



19TH VISAYAS GEOGRAPHICAL CONFERENCE

GENDER RESPONSIVE AND INCLUSIVE LOCAL GOVERNANCE

1:00 PM - 2:30 PM, September 15, 2026
Iloilo Convention Center (iCon), Iloilo City

JOSEPHINE CABRIDO-LEYSA, CESO III
Assistant Secretary, DILG

WHO ARE WE SERVING?



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If all of them entered your LGU today, would government work equally well for everyone?



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*“Can they
enter?”*

GENDER-RESPONSIVE GOVERNANCE

- Finds gender-related gaps
- Uses data and lived experience
- **Changes plans, budgets, and services**

*“Can they
understand?”*

**Better
Local
Governance**

*“Can they
speak and be
heard?”*

INCLUSIVE GOVERNANCE

- Removes barriers to access and participation
- Protects dignity and safety
- Reaches people in different situations

*“Can they
receive safe
and respectful
service?”*

GENDER-RESPONSIVE GOVERNANCE

Who faces a gender-related barrier, and what should government change?



WHAT STOOD OUT?

Ano ang unang pumasok sa isip ninyo matapos mapanood ang AVP?

Sino ang naapektuhan?

Anong gender issue ang ipinakita?

Ano ang dapat gawin ng isang responsible institution?

Gender-responsive governance uses evidence to identify unequal outcomes and changes policies, budgets, and services to address them.

