

Women's
economic
empowerment,
human rights,
and
gender-responsive
governance



Framework
Plan
for
Women

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Acknowledgement

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Foreword



M

aking government work for women remains our biggest challenge as the national machinery for the advancement of Filipino women. For over two (2) decades now, we have engaged various government institutions in adopting a gender-responsive approach to development planning. This

engagement yielded positive and ground breaking initiatives and placed our country's experience as one of the most advanced models for gender mainstreaming in Asia.

The Framework Plan for Women (FPW) is part of our continuing effort to provide leadership and set the directions for gender-responsive development planning in government. In 1986, we formulated the Philippine Development Plan for Women and in 1995, the Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025, a 30-year plan which carries the long term vision of women's empowerment and gender equality. Guided by the PPGD and the overarching framework of the Beijing Platform for Action, the FPW concretizes the priority goals of government towards the advancement of women.

The FPW sets the priority and critical concerns of Filipino women to be addressed by government agencies, the academe, civil society organizations, and the private sector in the next three years. In this plan, we have tried to reflect both national and regional priorities. The objectives, strategies, interventions, and outcomes desired within the planning period is the result of the collaborative efforts of responsible government agencies. These shall form the bases for the implementation, monitoring and evaluation of the plan.

The FPW adopts the Gender and Development approach to human development which recognizes that the unequal gender relations between Filipino women and men can impede the pursuit of national development goals. The plan promotes the principles of equity and equality, providing more for those who have been disadvantaged by unequal relations. Lastly, the plan promotes self-reliance for the Filipino women so that they can actively make decisions for

themselves and their communities and participate significantly in our nation-building efforts.

Lead agencies in government and other stakeholders go beyond welfare approaches and address the structural roots of gender inequalities to ensure women's access to resources so that women's equality and empowerment can be achieved.

The FPW has three priority areas of concern:

1. Promoting women's economic empowerment through access to capital, market, training, information, technology and technical assistance, just wages and benefits, protection against exploitation, participation in economic decision-making and safe working conditions;
2. Protecting and advancing women's rights through a strengthened service and justice delivery system for survivors of violence against women and an information, education campaign on women's rights; and
3. Promoting Gender-Responsive Governance through promotion of equal representation of women in decision-making bodies; creation, strengthening and activation of local machineries on women; and the promotion of the proper utilization of the GAD Budget.

Government institutions, including the local government units, shall have to take up the challenge in translating the FPW into concrete actions and results. The partnership among the NCRFW, line agencies, oversight agencies, private sector, non-government organizations and the academe is critical in realizing the objectives of the plan.

We look forward to a more active and invigorating partnership for the coming years.

Mabuhay!


AURORA JAVATE -DE DIOS
NCRFW Chairperson

Acronyms

ARMM	Autonomous Region of Muslim Mindanao
BPFA	Beijing Platform for Action
CAR	Cordillera Autonomous Region
CARP	Comprehensive Agrarian Reform Program
CBA	Collective Bargaining Agreement
CBFM	Community-Based Forest Management
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CFO	Commission on Filipinos Overseas
COA	Commission on Audit
CODI	Committee on Decorum and Investigation
CPBO	Congressional Planning and Budget Office
CSC	Civil Service Commission
CSO	Civil Society Organization
DA	Department of Agriculture
DAR	Department of Agrarian Reform
DBM	Department of Budget and Management
DENR	Department of Environment and Natural Resources
DepEd	Department of Education
DFA	Department of Foreign Affairs
DILG	Department of the Interior and Local Government
DND	Department of National Defense
DOH	Department of Health
DOLE	Department of Labor and Employment
DOT	Department of Tourism
DOTC	Department of Transportation and Communication
DPWH	Department of Public Works and Highways
DSWD	Department of Social Welfare and Development
DTI	Department of Trade and Industry
ECC	Environmental Compliance Certificate
FP	Family Planning
FPW	Framework Plan for Women
GAD	Gender and Development
GEWEF	Gender Equality and Women's Empowerment Framework
GIMS	Gender Indicators Monitoring System
GRC	GAD Resource Center
GRN	GAD Resource Network
GRP	Gender-Responsive Planning

GST	Gender Sensitivity Training
HLURB	Housing and Land Use Regulatory Board
HUDCC	Housing and Urban Development Coordinating Council
ICC	Investment Coordinating Council
ICT	Information and Communication Technology
IEC	Information, Education and Communication
LCE	Local Chief Executive
LDC	Local Development Council
LDIP	Local Development Investment Program
LGU	Local Government Unit
M&E	Monitoring and Evaluation
MDC	Municipal Development Council
MTPDP	Medium-Term Philippine Development Plan
NAPC	National Anti-Poverty Commission
NCRFW	National Commission on the Role of Filipino Women
NDHS	National Demographic and Health Survey
NEDA	National Economic and Development Authority
NGO	Non-Government Organization
NNC	National Nutritional Council
NSCB	National Statistical Coordination Board
NSO	National Statistics Office
ODA	Official Development Assistance
OFW	Overseas Filipino Worker
OWWA	Overseas Workers' Welfare Administration
PAGF	Philippines-Australia Governance Facility
PDC	Provincial Development Council
PEZA	Philippine Economic Zone Authority
PMS	Presidential Management Staff
PNP	Philippine National Police
PO	People's Organization
POEA	Philippine Overseas Employment Agency
PPGD	Philippine Plan for Gender-Responsive Development
RDC	Regional Development Council
RDP	Regional Development Plan
RMES	Results Monitoring and Evaluation System
RPMS	Regional Project Monitoring and Evaluation System
SEA-K	Self-Employment Assistance-Kaunlaran Program
TESDA	Technical Education and Skills Development Authority
TLRC	Technology and Livelihood Resource Center
UNCHR	United Nations -Committee on Human Rights
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
VAWC	Violence Against Women and Children
WCPU	Women and Children's Protection Unit

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PART

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Introduction

In the past two decades, individual and collective efforts have been made within and outside the government to promote women's empowerment and gender equality. These have brought many positive results to Filipino women. These changes were made possible through legislative reforms and the integration of gender equality principles in programs and processes. Women's equality with men is affirmed by the Constitution. They have become more visible as leaders and members of various interest groups. Many women are now engaged in activities that contribute significantly to economic growth and social development. Some even hold positions of power and decision-making in government, the private sector and civil society. Once again, the country has a woman President, the second in less than two decades, albeit via people power rather than normative political structures.

The sustained commitment and involvement of various women's groups and civil society organizations have ensured women's continuing struggle for equality, development and peace. The government, women's groups and broader civil society have worked together to achieve the following:

- Formulation of the Philippine Plan for Gender-Responsive Development, 1995-2025 as a document that gives perspective to the medium-term development plans of government
- Passage of laws enhancing women's participation in development and electoral politics through the party list system, facilitating their involvement in entrepreneurial and business activities, protecting them from sexual harassment in the workplace and in schools and training institutions, redefining rape as a crime against persons and providing assistance to victims and survivors of gender violence, creating family courts to try cases involving children and families, among others
- Allocation of a minimum of 5 % in the budget of all agencies and local government units for Gender and Development (GAD) programs, projects and activities
- Implementation of various programs and services for women such as women's desks in police precincts, women and children

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protection units in government hospitals, shelters and crisis counseling facilities to eradicate all forms of gender violence, especially domestic abuse, and

- Establishment of gender and development resource centers in the regions that can provide technical assistance to local governments in their gender programs, projects and activities.

Despite these gains, women's struggles are far from over. The debilitating impacts of poverty and a lingering economic crisis continue to burden them. Their rights are still being violated despite meaningful reforms and new initiatives intended to address gender issues. There remains therefore, the bigger challenge of ensuring that the gains achieved during the past decades are reinforced, sustained and expanded.

The government initiated the drafting of the Framework Plan for Women, 2001-2004 to address these problems. The initiative of designing a national agenda for women started in 1987 when government led the formulation of the Philippine Development Plan for Women, 1989-1992. Building on the gains of the PDPW, and realizing the need for a strategic plan to guide the direction of gender advocacy in the country, the National Commission on the Role of Filipino Women (NCRFW) coordinated the preparation and eventual adoption of the Philippine Plan for Gender-Responsive Development, 1995-2025. The PPGD translated the Beijing Platform for Action, the global agenda that evolved out of the Fourth World Conference on Women held in China during the same year, into policies and strategies and programs and projects for Filipino women. The span of the PPGD is 30 years. This time frame is deemed essential to completely transform the traditional misconceptions about women and their roles and status in society. The PPGD also has broad goals and strategies to attain the vision of women's empowerment of women and gender equality.

The Framework Plan for Women, 2001-2004 is a time-slice of the PPGD. Its strategies and interventions are consistent with the PPGD's. The only difference is that they are more specific, doable and results-focused. In adopting the Plan, government, advocates and other stakeholders in the women's struggle can be more focused and deliberate in their efforts to uplift women's lives and improve gender relations.



The Framework for Action

The Framework Plan for Women, 2001-2004 envisions development as “equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and the actualization of human potentials, and participatory and empowering” (NCRFW, 2000). Development is defined as the sustained capacity of women and men to achieve a better and more satisfying life. For women, this means realizing their full capacity as individuals and overcoming socio-cultural, economic and political barriers that deter them from attaining an improved quality of life.

The Plan is about breaching these barriers. Regardless of class or origin, the plan ensures that women and men will equitably benefit from development. The Plan focuses primarily on three areas of concern: (1) promotion of women’s economic empowerment; (2) protection and fulfillment of women’s human rights; and (3) promotion of gender-responsive governance. These three areas of concern emphasize the importance placed by the present administration on eradicating the structural causes of poverty as well as transforming it into one that is good, effective and efficient governance. Moreover, the Plan incorporates the innovative strategies and interventions put forward by the PPGD; it also provides the standards and mechanisms to fulfill the country’s commitments to international agreements such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action and the Beijing +5 Outcome document.



The Gender Approach to Human Development

The Plan adopts the Gender and Development (GAD) approach to human development and to the fulfillment of women's human rights. Its goal is gender equality through women's empowerment. This approach recognizes that the nature of gender relations can both impede and enhance the pursuit of national development goals. Where gender relations are unjust and unfair, development interventions must adopt an equity approach; they must be gender-responsive and enabling for the less capable. GAD ensures that development strategies address the structural causes of gender inequality, especially in various spheres of decision-making (i.e. in the family, community and workplace), and in control over vital economic resources such as capital. GAD promotes self-reliance for women so that they can actively make decisions about development directions and options, and participate meaningfully in nation-building efforts.

