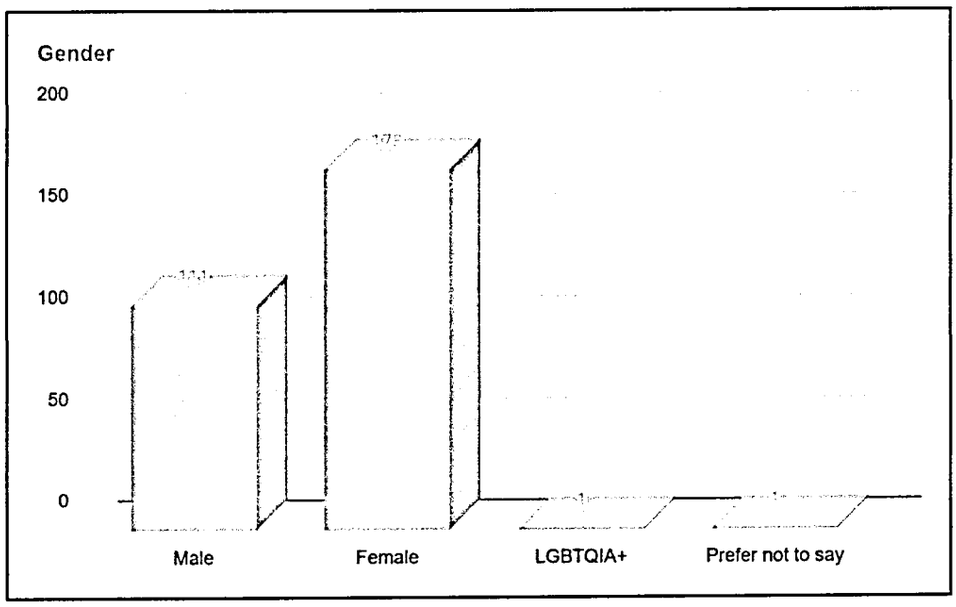
DILG REGION 10 SEX-DISAGGREGATED DATA (SDD) 2025

I. EXECUTIVE SUMMARY

The 2025 Sex-Disaggregated Data (SDD) of DILG Region 10 presents a comprehensive gender profile of personnel, family structure, workplace inclusion, economic conditions, and awareness of Gender and Development (GAD) mechanisms. Overall, the data reflects a workforce that is predominantly female, largely Roman Catholic, mostly married, and generally aware of office-based GAD systems and interventions. Findings also show strong participation in household decision-making, high engagement in GAD activities, and generally positive perceptions of workplace respect and supervisor support. At the same time, the data highlights persistent work-life balance concerns, especially among working parents, and indicates the need for continued institutional support for caregiving, economic resilience, and inclusive workplace policies.

II. DEMOGRAPHIC PROFILE ANALYSIS

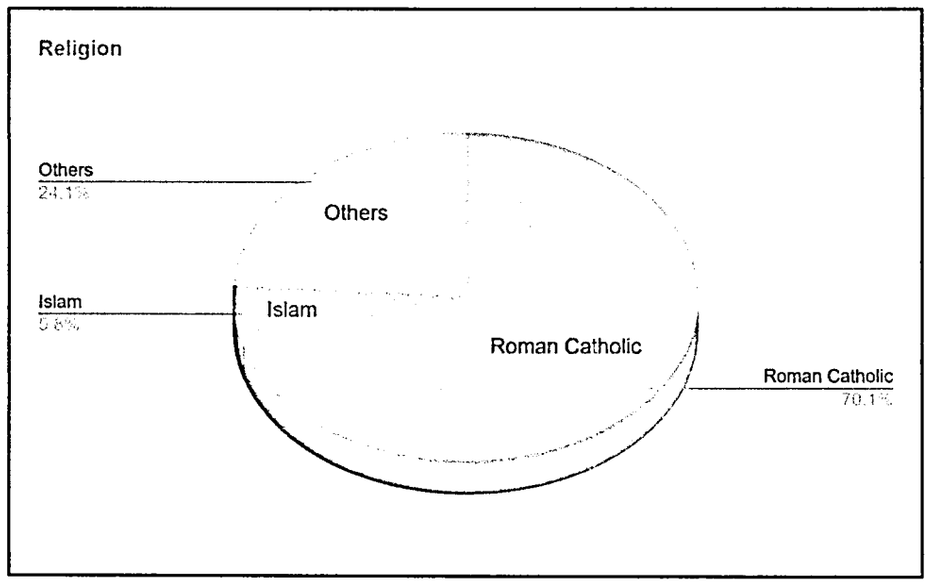
2.1. Gender



The gender chart indicates that females comprise the majority of DILG Region 10 personnel, significantly outnumbering males, while LGBTQIA+ and "prefer not to say" categories represent a very small proportion. This female-dominant workforce suggests that gender-responsive workplace systems should continue to prioritize women-centered support while ensuring inclusivity for all gender identities. The data

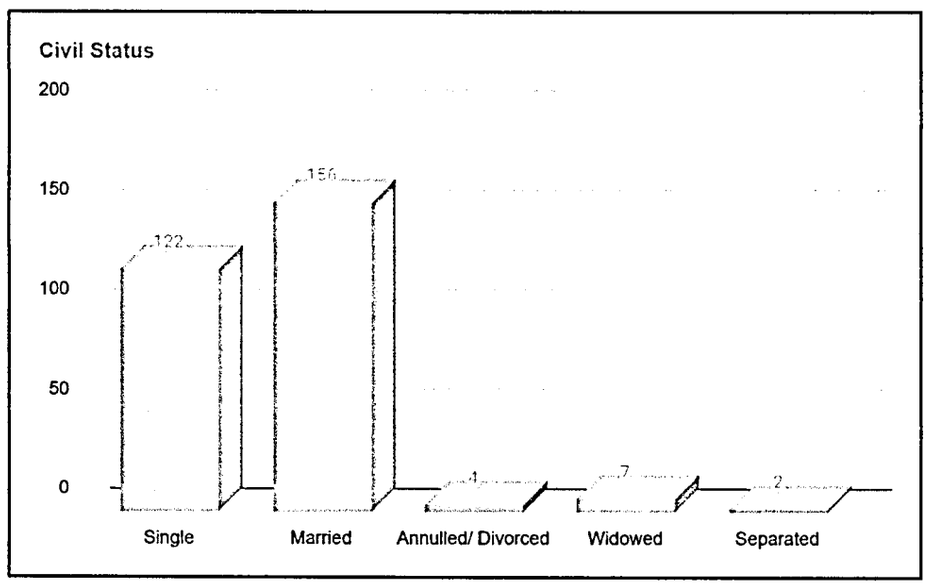
also reflects increasing visibility of gender diversity, though representation outside male/female categories remains limited.

2.2. Religion



Roman Catholics comprise the overwhelming majority, followed by Islam and other religious affiliations. The religious composition reflects the broader demographic profile of the region. Diversity-sensitive programming remains important, particularly in ensuring inclusivity for Muslim personnel and minority faith groups.

