

# ► Re-thinking the MSME support ecosystem to build back better from the pandemic and natural disasters

Session V – Initiatives on Strengthening MSME Resilience in the Philippines

Policy Workshop – Strengthening Resilience of Women and Youth-led Micro, Small and Medium-sized Enterprise (MSMEs) in the Creative Industry in the Philippines for Implementing the 2030 Agenda for Sustainable Development

Discovery Suites Manila, May 26, 2022

Hideki Kagohashi, Enterprise Development Specialist, ILO

## ► We've done a lot, but supporting MSME resilience takes a lot more ...

Pavel's award winning design after attending the online material development training



### Future of Work in a Healthier and More Resilient Environment

Accelerating the global learning on the evolving Future of Work towards a Better Normal of the Philippines

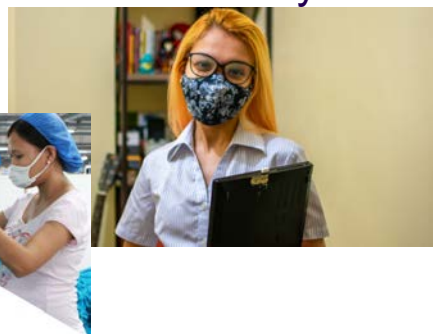
September 24, 2020  
2020 National Productivity Webinar Series  
National Wage and Productivity Board

Hideki Kagohashi  
Enterprise Development Specialist  
International Labour Organization



Making digital learning more interesting and informative with public speaking

From 9-5 to web development: Honey Sta Ana's story



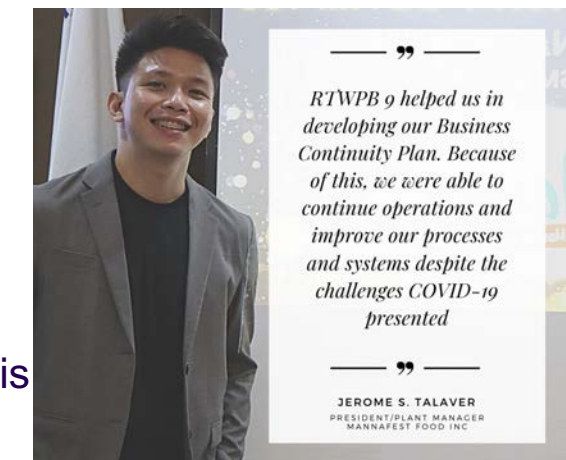
From a market stall to cyberspace



ILO-UNHCR Ready for Business participant wears her custom head wrap before getting on a motorbike taxi



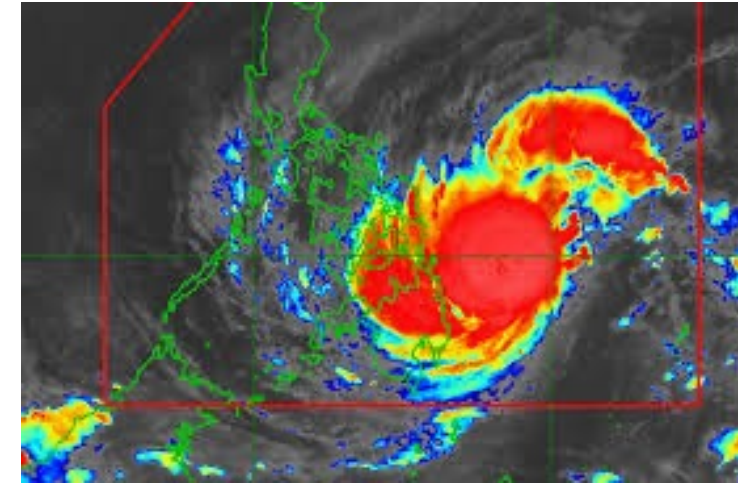
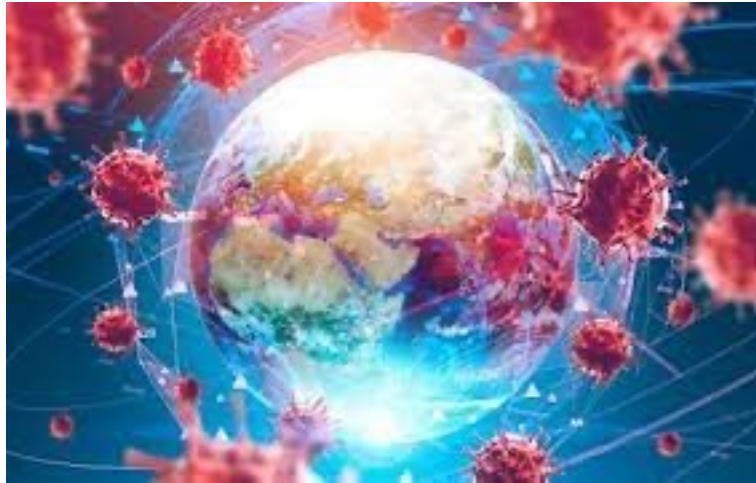
Testimonials of entrepreneur-attendees of BCPM course