The Plan shall be implemented through the GAD mainstreaming strategy and in accordance with existing guidelines for the preparation of agency-specific agenda and use of the gender budget. This strategy calls for the comprehensive integration of gender principles and concepts in the design, implementation, monitoring and evaluation of policies and programs. The key elements for the successful implementation of the gender mainstreaming strategy include:

- Sex-disaggregated data and statistics
- Skills and opportunities to undertake gender analysis
- Effective monitoring and evaluation of systems and tools
- National/sub-national/local structures with clearly-defined roles for leadership and support for gender mainstreaming
- Effective communication, networks and linkages
- A skilled human resource base
- Civil society participation

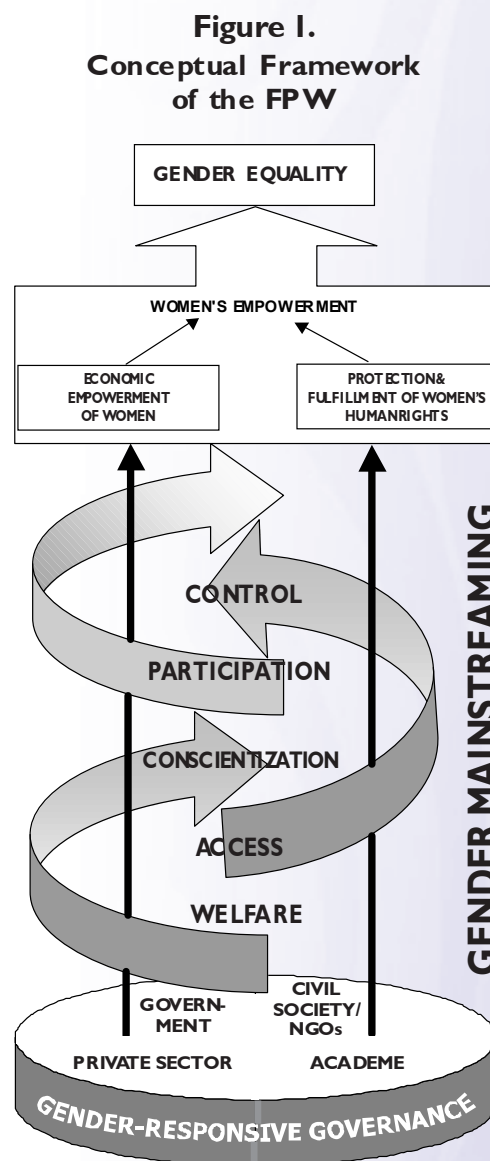
(CIDA 2000)

Going Beyond Welfare to Address the Structural Roots of Gender Gaps

It is urgent to take bold and innovative steps to eradicate poverty, promote good governance and protect human rights. The shift from Women in Development strategies that gloss over gender relations to Gender and Development provides the conceptual tools to challenge the cultural and historical bases of gender bias. However, these tools are not adequate to ensure that the structural causes of women's problems are fully addressed.

Previous efforts to improve women's status and welfare have failed because the interventions were too welfare-oriented. What is needed at present is to empower the people, particularly the women, to design, implement and monitor interventions.

The *Gender Equality and Women's Empowerment Framework* (GEWEF) by Sarah Longwe (UNICEF, 1994) has guided the development of strategies and activities to address the critical gender issues in the country. It calls for a holistic and comprehensive response to reduce the gender gap and respond to the systemic and structural causes of gender inequality. Besides increasing access to resources and improving welfare, Longwe stresses that development requires that the intended beneficiaries themselves be actively involved in all stages of the development process and how its benefits are obtained and sustained. To attain gender equality and women's empowerment, individual and structural causes of gender discrimination must be overcome on five levels. As gender disparities and gaps are addressed and surmounted at each level, higher degrees of empowerment and development are also achieved.





Level One: Welfare

The first level refers to the gender gap between women and men in their material well-being, such as health and nutritional status. The gender gap is manifested in the regard for women as passive recipients of welfare benefits rather than as individuals capable of changing their lives. Although lacking in any degree of empowerment, the welfare level is essential inasmuch as narrowing the gender gap in material well-being is a fundamental objective of women's development. However, women's empowerment cannot take place purely at this level; action to improve women's welfare will entail increased access to resources, which involves addressing the next level.

Level Two: Access

The gender gap at the welfare level arises directly from inequality of access to resources. Empowerment projects must ensure that women are provided with equal access to appropriate and enabling resources and benefits like skills, knowledge, credit and commodities. Men can also be given access to services that can help them promote gender equality and women's empowerment. When women have tried to overcome the obstacles to access, they have confronted the systemic roots of discrimination which can be addressed only through the empowerment process of conscientization.

Level Three: Conscientization

This refers to the process of becoming aware of the extent to which problems arise not so much from an individual's inadequacies but rather from the systematic discrimination against a social group. In women's development, therefore, conscientization involves the process by which women collectively analyze and comprehend the gender discrimination they face. It is crucial at this step to raise the consciousness of both women and men about the structural and systemic causes of gender inequality.

Level Four: Participation

In a general sense, this means having to share or take part in decision-making. It implies having a position on how things are done and how resources are allocated. To merely have a share in resources is not participation. Gender equality in decision-making is an essential aspect to women's empowerment. As a development

strategy, it entails different forms of partnership, such as participatory decision-making and organizing.

Level Five: Control

This means the ability to direct or influence events to protect one's interests. The framework recognizes that women must have the capacity to ensure that the decisions they make are carried out. As a development strategy, it requires the institutionalization and mainstreaming of all interventions at the first four levels.

The five levels represent different dimensions of the development process. They are not separate stages of development where the "welfare stage" has to be addressed first before the "access stage." Rather, the levels are part of an interconnected cycle of empowerment where addressing inequality at one level leads to addressing it as well at the other levels.

In terms of development work, this means that efforts must continue at providing women with welfare services and access to resources, opportunities and benefits, otherwise they merely become passive beneficiaries of development. Instead, improving their access must lead to conscientization; conscientization must promote participation in decision-making; participation must advance improved control as the basis for addressing welfare needs, and so on.

A schematic presentation of the FPW goals and objectives vis-a-vis PPGD vision is shown in Table 1.

The Interface Between Women's Economic Empowerment, the Protection and Fulfillment of their Human Rights and Gender-Responsive Governance

The Medium-Term Philippine Development Plan (MTPDP), 2001-2004 is a blueprint to guide the government in fulfilling President Macapagal-Arroyo's vision of winning the war against poverty within the decade (NEDA, 2001). This national agenda has four components: (1) macroeconomic stability and equitable growth; (2) agricultural modernization with social equity; (3) comprehensive human development and protecting the vulnerable; and (4) good and effective governance. MTPDP points to poverty and unemployment as the country's gravest economic problems. For government to eradicate poverty by the end of the

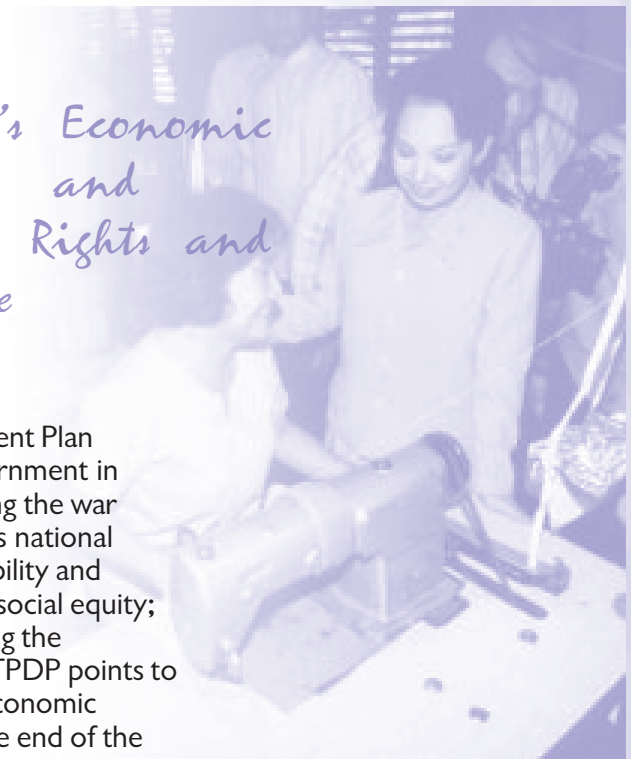


Table I. FPW Goals and Objectives and PPGD Vision

OBJECTIVES	GOALS	PPGD VISION
<ul style="list-style-type: none"> • To enhance sustainable access of women to capital, market, information, technology and technical assistance • To enhance employment and livelihood skills of women, particularly in high value-adding industries and agricultural activities • Establish an enabling environment that will ensure effective implementation of policies for the protection of women workers • To increase awareness of women of their economic rights and opportunities • To strengthen women’s representation in economic decision-making bodies 	<p>Increased Economic Empowerment of Women</p>	<p>Gender Equality</p> <p>Women’s Empowerment</p> <p>Sustainable Development</p> <p>Peace and Social Justice</p> <p>Actualization of Human Potentials beyond basic needs</p>
<ul style="list-style-type: none"> • To enhance access to/utilization of basic social services • Promote gender-responsive delivery of justice to VAW survivors • To formulate and implement legislative measures that will eliminate gender bias • To protect and fulfill women and girl-children’s human rights 	<p>Protection and Fulfillment of Women’s Human Rights</p>	<p>Democratic Participation</p> <p>Self-determination at all levels</p>
<ul style="list-style-type: none"> • To mainstream GAD in the bureaucracy • To enhance women’s leadership roles and participation in decision-making • Strengthen women’s role in promoting gender-responsive governance • Strengthen partnership with media in covering various women’s issues 	<p>Gender-Responsive Governance</p>	<p>Respect for Human Rights</p>

decade, the MTPDP stresses the need for the “economy to grow on a sustained basis and across all sectors, while generating the greatest employment” (NEDA, 2001). Such condition will require continuous macroeconomic stability with equitable growth to be carried throughout: (a) promotion of full and decent productive employment; (b) enhancement of the competitive status of industry and services; (c) enhancement of the country’s competitive edge in information communication technology; (d) improvement of the tourism industry; and (e) acceleration of infrastructure development. The agricultural and fishery sectors must continue to improve productivity to raise household incomes through the use of appropriate technologies and mobilization of entrepreneurship, private sector investments and public participation. The concept of women’s economic empowerment, following the aforementioned economic thrusts of government, requires a wide-range of interventions that will both respond to the immediate needs, specifically of poor women, for equitable access to employment, productive skills and capital and their long-term and strategic interests to overcome the structural barriers of poverty and gender inequality. The most serious challenge is to secure and defend the limited economic resources (i.e. subsistence crops, traditional technologies, jobs, etc.) available to women, amidst the threats of economic and financial crisis as well as globalization, while ensuring their access to new opportunities. Beyond the provision of welfare benefits and skills enhancement in small livelihood projects as well as the utilization of microcredit, the agenda for women’s economic empowerment entails a thorough gender analysis of macroeconomic forces and processes. It requires major policy and program reforms primarily to arrest the growing feminization of poverty, the increasing vulnerability of those in the informal sector and the unabated rise of female overseas labor.



