

Introduction to SOGIESC

(Sexual Orientation, Gender Identity, Expression, and Sex Characteristics)

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OUTLINE

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Introduction

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Sexual Orientation and
Gender Identity

3

Gender Expression and Sex
Characteristics





Introduction

Are you familiar with the following?



What are the issues and recent experiences of people of diverse SOGIESC?

- People of diverse SOGIESC also experience lost economic opportunities due to discrimination in employment.
- Prejudicial attitudes of some law enforcers and service providers towards LGBTQIA+ people deter them from reporting cases of abuse and violence committed against them.
- The lack of a national policy as legal basis to address these discriminatory practices leaves the LGBTQIA+ with no recourse for redress; ADOs: 6 provinces, 22 cities, and 2 municipalities

Sources:

Bilon, X. (2018). Anti-discrimination ordinances in the Philippines.

PCW Policy Brief No. 11 Enacting an Anti-Discrimination Based on Sexual Orientation and Gender Identity Law (17th congress)

What are the issues and recent experiences of people of diverse SOGIESC in the area of employment?

- An online survey revealed that **3 out of 10 respondents** (98 out of 347) experienced unfair treatment while looking for a job or while at work
- **13.2%** refused employment
- **9.7%** subjected to sexual harassment
- **7.2%** were denied promotion or other incentives in the last five years of their employment.
- **86%** did not report the incident to relevant authorities.

Source: Universal Periodic Review, Joint Review of CSOs on the Situation of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Persons in the PH (3rd Quarter)

What are the issues and recent experiences of people of diverse SOGIESC in the area of education?

- An online survey revealed that experiences of **unfair treatment partially or fully** because of being LGBT is slightly higher in schools than in general settings
- **48.79%** saying they “often” or “sometimes” encounter unfair treatment or bias attitude because of their SOGIESC
- Only **12.56%** reported the incident to school authorities.



How do we address the issues experienced by the LGBTQIA+ people?

- **Promoting women's rights and gender equality** - Enacting a law that prohibits and penalizes acts of discrimination based on SOGIESC and conducting activities and interventions that promote equality
- **Responding to International and National Commitments/Policy Imperatives** - Rights protection of persons of diverse SOGIESC is embedded in international and national laws/treaties

Why do we do we need to talk about SOGIESC?

- There is a need to break misconceptions that hamper achievement of gender equality and women empowerment (GEWE).
- All government agencies are duty-bearers.
- The MCW mandates us to be trained on GS and HR.
- The people of diverse SOGIESC depend on policies and activities of government agencies to protect and promote for their rights.

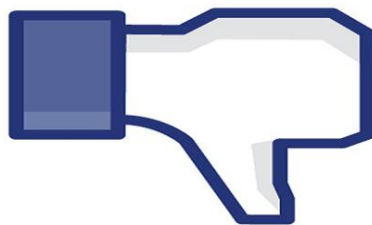
Why do we do we need to talk about SOGIESC?

- It will enable the GFPS, government agencies, and private organizations to plan and implement inclusive policies, programs, projects, and activities.
- It will help us avoid unconscious insensitivity.
- It will prompt us to spread the word of GAD and equality.



Push!

Charot!





Activity Time

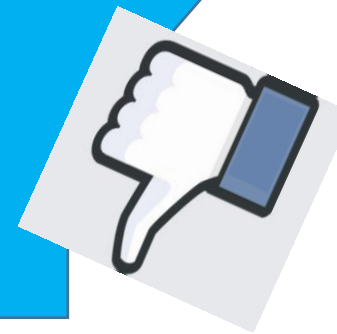
Answer the following items on polls which will appear on your respective screens. You have one (1) minute to complete it.





CHAROT!

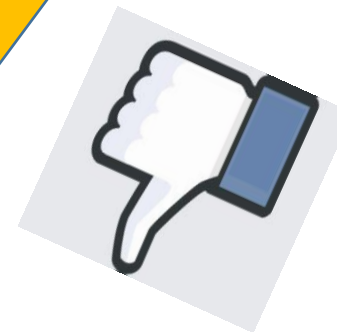
1. Female and male
are what we call
genders.