SCORE Training adapts to help SMEs respond to the health crisis and implement occupational health and safety measures



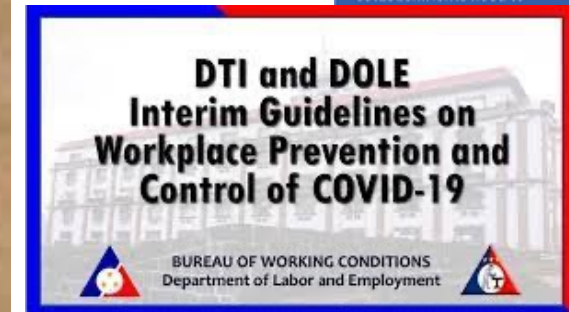
- ▶ **Because we cannot remain a drop in ocean to deal with the mega crises such as the COVID-19 pandemic and the super typhoons**



- ▶ Key question – How many beneficiaries out of the entire target population/MSME universe?

## ► Pandemic called for a whole-of-nation **SYSTEMIC** approach to deal with the leakage problems

- What if an incoming passenger is infected but asymptomatic?
- What if a barrangay does not follow the minimum health protocols?
- What if microenterprises do not comply with the guidelines on workplace prevention & control while the other businesses do?
- What if the universal healthcare is not trusted by the informal workers and entrepreneurs?





# Pandemic called for an integrated & systemic thinking for us to be effective

ILO's integrated policy framework towards "job-rich" inclusive recovery

## Pillar 1 Stimulating the economy and employment

- ▶ Active fiscal policy
- ▶ Accommodative monetary policy
- ▶ Lending and financial support to specific sectors, including the health sector

## Pillar 2 Supporting enterprises, jobs and incomes

- ▶ Extend social protection for all
- ▶ Implement employment retention measures
- ▶ Provide financial/tax and other relief for enterprises

## Pillar 3 Protecting workers in the workplace

- ▶ Strengthen OSH measures
- ▶ Adapt work arrangements (e.g. teleworking)
- ▶ Prevent discrimination and exclusion
- ▶ Provide health access for all
- ▶ Expand access to paid leave

## Pillar 4 Relying on social dialogue for solutions

- ▶ Strengthen the capacity and resilience of employers' and workers' organizations
- ▶ Strengthen the capacity of governments
- ▶ Strengthen social dialogue, collective bargaining and labour relations institutions and processes

ILO's human-centred agenda for the future of work remains relevant in the pandemic context

The entrepreneurship ecosystem is a new focus of ILO's SME support



Dragan Radic  
@RadicDragan

How do you support and promote entrepreneurship holistically? I am very pleased to share with you our Inclusive Entrepreneurship Ecosystem model piloted in Montenegro  
<https://cutt.ly/iilo>



International  
Labour  
Organization

▶ The COVID-19 has posed great challenges and widened the gaps in the entrepreneurship ecosystem, but at the same time, many businesses learned how to respond to it opportunistically in a way that transform the business ecosystem, promoting job-rich recovery.

Kinan Albahnasi  
Decent Work & Employment Specialist  
ILO Office for Pacific Island Countries



International  
Labour  
Organization

## Inclusive Entrepreneurship Ecosystem Analysis in Montenegro

Developing inclusive entrepreneurship ecosystems that are conducive to decent work

Available at:  
<https://cutt.ly/iilo>

▶ NEW PUBLICATION!