“economy to grow on a sustained basis and across all sectors, while generating the greatest employment”

The agenda to eradicate poverty through the economic empowerment of women is intricately tied to the ability of government to protect and, more importantly, advance their human rights. Despite the passage of several laws to promote and protect the economic and political rights of women, much has still to be done specifically to advance women’s social and cultural rights. Many local beliefs and traditions violate women’s right to self-determination, life, dignity, liberty and security. Future actions will require continued effort to develop policies and enabling mechanisms to comply with the country’s commitments to international agreements, the amendment of sexist laws and eradication of gender bias in the court system and

All forms of discrimination against women is a violation of their human rights since they deprive women of the entitlements necessary for the promotion of their well-being.

in law enforcement. Concerted and sustained efforts to address the problems of prostitution, sex trafficking, poverty, armed conflict, environmental degradation and gender violence are integral to the agenda of protecting and fulfilling women's human rights.

All forms of discrimination against women is a violation of their human rights since they deprive women of the entitlements necessary for the promotion of their well-being. Society has a responsibility to redress this situation, while the state, civil society and other key players in development are responsible for securing and enhancing the capacities and choices of those marginalized and disadvantaged by gender discrimination. In turn, they have the inherent right to organize and act collectively to confront it.

An important prerequisite to the fulfillment of women's human rights and human development is a gender-responsive and efficient government. Lack of political will, corruption and failure to successfully implement policies and programs are serious deterrents to economic and social development. Previous efforts to mainstream gender in policies, processes and programs have been hampered not only by the aforementioned weaknesses of governance, but also by low level of awareness of gender issues. The Plan, therefore, strengthens ongoing initiatives in gender mainstreaming and paves the way for creating new ideas and programs to promote gender-responsive governance.

Gender-responsive governance is premised on the active and meaningful participation of women at all levels of decision-making and in ensuring greater transparency and accountability of government. It also presupposes women's active involvement in transforming the culture of politics and governance into one that values participatory principles and pluralism, peace building initiatives and non-violent forms of conflict resolution.

For each area of concern, the Plan has identified strategies and interventions in terms of policies, programs and services, desired outcomes, and the responsible agencies for implementation. To attain the targets, it is imperative that government, the private sector, and civil society organizations form partnerships for coordinated actions to ensure the Plan's implementation.



Gender Issues and Challenges Confronting Filipino Women

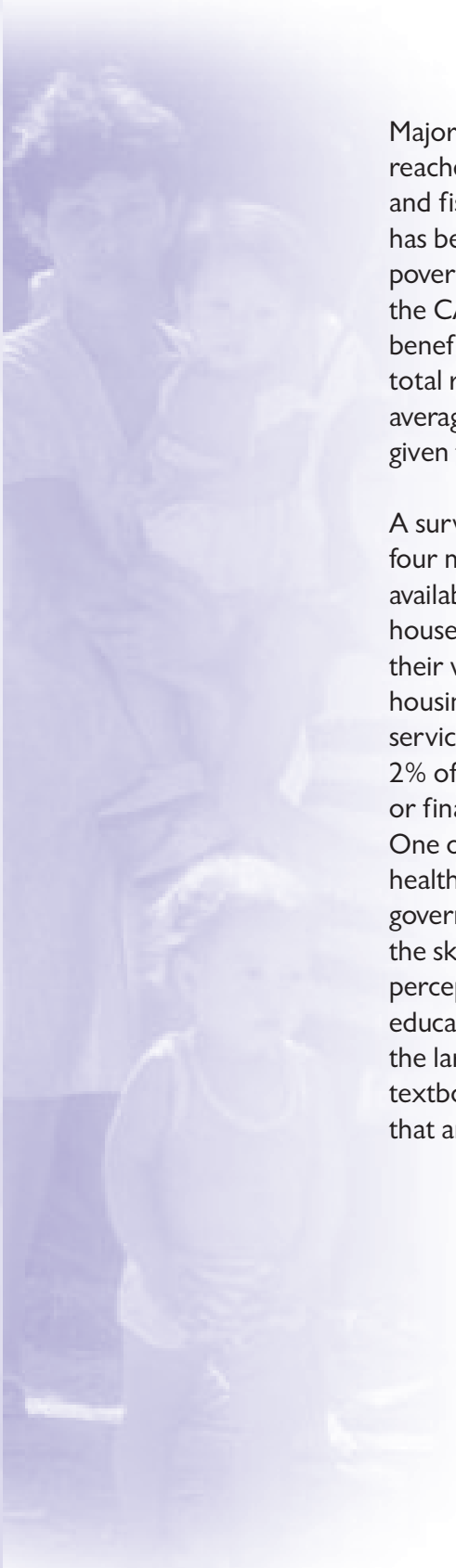
The Plan aims to continue and sustain the empowerment and transformation of Filipino women. It is thus important to look at the issues and challenges that need to be addressed as they go through this process. The Plan's three areas of concern cut across each issue and challenge so that an issue or challenge, such as poverty or violence against women, has dimensions of economic empowerment, women's human rights and gender-responsive governance within it.

A. Poverty

Poverty continues to be the biggest concern of most Filipinos. The poorest sectors of society - the peasants, the landless, fisherfolk, indigenous peoples, urban poor and workers - suffer from inequality and discrimination. Government has identified women as among the poorest and most vulnerable groups who must be protected from the debilitating impact of poverty. This is manifested through gender disadvantages as poor health, inadequate diet, less education, an early entry into motherhood and frequent pregnancies among women from poor households.

The incidence of poverty gradually decreased through the years, from 44% in 1985 to 33.7% in 2000 (NSCB). However, the financial crisis that engulfed East and Southeast Asia in 1998 did not spare the country, leading to an economic slowdown and the implementation of fiscal austerity measures to address it. What resulted was the deterioration of access to and delivery of basic services, especially among the poor and the vulnerable groups. Whatever modest gains in the Filipinos' quality of life achieved before 1998 were threatened, if not reversed.

The country has yet to recover from the crisis. By the end of 2001, more Filipino families have slipped into poverty, with the poverty incidence rate estimated to be 40%. It is widely considered that there is a rising trend toward the feminization of poverty. This is because they are the ones mainly responsible for the welfare and survival of their households under conditions of increasing poverty.



Majority of the poor are in rural areas and are seldom, if ever, reached by public services. They are engaged in subsistence farming and fishing. A Comprehensive Agrarian Reform Program (CARP) has been implemented to address one of the root causes of rural poverty. However, land distribution among landless farmers under the CARP has been slow. Only 2% of qualified farmers have benefited from the program, among them women farmers. Of the total redistributed land, only 11% went to women beneficiaries. The average land size awarded to women was also smaller than those given to men.

A survey conducted nationwide among the poor during the first four months of 2001 noted the need to improve public services available for the poor (World Bank, 2000). Only a quarter of poor households had access to home-piped water, while most of them got their water from springs, wells and community faucets. Government housing programs registered the lowest access rate among basic services. Seven out of 10 households owned their homes and only 2% of these families acquired their house and lot through housing or financing programs. Only five out of 10 families had electricity. One out of five poor households did not have access to government health facilities. There was also the persistent perception that government hospitals and health centers were inferior in terms of the skills of the staff, facilities and medical equipment. The same perception was true of public schools. While they offered free education, it was not considered quality education at all, what with the large size of the classes, inadequate facilities, and the lack of textbooks, with some factual errors in their content, including those that are sexist and reinforcing gender stereotypes.

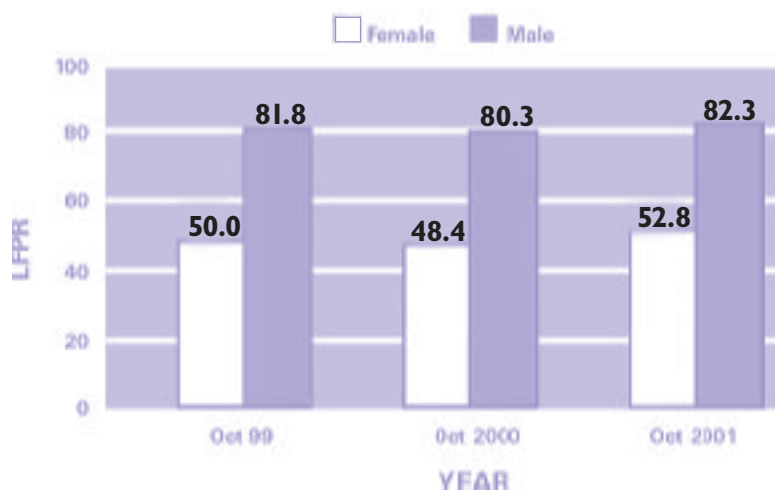
Government has identified women as among the poorest and most vulnerable groups who must be protected from the debilitating impact of poverty.

B. Employment and economic activities

From 2000 to 2001, the labor force participation rate (LFPR) of women rose by 4.4%, translating to some 13.2 million women who were engaged in or seeking gainful employment. Men's LFPR (82.3%), however, was still higher than women's LFPR (52.8%). The country's total workforce in the formal sector was almost 60% males. Although in 2001, there was only a slight difference with their employment rates, women's employment rate decreased by 0.4% (90.1% to 89.7%) while the men's increased by 0.9% (89.7% to 90.6%) (NSO Labor Force Survey, October 2001).