CHAROT!

**2. Gender is
permanent.**





PUSH!

4. LGBT as a community is considered vulnerable and marginalized and therefore needs recognition, visibility, and empowerment.





CHAROT!

5. SOGIESC is only
about the LGBTQIA+
community.





CHAROT!

7. LGBTQIA+ people
have mental disorder.





PUSH!

8. As a duty-bearer, you are mandated to protect and promote rights of people of diverse SOGIESC through actions.





Sexual Orientation and Gender Identity



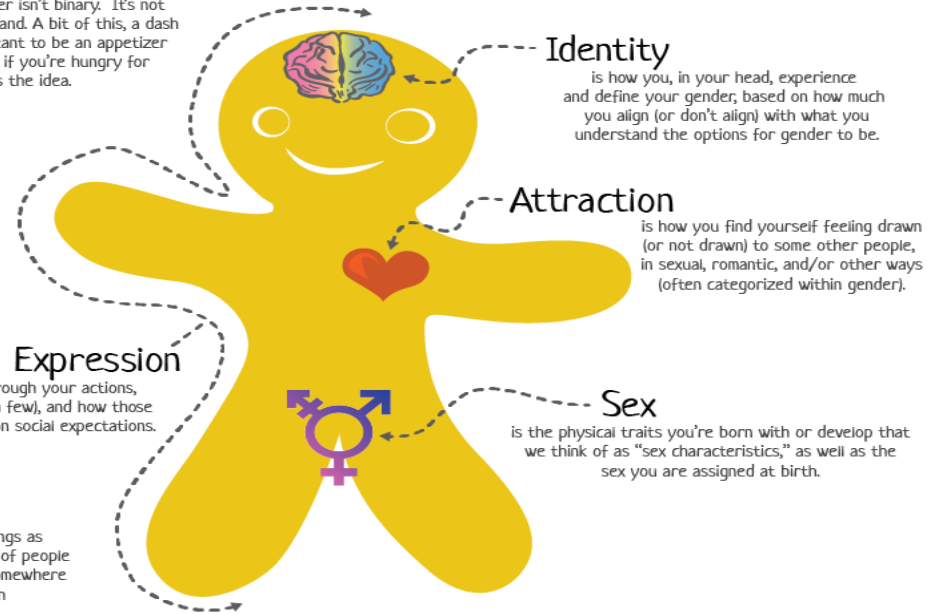
1. What is your gender? or Ano ang iyong pangkasarian?



The Genderbread Person

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more after reading it. In fact, that's the idea.



We can think about all these things as existing on continuums, where a lot of people might see themselves as existing somewhere between 0 and 100 on each

⊖ means a lack of what's on the right side



personality traits, jobs, hobbies, likes, dislikes, roles, expectations

common GENDER IDENTITY things



style, grooming, clothing, mannerisms, affect, appearance, hair, make-up

common GENDER EXPRESSION things



body hair, chest, hips, shoulders, hormones, penis, vulva, chromosomes, voice pitch

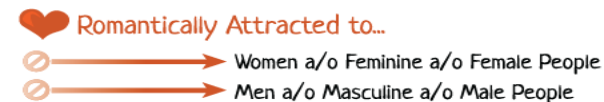
common ANATOMICAL SEX things

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth

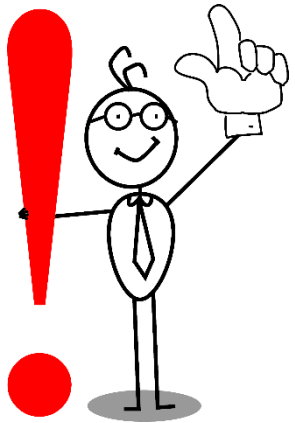
□ Female □ Intersex □ Male

Typically based solely on external genitalia present at birth (ignoring internal anatomy, biology, and change throughout life), Sex Assigned At Birth (SAAB) is key for distinguishing between the terms "cisgender" (when SAAB aligns with gender identity) and "transgender" (when it doesn't).

