

# *Voices That Matter*

## Women's Lived Experiences in Extractive Governance

MARCH 26, 2026 | 9:00 AM - 12:00 NN

**EVENT DOCUMENTATION**



## EVENT DOCUMENTATION

### Voices That Matter: Women's Lived Experiences in Extractive Governance

A Featured Session of the Women in Extractives Forum

In Celebration of National Women's Month 2026

March 26, 2026 | 9:00 AM to 12:00 PM | Google Meet

*Prepared by: PH-EITI Secretariat, Department of Finance*

#### I. Event Details

<b>Event Title</b>	Voices That Matter: Women's Lived Experiences in Extractive Governance
<b>Series</b>	Women in Extractives Forum (6th Year)
<b>Date and Time</b>	March 26, 2026   9:00 AM to 12:00 PM (Philippine Standard Time)
<b>Platform</b>	Google Meet (with simultaneous Facebook Live streaming)
<b>Participants</b>	Approximately 140 participants from government, civil society, the private sector, academe, and community organizations
<b>Organizer</b>	PH-EITI Secretariat, Department of Finance
<b>Hosted / Facilitated by</b>	Mary Jane Baldago, PH-EITI Consultant

#### II. Background and Rationale

The Women in Extractives Forum has been held annually by PH-EITI since 2021, when it was first launched as an online roundtable discussion. This year marks its sixth edition. The 2026 forum was organized as part of the National Women's Month celebration and carried the theme Voices That Matter: Women's Lived Experiences in Extractive Governance.

The forum was designed to provide a structured space for women from extractive communities, civil society, government, and the private sector to share their lived experiences in the extractive sector. It was grounded in the recognition that while significant legal frameworks exist to promote gender equality in the Philippines, including Republic Act No. 9710 or the Magna Carta of Women and Executive Order No. 147, s. 2013 establishing PH-EITI, the gap between policy and practice remained wide. Women in extractive communities continue to face barriers in accessing decision-making spaces, productive resources, and gender-responsive support.

The forum aimed to generate evidence-based insights that can inform gender-responsive policy development, improve institutional and company practices, and strengthen the integration of gender considerations into PH-EITI reporting and multi-stakeholder processes. It also served as a venue for the PH-EITI annual stakeholder survey and counted toward PH-EITI output indicators under its current performance monitoring framework.

### **III. Opening Remarks**

#### **UNDERSECRETARY BAYANI H. AGABIN**

Undersecretary for Extractive Industries and Bangsamoro Affairs

Department of Finance

PH-EITI Focal Person and Chair

Undersecretary Agabin opened the forum by acknowledging the importance of the gathering even in an online format. He recognized every woman who continues to step forward and challenge norms in the extractive sector, and framed the forum as a space not only for discussion but for stories and perspectives that deserve to be heard.

He shared that during a meeting with foreign mining executives, the executives noted with appreciation that the Philippines has many women in the mining industry, not only in entry-level positions but in supervisory, middle management, and even upper management roles. He expressed pride in this observation while also acknowledging that more work remains.

He cited historical barriers, including the old practice of excluding women from mine tunnel shafts based on superstitious beliefs, as a reminder of how far the sector has come. At the same time, he stressed that the extractive industry must continue moving toward safer, more inclusive, and gender-responsive spaces where women and marginalized groups are not only protected but also empowered.

He anchored his remarks in the legal and policy framework, noting the Magna Carta for Women and PH-EITI's mandate to reinforce transparency, accountability, and inclusivity. He closed by affirming that every voice matters, and that when women's voices are heard, institutions, communities, and futures become stronger.

## IV. Presentations by Community Speakers

The session was facilitated by Ms. Mary Jane Baldago. Three speakers were invited to share their lived experiences and community initiatives.