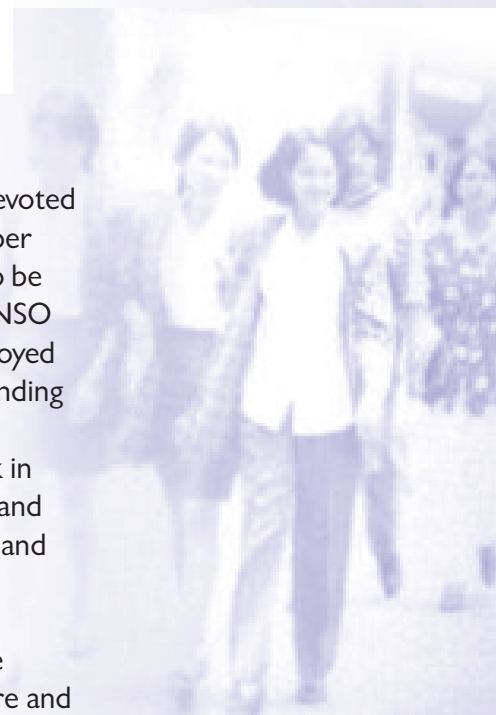
Figure 2.

**Labor Force Participation Rates for Both Sexes
1999-2001**



Based on the number of hours they spend in paid work, men devoted 40.2 hours per week at work, while women spent 41.0 hours per week. Majority of own-account workers were men, estimated to be 65.2%, as well as wage and salary workers numbering 61.8% (NSO Labor Force Survey, October 2001). More than half of all employed women were in the informal sector doing home-based work, vending and retailing, laundry work, domestic service, and animal and vegetable-raising, among others (Pineda-Ofreneo, 2000). Work in the informal sector is characterized as hazardous, unprotected and mostly unregulated where workers have no access to amenities and support systems.

More women workers are also prone to labor flexibilization, the varying forms of work arrangements which make jobs less secure and



Women, particularly those who hold jobs outside the home, have to put in the same number of working hours as men and still do housework and childcare when they get home.

force workers to accept lower wages, substandard working conditions and inadequate maternity, health and other benefits. Unions are unable to help most women negotiate for better working conditions because few women are union members.

There is also a growing trend toward the feminization of migration. Sixty-one percent of new-hires for land-based overseas workers in 1998 were women employed mostly as domestic helpers, care givers, entertainers and other service workers (Asis, 1999 in Ofreneo, 2001). Women migrant workers are exposed to the dangers of trafficking, prostitution and other forms of exploitation and abuse.

The productive/reproductive dichotomy continues to influence the roles Filipino women play in the economy. The dichotomy divides the economy into productive and reproductive spheres. Goods and services in the productive sphere are fully recognized, remunerated and reflected in official statistics. Men usually dominate the productive sphere. Outputs in the reproductive sphere, such as managing the household and taking care of family members, are considered women's work. They are seen merely as sustaining the requirements of the productive sphere, and are therefore secondary in function and invisible to the public eye. Women's labor, in this case, is considered of lesser value and secondary to what men do in the productive sphere. Women's reproductive work is not officially acknowledged as work that contributes to the country's economy.

The productive/reproductive divide frees men from domestic tasks thus allowing them full participation in economic, political and cultural activities outside the home. Women, particularly those who hold jobs outside the home, have to put in the same number of working hours as men and still do housework and childcare when they get home. Add to this their participation in community activities. The result is a multiple burden that women confront in terms of longer working hours and increasing responsibilities. This multiple burden also hinders them from using opportunities that could advance their personal growth. Filipino women usually pass off promotions offered at work or forego higher studies because of their household and family responsibilities.

The productive/reproductive divide even extends to the types of occupations of women and men. Women workers dominate jobs that are extensions of their reproductive functions, such as teachers, nurses, care takers and service providers.



C. Education and training

Filipino women enjoy almost equal status with men in terms of education. In 1994, their literacy rate was 94%, compared to 93.79% for men. More women were also functionally literate than men, 85.9% as against 81.7%.

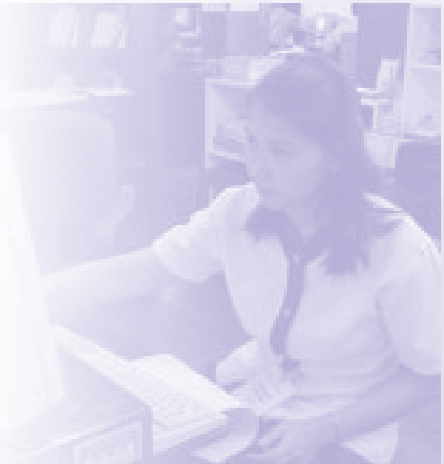
Enrolment for the elementary levels in school year 1999-2000 showed more males than females, or 51.1% compared with 48.9%. The secondary levels, however, had more female students than males, or 51.4% as against 48.6% in school year 1997-1998. In higher education programs in school year 1997-1998, more than half of the enrollees were female (51.8%). In 1995, 16% of females and 20% of males were not studying for various reasons. Eight percent (8%) of females and 12% of males were working and studying at the same time.

Gender tracking continues to influence the students' choice of courses in tertiary education. Women outnumbered men in programs traditionally considered "for women only" courses such as education and health sciences where they comprised 77.6% and 75.2%, respectively, of enrollees. In addition, women dominate in home economics (90.1%), service trades (77.2%), medicine and allied science (67.1%) courses. Men, on the other hand, dominated in engineering and law courses. Women who completed higher education were mostly professionals, technical and related workers.

In the area of training, more men attended programs for executives, managers and supervisors, while more women joined training on clerical and personal services. For 1995-1996, women comprised 39.4% of those who availed of formal training and 34.4% of those who took non-formal training given by the Technical Education and Skills Development Authority.

D. Health, Nutrition and Population Management

The health conditions of Filipino women have been improving through the years notably in increasing their life expectancy and decreasing their mortality rates.



More men attended programs for executives, managers and supervisors, while more women joined training on clerical and personal services.



The 1998 National Demographic and Health Survey (NDHS) indicated that 92% of mothers received prenatal care from doctors, nurses or midwives or traditional birth attendants. Traditional birth attendants served 41.3% of the births, doctors at 30.9% and nurses or midwives, 25.5%. Approximately 65.5% of pregnancies were delivered at home, while 34.2% in health facilities. Maternal mortality rate in 1998 was 172 deaths per 100,000 live births, an improvement from 200 deaths per 100,000 live births in 1993.

Another equally important finding of the NDHS indicated that husbands generally prefer more children compared to their wives. Moreover, husbands object to their spouses' practice of family planning and male participation in such matters is still limited.

Women's nutritional needs have yet to be adequately addressed. Malnutrition in various forms, particularly protein-energy malnutrition and micronutrient deficiencies still persist. Chronic energy deficiency among adults 20 years and above are more prevalent in women than men. More females than males are afflicted with iron deficiency anemia with highest prevalence among pregnant and lactating women. Goiter, thiamine and riboflavin deficiencies continued to be more prevalent among women than men.

A current concern about women's health revolves around the right of women to have their comprehensive health needs addressed across their life span. Women's health and nutritional needs must be seen beyond their roles as mothers. Aside from maternal health, attention should be paid to their occupational health and safety, mental health and the impact of gender inequality, poverty, food scarcity, and environmental degradation on women's general health status.

Abortion is illegal in the Philippines and nothing in this Plan contradicts the law. However, due to its high incidence, estimated at around 400,000 annually (Raymundo, 2001), complications arising from unwanted pregnancies are considered as an urgent public health concern. In this regard, government shall ensure that women who suffer from complications of pregnancies be managed adequately and counseled in a humane, non-judgmental and compassionate manner.



Access to comprehensive women's health services, including all legal and medically-safe methods for ensuring the proper planning and spacing of children must be made widely available if women are to be empowered to lead productive and healthy lives. Family Planning is a means towards responsible parenthood. Natural family planning,

which is least understood, needs to be more widely promoted as an option and method to enhance family welfare and the values of respect, responsibility and gender equality. Women and men must be given adequate education, information, and counseling on family life, gender relations, sexuality and the relative benefits and risks of each option and method so that they can make informed choices about their lives.

E. Violence against women

Filipino women suffer from the following forms of violence: wife abuse or domestic violence, abuse of women in intimate relationships, rape (including marital rape), incest, sexual harassment, sex discrimination, prostitution and international trafficking, pornography and abuse of women in media, and custodial abuse of women patient, ward or detainee.

The 2002 Annual Report of the Philippine National Police Women's Desk cited the most common cases of VAW as wife battering at 53% and rape at 10.2%. Majority of the victims and survivors were 30 years old and below. The most reported crime against girl children was rape, registering 37.7%.

Almost half of VAW perpetrators had no relation with the victims or survivors. However, husbands accounted for 27.6% of VAW perpetrators, with almost two out of three cases occurring within the household (PNP, 2001)



F. Women and media

Media plays a vital role in women's lives. The following lists some of the gender issues in media that need to be addressed.

Media Portrayal of Women. Included in this category are: the sensational coverage of rape cases and other crimes against women, the portrayal of women as victims, the stereotyped portrayal of



women in advertisements, and print media's hold-out on non-sexist terms and language (NCRFW, 2000).

Women as Media Practitioners. Female media workers have to deal with issues such as the increasing salary gap between women and men in the industry. In addition, very few women are in policy and decision-making positions in the media although the number of women in this sector continues to increase. There is also a need to establish, institutionalize and utilize a gender-responsive data base system on women and media (NCRFW, 2000).

Media as Vehicle for Women's Issues. Media is seldom responsive to the needs of women, and issues concerning women are often downplayed or are absent from media. Media's ability to advance women's interests is limited both by the low level of gender consciousness among people in media and by advertisers' lack of support for programs and shows discussing gender issues. In addition, there is a need for women's perspectives to have greater visibility in the media. The lack of gender perspective and deeper appreciation of women's issues in mainstream media should also be addressed (NCRFW, 2000).

Women as Media Users. To pressure media into presenting alternative and gender-sensitive materials and programs, users need to organize. Media monitoring groups, especially NGOs, should mobilize the audience to regularly give media feedback on the types of programs and publications that can best answer their needs.

Another issue that needs to be addressed is the absence of a lead government agency for women and media. Government has yet to establish a body responsible for policy-making in and monitoring of media, specifically in the area of programming. There is also a lack of organized government information dissemination programs that could meet the information needs of women.

