

GREAT Women Project



Building Capacities on WEE

DOST, DTI, PhilHealth and TESDA



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National Government Agencies: DOST, DTI, PhilHealth and TESDA

The case previews how various forms of capacity development under the GREAT Women Project have enabled its national government agency partners, Department of Science and Technology, Department of Trade and Industry, Philippine Health Insurance Corporation, and Technical Education and Skills Development Authority, to accomplish their sub-projects under the GREAT Women Project.

DOST: Gender Mainstreaming & Impact Assessment of Technology Transfer

The Department of Science and Technology (DOST) is the government agency that provides central direction, leadership and coordination on all scientific and technological policies, programs and projects to support national development. It consists of 37 agencies clustered into five categories, namely: 17 regional offices, 5 sectoral planning councils, 7 regional and development institutes, 7 service institutes and 2 advisory bodies. It likewise has Provincial Science and Technology Centers (PSTC), under the Regional Offices, which implement programs and projects on technology demonstration and transfer, and science and technology promotion.

DOST's Gender-Responsive Impact Assessment of Technology Transfer and Diffusion Services

In 2007, PCW forged a Memorandum of Understanding (MOU) with DOST to implement the GREAT Women Project. The aims of the partnership are, first, to develop a core group of gender advocates, trainers and technology implementers in DOST to continue and strengthen its gender mainstreaming work and, second, to develop an impact assessment model to their technology transfer plans and programs, especially those relevant to women's enterprises.

Similar to other agencies' initial phase of project implementation, DOST participated in several capacity development activities led by PCW. The PSTC Directors and DOST trainers built their capacities on gender analysis to enable them to later on develop the DOST GAD Training Manual. The Training Manual has six modules, developed for GAD Capacity Development of DOST, in pursuit of gender-responsive S&T. The modules include (1) Fact

Sheets on Filipino Women, (2) International and National Mandates on Gender Mainstreaming, and DOST GAD Legal Framework, (3) Gender Sensitivity, (4) Gender Analysis, (5) Gender Mainstreaming and (6) Gender Planning and Budgeting

From July 2008 to December 2010, DOST developed its GAD training manual with six modules and formed a pool of trainers and technical advisers on gender analysis. Such resulted to GAD Orientation Workshops to the DOST Central Office, 21 agencies and 16 regional offices, collectively composed of 925 women and 429 men officials and staff.

DOST likewise formulated and pilot-tested the Gender Impact Assessment Tool, to assess gender-responsiveness of technologies and training programs. These were pilot-tested in Camarines Sur on September 2009, Bohol and Leyte provinces in September 2010 and rolled out in August 2011.

Technologies mainly used by women-dominated enterprises in such as bamboo craft manufacture, muscovado sugar processing, ceramics-making, agas footwear production, and crab production, calamay, roscas cookies, among others, were pilot-tested. Pilot-testing included focus-group discussions to probe deeper into the on-site technology needs of women microenterprises. Local chief executives, the GREAT Women Project local team and women microentrepreneurs met the team of DOST specialists, for each pilot-test.

DOST developed this tool after undergoing the Training of Trainers on Gender Analysis (TOTAGA), where DOST along with other partner agencies developed their own tools. This tool has been pilot-tested in Camarines Sur, Bohol and Leyte. DOST developed consciousness in collecting sex-disaggregated data that later led to establishment of the DOST gender database. DOST is planning to develop gender-responsive monitoring parameters and tools.

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TESDA: Gender & Entrepreneurship in TVET Curriculum

The Technical Education and Skills Development Authority (TESDA) is the government agency providing direction on the technical-vocational education and training (TVET) system of the country. It merged the functions of the National Manpower and Youth Council (NMYC) and the apprenticeship program of the Bureau of Local Employment (BLE) of the Labor Department and the Bureau of Technical and Vocational Education (BTVE) of the Education Department.