### **Speaker 1: MS. EDITHA BELINGON**

Lead Weaver, Alayan Pag-asa Abot Palad Association, Inc.  
Capisaan, Kasibu, Nueva Vizcaya (Large-Scale Mining Community)

Ms. Belingon presented the story of the Alayan Pag-asa Abot Palad Association, an indigenous women-led weaving group based in Sitio Alayan, Capisaan, Kasibu, Nueva Vizcaya. The association is located in a neighboring community to the Didipio Mine of OceanaGold Philippines, Inc. (OGPI). The word “mun-abol” is a Tawali term meaning to weave, and the project name (Mun-Abol Capisaan Weaving) is also an acronym standing for Maximizing and Networking Unveiling Natural Talents through the Acceleration of Business Opportunities and Livelihood.

Founded in January 2011 and initially registered with the Department of Labor and Employment with 36 members, the association has grown to 70 members. Members come from various indigenous groups, including Tawali, Ayangan, Bontoc, and Ibaloy communities.

### **Key Points from the Presentation:**

- The weaving livelihood program was identified through a community livelihood appraisal conducted in 2022 and formally launched in July 2023 under OceanaGold's revitalization program.
- Activities include loom weaving, conduct of trainings, participation in trade fairs, inclusion in Social Development and Management Program (SDMP) planning and training, and attendance in community consultations and local culture and arts councils.
- The association received visibility when actress Jodi Sta. Maria visited the weaving center. She wore one of their products, which they named the Jodi Burero, significantly boosting demand and promotion for the association's products.
- Products include scarves, fabric, bags, coin purses, travel runners, and other woven items. The association accepts visitors, including foreign guests, and has received recognition during the Citrus Festival and local arts events.
- Partners include OceanaGold Philippines, Inc., the Municipality of Kasibu, the Province of Nueva Vizcaya, and neighboring barangays.
- The association's three-year scaling plan for 2026 to 2028 includes expanding into five barangays (Kamamasi, Wangal, Papaya, Malabi, and Binugawan) with support from OceanaGold for women's economic advancement through value-adding enterprises.

### **During the Q&A:**

Ms. Belingon shared how weaving has changed lives in her community. Women in Capisaan are primarily engaged in farming. Weaving has added a flexible supplemental income that can be done at home during break times and in the evenings, which allows women to continue farming while also engaging in weaving. She noted that weaving is also being passed on to children and that some men in the community have also taken it up. The association markets its products within the community, in neighboring provinces, and has the potential for export.

### **Speaker 2: MS. GEMMA DOMINGO**

Chairperson

Puerto Galera Mangrove Conservation and Ecotourism Area Management Council (PGMCEA)  
Puerto Galera, Oriental Mindoro (Oil and Gas Sector Community)

Ms. Domingo shared the experience of her community in Puerto Galera, which was previously dependent on small-scale mining. When the provincial government imposed a moratorium on mining in 2012, many residents, especially women who worked alongside their husbands in small-scale mining, lost their livelihoods. Despite the ban, illegal mining continued due to hunger, and those caught paid fines of up to P25,000.

In 2013, the Malampaya Foundation intervened by supporting the formation of two community organizations: the Pangkabuhayan ng Tagad Dulangan and the Tabinay-Puerto Galera Sagip Kalikasan Movement. These were eventually merged into the Puerto Galera Mangrove Conservation and Ecotourism Area Management Council, or PGMCEA, which now operates a mangrove ecotourism walkway in Barangay Dulangan.

### **Key Points from the Presentation:**

- PGMCEA manages approximately 4 hectares of mangroves, 4.7 hectares of seagrass, and 9.1 hectares of coral reef area, all under a conservation agreement with Malampaya Foundation.
- The organization has 48 active members, of whom 44 are female and 4 are male, making it a predominantly women-led conservation body.
- Revenue comes primarily from a P50 entrance fee for mangrove walkway visitors. Guests include international researchers, film productions, Miss Universe initial shoots, and pre-nuptial photo sessions.
- The organization also engages in food processing, hilot wellness services, fish processing (leveraging partnerships with fishermen), and production of various souvenir items, including bags, towels, and other handmade goods.