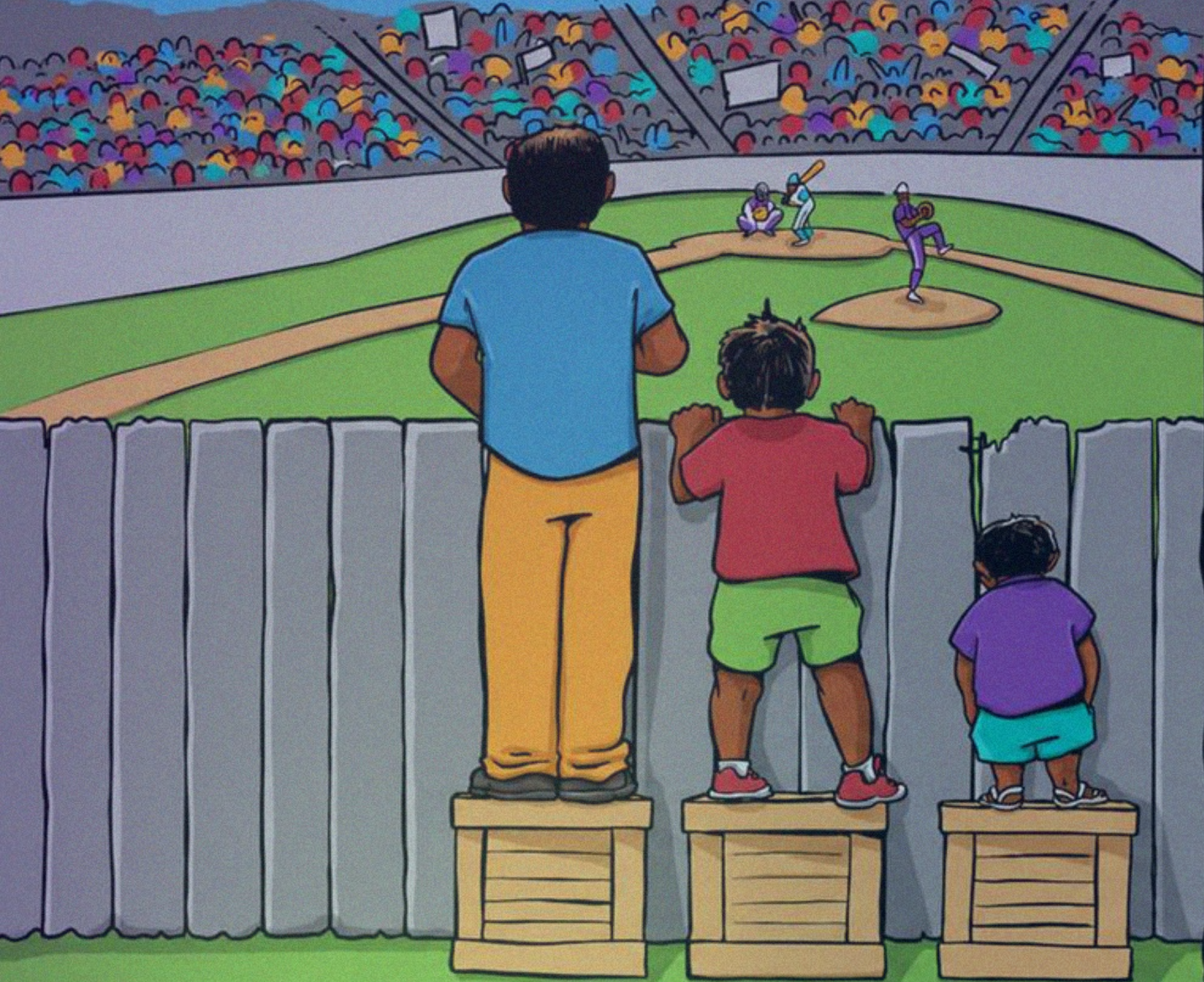


GENDER IS NOT WOMEN ONLY

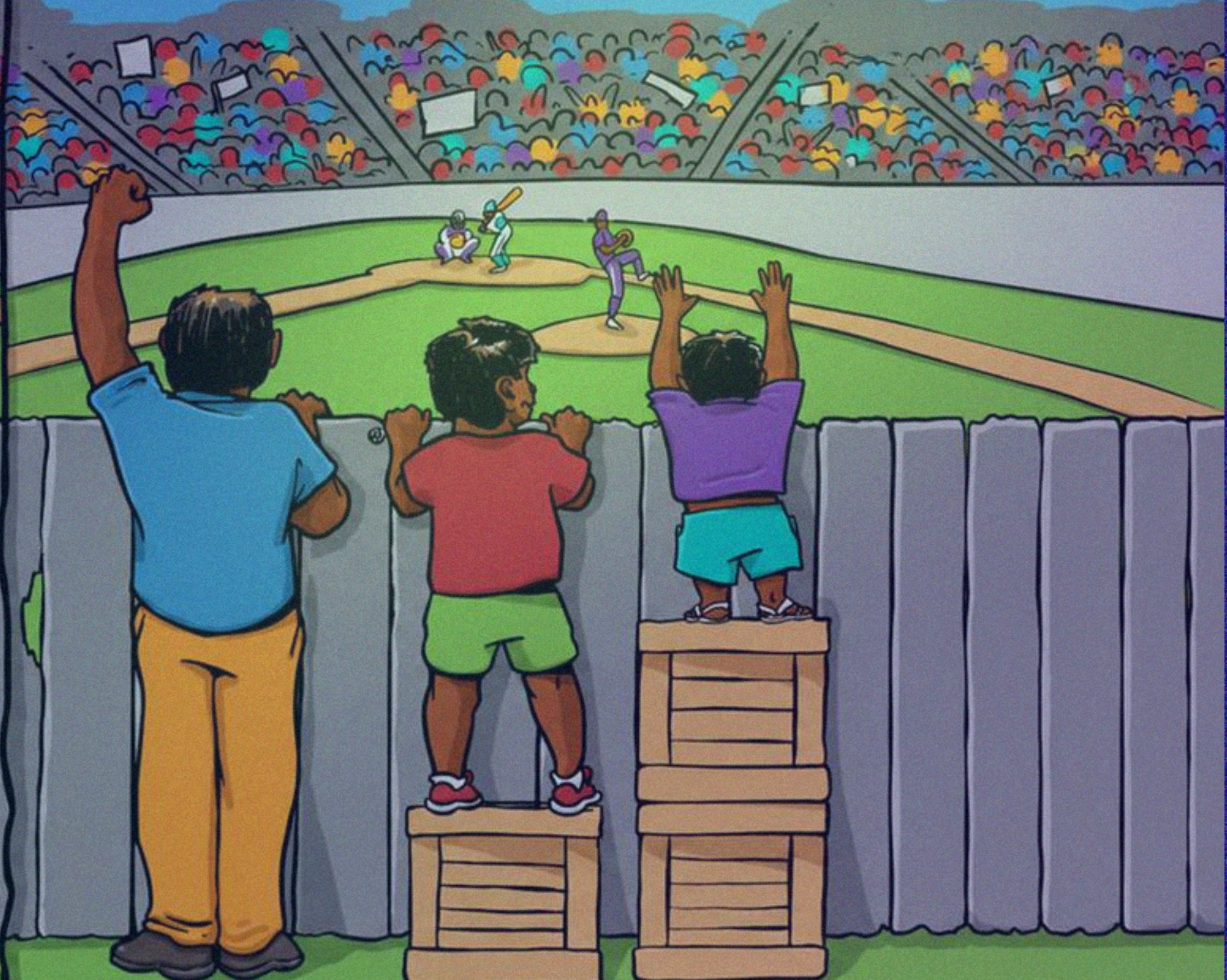
Gender analysis asks:

-  Who has power and voice?
-  Who accesses resources and services?
-  Who carries care work, risk, or social expectations?
-  Who experiences a different result?

Women and girls remain central because many inequalities persist. Men and boys can also face documented gender issues.



EQUALITY



EQUITY

LEGIT O PIKIT

GAME TIME!



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THE GAD BUDGET IS ONLY FOR WOMEN.

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**THE GAD
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**MORE WOMEN
PARTICIPANTS
AUTOMATICALLY
MAKE AN
ACTIVITY GAD.**

**MORE WOMEN
PARTICIPANTS
AUTOMATICALLY
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**A PROGRAM FOR MEN
OR BOYS MAY
QUALIFY WHEN IT
ADDRESSES A
DOCUMENTED
GENDER ISSUE.**

**A PROGRAM FOR MEN
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**COMPLETE
DOCUMENTATION
CAN REPLACE
GENDER
ANALYSIS.**

**COMPLETE
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CAN REPLACE
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GLOBAL SITUATIONER

Philippines in the Global Gender Gap Report

A strong standing is a signal—not a finish line.

20th

of 148 economies

GLOBAL STANDING

Better than the rank alone:

look for the gaps that remain local.

