

**OFFICE ORDER NO. 19 - 1059**

**Series of 2019**

**SUBJECT : SOCIAL HOUSING FINANCE CORPORATION'S GENDER  
AND DEVELOPMENT POLICY STATEMENT**

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Pursuant to the approval of the SHFC Board of Directors during its meeting on 25 July 2019 under Board Resolution No. 760, Series of 2019, Social Housing Finance Corporation hereby adopts the following Gender and Development Policy Statement.

Social Housing Finance Corporation recognizes that women and girls are powerful agents of change and are key actors in the development of empowered, sustainable and resilient communities. Providing women and girls with equal access to resources and opportunities to realize their full potential ensures the success of the family and the community.

Social Housing Finance Corporation strongly advocates women empowerment and gender equality. Consistent with the strategies in the Philippine Development Plan to adopt a "gender-responsive community driven development approach in shelter provision towards safe and secure communities," Social Housing Finance Corporation is committed to establishing policies, procedures, programs and practices to facilitate women's participation in the planning, decision-making and implementation of its community-driven housing programs.

Social Housing Finance Corporation fully accepts and assumes its role as a champion of women's rights, fighting all forms of discrimination against women and girls and is ready to provide the necessary social protection mechanisms, resources and support to further women's causes especially those belonging to the marginalized urban poor.

Social Housing Finance Corporation's gender and development policy shall be implemented as follows:

**Organization:**

1. Will provide and install basic facilities and services in the workplace that will cater to all genders, pregnant and breastfeeding women, persons with disability and senior citizens;
2. Will ensure that the corporation uses gender-fair language and images in all its information, education and communication materials and channels;
3. Shall develop a knowledge management system and database containing sex-disaggregated data and gender related information or statistics;

4. Will create a safe working environment, eliminating all forms of sexual harassment in the workplace and establish a Committee on Decorum and Investigation to address complaints of sexual harassment;
5. Will purposely engage men in the discussion on gender sensitivity and gender equality and support their initiatives in promoting women's rights and gender concerns;
6. Will include in its annual and strategic corporate planning gender mainstreaming strategies;
7. Will ensure that the approved GAD plans and budget are supported by the necessary resources such as key personnel and budget allocation;
8. Will educate and require all employees especially those from top management to attend basic gender and development trainings and seminars;
9. Will develop and elevate the gender sensitivity competency of its GAD Focal Point System members and employees with GAD functions, and incorporate their GAD targets and accomplishments in their department action plans and individual performance plans;
10. Will develop equal opportunities in the Human Resource Management to eliminate all direct or indirect discrimination against men, women, including those who are part of the LGBTQ+ community, persons with disabilities and ensure equitable treatment in terms of working condition and opportunities;
11. Will promote a healthy work-life balance among its employees recognizing that a healthy and happy employee is a productive one; and
12. Will promote legislation related to women and gender concerns such as Anti-Sexual Harassment Law, Responsible Parenthood and Reproductive Health Act of 2012, Anti-Violence Against Women and their Children Act of 2004, and Expanded Anti-Trafficking in Persons Act of 2012.

Client:

1. Will require partners to collect sex sex-disaggregated data and gender related information or statistics;
2. Will educate partners and stakeholders on gender sensitivity and laws related to women and gender concerns;
3. Will conduct regular consultations with program partners and stakeholders to determine the gender issues faced by our communities to ensure that programs, interventions and support provided to communities addresses a specific need or gap;

4. Will conduct regular orientations and trainings for men and women member beneficiaries on their housing rights, gender sensitivity and legislation related to women and gender concerns such as Anti-Sexual Harassment Law, Responsible Parenthood and Reproductive Health Act of 2012, Anti-Violence Against Women and their Children Act of 2004, and Expanded Anti-Trafficking in Persons Act of 2012;
5. Will facilitate women empowerment by requiring meaningful women participation and representation in the decision-making process of project planning and implementation such as providing for a gender quota system;
6. Will promote equal economic opportunities for men and women that will create self-sufficient communities;
7. Will try to address the specific vulnerabilities of women, children, senior citizens and persons with disabilities in relation to the impact of climate change;
8. Will encourage and support men's involvement in promoting women's rights and gender equality;
9. Will support and encourage women leaders at communities by giving them access to capacity building trainings and seminars, livelihood support, and other social protection mechanisms; and
10. Will provide for the necessary social protection mechanisms to support vulnerable women and girls at the community level.

This Corporate GAD Policy shall take effect immediately and all departments and operating units are hereby instructed to implement the commitments, processes, activities and programs contained in this Corporate GAD Policy.

All Office Policies, Office Orders and/or Memoranda or parts thereof inconsistent with any provisions of this Order, are deemed modified or repealed accordingly.

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**ATTY. ARNOLFO RICARDO B. CABLING**  
President

Date Approved: August 30, 2019