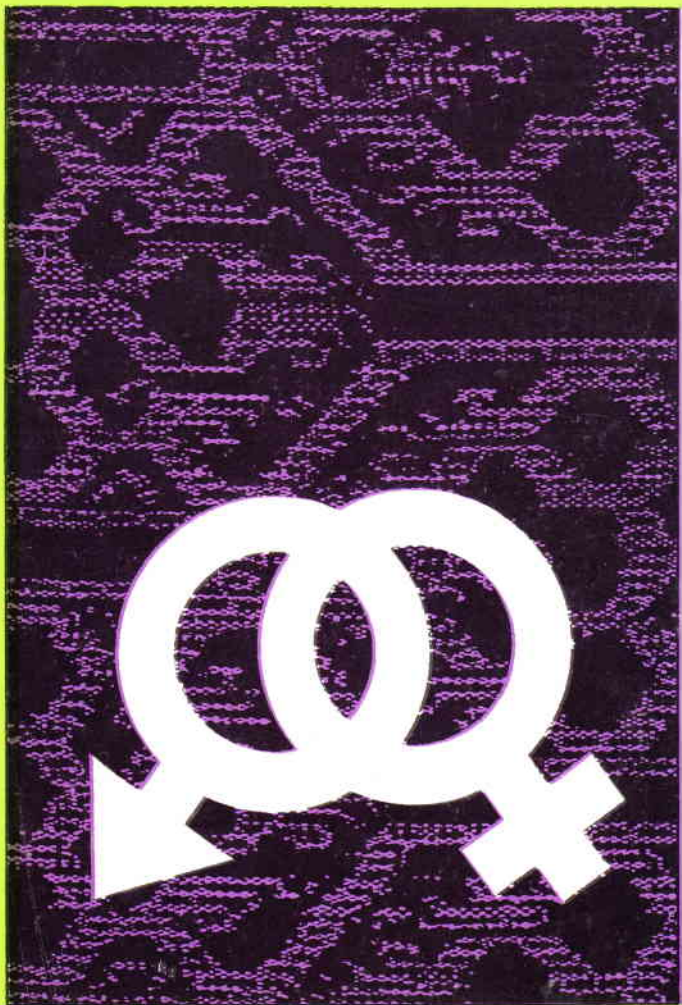


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GAD FOCAL POINT

Making government work
for gender equality



GAD FOCAL POINT

Making government work
for gender equality

Name: _____

Focal Point Position: _____

Agency: _____

Address: _____

Tel. No.: _____

What is a GAD Focal Point?

A GAD Focal Point is a mechanism tasked to catalyze, coordinate, provide direction to, and serve as technical adviser on women/gender and development efforts within an agency, a sector or a locality.

Where may a GAD Focal Point be set up?

A GAD Focal Point may be set up

- in any government agency - departments, bureaus, government-owned or controlled corporations, state colleges and universities, attached agencies, LGUs, etc.
- within inter-agency or local councils, such as development or coordinating councils in the regional, provincial, city, municipal or barangay level.

What is the legal basis for establishing a GAD Focal Point?

Executive Order 348, which approves and adopts the Philippine Development Plan for Women (PDPW), and the Implementing Rules and Regulations of RA 7192 (Women in Development and Nation-Building Act) explicitly direct all government agencies to set up GAD Focal Point.

Why a GAD Focal Point?

The establishment of the GAD Focal Point is one of the strategies adopted to facilitate and sustain the implementation of the PDPW. The Focal Point, then, serves as one of the mechanisms through which the government hopes to realize its commitment to the promotion of women's well-being and their effective participation in all aspects of national life.

Who compose a GAD Focal Point?

The membership/composition of the Focal Point may vary depending on the needs of the agency or the locality it serves. Often, however, it is headed by someone who has enough clout in the agency (e.g., an Undersecretary or

Assistant Regional Director) and has a strong influence on agency planning and operations. The members are also relatively influential personnel (e.g., bureau directors or service chiefs) of the planning, training, data management, personnel, regional operations, legislative liaising and/or research units of an agency.

In the case of the region, members of the Inter-agency Regional Focal Point may come from the Regional Development Council. Such model may also be considered for LGU focal points.

What are the functions of the GAD Focal Point?

The bulk of the Focal Point's work involves direction setting, advocacy, monitoring, coordination and technical advisory on gender and development concerns. The Focal Point is not the workhorse of the agency. Promotion of gender and development concerns is the responsibility of the entire agency, not the Focal Point alone.

In terms of specific tasks, the Focal Point is expected to:

- conduct a regular review of the agency's mandate, objectives, key result areas, budget, policies, programs and projects to ensure that they are gender-responsive;
- develop a capability-building program for agency personnel tasked with the implementation of gender and development efforts;
- facilitate the conduct of gender-sensitivity training for top officials of the agency;
- hold regular reporting meetings/dialogues on GAD concerns with the agency head;
- develop a monitoring scheme to keep track of developments on GAD within the agency; and
- adopt a capability building program of its own as Focal Point and internal GAD catalyst.