78.1%

MEASURED GAP CLOSED

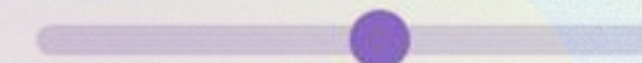
gender gap closed



3rd

EASTERN ASIA + PACIFIC

regional standing



+5

PLACES FROM 2024

upward movement



LATEST EDITION

2025

World Economic Forum
Global Gender Gap Report

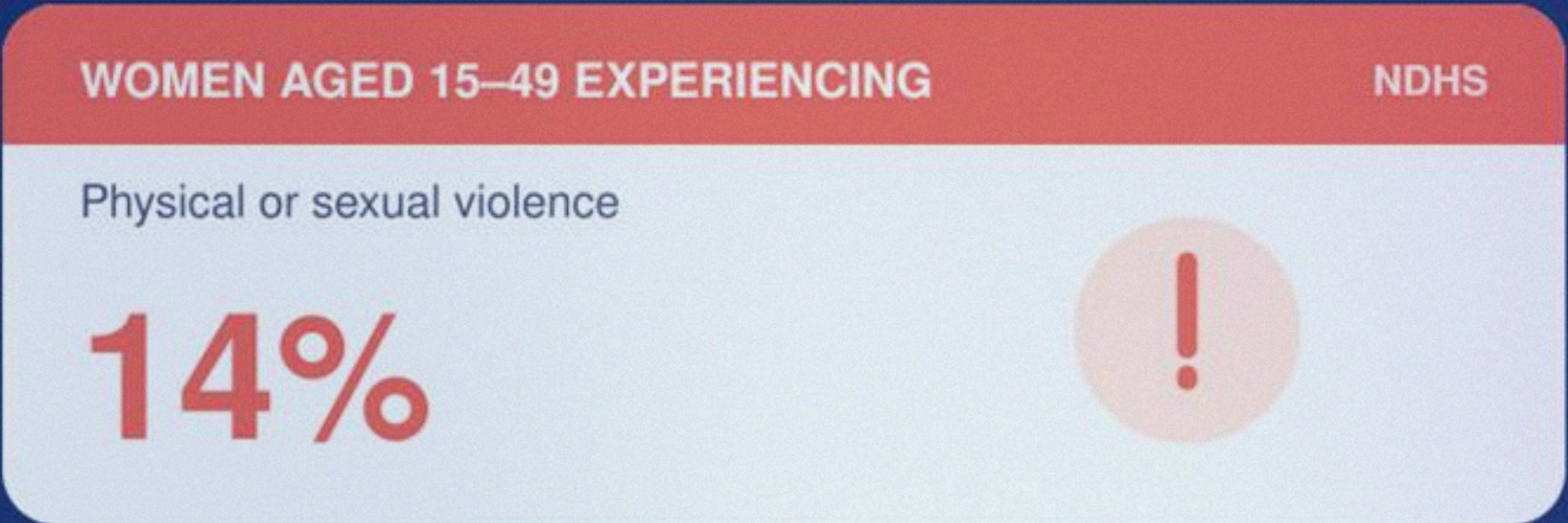
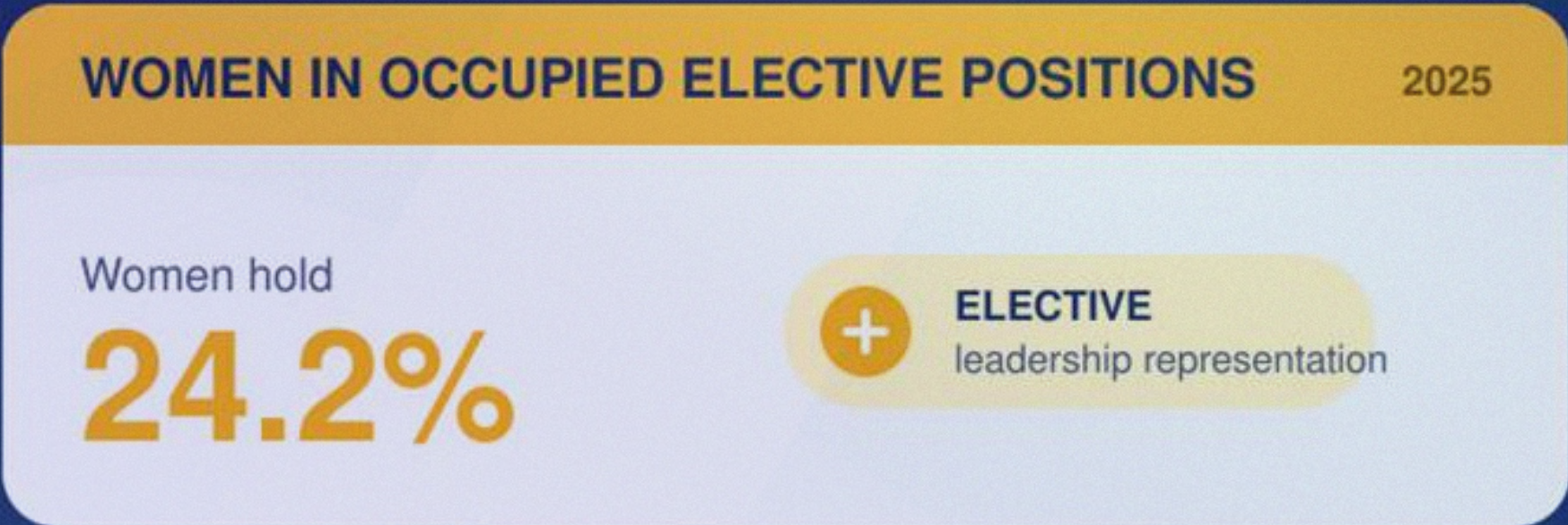
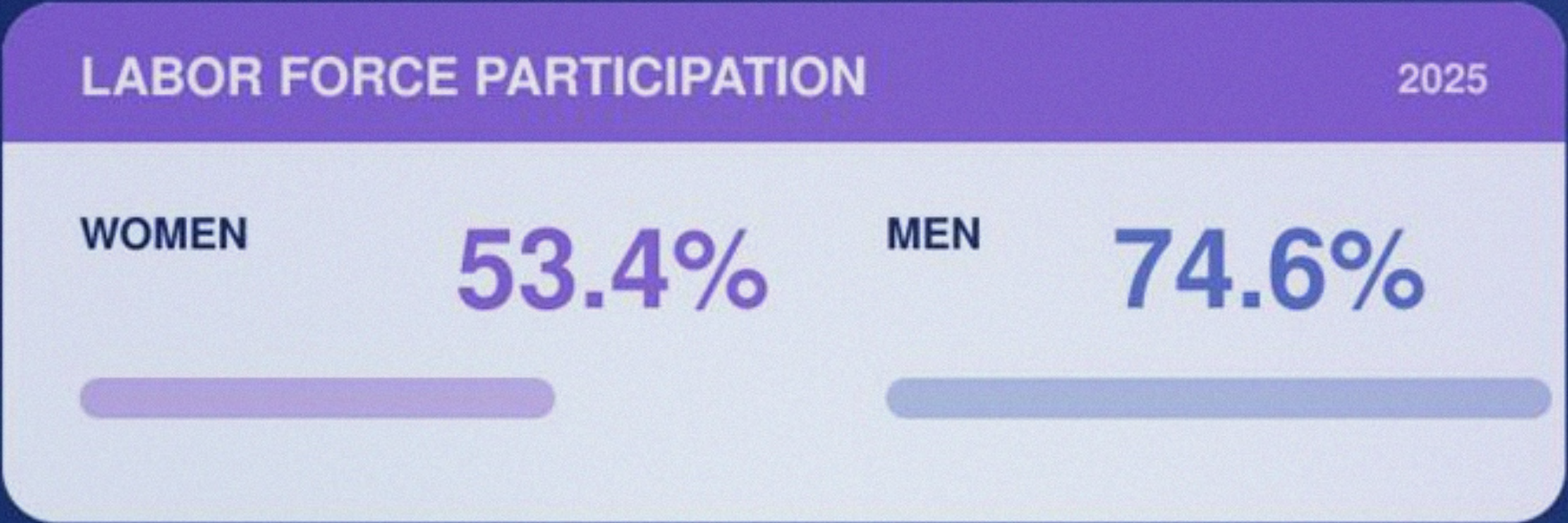
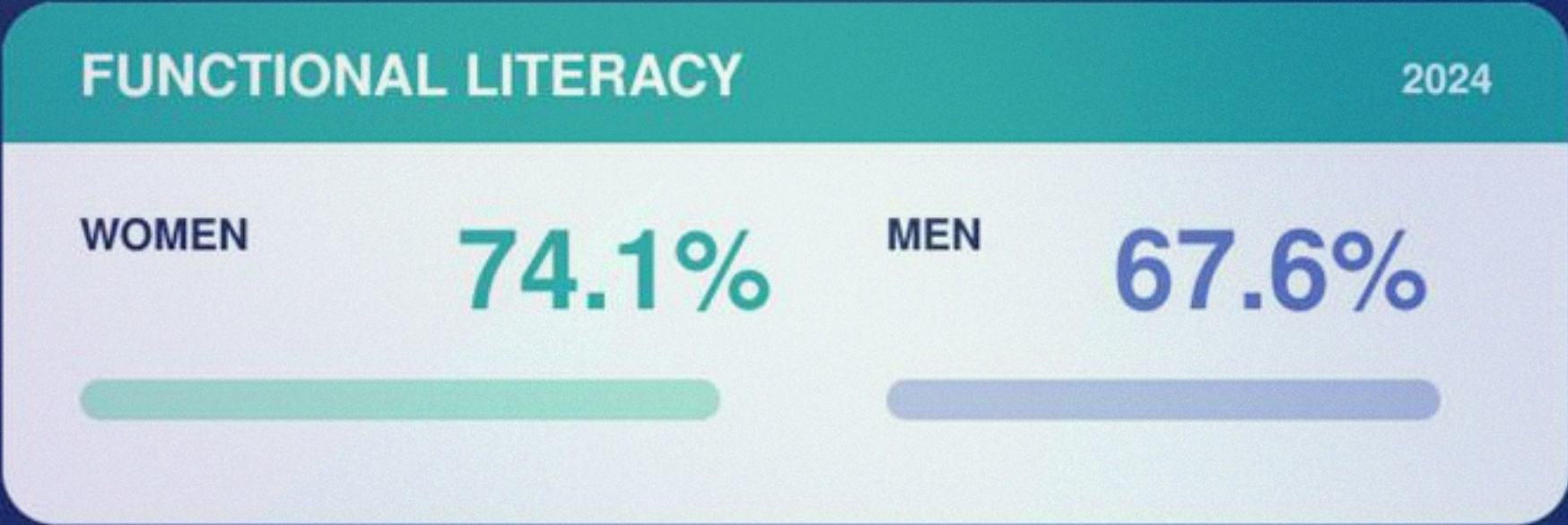
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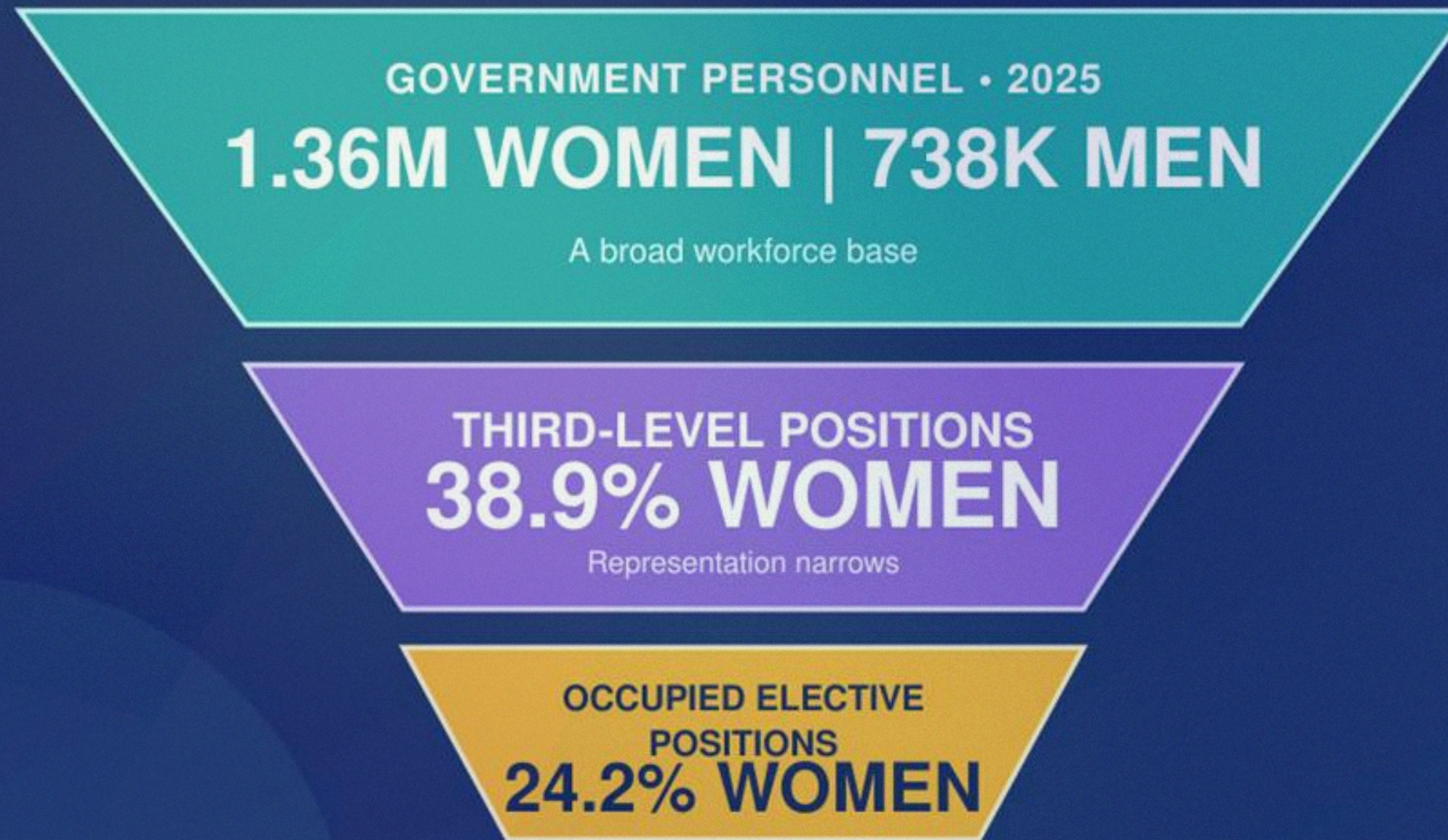
Philippine Progress and Gaps