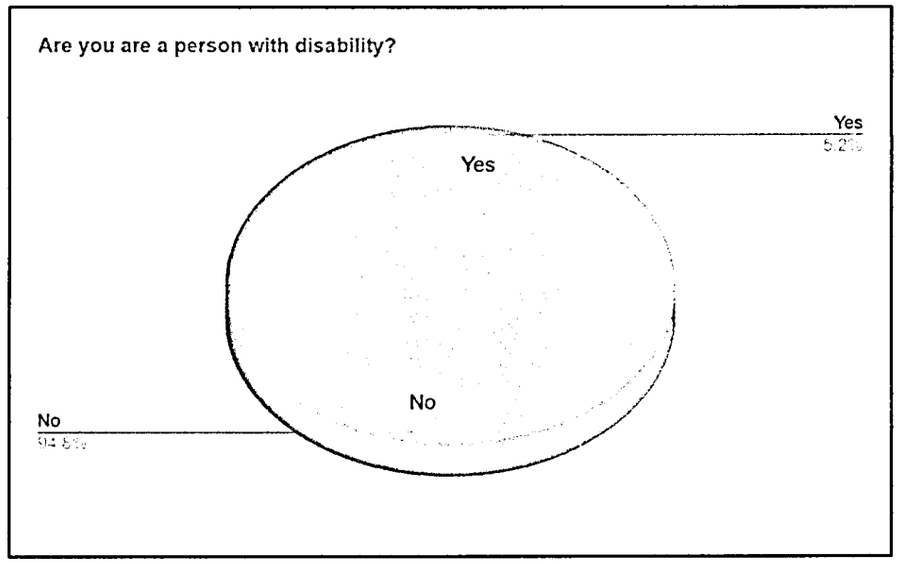
2.3. Civil Status



Married personnel constitute the largest group, followed by single employees, with only minimal representation from widowed, separated, annulled, or divorced categories. A predominantly married workforce implies that many employees may be

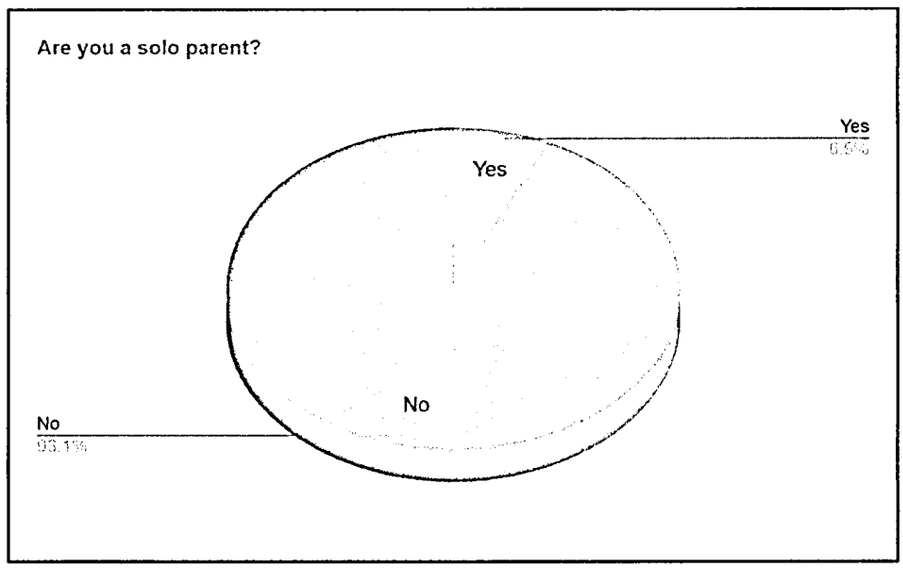
balancing professional responsibilities with family caregiving roles, reinforcing the importance of family-friendly workplace arrangements.

2.4. Persons with Disability (PWD)



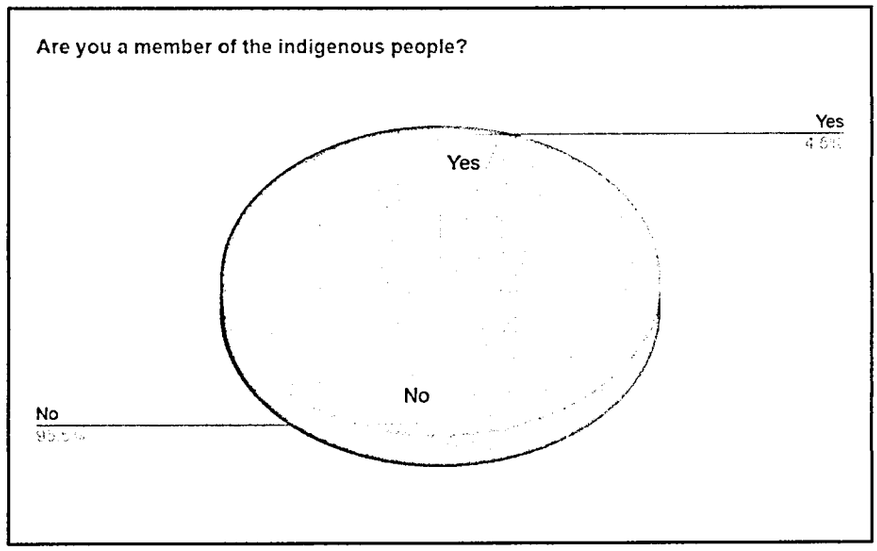
Only a small percentage identified as persons with disability. While PWD representation appears low, this may indicate either low workforce representation or underreporting. Accessibility audits and disability-inclusive policies remain essential.

2.5. Solo Parent Status



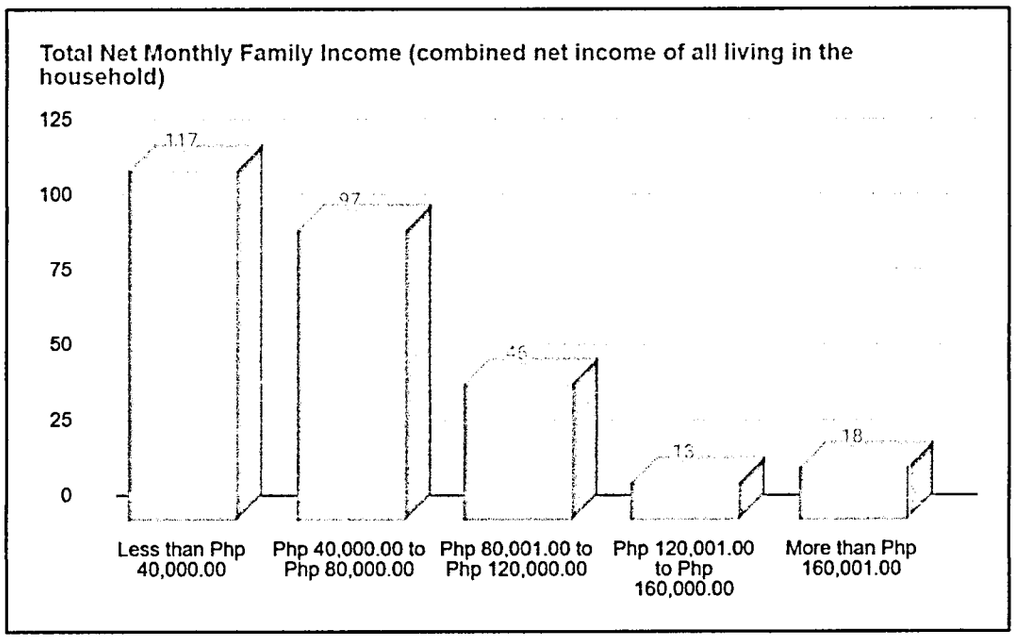
Only a small percentage identified as solo parents. While solo parents are a minority, they represent a particularly vulnerable group that may require targeted workplace flexibility and support.

