with support from the United Nations Development Program. In 2024, the CCC, in collaboration with ADB, updated the NDC GAP, aligning it with new developments and the eLWPG. This updated NDC GAP serves as a road map to integrate gender and social inclusion into climate change actions, particularly within the agriculture, transport, energy, waste, and industry processes and product use (IPPU) sectors.

#### **E. Methodology**

The gender analysis of the NDC process was guided by a multipronged approach, utilizing the Gender Mainstreaming Evaluation Framework, core elements of the Harmonized Gender and Development Guidelines (HGDG), review of agency gender plans and reports, gender considerations in the draft NDCIP, and priority areas of the eLWPG and its GAP. See Appendix 1 on analytical frameworks for gender mainstreaming, which contains the gender analysis tools used in developing the NDC GAP 2021 and in updating the NDC GAP, 2024–2030.

Two validation workshops, held in April 2024, gathered input from GAD focal points, technical specialists across key sectors, and representatives from the Philippine Commission on Women (PCW) and the National Economic and Development Authority (NEDA). These workshops provided crucial updates on sector developments, gender and development strategies, and proposed gender actions for PAMs, ultimately informing the revised NDC GAP for 2024–2030.

Reflecting the challenges identified in the gender analysis, this updated NDC GAP, 2024–2030 is presented in two parts, adopting the PCW's organizational and client-focused framework. Part 1 addresses common organizational issues across NDC lead agencies in governance, adaptation and mitigation, MRV, and finance. Part 2 presents sectoral NDC GAPs for agriculture, waste, IPPU, transportation, and energy.

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<sup>3</sup> Women and Gender Constituency. 2022. *Background Paper: The GAP What Should We Know About the UNFCCC Gender Action Plan?* <https://acrobat.adobe.com/id/urn:aaid:sc:AP:6a28fe5e-d218-4b43-990f-ce45eac44e06>.

## II. GENDER ANALYSIS OF THE NATIONALLY DETERMINED CONTRIBUTION PROCESS

The Philippines has achieved significant progress in mainstreaming gender in policies, enabling mechanisms, capacity development and in the implementation of climate-related programs and projects. These gender gains comprise the laws, policies, and mechanisms that enabled gender mainstreaming.

Box 1 contains a summary of these gender gains that could facilitate and sustain gender mainstreaming in NDC implementation. Box 2 enumerates gender mainstreaming practices of the CCC mentioned in Box 1.

### Box 1: Gender Gains—Mainstreaming Gender in the Nationally Determined Contribution

- **Climate Change Act of 2009 (Republic Act No. 9729).** Provides the fundamental mandate for integrating gender into the Nationally Determined Contribution (NDC) process and defines roles for government agencies in implementing climate change programs.
- **Magna Carta of Women of 2009 (Republic Act No. 9710).** Mandates gender mainstreaming in policies, plans, and projects, allocating 5% of agency budgets for gender and development activities.
- **Women in National Building Act (Republic Act No. 7192).** Requires that 5%–30% of official development assistance funds support gender-responsive programs.
- **Climate Change Commission Resolution 2019-02.** Establishes a platform for collaboration among agencies on gender and climate change, promoting gender-responsive policy development.
- **Philippine Commission on Women Gender Mainstreaming Mechanisms.** Provides a range of tools and frameworks, including the gender focal point system, gender plan and budget, Gender and Development (GAD) Accomplishment Report, gender mainstreaming evaluation framework, and gender indicators, to guide gender mainstreaming efforts.
- **National GAD Resource Pool.** Offers access to certified gender trainers and experts for capacity building and technical assistance.
- **Department of Transportation Memorandum Order.** Promotes inclusive transit design standards using a gender equality, disability and social inclusion approach.
- **Department of Environment and Natural Resources GAD Strategic Plan, 2022–2027.** Aligns environmental and natural resources management with gender and health considerations in the context of climate change.
- **People’s Survival Fund.** Supports community-level adaptation projects, providing opportunities for gender-responsive interventions.

Sources: Philippine Commission on Women. Gender Mainstreaming Mechanisms. <https://pcw.gov.ph/gender-mainstreaming/>; Climate Change Commission Resolution 2019-02. <https://niccdies.climate.gov.ph/files/documents/GMEF%20Report%202019.pdf>; Women in National Building Act (Republic Act No. 7192). [https://pcw.gov.ph/assets/files/2020/03/republic\\_act\\_7192.pdf](https://pcw.gov.ph/assets/files/2020/03/republic_act_7192.pdf); Philippine Commission on Women. Republic Act 9710 or the Magna Carta of Women; Climate Change Act of 2009 (Republic Act No. 9729). <https://www.officialgazette.gov.ph/2009/10/23/republic-act-no-9729/>; National Integrated Climate Change Database and Information Exchange System. People’s Survival Fund of 2012 (Republic Act No. 10174). <https://niccdies.climate.gov.ph/>.

However, several challenges remain within the climate change sector that need to be addressed to achieve a gender-responsive NDC. The gender analysis examined these challenges across four thematic areas in the NDC process:

- (i) **Governance.** The gender analysis focused on the challenges in the integration of gender into the national climate change policy, and identification of gender gaps in the following areas: (i) policy issuances, in light of the Climate Change Act provisions on gender mainstreaming; (ii) enabling mechanisms (systems and processes); (iii) institutional coordination mechanisms; and (iv) capacity development in gender and climate change in the climate change adaptation and mitigation (CCAM) sectors.
- (ii) **Adaptation and mitigation.** The analysis examined the PAMs to identify potential gender entry points that are aligned with the NDCIP proposed actions on the Policies and Measures. The analysis also identified gender and inclusion issues, gaps and disparities, and impacts of climate change risks, extreme weather events and disasters, on women, children, and marginalized populations.
- (iii) **Measurement, reporting, and verification (MRV).** The analysis focused on enabling mechanisms, such as climate-related gender indicators, sex-disaggregated data (SDD) collection and utilization, and the use of PCW gender mainstreaming tools in agency reports.
- (iv) **Finance.** The analysis assessed the gender responsiveness of Climate Change Expenditure Tagging and funding facility guidelines. It also included a gender analysis of the People's Survival Fund, an adaptation fund, which can inform the NDC Financing Strategy.

### Box 2: Gender Mainstreaming Practices of the Climate Change Commission

- **Active involvement of women.** Ensure women's active participation in decision-making processes through multistakeholder consultations, capacity building, and representation in international climate negotiations.
- **Integration of gender concerns.** Incorporate gender perspectives into policies and programs through the development and updating of plans and Commission Resolutions.
- **Assessment of impacts.** Require the evaluation of climate-resilient development policies and interventions on women through monitoring reports and gender analysis of projects seeking funding.
- **Alignment of gender plan and budget (GPB).** Align the Gender Plan and Budget of the CCC with CCC Resolution 2019-02, which strengthens gender mainstreaming, sex-disaggregated data collection, and gender analysis.
- **Gender balance.** Maintain gender balance within the organization, ensuring at least one female Commissioner and appointing gender and climate focal points to international fora like the United Nations Framework Convention on Climate Change and Intergovernmental Panel on Climate Change.

Source: National Integrated Climate Change Database Information and Exchange System (NICCDIES). Gender and Climate Change. <https://niccdies.climate.gov.ph/gender-and-development>.

Below are the main findings and challenges on (i) governance; (ii) adaptation and mitigation; (iii) measurement, reporting, and verification; and (iv) finance, as well as recommendations (responses) from the first NDC GAP gender analysis. These remain valid in the updated NDC GAP as validated in the consultation workshops held with the NDC lead sector agencies in 2024.



## A. Governance

### 1. Policies: Challenges and Responses

Despite the 2009 mandate for gender-sensitive climate change policies, many current laws and policies lack explicit gender provisions or statements. This is further compounded by the absence of policies specifically addressing both gender and climate change within NDC lead sectors and partner agencies. Additionally, vulnerability assessments in existing policy issuances do not incorporate gender analysis.

To address these challenges, the NDC GAP recommends the following:

- (i) **Policy alignment reviews.** Conduct comprehensive reviews of climate change-related laws to strengthen gender mainstreaming, under the leadership of the CCC, as per Commission Resolution 2019-02 (see Appendix 2 for a compilation of climate change-related laws and proposed entry points for gender mainstreaming).
- (ii) **Collaboration.** Enhance collaboration on gender integration within multi-agency committees and councils involved in climate change policy development and implementation.
- (iii) **Institutional coordination.** Establish a Gender and Climate Change Advisory Group composed of Gender Focal Point System (GFPS) members from NDC lead agencies to oversee NDC GAP implementation and foster institutional collaboration.

### 2. Enabling Mechanisms: Challenges and Responses

The Magna Carta of Women mandates two key gender mainstreaming tools, both required for national and local government bodies: the annual Gender and Development Plan and Budget (GPB), allocating 5% of agency budgets for GAD, and the GAD Accomplishment Report.

#### (i) Challenges

- (a) Most climate change lead agencies, except CCC and DENR, have yet to integrate climate change programs and projects (PAPs) into their GPBs, in line with their CCAM responsibilities.
- (b) Agencies engaged in CCAM primarily focus on internal GAD activities and have to include their unconditional PAMs in GPB submissions.
- (c) While lead agencies generally meet the 5% GAD budget allocation, integrating gender into PAMs and reflecting them in GPBs remains a challenge.
- (d) The absence of a dedicated HGDG checklist for climate change hinders its specific application to this sector.

#### (ii) Responses

- (a) Mandate inclusion of all climate change-related activities, especially NDC PAMs in GPBs and GAD Accomplishment Reports of CCAM lead agencies in line with the Climate Change Act.
- (b) Integrate PAMs into agency GPBs and Work and Financial Plans (WFPs), leveraging the 5% GAD budget to influence the remaining 95% of agency budgets.
- (c) Finalize a customized, evidence-based HGDG checklist for the climate change sector, ensuring comprehensive gender mainstreaming.

- (d) Make gender mainstreaming in climate change a key performance indicator (KPI) for climate change lead agencies and PAMs implementers, fostering active leadership involvement at all levels.
- (e) Utilize the Gender Mainstreaming Evaluation Framework to assess and enhance gender mainstreaming progress in CCAM agencies.
- (f) For the DOE, develop and implement gender-responsive tools and guidance for local government units' energy efficiency activities, in line with the National Energy Efficiency and Conservation Program (NEECP) and Roadmap 2023–2050.

### 3. Capacity Building: Challenges and Responses

#### (i) Challenges

- (a) Limited knowledge of climate change science among gender focal points and limited understanding of gender mainstreaming among climate change focal points.
- (b) Lack of widespread appreciation for SDD collection and gender analysis, even with existing policies.
- (c) Insufficient awareness of the gender-climate change nexus within NDC lead agencies and stakeholders.
- (d) Gender gap in science, technology, engineering, and mathematics careers due to social and cultural norms.
- (e) Limited public awareness of climate change impacts on diverse groups.
- (f) Underrepresentation of women in decision-making positions within CCAM agencies, except for the DENR-Forest Management Bureau.<sup>4</sup>

#### (ii) Responses

- (a) Implement capacity-building programs, like the Open Online course on Gender and Climate Change,<sup>5</sup> to equip gender focal points with climate change knowledge and climate change focal points with GAD expertise.
- (b) Establish an annual continuing education program on gender and climate change for all NDC lead agency staff.
- (c) Develop an education program for women, including STEM scholarships and internships, to bridge the gender gap in relevant fields.
- (d) Integrate gender and climate change into educational curricula at all levels, including partnerships with organizations like PATLEPAM.
- (e) Create a clear career path for women in middle-management positions within NDC lead agencies, preparing them for leadership roles.

<sup>4</sup> Climate Change Commission. 2021. First Interim Report: Gender Analysis of the NDC Process.

<sup>5</sup> Climate Change Commission. *GAD Focal Point System Profiling for FY 2022*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:cb091a1f-d828-48f4-9f56-7d360b5c842b>.

## **B. Adaptation and Mitigation**

### **(i) Challenges**

- (a) Gender considerations are often overlooked in technically oriented energy and transport infrastructure projects, where integrating gender analysis with climate change presents challenges.
- (b) Most climate change lead agencies are only beginning to consider the gender dimensions in NDC PAMs, which may guide private sector implementation.
- (c) Gender analysis and use of HGDG are absent in NDC PAMs, despite the NDC Implementation Plan acknowledging the lack of systematic gender data and analysis.

### **(ii) Responses**

- (a) Acknowledge that not all PAMs require extensive gender analysis, especially those not directly impacting people. However, ensure equal opportunities for qualified women and men in all stages of PAMs and project design, implementation, and evaluation.
- (b) Utilize the customized HGDG checklist for CCAM (once finalized and approved) to identify entry points for women's participation in PAMs and PAPs within CCAM sectors.
- (c) Expand the GFPS composition to include gender-aware technical project managers and climate change focal points in project review committees, guaranteeing gender considerations are not tokenistic.

## **C. Measurement, Reporting, and Verification**

### **(i) Challenges**

- (a) Most NDC lead agencies lack SDD collection and GAD databases, hindering gender-sensitive reporting beyond simple numerical representation.
- (a) Numerous potential gender indicators exist for the CCAM sectors to enhance the NDC's MRV system, but they are not yet widely adopted (see Appendix 3 for illustrative indicators).
- (b) The National Integrated Database and Information Exchange System (NICCDIES) database, while containing gender and climate change resources, lacks statistical data for tracking progress.

### **(ii) Responses**

- (a) On SDD policy and GAD databases, promote their development and implementation across NDC lead agencies. The DENR-Forest Management Bureau's SDD policy can serve as a model.
- (b) On adoption of gender indicators, integrate existing gender indicators into climate change plans, programs, and projects. These could cover areas like adaptation, mitigation, capacity building, awareness, participation, leadership, resource access, employment, communication materials, budget utilization, and financial incentives.
- (c) On enhancing the NICCDIES, integrate gender and climate change data into the system, including people-level indicators with target and actual figures

based on the NDC GAP. This will enable effective monitoring and tracking of gender outcomes in CCAM PAMs and programs.

## **D. Finance**

### **(i) Challenges**

- (a) The climate change expenditure tagging (CCET) process lacks co-benefit tagging for gender and climate change, despite legal mandates.
- (b) There is no formal gender policy or guidance for mainstreaming gender in climate change funding facilities.
- (c) Gender analysis is not a requirement in the design or review of most CCAM projects or proposals, including ODA funds.
- (d) The DOF leads climate change financing efforts but lacks formal frameworks for analyzing projects' gender responsiveness.

### **(ii) Responses**

On enhancement of CCET,

- (a) Conduct capacity-building on gender-responsive climate budgeting for NDC lead agencies and the CCET Help Desk.
- (b) Review and revise CCET guidance to identify and tag gender-responsive programs and projects, aligning with existing joint memorandum circulars and CCC manuals.
- (c) Develop gender and climate-related typologies for CCET in collaboration with PCW.

On gender policy development,

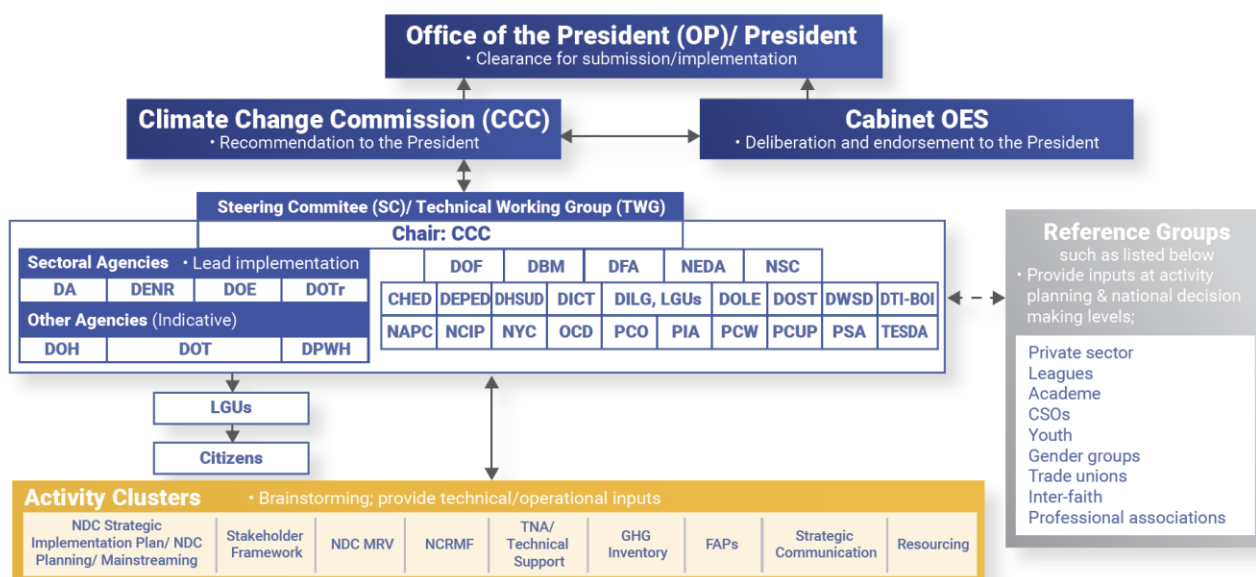
- (a) Create and implement a gender policy to guide proponents in submitting inclusive and gender-responsive proposals for funding facilities.
- (b) Model this policy after the Green Climate Fund and Global Environment Facility, where gender is a key consideration throughout the project life cycle and gender analysis is mandatory.
- (c) Ensure the policy includes SDD collection, gender analysis, gender action plans, and relevant gender indicators for measuring results.
- (d) Use this policy to guide DOF's involvement in climate change financing engagements.

### III. NATIONALLY DETERMINED CONTRIBUTION GENDER ACTION PLAN FOR THE WHOLE OF CLIMATE CHANGE ADAPTATION AND MITIGATION SECTOR

The NDC GAP outlines gender equality objectives, strategic actions, indicators, timelines, resources, and responsible partners. The illustrative indicators, baselines, and targets in Appendix 3 require finalization and approval by the interagency NDC Technical Working Group (TWG) before implementation. The Climate Change Commission (CCC) and NDC lead sector agencies should prioritize strategic gender actions based on their interests and capacity.

Implementation of the NDC GAP will be overseen by the NDC Interagency TWG, per NDC Implementation Plan Resolution No. 2024-04. The TWG comprises climate change adaptation and mitigation (CCAM) agencies as outlined in Figure 1.

**Figure 1: Interagency Technical Working Group**



CCC = Climate Change Commission, CHED = Commission on Higher Education, CSOs = Civil society organizations, DA = Department of Agriculture, DBM = Department of Budget and Management, DENR = Department of Environment and Natural Resources, DEPED = Department of Education, DFA = Department of Foreign Affairs, DHSUD = Department of Human Settlements and Urban Development, DICT = Department of Information and Communications Technology, DILG = Department of the Interior and Local Government, DOE = Department of Energy, DOF = Department of Finance, DOH = Department of Health, DOLE = Department of Labor and Employment, DOST = Department of Science and Technology, DOT = Department of Tourism, DOTr = Department of Transportation, DPWH = Department of Public Works and Highways, DSWD = Department of Social Welfare and Development, DTI-BOI = Department of Trade and Industry – Board of Investments, FAPs = Foreign-assisted projects, GHG = Greenhouse gas, LGUs = Local government units, NAPC = National Anti-Poverty Commission, NCIP = National Commission on Indigenous Peoples, NCRMF = National Climate Risk Management Framework, NDC = Nationally Determined Contribution, NDC MRV = NDC Measurement, Reporting, and Verification, NEDA = National Economic and Development Authority, NSC = National Security Council, NYC = National Youth Commission, OCD = Office of Civil Defense, OES = Office of the Executive Secretary, OP = Office of the President, SC = Steering Committee, PCO = Presidential Communications Office, PCUP = Presidential Commission for the Urban Poor, PCW = Philippine Commission on Women, PIA = Philippine Information Agency, PSA = Philippine Statistics Authority, TESDA = Technical Education and Skills Development Authority, TNA = Technology Needs Assessments, TWG = Technical Working Group.

Source: Government of the Republic of the Philippines. 2023. *Implementation Plan for the Republic of the Philippines Nationally Determined Contribution (NDC) 2020–2030*. Climate Change Commission and Department of Environment and Natural Resources.

<https://www.climate.gov.ph/public/ckfinder/userfiles/files/Knowledge/The%20Philippines%20NDC%20Implementation%20Plan%20-%2020072024.pdf>.

The NDC TWG, under the oversight of the CCC, will lead the implementation of gender-responsive actions across various timelines. Box 3 shows the priority actions the NDC GAP requires.

### **Box 3: Summary of Priority Actions for Gender-Responsive NDC Implementation in the Philippines**

#### **Short-Term (2024)**

- Establish a Gender and Climate Change Advisory Group to oversee implementation of the Nationally Determined Contribution Gender Action Plan (NDC GAP).

#### **Near Short-Term (2025–2026)**

- Finalize and implement customized gender guidelines (Harmonized Gender and Development Guidelines [HGDG]) for the climate change sector.
- Provide capacity building on HGDG usage and gender mainstreaming for relevant agencies and stakeholders.
- Develop agency-level policies for sex-disaggregated data collection and establish gender databases.
- Finalize the gender indicators with corresponding baselines and targets for the four critical sectors, namely, agriculture, waste, industry processes and product use, and transport, which will address gender mainstreaming in the NDC processes of governance; adaptation and mitigation; monitoring, reporting, and verification; and finance.
- Conduct gender analysis of climate actions and integrate gender considerations into planning and budgeting processes.
- Develop guidance for private sector implementers to promote gender and inclusion in NDC implementation.

#### **Medium-Term (2027–2028)**

- Review climate change laws to align with gender-sensitive mandates.
- Integrate gender and inclusion guidance into vulnerability assessments.
- Establish gender mainstreaming in climate change as a key performance indicator for agencies and project implementers.