WEF's Great Reset called for reinventing the future of work in the pandemic context



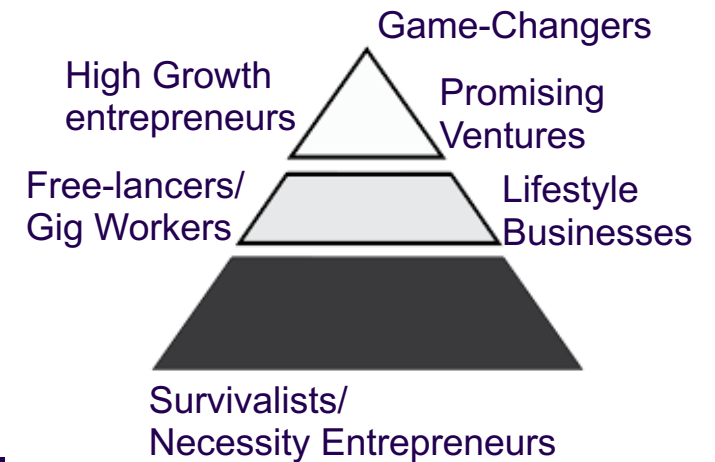
## ► Making the ecosystem work better – contemporary policy challenge

- ILO programmes are increasingly leaning towards the systemic or the ecosystem approach given the accumulated learning and the increasing capacity in the beneficiary countries.
- - Avoid duplication, but support local partners' agenda.
- - Focus on weak links & key value addition.
- - Help local partners make impact at the systemic level.



## ▶ Targeting the right segment and the adverse selection problem

- ▶ Key question – Where in the MSME pyramid are we targeting, and really so in practice? Are we not attracting the wrong crowd for the policy objective?
- ▶ Dichotomy bet. heavy users of MSME training and support services, and those who never use these services.
- ▶ **Online courses tend to attract the digital-savvy young entrepreneurs, but not those who are left behind the digital divide.**
- ▶ Free training tend to attract free-riders and dependency-minded instead of those in dire need of support with entrepreneurial mindset.
- ▶ In rural areas, youth & housewives tend to attend training because they are there and accessible while the working members of families are not there but in cities and towns.



## ► Systemic approach case 1: OSH ecosystem to keep businesses operating safely under the pandemic – *well-established and well-intended system*

- The occupational safety and health (OSH) ecosystem constitutes of the the OSH regulator (DOLE), OSH training hub (DOLE OSHC), **safety training providers (19 OSHNets, 101 STOs, 17 DOLE regional offices)**, and the safety officers in the private firms.
- With the passage of the OSH Act, it become mandatory to designate and train safety officers in all business establishments (an eight-hour OSH seminar). A fee of P5,500 per trainee is fixed by OSHC for the safety training.
- In the face of the pandemic, DTI-DOLE issued guidelines on Workplace Prevention and Control of COVID-19. Starting 2021, DOLE issued a directive to make the mandatory OSH training free.



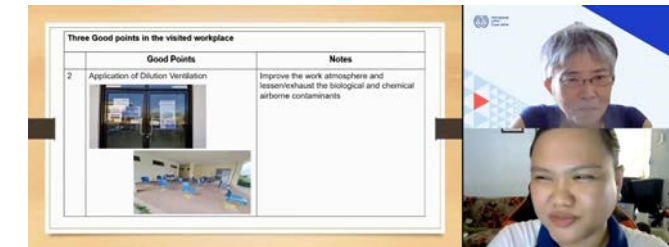


## ► Systemic approach case 1: OSH ecosystem to keep businesses operating safely under the pandemic - *challenges*

- OSH training attracts well-established SMEs but **misses many micro/informal businesses** as they can not afford to assign safety officers nor attend the 8-hour mandatory training.
- The contents of the mandatory training were too technical for micro and informal businesses. The expert-driven instruction style was not friendly to them, either.
- The free training directive discouraged many training providers (OSH Nets) who needed the fee income to remain operational. This resulted in under-provision of the OSH training.
- There was a delay in mainstreaming the COVID-prevention elements into the existing OSH training while the workplace safety measures were coordinated through the safety officers of the well-established SMEs and DOLE regional offices (i.e., missing micro/informal businesses).
- Even among the well-established SMEs, OSH was often deprioritized, leading to high incidence of occupational injuries and undermining productivity.

## ► Systemic approach case 1: OSH ecosystem to keep businesses operating safely under the pandemic – *Value Additions/Solutions*

- *ILO collaborated with the DOLE, OSHC and the entire safety training provider community to:*
  - - Introduce a short COVID OSH training for micro/informal businesses (WISE for COVID).
  - - Guide the safety training providers with the participatory action-oriented training (PAOT) methodology to make the training contents and instruction style fit to the realities of the micro/informal businesses.
  - - For the well-established SMEs, address COVID OSH as part of the integrated productivity programme (SCORE) to make them more competitive.
  - - Temporarily subsidize the training to re-activate the discouraged safety training providers.



