

# **WOMEN AS DRIVERS OF CHANGE**

**Effective Policies to Enhance Representation of  
Women in Countering TIP**

**#BawatBuhayMahalagaSaDSWD**



**ASEAN Convention Against Trafficking in Persons,  
Especially Women and Children**

**RECOGNISING** that trafficking in persons is caused by a combination of factors, including government corruption, poverty, economic instability, inefficient legal systems, organised crimes, and the demand that fosters all forms of exploitation of persons, especially women and children, that leads to trafficking, which must be effectively addressed;



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# ASEAN GENDER SENSITIVE GUIDELINE FOR HANDLING WOMEN VICTIMS OF TRAFFICKING IN PERSONS

## 2.7. Gender Sensitivity

- 2.7.1. All stakeholders should be aware and respectful of the rights and the special concerns and needs of women and girls, in order to provide proper services to them.
- 2.7.2. All stakeholders should also determine the gender of the victim to provide appropriate support and services such as health care, interviews, safe shelters, etc.

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# Most TIP victims are female

NUMBER OF VICTIMS FROM 2022-2024	
GENDER	VICTIMS
FEMALE	1408
MALE	780
Grand Total	2188

  

NUMBER OF RESPONDENTS FROM 2022-2024	
GENDER	RESPONDENTS
FEMALE	576
MALE	539
Grand Total	1115

64%

52%

Source: Philippine Inter-Agency Council Against Trafficking

# Women's participation restricted by stereotyped gender roles

**Labor Force Participation** — Women's employment opportunities in the Philippines have seen significant growth over the years. However, despite the progress, the labor force participation of women as of December 2023 is lower, at 21.9 million or 56.27%, compared to 30.2 million or 76.97% for men. Women's participation in the labor market is still restricted by stereotyped gender roles and expectations, as well as their domestic obligations and limited access to childcare resources.

Men	30.2 million (76.97%)
Women	21.9 million (56.27%)

*Data from PSA as of December 2023*



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# Stereotyped gender roles and expectation in the workplace (traditionally or statistically)

- Human Resources
- Administrative Assistant
- Receptionist
- Nurse
- Teacher
- Caregiver
- Social Worker
- Event Planner
- Customer Service Representative
- Office Manager



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# Challenge associated with stereotyping roles

- One of the recurring and pervasive challenges in the TIP law enforcement and justice sectors is the failure to prosecute a case by reason of the unwillingness of the victim-survivors to participate and work with the sector players (i.e. law enforcement agents and prosecutors).
- This may very well be attributed to lack of proper and gender-sensitive handling of the victim-survivors by the sector players.



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# Undetected/unconscious stereotyped roles of women in TIP materials

“One of the objectives of this webinar is to highlight the importance of women leadership in countering trafficking in persons, showcasing the unique contribution of women in victim support.”



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*Current Data on Women's Representation in Politics (as of 2024)<sup>6</sup>*

Office	Current Number of Seats	Women Representation	Percentage
Key Cabinet Positions	35	4	11.42%
Senate	23	7	30.4%
House of Representatives	307	86	28%



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- Yet, the 2024 Report from the World Bank on Women, Business, and the Law (WBL) indicated that the Philippines holds the **second highest** position in Southeast Asia in terms of legal and economic gender equality.
- This proves that while the legal structure exists, on-the-ground execution and enforcement of the laws does not achieve the objectives set forth by the existing policies. A significant amount of work remains to be done.



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# Narratives

(based on real experiences)

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# Narrative no. 1

- X was doing well as an officer in a division in a law enforcement agency dealing with trafficking in persons.
- As the most experienced and qualified officer in the division, she was considered for promotion as the head of the division.
- Despite favorable endorsements, a man who was objectively less experienced and qualified for the position was appointed in her stead.
- X was even unceremoniously transferred to another division.



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# Narrative no. 2

- X was a newly-elected congresswoman/representative.
- In a social gathering, her male colleagues while addressing the audience, teased her that she is worth Php10,000, alluding to the practice of men in choosing sex workers of their preference in a prostitution den. This elicited a strong laughter from the audience.

# Narrative no. 3

- X was promoted as head of a division in a law enforcement agency.
- She was asked by her colleagues, “*Sino boyfriend mo sa mga Deputy at naappoint ka?* (Who is your boyfriend among the deputy heads that got you appointed as head of the division?)”



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# BEST PRACTICES

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# Women's advancement in the justice system

*Current Data on Women's Representation in the Judiciary (as of 2025)<sup>7</sup>*

Office	Current Number of Seats (Justice/Judge)	Women Representation	Percentage
Supreme Court	15	2	14%
Sandiganbayan	21	-	35%
Court of Appeals	69	-	45%
Court of Tax Appeals	9	7	77%
Trial Courts	-	-	56%



# Women leadership among key entities in anti-TIP efforts





# 4 Key Result Areas of Anti-TIP Efforts of the Government

1. Prevention and Advocacy
2. Protection and Reintegration
3. Prosecution and Law Enforcement
4. Partnership and Networking

# Moving Forward

Women representation in leadership position should not be limited to the gender-stereotyped roles in the realm of protection and reintegration.

More opportunities should be given to women to occupy leadership positions in all other KRAs, especially prosecution and law enforcement as well as in other key government posts.

This thrust should be thoroughly and quantitatively monitored.