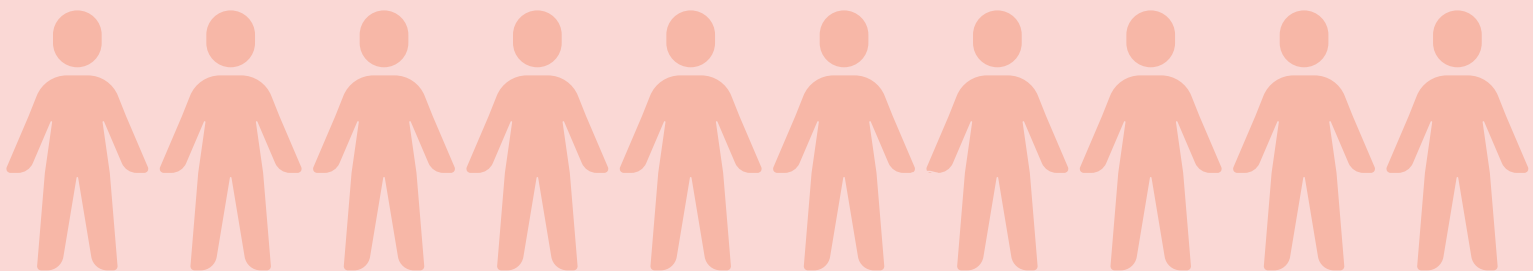
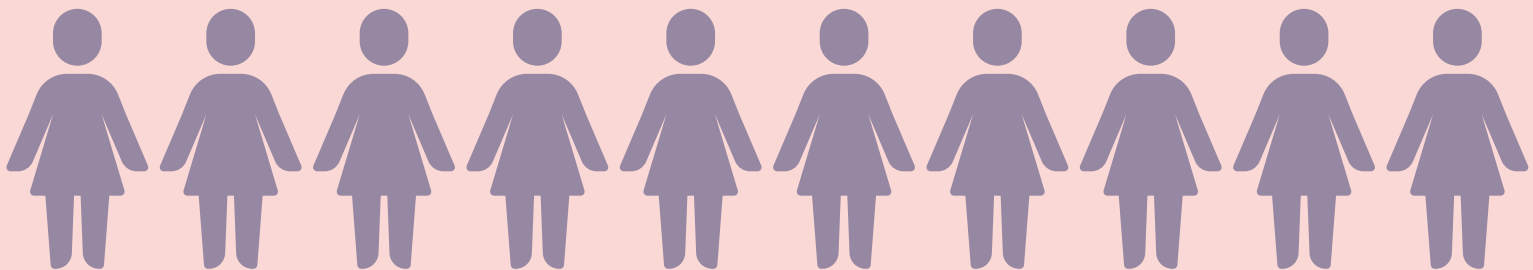
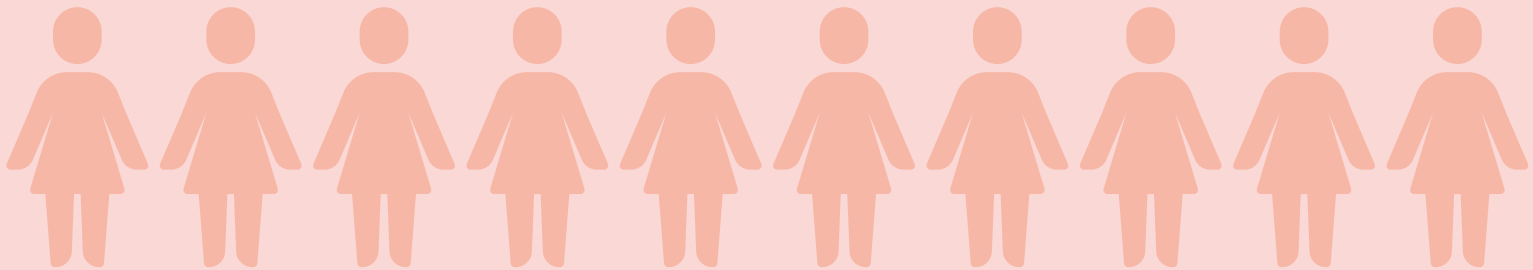


Sex-Disaggregated Data

as of 31 March 2022

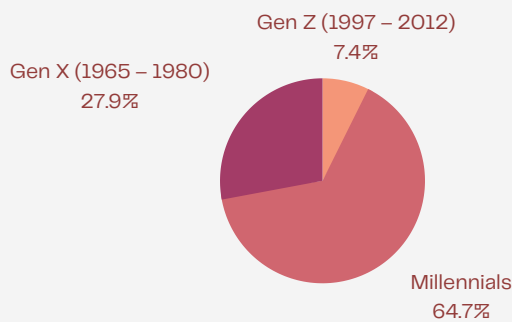


as of 31 March 2022

Sex-Disaggregated Data: Employee Background

GENDER

GPPB – TSO personnel and staff are composed of 38% (26) males, 59% (40) females, and 3% (2) LGBTQ+++.