#### **Long-Term (2024–2030)**

- Ensure regular monitoring and reporting on gender-responsive NDC implementation.
- Develop and implement communication materials and campaigns to raise awareness about gender and climate change.
- Promote leadership development and career advancement for women in climate-related sectors.
- Implement specific actions to address gender disparities and promote inclusion across various sectors, such as agriculture, waste management, industry, transportation, and energy.
- Consider including the forestry sector in future NDC GAP iterations.

Source: Climate Change Commission

The umbrella or overarching NDC GAP matrix for all NDC lead sector agencies is presented in Table 1. The matrix also presents recommended strategic gender actions and key activities for each sector that may be adopted and implemented by the Department of Agriculture (DA), Department of Environment and Natural Resources (DENR), Department of Transportation (DOTr), and Department of Energy (DOE) in response to organization-focused and client-focused challenges, which are presented in greater detail in the next section.

**Table 1: Umbrella Nationally Determined Contribution Gender Action Plan, 2024–2030**

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>ORGANIZATION-FOCUSED PROCESS</b>			
<b>1. Governance</b>			
<b>(i) Inclusion of gender statements in climate change-related policies to strengthen gender mainstreaming in the NDC PAMs</b>	<ul style="list-style-type: none"> <li>Review, align and update climate change-related policies to mainstream gender, in line with the Climate Change Act and CCC Resolution 2019-002</li> <li>Develop agency-level policy guidance to integrate gender in the NDC PAMs</li> </ul>	CCC	DA, DENR, DOTr, DOE
<b>(ii) Strengthen collaboration among NDC Technical Working Group members on gender and climate change concerns</b>	<ul style="list-style-type: none"> <li>Create a Gender and Climate Change Advisory Group composed of the GFPS of DA, DENR, DOTr, and DOE tasked to                             <ul style="list-style-type: none"> <li>Ensure the implementation of the NDC GAP</li> <li>Include the strategic gender actions of NDC GAP in the agenda of NDC meetings</li> <li>Specific to DA, strengthen the collaboration between the Climate Resilient Agriculture Office and the DA GFPS</li> </ul> </li> </ul>	CCC	GFPS of DA, DENR, DOTr, DOE
<b>(iii) Strengthen mechanisms for mainstreaming gender and climate change</b>	<ul style="list-style-type: none"> <li>Finalize and approve the customized HGDD Checklist for the PAMs and climate change PAPs in the climate change sector</li> </ul>	CCC	PCW, NEDA, ODA-GAD, DA, DENR, DOTr, DOE GFPS of DA, DENR, DOTr, DOE

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
	<ul style="list-style-type: none"> <li>Conduct training on the use of the customized HGDG Checklist for the GFPS, members of project management offices, technical advisers, and staff who implement the NDC PAMs</li> <li>Conduct gender analysis using the customized HGDG Checklist for the climate change sector in each NDC PAM</li> </ul>	CCC	CCC
	<ul style="list-style-type: none"> <li>Use the Gender Mainstreaming Evaluation Framework as an organizational tool to gauge the extent and progress of gender and climate change mainstreaming in DA, DENR, DOTr, and DOE</li> </ul>	DA, DENR, DOTr, DOE, PCW	GFPS of DA, DENR, DOTr, DOE
	<ul style="list-style-type: none"> <li>Specific to DOE, update the 2016 Gender Toolkit to include gender mainstreaming in climate change-related projects</li> </ul>	DOE	
	<ul style="list-style-type: none"> <li>Include and attribute NDC PAMs in GPBs, GAD Accomplishment Reports, and GAD Agenda of agencies</li> <li>Include the nexus of gender and climate and climate change impacts on women and vulnerable groups as an annual training activity for agencies implementing NDC PAMs in the GPB</li> <li>Use the customized HGDG Checklist for the climate change sector for attributing NDC PAMs to the GAD budget</li> </ul>	DA, DENR, DOTr, DOE	PCW
<b>(iv) Strengthen capacities of CCAM agencies to integrate gender and inclusion in climate policies, PAPs and PAMs</b>	<ul style="list-style-type: none"> <li>Assess capacity strengthening needs of the GFPS using PCW's GFPS Functionality Assessment Tool; and staff support for GAD</li> <li>Capacitate GFPS on the technicalities of climate change; and climate change focal points and technical advisers and/or project consultants on GAD</li> <li>Conduct continuing gender training for staff to increase awareness on gender and climate change, GAD, and gender laws, including gender-based violence and reporting mechanisms, sexual orientation, gender identity and expression and sexual characteristic (SOGIESC), gender-fair language, among others</li> </ul>	GFPS and climate change focal points of DA, DENR, DOTr, DOE	PCW



Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
	<ul style="list-style-type: none"> <li>Incorporate gender and climate change in the education and training programs of the DENR Environment and Natural Resources Academy including gender concerns in disaster, health, and climate change risks and hazards</li> </ul>	DENR-ENRA	PCW
	<ul style="list-style-type: none"> <li>Collaborate more closely among the GFPS and climate-change focals from within the agency in implementing NDC PAMs</li> <li>Allocate adequate staffing and resources to support GAD initiatives and activities to implement the NDC PAMs</li> </ul>	DA, DENR, DOTr, DOE	
<b>(v) Strengthen capacity of private sector implementers of PAMs to adopt gender mainstreaming in line with the Climate Change Act</b>	<ul style="list-style-type: none"> <li>Develop policy guidance for the private sector to enhance the integration of gender considerations in supporting the implementation of NDC PAMs</li> </ul>	CCC	DA, DENR, DOTr, DOE
	<ul style="list-style-type: none"> <li>Conduct orientation meetings with private sector implementers on the policy guidance, including the gender provisions of the Climate Change Act and the gender impacts of climate change</li> </ul>	DA, DENR, DOTr, DOE	CCC
<b>2. Adaptation and Mitigation</b>			
<b>(vi) Climate vulnerability assessments integrate gender and inclusive analysis, with specific focus on the gender-differentiated impacts of extreme weather events on women, men, children, and marginalized groups</b>	<ul style="list-style-type: none"> <li>Develop and implement agency guidance to integrate gender and inclusion considerations in CVA</li> <li>Collect and analyze SDD and gender information on gender-differentiated climate change impacts on women, men, children, vulnerable, and marginalized groups</li> <li>Include a gender and inclusion strategy or action plan with gender indicators on how to address the identified vulnerability issues in the CVA</li> </ul>	DA, DENR, DOTr, DOE	CCC

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>3. Measurement, Reporting, and Verification</b>			
<b>(vii) Strengthen monitoring and evaluation of mainstreaming of gender and climate change in NDC PAMs</b>	<ul style="list-style-type: none"> <li>• Issuance of SDD policy</li> <li>• Training on the collection and analysis of SDD and gender information</li> <li>• Adopt appropriate gender indicators for the NDC PAMs</li> <li>• Create a GAD Database for the NDC PAMs in each lead sector agency</li> </ul>	DA, DENR, DOTr, DOE	CCC
	<ul style="list-style-type: none"> <li>• Integrate gender and climate change indicators and data in NICCDIES</li> <li>• Develop a mechanism to monitor and evaluate the implementation of the NDC GAP and to monitor agency accomplishments in mainstreaming gender in the NDC PAMs</li> </ul>	CCC	DA, DENR, DOTr, DOE
<b>4. Finance</b>			
<b>(viii) Gender and social inclusion integrated in climate change finance</b>	<ul style="list-style-type: none"> <li>• Develop a tool to track the gender component in climate expenditure through HGDC</li> </ul>	CCC	DBM
<b>CLIENT-FOCUSED PROCESS</b>			
<b>(ix) Increased knowledge and awareness by all gender and population groups of the impacts of climate change and extreme weather events</b>	<ul style="list-style-type: none"> <li>• Develop IEC and knowledge products to heighten education, knowledge, and awareness about gender and climate change impacts, health, and disaster risks and hazards, using popular forms and local dialects</li> </ul>	CCC	DA, DENR, DOTr, DOE
	<ul style="list-style-type: none"> <li>• Develop IEC campaigns to increase awareness of climate change impacts on women, men, children, and marginalized groups, including in geographically isolated and disaster-prone areas</li> </ul>	CCC	DA, DENR, DOTr, DOE

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>(x) Increased participation of stakeholders in NDC implementation</b>	<ul style="list-style-type: none"> <li>Identify key stakeholders including civil society and women’s organizations, and vulnerable and marginalized groups to increase their participation in climate actions and decisions.</li> </ul>	DA, DENR, DOTr, DOE	CCC
	<ul style="list-style-type: none"> <li>Conduct gender-inclusive stakeholder consultations on gender and climate change with CSOs, women organizations, marginalized groups</li> </ul>	DA, DENR, DOTr, DOE	CCC

CCC = Climate Change Commission, CCAM = climate change adaptation and mitigation, CVA = climate vulnerability assessment, DA = Department of Agriculture, DBM = Department of Budget and Management, DENR = Department of Environment and Natural Resources, DOE = Department of Energy, DOTr = Department of Transportation, ENRA = Environment and Natural Resources Academy, GAD = gender and development, GFPS = Gender Focal Point System, HGDG = Harmonized Gender and Development Guidelines, NDC = Nationally Determined Contribution, NEDA = National Economic and Development Authority, NICCDIES = National Integrated Climate Change Database Information and Exchange System, ODA-GAD = Official Development Assistance–Gender and Development Network, PAs = programs and projects, PAs = Policies and Measures, PCW = Philippine Commission on Women.  
 Source: Climate Change Commission.

## **PART 2**

# **SECTORAL NATIONALLY DETERMINED CONTRIBUTION GENDER ACTION PLANS**



## IV. NATIONALLY DETERMINED CONTRIBUTION GENDER ACTION PLANS FOR EACH SECTOR

In support of gender-responsive Policies and Measures and in response to organization-focused and client-focused challenges, the recommended strategic gender actions and key activities under the NDC GAP for each sector that may be adopted and implemented by the Department of Agriculture (DA), Department of Environment and Natural Resources (DENR), Department of Transportation (DOTr), and Department of Energy (DOE) are presented in Table 2.

**Table 2: Sectoral Nationally Determined Contribution Gender Action Plan**

SECTORAL NDC GAP	
<b>For Agriculture: Organization-Focused (see also Table 1)</b>	
<p><b>Agriculture Policies and Measures</b></p> <ul style="list-style-type: none"> <li>• Alternate wet and dry cropland management</li> <li>• Renewable energy for flood control and water management systems in paddy rice cultivation</li> <li>• Use of biodigester and nature-based solutions in livestock-manure management</li> </ul>	<p><b>Proposed Gender Entry Points in Agriculture Sector Policies and Measures</b></p> <ul style="list-style-type: none"> <li>• The Nationally Determined Contribution Gender Action Plan (NDC GAP) in Table 1 presents the strategic actions that support the proposed gender entry points for the agriculture Policies and Measures (PAMs)</li> <li>• The key entry point is the conduct of gender analysis using the Harmonized Gender and Development Guidelines (HGDG) to assess the gender responsiveness of agriculture PAMs in cropland management, paddy cultivation, livestock, organic farming; and to identify the gender issues and barriers to participation, such as women’s reproductive work, mobility, lack of access to resources, and other intersectional factors, including age, education, disability, health and socioeconomic status</li> <li>• Capacity development for members of the project management offices set up for the PAMs on the use of HGDG; its importance in assessing gender dimensions overlooked in feasibility studies, impact assessments, and vulnerability analyses; and its use as a requirement by the Investment Coordinating Committee of the National Economic and Development Authority in reviewing activities funded by official development assistance</li> <li>• The following entry points are recommended to deliver gender-responsive PAMs, and are among the core elements of the customized HGDG checklist for the climate change adaptation and mitigation sector:                         <ul style="list-style-type: none"> <li>○ Collect and analyze sex-disaggregated data (SDD) and gender information—who does what; who decides; who has time; what is the division of labor and workload; who has access and control over resources (land, capital, technology, information)</li> <li>○ Conduct a gender analysis of the data or gender information to identify the gaps, issues, and constraints faced by women and men related to laws, cultural and social norms, gender roles, division of labor, time use, access to resources and opportunities, and ability to participate and make decisions</li> <li>○ Develop gender-responsive strategies and a gender and development (GAD) action plan (as part of the project work plan) with</li> </ul> </li> </ul>

SECTORAL NDC GAP			
<b>For Agriculture: Organization-Focused (see also Table 1)</b>			
	<p>activities to address the gender issues and gaps, indicators, targets, timeframe and budgets</p> <ul style="list-style-type: none"> <li>○ Conduct gender-sensitive consultations (to get the voices of women) and involve women in decisions and activities that affect them</li> <li>○ Increase women’s participation in programs and projects related to the implementation of the PAMs, including problem identification and project design</li> <li>○ Develop a monitoring and evaluation plan to track gender indicators and targets</li> <li>○ Provide resources in support of the GAD action plan (budget, gender expertise, staff time for capacity building on gender and development)</li> </ul>		
Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Agriculture: Client-Focused</b>			
<ul style="list-style-type: none"> <li>● Increased participation of women and marginalized groups in multi-sectoral consultations on NDC Policies and Measures (PAMs) in agriculture</li> </ul>	<ul style="list-style-type: none"> <li>● Involve women and marginalized groups in problem identification, project design, implementation, monitoring and evaluation of climate change PAMs and programs and projects</li> <li>● Include women and marginalized groups to multisectoral consultations to ensure that their voices and choices are given consideration and factored into decisions</li> </ul>	DA-CRAO	DA-GFPS
<ul style="list-style-type: none"> <li>● Increased recognition of women farmers and their economic contributions to the agriculture sector</li> </ul>	<ul style="list-style-type: none"> <li>● Include gender sensitivity sessions in all agriculture training activities to increase awareness of the gender barriers and constraints faced by women farmers and their economic contributions in agriculture</li> </ul>	DA-GFPS	PCW
<ul style="list-style-type: none"> <li>● Improved women’s access to resources</li> </ul>	<ul style="list-style-type: none"> <li>● Conduct orientation meetings with local women and marginalized groups</li> </ul>	DA-CRAO	DA-GFPS

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Agriculture: Client-Focused</b>			
and services including land, credit, agricultural technologies, training, markets, and information	<p>in climate change project sites to increase knowledge and awareness of their rights to access resources and technologies, including land ownership instruments such as certificate of land ownership agreement, certificate of ancestral land title, certificate of ancestral domain title, and emancipation patent</p> <ul style="list-style-type: none"> <li>Capacitate female and male farmers to develop climate-resilient agricultural enterprises</li> </ul>	DA-CRAO	DA-GFPS
<ul style="list-style-type: none"> <li>Increase access to inclusive capacity building and training opportunities and membership in organizations</li> </ul>	<ul style="list-style-type: none"> <li>Organize inclusive local organizations in NDC PAM project sites</li> <li>Develop and implement inclusive capacity-building in modern agriculture technologies and leadership training opportunities especially for women</li> </ul>	DA-CRAO	DA-GFPS

SECTORAL NDC GAP	
For Waste Sector: Organization-Focused (see also Table 1)	
Waste Sector Policies and Measures	Proposed Gender Entry Points in Waste Sector Policies and Measures
<ul style="list-style-type: none"> <li>● Solid waste: Methane capture and utilization or flaring at sanitary landfills</li> <li>● Wastewater: Expansion of septage and sewage treatment facilities in highly urbanized cities and other cities outside Manila Bay area, and expansion of wastewater treatment facilities to rehabilitate Manila Bay</li> </ul>	<ul style="list-style-type: none"> <li>● The Nationally Determined Contribution Gender Action Plan (NDC GAP) in Table 1 presents the strategic actions that support the proposed gender entry points for the waste sector Policies and Measures (PAMs)</li> <li>● Conduct of gender analysis using the Harmonized Gender and Development Guidelines (HGDG) core elements in Appendix 1 to assess the gender responsiveness of the waste sector PAMs, particularly those dealing with solid waste in sanitary landfills; and to identify the gender issues faced by women, men, and marginalized groups in waste collection and recovery</li> <li>● For wastewater, the gender entry point is to examine the gender balance of technically qualified women and men, their occupational roles in the sector; and to identify opportunities for women's involvement and participation in the design and implementation of the waste sector Policies and Measures</li> <li>● Capacity development for members of the project management offices set up for the PAMs on the use of HGDG; its importance in assessing gender dimensions overlooked in feasibility studies, impact assessments, and vulnerability analyses; and its use as a requirement by the Investment Coordinating Committee of the National Economic and Development Authority in reviewing activities funded by official development assistance</li> </ul>



Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Waste Sector: Client-Focused</b>			
<ul style="list-style-type: none"> <li>Ensure health and safety of most marginalized workers in the waste sector</li> </ul>	<ul style="list-style-type: none"> <li>Issue policy to improve social safeguards for the most marginalized workers in the waste sector, including women waste workers for mandated agencies and local government units (LGUs)</li> <li>Collaborate with concerned LGUs in solid waste management plans and initiatives on occupational health and safety measures and health care coverage of waste worker pickers</li> </ul>	DENR	Concerned LGUs with sanitary landfills
<ul style="list-style-type: none"> <li>Increased knowledge and awareness of waste workers on health impacts of waste collection</li> </ul>	<ul style="list-style-type: none"> <li>Conduct orientation seminars with organizations of waste workers on health impacts of toxic solid waste and waste water, health risks associated with their work, and health safety protocols</li> </ul>	DENR	Concerned LGUs with sanitary landfills
<ul style="list-style-type: none"> <li>Empower women in the waste value chain</li> </ul>	<ul style="list-style-type: none"> <li>Provide training and capacity-building programs to enhance the skills and economic opportunities of women in the waste value chain, e.g., recycling operations and junk shops</li> </ul>	DENR	Concerned LGUs with sanitary landfills

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Waste Sector: Client-Focused</b>			
<ul style="list-style-type: none"> <li>Ensure health and safety of most marginalized workers in the waste sector</li> </ul>	<ul style="list-style-type: none"> <li>Issue policy to improve social safeguards for the most marginalized workers in the waste sector, including women waste workers for mandated agencies and local government units (LGUs)</li> <li>Collaborate with concerned LGUs in solid waste management plans and initiatives on occupational health and safety measures and health care coverage of waste worker pickers</li> </ul>	DENR	Concerned LGUs with sanitary landfills
<ul style="list-style-type: none"> <li>Increased knowledge and awareness of waste workers on health impacts of waste collection</li> </ul>	<ul style="list-style-type: none"> <li>Conduct orientation seminars with organizations of waste workers on health impacts of toxic solid waste and waste water, health risks associated with their work, and health safety protocols</li> </ul>	DENR	Concerned LGUs with sanitary landfills
<ul style="list-style-type: none"> <li>Empower women in the waste value chain</li> </ul>	<ul style="list-style-type: none"> <li>Provide training and capacity-building programs to enhance the skills and economic opportunities of women in the waste value chain, e.g., recycling operations and junk shops</li> </ul>	DENR	Concerned LGUs with sanitary landfills

SECTORAL NDC GAP	
<b>For Industry Processes and Product Use Sector: Organization-Focused (see also Table 1)</b>	
<p><b>Industry Processes and Product Use Policies and Measures</b></p> <ul style="list-style-type: none"> <li>● Clinker substitution in cement manufacturing</li> <li>● Glass production</li> <li>● Iron and steel industry (reduced emission)</li> </ul>	<p><b>Proposed Gender Entry Points in Industry Processes and Product Use Sector Policies and Measures</b></p> <ul style="list-style-type: none"> <li>● The Nationally Determined Contribution Gender Action Plan (NDC GAP) in Table 1 presents the strategic actions that support the proposed gender entry points for the IPPU Policies and Measures (PAMs)</li> <li>● Conduct of gender analysis using the Harmonized Gender and Development Guidelines (HGDG) core elements in Appendix 1 to identify the gender issues faced by women, men, and marginalized groups in the industry processes and product use (IPPU) manufacturing sector and assess the gender balance of technically qualified women and men, and their occupational roles in the sector</li> <li>● Examine the service value chains where micro, small, and medium enterprises can play a role, e.g., in product marketing, promotion, market research, and others</li> </ul>

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Industry Processes and Product Use Sector: Client-Focused</b>			
<ul style="list-style-type: none"> <li>● Equality in employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>● Promote the employment of technically qualified women in traditionally male-dominated sectors like cement, glass, and metal manufacturing</li> <li>● Support the recruitment and retention of women in technical and managerial roles</li> </ul>	Private business	DENR
<ul style="list-style-type: none"> <li>● Improved working conditions for women in manufacturing</li> </ul>	<ul style="list-style-type: none"> <li>● Provide support services and resources for working mothers, including maternity leave, childcare support, and flexible work arrangements</li> <li>● Strengthen enforcement of labor laws and regulations to ensure decent working conditions and address issues of discrimination against women in manufacturing factories</li> </ul>	Private business	DENR, DOLE
<ul style="list-style-type: none"> <li>● Gender equality in unionization</li> </ul>	<ul style="list-style-type: none"> <li>● Address barriers to unionization faced by women, including gender-based discrimination and lack of representation in union leadership positions</li> </ul>	Private business	DENR, DOLE

SECTORAL NDC GAP	
<b>For Transport Sector: Organization-Focused (see also Table 1)</b>	
<p><b>Transport Policies and Measures</b></p> <ul style="list-style-type: none"> <li>• Public transport modernization</li> <li>• Motor vehicle inspection</li> <li>• Expansion of the railway system</li> <li>• Development of bus rapid transit systems</li> <li>• Decarbonization of the freight maritime transport</li> <li>• Adoption of more efficient fuel standards and new technologies</li> </ul>	<p><b>Proposed Gender Entry Points in Transport Sector Policies and Measures</b></p> <ul style="list-style-type: none"> <li>• The Nationally Determined Gender Action Plan (NDC GAP) in Table 1 presents the strategic actions that support the proposed gender entry points for the transport sector Policies and Measures (PAMs)</li> <li>• Conduct of gender analysis of the transport PAMs using the Harmonized Gender and Development Guidelines (HGDG) core elements in Appendix 1 to identify the gender issues faced by women, men, and marginalized groups in the transport sector</li> <li>• Capacity development for members of the project management offices set up for the PAMs on the use of HGDG; its importance in assessing gender dimensions overlooked in feasibility studies, impact assessments, and vulnerability analyses; and its use as a requirement by the Investment Coordinating Committee of the National Economic and Development Authority in reviewing activities funded by official development assistance</li> <li>• Implementation of DO 2024-002 of the Department of Transportation on Inclusive Facilities Design Standards</li> </ul>