- Ten percent of each member's income is channeled toward marine biodiversity conservation.
- The PGMCEA model has evolved into what the moderator described as a link economy, where ecotourism, food processing, livelihood, and environmental stewardship reinforce each other within the same community.
- PGMCEA ranked 11th among the most managed Marine Protected Area (MPA) councils nationally and ranked 7th among 44 sites managed under the Malampaya Foundation network.
- Members have developed a deep emotional connection to the environment. Ms. Domingo recounted that even in months when members earn only P250, none of them leave. She added that the work has become generational, with children of the original members now joining and taking active roles.

### **During the Q&A:**

Ms. Domingo provided additional context on how livelihood programs have transformed lives in Puerto Galera. She emphasized that the organization processes women daily as part of their food processing work. The organization also benefits from training and support from DOST, the local government, and Malampaya. She highlighted that their LGU has been very supportive, especially after a flood devastated the community. She also shared that the organization is already in its second generation, with children of founding members now becoming active members themselves.

### **Speaker 3: DR. SARAH MARIE PANTE-AVIADO**

Provincial Information Officer / Minahang Bayan Focal Point  
Provincial Government of Camarines Norte

Dr. Aviado presented the landscape of women in artisanal and small-scale gold mining (ASGM) in the Philippines. She noted that an estimated 500,000 miners are employed in the ASGM sector, with the actual number likely higher due to undercounting. The sector operates across 40 of the country's 82 provinces, and approximately 2 million people's livelihoods depend on it directly or indirectly.

Notably, 70 percent of the country's gold production comes from small-scale gold mining. This is partly because legal small-scale miners are required to sell their gold to the Bangko Sentral ng Pilipinas, keeping the gold within the national economy. From a peak of near-zero sales to BSP between 2014 and 2016 due to high taxes (2% excise tax and 5% withholding tax), the enactment of

RA 11256 granted tax exemption to legal small-scale mining operations, triggering a wave of formalization and renewed BSP gold sales.

**Key Points on Women in ASGM:**

- An estimated 18,000 to 20,000 of the 500,000 miners in the sector are Filipino women, though the actual number may be higher.
- Women in ASGM were historically invisible, undervalued, and unsupported. Traditional roles limited them to cooking for miners, and superstitious beliefs barred women from entering mine tunnels.
- Women's roles have since evolved. They are now involved in gold panning, sluicing, mocking (processing mine waste or tailings), and ore processing. In Benguet, women are known to collect and process tailings discarded by male miners during difficult seasons, sustaining their families when male miners cannot work.
- The use of mercury remains a critical health concern, particularly for pregnant women, as it can penetrate the womb and affect unborn children.
- Child labor is another significant issue that has been actively addressed. Previously, children were present at mining sites either as workers or as bystanders, which exposed them to hazards and led to school dropout. Dr. Aviado noted progress in the campaign to remove children from mining areas through interagency collaboration.
- Women in ASGM also face barriers, including limited access to capital and formal markets, invisibility in official statistics and programs, insufficient access to government support, and training programs rarely designed to meet women's needs.

**Empowerment Pathways Identified:**

- Formal recognition and inclusion policies that recognize women as primary miners, not just helpers.
- Inclusion in cooperatives, associations, and leadership roles.
- Mentorship, technical skills training, and follow-up support rather than one-off workshops.
- Income diversification beyond subsistence mining. Dr. Aviado cited examples of ASGM communities that have integrated fish ponds and bakeries within mining areas, demonstrating that livelihoods need not be exclusively dependent on mining.
- Safer mining technologies and protective equipment, health programs targeting mercury exposure, and childcare support so women can participate more fully.
- Dr. Aviado also acknowledged the growing role of women in formal mining governance. In one province (South Cotabato), a woman heads the small-scale miners' coalition and serves as the Provincial Mining Regulatory Board representative for the small-scale gold mining sector.

### **During the Q&A:**

A participant noted that a similar practice to Benguet's tailings processing exists in their community, where it is called "sagaok". Women collect ore from sacks given by male miners and process the remaining gold content. Dr. Aviado confirmed this as consistent with practices documented across ASGM communities nationwide.

## **V. Reactor Presentations**

Following the community speakers, three reactors were invited to synthesize themes and provide broader policy and institutional perspectives.