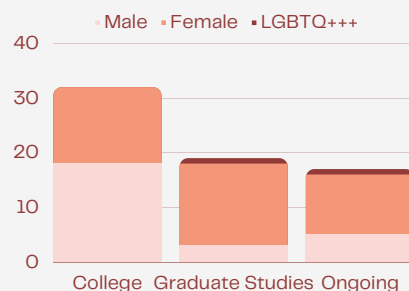


AGE

Millennials, aged 26 – 41, dominate the GPPB – TSO population with 15 males, 27 females, and 2 LGBTQ+++.

EDUCATION

Only 27% of personnel and staff composed of 3 males, 15 females, and 1 LGBTQ+++ pursued and accomplished their Graduate Studies.



RELATIONSHIP STATUS

Relationship status of personnel and staff changed during the pandemic. Those dating, in a relationship, engaged, and with no labels increased by 17%:



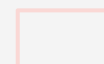
3 males **dating**



16 females, 13 males, and 1 LGBTQ+++ **in a relationship**



1 male and 3 females **engaged**



1 male and 2 females **with no labels**

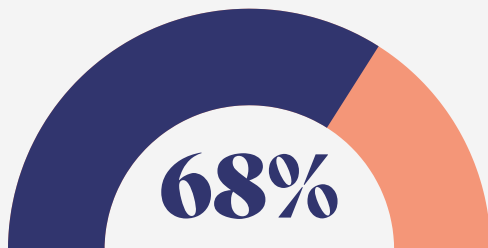
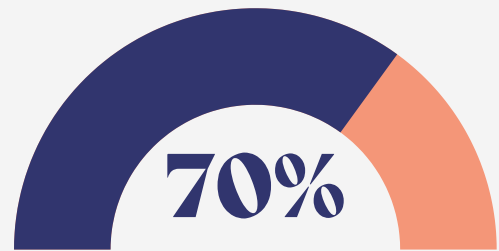
Out of these 30 personnel and staff, 15 (8 males and 7 females) are married.

as of 31 March 2022

Sex-Disaggregated Data: Gender and Development Awareness

EXISTENCE OF GAD PROGRAM UNDER MAGNA CARTA OF WOMEN

70% of personnel and staff composed of 12 males, 27 females, and 2 LGBTQ+++ are aware of the existence.

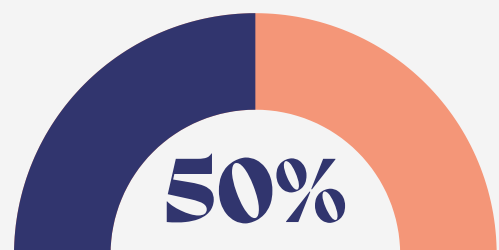


PURPOSE OF GAD PROGRAM UNDER MAGNA CARTA OF WOMEN

68% of personnel and staff composed of 11 males, 27 females, and 2 LGBTQ+++ know the purpose.

EXISTENCE OF OTHER LAWS RELATED TO THE APPLICATION OF GAD PROGRAM

50% of personnel and staff composed of 10 males, 18 females, and 1 LGBTQ+++ are aware of the existence of other related laws.

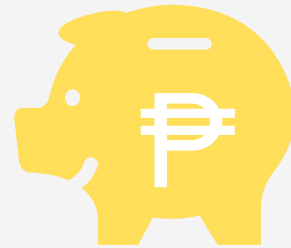


as of 31 March 2022

Sex-Disaggregated Data: Financial Literacy

BUDGETING

100% of personnel and staff practice budgeting their daily expenses before and during the pandemic.