Government agencies, NGOs, the private sector, industry producers, media users and schools need to work together to ensure that the concerns of women as media users are addressed adequately (NCRFW, 2000).

G. Women and the environment

Environmentalists claim that the Philippines has already reached the critical stage where ecological systems have virtually disappeared and almost irreversible damage has been done on the environment. Of the 19 million hectares of forest the country had 25 years ago, only 987,000 hectares of primary forest remain. Unless the trend is reversed, forest resource is expected to dwindle further (NCRFW, 2000).

The continuous destruction of the environment threatens everyone, but it has graver consequences for marginalized women and indigenous communities. The immediate effects of environmental problems on them include not only the loss of traditional sources of livelihood and food, but also serious damage to health and life. Their exposure to poisonous chemicals found in rivers where they often wash clothes, bathe and draw water for cooking and drinking can result in serious physical ailments and reproductive problems. Chronic exposure to contaminated food, water, soil and air can cause cancers, neurological disorders and other physical disabilities. Farmers, including women farmers, who have been exposed to harmful chemicals used in herbicides and pesticides suffer from serious lung and skin diseases. Similarly, exposed plantation women workers suffer from respiratory and skin ailments and infertility.

There is a need for women to understand the effects of their actions on the environment. As fuel gatherers in the rural areas, women contribute to forest denudation. As consumers, they lack awareness on how the products they buy for home consumption such as detergents, aerosol sprays, plastic, styrofoam and similar non-biodegradable materials exacerbate the destruction of the atmosphere and waterways and cause pollution problems. Similarly, women media practitioners and celebrities consciously or unconsciously help promote products which have negative environmental effects.



H. Women in governance

While women are increasingly becoming visible as decision makers and leaders in various sectors in society, including civil society, their participation in leadership is not proportional to their numbers.

Voter turnout in elections was generally higher among women than men. In the 2001 national elections, the turnout rate for women was 76.74% as against the men's rate of 75.9% even as there were more female registered voters (18.03 million) than male voters (17.64 million) (COMELEC, 2002).

Filipino women had limited participation in politics and governance. While the country's President is a woman, there are only three women out of 24 senators and 33 out of 208 legislators in the House of Representatives. During the last and current Congress, a woman's party list group was voted to the House of Representatives.

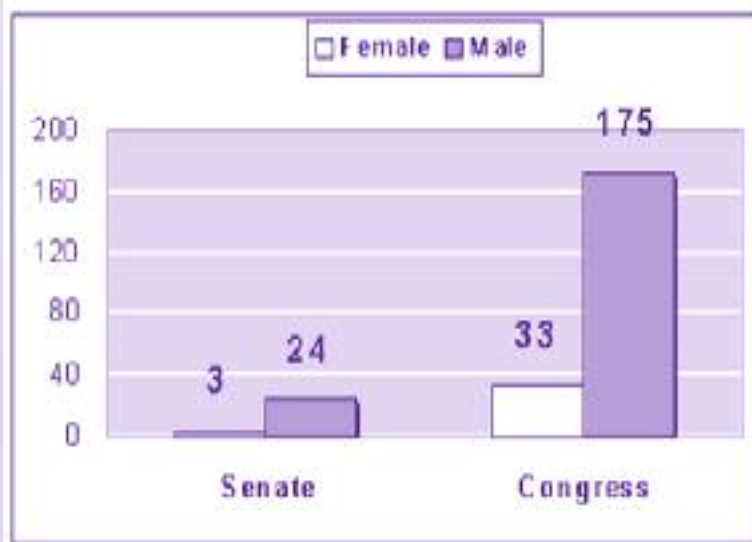
There are five women in the Macapagal-Arroyo Cabinet. However, the more "heavyweight" posts, such as the portfolios of finance, trade, foreign affairs and defense, are occupied by males.

The bureaucracy is slightly dominated by women employees, accounting for 53% of the total work force (CSC, 1999). But more men, or 65.2%, are appointed to the third level positions of managers and executives and there are more men eligible as Career Executive Service Officers at 57.9%. Men also outnumber female

undersecretaries, assistant secretaries, bureau directors, ambassadors, chiefs of mission and career ministers as well as those occupying the first level of entry positions. More women, however, or 71.9%, are at the second level positions.

In the judiciary, there are only two women members out of the 15 Supreme Court justices. There are also more male justices in the Court of Appeals and the Sandiganbayan as well as in the regional and local courts.

Figure 3.
Males and Females in Legislative Position, 2002



Gender bias is also pervasive in the justice system. An example of this is double victimization where the victim is blamed for the crime committed against her. The manner a rape victim dresses, or how a battered wife argues her side in marital conflicts, is often used to return the blame on her. There is also the trivialization of gender crimes by court officials and personnel. This treats gender crimes like sexual harassment or even domestic violence as less important and less deserving of judicial attention. Before the establishment of Women's Desks in police precincts, domestic violence was reported in police blotters as mere "misunderstanding." Court procedures can also be very insensitive to the needs of women complainants. It is common procedure to admit as evidence a woman's past sexual history to question her credibility. Gender socialization is another factor underlying gender bias in the courtroom. Certain actions, such as visiting a man's apartment or accepting a ride from him, make a woman fair game to a man's sexual advances. Or because his wife failed in her domestic role by being a poor housekeeper or by disobeying him, the husband deems the act of battering justifiable.

Before the establishment of Women's Desks in police precincts, domestic violence was reported in police blotters as mere "misunderstanding".

I. Institutional mechanisms for the advancement of women

GAD Focal Points were created in all government offices and agencies at all levels beginning in the late 80's and early 90's. They continue to push for, coordinate and monitor activities that promote gender responsiveness in government policies, programs and projects. However, many GAD Focal Points are inactive and unable to effectively lead in GAD mainstreaming efforts. In the legislature, a Committee on Women and Family Relations in both the House of Representatives and the Senate serves as the women's mechanism that oversees the enactment of bills for women's development and protection. There is a need to strengthen their linkage with women's groups and agencies to facilitate the passage of women's bills.

In 1999, 40% (133 out of 334 government offices) complied with the GAD Budget policy, earmarking only 0.59% of government's total appropriation for GAD interventions. In 2001, 41% of all government agencies complied with the GAD Budget provision with a total of P3.3 billion allocated for GAD PPAs. Two hundred fourteen local government units (LGUs) submitted their GAD plans with a total allocation for GAD PPAs amounting to P113.25 million. As of October 2001, 113 agencies have submitted their GAD plans and budget with a total GAD Budget Allocation of P2.8 billion.

While national agencies have, to some extent, already institutionalized gender mainstreaming, local governments, especially at the municipal and barangay levels, have yet to do so. Lack of gender resources, both human and material, is one of the factors that hampers gender work at the local level.

Promoting Women's Economic Empowerment: Current Gains and Planned Actions

The means to attain economic empowerment is by expanding economic opportunities for women. However, the country's economic crisis and the prevailing trend of allocating a considerable portion of the budget to debt servicing greatly reduces investments in the social sector and the generation of jobs. This limits women's access to subsidized health, housing, education and other social services. Extra challenges also come into play with globalization.

Trade and investment liberalization and new information and communication technologies – the twin enabling processes of globalization – have created new opportunities for women, especially for educated women with professional skills and those with greater ownership of resources and access to capital. However, the removal of barriers to international goods, capital and services makes developing countries like the Philippines suffer from competition, especially when the local market is flooded with cheaper products and services. This naturally leads to the death of local businesses, closure of factories and job losses.

The displacement of women and men workers and the consequent reduction in household income put a heavier pressure on women who take care of the family's welfare. Women are compelled to try other options such as engaging in income-generating activities in the informal sector, agreeing to labor flexibilization arrangements, and accepting overseas employment or migrating permanently. These consequences all bring adverse impacts on women's lives.

If women are to gain from globalization, it must “be shaped and steered by human interventions and values of equality, poverty



reduction and social justice” (Heyzer 2000) and be made more accountable to women (UNIFEM, 2000). Only then can it contribute to women’s economic empowerment.

A. Current gains to promote women’s economic empowerment

The following discusses the gains in women’s economic empowerment, specifically in the areas of (1) women and poverty; and (2) women and the economy.

I. In the area of women and poverty:

The government has implemented several measures to address the plight of women in situations of poverty. It continues to prohibit discrimination with respect to terms and conditions of employment, promotion and training opportunities. Women have likewise been given access to credit, loan and non-material resources for economic activities, as well as equal treatment and opportunities in agrarian reform and land resettlement. Women, especially those who manage household and family affairs, have also been made eligible for insurance coverage.

To further alleviate women’s impoverished plight, the government has recognized the contribution of women and addressed their needs, conducted training to enhance the skills and capabilities of women on micro and cottage industries, and started to implement the Comprehensive Agrarian Reform Law and the Urban Development Housing Act which aims to benefit the marginalized, including poor women.

Furthermore, the government has enacted laws and directives to provide credit, training and employment opportunities for women, such as Republic Act 7882 or the Provision of Assistance to Women in Micro and Cottage Business Enterprises; RA 7192, or Women in Development and Nation Building Act; RA 8289, or Promotion and Development of and Assistance to Small and Medium Enterprises; RA 8042, or the Migrant Workers and Overseas Filipinos Act; and RA 6725, or Strengthening the Prohibition on Discrimination against Women.

To alleviate women’s poverty, several programs and projects were implemented. Among these are the Women Workers Employment and Entrepreneurship Development, Promotion of Rural Employment through Self-Employment and Entrepreneurship Development, and the Grameen Bank Replication Program.



The Migrant Advisory and Information Network/System was also established to disseminate migration concerns and information to the public, especially since majority of migrant Filipino workers are women. The government also adopted RA 6972 mandating the setting up of day care centers for every village nationwide, enabling women to engage in economic activities, including part-time or full-time employment outside the home.

2. In the area of women and the economy



Women also now enjoy better employment conditions and income-generating opportunities because of gender-responsive legislation (e.g. law penalizing sexual harassment in the workplace) and affirmative action (e.g. TESDA's non-traditional skills training for women).

Among the programs initiated by government are microenterprises for women agrarian reform beneficiaries, lending schemes for rural women, employment assistance to women, including those who are differently abled, livelihood programs for returning migrant workers, researches on increasing women's participation in the economy and programs designed to eliminate segregation and all forms of employment discrimination.