Different indicators tell different stories.



Women in Government

Many women enter government work. Fewer reach the highest decision-making spaces.



From workforce presence to decision-making voice.

THE REPRESENTATION GAP

Representation narrows
at higher decision-making levels.

WHO HAS A VOICE IN:
priority-setting • budget • final decisions?

KEY MESSAGE

Headcount is not the whole story.

Visayas Business Registrations

Women outnumbered men among registered owners in all three legacy regions.

2023 DTI BUSINESS NAME REGISTRATIONS

OWNER SEX

LEGACY REGIONAL BOUNDARIES

Women Men

Region VI

legacy boundary



Region VII

legacy boundary



Region VIII

legacy boundary



WOMEN > MEN IN ALL THREE LEGACY REGIONS

WHAT THE COUNT DOES

Registration is an entry point—

not proof of business survival, growth, or equal access to finance.

NEXT QUESTIONS

Does the business last?

Does it grow?

Can women access capital, markets, training, procurement?

Negros Island Region Data Transition

A correct number still needs the correct year and geographic boundary.

LEGACY COMPARISON

2023

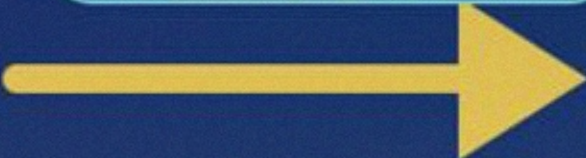
Predates the re-establishment of the Negros Island Region.

CHECK THE BASELINE

Is the figure still using the old regional boundary?



RA 12000
NIR Act • 2024



BOUNDARY CHECK



NEGROS ISLAND REGION

HARMONIZED BASELINE

CURRENT PLANNING NEED

Use the latest NIR and LGU data— not only legacy regional totals.

YEAR	BOUNDARY	LGU DATA	STATUS	
2024+	NIR	Latest	USE	
2023	Legacy?	Check	VERIFY	
YEAR +	BOUNDARY	Document	STATE	
SOURCE	NIR + LGU	Disaggregate	READY	

DISAGGREGATE BY:

- SEX
- AGE
- DISABILITY
- SECTOR
- LOCATION



Global Commitments

Four global frameworks. One practical message for local government.



CONVENTION ON THE ELIMINATION
OF ALL FORMS OF DISCRIMINATION
AGAINST WOMEN

Remove discrimination everywhere

Review the law and the lived effect of services.