**POINTS TO BE IMPROVED**


Findings	Notes
1 Workers not wearing their PPEs (e.g. mask)	Training for staff on donning and doffing of PPEs; strict implementation/monitoring of compliance
2 Not practicing physical distancing	Online appointment, floor markers/signage
3 Lack of isolation area due to limited space	Referral to LGU, telephone number of BHW



**Back to business safely  
with higher performance**  
A better way in the new era

## ► Systemic approach case 2: Supporting MSME digitalization in the new ecosystem – *great vision with new learning environment*

- With the E-Commerce Roadmap, DTI was aiming to digitalize 1 million MSMEs.
- Regional Zoom Shows organized in collaboration with the key e-com platforms and players.
- PTTC active with online training delivery.




**E-COMMERCE PHILIPPINE 2022 ROADMAP**

**Basta e-Commerce**


**madali!**

ss. DigitAlization. Logistics Integration.




**CTRL+BIZ: REBOOT NOW! REGIONAL ZOOM SHOWS**

MONTH/DURATION	REGION
June 29-30 & July 1	Conditiona Administration Region, Region 1 & 2
July 2-3	Region 3
July 13-15	National Capital Region
Aug 13-15	Region 4B & 5
Aug 16-18	Region 6 & 8
Aug 19-20	Region 4A
Sept 1-3	Region 7
Sept 14-16	Region 9 & 10
Sept 17-18	Region 11
Sept 21-23	Region 12 & CARAGA




**Business Transformation Definition**

The insightful application of customer-centric and digitally-driven strategies onto the key domains of a business that allows it to continuously evolve in its creation of value for its customers.




**Masterclass: How to setup your online business**

Panel Discussion with Google and Zalora




**How to Setup Your Business Online**

Panel Discussion with Google and Zalora




**How to Sell Your Product Online**

Master Class by Shopee



**How To Do Marketing For E Commerce**

Master Class by QuadX

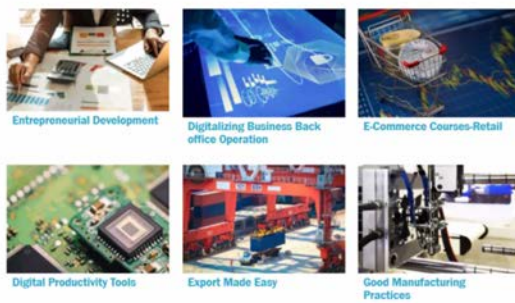


**How to Complete The Online Process With E Fulfillment**

Panel Discussion with SIMM, QuadX and GrabExpress

### Self-Help E-Learning Modules

PTTC-GMEA



### Regular Programs



**ASCEND**

Enterprise Development Track:  
\* ASCEND Aspiring MSMEs  
\* ASCEND Domestic MSMEs  
\* ASCEND Exporters



**START**

Tech Startup:  
\* Training Pathway for Tech Startup  
\* Technology Solutions for MSMEs' Business Functions



**FOOD CONNECT**

Pathway to FDA  
\* License to Operate and  
\* Certificate of Product Registration



**DIGIFAB**

Information Technology Equipment and Software for Product Development





## ► Systemic approach case 2: Supporting MSME digitalization in the new ecosystem – *great vision with new learning environment*

- BSP has committed to the financial inclusion and established a broad range of partnerships to deliver financial education. Partners include DTI, TESDA and OWWA among others.
- BSP has well-developed training modules of financial education, and aiming at developing a module on digital financial services.
- BSP was operating the advocacy programme on digital literacy.
- Private sector offering financial education (e.g., Bayan Academy, FINEX, MFIs)



## ► Systemic approach case 2: Supporting MSME digitalization in the new ecosystem – *(targeting) challenges*

- E-com group aimed at developing e-com training differentiated to the level of digital literacy of MSMEs because:
  - - Webinars/online training mostly attracting digital-savvy youth (curious learners, already successful e-entrepreneurs?) but others...
  - - Unsure of the post-training impact.
- Financial literacy not yet popularized, let alone digital financial literacy.
- ILO-PYEA mapping of digital BDS/FS verified the growing influence of the non-conventional learning channels (e.g., bloggers, contents curators, YouTubers, expert speakers and influencers; self-learning courses offered by the platform businesses).
- Q) Where to target to realize the vision of digitalizing 1 million MSMEs along with their digital financial inclusion?