### **Reactor 1: ASSISTANT SECRETARY LUZ H. YRINGCO**

Board Member III

Cooperative Development Authority (CDA)

Asec. Yringco opened by describing the forum as women's opportunity to empower other women. She affirmed that the stories shared that morning embodied the cooperative way of life: people helping people help themselves.

#### **Key Points:**

- She encouraged all community organizations present to consider joining or forming cooperatives, framing cooperatives as instruments of equity, social justice, and economic development, consistent with CDA's constitutional mandate.
- She pointed out that women engaged in both mining and agriculture can register as agricultural cooperatives, which opens access to a wider array of government programs.
- CDA can offer social programs, member benefits, coaching and mentoring, access to government programs for farmers and fisherfolk, shared services and market referrals through an e-coop platform, and access to affordable credit for productive purposes.
- She cited an active conversation with Senator Pangilinan on upcoming legislation for the agriculture and fishery sector, which she said could significantly benefit women miners who are also engaged in agriculture.
- She offered CDA's direct assistance to any organization that wishes to formalize as a cooperative, including virtual orientations as an initial step.

## **Reactor 2: MS. ELEANORE A. LAYUG**

Vice President for Operations, DIWATA Women in Resource Development, Inc.  
Partner, SGV and Co.

Ms. Layug grounded her reaction in a report prepared by Ernst and Young (EY), of which SGV and Co. is a member firm. She drew from global data to contextualize the Philippine experience.

### **Key Points:**

- According to a 2021 World Economic Forum report, women in mining and extractive sectors account for only about 12 percent of the total workforce, placing mining second to last among all sectors in terms of women's participation. In contrast, healthcare has 75 percent women employees, and education has approximately 65 percent.
- Despite low numbers, documented benefits of increased women's participation include enhanced economic performance (organizations with women in management roles tend to be more profitable), improved safety outcomes, and greater environmental consciousness.
- She identified three key areas from the EY framework: attracting and recruiting women to mining (through promoting STEM education for girls, providing visible female role models in the sector, and addressing the perception that mining is dirty and dangerous); retaining and promoting female leaders (through formalized career development pipelines at large operations); and tackling the biggest structural challenges for women in remote mining locations, including inadequate facilities, health and safety gaps, and livelihood insecurity.
- She highlighted that the 2025 updated Social Development and Management Program (SDMP) guidelines have now integrated SDG 5 on gender equality, which she said was an important step since addressing gender equality tends to have a cascading positive effect on other sustainability goals, including education, environment, and water access.
- She called for ongoing collaboration rather than single-organization action, noting that cooperative formation requires coordination across CDA, LGUs, DTI, and community organizations.

## **Reactor 3: PROF. MARIA AURORA TERESITA TABADA**

Director, Institute for Strategic Research and Development Studies, Visayas State University  
Civil Society Representative, PH-EITI Multi-Stakeholder Group (MSG)

Prof. Tabada reflected on the evolution of gender discussions within PH-EITI, noting that she was part of the first MSG and that early discussions on gender were limited to counting the number of female employees in mining companies. She observed that the stories shared during the forum demonstrated significant progress beyond those early metrics.

**Key Points:**

- She observed that the majority of the stories focused on livelihood, suggesting that gender discussions in the extractive space remain predominantly framed around economic empowerment. She noted the need to also advance political empowerment, specifically women's participation in and control over decision-making processes.
- She raised the need to revisit the Gender and Development (GAD) framework, which was presented by PH-EITI in 2022, and assess whether gender mainstreaming is being implemented not just at the PH-EITI Secretariat and MSG level but across the industry at large.
- She called for the development of a checklist based on the Harmonized Gender and Development Guidelines (HGDG) specific to the extractive sector, to determine whether mining projects are actually gender-responsive.
- She suggested using the Gender Gap Index across all four dimensions: education, health and survival, economic opportunity, and political empowerment, as a monitoring tool to assess progress.
- She raised a concern about the persistent barrier of culture and mindset: even where strong women leaders exist, they often struggle to influence the majority in their communities. This invisible barrier is rarely factored into policy discussions but is one of the most significant constraints on meaningful participation.
- She proposed that PH-EITI establish regular online community engagements, perhaps quarterly or semestral, where MSG members (including both civil society and government) engage directly with community-level stakeholders. This, she said, would help demonstrate that the PH-EITI platform is genuinely responsive to concrete community concerns rather than abstracted institutional reporting.