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Transport Sector: Client-Focused</b>			
<ul style="list-style-type: none"> <li>• Ensuring inclusive participation in consultations for transport sector PAMs</li> </ul>	<ul style="list-style-type: none"> <li>• Include women and marginalized groups in transport sector PAM consultations to ensure that their perspectives are integrated into project planning and decision-making processes</li> </ul>	DOTr	PAMs project implementers, CSOs
<ul style="list-style-type: none"> <li>• Understanding gendered mobility patterns</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct inclusive assessments to understand gender differences in travel patterns, modes of transport access, and utilization of transport infrastructure and services based on their socially determined gender roles and responsibilities</li> </ul>	DOTr	Research organizations
<ul style="list-style-type: none"> <li>• Addressing safety and harassment concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Implement measures to prevent sexual harassment, such as installing closed circuit television cameras and panic buttons; well-lit facilities; and broad dissemination and display of information, education, and communication</li> </ul>	DOTr	

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Transport Sector: Client-Focused</b>			
	<p>materials on violence against women and children in public transport such as terminals, fleet buses, and passenger vessels</p> <ul style="list-style-type: none"> <li>• Create women-friendly spaces within public transport systems, including designated seating areas and easily accessible complaint (against gender-based violence) desks in train stations to mitigate risks of harassment</li> </ul>		
<ul style="list-style-type: none"> <li>• Increased the number of women law enforcers</li> </ul>	<ul style="list-style-type: none"> <li>• Develop affirmative interventions to encourage more women to apply to the SAICT, such as proactive recruitment, and safe spaces free from sexual harassment, separate quarters and facilities for women and men law enforcers</li> <li>• Deploy more female security guards in public transport (train stations and coaches, bus terminals)</li> </ul>	DOTr	

SECTORAL NDC GAP	
<b>For Energy Sector: Organization-Focused (see also Table 1)</b>	
<p><b>Energy Sector Policies and Measures</b></p> <ul style="list-style-type: none"> <li>● Renewable energy deployment, energy efficiency and conservation measures</li> <li>● Alternative fuels (nuclear energy program)</li> <li>● New technologies for battery energy storage systems</li> <li>● Electrification of vehicles</li> <li>● Energy resiliency</li> </ul>	<p><b>Proposed Gender Entry Points in Energy Sector Policies and Measures</b></p> <ul style="list-style-type: none"> <li>● The Nationally Determined Contribution Gender Action Plan (NDC GAP) in Table 1 presents the strategic actions that support the proposed gender entry points for the transport sector Policies and Measures (PAMs)</li> <li>● Conduct of gender analysis of the energy sector PAMs using the Harmonized Gender and Development Guidelines (HGDG) core elements in Appendix 1 to identify the gender issues faced by women, men, and marginalized groups in the energy sector</li> <li>● Use the gender analysis questions from the Department of Energy Toolkit, which can be used in mainstreaming gender in NDC Policies and Measures</li> <li>● Capacity development for members of the project management offices set up for the PAMs on the use of HGDG; its importance in assessing gender dimensions overlooked in feasibility studies, impact assessments, and vulnerability analyses; and its use as a requirement by the Investment Coordinating Committee of the National Economic and Development Authority in reviewing activities funded by official development assistance</li> </ul>

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
<b>For Energy Sector: Client-Focused</b>			
<ul style="list-style-type: none"> <li>● Promotion of women in the renewable energy industry</li> </ul>	<ul style="list-style-type: none"> <li>● Provide opportunities for skills development and career advancement for women in the renewable energy industry</li> <li>● Recognize and showcase successful examples of women's participation and leadership in the renewable energy sector to inspire other women to pursue careers in this field</li> </ul>	DOE	
<ul style="list-style-type: none"> <li>● Removing barriers to women's participation in energy PAMs</li> </ul>	<ul style="list-style-type: none"> <li>● Increase access to STEM education and scholarships</li> <li>● Implement measures to promote inclusion in the energy workforce, such as targeted recruitment and training programs for women in technical roles</li> </ul>	DOE	
<ul style="list-style-type: none"> <li>● Ensuring inclusive participation in consultations for</li> </ul>	<ul style="list-style-type: none"> <li>● Increase the participation of women and marginalized groups in energy sector PAM consultations</li> </ul>	DOE	PAMs project implementers, CSOs

Gender Equality Objectives	Strategic Gender Actions	Implementing Partners	
		Lead	Collaborating
energy sector PAMs			

CRAO = Climate Resilient Agriculture Office, CSOs = civil society organizations, DA = Department of Agriculture, DENR = Department of Environment and Natural Resources, DOTr = Department of Transportation, DOE = Department of Energy, GFPS = Gender Focal Point System, NEDA = National Economic and Development Authority, PAMs = Policies and Measures, PCW = Philippine Commission on Women, PSA = Philippine Statistics Authority. Source: Climate Change Commission.

## A. Agriculture Sector

The Department of Agriculture (DA) role in the NDC involves the reduction of GHG emissions in the agriculture sector, conditioned on the provision of means of implementation, such as climate finance, capacity-building, and technology transfer.

The DA’s centerpiece program for mainstreaming and integrating climate change in the agriculture and fisheries sector is the Adaptation and Mitigation Initiatives in Agriculture (AMIA) program. This program aims to establish model climate-resilient farmer and fishing communities where adaptation and mitigation initiatives are tested and results disseminated. In 2024, there were 181 AMIA villages in 59 provinces across the country.<sup>6</sup>

### 1. Challenges in the Agriculture Sector

- (i) Agriculture is a critical sector for gender integration as more than 30% of the population are employed in this sector. In 2021, the proportion of employed men in agriculture in relation to the total male employment was 29.9%. In comparison, female agriculture workers made up 15.7% of the total female workforce.<sup>7</sup> Majority of these women are unpaid family workers.
- (ii) Under the Magna Carta of Women, the DA is tasked to implement gender-responsive programs and projects, recognize farmers as both women and men (common perception is that farmers are only men, resulting in the invisibility of women farmers’ economic contributions in agriculture), and to ensure the active participation of women’s groups in DA programs at the local level.
- (iii) Gender issues in agriculture involve unequal access of female and male farmers to resources and services, including equal access to climate information, to improve their productive and reproductive work; norms, attitudes, and institutions that promote gender-role stereotyping and result in women’s multiple burdens and various forms of violence against women and girls; control over resources and decision-making processes; and involvement in organizations and collective action.<sup>8</sup>

<sup>6</sup> Data provided by the DA Climate Resilient Agriculture Office.

<sup>7</sup> Statista. 2023. Proportion of Employed Persons in the Agriculture Industry to the Total Employment in the Philippines from 2016 to 2021, by Gender. <https://www.statista.com/statistics/1321352/philippines-agriculture-industry-employee-share-by-gender/>.

<sup>8</sup> *GAD Checklist for Agricultural and Agrarian Reform Projects*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:d33d51b5-fd85-4940-a8a5-459fedeb73c5>.

## 2. Organization-Focused Challenges

- (i) There is a need for Department-wide policy guidance on mainstreaming gender and climate change in programs and projects, and in PAMs, and more collaboration between the DA-Climate Resilient Agriculture Office (DA-CRAO) and the DA GFPS.
- (ii) Climate vulnerability assessments to inform climate risk-based interventions have not integrated gender considerations.
- (iii) Gender analysis needs to be conducted to identify gender entry points, and develop gender indicators in agriculture PAMs, which include the use of alternate wet and drying cropland management, renewable energy for flood control and water management systems in paddy rice cultivation; and the use of biodigester and nature-based solutions in livestock-manure management.
- (iv) There is no agency policy on the collection and use of SDD, and establishment of SDD database.
- (v) There is a need to mainstream PAMs into the DA's Gender Plan and Budget.
- (vi) Assessment of capacity-building needs of the DA GFPS using PCW's GFPS Functionality Assessment Tool is needed.
- (vii) Increasing women's participation in the implementation of PAMs is needed.

In response to these organizational challenges—which are similarly faced not only by the DA but the rest of the NDC lead sector agencies—the NDC GAP provides recommended strategic gender actions and key activities that may be adopted and implemented by the DA and the other NDC lead sector agencies (see Table 1).

## 3. Client- Focused Challenges

- (i) In farming communities, the notion of a farmer is male, hence women's actual contribution to food and agricultural production remains undervalued if not invisible. Women dominate the planting or transplanting and harvesting activities, especially in the production of staple crops (rice and corn). More women workers were also employed in corn (harvesting or husking, planting and transplanting, and care of crops); and sugarcane farming (weeding and fertilizer application). Women participate in land clearing and harrowing activities, often spending longer periods of time in them compared to men.
- (ii) Despite the unpaid character of their labor, women are left in charge of finance-related activities, accessing production capital, and marketing the farm's produce.<sup>9</sup> Women are the main borrowers in agricultural households because they have greater access to microcredit and are under strong pressure to bridge resource gaps. Hence, more women than men fall into chronic indebtedness related to climate-induced crop failures.
- (iv) Women in rural communities have trouble accessing resources such as credit and services to support their livelihood as farmers and fishers, because ownership of land and other assets is primarily associated with men. In 2022, only 32.3% of women compared to 67.4% of men owned certificates of land ownership.<sup>10</sup> Land ownership is a form of economic power, which can be transformed into bargaining power of women within the household, as assets reflect the fallback position of the spouses in

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<sup>9</sup> NICCDIES. National Climate Change Action Plan, 2011–2028. <https://niccdies.climate.gov.ph/action-plans/national-climate-change-action-plan>.

<sup>10</sup> University of the Philippines, Center for Women's and Gender Studies. 2021. *Gender Country Profile Philippines*. [https://drive.google.com/file/d/1AjWo\\_QLSme47xkowyms3rc-vADpeXL-4/view](https://drive.google.com/file/d/1AjWo_QLSme47xkowyms3rc-vADpeXL-4/view).



- case the union is dissolved. Ownership could empower women by increasing their economic independence, thus providing them with greater involvement in household decision-making and a wider range of choices to respond to opportunities.
- (v) Women in agriculture and rural areas face higher barriers in gaining access to productive resources and opportunities compared to men, namely for land, livestock, labor, education, extension, finance and technology.<sup>11</sup> Only around 33% of women in agriculture have access to farm animals, only 19% have access to seeds, only 13% have access to calamity assistance and pest management, 17% have access to social services, and less than half have access to water and electricity.<sup>12</sup>
  - (vi) Few rural women have access to capacity building services, i.e., only 45% have access to communication, 29% have access to women's organizations, and only 18% have access to training and calamity insurance. When food shortages arise from poor harvests linked to weather problems, women are the last to eat in their households, prioritizing the food needs of male household members and children over their own.<sup>13</sup>
  - (vii) The gender gap in average wages remains a key concern in the Philippines. Men receive a daily wage of ₱335 and women receive ₱304.60, below the nominal wage of ₱331.10 per day in agriculture.<sup>14</sup> At the household level, women's activities span an average of 1–3 hours each for the following activities: preparation of food and tools for the farm workers, foraging for food, gathering of wood for fuel, raising livestock and poultry, fetching water, and engaging in nonfarm income-generating activities.
  - (viii) Climate change impacts on rice productivity induce out-migration in the Philippines. Rice is one of the crops that can be extremely affected by changing weather patterns brought about by climate change. A link has been established between decline in rice yield and gross revenue per hectare as a result of extreme weather events and international migration. The number of total overseas Filipino workers has increased by 5 per 1,000 population for each decrease of 1 metric ton in average overall rice yield. Findings show that overseas migration of female workers is more sensitive to climate and rice productivity changes compared to male overseas migration. Female migrants are often made up of unskilled agricultural workers who seek labor as, for example, housekeepers, whereas male overseas migrants often consist of skilled laborers who previously worked in more technical fields, which are not as affected by climate impacts as agriculture.<sup>15</sup>

In response to the above client-focused challenges, the NDC GAP for the agriculture sector provides recommended strategic gender actions and key activities that may be adopted and implemented by the Department of Agriculture (see Table 2).

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<sup>11</sup> PDIS report cited in Simeon, L. M. 2020. Gender Pay Inequality Rampant in Agriculture Sector. *The Philippine Star*. 2020. <https://www.philstar.com/business/2020/09/01/2039161/gender-pay-inequality-rampant-agriculture-sector>.

<sup>12</sup> NICCDIES. National Climate Change Action Plan, 2011–2028. <https://niccdies.climate.gov.ph/action-plans/national-climate-change-action-plan>.

<sup>13</sup> NICCDIES. National Climate Change Action Plan, 2011–2028. <https://niccdies.climate.gov.ph/action-plans/national-climate-change-action-plan>.

<sup>14</sup> Simeon, L. M. 2020. Gender Pay Inequality Rampant in Agriculture Sector. *The Philippine Star*. 2020. <https://www.philstar.com/business/2020/09/01/2039161/gender-pay-inequality-rampant-agriculture-sector>.

<sup>15</sup> F. H. Bordey et al. 2013. Linking Climate Change, Rice Yield and Migration: The Philippine Experience. WorldFish. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:70ff5def-a595-4923-a369-e754cca2a0cd>.

## B. Waste Sector

The Department of Environment and Natural Resources (DENR) is the lead agency for the waste sector responsible for setting technical standards and administrative policies for the waste and industry processes and product use (IPPU) sectors. DENR leads in the formulation, coordination and monitoring of the sector-specific greenhouse gas (GHG) emissions and reporting them to the CCC.

The waste sector is composed of four subsectors: wastewater treatment and discharge, solid waste disposal, incineration and open burning of waste, and biological treatment of solid waste. The DENR lists closure of dumpsites and establishment of material recovery facilities as priority Policies and Measures. On GAD, DENR's GFPS implements the GAD Strategic Plan for 2022–2027, a 6-year strategy plan that aligns environment and natural resources with the effects of climate change on gender and health issues.

### 1. Challenges in the Waste Sector

- (i) Despite the goals of waste avoidance and volume reduction under the solid waste management law, the Philippines continues to produce an ever-growing volume of garbage. The DENR projected that the country would produce 23.61 million metric tons of waste by 2025—equivalent to over 3,000 garbage dump trucks per day. The bulk is expected to come from Metro Manila and CALABARZON. Most of the trash produced and collected in Metro Manila ends up in a sanitary landfill in Rodriguez (commonly known as Montalban) town in Rizal province, around an hour from Metro Manila. Living near the facility is a community of about 1,000 families that have no access to electricity and water and who rely on whatever they can scavenge from the landfill to survive.<sup>16</sup>
- (ii) In a 2015 modeling study, the Philippines was ranked as the third largest plastic pollution emitter in the world. The country, together with four other countries including the People's Republic of China, Viet Nam, Indonesia, and Thailand, contribute 60% of the marine plastic pollution in the world. The Ocean Cleanup study in 2021 by the World Wildlife Fund (WWF) found that the Philippines is the largest contributing country to plastic pollution with the Pasig River as the most polluting river in the world.<sup>17</sup>
- (iii) The pervasive issue of plastic pollution has resulted in significant repercussions across environmental, societal, and economic domains. According to the WWF, over 800 species in marine environments face direct risks from plastic pollution, including the dangers of entanglement, consumption of plastics, and the degradation of their natural habitats.
- (iv) Viewed through a societal lens, the creation, burning, and uncontrolled combustion of plastic materials emit hazardous chemicals, presenting a grave risk to public health, particularly within low-income and marginalized neighborhoods where these activities are prevalent. The possibility of plastic consumption by humans has been

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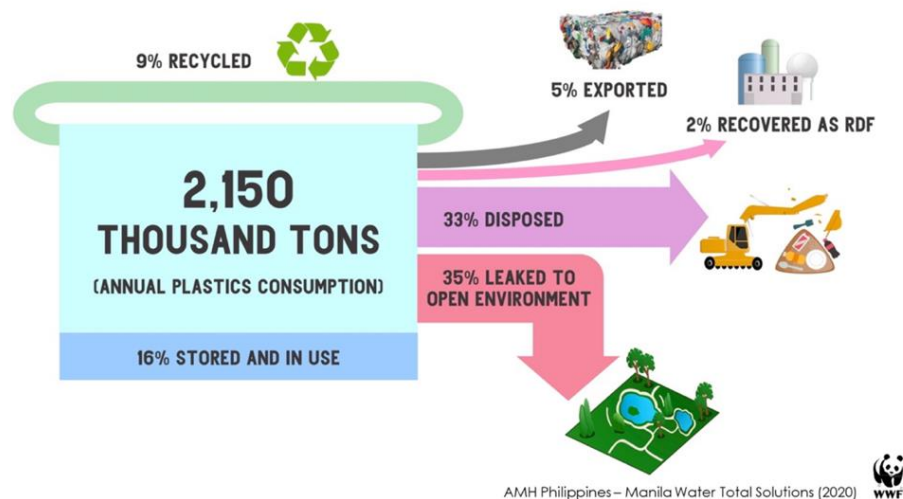
<sup>16</sup> Rappler. 2022. In *Informal Waste Work, Women are Twice as Vulnerable, Invisible*. <https://www.rappler.com/environment/informal-waste-work-women-twice-vulnerable-invisible/>.

<sup>17</sup> World Wildlife Fund (WWF). *Research Assessment on the Attitudes and Motivations of Women in Waste*. <https://wwfph.awsassets.panda.org/downloads/research-assessment-on-the-attitudes-and-motivations-of-women-in-waste.pdf>.

identified, with microplastics found in seafood and bottled water. Research by WWF suggests that the average person could be consuming a minimum of 5 grams of plastic weekly, the weight of a standard credit card.<sup>18</sup>

- (v) Additionally, studies have shown that exposure to landfills and dumpsites can harm human health and cause a slew of illnesses, from skin diseases to respiratory and gastrointestinal problems. Plastics can break down into microplastics and leach hazardous chemicals into the environment, which can affect fertility and reproductive functions, among others.<sup>19</sup> Solid waste in landfills generates methane as it decomposes anaerobically. Methane is a powerful GHG that significantly contributes to global warming. Figure 2 shows the flow of plastics consumption in the Philippines in 2020.

**Figure 2: Plastics Consumption**



Source: AMH Philippines, Inc. and Manila Water Total Solutions.

## 2. Organization-Focused Challenges

- (i) Gender has not been a consideration in the waste sector Policies and Measures. There is a need for further guidance on the integration of gender in the NDC Policies and Measures.
- (ii) There is low utilization of the gender budget for implementation of GAD interventions in line with Section 36(a) of the Magna Carta of Women.
- (iii) Appreciation, awareness, knowledge, and understanding of GAD-relevant laws and policies are low.
- (iv) Awareness of internal and external clients of gender issues, GAD activities, and events is limited.

<sup>18</sup> World Wildlife Fund (WWF). *Research Assessment on the Attitudes and Motivations of Women in Waste*. <https://wwfph.awsassets.panda.org/downloads/research-assessment-on-the-attitudes-and-motivations-of-women-in-waste.pdf>.

<sup>19</sup> Rappler. 2022. In *Informal Waste Work, Women are Twice as Vulnerable, Invisible*. <https://www.rappler.com/environment/informal-waste-work-women-twice-vulnerable-invisible/>.

- (v) Gender concerns are not adequately expressed in the DENR vision, mission, and goals, and selected GAD policies of DENR need review, validation, and updating.
- (vi) Gender is not fully mainstreamed in education and training programs for environment and natural resources supervisors and managers.
- (vii) Addressing gender concerns in disaster, health, and climate change risks and hazards is not explicitly integrated in environment and natural resources sectoral policies and programs.
- (viii) Staffing support for GAD work is inadequate.
- (ix) Women's participation in sustainable management of the environment and natural resources is limited as are access to information and knowledge about climate change, health, and disaster risks and hazards; as well as in decision-making on adaptation and mitigation Policies and Measures.

In response to the above organizational challenges<sup>20</sup> in the waste sector, the NDC GAP provides recommended strategic gender actions and key activities that may be adopted and implemented by the Department of Environment and Natural Resources (see Table 1).

### 3. Client-Focused Challenges

Women occupy the lowest level of the value chain of the waste sector, with a large proportion of women as waste pickers. Women are usually assigned to be aggregators in materials recovery facilities (MRF) because sorting waste is highly repetitive, tedious work. Ownership of large aggregators, and large upcycling businesses is dominated by men. In a study of processing companies on whether they would prefer male or female workers for collection, loading, packing, and sorting tasks, the findings showed that men are preferred over women in more labor-intensive activities of collecting and loading; women perform the more repetitive and time-consuming tasks of packing and sorting.<sup>21</sup>

Research by WWF<sup>22</sup> found the following perceived roles of women in the waste sector:

- (i) Gender stereotypes and traditional gender roles influence the assignment of tasks. Women are primarily assigned the tasks of household waste segregation and recycling, while men are assigned tasks related to waste collection and disposal.
- (ii) Women are seen as leaders in waste management efforts, both in the household and the community, but face discrimination and challenges in their work.
- (iii) Women waste workers are mostly informal waste collectors, particularly in street waste picking and recycling collection. This is because these tasks allow for flexibility in hours and for bringing children along.
- (iv) Formal waste collection is dominated by men. Men are preferred for waste collection due to the physical demands of the job and are more likely to get employed by local governments as garbage truck drivers and haulers.

<sup>20</sup> Source: Consultation Workshop on NDCGAP with the DENR for the Waste and IPPU sectors. April 15, 2024, ADB.