2.6. Indigenous Peoples (IP)



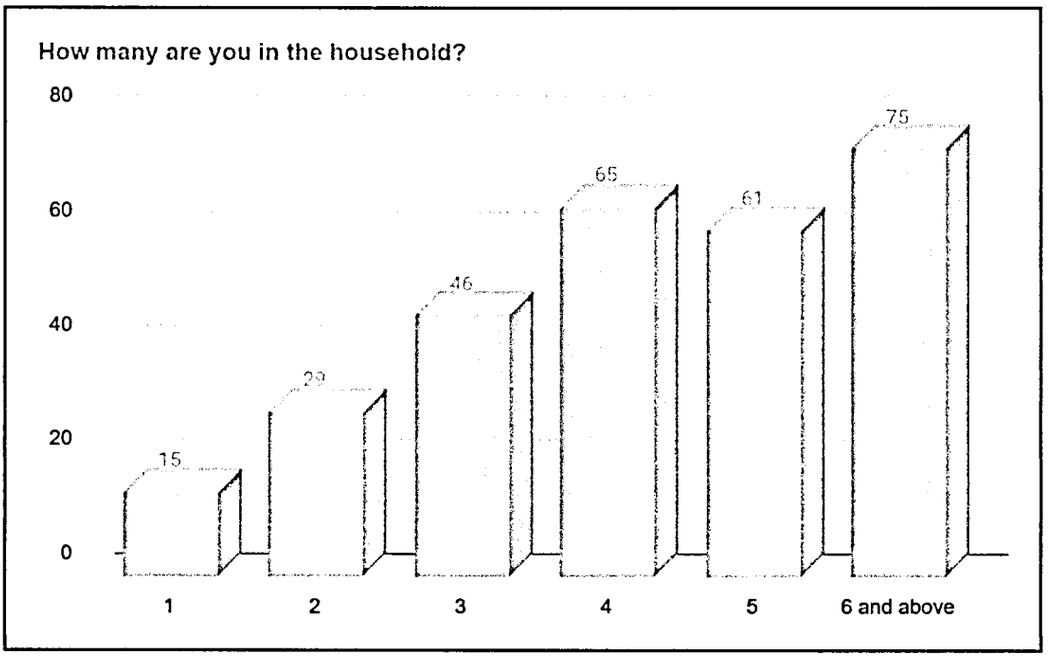
Very few respondents identified as members of Indigenous Peoples communities. This suggests the need to further strengthen IP inclusion strategies and equitable representation in organizational participation.

2.7. Monthly Family Income



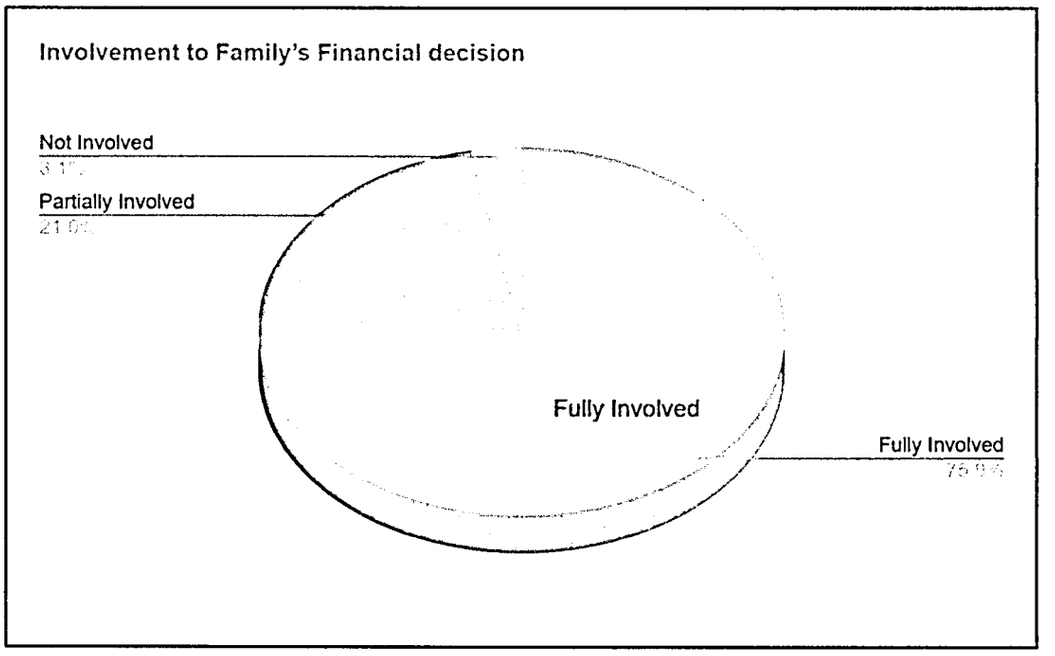
Most respondents fall within lower- to middle-income brackets, with fewer respondents in higher income categories. This distribution indicates that many employees remain financially cautious despite stable employment, making financial literacy, savings promotion, and social protection programs highly relevant.

2.8. Household Size



Most respondents belong to households with 4–6 or more members, with larger households being common. Larger household sizes may indicate extended family obligations, increasing economic and caregiving pressures for employees.

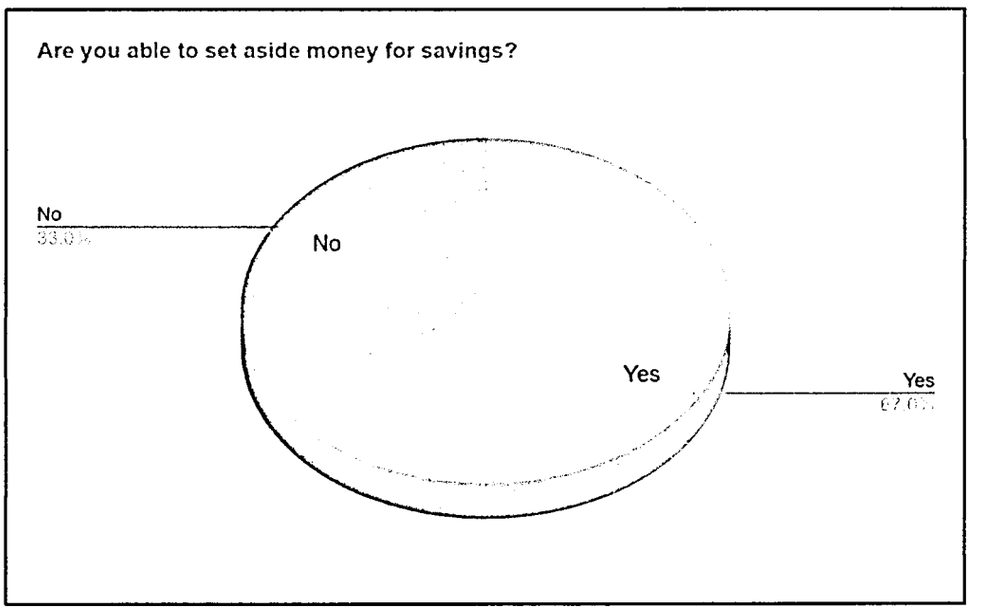
2.9. Involvement to Family's Financial Decision



Most respondents are fully involved in the family's financial decision-making. This may indicate that most employees are cautious in managing household resources, actively participate in budgeting and expenditure planning, and recognize the importance of