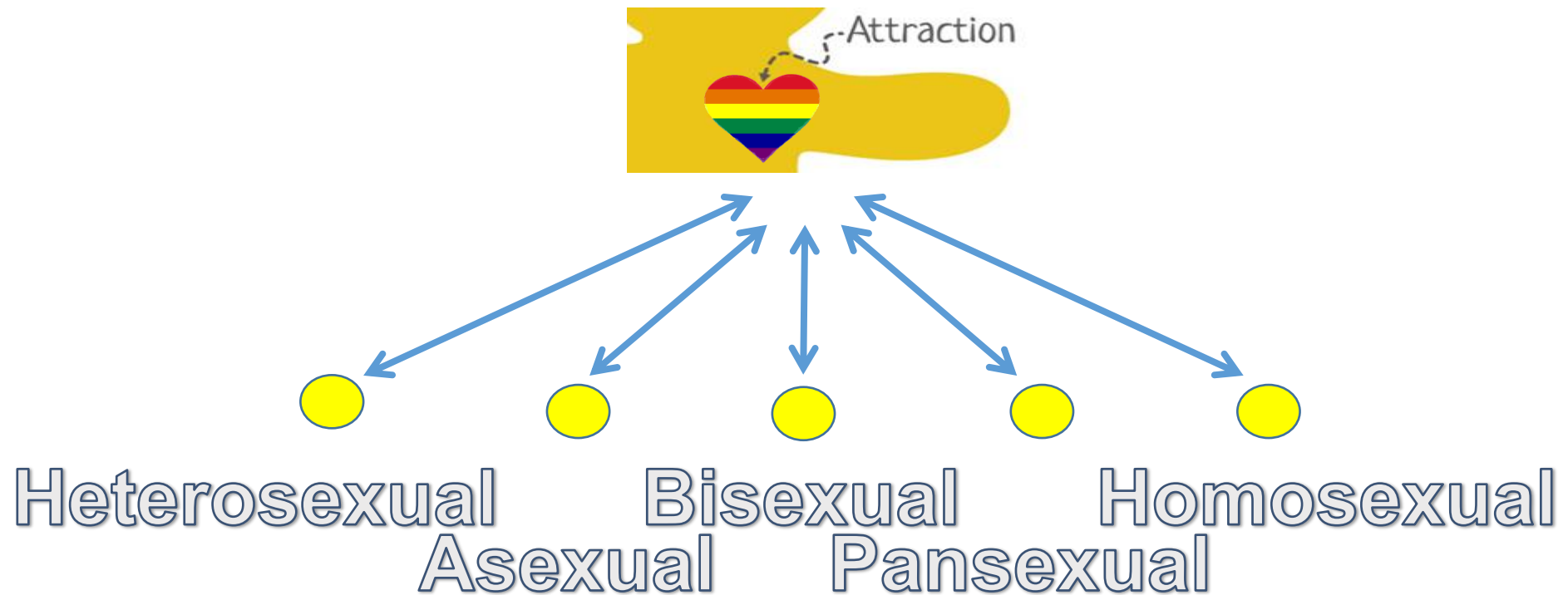


Sexual Orientation:

- ❑ each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with
- ❑ Answers: *"To whom am I attracted ? Who do I love?"*



SEXUAL ORIENTATION





Orientation Types

1. Romantic Orientation- Who you are romantically attracted to meaning wanting to be in a romantic relationship with and is unrelated to sexual attraction.
2. Sexual Orientation- Who you are sexually attracted to meaning who you get turned on by or who you would want to engage in sexual behaviors with.