**VI. Open Forum and Q&A Highlights**

The open forum was moderated by Ms. Mary Jane Baldago and ran from approximately 11:15 AM to 11:45 AM. Questions were received through the Google Meet chat box and through Mentimeter.

**On the Pay Gap in the Extractive Sector**

The moderator raised the question of the gender pay gap in mining companies and asked company representatives present to share their mechanisms for ensuring equal treatment in salary-setting. While no specific company representative responded verbally, the question was taken note of and remains open for follow-up.

**On Linking Grassroots Activities to PH-EITI Reporting**

The moderator raised the question of how PH-EITI can be used as a platform to connect community-level women's initiatives to formal governance reporting mechanisms. Ms. Mary Ann Rodolfo, PH-EITI's National Coordinator, responded by outlining three pathways:

- Creating clear feedback channels so community inputs can be included in local reporting.
- Strengthening subnational platforms, which is one of PH-EITI's major programs, and ensuring women have representation in those mechanisms.
- Providing communities with capacity and support to document their inputs in a format that is usable for EITI reporting, so that their voices are not lost in the formal process.

The moderator affirmed this, emphasizing that EITI reporting being more grounded in community reality is a powerful goal, and that involving community members in the data management process and returning the analyzed data to them through the EITI platform can create a feedback loop that is both more accountable and more meaningful to stakeholders.

### **On Education as a Barrier to Entry**

A participant submitted a comment through the chat highlighting education as the strongest equalizer, but noting that the capacity or competency to enter extractive companies remains limited among women. The suggestion was made to strengthen quality education in the STEM track and shift the narrative so that STEM courses are clearly seen as pathways for women, not just men. The moderator added that lifelong learning, distinct from continuing education, is not yet fully embedded in Philippine culture, and that digital literacy, financial management, and negotiation should also be part of women's educational development in extractive communities.

### **On Women in Non-Traditional Mining Roles**

A representative from OceanaGold Philippines, Inc. shared that their company conducts training programs for women on heavy equipment operation, specifically backhoe operation. A woman from their community had graduated from this training program. The moderator affirmed this as a significant development and called on other companies to consider not just offering scholarships but also actively shifting the narrative that certain jobs traditionally associated with men are equally open to women.

### **On the Role of Cooperatives in Addressing Financial Inclusion Gaps**

Asec. Yringco reinforced CDA's earlier offer during the Q&A, noting that mining companies and community relations officers can serve as the bridge between communities and CDA. She encouraged community development officers from extractive companies to recognize cooperativization as a viable mechanism for strengthening the economic capacity of host communities.

## On Mechanisms for Continuous Engagement

Prof. Tabada's proposal for regular online community engagements through PH-EITI drew affirmation from the moderator. She stated that this idea was already included in the mechanisms being discussed internally and that it would be part of PH-EITI's work plan for the remainder of 2026.

## VII. Issues and Concerns

The following table documents the key issues raised during the forum, who raised them, and how they were addressed or noted during the session.

Issue / Concern	Who Raised It	Response / Action Noted
Women remain invisible and undervalued in ASGM, excluded from official statistics and government programs	Dr. Sarah Aviado (Speaker 3)	Asec. Yringco proposed cooperative formation as a path to formal recognition. Ms. Layug cited the need for formal inclusion policies that recognize women as primary miners. The moderator noted this as a systemic gap requiring policy-level intervention.
Mercury use remains a serious health hazard, disproportionately affecting women, particularly pregnant women.	Dr. Sarah Aviado (Speaker 3)	Dr. Aviado mentioned an existing interagency committee on gold trading involving Bangko Sentral, DTI, and DOLE. The issue was acknowledged, but no specific follow-up mechanism was committed to during the session.
Child labor persists in ASGM communities, with children present at mining sites as workers or bystanders.	Dr. Sarah Aviado (Speaker 3)	Dr. Aviado noted progress through interagency collaboration and NGO advocacy. She cited improvements in removing