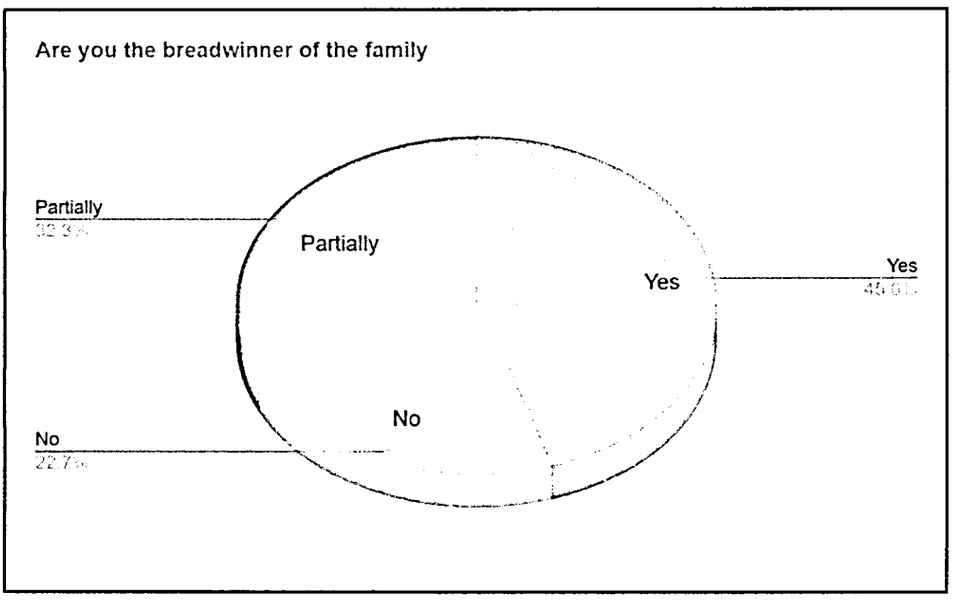
financial stability and shared responsibility in supporting their families' needs and long-term security.

2.10. Savings Capacity



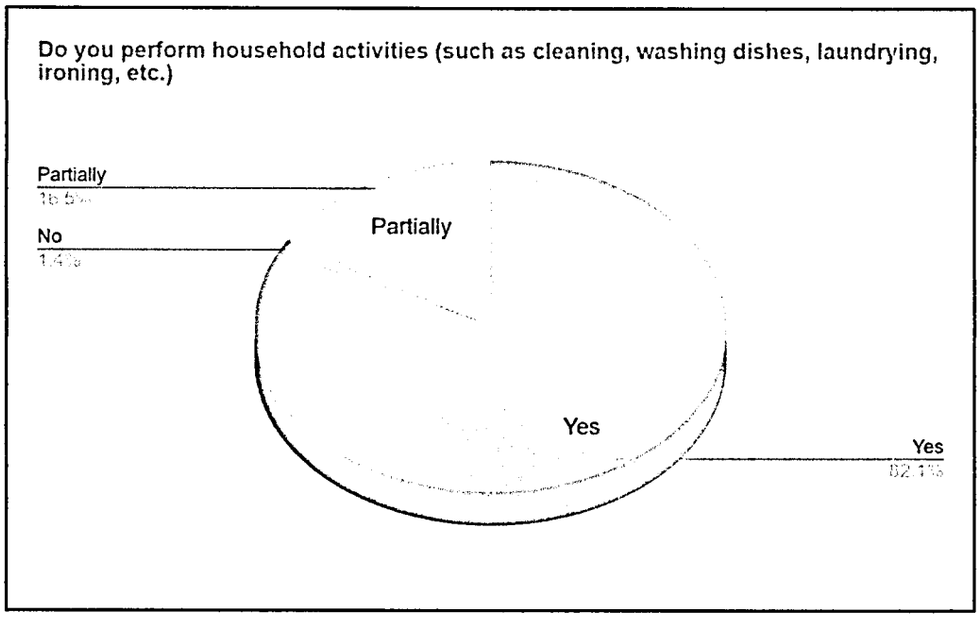
A majority reported the ability to save, though a sizeable minority cannot. Positive saving capacity reflects financial discipline, but the gap suggests disparities in household obligations and disposable income.

2.11. Breadwinner Status



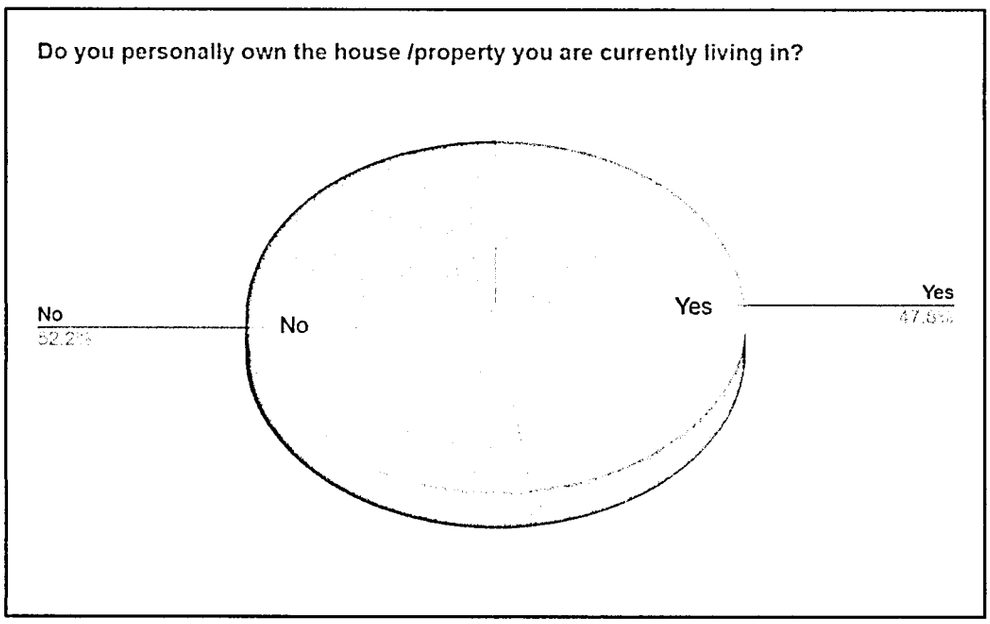
Nearly half identified as primary breadwinners, while others reported partial or no breadwinner roles. A substantial proportion carrying primary financial responsibility underscores the economic importance of stable employment and compensation.

2.12. Participation in Household Activities



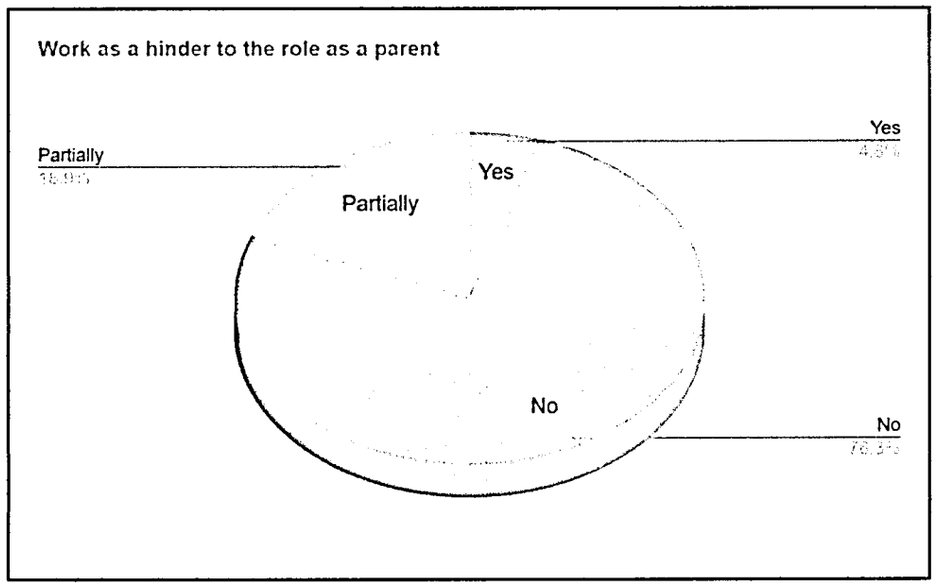
A large majority personally perform domestic responsibilities such as cleaning, washing, and caregiving. This indicates that unpaid care work remains a major responsibility among employees, which may affect time, energy, and career progression.