## Systemic approach case 2: Supporting MSME digitalization in the new ecosystem – *the right target for government-ILO support may be...*

Self-learn ←



### Group 1 Digital Savvy | Formal

- Natural to integrate
- Learning curve (e-commerce, data driven marketing)
- Priority on digital presence, cost is not a barrier
- Uses the most BDS, followed by DFS



### Group 3 Non-Users

- Highly motivated to digitize
- Have received trainings
- Uses more DFS than BDS



### Group 5 Informal | Basic Users

- Rural & informal are in need for financing/ loans/ and maybe COOP dependent
- Family values matters a lot
- Decision making skills is lower



### Group 7 Training Beneficiaries

- **Agribusiness, least digitalize:** Due to lack of education, availability of connectivity and gadget and knowledge/access to resources
- Family values matters a lot
- Decision making skills is lower
- Received the most training



### Group 2 Basic Users

- High in decision making and highly motivated to shift
- Want more support



### Group 4 Training Programs Graduates

- Family values matters a lot
- Decision making skills is lower
- Received the most trainings



### Group 6 Agriculture | Formal

- Least digitalized
- Needs more training
- Uses more DFS



### Group 8 Financial Education

- Family values matters a lot
- Decision making skills is lower
- Received the most trainings

Self-learn ←.....



## ► Systemic approach case 2: Supporting MSME digitalization in the new ecosystem – *Value Additions/Solutions*

- ILO's flagship entrepreneurship programme **adapted to the digital beginners** in the Philippines context, and introduced to the key BDS providers through TOT.
- ILO's global financial education programme **adapted to reflect the digital finance realities of the Philippines**, and introduced to the key FS providers through TOT.



Online Market Place / Virtual Market Place

**B2C**






**B2B**






**B2B**





Select the right Marketplace

### Digitalizing your business – Apps & Software

#### CONTENT

- Royalty free images and designs
- High resolution

pixabay

Pexels

Unsplash

freepik



### CHARACTER 1 JANE

**Target Group:** Local – Services sector

**Place of Residence:** Urban, Manila

**Gender:** Female

**Age:** 45

**Marital Status:** Jane is married to Andres, and they have 2 daughters and 3 sons. They moved from a rural town to Manila many years ago.

**Economic Activity:** She has a restaurant in the outskirts of town. Jane is a great cook and uses her management experience to run the restaurant. She also earns money by providing catering services for parties and events on weekends. Her husband, Andres, works as a call center agent, he has rotating shifts but the salary is fair.

**Level of educational attainment:** University degree

**Attitude to money:** Very organized

**Financial Characteristics:**

- She uses formal financial institutions
- She always keeps her objectives in mind
- She is very organized and tries to save as much as possible

**Objectives:**

- To install exhaust fans at the restaurant to accommodate the COVID-19 risk
- To start to save for retirement
- To start selling her food through delivery apps
- To take an online training in social media marketing

**Secondary Characters:**

- Her husband, Andres
- Her 5 children (her 3 sons of 20, 13 and 8 years old, and her 2 daughters of 16 and 6 years old)

### Training of Trainers Workshop – Financial Education



#### SESSION A1: Set short and long-term goals and a plan to achieve them

#### Carlo's Savings Plan

MY SAVINGS PLAN					
My goals	Date when I want to achieve my goal	Cost of my goal	Number of months before the date of achievement of my goal	Other sources of financing (if optional)	How much I need to save each month to achieve my goal
<b>Short-term goals (less than 12 months)</b>					
To purchase shoes and a display furniture	November this year	PHP 2,680	6 months		PHP 480
<b>Medium-term goals (1 to 3 years)</b>					
To create a company website	September next year	PHP 12,240	12 months	He will receive a 20% discount if he recommends a friend and his friend also wants to buy a web design package.	PHP 850
<b>Long-term goals (more than 3 years)</b>					
To buy the furnishing needed to fix up the extra room in the house	January in 3 years' time	PHP 60,000	36 months		PHP 1,666
Total amount I need to save every month to achieve all my goals (Sum of the amounts in the right-hand column):					PHP 2,996



## ► Systemic approach case 2: Supporting MSME digitalization in the new ecosystem – *Value Additions/Solutions*

- ILO supports DICT's plan to rollout Innovation Hubs to help address MSMEs' access to the internet connectivity along with digital BDS and co-working spaces in select regions.