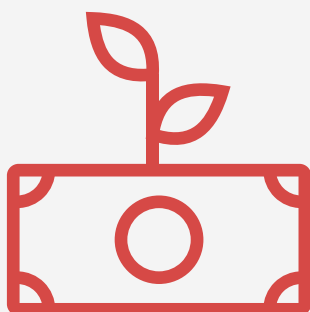
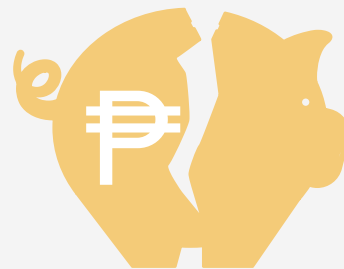


SOLO BANK ACCOUNT

100% of personnel and staff have their own solo bank account before and during the pandemic.

EMERGENCY SAVINGS

During the pandemic, personnel and staff with emergency savings ↑ by 14% which totaled to 12 males, 26 females, and 2 LGBTQ+++.



FINANCIAL INVESTMENTS

During the pandemic, personnel and staff with financial investments ↑ by 27% which totaled to 9 males, 26 females, and 2 LGBTQ+++.

as of 31 March 2022

Sex-Disaggregated Data: Family Relations

LIVING CONDITIONS

Living conditions of some personnel and staff changed during the pandemic.



Living alone ↓ by 12%
totaling to 3 males, 3
females, and 1 LGBTQ+++



**Living with friends/partner
(not married)** consist of 2
females



**Living with
husband/wife/children** ↑
by 20% totaling to 7 males,
and 11 females



**Living with both nuclear
and extended families** ↓ by
6% totaling to 8 males, 23
females, and 1 LGBTQ+++

PARENTHOOD



25% consisting of 4 males and 11 females
are parents, **raising their own children**



6% consisting of 1 male and 4 females are
alternate parents, **raising siblings and
relatives**



2% consisting of 2 females are
'furparents'



These personnel and staff have around 1-4 children



Some childcare set-ups changed during the
pandemic. Children spend more time with the
mother (8), father (1), both parents (1), grandparents
(3), and househelp/babysitter (2)



10% or 7 personnel and staff with children are
are female solo parents

FAMILY ROLE

Main family roles of some personnel and staff changed during the pandemic:



motherhood ↓ by 25% to
focus on being a wife, and
both as wife and mother



a shift in focus from being a
husband to **fatherhood**
resulted to a 20% ↑



immediate family care,
particularly to siblings and
parents, ↑ by 15%

as of 31 March 2022

Sex-Disaggregated Data: Family Relations

HOUSEHOLD DECISIONS AND RESPONSIBILITIES

Participation in household decisions and share of responsibilities increased by 3% during the pandemic which totaled to:



Decisions include selection of grocery items, furniture, and appliances, hiring of helps, school preferences, and financial investments. Meanwhile, responsibilities include chores, house repair and maintenance, errands, financial support, and guardian to minors and elderly.

FINANCIAL SUPPORT

During the pandemic, personnel and staff providing financial support to their families increased by 4% which totaled to:



13 breadwinners
composed of 4 males and 9 females, allocating up to 100% of their income



34 family members who are not breadwinners, composed of 10 males, 23 females, and 1 LGBTQ+++, allocating up to 100% of their income

ABUSE

During the pandemic, 4% of personnel and staff who are females experienced abuse in the household which involved:



PHYSICAL VIOLENCE
Acts that include bodily or physical harm



PSYCHOLOGICAL VIOLENCE
Acts or omissions causing or likely to cause mental or emotional suffering of the victim

as of 31 March 2022

Sex-Disaggregated Data: Workplace

GENDER-BASED HARASSMENT



5% of personnel and staff who are females have experienced gender-based harassment, as defined under the Safe Spaces Act, at the workplace



Harassment experienced includes **catcall, inappropriate looks and green jokes, and unwelcome physical touch**



The same females managed the experience through **distancing and redirecting their focus**

STRESS



During the pandemic, personnel and staff who **experienced stress increased by 46%** which totaled to 5 males, 20 females, and 1 LGBTQ+++



Such stress was triggered by concerns on **finances, family, friends, partners, co-workers, graduate studies, job assignments and deadlines, and daily commute**



Some of these personnel and staff managed the experience through **budgeting expenses, practising meditation, time management, and task planning, consulting Team Leaders (Division Heads) for guidance, and going on vacations**

What about you, what are the GAD trends in your Office?



PRODUCED BY:
The Office of the Executive Director