2.13. Home Ownership



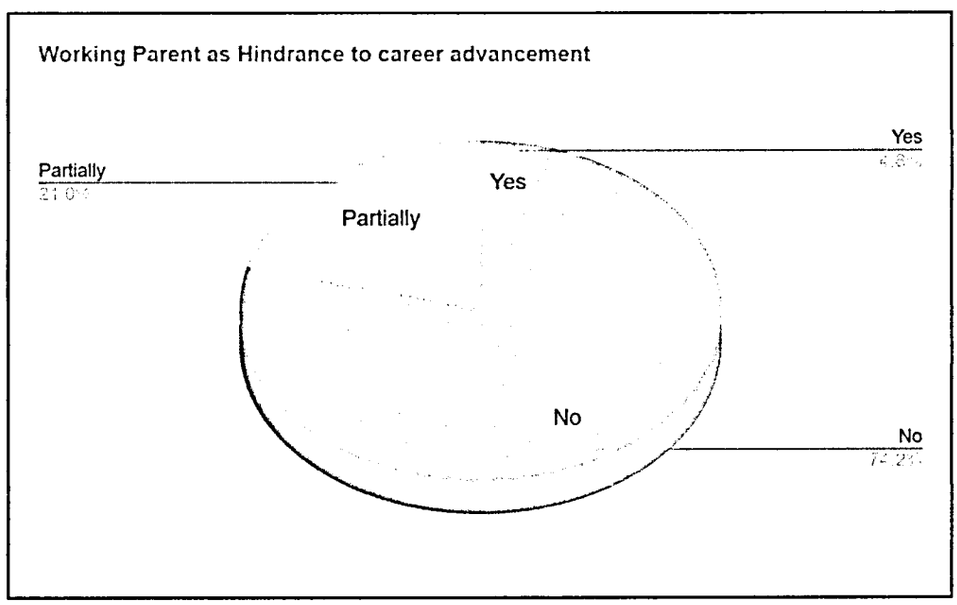
Responses are nearly divided between those who own their homes and those who do not. Housing security remains a critical socio-economic issue and may affect employee stability and well-being.

2.14. Role as Parent as Workplace Hindrance



Most respondents do not perceive parenting as a major barrier, though some acknowledge partial effects. Organizational flexibility appears helpful, but stronger institutional support can further reduce work-family conflict.

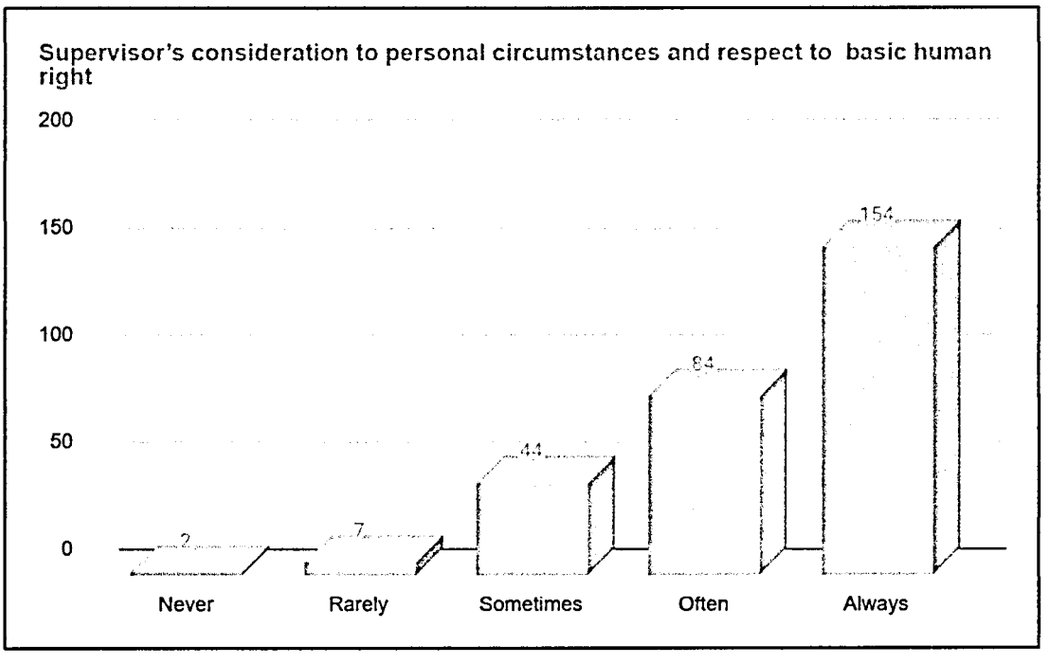
2.15. Working Parent Hindrance to Career Advancement



A majority reported that parenthood is not a hindrance, but a notable portion reported partial challenges. While many remain resilient, caregiving responsibilities continue to affect some personnel, suggesting opportunities for family-responsive support systems.