### Regional Innovation Hubs



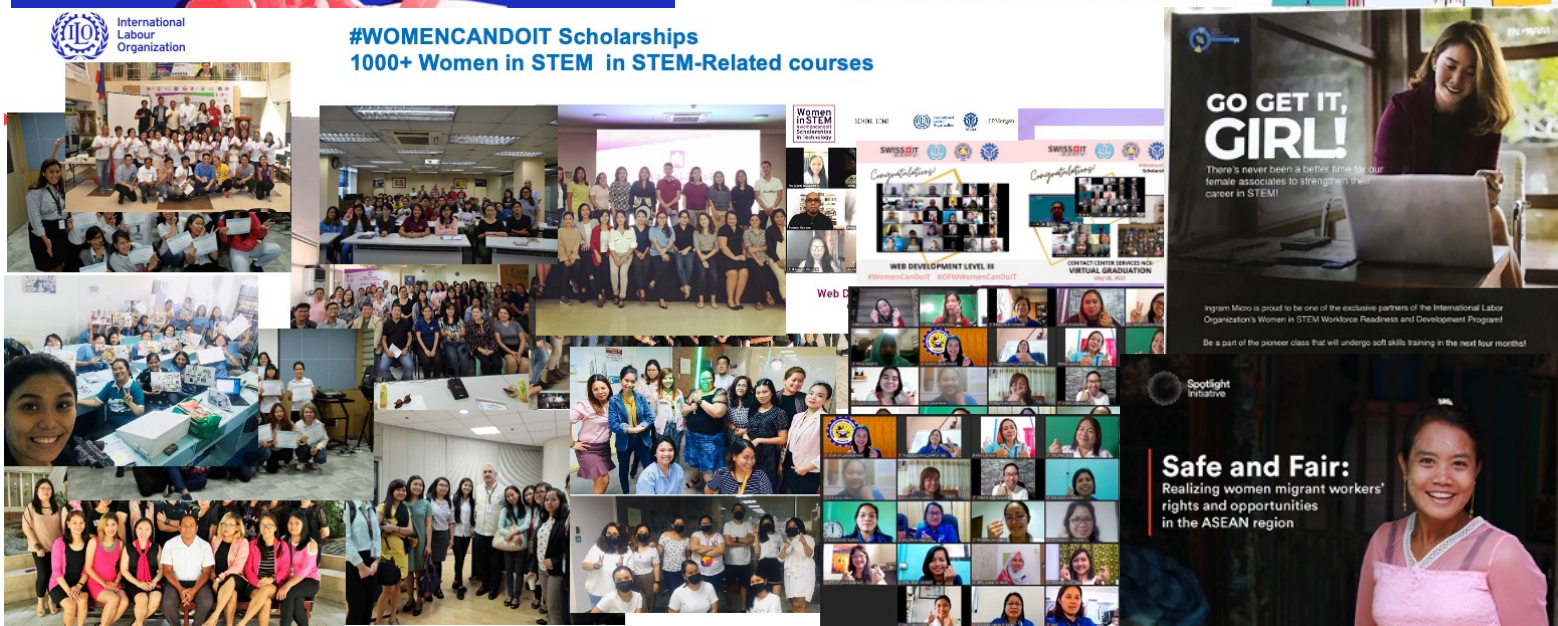
## ► **Systemic approach case 3: Breaking the glass ceiling of women into the STEM career and STEM skills-enabled entrepreneurship**

- Filipino women under-represented in STEM industry despite the country being the leading gender equality country in Asia.
- It begins with the low enrollment of women in the the STEM training courses (TESDA), reflecting low interests among young women on the subject.
- Women also lacks confidence and skills to present herself and communicate well to win STEM jobs.
- Women entrepreneurs often show low interests in financial statement of her business, or work with limited numerical and critical thinking.



## ► Systemic approach case 3: Breaking the glass ceiling of women into the STEM career and STEM skills-enabled entrepreneurship

- Women-focused advertisement & partnering with ILO migration project boosted women participants in the STEM courses.
- Job readiness courses developed in consultation with the gaming and animation industries and offered through TESDA Online Program.
- Results: 1,000+ Women enrolled in STEM-related courses.



## CASE 3: Build an Ecosystem to Support workplace readiness and career advancement for Women in STEM-related occupations

Increase access to training opportunities for women to advance in the workplace

- **Organized the STEM for Workforce Readiness TWG** to promote synergies in STEM
- **Developed a STEM-integrated curriculum with TESDA, DEPED** to mainstream appreciation for STEM among learners and teachers

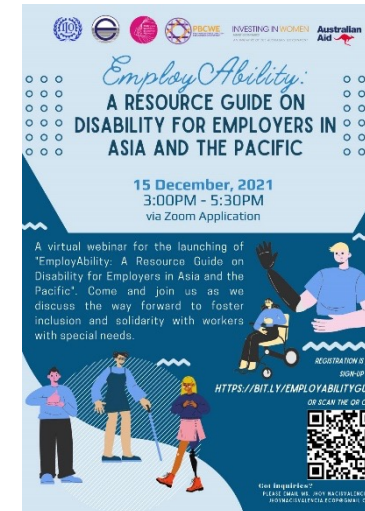




## CASE 3: Build an Ecosystem to Support workplace readiness and career advancement for Women in STEM-related occupations

**Increase access to training opportunities for women to advance in the workplace**

- **Created an enabling environment** to promote advancement of women through the **ECOP-PhilWEN Diversity and Inclusion Committee**
- **Strengthened TVET training for workforce readiness** through the adoption of the STEM in TVET policy.