Policy reforms to expand women's economic opportunities were also adopted. Examples are policies requiring the consent of both spouses in all land-related transactions, which contributed in making an agrarian reform community gender-responsive. The impact of projects on women was also included as one of the criteria for issuing Environmental Impact Certificates and their participation in community-based management of resources.

TESDA's non-traditional skills training for women

B. Actions planned to promote women's economic empowerment

Objective 1.1 *To enhance sustainable access of women to capital, market, information, technology and technical assistance*

Strategies

1. Expand availability and sustainability of services and technical assistance programs for women
2. Improve credit policy environment for women
3. Enhance awareness on available economic programs for women

Interventions

1. Strengthen implementation of SEA-K integrated program
2. Establish rural finance facilities
3. Open up lending windows for women in government financial institutions
4. Develop IEC programs on credit and enterprise development for women
5. Provide microfinance assistance to at least 300,000 women annually
6. Provide one-stop shop for support services for women entrepreneurs

Desired Outcomes

1. Women's economic programs are financially viable
2. Welfare needs of women and their families are met
3. Livelihood opportunities for women are diversified
4. More women employed in male-dominated occupations/ industries
5. Women-friendly credit policies and mechanisms installed and operational
6. Viable and sustainable capital outlay for credit programs
7. Sustainable markets for women products
8. Credit programs able to sustain women's involvement in micro, small, and medium industries
9. Equal access to credit, training and technology for rural and urban poor women

Responsible Agencies/Organizations

1. Cooperative Development Authority
2. Department of Agriculture
 - a. Agricultural Training Institute
 - b. Bureau of Fisheries and Aquatic Resources
 - c. National Agricultural and Fishery Council
 - d. National Dairy Authority
 - e. Quedancor
3. Department of Agrarian Reform
4. Department of Labor and Employment
 - a. Bureau of Local Employment
 - b. Bureau of Women and Young Workers
 - c. Technology Education and Skills Development Authority
5. Department of Social Welfare and Development
6. Department of Trade and Industry



7. Government Financial Institutions (GFIs)
 - a. Landbank
 - b. Development Bank of the Philippines
8. National Anti-Poverty Commission
9. Overseas Workers' Welfare Administration
10. People's Credit and Finance Corporation
11. Technology Livelihood and Resource Center
12. LGUs
13. NGOs
14. Private Sector

Objective 1.2 *To enhance employment and livelihood skills of women, particularly in high value-adding industries and agricultural activities*

Strategies

1. Promote community-based livelihood and skills development programs
2. Improve effectiveness of livelihood and skills training programs for women
3. Improve credit policy environment for women
4. Enhance inter-agency, inter-partner coordination for a more effective and integrated support for women's access to capital and services

Interventions

1. Advocacy programs to involve CSOs/POs and the private sector in community-based livelihood and skills development initiatives
2. Intensify research on viable alternative livelihood programs
3. Advocate for policies and enabling mechanisms for the entry of women into non-traditional, high value livelihood skills and occupations
4. Conduct market programs and technology research towards improving the competitive edge of women's products and services
5. Advocate for the increased capital outlay/budget allocation for credit and enterprise development programs for women
6. Institute/install women-friendly credit policies and mechanisms
7. Establish networks of GOs, NGOs, private sector and women's groups for sharing of appropriate technologies, enterprise development programs and marketing strategies



8. Link and improve cooperation between women workers and women in business/managers

Desired Outcomes

1. Advocacy programs developed and utilized
2. Increased number of economically viable and women-friendly economic programs
3. Women are capacitated to work and remain in non-traditional occupations and industries
4. Gender-role stereotyping in work is eliminated
5. Increased number of women engaged in various employment and livelihood activities
6. More effective and gender-responsive training modules and delivery techniques developed and used
7. Market programs for women's products and services developed and used
8. More marginalized women benefit from credit and enterprise development programs
9. Credit facilities become financially sustainable
10. Access to credit does not have negative impacts on women's workload and health
11. System or mechanism for a more effective inter-agency coordination in place and operational.



Responsible Agencies/Organizations

1. Cooperative Development Authority
2. Department of Agriculture
 - a. Agricultural Training Institute
 - b. Bureau of Fisheries and Aquatic Resources
 - c. Fiber Industry Development Authority
 - d. National Agricultural and Fishery Council
 - e. National Dairy Authority
 - f. Quedancor
3. Department of Agrarian Reform
4. Department of Labor and Employment
 - a. Bureau of Local Employment
 - b. Bureau of Women and Young Workers
 - c. Technical Education and Skills Development Authority
5. Department of Social Welfare and Development
6. Department of Trade and Industry
7. Government Financial Institutions (GFIs)
8. National Anti-Poverty Commission
9. Overseas Workers' Welfare Administration
10. People's Credit and Finance Corporation
11. Technology Livelihood Resource Center
12. NGOs/POs
13. Private Sector

Objective 1.3 Establish an enabling environment that will ensure the effective implementation of policies for the protection of women workers in the country and overseas (in terms of welfare and working conditions.)

Strategies

1. Ensure effective implementation of the following:
 - a. Policies and laws that ensure just wages and benefits for women
 - b. Policies that will protect women from all forms of discrimination, abuse and exploitation
 - c. Policies that will promote women-friendly and safe working conditions
 - d. Measures that will protect women OFWs
 - e. Safety measures intended to protect women from the adverse effects of globalization
2. Enhance awareness of members of the judiciary and law enforcers from the barangay level up to the national level, on gender issues as well as their capability to handle gender-related discrimination cases in the workplace
3. Strengthen monitoring of implementation of policies/ laws on women workers
4. Enhance the capacity of employers to implement women-related labor laws and policies

Interventions

1. Strengthen capacity of responsible agencies to implement and monitor labor policies and occupational health and safety standards
2. Advocate to influence NGOs/POs and the private sector to monitor implementation of labor policies
3. Sex-dissagregate monitoring data/results for program review and re-planning
4. Conduct gender sensitivity seminars and training in gender mainstreaming
5. Form/strengthen GAD Focal Points and technical working groups
6. Integrate gender indicators and standards in monitoring tools and systems
7. Conduct orientation seminars for employers on women-related labor laws and policies
8. Integrate women-friendly labor laws in company policies
9. Strengthen social and economic reintegration program
10. Conduct training of frontline agencies on anti-trafficking strategies

Desired Outcomes

1. Responsible agencies able to enforce and monitor implementation of labor policies on a regular basis
2. Increased employers' awareness of labor policies on women and their sensitivity to gender issues in the workplace
3. Concerned agencies fully capable of protecting and promoting the rights of women workers/improved capacity of agencies to identify and respond to violations of labor policies
4. Speedy dispensation of justice on violations of laws and policies pertaining to women workers
5. Monitoring system on the implementation of labor laws and policies and occupational health and safety standards put in place
6. Improved performance/productivity of women workers
7. Just wages, safe and gender-friendly working conditions
8. Concerned agencies are able to provide women workers with adequate safety nets
9. Returning women overseas workers able to reintegrate in the economic and social spheres
10. Rights of women migrant workers and victims of trafficking protected and fulfilled

Responsible Agencies/Organizations

1. Civil Service Commission
2. Department of Interior and Local Government
3. Department of Labor and Employment
 - a. Occupational Safety and Health Centre
 - b. Philippine Overseas Employment Administration
 - c. National Labor Relations Commission
4. Department of Foreign Affairs
 - a. Commission on Filipino Overseas
5. Philippine Center for Transnational Crime
6. Employers' Federation of the Philippines
7. Philippine Economic Zone Authority
8. Private sector
9. NGOs
10. Labor Unions

Objective 1.4 *To increase awareness of women of their economic rights and opportunities*

Strategies

1. Increase level of awareness by women of their economic rights
2. Enhance community awareness and involvement in promoting women's economic rights

Interventions

1. Conduct awareness raising seminars on economic rights
2. Develop IEC materials on women's economic rights and opportunities
3. Establish links/partnerships with CSOs in community-based promotion of women's economic rights

Desired Outcomes

1. Women in labor unions and labor groups capable of protecting/fulfilling their economic rights
2. Increase in number of women in new and non-traditional fields
3. Presence of local/community-based GAD champions either individuals or organizations
4. Active participation of communities in promoting economic opportunities for women and protecting their rights

Responsible Agencies/Organizations

1. Department of Labor and Employment
2. Department of Trade and Industry
3. Department of Interior and Local Government
4. Philippine Information Agency
4. Local Government Units
5. Labor Unions
6. NGOs



Objective 1.5 *To strengthen women's representation in economic decision-making bodies*

Strategy

1. Strengthen women's organizations in both government and business sector

Interventions

1. Conduct seminars in group organizing
2. Conduct leadership training for women workers
3. Advocate for bigger financial allocation for organization building for women leadership to carry
4. Advocate for policies promoting women's organizing

Desired Outcomes

1. Women well-represented in decision-making bodies acting on concerns of women in the workplace
2. Women's needs are effectively articulated in programs and plans of labor unions and companies

Responsible Agencies/Organizations

1. Civil Service Commission
2. Department of Labor and Employment
3. Department of Trade and Industry
4. National Anti-Poverty Commission
5. Employers' Confederation of the Philippines
6. Local Government Units
7. NGOs
8. Philippine Chamber of Commerce and Industry
9. Labor Unions

Protection and Fulfillment of Women's Human Rights: Current Gains and Planned Actions

Human rights are universal basic rights accruing to all individuals, both women and men. These very same human rights, however, were defined and developed without taking women's situation into account, the gender-based differences and disadvantages experienced by them, and the inequalities and injustices they faced. This has led to negative impacts on the comprehensiveness of these rights and women's enjoyment of them. For example, the right to freedom of expression is interpreted to include the right to make, distribute and use pornography, which, in turn, contributes directly to violence against women. The right to privacy is another basic right that can be interpreted to mean protecting the home and the family from scrutiny, even if this has become a site of oppression and abuse for many women. In both examples, the rights serve to reinforce violence against women.

Women's rights are human rights. This has to be articulated if only to emphasize that there are specific rights women are entitled to but they do not yet fully enjoy. For example, in spite of women's long



years of struggle to show that domestic violence violates the basic right to life and dignity, the country has yet to enact a law that criminalizes it.