Issue / Concern	Who Raised It	Response / Action Noted
		children from mining areas. The issue was presented as partially addressed but still requiring vigilance.
Women face limited access to capital and formal markets, with no reliable credit mechanism for ASGM workers.	Dr. Sarah Aviado (Speaker 3)	Asec. Yringco offered CDA's coaching, mentoring, and access to affordable credit through cooperatives. She also mentioned upcoming legislation by Senator Pangilinan that could expand government support for women in the agriculture and fishery sectors.
Women represent only about 12 percent of the mining and extractive workforce globally, indicating the sector's low attractiveness and accessibility for women.	Ms. Eleanore Layug (Reactor 2)	Ms. Layug advocated for STEM promotion for girls, visible female role models, and formal career development pipelines within mining companies. The 2025 SDMP guidelines integrating SDG 5 were cited as a policy step in the right direction.
No formalized career development pipelines for women in many mining operations, leading to high attrition of female talent	Ms. Eleanore Layug (Reactor 2)	Ms. Layug called on large operations to formalize career paths for women from the point of recruitment. No company-specific commitments were made during the session.
Gender mainstreaming in extractive governance remains focused on	Prof. Tess Tabada (Reactor 3)	Prof. Tabada proposed the use of the Gender Gap Index across all four dimensions and

Issue / Concern	Who Raised It	Response / Action Noted
livelihoods; political empowerment and decision-making control are insufficiently addressed.		the development of an extractive-sector-specific HGDG checklist. These were acknowledged as concrete next steps to be explored by the PH-EITI Secretariat.
Culture and mindset serve as invisible barriers to women's meaningful participation, even where strong women leaders exist.	Prof. Tess Tabada (Reactor 3)	Prof. Tabada called for targeted cultural work alongside policy mechanisms. No specific program was committed to during the session, but the concern was acknowledged as requiring further research and community-level engagement.
Grassroots community voices are not adequately captured in formal EITI reporting, leading to reports that feel distant from community realities.	Forum participant (via chat)	Ms. Mary Ann Rodolfo, PH-EITI's National Coordinator, outlined three pathways: feedback channels for local reporting, strengthening subnational platforms, and building community documentation capacity. The moderator endorsed these and linked them to the subnationalization program.
No regular mechanism exists for continuous dialogue between PH-EITI and community-level stakeholders on gender issues in the extractives sector.	Prof. Tess Tabada (Reactor 3)	Prof. Tabada proposed quarterly or semestral online engagements through PH-EITI that are open to all communities. The moderator confirmed this is being included in the 2026 work plan.

Issue / Concern	Who Raised It	Response / Action Noted
The gender pay gap in mining companies is insufficiently monitored and rarely discussed in stakeholder forums.	Forum participant (via chat)	The question was posed to company representatives, but no formal response was given during the session. This remains an open item.
Quality of STEM education for girls in extractive communities is insufficient to support entry into technical mining careers.	Forum participant (via chat)	The moderator and Prof. Tabada both affirmed the concern. The need to embed lifelong learning and shift the narrative around STEM as a pathway for women was highlighted. No specific program was committed to.

## VIII. Closing Remarks

### ATTY. RONALD REX S. RECIDORO

Executive Director, Chamber of Mines of the Philippines  
 Industry Representative, PH-EITI Multi-Stakeholder Group (MSG)

Atty. Recidoro opened his remarks by expressing pride in the potential demonstrated by the projects and stories featured in the forum. He praised the women who built the Alayan Pag-asa Abot Palad Association and the PGMCEA community in Puerto Galera, describing their efforts as acts of deep courage done quietly and often without recognition.

He acknowledged the honest account of what the forum also surfaced: that communities and workplaces in the extractive sector are still not fully safe or equitable for all. He affirmed that women continue to navigate spaces where their dignity, participation, and cultural identity are not always protected or welcomed.

He framed the stories shared not merely as testimonies but as a call to action. He called for reform of legal and policy frameworks, extension of financial inclusion to community women and indigenous peoples, and a shift from token participation to genuine, consistent, and dignity-rooted engagement.