As early as 1996, TESDA formulated a policy that ensures that at least 10% of its annual training graduates are women and that they are trained in industrial courses traditionally dominated by men. In April 1998, it started operating its National Vocational Training and Development Center for Women, now known as the TESDA Women's Center (TWC). TWC provides market-oriented technology-based education and training for women's economic empowerment and trainees can enroll in a 16-hour gender sensitivity training (GST) course.

Soon after, TESDA formed its Gender and Development Committee (GADC), composed of GAD Focal Persons from the executive and regional offices. The committee's mandate is to identify, develop and implement a gender-responsive program for the technical education and skills development sector, and ensure sustainability of GAD mainstreaming programs in the TVET. It developed parameters for utilizing the GAD Budget and, at present, it is composed of GAD Focal Persons from all operating units

in TESDA, including 125 TVET schools and training centers. The TWC acts as the committee's Secretariat.

In 2007, PCW forged a Memorandum of Understanding (MOU) with TESDA to implement the GREAT Women Project. The aim of the partnership is to integrate gender sensitivity and entrepreneurship in TESDA, hence, the development of the sub-project, *"Economic Empowerment of Women Through An Enhanced Technology-Based Training Program."*

The sub-project has two phases: first, to review and enhance the TVET curriculum by including gender sensitivity and entrepreneurship in the curriculum of technology-based community training programs, and second, is to deliver trainers' training on the use of curriculum and training materials, and provide skills development and technology-based business incubation for women.

To jumpstart the first phase, TESDA first participated in the various capacity development activities spearheaded by PCW; those who participated then served as resource persons in enhancing the TVET curriculum. The first phase followed a seven-step process:

1. Review of the competency-based curriculum of all qualifications in the training regulations.
2. Examination of basic competency standards to determine the qualification level where GAD could be integrated. (GAD

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was integrated in basic competency, a unit of five areas that include communication, teamwork, problem-solving, planning and health, safety and sustainable development. These are basic competencies needed for any type of job or industry.)

3. Inclusion of gender perspectives in units of competency of National Certificate Levels I and II. *(A National Certificate is a formal certification issued by TESDA for the achievement of competencies relevant to identified industry needs. Of the four levels of qualification in the TVET Framework, TESDA selected National Certificate Levels I and II, as appropriate entry points for gender integration, with the reason that formation of GAD-related work values should be at the onset of education and training.)*
4. Development of standard gender-sensitive learning materials or competency-based learning materials.
5. Conduct of workshop for validation of the Genderized National Certificate II
6. Training of TVET Trainers and Gender Focal Persons in Luzon
7. Training of TVET Trainers and Gender Focal Persons in Visayas and Mindanao

TESDA received capacity development on WEE under the GREAT Women Project, either through PCW-initiated training or Agency-organized capacity development within their subproject workplan. Among these are the Gender Sensitivity Train-

ing cum Gender Analysis Workshop in 2007, two batches of Training of Technical Advisers on Gender Analysis (TOTAGA), the Results-based Management Training Workshop, and the GAD Focal Point Assembly.

Through PCW-initiated TOTAGA Training, project implementers from TESDA reported to have gained better understanding of the Gender Mainstreaming Evaluation Framework (GMEF) and learned the application of the Harmonized GAD Guidelines. Through the RBM Workshop, TESDA applied its learnings in preparing the work and financial plan and the preparation of reports to TESDA.

TESDA's capacities were built to have TESDA trainers and staff actually serve as resource persons in enhancing the gender aspects of the TVET curriculum. As the agency built its capacities on new techniques and skills in facilitating the development of curriculum and competency-based learning materials, it likewise created a pool of core trainers who can train others on gender-infused TVET materials.

Given these accomplishments, other projects are beginning to build on the gains of TESDA from the GREAT Women Project. For one, the *Youth Employment Migration (YEM) Project*, which is a TESDA project with the UNFPA, will use the newly-developed TVET Trainer's/Facilitator's Guide. TESDA also shared its experiences in integrating gender in the TVET curriculum to other institutions, such as Miriam College and the International Vocational Education and Training Association (IVETA) Conference on Education for Sustainable Development.