<sup>21</sup> Ocean Conservancy. 2019. *The Role of Gender in Waste Management: Gender Perspectives on Waste in India, Indonesia, the Philippines and Vietnam*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:aac2002a-3250-4d48-9f99-b3707449bc4b>.

<sup>22</sup> World Wildlife Fund (WWF). *Research Assessment on the Attitudes and Motivations of Women in Waste*. <https://wwfph.awsassets.panda.org/downloads/research-assessment-on-the-attitudes-and-motivations-of-women-in-waste.pdf>.

- (v) Women are often involved in the operation of junk shops, either as co-owners or operators. They perform administrative tasks, sorting and separating materials, and sometimes engage in pre-processing activities.
- (vi) Women in the waste value chain face various challenges, including limited access to equipment and vehicles, lack of safety, health risks, and social stigma. They also often have to balance their waste-related work with household duties and childcare responsibilities.

Research by the EcoWaste Coalition showed unequal opportunities between men and women waste workers, with women having less access to skills, training, and capital to earn more from working with waste.

Meanwhile, research by the Ocean Conservancy and GA Circular in 2019 indicates that formal employment in the waste sector is less common for women, with the notable exception of street sweeping roles provided by local governments. Women are frequently found running small-scale recycling operations and junk shops alongside their partners. For many women street sweepers, the job's appeal lies in its proximity to their homes and the absence of strenuous physical labor.<sup>23</sup>

Health risks are a considerable concern for waste sector workers, both men and women. They are exposed to toxic and unhygienic materials, which can lead to respiratory illnesses and other health issues. Many waste sector workers do not have health insurance coverage or access to adequate health care. Women, in particular, handle wet waste (mixed or organic materials) more often than men, which puts them at a higher risk of health problems. Lack of safety measures, such as protective gear, also contributes to the health challenges faced by waste sector workers.<sup>24</sup>

Women in the waste sector often face challenges related to their reproductive health, as they are exposed to hazardous chemicals and materials. Overall, the health challenges faced by waste sector workers, including women, highlight the need for better safety measures, access to healthcare, and awareness about the potential health risks associated with their work.<sup>25</sup>

Since young children are often with their working mothers, they eventually learn the trade themselves. Working as waste pickers comes with health issues. Those working in landfills face the same dangers as the itinerant collectors on the streets but are more exposed to toxic cocktails of chemicals and gases from the trash heap. For example, burned plastic produces dioxin and furan, which even in small quantities can cause death; and long-term exposure can cause cancer. It can damage the ozone layer and increase greenhouse effect. Around the world, in countries with flawed solid waste management systems, the task of collecting, sorting, and diverting recyclables from dumps often falls on women and children's shoulders.<sup>26</sup>

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<sup>23</sup> World Wildlife Fund (WWF). *Research Assessment on the Attitudes and Motivations of Women in Waste*. <https://wwfph.awsassets.panda.org/downloads/research-assessment-on-the-attitudes-and-motivations-of-women-in-waste.pdf>.

<sup>24</sup> Ocean Conservancy. 2019. *The Role of Gender in Waste Management: Gender Perspectives on Waste in India, Indonesia, the Philippines and Vietnam*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:aac2002a-3250-4d48-9f99-b3707449bc4b>.

<sup>25</sup> Ocean Conservancy. 2019. *The Role of Gender in Waste Management: Gender Perspectives on Waste in India, Indonesia, the Philippines and Vietnam*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:aac2002a-3250-4d48-9f99-b3707449bc4b>.

<sup>26</sup> Rappler. 2022. In Informal Waste Work, Women are Twice as Vulnerable, Invisible. <https://www.rappler.com/environment/informal-waste-work-women-twice-vulnerable-invisible/>.

Additionally, flexible hours in informal waste collecting allow women to look after the children and manage the household while bringing additional money in for their families' needs. They sort and recover valuable scrap, such as recyclable plastics, and sell them to junk dealers for a living. As a result, these materials are returned to the loop instead of overcrowding landfills or, worse, leaking into soils and waterways. While exact regional and national figures are elusive, it is estimated that there are 20 million waste pickers around the world, including women and children. In countries with flawed solid waste management systems, the task of collecting, sorting, and diverting recyclables from dumps often falls on their shoulders.<sup>27</sup>

Despite these meaningful contributions to the waste sector, waste workers in the Philippines are extremely undervalued and generally absent in solid waste management plans. Local governments spend millions of pesos for garbage collection, transport, and disposal. By segregating wastes and recovering recyclables, waste pickers are essentially “subsidizing” governments with their unpaid service.

In response to the above client-focused challenges, the NDC GAP for the waste sector provides recommended strategic gender actions and key activities that may be adopted and implemented by DENR (see Table 2).

### C. Industry Processes and Product Use Sector

The DENR also leads the IPPU sector in the NDC implementation. The key intervention for the sector is clinker substitution in cement manufacturing, which is an unconditional measure. Steady progress has been made on clinker substitution in cement production (i.e., low carbon blended cement) by some large cement manufacturers in the Philippines.

The private sector will be responsible for the delivery of most of the IPPU's Policies and Measures. DENR will play a key role in facilitating the acceptance of low-carbon blended cement in the public sector over the country. Capacity building for the IPPU sector will center around MRV as the NDC will require DENR to track private sector data. The introduction of green procurement within the government will also be a key to accelerating delivery in this sector, as public sector works account for approximately half of the country's cement demands.<sup>28</sup>

#### (g) 1. Challenges in the Industry Processes and Product Use Sector

- (i) The traditional perception of engineering and manufacturing, including cement, glass and metal manufacturing is stereotypically seen as suited for men and not for women. However, the cement industry has become more receptive to women who are technically qualified, with women breaking barriers in this field.<sup>29</sup> There are however, still many remaining challenges.

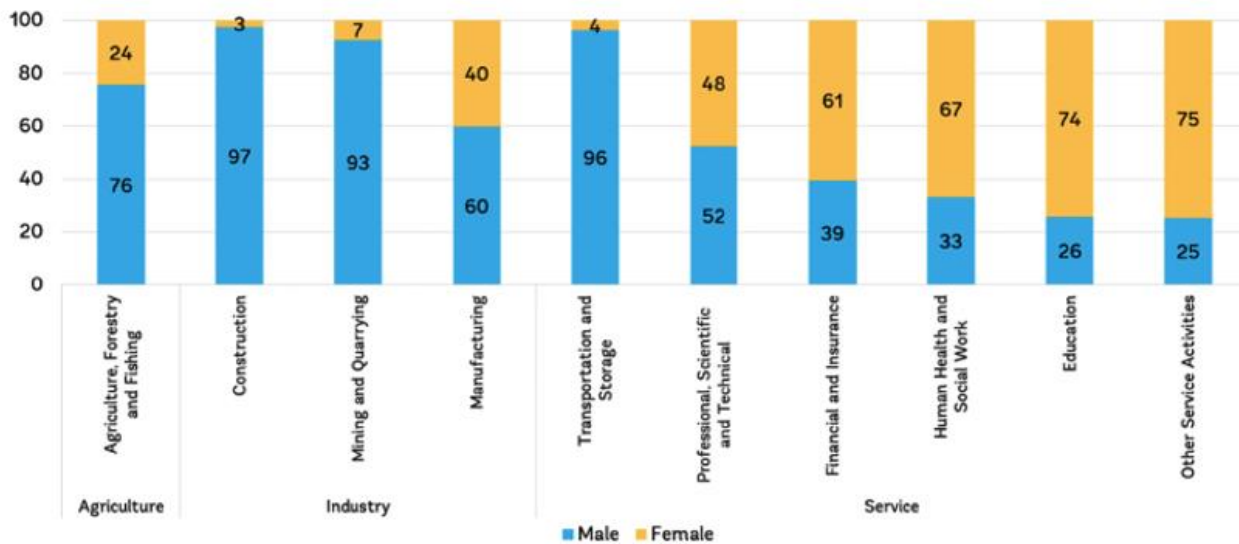
<sup>27</sup> Rappler. 2022. In Informal Waste Work, Women are Twice as Vulnerable, Invisible. <https://www.rappler.com/environment/informal-waste-work-women-twice-vulnerable-invisible/>.

<sup>28</sup> Government of the Republic of the Philippines. 2023. Implementation Plan for the Republic of the Philippines Nationally Determined Contribution (NDC) 2020–2030. Climate Change Commission and Department of Environment and Natural Resources. <https://www.climate.gov.ph/public/ckfinder/userfiles/files/Knowledge/The%20Philippines%20NDC%20Implementation%20Plan%20-%2020072024.pdf>.

<sup>29</sup> *Manila Bulletin*. 2019. Women Break Gender Roles in Cement Company Operation. <https://www.pressreader.com/philippines/manila-bulletin/20190912/281792810723435>.

- (ii) In the industry sector, men occupy a much larger share of employment in fields that have traditionally been male dominated and physically taxing. In 2020, 97% of workers in construction and 93% of workers in mining and quarrying were men. Within the industry sector, the share of female employment does not reach beyond 16% in any industry except in manufacturing, where women represent 40% of the workforce (Figure 3).

**Figure 3: Share of Employment by Industry and Gender, 2020 (%)**



Source: Based on data from the 2020 Labor Force Survey.

- (iii) Women’s participation in the workforce is one of the lowest in the Asia and Pacific region—53.4%, compared to 74.7% for men.<sup>30</sup> Factors contributing to the low labor force participation of Filipino women include gender stereotypes that assign women to domestic roles, religious restrictions, lack of access to skills training for virtual jobs, occupational gender segregation, employer discriminatory practices, and undercounting of women’s economic activities.<sup>31</sup>
- (iv) The micro, small, and medium enterprises (MSME) sector is considered the backbone and driving force of the Philippine economy, with almost one million establishments operating across sectors and the country. The empowerment of women and financial inclusion play important roles, as an estimated 66% of MSMEs are owned by women and account for 88% of trade and commercial activities.<sup>32</sup>
- (v) At the core of the Philippine economy are women entrepreneurs who play a vital role in steering the nation’s growth through these micro, small, and medium enterprises.

<sup>30</sup> Philippine Commission on Women. 2023. *Factsheet of Filipino Women and Men*. <https://drive.google.com/file/d/16h69CQjrs47DIIOCWhrjYZdTOZpQm3Rx/view>.

<sup>31</sup> Cabegin, E. C. A. and R. S. Gaddi. 2019. *Determinants of Female Labor Force Participation in the Philippines*. <https://neda.gov.ph/wp-content/uploads/2021/09/Determinants-of-Female-Labor-Force-Participation-in-the-Philippines.pdf>.

<sup>32</sup> ADB. 2023. *Measuring Progress on Women’s Financial Inclusion and Entrepreneurship in the Philippines: Results from a Micro, Small, and Medium-Sized Enterprise Survey*. <https://www.adb.org/sites/default/files/publication/917111/women-financial-inclusion-entrepreneurship-philippines.pdf>.

ADB reports that MSMEs contribute to 40% of the country's gross domestic product and provide employment for 63% of the population. According to the Department of Trade and Industry (DTI), in 2023 there were around 313,608 businesses in the Philippines owned or operated by women.<sup>33</sup>

- (vi) A 2021 report from the DTI showed that women confront insufficient access to productive resources, credit-related difficulties, and limited participation in global trade. They also face shortcomings in both digitalization and competitiveness.

## (h) 2. Organization-Focused Challenges

Based on the consultation with DENR on the IPPU sector, the same organization-focused challenges were identified in both the waste and IPPU sectors (see Chapter IV.B.2). In response to these organizational challenges in the IPPU sector, the NDC GAP provides recommended strategic gender actions and key activities that may be adopted and implemented by DENR (see Table 1).

## (i) 3. Client-Focused Challenges

- (i) In manufacturing, the proportion of women who are unionized is lower compared to men.<sup>34</sup> However, in sectors typically associated with women by gender stereotyping, such as education, health, or social work, and financial sectors, there are more women than men in unions. The National Economic and Development Authority (NEDA) found that, between the two sexes, the manufacturing and services sectors were highly concentrated with women. Women's employment in manufacturing is higher than men (9.93 % vs. 7.58%) and constitutes more than 44% of female share in industry employment.<sup>35</sup>
- (ii) Gender analysis is needed to understand the constraints women have, such as decent factory work conditions and availability of childcare facilities. The analysis could also examine women's access to jobs in the transition to green economy and potential economic participation in the value chain, e.g., role of MSMEs for marketing clinker cement.
- (iii) Most manufacturing businesses are located in economic zones. Women's share of employment in the manufacturing industry sector is much greater than women's share of the labor force as a whole, and the conditions of employment are of concern. Reports suggest that working and living conditions are poor, that women find it difficult to obtain work while pregnant and after giving birth, and that unionization is uncommon.<sup>36</sup> In the manufacturing factories, women are the last to be hired and the first to be fired, and women face issues of sexual harassment in the workplace. Married women often drop out of work due to care work.<sup>37</sup>

<sup>33</sup> Talavera, C. 2023. DTI Highlights Efforts to Support Women Entrepreneurs. <https://www.philstar.com/business/2023/03/20/2252868/dti-highlights-efforts-support-women-entrepreneurs>.

<sup>34</sup> Institute for Labor Studies. 2021. An Analysis on Women's Participation and Gender Integration in Services and Industry Enterprise-Based Unions (EBUs) in the Philippines. <https://ils.dole.gov.ph/social-dialogue/2018-sd/analysis-on-women-s-participation-and-gender-integration-in-services-and-industry-enterprisebased-unions-ebus-in-the-philippines>.

<sup>35</sup> ADB. 2013. *Gender Equality in the Labor Market in the Philippines*. <https://www.adb.org/sites/default/files/publication/31194/gender-equality-labor-market-philippines.pdf>.

<sup>36</sup> ADB. 2013. *Gender Equality in the Labor Market in the Philippines*. <https://www.adb.org/sites/default/files/publication/31194/gender-equality-labor-market-philippines.pdf>.

<sup>37</sup> Licuanan, P. n.d. *Situation of Women in the Philippines*.



- (iv) The Philippine Institute for Development Studies (PIDS) states that reviving the labor-intensive manufacturing sector could help attain inclusive growth that would create more jobs and significantly reduce poverty. In addition, it reports that the government is drafting an integrated manufacturing plan that will determine bottlenecks and provide recommendations to revitalize local industries. None of these plans or frameworks identifies or refers to gender issues or to any strategies by which women may be included in and benefit from jobs in manufacturing.<sup>38</sup>

In response to the above challenges, the NDC GAP for the IPPU sector provides recommended strategic gender actions and key activities that may be adopted and implemented by DENR (see Table 2).

#### D. Transport Sector

The Department of Transportation (DOTr) is the primary administrative, regulatory, and planning government agency covering road, rail, air and water transport. The DOTr is tasked to develop an integrated and multimodal transport system that is comfortable, accessible, safe, sustainable, and affordable. DOTr is also primarily responsible for coordinating with other agencies for transport-related concerns and in implementing and monitoring the National Transport Policy. Along with DOE, DA, and DENR, DOTr is one of the primary agencies tapped to submit interventions and strategies to reduce carbon footprints. Under its climate change mitigation strategy, DOTr's main driver is road transport, premised on the principle that fewer vehicles on streets mean fewer carbon footprints. Moving from liquid fuels to electricity will not only contribute to sectoral mitigation target delivery, but also generate a range of important public policy and macroeconomic benefits for the Philippines, such as improving health and increasing access to transport.<sup>39</sup>

##### (j) 1. Challenges in the Transport Sector

- (i) Transport is one of the two top emission sources (the other is energy industries).<sup>40</sup>
- (ii) The Transport PAMs include public transport modernization, motor vehicle inspection, expansion of the railway system, development of bus rapid transit (BRT) systems, decarbonization of the freight maritime transport, and adoption of more efficient fuel standards and new technologies. No gender analysis has been conducted on these PAMs, and reporting and monitoring mechanisms are yet to be established.
- (iii) On a positive note, DOTr has recently issued a robust gender-responsive policy (DOTr 2024-002) on inclusive Transit Facilities Design Standard, which contains full guidance on inclusive facilities following gender equality, disability, and social inclusion (GEDSI) approaches and standards for transport facilities to “ensure a seamless transportation system free from discrimination, harassment and discomfort.”<sup>41</sup>

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<sup>38</sup> ADB. 2013. *Gender Equality in the Labor Market in the Philippines*. <https://www.adb.org/sites/default/files/publication/31194/gender-equality-labor-market-philippines.pdf>.

<sup>39</sup> Nationally Determined Contribution Implementation Plan. 2024. 15 January. Draft. Climate Change Commission.

<sup>40</sup> Nationally Determined Contribution Implementation Plan. 2024. 15 January. Draft. Climate Change Commission.

<sup>41</sup> Government of the Republic of the Philippines, Department of Transportation. Creation of the Department of Transportation—Transit Facility Design Standards. *Department Order*. No. 2024-002. <https://drive.google.com/file/d/1awyMLvhk6Hhc8ffRyglp-pxhl3ret1GC/view>.

- (iv) In 2021, DOTr developed the Accessible Travel Policy (ATP) Guidelines for Railways, which aims to have passenger train and station operators commit to their obligations to provide services for persons with disabilities, promote gender awareness and sensitivity, and uphold the rights of all users of trains and stations. DOTr is also in the process of updating the transport component of the Batas Pambansa Bilang 344 or more commonly known as the Accessibility Law, which provides for the minimum accessibility requirements or design standards for public infrastructures and utilities. DOTr has also now built up its understanding and capacity to observe and utilize international environmental, social, and governance safeguards (ESG) during its project implementation. Rather than viewing these ESG safeguards as compliance checklists, DOTr has utilized these as tools to aid in project implementation.
- (v) In addition, DOTr has been designing transport initiatives that can help prevent sexual harassment, such as the installation of CCTVs, panic buttons in buses and trains, well-lit bus stations and bus stops, separate restrooms along highways, and bells and buttons in jeepneys.
- (vi) The National Transport Policy (2017) ensures that transport development is socially inclusive. It advocates for “inclusive and people-oriented mobility,” including gender and other vulnerable groups. This policy includes developing sidewalks and bike lanes to provide women access to improved mobility modes for their various activities and functions like walking their children to school, etc.

## 2. Organization-Focused Challenges<sup>42</sup>

- (i) Gender policies on SDD, establishment of GAD Database, and use of gender-fair language need to be developed.
- (ii) There is low awareness of GAD among DOTr employees and external clients.
- (iii) There is weak institutionalization of reporting mechanisms in terms of sexual harassment and gender-based violence.
- (iv) The capacity of the members of the project management offices on the use of HGDG needs to be developed. This rating tool assesses the gender-responsiveness of the project and builds awareness of the gender dimensions that tend to be overlooked in feasibility studies, impact assessments, and vulnerability analysis. An HGDG rating is a requirement in the review of ODA-funded activities by the Investment Coordinating Committee of the National Economic and Development Authority. Project management offices often do not get to give it close attention for lack of knowledge on how to review them.<sup>43</sup>
- (v) For people level interventions, ensuring the inclusive participation of women and women’s groups, as well as vulnerable and marginalized groups is needed in all consultations so that these groups’ voices are heard and recorded.<sup>44</sup>
- (vi) Feasibility studies and environmental impact studies with a social component to identify beneficiaries and those who will be affected by relocation plans conducted by project consultants does not translate into gender-responsive programs and projects (PAPs).<sup>45</sup>

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<sup>42</sup> Data sources come from the Consultation Workshop on the NCDGAP with DOTr on 16 April 2024, and findings in the gender analysis from focus group discussions with DOTr during the first NDC GAP (2021).

<sup>43</sup> Finding from focus group discussions with DOTr during the first NDC GAP (2021).

<sup>44</sup> Finding from focus group discussions with DOTr during the first NDC GAP (2021).

<sup>45</sup> Finding from focus group discussions with DOTr during the first NDC GAP (2021).

In response to the above organizational challenges in the transport sector, the NDC GAP provides recommended strategic gender actions and key activities that may be adopted and implemented by DOTr (see Table 1).

### 3. Client-Focused Challenges

- (i) The transport sector is often incorrectly considered “gender neutral.” It is wrongly assumed that transport projects equally benefit men and women and there is no significant difference in their travel patterns, modes of transport access, and utilization of transport infrastructure and services. Mobility is experienced differently by women and men, as they use different modes of transport for different purposes and in different ways depending on their socially determined reproductive, productive, and community-related gender roles. These differences need to be well understood to inform the design of gender-inclusive transport projects.<sup>46</sup>
- (ii) Gender transport patterns are also experienced differently by women and men. Women’s daily mobility patterns are more complex than men, owing to their perceived gender roles, which combine domestic and caregiving tasks with paid employment, income-earning activities, and community and social obligations. Women are more likely to use public transport to visit more than one place in a trip, and they also take shorter and more frequent journeys.<sup>47</sup>
- (iii) In a World Bank study on the Cebu Bus Transit Project (CBRT),<sup>48</sup> “women make up 55% of public transport users in Cebu and experience a unique set of challenges. Women in Cebu, in general, perform a multitude of tasks in their travels during the day, including ferrying young children to and from school and other activities, as well as grocery shopping. Taking public transportation poses a challenge due to the limited space in PUJs and the frequent practice of PUJ drivers to overload their vehicles.”
- (iv) Personal safety and harassment on public transport are significant concerns for women, who are often subjected to sexual and other forms of harassment when using transport services. Often, cramped space inside the vehicle due to overloading provides opportunities for harassment. For women, perceptions of safe travel go beyond physical road safety to include risks of harassment, stalking, sexual assault, or rape. In a Thomson Reuters Foundation survey,<sup>49</sup> Manila ranked 10th among 16 populous capitals in the world in the list of most dangerous transport systems for women and 7th worst in terms of women feeling safe travelling alone at night. In the

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<sup>46</sup> ADB. 2013. *Gender Tool Kit: Transport—Maximizing the Benefits of Improved Mobility for All*. <https://www.adb.org/sites/default/files/institutional-document/33901/files/gender-tool-kit-transport.pdf>.