The Philippines joined other countries in ratifying international human rights treaties, including the Universal Declaration of Human Rights and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The CEDAW is of particular significance to women because it serves as an international bill of rights for them. It contends that “the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields.” It addresses the unequal treatment of women in law, the cultural patterns of discrimination, women’s rights to participate in public life, equality of educational and employment opportunities, the special problems of women in rural poverty, and the discrimination against women in the provision of health care, including the recognition of their rights to “decide freely and responsibly on the number and spacing of their children and to have access to information, education and the means to enable them to exercise these rights.”

For Filipino women, the following priorities will be pursued to protect and fulfill their human rights:

- Full exercise of their civil and political as well as social and cultural rights through the provision of human development and basic services including gender-fair education, housing and comprehensive women’s health for all sectors;
- Protection and enforcement of legal and political rights of women especially victims and survivors of violence and other human rights violations;
- Programs and services for special groups of females such as girl children, adolescents, differently-abled women, older women, and women in especially difficult circumstances, among others;
- Executive and legislative measures to eliminate gender discrimination and support both women and men in sustaining equal and mutually fulfilling relations; and
- Information, education and communication on women’s rights enshrined in international treaties and conventions and national laws.

A. Current gains to protect and fulfill women's rights

The following discuss the current gains in important areas of women's rights like: (1) education and training; (2) health, nutrition and population management; and (3) violence against women.

1. In education and training

Gender concepts were included in the curricula of the public school educational system to promote responsible and shared parenthood and non-stereotyping of male and female roles. The government also improved access of women to technology-based education and training programs. In addition, scholarships were offered to qualified female and male students. Literacy classes and livelihood training were conducted for rural women, and women in indigenous communities and those who are differently-abled. Scholarship and training criteria that discriminate against married women and mothers with infants were removed.

In the rural areas, literacy programs were implemented like the Nonformal Education Program, Reading Education Training Program, and Women's Literacy Class and Values Program.

2. In health, nutrition and population management

The government has proposed the creation of the Women's Health and Development Program that integrates participatory strategies for enabling women to take control of their health.

As part of its continuing efforts to respond to the comprehensive health needs of women, the government intensified the delivery of services in the areas of safe motherhood, particularly in the prevention and management of obstetric complications, infant and child nutrition; adolescent and youth health; treatment of breast and reproductive tract cancers and other gynecological conditions; family planning, including natural family planning information and services; prevention and management of reproductive tract infections, including HIV/AIDS and other sexually transmitted infections; prevention and treatment of infertility and sexual dysfunctions; male involvement and participation; and elimination of violence against women. It also encouraged hospitals to be mother-and-baby-friendly to improve nutrition and bonding, and to observe cultural and gender sensitivity.



To address the issue on population, President Gloria Macapagal-Arroyo articulated her policy on responsible parenthood for sustainable development. The policy emphasizes the shared responsibility between women and men to decide on the number, spacing and timing of their children. She noted that by empowering couples to achieve their desired family size, they have a better chance to improve their quality of life.



The President also highlighted the need to educate men as partners in health as they exert much influence on decisions regarding health and fertility choices of their spouses. To achieve this, the government will create an enabling environment within which its citizens can make free and informed decisions on responsible parenthood for sustainable development. In particular, couples, men and women, shall be supported in making decisions within the context of gender equity and sensitivity to our cultural beliefs and traditions.

3. In violence against women

The government adopted laws penalizing acts of violence against women, such as rape and sexual harassment, laws creating family courts and crisis centers nationwide, and assistance to and protection of rape victims and survivors. Bills were filed in Congress to address domestic violence, abuse of women in intimate relationships, anti-trafficking of Filipino women and decriminalization of women in prostitution. Women and Children Concerns Desks were set up in police precincts and family courts were established to try cases of domestic violence and other forms of physical abuse within the family.

Social services were expanded to include the setting up of shelters and substitute homes for women in crisis as well as the delivery of legal, psychological and group support to women and children victims and survivors. For easier and less time-consuming filing of complaints, the Barangay Human Rights Action Centers were created. Conditions of women in detention are being improved.

Women and Children's Protection Units were established in almost all government hospitals to properly address the concerns of women victims and survivors of violence. Some of the interventions provided were training of hospital personnel on the proper treatment of cases of VAW, integration of VAW issues into the medical and nursing curricula and coordination with police and counseling networks.

B. Actions planned to protect and fulfill women's human rights

Objective 2.1 *To enhance access to/utilization of basic social services*

Education and Training

Strategies

1. Integrate gender topics and principles in school curricula and educational materials
2. Improve school facilities to make them gender-friendly
3. Strengthen access of women to non-formal education

Interventions

1. Conduct gender awareness seminars for teachers and school officials
2. Conduct seminars in engendering the curriculum
3. Conduct research on gender issues in education
4. Develop IEC materials on gender issues in education
5. Publish gender-fair instructional materials
6. Conduct gender analysis of school facilities and premises for gender bias especially military training facilities and schools
7. Advocate for resource allocation for repairs/ improvements
8. Establish links with LGUs for development and implementation of non-formal classes
9. Develop women-friendly non-formal curricula and laboratory facilities
10. Train teachers in the integration of gender concepts in non-formal education curricula

Desired Outcomes

1. Gender bias in education eliminated
2. Gender-friendly campuses
3. Academic performance improved
4. School facilities for women's integration in traditionally male dominated institutions installed and used
5. Livelihood skills training program for women expanded and improved
6. More meaningful participation of women in local governance and politics

Responsible Agencies/Organizations

1. Commission on Higher Education and SUCs
2. Department of Education
3. Department of Social Welfare and Development
4. LGUs
5. Philippine Military Academy
6. Private schools, colleges and universities
7. Technical Education and Skills Development Authority

Health, Nutrition and Population Management

Strategies

1. Increase women's access to basic social services including comprehensive women's health and nutrition services
2. Upgrade the quality of comprehensive gender-sensitive health services for women across the life cycle
3. Increase awareness of health and caring behavior among women and men
4. Develop IEC materials and conduct advocacy campaign and information drive on comprehensive women's health and nutrition services and responsible parenthood

Interventions

1. Develop IEC materials on women's health and nutrition
2. Conduct advocacy campaign and information drive on women's health and nutrition
3. Advocate for LGU policies, programs and budget for the provision of comprehensive women's health and nutrition services
4. Train health workers to integrate quality of health care and nutrition standards in their services
5. Train health workers on how to promote natural family planning and all modern methods of family planning, with the relative benefits and risks of each method
6. Provide basic health services including fertility awareness education and all methods of family planning anchored on responsible parenthood, emphasizing the values of respect, shared responsibility and gender equality
7. Expand health insurance coverage for poor women and Philhealth benefits package for women
8. Improve food security to ensure women's health and nutrition
9. Intensify involvement of men in improving women's health



Desired Outcomes

1. Increased number and improved quality of comprehensive women's health and nutrition services

2. Lower incidence of preventable health problems
3. Reduce maternal deaths due to pregnancy, labor and childbirth complications
4. More choices for safe and high quality family planning methods including natural family planning
5. Heightened awareness and increased number of women availing of women's health and nutrition services
6. Improved health and nutritional status of women and girl children
7. Increased number of poor women with health insurance coverage
8. Increased number of women receiving expanded health/Philhealth benefits package

Responsible Agencies/Organizations

1. Commission of Population
2. Department of Agriculture
3. Department of Health
4. Philippine Health Insurance Corporation
5. Department of Social Welfare and Development
6. National Nutritional Council
7. LGUs
8. NGOs
9. Private Sector

Housing

Strategy

Enhance access, especially of poor women to affordable housing

Intervention

Advocate for integration of gender concepts in housing policies and programs

Desired Outcome

Increased number of women recipients of affordable housing

Responsible Agencies/Organizations

1. Home Development Mutual Fund (Pag-ibig)
2. Housing and Land Use Regulatory Board
3. Housing and Urban Development Coordinating Council
4. Local Housing Boards

Objective 2.2 Promote gender-responsive delivery of justice to VAW survivors

Strategies

1. Develop/strengthen institutional mechanisms for VAW
2. Enhance gender sensitivity/responsiveness in the criminal justice system

3. Put up/upgrade existing facilities to become more women-sensitive
4. Strengthen/expand counseling/awareness-building programs for victims and abusers

Interventions

1. Awareness-raising seminars for court officials and staff
2. Integration of gender principles in court protocols and standards for delivery of justice
3. Upgrade/install survivor-sensitive facilities
4. Conduct VAW counselling training and awareness seminars for community- and hospital-based counselors
5. Conduct capacity-building program on gender-sensitive case handling for court social workers, judges and police
6. Advocate for passage of Anti-VAW legislation
7. Establish and capacitate staff of Women's and Children's Protection Units in 44 government hospitals
8. Enhance/improve quality of services provided by PNP Women's Desks, CIC and shelters, NBI and VAWCDs
9. Establish rape crisis centers
10. Establish/set up standards for humane treatment of women in detention and in especially difficult circumstances

Desired Outcomes

1. Elimination of gender bias in the court system, health and social service facilitators
2. Speedy resolution of cases
3. Strengthened social and justice delivery system on VAW through an inter-agency committee

Responsible Agencies/Organizations

1. Barangay Human Rights Action Centers
2. Civil Service Commission
3. Commission on Human Rights
4. Department of the Interior and Local Government
 - a. National Police Commission
 - b. Philippine National Police
 - c. Bureau of Jail Management and Penology
 - d. Philippine Public Safety College
5. Department of National Defense
6. Department of Health
7. Department of Justice
8. Department of Social Welfare and Development
9. National Bureau of Investigation
10. Philippine Information Agency
11. National Statistics Coordination Board
12. NGOs
13. National Commission on the Role of Filipino Women

Objective 2.3 *To formulate and implement legislative measures that will eliminate gender bias*

Strategies

1. Increase capability of legislators, local and national, in formulating relevant legislative measures on GAD
2. Aggressively solicit legislative support for GAD
3. Strengthen women's groups to lobby for passage of legislative measures on anti-trafficking, abuse of women in intimate relationships/domestic violence, decriminalization of women in prostitution, and other bills

Interventions

1. Conduct gender awareness seminars for members of the legislative bodies at the barangay, municipal, city, provincial and national levels
2. Establish/strengthen gender focal points in legislative offices
3. Review local ordinances/laws for possible gender bias and gaps
4. Enact pro-women and gender-fair ordinances and laws
5. Conduct training on advocacy and lobbying for women's groups
6. Establish/strengthen GO-NGO-CSO networks for legislative advocacy
7. Generate public opinion on legislative proposals through tri-media