Common Sexual Orientations

Androsexual- a person attracted to masculine gender presentation

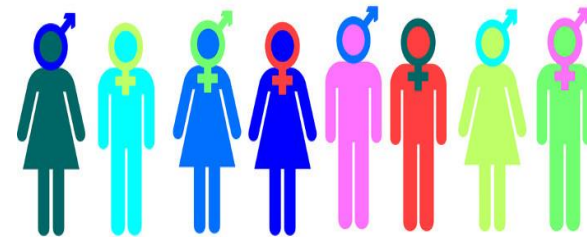
Gynosexual- a person attracted to feminine gender presentation

Asexual- A person who doesn't have sexual attraction to anyone



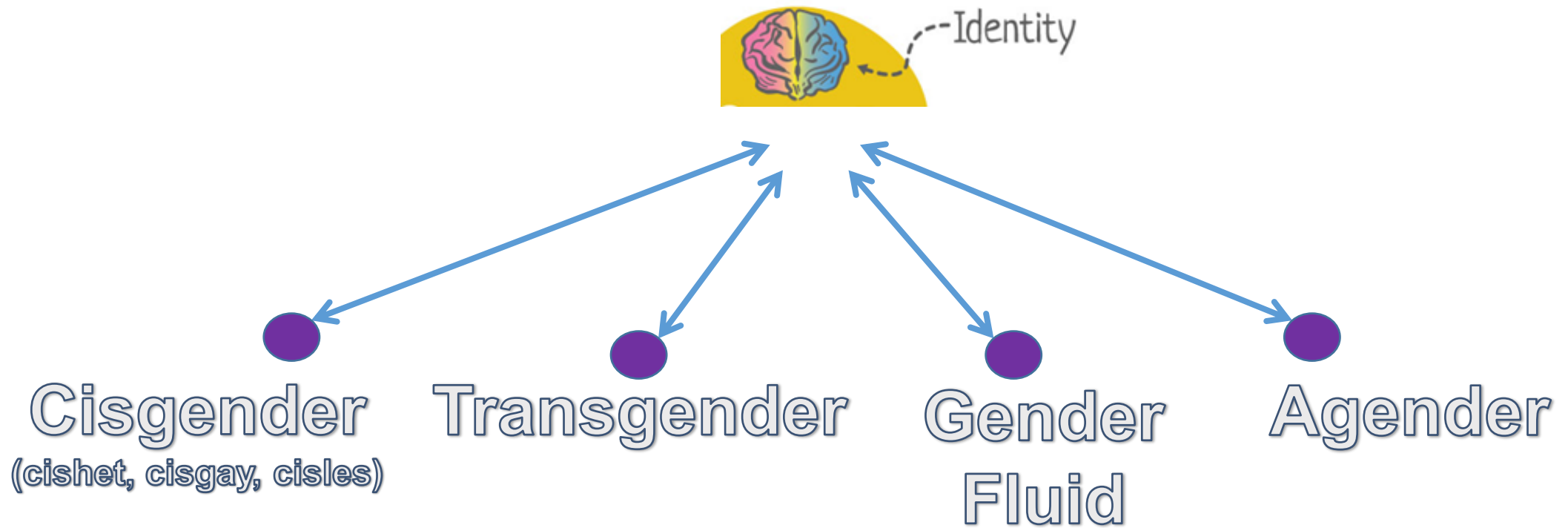
Gender Identity:

- ☐ refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth
- ☐ Answers : “ *Who am I?*”





GENDER IDENTITY





Common Gender Identities

Cisgender- a person whose gender identity and biological sex assigned at birth matched

Gender Fluid- a person who is gender fluid may always feel like a mix of the two traditional genders (man and woman)

Transgender- a person whose gender identity does not align or is different from the sex assigned at birth

Agender- a person without gender identity or doesn't identify with a particular gender