He acknowledged that change does not happen in a single forum but that conversations like this plant seeds and reinforce accountability. He closed by urging all participants to carry the lessons from the forum into every decision, every policy, and every space they have the privilege to shape.

## IX. PH-EITI Secretariat Recommendations

Based on the discussions, issues, and insights that emerged during the forum, the PH-EITI Secretariat puts forward the following recommendations for consideration by the MSG and relevant agencies and partners.

<b>1</b>	<p><b>Develop an extractive-sector-specific gender monitoring checklist</b></p> <p>Prof. Tabada's proposal to adapt the Harmonized Gender and Development Guidelines (HGDG) for the extractive sector deserves immediate attention. The PH-EITI Secretariat, together with relevant MSG members and PCW, should work to produce a practical checklist that mining and extractive companies, local government units, and community organizations can use to assess whether their programs and projects are genuinely gender-responsive. This would move the conversation from qualitative storytelling to structured, measurable accountability.</p>
<b>2</b>	<p><b>Institutionalize regular community engagement sessions through PH-EITI</b></p> <p>Prof. Tabada proposed, and the moderator affirmed, that PH-EITI should hold quarterly or semestral online community engagement sessions open to all stakeholders, including communities not previously engaged with formal EITI processes. PH-EITI should develop a format for these sessions, determine a schedule for 2026, and ensure MSG participation (both government and civil society representatives) to signal that the platform is genuinely responsive to community-level concerns.</p>
<b>3</b>	<p><b>Strengthen community documentation capacity for subnational EITI reporting</b></p> <p>The response from the Secretariat during the Q&amp;A identified community documentation support as a key mechanism for connecting grassroots voices to formal EITI reporting. PH-EITI should develop simple, bilingual documentation templates and hold orientation workshops in subnational sites to help communities record their gender-related experiences, good practices, and concerns in a format that can feed into EITI reports.</p>

4	<p><b>Formally follow up on the gender pay gap question with extractive companies</b></p> <p>The gender pay gap question raised during the Q&amp;A was not answered by company representatives during the session. PH-EITI should issue a formal follow-up through its engagement channels with extractive companies, requesting that HR representatives share their mechanisms for ensuring equal pay treatment and reporting any gender disaggregated payroll data. This can be incorporated into the EITI gender data disclosure framework.</p>
5	<p><b>Revisit and update the gender and development framework for PH-EITI</b></p> <p>Prof. Tabada noted that the GAD framework was last presented by PH-EITI in 2022. PH-EITI should commission a review of its internal gender mainstreaming practices, including the MSG's own processes and the Secretariat's program design, to identify gaps and produce a refreshed framework aligned with the 2023 EITI Standard's gender requirements. This review should be completed before the 2027 Validation commencement.</p>
6	<p><b>Conduct a follow-up survey on mercury use and health risks among women in ASGM</b></p> <p>Mercury use was flagged as a critical and persistent health hazard, particularly for pregnant women. PH-EITI should engage the existing interagency committee on gold trading cited by Dr. Aviado to understand the current scope of the problem and determine whether PH-EITI reporting can include mercury-related health disclosures or referrals to health programs targeting ASGM women workers.</p>
7	<p><b>Incorporate STEM promotion and lifelong learning narratives into PH-EITI communications</b></p> <p>The concern about the pipeline of qualified women for technical roles in mining was raised by multiple participants. PH-EITI should explore partnerships with DepEd, CHED, and extractive companies with active scholarship programs to produce communication materials that frame STEM as a clear and welcoming pathway for girls in extractive communities. This can be embedded in the community outreach materials already developed under the subnationalization program.</p>