LAW + POLICY + ACTUAL EFFECT



SUSTAINABLE DEVELOPMENT GOAL 5
GENDER EQUALITY

Set measurable targets

Measure progress and track public resources.

TARGETS + PUBLIC RESOURCES + TRACKING



BEIJING PLATFORM FOR ACTION

Mainstream gender across government

Build gender analysis into sectors, plans, budgets, and services.

WHOLE-OF-GOVERNMENT RESPONSIBILITY



CONVENTION ON THE RIGHTS OF
PERSONS WITH DISABILITIES

Include intersecting barriers

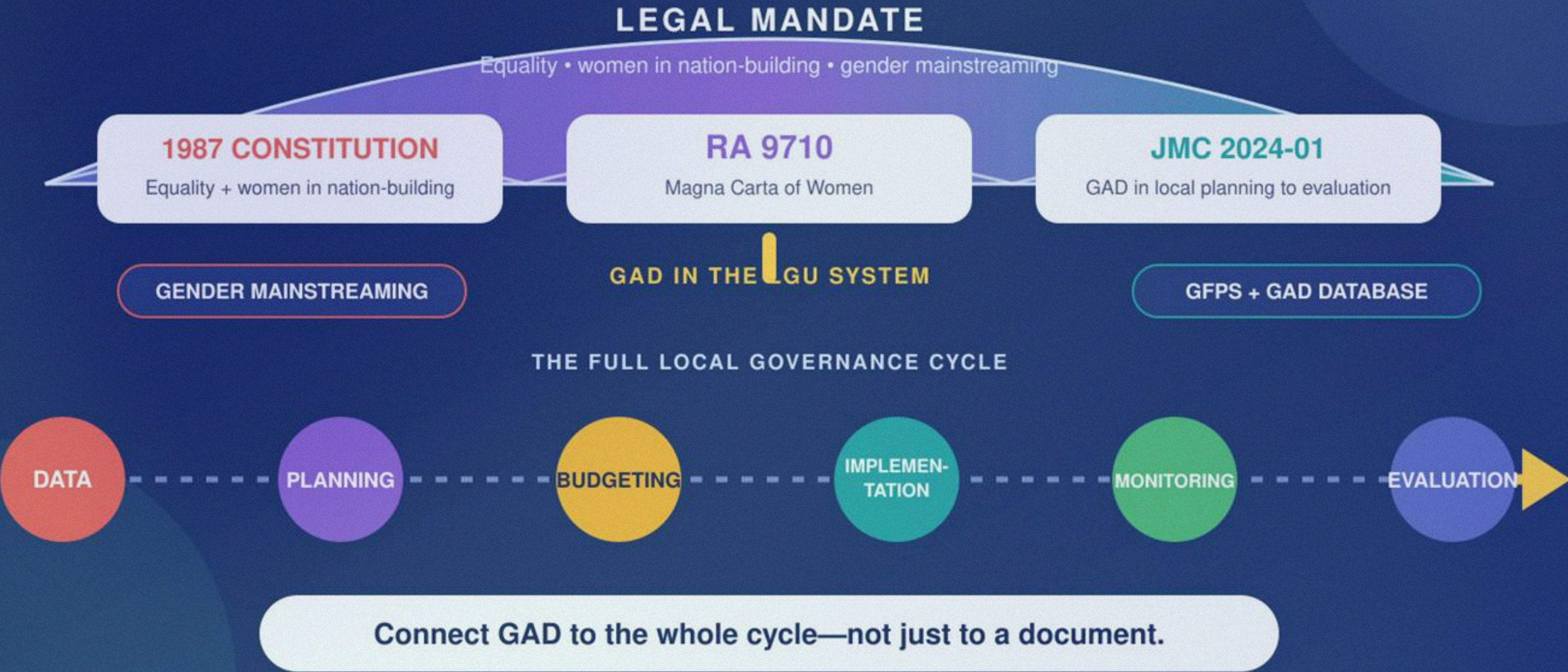
Make services accessible to people facing gender and disability barriers.

ACCESSIBLE + INCLUSIVE DESIGN



Philippine Mandates

Simple idea: the mandate should show up in the way the LGU works.



The GAD Budget

The 5% is a floor—and it should influence how the whole budget works.

MINIMUM — NOT A CEILING



5%+
GAD MINIMUM

100% TOTAL LGU BUDGET
appropriations

INFLUENCE, NOT ISOLATE



REGULAR BUDGET — NOT A SEPARATE FUND

THE OTHER 95%

Should become more gender-responsive

GAD is part of the regular budget—and its lens should shape decisions beyond the 5% line.

THE ACCOUNTABILITY TEST

Issue → spending → result

1

IDENTIFY
gender issue

2

FUND
the response

3

TRACK
the result

WHAT CHANGED BECAUSE WE SPENT IT?

An eligible expense is only the starting point.

Local Systems Required by Law

The test is not only existence—it is whether people can feel the service working.



Existence must lead to functioning services.



The GAD Results Chain

1.
DATA AND
LIVED
EXPERIENCE

2.
DEFINED
GENDER
ISSUE

3.
CLEAR
OBJECTIVE

4.
APPROPRIATE
PPA
(Program/Project/
Activity)

5.
DEFENSIBLE
BUDGET
(Note: At least 5% of
total LGU budget is a
minimum—not a
ceiling or separate
fund).

6.
MEASURED
RESULT

7.
RELIABLE
EVIDENCE

Start with the issue—not the expense.
What changed because we spent it?

Shared Responsibility

No single office can carry the response alone.



Gender-responsive governance is a team function.