<sup>47</sup> ADB. 2013. *Gender Tool Kit: Transport—Maximizing the Benefits of Improved Mobility for All*. <https://www.adb.org/sites/default/files/institutional-document/33901/files/gender-tool-kit-transport.pdf>.

<sup>48</sup> World Bank. 2014. International Bank for Reconstruction and Development Project Appraisal Document on a Proposed Loan in the Amount of US\$116 Million and a Proposed Loan from the Clean Technology Fund in the Amount of US\$25 Million to the Republic of the Philippines for the Cebu Bus Transit Project. <https://documents1.worldbank.org/curated/en/849741468094766681/text/PAD3240PAD0P11010Box385319B00OUO090.txt>.

<sup>49</sup> Diola, C. 2014. Manila Transportation 10th Most Dangerous in the World for Women. *The Philippine Star*. <https://www.philstar.com/headlines/2014/10/30/1386151/manila-transportation-10th-most-dangerous-world-women#:~:text=Manila%20is%20also%20ranked%20seventh,availability%20of%20safe%20public%20transport.>

- same survey, 94% of women cited preference for single-sex public transport,<sup>50</sup> such as the women-only coaches in the mass rapid transit system.
- (v) The opportunity costs of poor transport systems and services that are unreliable and inflexible are often borne disproportionately by women who cannot afford the lost time. For example, women may turn down employment opportunities at distances farther away from home if the transport system does not enable them to travel to and from work in time to also meet their domestic family care obligations or provide ample space and flexibility for women to travel with dependents and household goods. Instead, they may have little choice but to accept lower-paid local job opportunities or informal income sources closer to or at home, so they can combine their dual responsibilities of managing household and productive activities.<sup>51</sup>

In addition to the above challenges, other gender issues identified during the Consultation Workshop with the DOTr included the following:

- (i) Policy is needed to include women's safety in transport PAMs, e.g., mass transport such as railways and BRTs, public transport modernization, active transport, and others.
- (ii) There are no women participating in law enforcement, such as the Special Action and Intelligence Committee for Transportation (SAICT)<sup>52</sup> Training for Women, an existing training program where all applicants are male.

In response to the above client-focused challenges, the NDC GAP for the transport sector provides recommended strategic gender actions and key activities that may be adopted and implemented by DOTr (see Table 2).

## E. Energy Sector

The Department of Energy (DOE) is the primary government agency mandated under RA 7638 (DOE Act of 1992) to prepare, integrate, coordinate, supervise and control all plans, programs, projects and activities relative to energy exploration, development, utilization, distribution and conservation. DOE is also mandated under RA 9136 (Electric Power Industry Reform Act of 2001) to (i) ensure the reliability, quality, and supply of electric power; and (ii) establish and administer programs for the exploration, transportation, marketing, distribution, utilization, conservation, stockpiling, and storage of resources of all forms, whether conventional or unconventional. As the lead agency for the energy sector, the DOE has introduced policies and reforms to create an enabling environment for the influx of renewable energy to meet its mitigation objectives.

The Energy PAMs consist of accelerating renewable energy deployment and advancing energy efficiency and conservation (EEC) measures, alternative fuels (nuclear energy program), new technologies for battery energy storage systems, electrification of vehicles, and energy resiliency. Increasing the renewable energy capacity will enable the delivery of substantial

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<sup>50</sup> *The Straits Times*. 2016. Manila's Women Most in Favour of Women-Only Public Transport, According to Reuters Poll. <https://www.straitstimes.com/asia/se-asia/manilas-women-most-in-favour-of-women-only-public-transport-according-to-reuters-poll>.

<sup>51</sup> ADB. 2013. *Gender Tool Kit: Transport—Maximizing the Benefits of Improved Mobility for All*. <https://www.adb.org/sites/default/files/institutional-document/33901/files/gender-tool-kit-transport.pdf>.

<sup>52</sup> Deputized by DOTr, SAICT enforcers inspect buses and terminals for safety.

emissions reduction in the power sector, reduce dependence on imported fuels, and enable electrification across other sectors with clean energy.

## 1. Challenges in the Energy Sector

- (i) The energy sector is considered as one of the most vulnerable sectors that need to adapt to changing demand and supply conditions resulting from climate change.
- (ii) Even as the Philippines' contribution to the total global GHG emissions is insignificant compared to the rest of the world, the Philippines embarks on a mitigation strategy to contribute to the global effort by pursuing cost-effective measures to reduce GHG emissions, including increased EEC development and increased utilization of appropriate low carbon and renewable energy technologies.<sup>53</sup>
- (iii) The energy sector pursues adaptation and mitigation strategies such as EEC, and renewable energy development in response to climate change. These actions are being implemented to achieve energy security, reliability, resiliency and environmental sustainability while at the same time reducing and/or avoiding GHG emissions. In 2021, DOE was implementing 10 climate change-related projects (from a DOE focus group discussion). In most of them, DOE required public consultations, and information and awareness campaigns in relation to the formulation of various policies and promotion of energy technologies.

## 2. Organization-Focused Challenges

- (i) The DOE developed a gender toolkit in 2016 that aimed to provide each bureau, attached agency, and office within the DOE with guidance on the collection of SDD and gender-related information, conducting gender analysis, and making their operations and programs more gender-responsive to the gender concerns of their internal and external clients. In a consultation workshop, DOE representatives mentioned that they do not have the data from the development of this toolkit. Further discussions will be conducted internally by DOE to track progress.
- (ii) The DOE lacks baseline data and targets for client-oriented Policies and Measures. As the energy sector is highly privatized, the private sector implementers are responsible for most of the PAMs and are the lead entity in delivering the actions in the NDC GAP.

Below are the organizational challenges faced by DOE as identified in the Toolkit<sup>54</sup> that have remained valid up to the present. These challenges were similarly encountered in other NDC lead sector agencies.

- (i) DOE lacks policies for full integration and/or mainstreaming of GAD in DOE PAMs and PAPs, resulting in the low level of gender sensitivity of projects.
- (ii) There is no gender-neutral energy policymaking, except in connection with renewable energy. Women's influence in the development of energy policymaking and programming is limited, as they are not well represented in decision-making and policymaking bodies.

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<sup>53</sup> Climate Change Commission. National Framework Strategy for Climate Change 2010–2022.

<sup>54</sup> Government of the Republic of the Philippines, Department of Energy. 2016. *DOE Gender Toolkit for the Energy Sector*. [https://doe.gov.ph/sites/default/files/pdf/doe\\_gad/doe\\_gad\\_toolkit.pdf](https://doe.gov.ph/sites/default/files/pdf/doe_gad/doe_gad_toolkit.pdf).

- (iii) Sex-disaggregated data are lacking. Analysis of relevant gender issues and tracking of gender-related results of energy projects are hampered by the lack of SDD and gender statistics on organizational operations and at program and project levels
- (iv) There is low representation of women in the management of energy agencies. For 3<sup>rd</sup>-level positions in DOE, only 35% are women in the ManCom (6 of 17 members) and 9% in Execom (1 in 12 members), for a combined proportion of only 24%.
- (v) Awareness of gender issues is lacking among employees and consultants in the energy sector, leading to policies, programs, and projects that continue to downplay the needs of the poor, particularly the women.
- (vi) In many hardcore energy projects like energy exploration, power generation, transmission, and distribution, gender is a token consideration and importance is given mainly to the technical aspects of the proposal. Oftentimes, the proposal only references the nominal inclusion of women with no clear indication of meaningful participation and representation.

In response to the above organizational challenges in the energy sector, the NDC GAP provides recommended strategic gender actions and key activities that may be adopted and implemented by DOE (see Table 1).

### 3. Client-Focused Challenges

- (i) The energy sector is not gender-neutral. Women are more disproportionately affected by energy poverty<sup>55</sup>—lack of access to vital energy sources to meet basic household needs (e.g., cooking, lighting) and the lack of basic energy for essential services (e.g., transport, health care, schooling, and economic production.) How men and women differently experience energy poverty is influenced by the existing gender roles and division of labor. In most of Asia and the Pacific, particularly in rural areas, women at the households are socially assigned a primary role to cope with energy poverty, such as the gathering of fuel wood. To complement lack of access to affordable energy sources, women’s time and labor have been used to provide energy for food production, cooking, and heating, and water transport. Yet, women—both as consumers and suppliers—remain invisible in the energy sector.<sup>56</sup>
- (ii) In most rural communities, lack of access to modern energy services means that women have to spend several hours a day fetching fuelwood and water rather than in more productive livelihood activities, family welfare, or education. This is at the cost of not only women’s time but also to the detriment of their health and even at the risk of their personal safety. Lack of service centers for gas and oil in remote rural communities also restricts women’s access to cooking and household energy sources.<sup>57</sup>
- (iii) In renewables, women’s participation is much lower in science, technology, engineering, and mathematics (STEM) jobs than in administrative jobs. Women face persistent barriers to entry and advancement. Persistent gender segregation in education and training restricts women’s access to opportunities for technical and skills training. Fewer girls than boys in high school are interested in pursuing STEM and related science courses in college. Social norms and cultural perceptions of

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<sup>55</sup> UNDP. 2007. Gender Mainstreaming—Key Driver of Development in Environment and Energy Training Manual.

<sup>56</sup> Government of the Republic of the Philippines, Department of Energy. 2016. *DOE Gender Toolkit for the Energy Sector*. [https://doe.gov.ph/sites/default/files/pdf/doe\\_gad/doe\\_gad\\_toolkit.pdf](https://doe.gov.ph/sites/default/files/pdf/doe_gad/doe_gad_toolkit.pdf).

<sup>57</sup> Government of the Republic of the Philippines, Department of Energy. 2016. *DOE Gender Toolkit for the Energy Sector*. [https://doe.gov.ph/sites/default/files/pdf/doe\\_gad/doe\\_gad\\_toolkit.pdf](https://doe.gov.ph/sites/default/files/pdf/doe_gad/doe_gad_toolkit.pdf).

gender roles are seen as the most important barrier to entry into the renewable sector. Because of prevailing views of women's abilities, women continue to have a limited presence in this sector. These perceptions coupled with gender discrimination in hiring practices severely restrict women's participation in the energy sector and are constraints to the development of a skilled and empowered female workforce. Most men working in the sector, including those with responsibilities for making policy decisions, are unaware of this fact. In a global study of women in the renewable energy sector by the International Renewable Energy Agency, a survey of 144 countries, including the Philippines, found that just 40% of men, as opposed to 75% of women, perceive the existence of gender-related barriers.<sup>58</sup> The study also identified specific gender barriers in the renewable energy sector. Similar to the Philippines, the top three barriers are perception of gender roles, cultural and social norms, and prevailing hiring practices that favor men.

- (iv) The renewable energy industry needs to engage and retain more women—and promote them—to fill its growing needs for skills.<sup>59</sup> In the Philippines, there is potential in the employment of women in this sector as exemplified by the hiring of 81% of graduates from a pilot capacity building course for women technicians in the conversion of gasoline vehicles to liquid petroleum gas by multinational automotive companies.<sup>60</sup>
- (v) There is a low percentage of female engineers and technical workers at DOE, its bureaus and attached agencies, and electric cooperatives. The focus on hiring of workers for technical jobs among service providers and service contractors needs to ensure that women constitute at least 25% of their workforce for energy exploration, development, and production activities in the Philippines. Traditional notions about work in the energy sector as being strenuous and dangerous lead to the belief that energy work is more suited to men than women such that 81.4% of all workers in the electricity, gas, steam, and air-conditioning supply industry oil depots down to retail stations are men.

In response to the above client-focused challenges, the NDC GAP for the energy sector provides recommended strategic gender actions and key activities that may be adopted and implemented by DOE (see Table 2).

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<sup>58</sup> International Renewable Energy Agency. 2019. Renewable Energy: A Gender Perspective. <https://www.irena.org/publications/2019/Jan/Renewable-Energy-A-Gender-Perspective#:~:text=Renewable%20energy%20employs%20about%2032,in%20the%20energy%20sector%20overall.&text=IRENA%20estimates%20that%20the%20number,nearly%2029%20million%20in%202050>.

<sup>59</sup> International Renewable Energy Agency. 2019. Renewable Energy: A Gender Perspective. <https://www.irena.org/publications/2019/Jan/Renewable-Energy-A-Gender-Perspective#:~:text=Renewable%20energy%20employs%20about%2032,in%20the%20energy%20sector%20overall.&text=IRENA%20estimates%20that%20the%20number,nearly%2029%20million%20in%202050>.

<sup>60</sup> Government of the Republic of the Philippines, Department of Energy. 2016. *DOE Gender Toolkit for the Energy Sector*. [https://doe.gov.ph/sites/default/files/pdf/doe\\_gad/doe\\_gad\\_toolkit.pdf](https://doe.gov.ph/sites/default/files/pdf/doe_gad/doe_gad_toolkit.pdf).

## V. RECOMMENDATIONS (PRIORITY ACTIONS) FOR GENDER-RESPONSIVE NATIONALLY DETERMINED CONTRIBUTION IMPLEMENTATION

The NDC Technical Working Group will lead implementation of the NDC GAP, overseen by the Climate Change Commission. The following priority actions are categorized into short, medium, and long-term scenarios.

### A. Immediate Short-Term (2024)

- (i) Convene a workshop with NDC lead agencies to finalize common strategic actions, indicators, targets, and timelines for NDC GAP implementation.
- (ii) Establish a Gender and Climate Change Advisory Group comprising members of the Gender Focal Point System from NDC lead agencies to oversee, monitor, and evaluate NDC GAP implementation.

### B. Near Short-Term (2025–2026)

- (i) Finalize Harmonized Gender and Development Guidelines (HGDG): Complete and approve the customized evidence-based HGDG for the climate change adaptation and mitigation (CCAM) sector.
- (ii) Capacity Building: Conduct training on HGDG use for CCAM agencies and implement capacity-building programs for gender focal points and climate change focal points on gender mainstreaming and climate change.
- (iii) Sex-Disaggregated Data (SDD) Policy and Gender and Development (GAD) Database: Develop agency-level policies for SDD collection and establish GAD databases.
- (iv) Finalize the gender indicators with corresponding baselines and targets for the four critical sectors, namely, agriculture, waste, industry processes and product use, and transport, which will address gender mainstreaming in the NDC processes of governance; adaptation and mitigation; monitoring, reporting, and verification; and finance.
- (v) Gender Analysis: Conduct a gender and inclusive analysis of CCAM agency Policies and Measures.
- (vi) Integrate Policies and Measures (PAMs): Include NDC PAMs and climate change-related programs and projects (PAPs) in the gender plan and budget, GAD Accomplishment Reports, and work and financial plans of climate change lead agencies using climate change expenditure tagging.
- (vii) Private Sector Guidance: Develop policy guidance and orientation activities for private sector implementers to enhance gender and inclusion awareness in implementation of NDC Policies and Measures.

### C. Medium-Term (2027–2028)

- (i) Policy Alignment: Review climate change-related laws to incorporate gender-sensitive perspectives, as per the 2009 Climate Change Act mandate.
- (ii) Climate Vulnerability Assessments: Integrate gender and inclusion guidance into climate vulnerability assessments of climate change PAPs and Policies and Measures.



- (iii) Key Performance Indicators: Establish gender mainstreaming in climate change as a key performance indicator for climate change lead agencies and implementers of NDC Policies and Measures.

#### **D. Long-Term (2024–2030)**

- (i) Regular Reporting and Monitoring: Ensure regular agency compliance reporting and annual monitoring by the Climate Change Commission, including NDC GAP updates.
- (ii) Social Behavior and Communication Change (SBCC) Campaigns: Develop and implement SBCC materials and campaigns to raise awareness about gender and climate change in educational curricula, social media, and other channels.
- (iii) Leadership Development: Upskill middle-level female employees for leadership positions within NDC lead agencies.
- (iv) Client-Based Actions (across CCAM sectors):
  - (a) Involve women and marginalized groups in all stages of NDC PAMs, and climate change program and project development and implementation
  - (b) Increase awareness of women's rights and access to resources in climate change project sites.
  - (c) Organize inclusive local organizations in project sites.
  - (d) Provide capacity-building and leadership training for women in agriculture.
  - (e) Collaborate with local government units on occupational health and safety measures for waste workers.
  - (f) Promote women's employment in the traditionally male-dominated industry processes and product use sector.
  - (g) Implement measures to prevent sexual harassment in transportation systems.
  - (h) Provide skills development and career advancement opportunities for women in the renewable energy sector.

#### **E. Future Iterations**

Consider including the forestry sector in the next NDC GAP iteration.

## APPENDIX 1: ANALYTICAL FRAMEWORKS FOR GENDER MAINSTREAMING

### A. Gender Analysis Tools

The following are the gender analysis tools used in developing the Nationally Determined Contribution Gender Action Plan (NDC GAP) 2021 and in updating the NDC GAP, 2024–2030.

#### 1. Gender Mainstreaming Evaluation Framework

The Gender Mainstreaming Evaluation Framework<sup>61</sup> is an organizational tool that assesses the progress of gender mainstreaming activities of government agencies. It has four gender entry points that were used to analyze the gender-responsiveness of the NDC process:

- (i) **Policy.** These are official statements and policy issuances in support of gender mainstreaming into climate change policies, plans, programs and projects.
- (ii) **People.** These are stakeholders tasked with gender mainstreaming—the change agent(s) or “the individual or group who is responsible for actually making the change”, such as the gender focal points, officers and members of the Gender Focal Point System (GFPS), and climate change focal points of the lead and partner agencies.
- (iii) **Enabling mechanisms.** These are systems and processes that support gender and development (GAD) activities, including GAD plans and budgets, systems, and tools for the collection of sex-disaggregated data (SDD) and gender information; creation of GAD databases; and institutional coordination mechanisms. Through Republic Act No. 7192, all government entities are mandated to allocate a minimum of 5% of their total budget each year for gender-responsive programs, projects, and activities.
- (iv) **Agency’s activities, and programs and projects (PAPs).** The flagship programs provide strategic entry points for integrating GAD using the Harmonized Gender and Development Guidelines (HGDG) core elements, including the participation of women in problem analysis and project identification; collection of sex-disaggregated data; conduct of gender analysis prior to project design; gender-sensitive baseline data collection, including gender objectives in results frameworks; developing activities that address gender issues and gaps; and integration of GAD plans into the program or project annual work plan.

#### 2. Gender Mainstreaming Tools

Below are the tools required for annual reporting to the Philippine Commission for Women (PCW) by all government agencies to implement the Magna Carta of Women (PCW NEDA-DBM Joint Circular No. 2012-01) mandating the use of 5% of the agency budget for GAD projects and activities.

- (i) Annual GAD plans and budgets
- (ii) Annual GAD Accomplishment Reports based on the gender plan and budget

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<sup>61</sup> Adapted from Philippine Commission on Women. 2016. *Enhanced Gender Mainstreaming Handbook*.

### 3. Harmonized Gender and Development Guidelines

The guidelines<sup>62</sup> consist of a common set of analytical concepts and tools for assessing the gender-responsiveness of a program, project, or process. Some of the core elements that guided the formulation of the NDC GAP are the following:

- (i) participation of women and men in problem identification and project design, and decision making;
- (ii) collection and use of SDD and establishment of SDD database;
- (iii) conduct of gender analysis and identification of gender issues, gaps, constraints, and opportunities related to gender roles, access to and control of resources and participation in the project, and project impact on women and children;
- (iv) gender equality goals, outcomes, and outputs included as gender statements or provisions in laws and policy issuances;
- (v) matching of strategies and activities to address identified gender issues;
- (vi) monitoring and evaluation of the use of gender indicators and targets to measure gender equality outputs and outcomes; and
- (vii) resources in support of the core elements (budget, gender expertise, staff time for capacity building on gender and development).

### 4. Domains of Gender Analysis Tool

The tool<sup>63</sup> aims to identify client-level gender issues in the climate change sectors by looking at laws, policies, and institutional practices; cultural norms and beliefs; gender roles and time use; access and control over resources; and decision-making. The domains serve as useful guides in the formulation of gender analysis questions.

## B. Gender Considerations in the NDC Implementation Plan, 2024–2030

To ensure gender sensitivity and gender mainstreaming, the Nationally Determined Contribution Implementation Plan identified the following gender considerations:

- (i) identify separately the gaps, needs, and barriers experienced by women and men as related to green actions;
- (ii) ensure that technical assistance for capacity development is also aimed at enhancing the abilities of vulnerable groups, including women;
- (iii) introduce innovative financing and support tools specifically targeting NDC-related activities implemented by women businesses and entrepreneurs;
- (iv) collect and utilize SDD in the formulation and implementation of Policies and Measures; and
- (v) adopt common gender mainstreaming tools, such as the customized HGDG for climate change adaptation and mitigation (CCAM).

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<sup>62</sup> Adapted from Harmonized Gender and Development Guidelines developed by the Official Development Assistance-Gender and Development (ODA-GAD) Network in collaboration with the Philippine Commission on Women and the National Economic and Development Authority.

<sup>63</sup> USAID. 2021. ADS Chapter 205: Integrating Gender Equality and Women's Empowerment in USAID's Program Cycle. <https://www.usaid.gov/about-us/agency-policy/series-200/205>.