## X. Annexes

### Annex A: List of Speakers and Reactors

Role	Name	Affiliation and Role
Moderator	Mary Jane Baldago	PH-EITI Consultant
Opening Remarks	Usec. Bayani H. Agabin	Undersecretary for Extractive Industries and Bangsamoro Affairs Department of Finance PH-EITI Focal Person and Chair
Speaker 1	Ms. Editha Belingon	Lead Weaver, Alayan Pag-asa Abot Palad Association, Inc.; Capisaan, Kasibu, Nueva Vizcaya
Speaker 2	Ms. Gemma Domingo	Chairperson, Puerto Galera Mangrove Conservation and Ecotourism Area Management Council (PGMCEA)
Speaker 3	Dr. Sarah Marie Pante-Aviado	Provincial Information Officer Minahang Bayan Focal Point Provincial Government of Camarines Norte
Reactor 1	Asec. Luz H. Yringco	Board Member III, Cooperative Development Authority (CDA)
Reactor 2	Ms. Eleanore A. Layug	VP for Operations, DIWATA Women in Resource Development, Inc.; Partner, SGV and Co.
Reactor 3	Prof. Maria Aurora Teresita Tabada	Director, Institute for Strategic Research and Development Studies Visayas State University Civil Society Representative, PH-EITI Multi-Stakeholder Group (MSG)
Closing Remarks	Atty. Ronald Rex S. Recidoro	Executive Director, Chamber of Mines of the Philippines

Role	Name	Affiliation and Role
		Industry Representative, PH-EITI Multi-Stakeholder Group (MSG)

**Annex B: Program of Activities**

Schedule	Time Allotment	Activity
9:00- 9:15	15 mins	Invocation and National Anthem
9:15- 9:30	15 mins	<p><b>Opening Remarks</b></p> <p><b>Usec. Bayani H. Agabin</b> Undersecretary, Extractive Industries and Bangsamoro Affairs Focal Person and Chair, PH-EITI</p>
9:30-9:45	15 mins	<p>Women Community Representative-Luzon</p> <p><b>Ms. Editha Belingon</b> Lead-Weaver Alayan Pag-asa Abot Palad Association Inc.</p> <p><b>Expected Output:</b> Capture and document successful approaches where women play a key role in shaping and implementing livelihood initiatives, alongside their participation in company-community dialogue and social development programs in large-scale mining areas.</p>
9:45-10:15	15 mins	<p>Women Community Representative-Oil and Gas Sector</p> <p><b>Ms. Gemma Domingo</b> Chairperson, Puerto Galera Mangrove and Eco-tourism Area Management Council</p> <p><b>Expected Output:</b> <i>Capture insights on Indigenous women's participation in benefit-sharing, community development, and</i></p>

Schedule	Time Allotment	Activity
		<i>environmental stewardship in oil and gas operations, highlighting inclusive practices in the energy sector.</i>
10:15-10:30	15 mins	<p>Women from the SSM Sector</p> <p><b>Dr. Sarah Marie Pante-Aviado</b> Provincial Information Officer / Minahang Bayan Focal Point Provincial Government of Camarines Norte</p> <p><b>Expected Output:</b> <i>Generate lessons on financial inclusion, formalization, and women’s economic empowerment in artisanal and small-scale gold mining communities.</i></p>
10:30-11:15	45 mins  (15 mins each)	<p><b>Reactors</b></p> <p><b>Reactor 1:</b> <b>Asec. Luz H. Yringco</b> Board Member III, Cooperative Development Authority (CDA)</p> <p><b>Reactor 2:</b> <b>Eleanore A. Layug</b> Vice President - Operations, DIWATA Women in Resource Development, Inc. Partner, SGV &amp; Co.</p> <p><b>Reactor 3:</b> <b>Prof. Maria Aurora Teresita Tabada</b> Director Institute for Strategic Research and Development Studies, Visayas State University (VSU) Baybay, Leyte MSG Member, PH-EITI</p> <p><b>Expected Output:</b> <i>Synthesize cross-sectoral themes and enabling factors from mining and oil and gas experiences, and generate</i></p>

Schedule	Time Allotment	Activity
		<i>policy-and practice-oriented recommendations for strengthening gender-responsive reporting and multi-stakeholder processes under PH-EITI.</i>
11:15-11:45	30 mins	Interactive Discussion and Q&A
11:45-12:00	15 mins	Closing Remarks  <b>Atty. Ronald Rex S. Recidoro</b> Executive Director, Chamber of Mines of the Philippines