Safe Spaces Act and LGU Action

RA 11313 COVERS GENDER-BASED SEXUAL HARASSMENT IN

WHERE THE LAW APPLIES



STREETS AND PUBLIC SPACES

COMMUNITY ACCESS



ONLINE SPACES

DIGITAL CONDUCT





WORKPLACES

SAFE WORK SYSTEMS



EDUCATIONAL AND TRAINING INSTITUTIONS

SAFE LEARNING

LGU ACTION



LOCAL ORDINANCE AND INFORMATION

CLEAR LOCAL RULES



REPORTING AND REFERRAL

KNOWN PATHWAYS



TRAINED ENFORCERS AND FRONTLINE PERSONNEL

READY TO RESPOND



SAFE, TIMELY, RESPECTFUL RESPONSE

DIGNITY AND SAFETY

FRONTLINE SERVICE TEST

1 Is reporting easy?

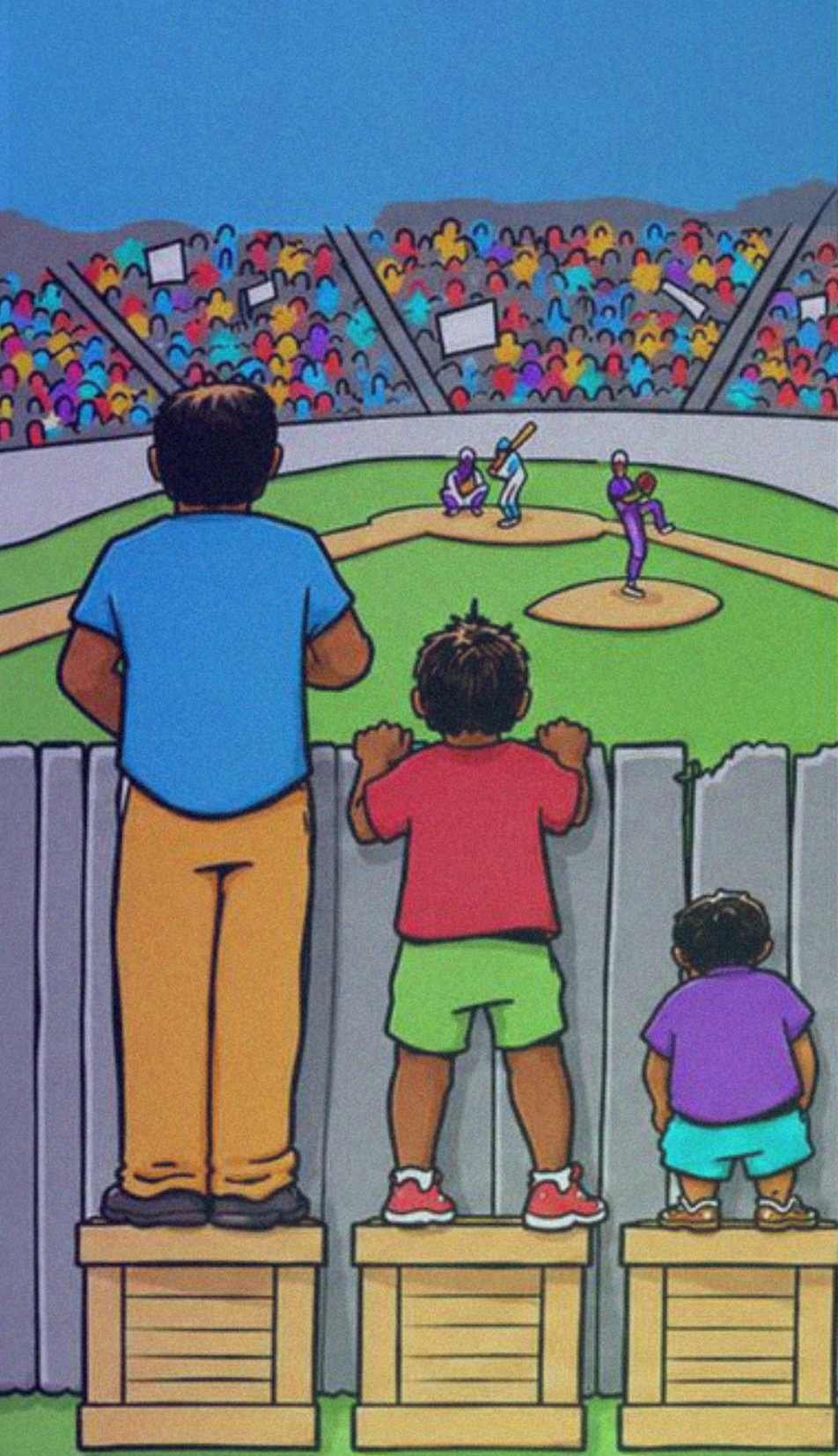
2 Is the complainant safe?

3 Does staff know the next step?



INCLUSIVE GOVERNANCE

Who cannot participate, enter, understand, or feel safe?