Selected Statistics on Filipino Women

	FEMALE	MALE	BOTH SEXES
POPULATION			
• 1994 Philippine Population (million)	33.98	34.30	68.28
• Average Life Expectancy (years)	68.6	63.5	66.0
• Total Fertility Rate (children per woman)	3.8	-	-
• Infant Mortality Rate	50.74	56.90	53.95
LABOR FORCE			
<i>Working Life</i>			
• Labor Force participation (percent)	47.8	81.8	-
Employment			
• 1993 Total Number of Employed Persons in the Philippines (million)	8.975	15.468	24.443
• Employment Rate (percent)	90.0	91.8	-
• Employment Rate by Age Group (percent)			
15-19	82.1	86.9	-
20-24	77.2	83.3	-
25-34	88.8	91.4	-
35-44	95.8	95.6	-
45-54	96.6	95.8	-
55-64	94.5	94.6	-
65 and over	92.9	94.1	-
• Unemployment Rate (percent)	10.0	8.2	-
The Labor Market			
• Where do women and men work?			
Agriculture, fishery and forestry	32.7	53.4	
Mining and quarrying	0.1	0.8	
Manufacturing	12.6	8.5	
Electricity, gas and water	0.2	0.6	
Construction	0.2	7.0	
Wholesale and retail	25.0	7.6	
Transportation, storage and communication	0.7	8.4	
Financing, insurance, real estate and business services	2.2	1.9	
Community, social and personal services	26.2	11.8	
Other industries	-	-	

Source: Statistics on the Filipino Women published by the National Statistics Office in cooperation with the NCRFW, 1993

January

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Women hold up half of the sky!
- Asian Proverb

February

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
Pakistani Women's Day						
19	20	21	22	23	24	25
26	27	28	There will be more than three billion women by the year 2000 outnumbering men by 1755 million, but they are unlikely to experience any increase in political power. This is because women constitute the majority of the poor and 60 percent of illiterates. - United Nations Annual Report on World Population			

March

SUN	MON	TUE	WED	THU	FRI	SAT
Substantial gains will only be achieved with the contribution of both sexes, for women to play a vital role in contributing to the development of their countries. If women do not share fully in the development process, the broad objective of development will not be attained. - OECD, 1983			1	2	3	4
5	6	7	International Women's Day 8	9	10	11
Philippine Women's Week						
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April

SUN	MON	TUE	WED	THU	FRI	SAT
	It is not enough for a woman to claim she is feminist or liberated unless she wages her personal battle in her loves, life and work. - <i>Adul de Leon</i>					1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
Women's International Day for Disarmament						
28	29	30	31	By bringing women out of their homes, by enabling them to earn money, by making it possible for them to enter a traditional male territory, by organizing them into cooperatives, by providing them control over their bodies, we hope they will learn to be confident, speak their own minds and question their condition constructively.		

- Xavier Institute of Management

June

SUN	MON	TUE	WED	THU	FRI	SAT
<p>A positive men's movement genuinely complementary to the women's movement can only arise among men who have been willing to listen to women's story long enough to care deeply about what has happened to women under patriarchy, to have become passionate enough to support women's journey into an autonomy that can allow genuine peer relations between men and women, and also courageous enough to risk ridicule and censure from other men.</p> <p><i>Rosemary Ruether</i></p>				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July

SUN	MON	TUE	WED	THU	FRI	SAT
If we can make changes within ourselves, we can begin to change the world in which we live . . .						1
						- Anonymous
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August

SUN	MON	TUE	WED	THU	FRI	SAT
If women are invisible in data systems they will be invisible in policy, invisible in development plans and invisible when the benefits of development are distributed.		1	2	3	4	5
6	7	8	9	10	11	12
			South African Women's Day			
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September

SUN	MON	TUE	WED	THU	FRI	SAT
For every woman who takes a step toward her own liberation, there is a man who finds that the way to freedom has been made a little easier. <i>- from the poem "For Every Woman" by Nancy Smith</i>					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	The participation of women in development should be integrated into every project and program and not merely be the result of an afterthought.			

- United Nations

November

SUN	MON	TUE	WED	THU	FRI	SAT
Women have the power to influence events peacefully. - MC Bautista			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28 Latin American Day for Legalized Reproductive Rights and Abortion	29	30		

December

SUN	MON	TUE	WED	THU	FRI	SAT
There is a price we pay for being female. There is a gender tax. - Patricia A. Sto. Tomas					1	2
3	4	5	6 Montreal Masacre Anniversary	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

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Dept. of Environment and
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National Economic and
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Marizon Moral : Dept. of Health
Dept. of Education, Culture
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Presidential Commission for the
Urban Poor
Gladys Nalangan : Dept. of Foreign Affairs
Dept. of Justice
Philippine Human Rights Commission
Cecille Fantastico : Dept. of Trade and Industry
Dept. of Budget and Management
Technology and Livelihood
Resource Center
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Dept. of Tourism
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Elaine Flores : Dept. of National Defense
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for gender equality

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