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DTI: Gender-Responsive Enterprise Development

The Department of Trade and Industry (DTI) is the primary government agency mandated to facilitate the creation of a robust business environment in the country, through, among others, the micro, small and medium enterprises development and promotion (MSMEs), consumer welfare promotion, industry development and trade expansion.

DTI pursues MSME development as well as its other functions of promoting consumers' welfare, industry development and trade expansion through its 16 regional offices, 81 provincial/city/area offices, 13 bureaus, 7 attached agencies, 7 attached corporations, 10 service offices and 33 foreign trade service posts.

Given its mandate, structure and sphere of influence on MSME development, DTI was identified as the lead implementing partner of PCW for the GREAT Women Project to enhance the national enabling environment for women's economic empowerment.

DTI's Harmonized Project on Gender-Responsive Enterprise Development Program

Under the GREAT Women Project, DTI committed to implement the "Harmonized Project on Gender Responsive Enterprise Development Program with Focus on Food and Marine Sector." The sub-project aims to

enhance and effectively implement gender-responsive programs on enterprise development along the said sectors, covering five target outputs:

- Resource mapping of three priority products and one value chain analysis of the food and marine sector in the eight (8) GWP partner provinces.
- Linkage and transfer of enterprise development technology from DTI to the local governments and other local level GREAT Women Component 3 actors;
- Comprehensive and customized gender-responsive enterprise development program
- Gender-responsive business models, processes and monitoring and evaluation process within DTI
- Recommendations on gender-responsive business development program and policies on food safety

Among DTI's functional bodies, the Regional Operations and Development Group (RODG) and the two bureaus of the International Trade Group (ITG) – the Philippine Trade and Training Center (PTTC) and the Bureau of Export Trade Promotion (BETP) – as well as the Office of Special Concerns (OSC), the GAD Focal Point of DTI, are the specific partners of PCW under the GREAT Women Project. The RODG is composed of 16 regional offices and

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81 provincial/city/area offices as well as of the Bureau of Domestic Trade (BDT); Bureau of Micro, Small and Medium Enterprise Development (BMSMED); and the Cottage Industry Technology Center (CITC).

Linkage and transfer of enterprise development technology from to local sites. PTTC, CITC and BMSMED, however, have specific sub-projects for the GREAT Women Project. PTTC aims to strengthen the technical and management skills of women microentrepreneurs to enable them to upscale into small- and medium-scale and globally competitive enterprises. The CITC, on the other hand, supports the Hardin ng Kalikasan, a women's cooperative engaged in handmade paper production in Real, Quezon. Finally, BMSMED aims to raise the awareness of key players and stakeholders involved in microenterprise and policy development on issues affecting women microentrepreneurs and their workers, and develop measures that would address these issues.

DTI also performed a key role in project implementation in Quezon Province, one of the local project areas for the GREAT Women Project. It forged partnerships with the DOST (Central Office) and Provincial Agricultural Office (Quezon) to train women microentrepreneurs in business/product development, management, marketing and environment-friendly business/product development procedures. It also began analyzing gender issues in enterprises through the checklist for assessing gender-responsiveness of value chain analysis.

In Quezon, concrete examples of enterprises benefiting from national synergy were charcoal briquetting and chorizo-making. Charcoal briquetting in Infanta saw the need for customized equipment for women to produce better quality charcoal with uniform sizes and shapes. Chorizo-making in Lucban, on the

other hand, required women and men to work at the same pace and pay, through mechanization.

Gender-Responsive Enterprise Development Program. As DTI participated in the capacity development activities initiated by PCW for the project, it developed an organizational checklist for assessing gender-responsiveness of value chain analyses, which is being used in its GR-VCA trainings. It also proposed the development of a model merging the value-chain enterprises and business-driven communities, gender and development, and social enterprise approaches, called the GREAT Enterprising Communities.