**Employers Confederation  
of the Philippines**





## Systemic approach case 3: Breaking the glass ceiling of women into the STEM career and STEM skills-enabled entrepreneurship

### ILO-GREAT Women Peer and Technical Support Programme

- Three month support programme to support women enterprises to take the next level
- Share their learnings, experiences, knowledge and support to help each others businesses through peer learning, technical learning sessions and multiplier sessions

A Program of  
International Labour Organization and GREAT WOMEN  
With the support of J.P.Morgan



**Flip Your Biz**

**A Fellowship Program**

**REBUILD AND REINVENT YOUR BUSINESS**

**FOR WOMEN ENTREPRENEURS**  
from Metro Manila and Metro Cebu

Project Begins: February 9, 2022

- ▶ **No. of sessions:** 1
- ▶ **Duration:** approximately 3 hours
- ▶ **Other resources:** BCP template

International Labour Organization and J.P.Morgan

▶ Building resilience during and after the COVID-19 pandemic

**Business Continuity Planning**

Futureproofing your business



- ▶ **No. of sessions:** 4
- ▶ **Duration:** approximately 8-10 hours
- ▶ **Other resources:** Business plan template

International Labour Organization

▶ Building resilience during and after the COVID-19 pandemic

**Developing your business plan**

Session 1: Overview and marketing plan



- ▶ **No. of sessions:** 3
- ▶ **Duration:** approximately 6-8 hours
- ▶ **Other resources:** financial templates in Excel

International Labour Organization

▶ Building resilience during and after the COVID-19 pandemic

**Financial planning during and after COVID-19**

Session 1: Introduction to Financial Planning & Analysis



- ▶ **No. of sessions:** 2
- ▶ **Duration:** approximately 4 hours
- ▶ **Other resources:** COVID-19 preparedness plan

International Labour Organization

▶ Building resilience during and after the COVID-19 pandemic

**Returning to work: MSME safety during COVID-19**

Session 1



## ► Systemic approach case 4: Addressing missing links in the recovery plans from typhoon Odette

- Odette impact surpassed that of Pablo and nearing that of Yolanda.
- Employment recovery support have limited coverage of the vast number of MSMEs and farmers/fisherfolks affected. → A systemic overview & targeting critical.
- Informal sector businesses rebounded relatively fast while it will take years to recover the coconut sector, followed by the fisherfolks and tourism sector.



### **Rapid Assessment, ILO Positioning and Opportunities for ILO**

### **Engagement in the Recovery from the Crisis Brought by Super Typhoon Rai/Odette in the Philippines**

First Technical Crisis Group (TCG) meeting, 30 March 2022

Hideki Kagohashi  
Enterprise Development Specialist  
CO-Manila



## ► Systemic approach case 4: Addressing missing links in the recovery plans from typhoon Odette – *Well-crafted recovery plans*

- Coconut-based agriculture: **Several priority programmes & projects of coconut sector (debris mgt, replanting, fertilization, livelihood, pest mgt, Coco Hubs revival)** as part of CARAGA RRP, bolstered by the passage of the Coconut Farmers and Industry Trust Fund Act in Feb. 2021 and the implementation of the National Coconut Farmers Registry System (NCFRS) for the release of the Ps. 100 billion (USD 2 billion) Coco Levy Fund to support coconut farmers.
- Mangrove-based fishery: LGUs prioritizing environment protection and conservation of the province's natural assets to benefit small-scale economic actors and the vulnerable sectors.
- Informal Sector inclusion & formalization: D-ICT's **Technology Empowerment for Education, Employment, Entrepreneurship, and Economic Development (Tech4ED) Program** (digital centres at gov offices/schools) supporting: e-gov services (incl. e-access to SP), e-assist for vulnerable groups, e-EduSkills, e-marketplace for MSMEs, rural IT-BPM, e-agri, e-health.
- Tourism: **Siargao Comprehensive Tourism Master Plan (CTMP)** of 2019 w/ 8 key tourism management areas. Ambition to grow into a mega tourist destinations vs. sustainability.