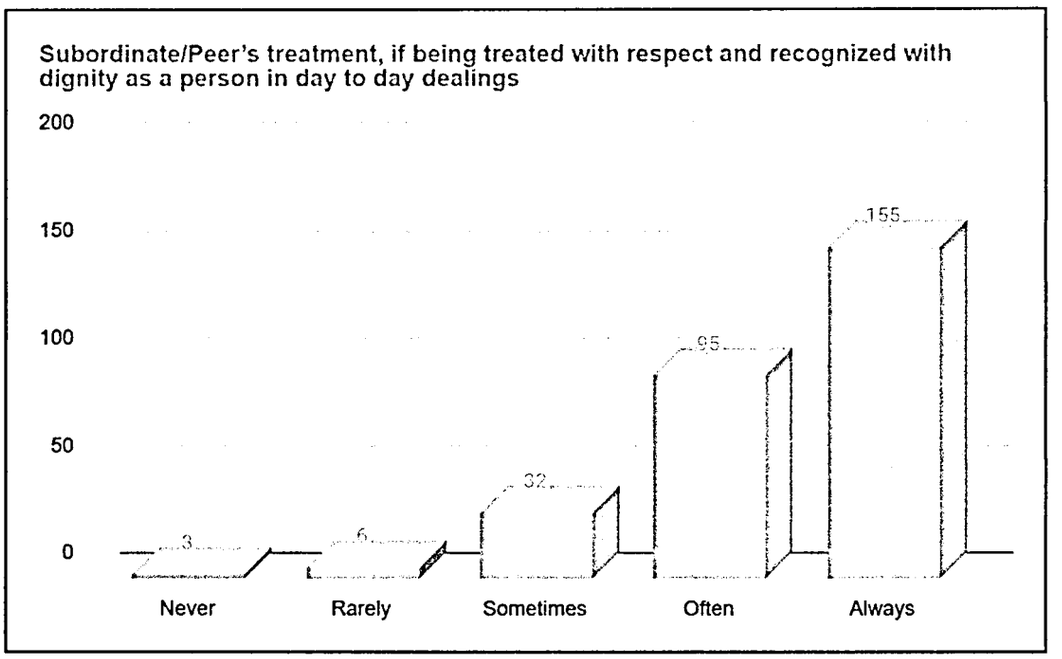
2.16. Workplace Support and Resources

a. Supervisor Respect for Personal Circumstances



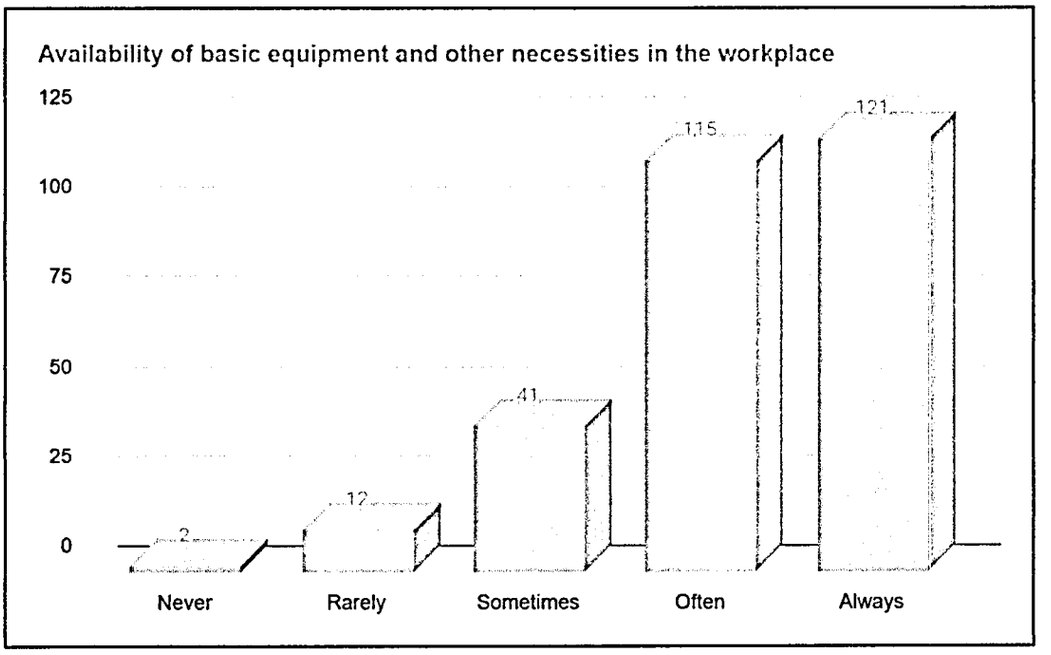
Most respondents answered "often" or "always." This indicates generally supportive leadership and sensitivity to employees' personal realities.

b. Respectful Treatment Regardless of Gender



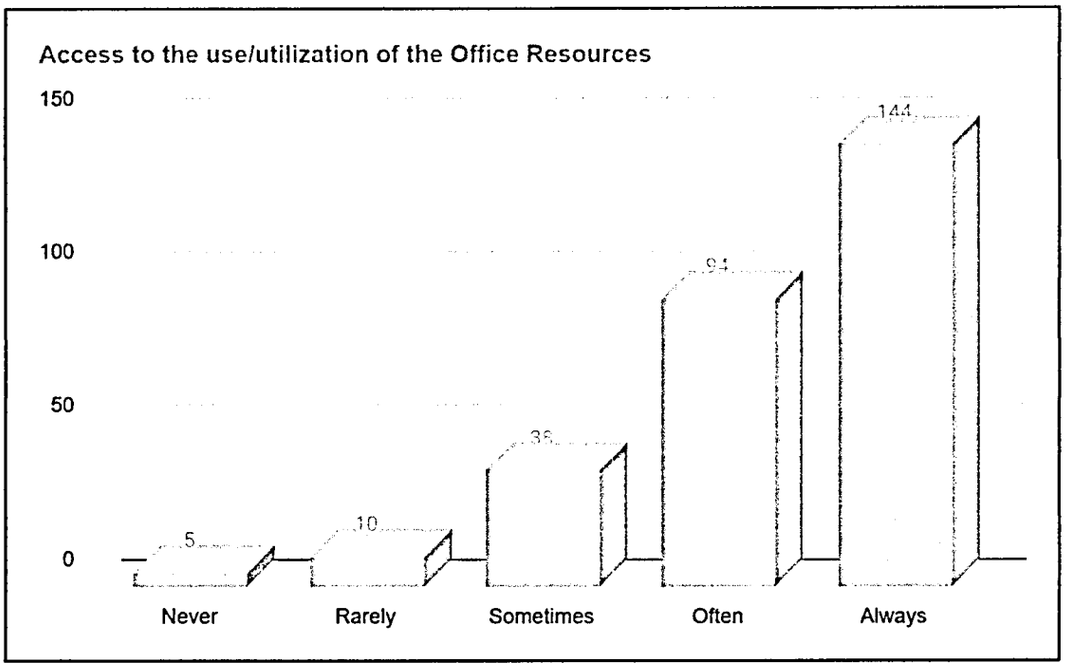
Majority report frequent respectful treatment. The office environment appears largely inclusive, though continuous reinforcement of anti-discrimination principles is necessary.

c. Availability of Workplace Equipment and Resources



Most respondents report adequate access. Resource sufficiency supports productivity, though those reporting limited access should be addressed.

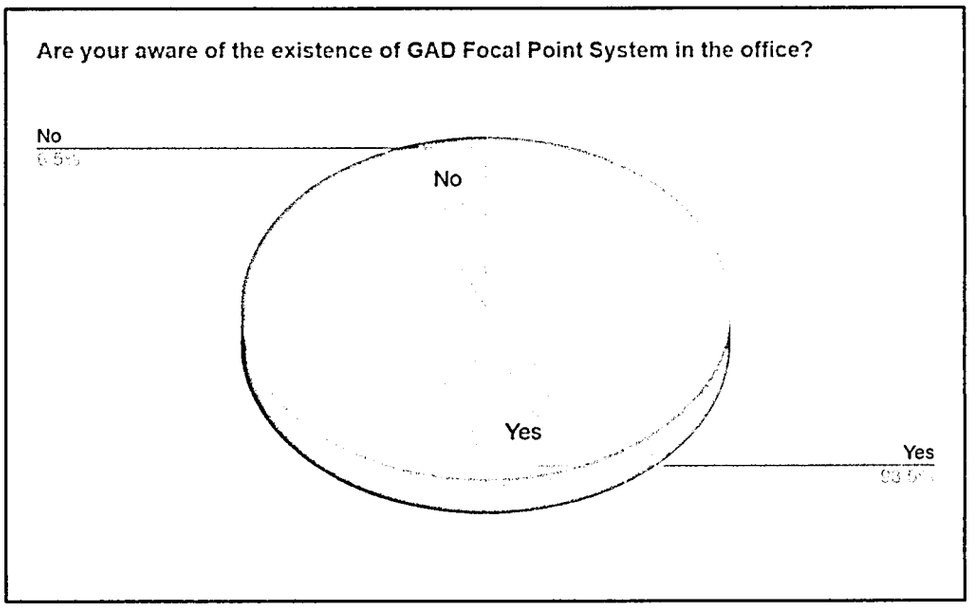
d. Access to Office Resource Utilization



High rates of "often" and "always." This reflects operational equity in resource allocation.