Gender-responsive business models, processes and monitoring and evaluation process within DTI. DTI designed and planned its own capacity development activities. It first formed a group of three provincial directors from each major island group, who spearheaded the identification of regional training needs and designed their learning modules.

After which, it conducted its learning sessions on gender-responsive value chain analysis, gender responsive monitoring and evaluation system, and knowledge management. Such learning sessions led to DTI's greater consciousness to analyze the participation and benefits of women in every step of business enterprise development. DTI's training-workshops on Gender-Responsive Value Chain Analysis (GR-VCA) in provinces introduce participants to gender-responsive interventions throughout the value chain of subsectors.

DTI has also developed indicators relative to WEE that are being built within the agency monitoring and evaluation framework.

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PhilHealth: Building Capacities on WEE

The Philippine Health Insurance Corporation (PhilHealth) is a government-owned and controlled corporation whose mission is to ensure adequate financial access of every Filipino to quality health care services through effective and efficient administration of the National Health Insurance Program. It envisions adequate and affordable social health insurance coverage for all Filipinos.

PhilHealth's Integration and Promotion of Women's Economic Empowerment in the National Insurance Program

In 2007, PCW forged a Memorandum of Understanding (MOU) with PhilHealth, together with the People's Credit Finance Corporation (PCFC), to support the provision and promotion of social protection to women in microenterprises.

In 2008, the GREAT Women Project led the National Social Protection Forum, participated in by various organizations to discuss social protection coverage for women. One of the key recommendations made in the Forum is the review of the National Health Insurance Act to expand coverage and make insurance more affordable to informal sector workers, mostly composed of women. Such review likewise entailed the review of premium contributions, modes and frequency of payment.

PCW assessed PhilHealth's progress in mainstreaming gender equality using the Gender Mainstreaming Evaluation Framework (GMEF). Based on the assessment, PhilHealth is on Stage 2 (at the phase of installing strategic mechanisms for gender mainstreaming – such as the GAD Focal System and the allocation of GAD budget on some programs and projects). In response to this evaluation, planning officers and designated staff of PhilHealth convened on 2006 and reviewed the Medium-Term Plan (MTP) of PhilHealth for 2004-2012 to incorporate GAD. By the agency's own assessment, their GAD mainstreaming lacked monitoring and evaluation indicators and follow-through activities. PhilHealth now clearly saw the need to strengthen GAD mainstreaming in the agency.

GREAT Women Project and the Philippine Commission on Women provided the opportunity to address issues and concerns of women in the informal and marginalized sectors, such as:

- Limited social protection coverage and access to benefits
- Poor targeting and coverage
- Difficulty of women's organized groups to meet criteria on the required number of members
- Lack of participation of women's groups in decision-making among governing bodies on social protection
- Lack of IECs/inadequate information dissemination on PhilHealth/SSS services

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In December 2009, PhilHealth entered into a Memorandum of Agreement (MOA) with PCW to implement the agency's sub-project, "Integration and Promotion of Women's Economic Empowerment in the National Health Insurance Program." The sub-project aims to:

- Incorporate gender and women's economic empowerment perspectives in marketing, advocacy, information, education and communication, and member enrollment to PhilHealth
- Propose the adoption and institutionalization of gender-responsive membership schemes/approaches that would primarily benefit women in microenterprises and marginalized women
- Increase awareness on gender and women's economic empowerment concepts among PhilHealth management and staff
- Provide skills and competencies on gender analysis and tools development among staff
- Document sub-project activities

PCW spearheaded the conduct of gender sensitivity and gender analysis training for PhilHealth officers. Such interventions resulted to changes in organizational behavior within PhilHealth and inservice delivery to its clients. PhilHealth plans to involve all its offices in reviewing organizational policies. Its GAD Committee was expanded to include representatives from different offices and the roles of different offices in gender mainstreaming were clarified. Within PhilHealth, there was an increase in awareness on GAD and WEE concepts among its Board of Directors, Executive

and Management Committees, key technical officers and staff of program management and policy development offices.