## ► Systemic approach case 4: Addressing missing links in the recovery plans from typhoon Odette – *Weak Linkages*

- Roll-out of social protection programs to prevent the most vulnerable from sliding into abject poverty is an urgent task. Besides public employment programmes and cash transfers, it will also require awareness-raising and facilitation of digital access to social protection. Another weak linkage is the OSH in the reconstruction work.
- Despite the comprehensive list of programmes, the clearing of the fallen coconut trees is at the inception stage. Absentee landownership is part of the disincentive. They require immediate removal to reduce the risk of rhinoceros beetle infestation, which could have a significant impact on new coconuts to be replanted and the flora. They will then be converted into lumber to be used for the repair and reconstruction of damaged shelters.
- RRP missed out the critical analysis of the skills system of the Region to better respond to the market demand and growth opportunities, and to provide re-skilling and up-skilling opportunities for the vulnerable workers and unemployed. ILO noted labour market/skills dichotomy keeping local population in traditional agri-fishery jobs.
- Also scarcely covered is the financial situation of the affected population (beyond the lost productive assets) such as access to insurance payout, cash assistance, debt-rescheduling, income from emergency employment, income from labour migration of family members, and means of financing the restoration of the lost livelihood.
- Strengthening of the small coconut farmers organizations (SCFOs) and cooperatives will be the enabler for the farmer-led integrated job-recovery path for the next few years. This could be done as part of the value chain development of the non-traditional coconut products as well as the high value vege & fruits to be inter-cropped.

## ► **Systemic approach case 4: Addressing missing links in the recovery plans from typhoon Odette – *Value Addition/Solutions***

- ILO support will be aligned to the RRPs and sectoral recovery plans of the government, and address weak linkages of their implementation, firmly based on the dialogue approach.
- ILO can leverage the existing enterprise and skills development programme that cover the typhoon-affected regions, e.g., Bringing Back Jobs Safely (nation-wide MSME recovery project with safe workplaces and business digitalization and collaboration with DICT's digital centres), Skills for Prosperity (Enhancing the national skills system with pilot training in Visayas).
- ILO will build on relevant studies such as the TRAVERA value chain study on high value added coco products, and STED that helps integrate skills development in sectoral policies.

## ► **Systemic approach case 5: Ensuring systemic impact on the informal sector businesses**

- *Expanding direct outreach of training programmes into the informal sector.*
- - Adapting the training contents and pedagogy to fit the mind of the informal entrepreneurs.
- - Facilitating linkage between training providers and the informal sector groups such as WIS and other basic sectors of NAPC.
- - Supporting the informal entrepreneurs' access to the Innovation Hubs and their satellites.
- - Supporting the formalization of the informal sector in parallel, starting from their access to social protection [ongoing collaboration with DOLE-NAPC on ILO R204 regional rollout].
- *Influencing the behaviour of the informal businesses which the training ecosystem cannot accommodate.*
- - Produce MSME impact stories from the best practice training beneficiaries and convert them into the advocacy materials and disseminate through the media preferred by MSMEs.



# ► Ecosystem approach critical, wherein BCP is one of the key elements to address MSME resiliency

## InSIGHT2 Industry Skills for Inclusive Growth Phase 2

### Capacity Building Support to E-learning portal and roll-out of Business Continuity and Resilience Program by the National Wages and Productivity Commission



- BCRP content based on ITCILO online training program, localized to PH MSMEs by NWPC
- Further customized the 'risk assessment module' by expanding coverage to include Covid19 and other disasters affecting MSMEs in PH (ie typhoon, earthquake, etc);
- Training roll-out is part of DOLE commitment to the NERS in support of the Bayanihan Heal as One
- From 2021 to April 2022: trained & supported **781 MSMEs** to produce BCR Plans
- Participants are able to produce 'useful and deployable' BCR Plans; NWPC mentors check and provide coaching upon submission.
- BCRP recently being offered face-2-face in regions;



## ILO-ECOP-PHILWEN Business Continuity Planning Workshop

- Training programme to support women enterprises in NCR and Cebu to build business resilience
- Share their learnings, experiences, knowledge and support to help each others businesses through peer learning and technical learning sessions



## ILO projects referred



## Women in STEM workforce readiness and development programme in the Philippines

Supported by  
J.P.Morgan

The programme seeks to provide women with critical soft and technical STEM-related skills to help women gain quality employment and support career advancement of women in the IT-BPM sector in the Philippines.