### C. Enhanced Lima Work Programme on Gender and Gender Action Plan 2019

The GAP<sup>64</sup> has five priority areas:

- (i) Capacity-building, knowledge management, and communication
- (ii) Gender balance, participation, and women's leadership
- (iii) Coherence (consistent implementation of gender mandates and activities)
- (iv) Gender-responsive implementation and means of implementation
- (v) Monitoring and reporting

### D. Gender Analysis Questions

Below are the focus questions that were included in the gender analysis of the NDC process:

- (i) What is the role of your agency or organization in the NDC process?
  - (a) Governance (institutionalizing the NDC, engaging and/or mobilizing different resources and stakeholders, capacity building, policy and technical support, etc.)
  - (b) Adaptation and Mitigation (identification and implementation of the Policies and Measures [PAMs] for the CCAM sectors)
  - (c) Measurement, Reporting and Verification or MRV (evidence-based data gathering and/or generation using tools for monitoring and evaluation, MRV of greenhouse gas emissions, support needed or means of implementation, and PAMs)
  - (d) Finance (support through grants, investments, loans, and accessing other climate finance mechanisms or facilities)
- (ii) The Climate Change Act (2009) provides for gender mainstreaming as a strategy in integrating gender in the design, implementation, monitoring, and evaluation of policies, programs, and projects at all levels and in all areas. What policies, regulations, executive orders or circulars have been developed by your agency in support of the Climate Change Act and of the NDC? Does your agency have explicit provisions on gender mainstreaming or gender statements regarding the inclusion of women?
- (iii) What programs and projects have your agency implemented in support of climate change? Have you been able to use the HGDG Checklist for any of the NDC Policies and Measures?
- (iv) Are there gender issues that your NDC Policies and Measures are addressing? In your sector, what have been the biggest constraints faced by women and men in climate change? What have been the impacts of climate change in your sector? Are women and men and marginalized groups affected differently?
- (v) What do you see as the actual and potential contribution of women in climate change adaptation, mitigation, PAMs, and NDC process?
- (vi) In line with the implementation of the Magna Carta of Women, national agencies have been submitting reports to PCW to mainstream gender into your programs and projects, through the provision of 5% of your total agency budget allocation. In support

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<sup>64</sup> United Nations Framework Convention on Climate Change. *Report of the Conference of the Parties on its Twenty-Fifth Session, Held in Madrid from 2 to 15 December 2019*. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:aa8bdecc-6628-4b86-8f39-3e8da95686af>.

- of your agency mandate on climate change, are climate change activities included in your gender reports, specifically the Gender Plan and Budget, and the GAD Accomplishment Reports to PCW?
- (vii) Has your agency done a gender analysis that will serve as a basis for your Gender and Development (GAD) Agenda (per PCW MC 2018-04)? Has your agency developed a GAD Agenda? If not, does your agency have set plans on doing these?
  - (viii) What are the gender indicators being used by the agency to measure the participation of women and men?
  - (ix) Are SDD being collected for the NDC PAMs, are there policies in your organization on the collection and analysis of SDD, and are there monitoring and evaluation systems used to collect these data?

## APPENDIX 2: COMPILATION OF CLIMATE CHANGE-RELATED LAWS AND PROPOSED ENTRY POINTS FOR GENDER MAINSTREAMING

### A. National Climate Change Laws

#### (k) 1. Philippine Clean Air Act of 1999 (Republic Act No. 8749)

This Law (Table A2.1) is a comprehensive air quality management policy that aims to achieve and maintain healthy air for all Filipinos. It outlines the government’s measures, mandating the Department of Environment and Natural Resources (DENR) to reduce air pollution and incorporate environmental protection into its development plans. It sets emission standards for all motor vehicles and issues pollutant limitations for industry.

**Table A2.1: Gender Provisions and Mainstreaming Entry Points of Philippine Clean Air Act of 1999 (Republic Act No. 8749)**

Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
<p>There are no gender provisions or statements in RA 8749</p>	<p>There are sections in the Law where gender can be integrated:</p> <ul style="list-style-type: none"> <li>● <b>Clean air sector.</b> Conduct a gender analysis of the clean air sector. For example, findings from studies have shown that women are vastly overburdened with exposure to household air pollution from polluting and unhealthy home energy sources. More than 60% of all premature deaths from household air pollution in 2012 were among women and children. There is a need to develop a continuing gender-sensitive multisectoral public information, education, and communication campaign on the adverse impacts of poor air consistent with Sec. 7 of this Act.</li> <li>● <b>Household air pollution.</b> Household air pollution is not an issue for the health sector alone. Health professionals need to work with other agencies and organizations to understand the problem, allocate resources and develop plans to tackle it. The new Global Strategy for Women’s, Children’s and Adolescents’ Health (2016–2030) provides a blueprint for the kind of integrated multisector effort required.</li> </ul>

Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
	<ul style="list-style-type: none"> <li>● <b>Gender participation.</b> Ensure the involvement and participation of women and men in the preparation of comprehensive air quality management programs, plans, and strategies at the national and local government levels.</li> <li>● <b>Training and capacity-building.</b> There should be a continuing program for local government unit staff to undertake full administration of air quality management and regulation within their territorial jurisdiction, with full participation of women and men.</li> <li>● <b>Private sector and civil society participation.</b> Encourage the participation of the private sector including nongovernment organizations, people’s organizations, women’s organizations, academia, environmental groups, and other private entities in a multisectoral public education and information campaign on good air quality.</li> </ul>

Source: Clean Air Act of 1999 (Republic Act No. 8749). <https://emb.gov.ph/wp-content/uploads/2021/03/Clean-Air-Act-Brochure.pdf>.

## 2. Renewable Energy Act of 2008 (Republic Act No. 9513)

This Act is on Promoting the Development, Utilization and Commercialization of Renewable Energy Resources and for Other Purposes (Table A2.2). It affirms the government's commitment, with the Department of Energy (DOE) as lead, to accelerate the utilization of renewable energy resources in the country, effectively reduce harmful emissions, and achieve economic development while protecting health and the environment. Renewable energy is an essential part of the country’s low emissions development strategy and is vital to addressing the challenges of climate change, energy security, and access to energy. The Act provides the framework, system, and rules for the private sector to invest in renewable energy and its production and delivery to the public.

**Table A2.2: Gender Provisions and Mainstreaming Entry Points of Renewable Energy Act of 2008 (Republic Act No. 9513)**

Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
<p>There are no gender provisions or statements in RA 9513</p>	<p>There are sections in the Law where gender can be integrated, by providing equal opportunities for the participation of women and men in the renewable energy sector, and reducing, if not removing barriers to women’s participation as described below:</p> <ul style="list-style-type: none"> <li>● <b>Perceptions of gender roles and the nature of work in the sector.</b> The inherent bias is that women are deemed less competent to hold technical jobs than their male counterparts, even when with the same or superior qualifications and work experience.</li> <li>● <b>Participation of women in science, technology, engineering, and mathematics (STEM) and non-STEM jobs.</b> Social, cultural and gender norms are factors that erode girls’ confidence, interest, and willingness to engage in STEM subjects. Girls are often brought up to believe that STEM subjects are “masculine” topics and that women’s ability is innately inferior to that of men. Gender imbalances among STEM students carry through to gender imbalances in STEM jobs—in the renewable energy sector as elsewhere. A survey of the International Renewable Energy Agency finds that women occupy 28% of STEM positions.<sup>a</sup> While these percentages are close to the average share of 32% across the entire workforce, they are much lower than in administrative jobs.</li> <li>● <b>Lack of adequate information, and thus awareness, about career opportunities in renewable energy.</b> Women are often excluded from access to familial and professional networks that provide information about job openings and career opportunities. Many of these networks have traditionally catered to the interests of men. There is an urgent need to level the playing field by improving women’s access to such information and peer support. Female recruitment into the renewable energy sector could be encouraged by raising awareness of the varied career opportunities available for people with a broad range of educational backgrounds and experiences, including law, finance, economics, environmental studies and governance, among many others.</li> <li>● <b>Prevalent hiring practices.</b> To promote gender equality in renewable energy employment, it is important to assess whether gender perspectives enter into decision-making. Gender audits can help answer this question in the context of personnel hiring policies and practices that pay attention to gender balance in the organization (Renewable Energy Management Bureau).</li> </ul>

<sup>a</sup>IRENA 2019. Renewable Energy: a Gender Perspective <https://acrobat.adobe.com/id/urn:aaid:sc:AP:f438329b-e22f-4d2e-8fee-02ff09d24bcb>.

Source: Renewable Energy Act of 2008 (Republic Act No. 9513). <https://www.officialgazette.gov.ph/2008/12/16/republic-act-no-9513/>.

### 3. Climate Change Act of 2009 (Republic Act No. 9729)

This Act (Table A2.3) mainstreamed climate change into government policy formulations, established the framework strategy and program on climate change, and created the Climate Change Commission (CCC). The CCC led the development of the National Framework Strategy on Climate Change and the National Climate Change Action Plan to guide the government in managing climate risk and vulnerability and determining the appropriate adaptation and mitigation measures for the country. The CCC leads the development of the Philippines Nationally Determined Contribution.

**Table A2.3: Gender Provisions and Mainstreaming Entry Points of Climate Change Act (Republic Act No. 9729)**

Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
<p>The Climate Change Act of 2009 declared it a policy of the State to incorporate a <b>gender sensitive</b>, pro-child, and pro-poor perspective in all climate change and renewable energy efforts, plans, and programs.</p> <p>Through the 2010 National Framework Strategy on Climate Change (NFSCC), RA 9729 provides for <b>gender mainstreaming as a “strategy</b> for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.”</p> <p>The 2010 NFSCC focuses on adaptation and mitigation, with an emphasis on adaptation as the anchor strategy, wherein mitigation actions are to be pursued as a function of adaptation. The goal is to build the adaptive capacity of communities and increase the resilience of natural ecosystems to climate change, and optimize mitigation opportunities toward sustainable development, with “special attention on ensuring equal and equitable protection of the poor, women, children and other vulnerable and</p>	<p>Some gender initiatives have been reported in the implementation of policies and programs of the Climate Change Commission (CCC):</p> <ul style="list-style-type: none"> <li>● Active involvement of women in decision making (through its multistakeholder consultations, capacity-building initiatives, and participation in international climate negotiations).</li> <li>● Integration of gender concerns and perspectives in policies and programs (through the development and updating of plans).</li> <li>● Assessment of the impact of climate-resilient development policies and interventions on women (through monitoring and evaluation reports and gender analysis of projects reviewed for funding under the People’s Survival Fund and other climate finance facilities).</li> </ul> <p>For the NFSCC, gender can be integrated in its strategic priorities:</p> <ul style="list-style-type: none"> <li>● Increasing women’s participation in climate change communication, education, training, and public awareness at all levels including at the local and community levels of disaster risk reduction, mitigation, and adaptation programs.</li> <li>● Including gender analysis to collect sex disaggregated data and identify gender issues, gaps and needs in socioeconomic and cross sectoral climate change impacts and vulnerability assessments.</li> <li>● Strengthening partnership and representation of women’s groups and organizations involved in the implementation of climate change programs and NDC Policies and Measures.</li> </ul> <p>For the NCCAP, the following are some gender entry points:</p>



Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
<p>disadvantaged sectors.” NFSCC also seeks to “strengthen climate change communication, education, training, and public awareness at all levels, including at the local and community levels, taking into account gender issues.”</p> <p>Other than these two statements, gender was not mainstreamed in this framework strategy.</p> <p>The 2011 National Climate Change Action Plan (NCCAP) outlines the road map for adaptation and mitigation from 2011 to 2028 and focuses on seven strategic priorities: food security, water sufficiency, ecological and environmental stability, human security, climate-friendly industries and services, sustainable energy, and knowledge and capacity development. The NCCAP recognizes that certain activities cut across strategic priorities and sectors. These include gender and development; technology transfer; research and development; information, education, and communication; and capacity building, which should be integrated in all the six strategic priorities. Capacity development, while cross-cutting, is in itself a strategic priority to provide emphasis on the need to focus on the issue at the national, local, and community levels.</p> <p>CCC Resolution No. 3 (2015) Revised Implementing Rules and Regulations for RA 9729 as amended by RA 10174 provides for at least one (1) Commissioner of the CCC to be a woman.</p>	<ul style="list-style-type: none"> <li>● <b>Research and development.</b> To improve the understanding of the nexus of gender and climate change,                         <ul style="list-style-type: none"> <li>○ conduct gender impact analyses to identify gender-specific needs of women and men, and develop gender-responsive protection measures related to floods, droughts, and other climate change-related disasters particularly those that enhance food security along the framework of sustainable agriculture and organic farming; and</li> <li>○ conduct gendered vulnerability and adaptation assessments that integrate gender analyses to identify specific vulnerabilities of men and women.</li> </ul> </li> <li>● <b>Planning and policy making.</b> As provided by law, gender mainstreaming should be done at all levels of planning and programming for climate change adaptation and mitigation, disaster risk reduction management, and financial instruments and mechanisms.</li> <li>● <b>Knowledge and capacity development.</b> Planned activities on capacity and knowledge development need to define the roles and status of women as participants and agents of change; build on their strengths, experiences, knowledge, and coping capacity; and ensure women’s access to information.</li> <li>● <b>Information, education, and communication (IEC) campaigns.</b> Conduct culturally sensitive and gender equality-based awareness-raising IEC activities before project implementation, following the REDD-Plus good practices.</li> <li>● <b>Enhancing women’s participation in climate change adaptation.</b> Actions on food security, green jobs, and integrated ecosystem-based management should be able to strengthen women’s participation, ensure poor women’s access to livelihood opportunities, and ensure women’s access to assets.</li> </ul>

Source: Climate Change Act of 2009 (Republic Act No. 9729). <https://www.officialgazette.gov.ph/2009/10/23/republic-act-no-9729/>.

(l) **4. Philippine Disaster Risk Reduction and Management Act of 2010 (Republic Act No. 10121)**

The Act (Table A2.4) strengthens the Philippine Disaster Risk Reduction and Management System, provides for the development of a National Disaster Risk Reduction and Management Framework, institutionalizes the National Disaster Risk Reduction and Management Plan, and creates the National Disaster Risk Reduction and Management Council. RA 10121 provides a comprehensive, all-hazard, multisectoral, interagency, and community-based approach to disaster risk management. The law also promotes the development of capacities in disaster management at the individual, organizational, and institutional levels. A very important feature of this law is its call for the mainstreaming of disaster risk reduction in physical and land-use planning, budget, infrastructure, education, health, environment, housing, and other sectors.

**Table A2.4: Gender Provisions and Mainstreaming Entry Points of Philippine Disaster Risk Reduction and Management Act of 2010 (Republic Act No. 10121)**

Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
<p>Section 2. (j). Ensures that disaster risk reduction and climate change measures are <b>gender-responsive</b>, sensitive to indigenous knowledge systems, and respectful of human rights.</p> <p>Section 9. (m). Conduct early recovery and post-disaster needs assessment <b>institutionalizing gender analysis</b> as part of it.</p> <p>Section 12 (16). Local Disaster Risk Reduction and Management Office (LDRRMO) shall respond to and manage the adverse effects of emergencies and carry out recovery activities in the affected area, ensuring that there is an efficient mechanism for immediate delivery of food, shelter, and medical supplies for <b>women and children</b>; endeavor to create a special place where internally displaced mothers can find help with breastfeeding, feed, and care for their babies and give support to each other.</p>	<p>Gender entry points include the following:</p> <p><b>Disaster Preparedness Stage</b></p> <ul style="list-style-type: none"> <li>● <b>Capacity-building.</b> Improve the capability of local leaders, both women and men, in vulnerable communities in mitigation, preparation, response, and recovery from the impact of disasters.</li> <li>● <b>Civil society organizations.</b> Engage CSOs including women’s groups and organizations and male and female volunteers to participate in the government’s disaster risk reduction programs.</li> <li>● <b>Collection of pre-disaster and post-disaster sex-disaggregated data.</b> This dataset will assess the needs of women and men (through separate consultations) and anticipate and address the economic impacts of disasters on women and men. Data will include information about household structure, demographic profile and trends, division of labor, local power structures, women’s and men’s poverty and unemployment rates; as well as the needs of vulnerable home workers, women with disabilities, and households headed by women with reference to livelihood and income sources, health, education, and water and sanitation, among others. Equally involve women and men in communities to identify local hazards, vulnerabilities, and coping strategies.</li> <li>● <b>Tailored solutions.</b> Analysis of results must lead to the design of programs that effectively address the distinct needs and priorities of crisis-affected women, men, boys, and girls. Prepositioned commodities must recognize these distinct needs.</li> <li>● <b>Gender-sensitive evacuation plan.</b> This plan must consider the needs of women, children, elderly, and the disabled.</li> </ul>

Gender Provisions and Statements	Gender Initiatives and Mainstreaming Entry Points
	<ul style="list-style-type: none"> <li>● <b>Capacitate local bodies.</b> Enable local units to respond to gender-based violence cases, including Local Committees on Anti-Trafficking and Violence against Women and their Children, to provide prevention, protection, recovery, and reintegration services to survivors of gender-based violence.</li> </ul> <p><b>Disaster Response</b></p> <ul style="list-style-type: none"> <li>● <b>Establish women-friendly and child-friendly spaces.</b> These are to locate family members; birthing and breastfeeding stations; Women and Children Protection Desks in evacuation centers; and relief operations immediately after a disaster strikes.</li> <li>● <b>Relief distribution.</b> Ensure that commodities distribution does not disadvantage or marginalize women, children, elderly, and the disabled.</li> <li>● For internally displaced persons, provide separate latrines as a precautionary measure against sexual violence and abuse (rape).</li> </ul> <p><b>Disaster Recovery and Rehabilitation</b></p> <ul style="list-style-type: none"> <li>● <b>Consultations.</b> Conduct gender-sensitive consultations and/or community meetings separately for women and men in affected communities to develop durable relocation plans. Involve community-based women’s organizations to identify specific gender needs of women, men, elderly, disabled, and other vulnerable populations.</li> </ul>

Source: *Philippine Disaster Risk Reduction and Management Act of 2010 (Republic Act No. 10121)*. <https://downloads.caraga.dilg.gov.ph/Disaster%20Preparedness/DRRM%20Act%20Primer.pdf>.

**(m)5. People’s Survival Fund of 2012 (Republic Act No. 10174)**

The Act (Table A2.5) amended RA 9729 for the creation of the People’s Survival Fund (PSF), a local climate change adaptation fund intended for local government units and accredited local or community organizations to implement climate change adaptation projects that will better equip vulnerable communities to deal with the impacts of climate change. The PSF is intended for adaptation activities that include water resources management, land management, agriculture and fisheries, health, among others. The PSF serves as a guarantee for risk insurance needs for farmers, agricultural workers, and other stakeholders. It will also support the setting up of forecasting and early warning systems against climate-related hazards, and institutional development such as preventive measures, planning, preparedness, and management of impacts relating to climate change, including contingency planning for droughts and floods. The PSF was given ₱1 billion as a starting fund.

**Table A2.5: Gender Provisions and Mainstreaming Entry Points of People’s Survival Fund (Republic Act No. 10174)**

Gender Statements/Provisions	Gender Initiatives and Mainstreaming Entry Points
<p>In the review of project proposals for PSF funding, the involvement of women, children, and PWDs in project development was identified as one of the areas for consideration.</p> <p>The utilization of PSF takes into account projects responsive to <b>gender-differentiated vulnerabilities</b>, among other considerations.</p> <p>To mainstream gender into climate change adaptation, the review requires data on the following:</p> <ul style="list-style-type: none"> <li>● Women’s and men’s resource use patterns, access, and responsibilities and how might these factors change with climate change, and how women and men would adapt</li> <li>● Women’s and men’s roles in decision-making</li> <li>● Women’s and men’s vulnerability, including the gender dimensions of different climate change impacts (e.g., droughts and floods) and how they would affect women and men</li> <li>● Discussion on how men’s and women’s roles change and may complement each other when coping with climate change</li> </ul>	<p>The gender mainstreaming entry points for the integration of gender and inclusion may include the following:</p> <ul style="list-style-type: none"> <li>● “Gender-differentiated vulnerabilities” can include manifestations of gender inequality that can be analyzed using sex-disaggregated data (SDD). Once the vulnerabilities are identified, the next step is to determine how they will be addressed by the proposal in its activities in the workplan.</li> <li>● To ensure gender mainstreaming in climate change projects as mandated by RA 9729, the PSF may consider the use by proponent local governments and local organizations of HGDG in assessing the gender responsiveness of submitted proposal. LGUs have local Gender Focal Points who can be tapped as a resource on this use the HGDG scoring checklists.</li> <li>● With reference to the Documentary Requirements during Evaluation prior to Board approval, the submission of sex-disaggregated data (SDD) of beneficiaries could be interpreted as checking the box to meet the gender requirement. With no gender analysis of the SDD, the project may tend to overlook the gender gaps or issues that need to be addressed, e.g. equality of benefits and participation of women and men in the project cycle.</li> <li>● In terms of the proof of consultation with stakeholders for the project development, a gender sensitive consultation can be evidenced in meeting minutes (and photos) that capture the active participation of both women and men in problem identification and project design.</li> <li>● As part of the project workplan in the proposal, baseline collection of sex-disaggregated data should be part of the start-up activities, coupled with gender analysis of SDD and identification of gender issues, gaps, constraints and opportunities related to gender roles, access to and control of resources and impact on women and children of climate change risks;</li> <li>● In the review of the project budget, commitment of resources in cash or in kind for gender training needs to be included to build staff capacity on gender.</li> </ul> <p>Specific to the proposal template in 2015 PSF Proponent’s Handbook:</p> <ul style="list-style-type: none"> <li>● Under Project Background and Rationale, in describing the relevant climate change scenarios and challenges at the local level, the impact of climate variability should include the level of risk and vulnerability to climate change of women and children, recognizing that climate change impacts women and men differently due to their gender roles and expected responsibilities.</li> </ul>

Gender Statements/Provisions	Gender Initiatives and Mainstreaming Entry Points
	<ul style="list-style-type: none"> <li>● Under the Results Framework: Key activities and output(s) with indicator(s) (measurements of progress toward outcomes), include gender indicators with targets to measure gender equality outputs and outcomes.</li> </ul> <p>For approved and ongoing projects, gender entry points may include the following:</p> <ul style="list-style-type: none"> <li>● Based on gender analysis of the baseline SDD and gender information, develop a gender action plan as part of the Work and Financial Plan. The gender action plan includes the gender issues being addressed, the activities that respond to the gender issues, gender indicators and targets, budget and timeframe.</li> <li>● Ensure that the gender training of project staff, implementors, and project beneficiaries are part of the gender action plan and budget. This plan can serve as a monitoring and evaluation tool to ensure gender integration in the project cycle.</li> <li>● Include gender reporting on the progress and outcomes of the gender action plan to PSF as part of monitoring.</li> <li>● Ensure that project evaluation includes gender questions to capture gender results.</li> </ul>

Source: National Integrated Climate Change Database and Information Exchange System. People’s Survival Fund of 2012 (Republic Act No. 10174). <https://niccdies.climate.gov.ph/>.