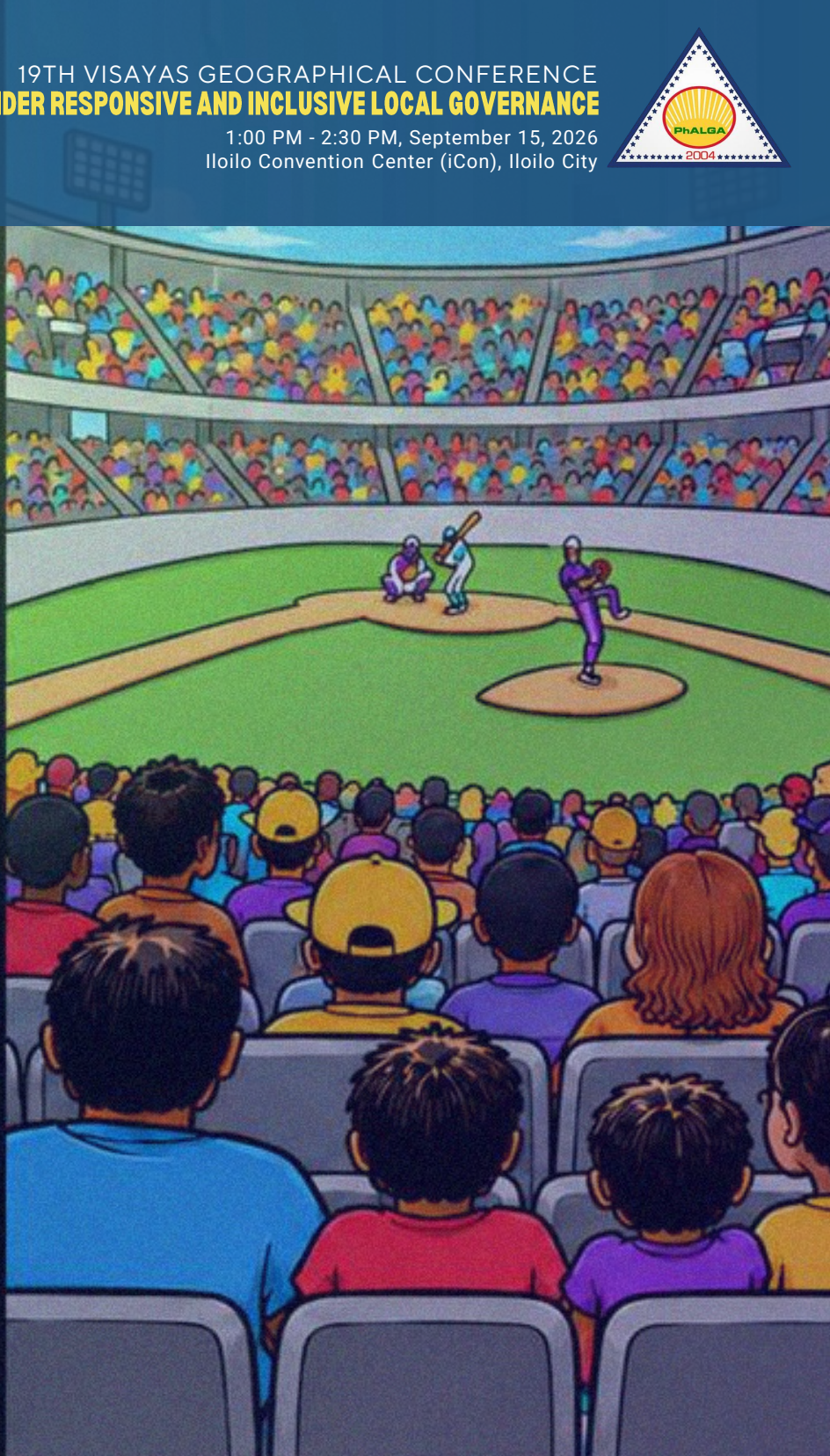
EQUALITY



EQUITY



ACCESS

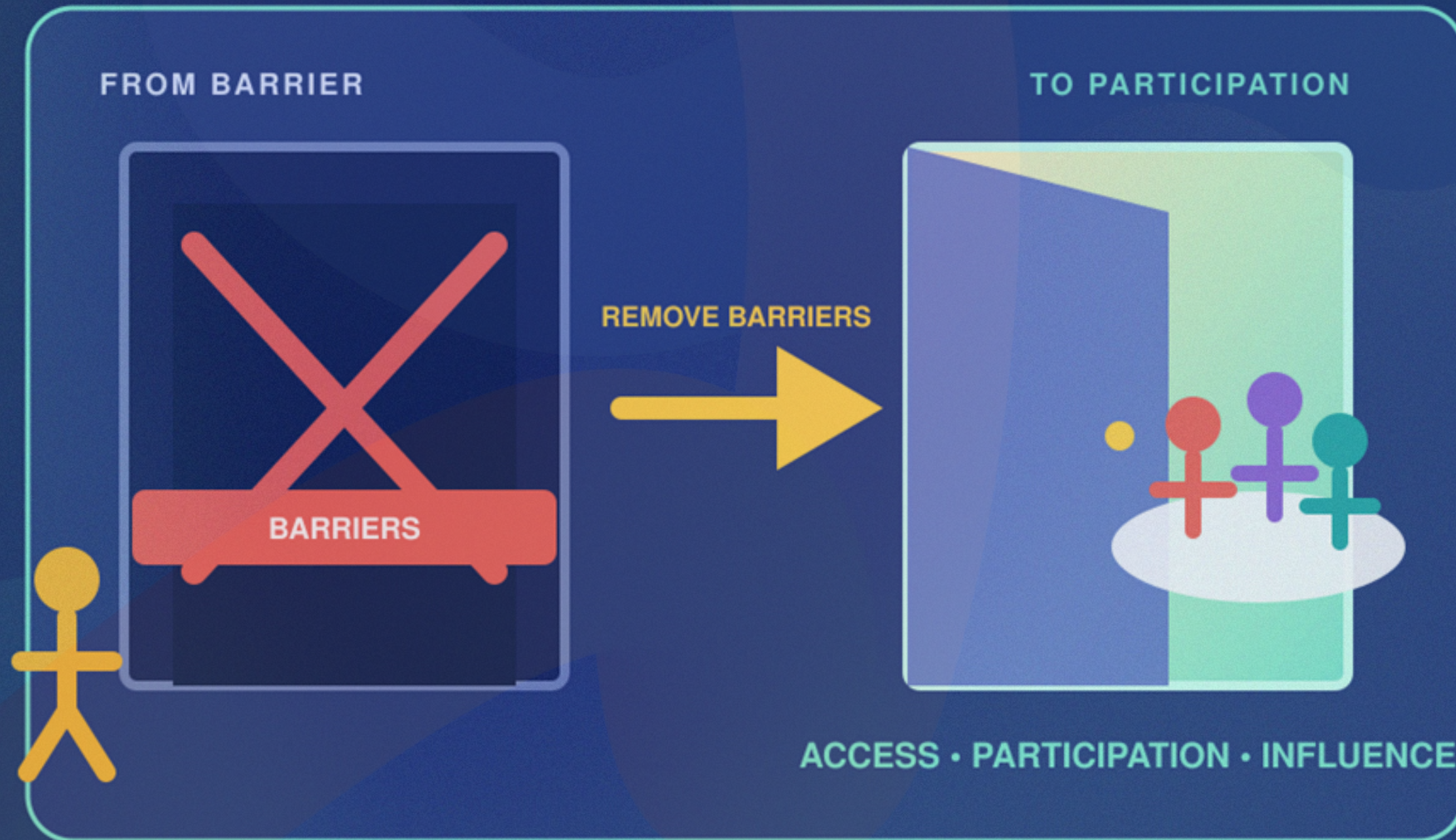


BELONGING

— INCLUSION —

Inclusive Governance in Plain Language

Remove barriers so people can participate and use public services safely, respectfully, and independently.



FOUR QUESTIONS

- 1 Who is present?
- 2 Who is missing?
- 3 Who cannot access the service?
- 4 Whose voice changes the decision?

Government Through Another Person's Eyes

Test the process from the user's point of view—not only from the office procedure.

WHEELCHAIR USER



Can I enter
and use the toilet?

ACCESS • MOBILITY • INDEPENDENCE

DEAF CONSTITUENT



Can I understand
the consultation?

COMMUNICATION • CAPTIONS • INTERPRETATION

YOUNG MOTHER



Can I participate
with my child?

CARE SUPPORT • TIME • PARTICIPATION

OLDER PERSON



Can I read the form
or use the digital
service?

READABILITY • ASSISTANCE • CHOICE

IP OR REMOTE COMMUNITY



Can I understand
and reach the
process?

LANGUAGE • DISTANCE • ACCESS

LGBTQIA+ PERSON



Will staff treat me
with dignity?

RESPECT • PRIVACY • DIGNITY

An ordinary office step can become a major barrier for someone else.



SOCIAL MEDIA

Pwede nang ma-access nang direkta ang news.abs-cbn.com

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The 2019 Quezon City Case

A transgender woman was stopped from using the women's restroom at Farmers Plaza, recorded the encounter, and was detained, despite QC already having a Gender-Fair Ordinance (SP-2357, S-2014).

Where Did the System Fail?

1

Gap 1:
POLICY DESIGN

2

Gap 2:
FACILITY
OPTIONS

3

Gap 3:
STAFF TRAINING

4

Gap 4:
COMPLAINT AND
RESPONSE

5

Gap 5:
PUBLIC
UNDERSTANDING

One incident can reveal several institutional gaps.
The gap between policy and frontline practice.

INCLUSIVE GOVERNANCE

Legal Protection Across Sectors

What inclusive local governance must deliver

WOMEN AND CHILDREN



**Protection, reporting,
and referral pathways**

RA 9710: Magna Carta of Women
RA 9262: Anti-VAWC Act
RA 7610: Special Protection of Children Act

PERSONS WITH DISABILITIES



**Accessible facilities,
services, and PDAO**

BP 344: Accessibility Law
RA 7277: Magna Carta for PWDs
RA 10070: Act Establishing PDAO in LGUs

INDIGENOUS PEOPLES



**Participation and
culturally appropriate
consultation**

FPIC where required

RA 8371: Indigenous Peoples' Rights Act

OLDER PERSONS AND SOLO PARENTS



**Accessible benefits and
responsive local support**

OSCA and solo parent mechanisms

RA 9994: Expanded Senior Citizens Act
RA 11861: Expanded Solo Parents Welfare Act

YOUTH



**Meaningful participation
through SK and LYDC**

RA 10742: SK Reform Act of 2015
RA 11768: Strengthening SK Reforms

LGBTQIA+ PERSONS



**Local anti-discrimination
policies and respectful
services**

APPLICABLE LOCAL ORDINANCES

Laws set the floor. Local implementation determines the experience.