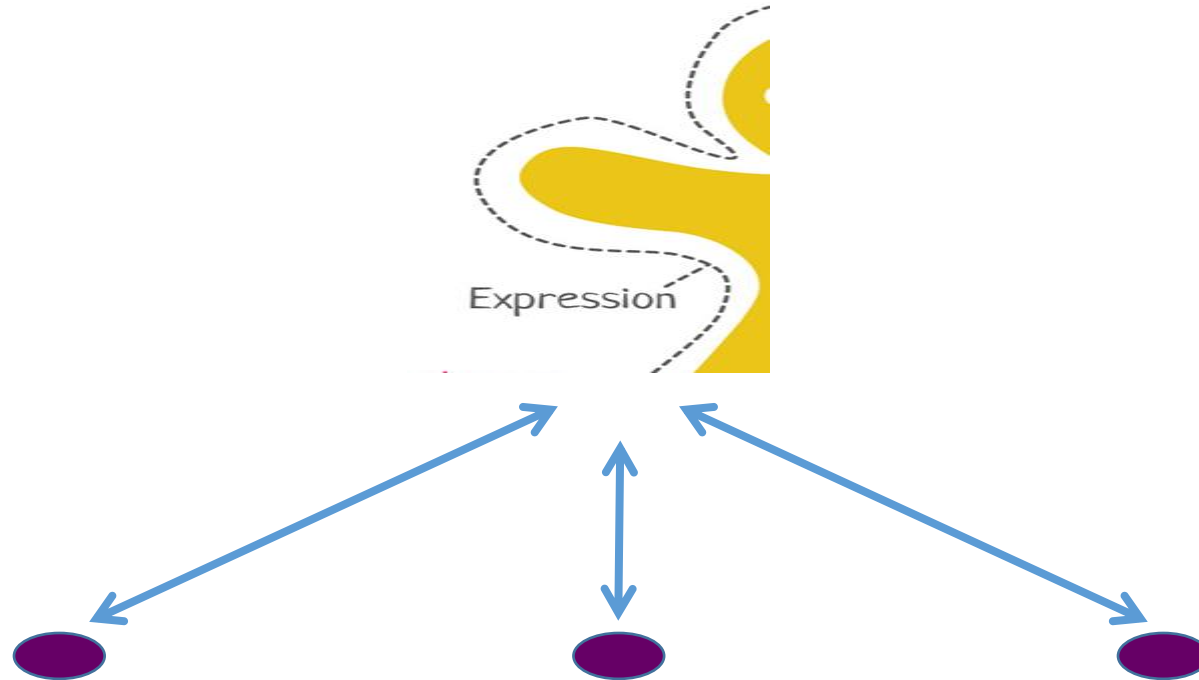


Gender Expression:

- ❑ the way in which a person expresses gender identity, typically through their appearance, dress, and behavior



GENDER EXPRESSION



Feminine Androgynous Masculine



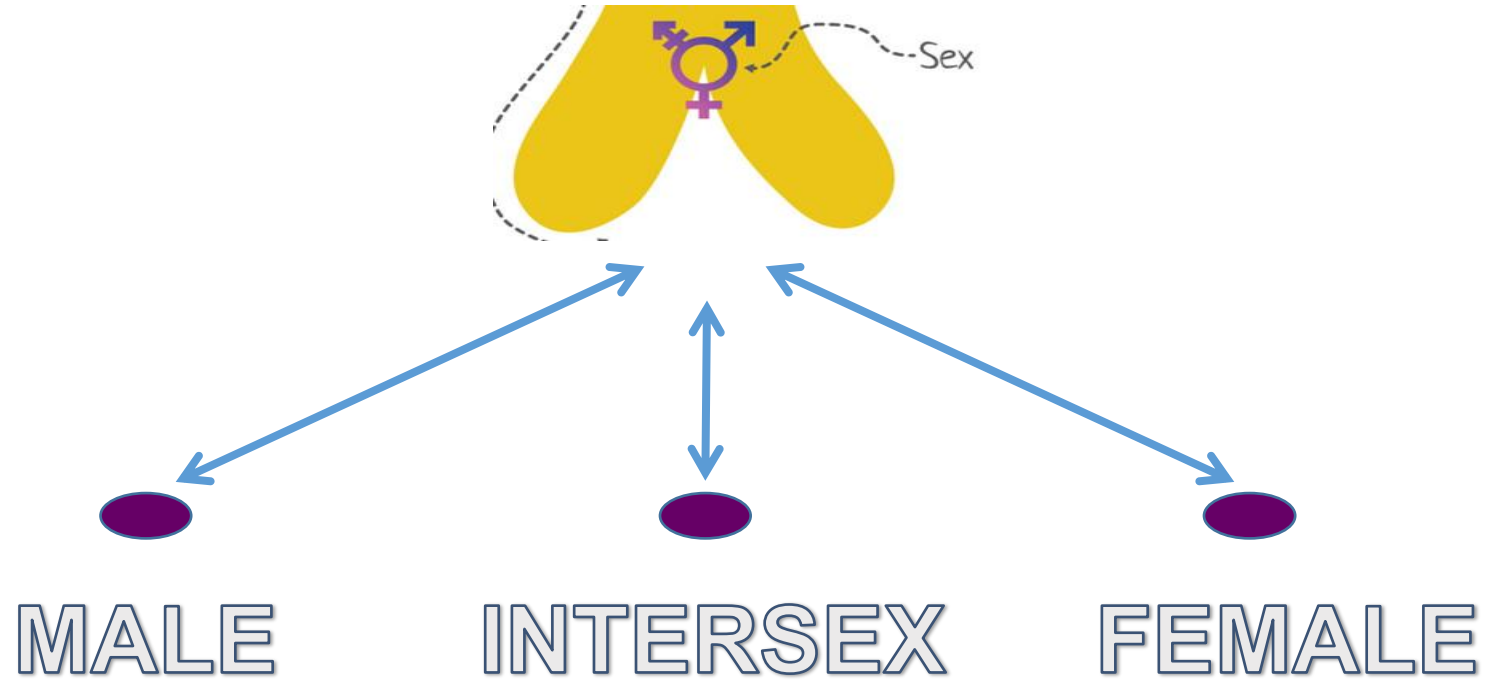
Sex Characteristics:

- ❑ biological
- ❑ Physical traits that indicate biological sex such as chromosomes, genitalia, gonads, hormones, and reproductive organs
- ❑ M, F, and I (1 in 1500-2000, ISNA)





SEX





- What is the common thing between sexual orientation and gender identity?
- What is the common thing between gender expression and sex?



In a nutshell:

- We live in a world of diversity.
- SOGIESC should not be used for unequal treatment and discrimination.
- SOGIESC should be discussed.
- We invest on our differences.
- We are duty-bearers mandated to protect and promote the rights of everyone.
- We can't force anyone to disclose SOGIESC and assume.



1. Ako si Tony. Ako ay may puke. Sa lalaki lang ako nagkakaroon ng atraksyon. May kalamyaan ako sa pagkilos kaya palagi akong sinasabihan na babaeng-babae daw ako gumalaw.

A. feminine
heterosexual
female woman



B. feminine
heterosexual
female



2. Ako si Oli na may tatlong biolohikal na anak. Humahanga ako sa parehas na babae at lalaki. Nalilito ako. Pero sigurado naman ako na babae ang tingin ko sa sarili ko. Parehas brusko at malambot ang pagkilos ko.

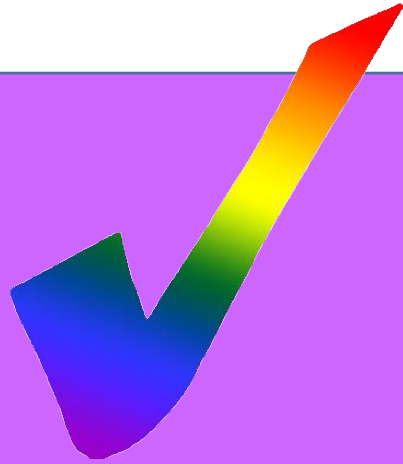


**A. androgynous
bisexual
woman**



**B. androgynous
bisexual female
woman**

**A. masculine
female
homosexual
trans man/man**



**B. masculine
female
heterosexual
trans man/man**



3. Lalaking-lalaki daw akong kumilos. Sang-ayon naman ako dun pero nagkakagusto ako sa lalaki lang. Ang tingin ko sa sarili ko ay lalaki kahit na babae akong pinanganak.



“Ang mga usapin na may kinalaman sa kasarian at pangkasarian ay hindi maliliit na bagay na pilit lang na pinapalaki; **bagkus** malalaking bagay na pilit lang pinaliliit.”





References

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- Sexual Orientation, Gender Identity and Expression, and Sex Characteristics at the Universal Periodic Review. (2016). ARC International, the International Bar Association and the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA).
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