

PROMOTING GENDER- RESPONSIVE WORKPLACE

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Gender- responsive workplace is an important aspect that every field must consider as they grow and develop. The gender inequality and discrepancies should take necessary undertakings and acts to make the workplace as equal, inclusive and gender responsive.

Department of Education (DepEd) issues the Gender- Responsive Basic Education Policy through its DepEd Order 32, s.2017 in line with the Gender and Development (GAD) mandate as stipulated in the 1987 Philippine Constitution, Republic Act No. 9710 of the Magna Carta for Women, RA 10533, or the Enhanced Basic Education Act of 2013. The DO 32, s. 2017 provides Gender-Responsive Basic Education that allows Department of Education offices and field to merge gender sensitivity, gender equality, gender equity and non-discrimination in the basic education.

With the DepEd's Order, fields and offices take time to create gender-responsive environment. This is also their way in avoiding gender discrimination while increasing productivity, alleviating conflicts, and reducing gender related legal issues.

However, in today's dynamic environment, creating inclusive, gender equality and gender-responsive workplace became challenge to everyone. Creating gender-responsive workplace is not just goal itself, it is a global challenge of building good governance and promoting sustainable development.

To promote gender-responsive workplace few ways are through; considering leadership roles both men and women, equal pay, strict and effective policies against harassment offense, and creating an open minded atmosphere.

Considering Leadership Roles Both Men and Women. It is commonly mistaken that leadership is only for men while women are for support roles. This kind of stereotypes based on gender are common among workplaces. Everyone must be reminded that every individual has the right attributes that deserve a leader's role. Granting equal opportunities among deserving candidates for the leadership roles is a great way to promote gender equality and gender-responsive workplace.

Equal Pay. Regardless of gender, equal pay should be implemented in every workplace. Pay must be based on the job roles and positions. Improve transparency and eliminate gender bias pay rate issue. Every employee should be paid equally.

Strict and Effective Policies Against Harassment Offense. It is significant that every workplace has strict policy against sexual harassment, bullying, and other gender discriminations. Offices have flow chart and procedure how to handle and address offenses at workplace. Everyone must have equal protection against physical and mental harassment. Having keen eye on the issues like these is important to stop men and women being harassed. Necessary precautionary measures at the workplace should be implemented to avoid misdemeanors in the future.

Creating an Open-Minded Atmosphere. A workplace with open-minded staff, team, employees, and employer has the great opportunity of creating gender-responsive environment. Attending on gender and development seminars, trainings and workshop will help everyone in promoting individuals' valuable insights on the gender equality and broadening awareness on the scope of workplace improvement.

References:

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