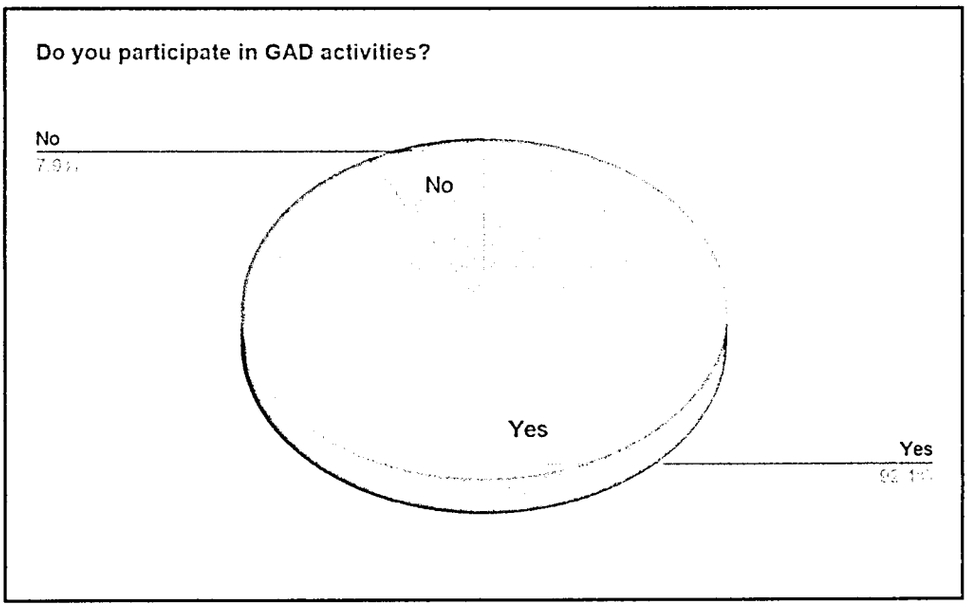
2.17. Workplace Environment and Gender Mainstreaming

a. Awareness of GAD Focal Point System



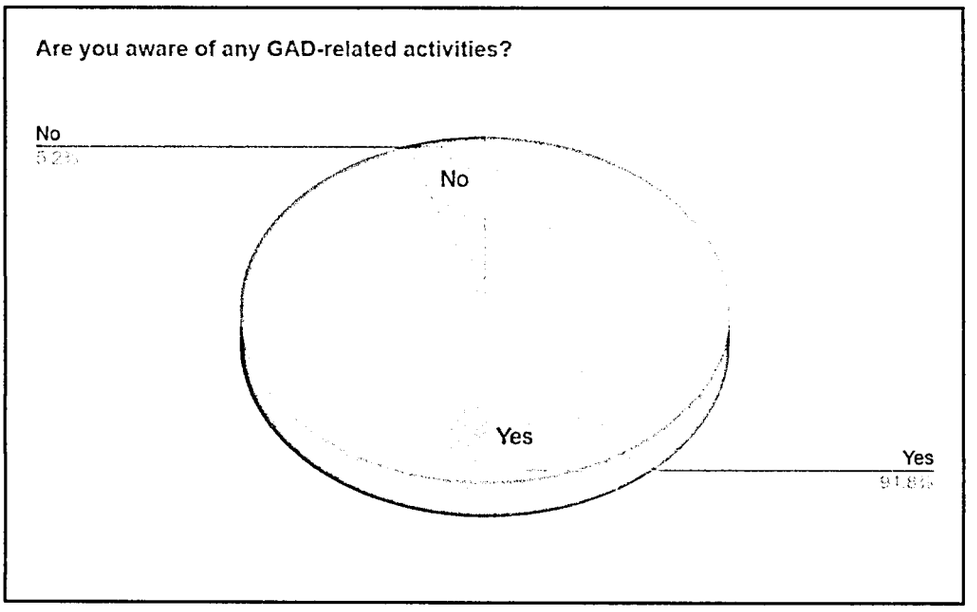
Nearly all respondents are aware of the GAD Focal Point System. This suggests effective organizational communication and strong integration of GAD governance structures.

b. Participation in GAD Activities



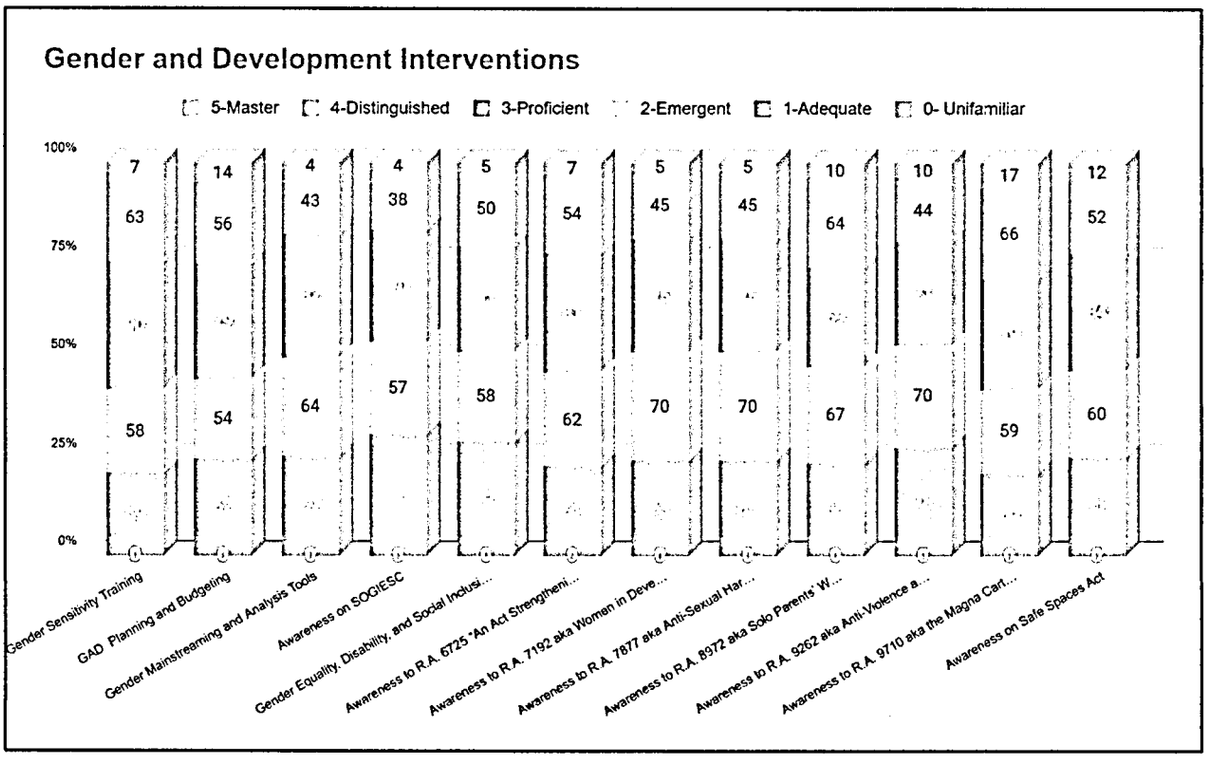
Participation rates are very high. Strong engagement indicates institutional trust and effective implementation of GAD initiatives.

c. Awareness of GAD Activities



Overwhelming majority are aware of GAD-related activities. This reflects successful dissemination of GAD information and institutional visibility.

