

PESTLE ANALYSIS

A PESTLE analysis for Gender and Development involves examining how various external factors influence gender-related issues, policies, and development programs. The analysis can help identify opportunities, challenges, and strategic directions for gender equality initiatives. Here's how you can conduct a PESTLE analysis for Gender and Development:

1. Political Factors

- **What to consider:** Analyze the role of political leadership, policies, and international relations in promoting or hindering gender equality and development.

2. Economic Factors

- **What to consider:** Explore economic conditions and how they influence gender equality and access to development opportunities.

3. Social Factors

- **What to consider:** Look at cultural norms, social values, and societal expectations related to gender roles, and how they shape development outcomes.

4. Technological Factors

- **What to consider:** Examine how technological advancements can create both opportunities and challenges for gender equality in development.

5. Legal Factors

- **What to consider:** Analyze the legal frameworks that impact gender equality and the enforcement of laws related to gender rights.

6. Environmental Factors

- **What to consider:** Assess how environmental issues, climate change, and sustainability efforts intersect with gender equality and development.

Steps for Conducting the PESTLE Analysis:

1. **Gather Information:** Begin by collecting data and insights on gender-related topics in each of the six categories. This could include reviewing policies, conducting interviews, reading reports, or analyzing statistical data.
2. **Analyze and Organize:** For each factor (Political, Economic, Social, Technological, Legal, Environmental), organize the information into categories that either promote or hinder gender equality. Create a table or a list to clearly distinguish the factors at play.
3. **Identify Trends and Patterns:** Look for trends, patterns, and intersections between the factors. Are there any emerging opportunities (e.g., a new political focus on gender equality) or threats (e.g., increasing economic inequality)?
4. **Make Recommendations:** Based on your analysis, suggest actions that could address barriers to gender equality or take advantage of opportunities. This could involve proposing policy changes, community programs, or partnerships that could enhance gender development outcomes.
5. **Review and Update:** A PESTLE analysis should be a dynamic tool, so revisit it periodically to assess any changes in the external factors or to refine strategies.

Direction: **Based on your observation**, what are the significant changes, event, issues, or concerns that we encounter in the area of Politics, Economic, Socio-Cultural, Technological, Legal, and Environment? How does it affect the different levels of our lives? (Home, Community, National Government, International / World).

LEVELS	POLITICS	ECONOMIC	SOCIO-CULTURAL	TECHNOLOGICAL	LEGAL	ENVIROMENT
HOME	Women do unpaid housework, limiting financial freedom, though many join small businesses (Action Against Hunger, 2021).	Families follow patriarchal roles, with men as providers and women as caregivers	Women have less access to gadgets and internet, cutting chances for study or online work (UN in the	No divorce law keeps women in abusive marriages; existing protections are underused due to stigma (Barrero, 2023).	Climate shocks add pressure on women for food, water, and care work, reducing time for income (UN Women, 2025).	Women do unpaid housework, limiting financial freedom, though many join small businesses

		(World Bank, 2022).	Philippines, 2023).			(Action Against Hunger, 2021).
COMMUNITIES	Women work in farming and informal jobs but lack land rights and control over income (Action Against Hunger, 2021).	Early marriage and gendered roles persist, though women’s groups provide support (Buchhave & Belghaj, 2022).	Poor internet and cultural barriers keep women from joining digital training (Peña & Yao, 2022).	Barangay protection desks exist but vary; many cases are settled informally without using women’s rights (UN Women, 2024).	Local disasters hit women hardest, but projects like seed banks and water tanks build women’s leadership (PreventionWeb, 2025).	Women work in farming and informal jobs but lack land rights and control over income (Action Against Hunger, 2021).
NATIONAL GOVERNMENT	Closing job gaps could raise GDP, yet AI and climate risks endanger women’s work (World Bank, 2024).	Campaigns and education reforms shift gender views, but conservative norms hold on (CHR, 2025).	Digital inclusion programs help women, but gaps in STEM and ICT access remain (UN in the Philippines, 2023).	Magna Carta of Women protects rights, but bills like SOGIESC equality are stalled (Time, 2023).	Climate policy must include gender concerns or risks worsening women’s vulnerability (UN Women, 2025).	Closing job gaps could raise GDP, yet AI and climate risks endanger women’s work (World Bank, 2024).
INTERNATIONAL/WORLD	Global supply chains shape women’s jobs; closing gender gaps could raise global GDP	Migration, media, and global feminism reshape local norms	Automation hurts women in routine jobs as tech giants shape	CEDAW and global courts set rules, but national governments control	Climate change is global. Funding like Canada’s \$5.3B pledge supports women’s	Global supply chains shape women’s jobs. Closing gender gaps could raise

	(McKinsey, 2015).	and activism (UNESCO, 2025).	access (Pieters et al., 2024).	enforcement (UN, 1979).	resilience (The Guardian, 2024).	global GDP (McKinsey Global Institute, 2015).
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Answer the following:

1. How do government policies influence gender equality in education?

Policies such as gender quotas, curriculum reforms, and digital learning programs give women and girls better access to schooling. When classrooms adopt gender-sensitive teaching, it breaks old stereotypes. Digital literacy drives also open doors in science, technology, engineering, and math (STEM). Without these, girls often remain stuck behind barriers of tradition and limited technology at home.

2. How does gender disparity in the workforce impact national economic growth?

Leaving women out of formal jobs or keeping them in unpaid household work cuts down national productivity. Studies show that closing the gender employment gap would raise the country's overall income. The problem is that many women's jobs are vulnerable to automation and climate risks, especially in agriculture and factories. This makes the economy less stable.

3. What is the impact of cultural norms on gender roles in society?

Culture often assigns fixed roles: men as providers, women as caregivers. This mindset drives practices like early marriage, limits women's voices in family decisions, and adds stigma to women who seek independence. While activism and global feminist influence are reshaping attitudes, old expectations still block equal chances in schools, politics, and work.

4. How can technology help bridge the gender gap in education and employment?

Access to devices, internet, and training gives women more choices. Online classes let girls in rural areas continue their studies. Digital platforms also allow women to run businesses and find remote work. The big challenge is the "digital divide", where poverty or cultural limits keep women from using these tools fully.

5. What legal frameworks are essential for protecting women's rights?

Laws like the Magna Carta of Women, divorce rights, equality bills for gender identity, and stronger protection against domestic abuse are needed. On the global level, agreements like the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) set the standard. The problem is enforcement, laws only work if governments follow through.

6. How does climate change disproportionately affect women in vulnerable communities?

When disasters strike, women often carry the load of finding food, water, and caring for families. Floods, typhoons, and droughts take up their time, leaving little space for work or study. Many are also left out of climate policy decisions. On the brighter side, grassroots projects, like women-led seed banks or water systems show that giving women leadership roles helps communities bounce back faster.

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