**(n) 6. Philippine Green Jobs Act of 2016 (Republic Act No. 10771)**

The Act (Table A3.6) aims to foster low-carbon, resilient, sustainable growth and decent job creation by providing incentives to businesses that generate green jobs. It defines green jobs as those that help to protect ecosystems and biodiversity; reduce energy, materials and water consumption through high-efficiency strategies; decarbonize the economy; and minimize or eliminate the generation of all forms of waste and pollution. It mandates the Department of Labor and Employment to formulate a National Green Jobs Human Resource Development Plan, which will enable and sustain the Philippines’ transition into a green economy.

**Table A2.6: Gender Provisions and Mainstreaming Entry Points of Philippine Green Jobs Act (Republic Act No. 10771)**

Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p>There are no gender provisions or statements in RA 10771, but the nature of the sector involves people-level outcomes—jobs for men and women.</p>	<p>Gender entry points may include developing gender-sensitive public information as well as information, education, and communication materials to advocate for the following:</p> <ul style="list-style-type: none"> <li>• Ensure equal access to employment opportunities for green jobs and skills training for women and men, working with training institutions such as Technical Education and Skills Development Authority, among others.</li> <li>• Support policies that promote equal pay for equal work for women and men.</li> <li>• Provide for gender equality in social protection.</li> </ul>

Source: *Philippine Green Jobs Act of 2016 (Republic Act No. 10771)*. <https://lpr.adb.org/sites/default/files/resource/514/philippines-philippine-green-jobs-act.pdf>.

**7. Expanded National Integrated Protected Areas System Act of 2018 (Republic Act No. 11038)**

The Act (Table A2.7) established a National Integrated Protected Areas System (NIPAS), which shall encompass ecologically rich and unique areas and biologically important public lands that are habitats of rare and threatened species of plants and animals; biogeographic zones; and related ecosystems, whether terrestrial, wetland or marine, all of which shall be designated as “protected areas.”

**Table A2.7: Gender Provisions and Mainstreaming Entry Points of Expanded National Integrated Protected Areas System Act (Republic Act No. 11038)**

Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p>Section 11 of this Law provides that at least 40% of the Protected Area Management Board (PAMB) members shall be women, pursuant to Republic Act No. 9710 or Magna Carta of Women.</p> <p>Section 9. Management Plan promotes the adoption and implementation of community organizing, socioeconomic research, and GAD.</p>	<p>Possible gender entry points include the following:</p> <ul style="list-style-type: none"> <li>● Capacity development on gender and development and climate change for members of PAMB, especially the women who comprise 40% of members to ensure the gender-responsiveness of National Integrated Protected Areas System plans</li> <li>● Collection of sex-disaggregated data as stated in <i>Section 5(c). Protected area occupants survey</i></li> <li>● Inclusion of gender analysis (gender roles, needs, issues) in the “ethnographic study” as stated in Section 5(c)</li> <li>● Gender-sensitive conduct of public consultations to include participation of women and women’s organizations to ensure that women’s voices are heard and reported as stated in Section 5(d)</li> <li>● Ensure the development of a gender-responsive management plan by including women as active participants in community organizing and development, socioeconomic survey, identifying climate change adaptation and mitigation actions, disaster risk reduction, and management planning as stated in <i>Section 9. Management Plan</i></li> <li>● In developing the manual of operations to include rules of procedures in the conduct of business and creation of committees, provide for a quota in the number of women members of committees as created in Section 11-A</li> </ul>

Source: *Expanded National Integrated Protected Areas System Act of 2018 (Republic Act No. 11038)*. [https://legacy.senate.gov.ph/republic\\_acts/ra%2011038.pdf](https://legacy.senate.gov.ph/republic_acts/ra%2011038.pdf).

## B. Agriculture Sector Policies on Gender and Climate Change

Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p><b>DA Memorandum Circular 04, Series of 2020 (Institutionalization of Climate Resilient Agriculture)</b></p> <p>There are no gender provisions in the Memorandum Circular but the Adaptation and Mitigation Initiatives in Agriculture program (AMIA) activities have adopted participatory social analysis tools and practices to capture the needs and issues faced by female farmers (48%) and male farmers (52%) in these communities. These tools and practices include:</p> <ul style="list-style-type: none"> <li>● Conduct of participatory climate risk vulnerability assessment</li> <li>● Community-based participatory action research</li> <li>● Assistance in organizing farmers and fisherfolk</li> <li>● Delivery of tailor-fitted support services</li> </ul> <p>In terms of practices, the Department of Agriculture (DA) Climate Resilient Agriculture Office (CRAO) conducted, through the help of its partners, formal gender analysis in select AMIA villages to implement gender-responsive projects that uplift farmers, especially women, and empower them to improve their livelihoods and income while helping them adapt to the effects of climate change.</p> <p>A gender analysis in three Western Visayas AMIA villages revealed constraints hindering women's productivity in agriculture. In response, the AMIA Program introduced gender-sensitive projects where each village received a women-friendly mini-rotary tiller and a service vehicle to address the difficulty of bringing their produce to the market.</p> <p>Another gender assessment across six AMIA Villages in the Bicol Region highlighted that women in these communities are primarily engaged in product processing and marketing but need appropriate training in these areas. In response, the AMIA program provided an enterprise development training package to enhance the farmers' skills, enabling them to utilize local resources effectively and generate alternative sources of income.</p> <p>Other AMIA villages used the participant-observation method in identifying gender issues, such as observing the multiple burdens of women in carrying out farm work, household chores and attending AMIA</p>	<p>Based on the focus group discussions with CRAO for the first NDC GAP, following are the lessons learned:</p> <ul style="list-style-type: none"> <li>● Consultation with women is crucial for the implementation of AMIA. It enables the DA-CRAO to be conscious of the concerns of women and the issues they are facing and provides entry points for needed interventions.</li> <li>● Project interventions should be responsive and match women's needs to increase their productivity.</li> <li>● It is very important to involve women in all phases of the project from the very beginning to the last phase. Women are very active and motivated in their engagement with AMIA. There are multiple instances where they have shared substantial inputs that can be used to improve the project.</li> </ul> <p>Several gender entry points were identified:</p> <ul style="list-style-type: none"> <li>● <b>CRAO tools used for social analysis.</b> The Climate Risk Vulnerability Assessment and Community-Based Participatory Action Research (or Participatory CRVA) allows the collection of sex-disaggregated data that can be used to identify gender issues and concerns of women and men that relate to the dimensions of women's empowerment: gender roles; division of labor in production and reproduction work; access and control over resources (land, assets, credit, technology, information); control over income; time use and workload; participation and leadership; and decision-making.</li> <li>● <b>DA-CRAO services.</b> These provide AMIA smart villages opportunities for climate gender-sensitive interventions, such as access to community-level climate-resilient agri-fisheries technologies, easy access to credit and affordable insurance, links to markets, site-specific climate information via the Climate Information Services, training on climate change adaptation, and disaster risk reduction productivity-enhancing practices and technologies, and developing tools designed to identify the extent of communities' vulnerability to climate change.</li> </ul>



Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p>activities, e.g., meetings. Hence the CRAO team adopted a practice of consulting the women participants first on their time availability prior to scheduling activities to ensure their participation.</p> <p>Other DA regional offices used different approaches. Region VI utilized the HG DG Checklist for project implementation, management, monitoring, and evaluation to evaluate AMIA's gender responsiveness. Other regional offices conducted participatory rural appraisal through focus group discussions to generate data on men and women's needs before designing projects to ensure that women and men's concerns are addressed.</p>	
<p><b>Special Order 796, Series of 2023 (Reconstitution of the DA Gender and Development Focal Point System)</b></p>	<p>The Gender Focal Point System functions include:</p> <ul style="list-style-type: none"> <li>● Implementation of gender mainstreaming through gender and development (GAD) planning and budgeting; monitoring and evaluation of its implementation</li> <li>● Capacity development of DA bureaus, attached agencies, and regional or field offices on GAD</li> <li>● Conduct of GAD advocacy activities and development of information, education, and communication materials on gender</li> </ul>
<p><b>PCAF Resolution No. 10 Series of 2023</b></p> <p>This Resolution recommends to DA through the GAD Gender Focal Point System to develop capacity building and livelihood diversification projects among women farmers in marginalized groups working in agriculture in relation to climate change.</p>	
<p><b>Guidelines on the Rolling-out of Gender-Responsive Action Plans for CRA and Fishery Development</b></p> <p>This is currently in development and is the output of the gender component of the Asian Development Bank Technical Assistance for Agriculture, Natural Resources, and Environment under <i>Subprogram 2—Reform Area 2: Resilience to Climate Impacts Enhanced</i> of the Climate Change Action Program.</p>	

Source: Climate Change Commission.

### C. Transport Sector Policies on Gender and Climate Change

Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p><b>Department Order 2024-02</b></p>	<ul style="list-style-type: none"> <li>• Inclusive transport facilities design standards provide a robust gender equality, disability, and social inclusion (GEDSI) approach that covers women, men, children, people of diverse identity, persons with disability, and other marginalized groups.</li> </ul>
<p><b>National Transport Policy (2017)</b>                      (National Transport Policy and Its Implementing Rules and Regulations)</p> <p>The NTP was formulated to help achieve the transport vision of a “safe, secure, reliable, efficient, integrated, intermodal, affordable, cost-effective, environmentally sustainable, and people-oriented national transport system that ensures improved quality of life of the people”. The NTP, as embodied in the National Economic and Development Authority (NEDA) Board Resolution No. 5 s. 2017, was adopted by the NEDA Board on 27 June 2017. Programs and projects must conform to applicable gender and development guidelines, social safeguard policies, and laws guaranteeing accessibility for persons with disabilities.</p>	<ul style="list-style-type: none"> <li>• Inclusive mobility and accessibility shall be achieved by prioritizing people mobility over vehicle mobility and by providing for nonmotorized or active transport, such as walking and cycling, to mainstream gender in the design and implementation of transport projects.</li> <li>• Active transport should be promoted through the development of greenways, car-free zones, public open spaces, sidewalks, bike lanes, and bicycle sharing services.</li> <li>• All transport infrastructure should be designed and implemented using the universal accessibility design concept and accessibility principle, in accordance with the Accessibility Law (Batas Pambansa Bilang 344), and the Magna Carta for Disabled Persons (RA 7277 as amended), among others, to ensure inclusion of all possible users.</li> </ul>
<p><b>National Environmentally Sustainable Transport (NEST) Strategy</b>                      Mainstream environmentally sustainable transport (EST), which involves, among others, the promotion of transportation systems of low carbon intensity and shift towards the use of more sustainable transport modes. Among its critical components is the consideration of social equity, including gender, in every program (as per findings of a focus group discussion conducted by DOTr).</p>	<p>As provided in Administrative Order No. 254, s. 2009 mandating the formulation of the NEST, the paradigm in the movement of men and things must follow a simple principle: “Those who have less in wheels must have more in road.” For this purpose, the system shall favor nonmotorized locomotion and collective transportation system (walking, bicycling, and the man-powered mini-train).</p> <p>The NEST Strategy ensures that transport development is socially inclusive. It advocates for “inclusive and people-oriented mobility,” in line with GEDSI approaches for women and men and other vulnerable groups (as per findings of a focus group discussion conducted by DOTr).</p> <p>Gender-sensitive consultations with beneficiary groups, such as the Bus Rapid Transport/Cebu and road planning projects are being conducted by DOTr as a good practice initiative.</p>
<p><b>Department Order No. 2020010</b>                      (Guidelines for the Strengthening and Institutionalization of the Department of</p>	<p>DO No. 2020010 delineates gender and development (GAD) responsibilities and functions of</p>

Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p>Transportation Gender and Development Focal Points System (DOTr-GFPS), its Composition, Functions, Roles, and Responsibilities)</p>	<p>the Gender Focal Point System (GFPS), including the following:</p> <ul style="list-style-type: none"> <li>● Capacity building of DOTr and its attached agencies to mainstream gender in policies, programs, and projects</li> <li>● Prepare the agency gender plan and budget, GAD work plan, annual report, and GAD plan and framework for submission to the Philippine Commission on Women (PCW)</li> <li>● Collect sex-disaggregated data (SDD) and set up a GAD database</li> <li>● Develop information, education, and communication materials for advocacy on gender mainstreaming</li> <li>● Set up and update a GAD Corner in the Department's website</li> </ul>
<p><b>Department Order No. 201205</b> (Mainstreaming Gender and Development in the Transportation Sector (Policies, Plans, Programs/Activities/Projects) and Strengthening the GAD Focal Points in the DOTC Central Office (CO), Its Project Offices (PMOs), Regional and Sectoral Offices and Attached Agencies and Corporations)</p>	<p>DO No. 201205 aims to institutionalize gender mainstreaming and integrate the Harmonized Gender and Development Guidelines (HGDG) into the Department's plans, programs, projects, and activities; and establish a GAD National Task Force with the following tasks:</p> <ul style="list-style-type: none"> <li>● Prepare a GAD Manual of Standards and Operations on Information and Education Awareness Campaign, Development Studies, Infrastructure Development/Implementation/Monitoring/Evaluation and Human Resource Capability Building/Training</li> <li>● Continuing "National and Regional Information Education Advocacy/ Information Awareness Campaign on Gender and Development"</li> <li>● Continuing training and retraining of agency staff on GAD</li> <li>● Develop a SDD system</li> <li>● Submit annual GAD plans and annual GAD accomplishment reports to PCW; and monitor the implementation of GAD plans</li> <li>● Conduct a gender audit in all DOTr offices to identify gender issues and gaps in the transport sector.</li> <li>● Conduct stakeholder consultations on gender issues in transportation and infrastructure programs and projects</li> <li>● Conduct a "Development Study/Social Impact Analysis" to identify gender-related issues and recommendations in local and foreign-funded transport development studies.</li> </ul>

Gender Provisions and Statements	Gender Mainstreaming Entry Points
	<ul style="list-style-type: none"> <li>• Use the GAD checklist (HGDG) in infrastructure projects for air, road, rail, and maritime transport.</li> <li>• At the client level, “continuously conduct information dissemination and gender awareness campaigns among the operators and/or owners of public utility vehicles such as buses and jeepneys, ships, trains and railways, and aircraft, including the commuters or riding public.”</li> </ul>
<p><b>Department Order No. 201209</b> (Implementing Rules on the Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring and Evaluation)</p>	<p>DO 201209 implements the provisions of DO 201205 (above), particularly Item 8 (Development Study/Social Impact Analysis) and Item 9 (GAD Checklist for infrastructure projects).</p> <p>Specific guidelines on the use of HGDG for project identification, project design and formulation, project management and implementation, project monitoring and evaluation, interpretation of GAD scores, and checklist boxes are provided in this order.</p>
<p><b>Joint Circular No. 2012-01</b> (Guidelines for the Preparation of Annual Gender and Development Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women)</p>	<p>This Joint Circular from PCW, NEDA, and Department of Budget and Management provides the guidelines and procedures for the formulation, development, submission, implementation, monitoring and evaluation, and accounting of results of the agency annual GAD plans and budgets and GAD accomplishment reports.</p>
<p><b>Special Order No. 2012-190</b> (Reconstitution and Operationalization of the GAD National Task Force)</p>	<p>The Special Order supports the implementation of DO 201205 by defining the roles and functions of the GAD National Task Force, which includes spearheading the annual monitoring and evaluation of GAD activities and conducting stakeholder consultations among the transport sectors (road, rail, air, and maritime).</p>
<p><b>Special Order No. 201289</b> (Gender Audit Committee)</p>	<p>The Gender Audit Committee has the following tasks:</p> <ul style="list-style-type: none"> <li>• Formulate the GAD Audit Instrument and conduct the audit in DOTr offices.</li> <li>• Identify gender issues and gaps in the transport policies, programs, and projects, and recommend actions to address them.</li> </ul>
<p><b>Department Order No. 2014013</b> (Policies on Transport Accessibility—Barrier-Free Facilities and Accessibility Features)</p>	<p>The department order provides the minimum requirements and standards to make public transportation facilities and utilities accessible to persons with disability, including the following:</p> <ul style="list-style-type: none"> <li>• Ramps in buildings</li> <li>• Designated seats in public transportation such as trains, bus front seats, jeepneys with audio-visual aids (bells or buttons)</li> </ul>

Gender Provisions and Statements	Gender Mainstreaming Entry Points
	<ul style="list-style-type: none"> <li>• Waiting areas in transport terminals</li> <li>• Wheelchair-accessible slots in parking areas</li> </ul>

Source: Climate Change Commission.

#### D. Energy Sector Policies on Gender and Climate Change

Gender Provisions and Statements	Gender Mainstreaming Entry Points
<p><b>Republic Act No.11285</b> (Energy Efficiency and Conservation Act)</p> <p>The Act established a framework for promoting efficient use of energy, increased use of energy-efficient and renewable energy technologies and delineated the responsibilities among government agencies and private entities.</p> <p>No gender provision or statements are in RA 11285.</p>	<ul style="list-style-type: none"> <li>• <i>Section 12. Certification of Energy Conservation Officers and Energy Managers</i> could provide an opportunity for the certification of technically qualified women who have demonstrated high levels of competence and proficiency in the energy management profession.</li> <li>• Conduct gender-sensitive information, education, and communication campaigns and develop knowledge products that target women and men who are energy end-users and consumers to adopt and practice efficient energy consumption and conservation.</li> </ul>
<p><b>Philippine Energy Plan 2018–2040</b></p> <p>No gender provision in the plan, except for a reference to “training a gender-inclusive energy workforce.”</p>	<ul style="list-style-type: none"> <li>• A “gender-inclusive energy workforce” calls for equal representation of women and men in the organization, including in capacity development programs in the energy sectors. Being inclusive also means providing equal opportunities for the participation and involvement of women and men in energy programs and projects.</li> </ul>
<p><b>Department Order No. 2020-12-0015</b> (Reconstitution of the Department of Energy [DOE] Gender and Development-Focal Point System [GAD-FPS])</p>	<p>Functions of the GAD-FPS are as follows:</p> <ul style="list-style-type: none"> <li>• Lead in mainstreaming gender perspective in DOE policies, plans and programs, and monitor their implementation</li> <li>• Assist in formulating the GAD Code to advance women’s status</li> <li>• Lead in the collection of sex-disaggregated data and GAD database</li> <li>• Lead in preparing GAD plans and budgets, accomplishment reports, and other reports required under the Magna Carta of Women.</li> <li>• Promote active participation of women and marginalized groups in development planning</li> <li>• Capacity development program for DOE personnel as a regular human resource development program</li> </ul>

Source: Climate Change Commission.

## E. Waste Sector Policies on Gender and Climate Change

### 1. Ecological Solid Waste Management Act of 2000 (Republic Act No. 9003)

This law mandates the practice of waste minimization through the 3Rs (reduce, reuse, recycle) by households and commercial generators. Local government units (LGUs) are mandated to draft a 10-year Solid Waste Management Plan—which does not include gender perspectives as LGUs treat it differently, since they are also mandated to submit a Gender Plan and Budget. The solid waste management plan should implement measures with local stakeholders to achieve at least 25% waste diversion, i.e., which do not end up in landfills. Interventions often include public awareness campaigns, improving the materials recovery facility (MRF) and sanitary landfill (SLF), and providing livelihood opportunities for communities. RA 9003 prohibits open dumps and laid down rules and regulations on proper segregation, collection, treatment, and disposal of solid waste.

More than 2 decades later, the implementation of the law leaves much to be desired. Among its main provisions is the mandatory waste segregation at source, but lax and inconsistent efforts by local governments have led to growing volumes of mixed wastes still ending up in landfills and illegal dumps over the years, which is filled by informal waste pickers. Without their work, the recycling industry would not have the materials they need for manufacturing. In its implementing rules and regulations, RA 9003 prohibits “unauthorized removal of recyclable material intended for collection by authorized persons,” making waste recovery by the informal sector an illegal practice.

The National Solid Waste Management Commission (NSWMC) itself underscored how the informal waste sector was “left out” in the solid waste management law. A national framework plan crafted by the NSWMC for informal waste workers in 2008 recommended better support and access for waste reclaimers, as well as the improvement of their work and living conditions. While some local governments have made efforts to formalize waste pickers in their solid waste management plans, many continue to operate on or outside the margins.

There are sections in RA 9003 where gender can be integrated:

- (i) Encouraging greater private sector participation in solid waste management may include women’s groups in local communities, such as those organized under the Clean Cities Blue Oceans Project.
- (ii) Establishing a cooperative effort among LGUs, nongovernment organizations, and the private sector, as shown by the experience in Cebu City where women’s organizations are actively involved in the 3Rs.
- (iii) Facilitating training and education in integrated ecological solid waste management; and maintaining a multisectoral, multidisciplinary pool of experts including those from the academe, inventors, practicing professionals, business and industry, youth, women and other concerned sectors, as part of the National Ecology Center established under the law.
- (iv) Formulating the necessary education promotion and information campaign strategies.
- (v) Developing safety nets and alternative livelihood programs for small recyclers and other sectors that will be affected by the construction and/or operation of a solid waste management recycling plant or facility.
- (vi) Under the incentive scheme, extending financial services to individuals, enterprises, or private entities engaged in solid waste management.