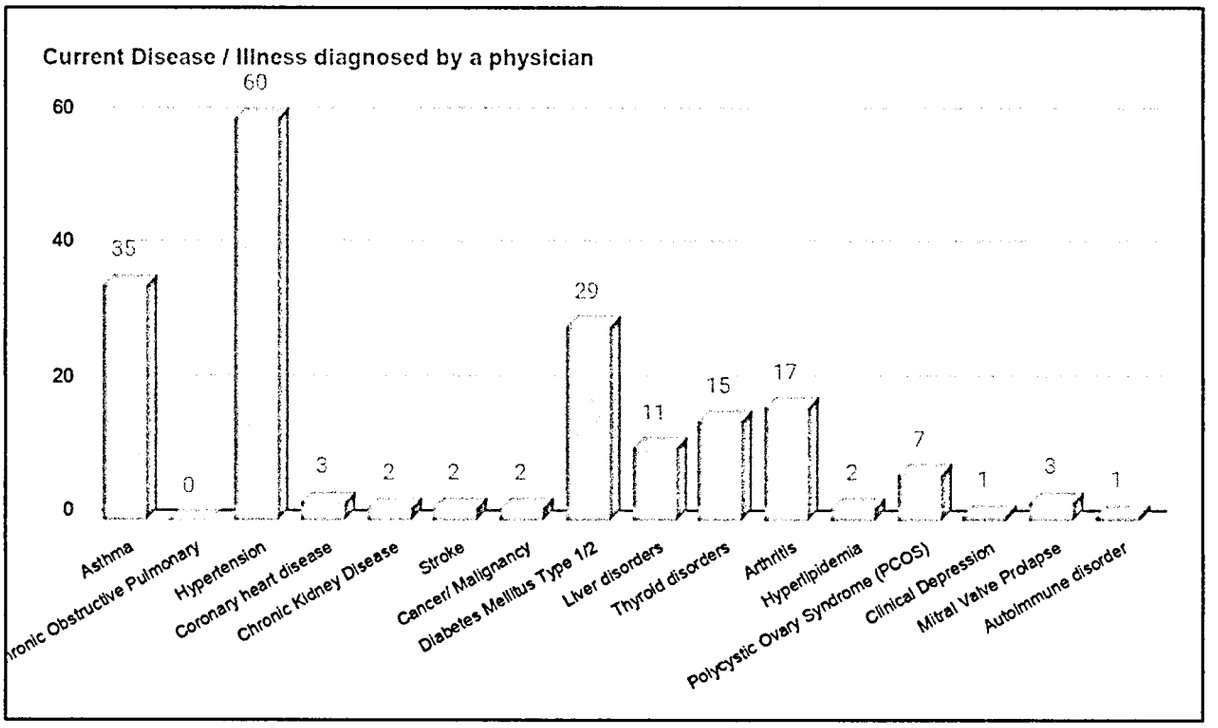
d. Gender and Development Interventions by Category

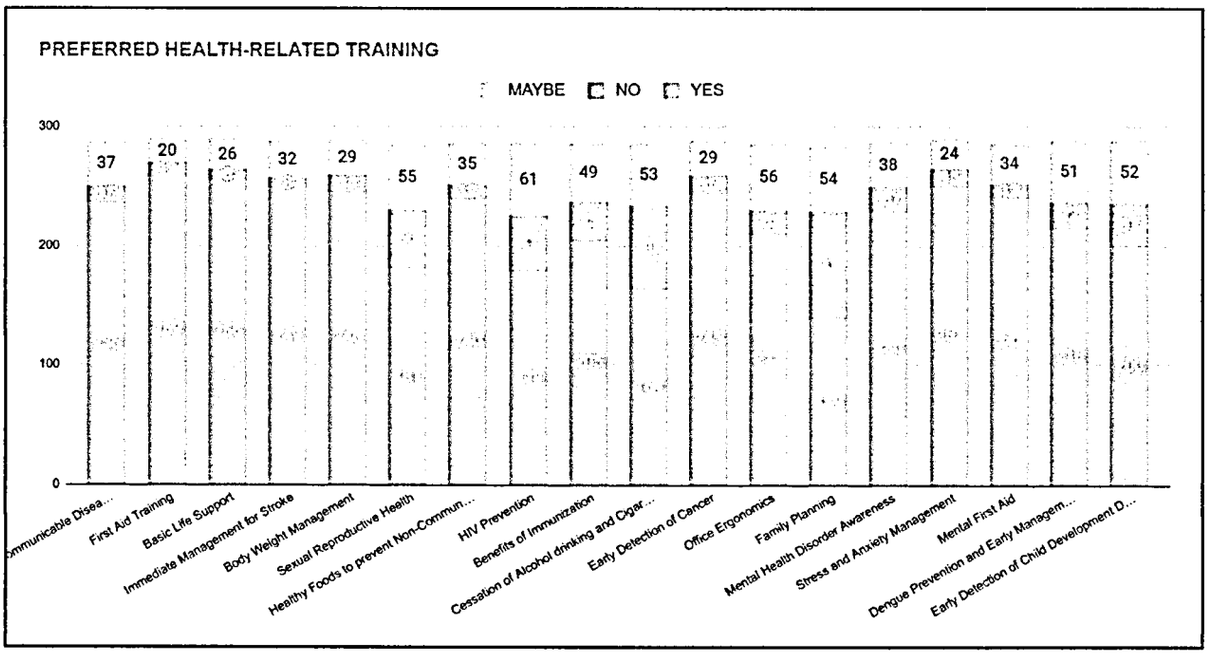


Across multiple intervention areas, awareness and participation remain consistently high, though some categories show moderate gaps. DILG Region 10 demonstrates

institutional commitment to broad GAD programming, but continuous assessment is needed to identify underserved areas.

2.18. Health and Well-Being





Hypertension and other non-communicable conditions appear among the most commonly reported illnesses, while many categories have relatively low counts. Employee wellness programs should prioritize preventive healthcare, lifestyle management, and regular health screening.

III. CONCLUSION

Overall, the sex-disaggregated data reflects a workforce where women comprise the majority, underscoring the continuing importance of strengthening women-responsive and gender-inclusive policies to sustain empowerment and equitable opportunities in the organization. The strong awareness of and participation in Gender and Development (GAD) initiatives demonstrate that institutional mainstreaming efforts have been largely effective, fostering a culture where gender sensitivity is increasingly embedded in organizational practices.

At the same time, the data highlights that family and caregiving responsibilities remain a significant reality for many personnel, particularly married employees and breadwinners, indicating the need for responsive support systems that recognize work-life balance challenges. Economic resilience among employees shows varying conditions, with many demonstrating the capacity to save and plan financially, while others continue to face constraints that may affect overall well-being and productivity.

Encouragingly, the presence of supportive supervision and a respectful workplace culture suggest a healthy organizational environment; however, these gains should be continuously reinforced through sustained leadership commitment, inclusive policies, and employee-centered interventions to ensure that the workplace remains responsive, empowering, and adaptive to the evolving needs of all personnel.

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