The Inclusion Checklist

Use these questions before approving a policy, project, or budget.

VOICE

Who helped define the problem and decide?

ACCESS

Who can use the service—and who faces a barrier?

SAFETY

Who faces harassment, violence, stigma, or retaliation?

BENEFIT

Who receives and sustains the result?

Inclusive Local Services

✓ Visible practice in the scene



OFFICE

- ✓ Ramp
- ✓ Accessible toilet
- Priority service
- ✓ Clear signs
- Lactation or child-minding support



ASSEMBLY

- ✓ Accessible venue
- Local language
- ✓ Multiple feedback channels
- ✓ Sector representation



DISASTER RESPONSE

- ✓ Different needs
- ✓ Privacy
- Safety
- ✓ Referral



DIGITAL SERVICE

- ✓ Accessible interface
- ✓ Non-digital option
- ✓ Assisted service
- ✓ Privacy

FROM PAPER TO PRACTICE

Paper Compliance and Working Systems

Every document needs visible, consistent practice behind it.

DOCUMENTED REQUIREMENT

WORKING PRACTICE



GFPS ORDER

Approved composition and roles



VISIBLE PRACTICE

Meetings, decisions, and follow-through



GAD DATABASE

Stored sex-disaggregated data



VISIBLE PRACTICE

Current data used in plans



VAW DESK OR CODI

Desk, committee, and reporting process



VISIBLE PRACTICE

Trained staff, private reporting, and timely action



GAD BUDGET

Approved allocation and expenditure



VISIBLE PRACTICE

PPA tied to an issue and result



FACILITY PHOTO

Image showing the facility



VISIBLE PRACTICE

Facility available, safe, and accessible

A REGIONAL MODEL, SCALED BY THE DEPARTMENT

The Region XII GAD Seal Innovation

Five milestones show how the initiative expanded from Region XII to DILG offices nationwide.

● REGION XII INNOVATION

● DILG EXPANSION





RECOGNITION, RESULTS, AND EXPANSION

GAD Seal Results and Expansion

Two figures show the reach of the Region XII model and its replication across DILG.

REGION XII

MAY 2026

GAD-CERTIFIED COMPLIANT ORGANIZATIONS



 21 LGUs

 13 Regional-center agencies

 2 HEIs

 5 Agencies outside the center

NATIONAL DILG

MAY 2025

REGIONAL OFFICES RECEIVED GAD SEALS



 5 GOLD

 5 SILVER

 6 BRONZE



CURRENT
DIRECTION

1

MC 2025-024

Covers all DILG Regional and Provincial Offices

2

NATIONWIDE LGU FRAMEWORK

Under consultation and development

Final requirements and timing will follow the official issuance.

What the GAD Seal Looks For

Four checks organize the assessment. Six practical signals show whether the system works.

FOUR ASSESSMENT CHECKS



POLICY

Is it established?



FUNCTION

Does it work?



EVIDENCE

Can it be proven?



RESULT

What changed?

SIX PRACTICAL SIGNALS OF A WORKING SYSTEM

1

Functioning GFPS and management support

2

Connected plans, budgets, and accomplishment reports

3

Current GAD database used in decisions

4

Functional CODI, protection, and referral mechanisms

5

Safe and accessible facilities and information

6

Trained staff, reliable MOVs, and visible results

REVISED DILG CLASSIFICATION



GOLD

91–100 points



SILVER

81–90 points



BRONZE

70–80 points



BELOW 70

Not eligible

for the GAD Seal

INTERACTIVE SELF-CHECK

Quick MOV Test: May Papel, May Practice?

Count with your fingers. Add one point for every “Yes.”



GFPS FOUNDATION

Policy and follow-through

1

Office order or policy establishing the GFPS

2

Minutes, decisions, assigned actions, capacity development, and follow-through



CODI AND SAFE REPORTING

Mechanism, training, and confidentiality

6

Committee on Decorum and Investigation order available

7

Personnel or GFPS members trained in procedures, safe reporting, timely action, and confidential records



DATA AND ANALYSIS

Used, available, and updated

3

GFPS analysis or tools used in plans, budgets, or services

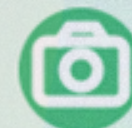
GeRL, GMEF, HGDG, or GAD database

4

GAD database file available

5

GAD database updated



FACILITY CHECK

Photo evidence and actual operation

8

Photo of the breastfeeding station available

9

Breastfeeding station is functional and operational



ADD 1 FOR EACH YES

YOUR SCORE

/ 9

7 / 9

SESSION BENCHMARK

At least 70%, rounded up

BELOW 7?

Strengthen the systems and supporting evidence

No office names.
Self-check only.

FROM READINESS CHECK TO MANAGEMENT ACTION

A Practical 100-Day GAD Roadmap

An adaptable management tool for an LGU or office.



NOT AN OFFICIAL CERTIFICATION TIMELINE

1

DAYS 1–30



ORGANIZE AND DIAGNOSE

- Confirm GFPS structure
- Assign indicator owners
- Inventory mechanisms and MOVs
- Identify the largest gaps

GAP MAP + ASSIGNED OWNERS

2

DAYS 31–60



CLOSE CRITICAL GAPS

- Update the GAD database and analysis
- Strengthen policies and referral arrangements
- Address urgent facility issues
- Target capacity development

PRIORITY GAPS ADDRESSED

3

DAYS 61–90



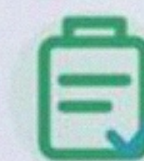
TEST THE EVIDENCE

- Conduct an internal desk review
- Sample actual practices
- Match records with practice
- Protect confidential information
- Document corrective actions

EVIDENCE QUALITY CHECKED

4

DAYS 91–100



MANAGEMENT REVIEW

- Approve the prioritized action plan
- Set owners, budget sources, deadlines, and result indicators
- Organize the evidence repository
- Schedule follow-up monitoring

ACTION PLAN APPROVED

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“Gender equality is the goal that will help abolish poverty that will create more equal economies, fairer societies, and happier men, women, and children.”

– *Graca Machel, Mozambican Politician and Humanitarian*



“We cannot all
succeed when half of
us are held back.”

– *Malala Yousafzai, Female
Education Activist*

THANK YOU
MARAMING SALAMAT PO
DAGHANG SALAMAT
MADAMO GID NGA SALAMAT

JOSEPHINE CABRIDO-LEYSA, CESO III

Assistant Secretary for Human Resource Development, DILG



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