## 2. National Plan of Action on Marine Litter

Under the DENR Environmental Management Bureau, the National Plan of Action on Marine Litter (NPOA-ML) serves as a national framework outlining the country's overarching direction, indicators, and objectives to control and reduce marine litter, particularly plastics. The strategies being considered include

- (i) national marine litter baselining;
- (ii) circular economy and sustainable consumption and production mainstreaming;
- (iii) recovery and recycling enhancement;
- (iv) collection and disposal safeguards;
- (v) shipping and fisheries waste control;
- (vi) clean-up of riverine and marine environments;
- (vii) policy and enforcement;
- (viii) social marketing and communication, sustainable financing and resource allocation; and
- (ix) strengthening local actions.

The approval of this plan signifies the need for the assigned lead agencies and stakeholders to develop the specific activities for achieving set targets indicated in the plan. Local government units are also being pushed to adopt the national plan by creating a City Plan of Action on Marine Litter as a complementary plan to the mandated 10-year Solid Waste Management Plan under RA 9003.

## 3. Extended Producer Responsibility Act

This Act lapsed into law in 2022 and requires obligated companies to achieve recovery targets, while also implementing reduction of unnecessary plastics, through extended producer responsibility programs that they need to submit to the Department of Environment and Natural Resources. In addition to these laws and plans, some LGUs are also implementing bans or regulations on single-use plastics. For example, Batangas City regulates plastic packaging wherein thin plastics are not allowed to be used as primary packaging for dry goods, or as secondary packaging for wet goods. However, this ban might not be applied to its nearby cities or municipalities, which makes implementation difficult and fragmented. At the international level, in 2021, representatives of 175 countries, including the Philippines, endorsed a landmark resolution at the United Nations Environment Assembly to address the full cycle of plastics and craft an international legally binding agreement<sup>65</sup> by the end of 2024 to end plastic pollution.<sup>66</sup> For the first time, informal waste workers were recognized for their “significant contribution” in the collecting, sorting, and recycling of plastics.

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<sup>65</sup> Reuters. 2022. UN Plastic Treaty to Tackle Production, Packaging Design—Draft Resolution. <https://www.rappler.com/environment/un-plastic-treaty-tackle-production-packaging-design-draft-resolution/>.

<sup>66</sup> Rappler. 2024. Philippine Diving Town Swaps Trash for Rice to Clean up Its Beaches. <https://www.rappler.com/environment/philippine-diving-town-swaps-trash-rice-clean-up-beaches/>.

## F. Industry Processes and Product Use Sector Policies on Gender and Climate Change

The following laws and policies supporting industry processes and product use have no gender provisions or statements:

- (i) **Go Negosyo Act.** This Act provides for the establishment of a “Negosyo Center” in all provinces, cities, and municipalities to, among others, promote ease of doing business and access to services for micro, small, and medium enterprises (MSMEs) within their respective jurisdictions; and to build local support networks and establish market linkages for them.
- (ii) **BMBE Act.** This Act exempts micro enterprises registered with the Department of Trade and Industry from income tax and from coverage of the minimum wage law, but their employees shall receive the social security and health care benefits that employees of other industries are entitled.
- (iii) **Magna Carta for MSMEs.** This calls for strengthening the Micro, Small and Medium Enterprises Development Council in order to, among others, help establish the needed environment and opportunities conducive to the growth and development of MSMEs. It also calls for streamlining the registration of business enterprises. However, there are no gender provisions or statements, even if MSMEs are dominated by women.
- (iv) **National Strategy for Financial Inclusion.** This promotes effective access to diversified financing options across socioeconomic segments, including MSMEs, with a centralized coordination body to implement and monitor strategic actions.
- (v) **Philippine Green Jobs Act.** While there are no gender provisions or statements in RA 10771, the nature of the sector involves people-level outcomes—jobs for men and women. The gender issue is providing equal access to women, men and other marginalized and underrepresented groups, such as the people with diverse gender identity, persons with disability, youth and ethnic minorities.



## APPENDIX 3: ILLUSTRATIVE GENDER INDICATORS FOR THE CLIMATE CHANGE ADAPTATION AND MITIGATION SECTORS

This appendix presents illustrative gender outcomes and outputs from the Nationally Determined Contribution (NDC) processes of governance; adaptation and mitigation; monitoring, reporting, and verification; and finance. Illustrative measurement indicators in the gender action plans for the agriculture, waste, industry processes and product use, transport, and energy sectors to pursue climate change adaptation and mitigation are also presented. Final indicators for both outcomes and outputs will be finetuned in forthcoming workshops among the climate change lead agencies, which will establish the baselines and targets for the outputs.

The indicators in Tables A3.1 to A3.9 were adopted from the Monitoring and Evaluation of Gender Equality and Women’s Empowerment in the Philippines: A Compendium of Indicators (2019)<sup>67</sup> compiled by the Philippine Commission on Women from existing national and international indicator frameworks.

**Table A3.1: Illustrative Gender Indicators for Governance (Policy)**

Types of Information	Illustrative Gender Indicators
Policies and actions on gender and climate change	Outcome 1: Number of national laws and policy issuances (Executive Orders, Department Circulars, and Memoranda) enacted and issued, supporting mainstreaming of climate change and implementing rules and regulations (IRR) supporting both gender and climate change formulated
	Outcome 2: National government agencies have developed and implemented gender-responsive policies, plans, and programs on adaptation and mitigation to support the Philippines NDC’s targets
	Outcome 3: Gender and Development Agenda that supports and tracks measures of gender equality goals in mitigation and adaptation implemented in climate change lead agencies
	Outcome 4: Policies to ensure full participation of women in climate change adaptation and mitigation and disaster risk reduction and management (DRRM), including planning and management of relief operations (Magna Carta of Women Section 12) issued
	Output 1: Sign memoranda of understanding with Philippine Commission on Women and climate change lead agencies on gender mainstreaming training and technical assistance
	Output 2: Agencies deliver policy issuance on the collection and analysis of sex-disaggregated data from programs and projects, including climate-change related activities
	Output 3: Agencies deliver policy issuance on the Gender Focal Point System composition and functions

<sup>67</sup> Philippine Commission on Women. Compendium of GEWE Indicators. <https://pcw.gov.ph/compendium-of-gewe-indicators/>.

Source: Climate Change Commission.

**Table A3.2: Illustrative Gender Indicators for Governance (Enabling Mechanisms and Institutional Coordination)**

Types of Information	Illustrative Gender Indicators
Integration of gender and climate change	Output 1: Agencies prepare annual gender plans and budgets that integrate gender and climate change and report these in the Gender and Development Accomplishment Reports
	Output 2: Climate change adaptation and mitigation (CCAM) lead agencies create national gender focal points and climate change focal points
	Output 3: Agencies prepare climate change expenditure-tagged projects that integrate both gender and climate change
Involvement of government and nongovernment stakeholders	Outcome 1: Proportion of women’s representation in climate change-related and environment and natural resources governing boards and bodies, i.e., Watershed Management Council, Multi-sector Forest Protection Committee, Protected Area Management Board increased
	Outcome 2: Women’s groups and national women and gender institutions engaged in developing and implementing climate policies, plans, strategies and action, increased
	Outcome 3: Stakeholder engagement in developing CCAM sector plans, priorities, actions, and programs and consultations with women’s organizations and marginalized groups (including youth, the disabled, LGBTI, ethnic minorities, others); academia; nongovernment organizations; and private sector associations at the subnational and community level implemented (qualitative)
	Output 4: Agencies prepare knowledge management products on gender and climate change using popular forms and local dialects, including information, education, and communication materials

Source: Climate Change Commission.

**Table A3.3: Gender Indicators for Governance (Capacity Development)**

Types of Information	Illustrative Gender Indicators
Capacity development	Outcome 1: Series of capacity-building activities (workshops, webinars, fora) for the development of gender-responsive climate change policy in line with Republic Act No. 9729, as amended, and other relevant issuances increased (qualitative)
	Outcome 2: New gender policies or proposed revisions in policy issuances resulting from capacity building activities in Outcome 1 above developed and implemented (qualitative)
	Output 1: Agencies conduct annual capacity-building programs in NDC agencies and stakeholders to develop gender and climate change competence in identifying, analyzing, and responding to gender issues and concerns affecting climate change adaptation and mitigation (CCAM) key interventions
	Output 2. Agencies provide capacity building (training) on the Gender Focal Point System to climate change focal points to increase knowledge about gender and climate change
	Output 3: Agencies train gender focal points and climate change focal points (women and men) on both gender and climate change, including gender analysis and use of sex-disaggregated data
Participation and women's leadership	Outcome 3. Percentage of women leaders and GAD advocates participating at the national high-level meetings of the climate change program increased
	Outcome 4: Percentage of the number of women, indigenous peoples, and vulnerable groups participating in public consultations for projects in the CCAM sectors (by agency) increased
	Outcome 5. Percentage of women participating in high-level international meetings and conferences (target: 50%) increased

Source: Climate Change Commission.

**Table A3.4: Illustrative Gender Indicators for Adaptation and Mitigation (in NDC Policies and Measures and Climate Change Programs and Projects)**

Types of Information	Illustrative Gender Indicators
Gender integration in Policies and Measures (PAMs) and climate change programs and projects (PAPs)	Outcome 1: Extent of integration of gender and climate change adaptation and mitigation actions into plans and programs of government and nongovernment stakeholders (qualitative) increased
	Output 1: Agencies conduct vulnerability and risk assessments for adaptation and mitigation projects that include gender analysis
	Output 2: NDC lead sector agencies prepare gender analysis reports for adaptation and mitigation projects
	Output 3: Include climate change-related projects, banner programs, and ODA projects in NDC lead sector agencies' Gender Plans and Budgets
Participation of women in adaptation and mitigation (AM) projects	Output 4: Adopt and use Harmonized Gender and Development Guidelines (HGDDGs) Checklist for the Climate Change Sector in climate change-related projects
	Outcome 2: Percentage of women, indigenous peoples, and vulnerable groups participating in public consultations for projects on climate change adaptation and mitigation (CCAM) in each agency increased
	Output 5: Undertake gender-responsive projects based on HGDDG ratings
	Output 6: Increase women participation in consultations on CCAM projects
	Output 7: Increase the number of women leaders and women's organizations participating in A&M projects at the local level

Source: Climate Change Commission.

**Table A3.5: Illustrative Gender Indicators for Measurement, Reporting, and Verification**

Types of Information	Illustrative Gender Indicators
Policy and systems for collection of sex-disaggregated data (SDD)	Outcome 1: Number of NDC lead sector agencies with a policy issuance on SDD increased
	Outcome 2: Gender indicators adopted for Policies and Measures and climate change-related projects of NDC lead sector agencies implemented
	Outcome 3: Number of NDC lead sector agencies using the National Integrated Climate Change Database Information and Exchange System in storing its GAD database increased
	Output 1: Increase the number of NDC lead sector agencies with monitoring and evaluation systems that collect SDD in their programs and projects
	Output 2: Increase the number of NDC lead sector agencies collecting SDD and maintaining a gender and development database (including gender indicators and targets)

Source: Climate Change Commission.

**Table A3.6: Illustrative Gender Indicators for Finance**

Types of Information	Illustrative Gender Indicators
Gender-sensitive climate financing	Outcome 1: Gender Policy that guides the review and approval of proposals under the People’s Survival Fund (PSF) in place
	Outcome 2: Number of PSF and Department of Finance-led projects in compliance with the provisions of the Magna Carta of Women increased
Climate-tagging	Outcome 3: Number of climate change expenditure-tagged projects that mainstreamed gender and climate change increased

Source: Climate Change Commission.

**Table A3.7: Illustrative Gender Indicators for Agriculture**

Types of Information	Illustrative Gender Indicators
Gender-sensitive approaches at the organization level and in design of NDC Policies and Measures (PAMs) and climate change programs and projects (PAPs)	Below are the checklist questions in the Harmonized Gender and Development Guidelines for project design, implementation, monitoring and evaluation with a scoring guide: <sup>a</sup> <ul style="list-style-type: none"> <li>(i) Participation of women and men in problem identification and project design of CCAM programs and projects</li> <li>(ii) Collection of relevant and applicable sex-disaggregated data (SDD) in the sector, e.g., for projects with people-level interventions; data on division of labor; access to and control over resources, training opportunities, credit, technology, information, leadership, membership; decision making; workload; and time use</li> <li>(iii) Identification of gender issues and gaps based on the SDD pertaining to the NDC PAMs and climate change PAPs and how to address them, if relevant and appropriate (qualitative)</li> <li>(iv) Gender action plan development with activities, indicators, targets, timeline, and budgets as part of the project work plan</li> <li>(v) Capacity development programs to increase the level of awareness and knowledge of staff on climate change and gender integration</li> <li>(vi) Inclusion of gender and climate change programs and projects in gender plans and budgets and GAD annual accomplishment reports</li> <li>(vii) Creation and maintenance of GAD Database with SDD</li> </ul>
	Outcome 1: Percentage of women participating in multisectoral consultations on climate change adaptation and mitigation (CCAM) programs, policy development and implementation to ensure that the voice of women in the sector are given consideration and factored into decisions increased
	Output 1. Prepare knowledge management products on gender and climate change using popular forms and local dialects (including information, education, and communication materials)
	Gender-mainstreaming
Access of women to resources (land ownership, credit) and opportunities for employment)	Outcome 2. Number of women holders of land ownership instruments, e.g., certificate of land ownership agreement, certificate of ancestral land title, certificate of ancestral domain title, and emancipation patent increased
	Outcome 3. Number of agricultural and residential land free patents issued to women increased
	Outcome 4: Equality in wage rates of women and men agricultural workers enhanced
	Output 3. Increase the number of women and men in agriculture receiving credit and financial services
	Output 4. Increase the share of women and men employed in agriculture (baseline = 0%; 2030 = XX%)

Types of Information	Illustrative Gender Indicators
	Output 5: Establish women-friendly facilities, e.g., daycare centers and breastfeeding rooms in a work environment
Women’s leadership	Outcome 5. Percentage of women occupying leadership and decision-making positions in agriculture sector (local agriculture and fishery councils, organizations) increased
Gender-responsive conservation agriculture (sample indicators)	Output 6. Increase the participation of men and women farmers engaged in conservation agriculture over time coupled with increase in rates of disadaptation (baseline = 0%; 2030 = XX%)
	Output 7. Increase crop yield per hectare and year as a result of conservation agriculture with figures disaggregated by households headed by females and headed by males (baseline = 0%; 2030 = XX%)
	Output 8. Increase the area of crops planted using conservation agriculture by land ownership (male and female) (baseline = 0%; 2030 = XX%)
	Output 9. Increase crop production from conservation agriculture by share of men and women farmers (baseline = 0%; 2030 = XX%)

<sup>a</sup> National Economic and Development Authority, Philippine Commission on Women, and Official Development Assistance Gender and Development Network. 2019. Harmonized Gender and Development Guidelines for Project Development, Implementation, Management, Monitoring and Evaluation. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:f78f89a0-dbb6-43aa-ab21-d9ea6ce02b25>.

Source: Climate Change Commission.

**Table A3.8: Illustrative Gender Indicators for Transport Sector**

Types of Information	Illustrative Gender Indicators
Gender-sensitive approaches at the organization level and in design of NDC Policies and Measures	<p>Below are the checklist questions in the Harmonized Gender and Development Guidelines for project design, implementation, monitoring, and evaluation with a scoring guide:<sup>a</sup></p> <ul style="list-style-type: none"> <li>(i) Participation of women and men in problem identification and project design of climate change adaptation and mitigation (CCAM) programs and projects</li> <li>(ii) Collection of relevant and applicable sex-disaggregated data (SDD) in the sector, e.g., for projects with people-level interventions; data on division of labor; access to and control over resources, training opportunities, credit, technology, information, leadership, membership; decision making; workload; and time use</li> <li>(iii) Identification of gender issues and gaps based on the SDD pertaining to the NDC PAMs and climate change PAPs and how to address them, if relevant and appropriate (qualitative)</li> <li>(iv) Gender action plan development with activities, indicators, targets, timeline, and budgets as part of the project work plan</li> <li>(v) Capacity development programs to increase the level of awareness and knowledge of staff on climate change and gender integration</li> </ul>

Types of Information	Illustrative Gender Indicators
	<p>(vi) Inclusion of gender and climate change programs and projects in gender plans and budgets and GAD annual accomplishment reports</p> <p>(vii) Creation and maintenance of GAD Database with SDD</p> <p>Output 1. Increase the share of women participating in consultations for the design of transportation projects with people-level impact, e.g., bus design (height of step board), bus rapid transit, sidewalks, and open spaces (baseline = 0%; 2030 = XX%)</p> <p>Output 2. Increase the share of gender-responsive transportation projects based on the Harmonized Gender and Development Guidelines ratings (baseline = 0%; 2030 = XX%)</p> <p>Output 3. Increase the level of gender awareness or knowledge and gender sensitivity of men and women officials and personnel in the transport sector and subsectors</p> <p>Output 4. Increase the share of transport sector agencies that improved their organizational gender mainstreaming evaluation framework levels within a given timeframe (baseline = 0%; 2030 = XX%)</p>
Use of public transportation, facilities and safety measures	<p>Outcome 1. Inclusion of women-friendly facilities in transport terminals, especially persons with disability—restrooms, lighting, waiting areas, ramps, and elevators, escalators increased</p> <p>Output 5. Increase male and female usage of public transport in the municipalities (through focus group discussions or surveys)</p> <p>Output 6. Decrease the cost of public transport for males and females as a share of average income (baseline = 0%; 2030 = XX%)</p> <p>Output 7. Increase the perception of both women and men on the use of public transport in municipalities as ranked on a scale of 1–5 through a survey</p> <p>Output 8. Implement preventative measures (qualitative) to combat sexual harassment in public transportation, such as CCTV in bus stations and bus stops, lighting and well-placed stops in safe neighborhoods</p>
Women in management	Outcome 2. Percentage of management and decision-making posts in transport agencies occupied by women increased
Employment of women in transport	<p>Outcome 3. Number of women in nontraditional occupations for women in the transport sector and subsectors (road, rail, air, maritime), and gender balance in hiring employees at all levels increased</p> <p>Output 9. Increase the number of jobs per annum in the transport sector (male and female)</p>

<sup>a</sup> National Economic and Development Authority, Philippine Commission on Women, and Official Development Assistance Gender and Development Network. 2019. Harmonized Gender and Development Guidelines for Project Development, Implementation, Management, Monitoring and Evaluation. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:f78f89a0-dbb6-43aa-ab21-d9ea6ce02b25>.

Source: Climate Change Commission.



**Table A3.9: Illustrative Gender Indicators for Energy Sector**

Types of Information	Illustrative Gender Indicators
Gender-sensitive approaches at the organization level and in design of PAPs	<p>Below are the checklist questions in the Harmonized Gender and Development Guidelines for project design, implementation, monitoring and evaluation with a scoring guide: <sup>a</sup></p> <ul style="list-style-type: none"> <li>(i) Participation of women and men in problem identification and project design of CCAM programs and projects</li> <li>(ii) Collection of relevant and applicable sex-disaggregated data (SDD) in the sector, e.g., for projects with people-level interventions; data on division of labor; access to and control over resources, training opportunities, credit, technology, information, leadership, membership; decision making; workload; and time use</li> <li>(iii) Identification of gender issues and gaps based on the SDD pertaining to the NDC PAMs and climate change PAPs and how to address them, if relevant and appropriate (qualitative)</li> <li>(iv) Gender action plan development with activities, indicators, targets, timeline, and budgets as part of the project work plan</li> <li>(v) Capacity development programs to increase the level of awareness and knowledge of staff on climate change and gender integration</li> <li>(vi) Inclusion of gender and climate change programs and projects in gender plans and budgets and GAD annual accomplishment reports</li> <li>(vii) Creation and maintenance of GAD Database with SDD</li> </ul> <p>Output 1. Percentage of gender-responsive energy projects based on the HGDG ratings</p> <p>Output 2. Percentage of women participating in consultations for the design of energy efficiency and energy conservation projects, e.g., information campaigns, promoting renewable energy and energy efficient fuels, among others</p> <p>Output 3. Percentage of women IPs participating in consultative activities to obtain free and informed prior consent</p> <p>Output 4. Number of gender-sensitive IEC materials developed and disseminated on the safe and efficient use of energy products and services</p>
Capacity development, on energy, and gender mainstreaming	<p>Output 1. Percentage of women and men capacitated on energy efficiency, conservation, and safe practices on the use of energy products and services</p> <p>Output 2. Percentage of male and female staff in electric cooperatives trained on grid intensification and renewable energy technology</p> <p>Output 3. Increase in level of gender awareness and gender sensitivity of male and female officials and personnel in the energy sector, e.g., energy agencies</p> <p>Output 4. Proportion of energy sector agencies that increased their organizational Gender Mainstreaming Evaluation Framework levels within a given timeframe</p>
Women in management	<p>Outcome 1. Percentage of management and decision-making posts in energy agencies occupied by women increased</p>

Types of Information	Illustrative Gender Indicators
	Outcome 2. Percentage of women participating in policy formulation for and promotion of energy efficiency, conservation, renewable energy, alternative fuels and technology, and energy resiliency increased
Employment of women in energy	Output 1. Increase the number of jobs per annum in the energy sector (male and female)
Financial incentives	Output 1. Provide capital, financial incentives, and grants for energy efficiency to be broken down by sector, institution offering the grant or incentive, industry, and consumers (male and female)
	Output 2. Provide financial incentives and grants for energy efficiency and renewable energy, including credit services that are accessible to both women and men

<sup>a</sup> National Economic and Development Authority, Philippine Commission on Women, and Official Development Assistance Gender and Development Network. 2019. Harmonized Gender and Development Guidelines for Project Development, Implementation, Management, Monitoring and Evaluation. <https://acrobat.adobe.com/id/urn:aaid:sc:AP:f78f89a0-dbb6-43aa-ab21-d9ea6ce02b25>.

Source: Climate Change Commission.