Most importantly, the capacity development activities influenced PhilHealth to look at policy implications on women, especially in the informal sector. A key result of which is the aversion of the proposal to decrease maternity benefits from PhP P100,000 to PhP 30,000. Regional offices likewise committed to review their procedures for identifying heads of families. At present, there are more registered male heads of families and more female dependents in the membership database.

In June 2010, PhilHealth drafted a proposal to include women microentrepreneurs in the coverage of the Partial Subsidy Scheme of the Social Health Insurance Program. It conducted focused group discussions and survey to consult and profile a sample of women in microenterprises in the target provinces of Quezon and Leyte in relation to the scheme.

The survey covered 151 participating women microentrepreneurs, who were mostly aged 41-45 years old and married. These WMEs earned approximately PhP 2,000-5,000 a month, mainly from farming-related enterprises, from the provinces of Quezon, Davao del Sur and Leyte.

Findings showed that 60 percent of women microentrepreneurs in selected GREAT Women Project sites are enrolled in PhilHealth. WMEs generally appreciate health insurance to provide coverage for hospitalization and guarantee for quality health-care for low-income earners. Despite recognizing importance of having health insurance, WMEs find

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health insurance as a secondary spending priority.

Consultations with WMEs and the PhilHealth Survey have found out that WMEs only afford to pay Php 300 of the Php 1,200 annual premium contributions, in a staggered monthly or quarterly basis. Sustaining payments, need for documentary requirements, and excess fees in confinement, were other reasons hindering WMEs to get health insurance.

PhilHealth used these survey findings to develop a Partial Subsidy Scheme, with which deserving women microentrepreneurs can have social protection coverage at lower cost. With the scheme, local government units or premium donors can assist deserving low-income WMEs by shouldering part of annual contributions made.

Survey findings presented the proposal to the local chief executives and legislators of the sample municipalities and was found acceptable. PhilHealth proceeded to secure a resolution from its Board of Directors to pilot-test the scheme in selected GREAT Women Project sites. PhilHealth later sought the Board's approval of a proposed policy for national implementation.

National laws mandate local chief executives to enroll their LGUs in PhilHealth. LGUs' contribution to premiums may vary depending on income classification. LGUs belonging to first to third class income classification pay as high as P600 as premium counterpart. LGUs belonging to 4th class and below would pay lower premium shares. LGUs that may be unable to shoulder its share of member premiums are advised to tap other agencies and civil society groups to make a financial counterpart on the LGU's behalf.

Meanwhile, with the National Household Targeting system (NHTS), the partial subsidy scheme requires members belonging to the 2.5 million poorest as identified by the NHTS would be shouldered by the national government. With the Partial Subsidy Scheme, WMEs can enroll with affordable premium contributions, based upon their capability to pay.

Over and beyond sub-project implementation, PhilHealth developed new and improved policies and operational activities to serve women as a main market. Women, between 30-45 years old, married, and self-employed are the center mass of PhilHealth's target. Selected PhilHealth offices issue special orders and advisories for local chief executives to enrol women as primary PhilHealth members, on the issue of marriage. This is to ensure health insurance coverage even among children of women in common-law marriages.

About The Project

The Gender Responsive Economic Actions for the Transformation of Women (GREAT Women) Project is a governance and capacity development project that aims to promote and support a gender-responsive enabling environment for women's economic empowerment, particularly those in microenterprises.

The Philippine Commission on Women (PCW), the national machinery for the advancement of women in the Philippines, is the lead executing agency for the Project.

The Commission forged partnership with key national government agencies involved in micro-, small- and medium-scale enterprise (MSME) development and select local government units to create a gender-responsive enabling environment for women's economic empowerment. This project receives technical and financial support from the Canadian International Development Agency (CIDA).

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