



BILL & MELINDA
GATES foundation

Gender and
Development
for MSMEs

Support Women in the Workplace

Socio-cultural norms in the Philippines deepen the gaps between men and women. In the Philippines, women provide 84% of total household time allocated for childcare. Women need to balance office work, housework, and childcare more often than men. The work-from-home situation increases the difficulty of such balancing acts.





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Include flexible work arrangements to reduce the burden of mothers.



Create effective complaint mechanisms for discrimination and sexual harassment that women can easily approach. Provide a comfortable and safe space for women to share their experiences.



Implement maternal work benefits. Parental leave policies for both mothers and fathers can promote gender equality in childcare.



Enable women civil society organizations to continue providing in-person and digital support and services



Provide menstrual hygiene needs, breastmilk-pumping spaces, and other healthcare needs.





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How can you support women-owned businesses?



Enhance financial capacity of women.

Make access to financial capital simpler. Support mentorship programs for women entrepreneurs.



Grow relationships among women-owned businesses.

Promote business associations and women's entrepreneurial networks, both in informal and formal settings. Incentivize partnerships with women-owned businesses.



Remove barriers for women entrepreneurs.

Use gender-inclusive language in business documents, ensure that business opportunities are accessible to them, and incorporate childcare services into business models and government policies.