Desired Outcome

Gender-responsive laws at the national and local levels

Responsible Agencies/Organizations

1. Department of the Interior and Local Government
2. National Anti-Poverty Commission
3. LGUs
4. House of Representatives
5. Philippine Senate
6. Philippine Information Agency
7. Private Sector
8. Media Organizations
9. NGOs

Objective 2.4 *To promote and advance women's and girl-children's human rights*

Strategy

1. To increase level of awareness of women's and girl-children's human rights

Interventions

1. Develop IEC materials
2. Conduct awareness raising on women's and girl-children's human rights
3. Develop database and other tools to generate sex-disaggregated data on human rights issues
4. Integrate human rights information and principles in gender awareness workshops

Desired Outcomes

1. Increased capacity of women and girl-children to protect themselves from abuse and respond to violations of their rights
2. Database on human rights for advocacy and legislation
3. Full enjoyment of social, civil, political, economic and cultural rights

Responsible Agencies/Organizations

1. Commission on Higher Education
2. Commission on Human Rights
3. Council on the Welfare of Children
4. Department of Education
5. Commission on Population
6. Philippine Information Agency
7. National Anti-Poverty Commission
8. LGUs
9. NGOs
10. Media Organizations
11. Private Sector

Promoting and Strengthening Gender-responsive Governance: Current Gains and Actions Planned



The success of the Plan's implementation hinges on good governance and the interaction of its three dimensions: the State or government, the private sector, and the civil society, which includes NGOs, people's organizations and other cause-oriented groups. Simply put, the State creates the enabling environment for sustainable human development, especially if it governs well, the private sector provides jobs that generate income and develop people's productive capacities, and civil society facilitates political and social interactions between it and the two other dimensions, and mobilizes society to participate in economic, socio-cultural and political activities (UNDP, 1997).

Good governance, according to the United Nations Development Program, refers to the economic, political and administrative authority of managing a country's affairs. Specifically, economic authority is concerned with overcoming poverty, creating equity and improving people's quality of life; political authority involves decision making in formulating national policies and laws; and administrative authority deals with the implementation of these policies.

The following elements, according to the UNDP, are present in good governance: it is participatory, transparent, accountable, effective, equitable, promotes the rule of law, addresses priorities and makes decisions based on broad consensus, including especially the concerns of the poorest and the most vulnerable in society; and formulates a strategic vision to achieve sustainable human development. For good governance, to be gender-responsive, it must enhance the abilities of women and men to contribute to and benefit from development.



A. Current gains to uphold gender-responsive governance

Measures to strengthen institutional mechanisms on gender and development include the creation of mechanisms in regional and local government units, such as the one established in the Regional Development Council of Region X (RDC X), Provincial Commissions on Women (Bulacan) or GAD Technical Committees which are covered by local ordinances. RDC X created sectoral committees, regional area teams and internal GAD mechanisms. It established linkages with NGOs, local planning bodies and with the academe. (NCRFW, 2001)

Last September 4, 1997, a Presidential Memorandum was issued providing for sex disaggregation of statistical data at the provincial level and allowing for the computation of gender-related development. As part of its thrust of developing gender-responsive organizations and gender-responsive plans, NCRFW coordinates with the Philippine Statistical System to institutionalize a gender-responsive data and statistical system, including an indicator system for monitoring the situation of women. An Inter-Agency Committee on Gender Statistics was recently created to address data production and utilization matters.

In addition to maintaining its own information center, NCRFW in partnership with the UP Center for Women's Studies, established the

Regional GAD Resource Centers (GRCs) in five (5) regions to strengthen their facilities for information exchange and networking among GAD advocates and researchers in the regions, and to help build a resource base for training, research and technical assistance on GAD. There are presently six active GRCs in the country: two in Luzon, two in Visayas and two in Mindanao.

A campaign, Women Against Graft (WAG), was launched in March 2001 enjoining public servants to declare their offices graft free.

Good governance includes women's participation in caring for the environment and natural resources.

Among the measures implemented by government are the following: designating women members to the Protected Area Management Board; integrating gender concerns in the plans and activities of small- and medium-scale forest plantation; determining the impact of environmental projects on women; articulating gender concerns in implementing the Community-Based Forest Management Program; and instituting gender parity in preparing the community resources management framework of the CBFM program.

Gender-responsive environmental laws, administrative orders, and memorandum circulars also increased. Women were included in the formulation of the plan to implement the Agricultural and Fisheries Modernization Act. The government also adopted the requirement to include an analysis of the potential effects of proposed programs on women in Environmental Impact Studies before approving and granting Environmental Compliance Certificates (ECCs).

B. Actions planned for gender-responsive governance

Objective 3.1 *To mainstream GAD in the bureaucracy*

Strategies

1. Enforce compliance to GAD mainstreaming policies
2. Enhance existing structural mechanisms to accelerate mainstreaming of GAD
3. Localize GAD mainstreaming efforts
4. Enhance capability of local and regional GAD practitioners/trainors to deliver GAD programs
5. Strengthen linkages and partnerships among various partners

Interventions

1. Conduct training for oversight bodies on monitoring of GAD plans and budget
2. Conduct training on GAD plan preparation and utilization of GAD budget
3. Develop and disseminate IEC materials on GAD mainstreaming for LGUs
4. Provide resource materials and expertise for GAD mainstreaming at the local levels
5. Establish a gender monitoring system for ODA funds
6. Establish GO-NGO-CSO networks and partnerships (such as Gender WATCH) for GAD mainstreaming and monitoring at the local levels

Desired Outcome

Enabling environment for implementation of GAD plans and budget

Responsible Agencies/Organizations

1. National Economic and Development Authority
2. Department of Budget and Management
3. Department of Interior and Local Government
4. Local Government Units
5. National Commission on the Role of Filipino Women
6. All NGAs
7. All NGOs

Objective 3.2 *To enhance women's leadership roles and participation in decision-making*

Strategies

1. Ensure equal representation of women in decision-making process at the local, national and international levels
2. Promote gender-responsive management and transformative leadership

Interventions

1. Conduct leadership training for women
2. Advocate for more women candidates in elections
3. Provide welfare support services for women at all levels who wish to enter politics
4. Undertake research (i.e. best practices) and develop models of gender responsive management and leadership
5. Conduct training on gender-responsive management and transformative leadership

6. Implement policy on women's representation in local sanggunian councils and special bodies
7. Establish local machineries on women
8. Conduct capability building activities for the management of local machineries on women

Desired Outcomes

1. Improved representation of women in decision-making
2. Women-friendly political culture
3. Activated and strengthened local machineries on women

Responsible Agencies/Organizations

1. Civil Service Commission
2. Department of the Interior and Local Government
3. LGUs
4. National Commission on the Role of Filipino Women
5. NGOs
6. Academic Institutions

Objective 3.3 *Strengthen women's role in promoting gender-responsive governance*

Strategies

1. Enhance role of women's organizations in anti-corruption programs
2. Enhance women's role in peace building and conflict resolution

Interventions

1. Strengthen and expand Women Against Graft campaign
2. Conduct training of women's group on how to monitor government purchases and expenditures
3. Develop mechanisms for monitoring fiscal operations
4. Institute policies that will institutionalize financial monitoring/fiscalizing role of CSOs
5. Mobilize women's groups to support initiative for clean and fair elections
6. Advocate for equal representation of women in peace councils
7. Develop training modules of women's role in peace building and conflict resolution
8. Conduct training on gender and peace
9. Integrate topics on peace and gender in school curricula
10. Develop IEC materials for use in anti-corruption campaign

Desired Outcome

1. Efficient and effective utilization of government resources

Responsible Agencies/Organizations

1. Civil Service Commission
2. Commission on Audit
3. Commission on Higher Education
4. Department of Budget and Management
5. Department of Education
6. National Commission on the Role of Filipino Women
7. NGOs

Objective 3.4 *Strengthen partnership with media in covering various women's issues*

Strategies

1. Enhance gender sensitivity of media practitioners
2. Set up enabling mechanism to facilitate exchange of data, information, tools, etc. between media and government pertinent to GAD concerns

Interventions

1. Conduct gender sensitivity workshops for media personnel
2. Undertake skills training on gender-responsive news writing, broadcasting, etc.
3. Advocate to integrate gender fair standards in the ethical guidelines of media practice
4. Establish a GAD resource network among media practitioners

Desired Outcomes

1. Gender-fair and women-friendly portrayal of women in media
2. Media as advocate of gender equality and human rights
3. Strengthened partnership with media covering women's issues

Responsible Agencies/Organizations

1. Kapisanan ng mga Brodkaster sa Pilipinas
2. Philippine Information Agency
3. National Commission on the Role of Filipino Women
4. Private Sector
5. NGOs



Beyond Good Intentions: Plan Implementation, Monitoring and Evaluation

Consistent with the overall policy framework for GAD, the implementation of FPW shall be a collective responsibility of the NCRFW, national government agencies, local government units, the legislative, academe and civil society organizations (CSOs). Effective collaboration between and among these stakeholders is needed for the successful implementation, monitoring and evaluation of the Plan.

As the national machinery for women, the NCRFW shall facilitate the setting up and strengthening of these partnerships for FPW execution. It shall enhance mechanisms to promote and ensure sustained participation of the various agencies, organizations and sectoral groups and individuals in advancing the goals of the Plan. In doing so, the NCRFW shall build on existing planning and governance structures and processes at different levels of government, and assign more responsibilities and accountabilities to regional and local bodies and civil society groups in the various stages and aspects of FPW implementation.

As the Plan takes on a results-oriented approach, it would be meaningful to define the key roles, responsibilities and accountabilities of its key stakeholders.

Roles, Responsibilities and Accountabilities of Key Stakeholders

At the National Level

I. The National Commission on the Role of Women

As provided for in Executive Order No. 208, the NCRFW is the primary policy making and coordinating body on all women development concerns. Executive Order No. 273 further mandates and authorizes the NCRFW to coordinate and monitor the implementation of the PPGD, and compliance to international GAD commitments such as the Beijing Platform for Action and the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

Taking off from this mandate, the NCRFW takes the lead role in coordinating and facilitating the integration of FPW concerns into the

various plans, programs and projects of government. It is also responsible for preparing all necessary reports relating to Plan implementation and how it contributes to the implementation of the CEDAW commitments, as well as the long-term goals set out in the PPGD and BPA.

2. Oversight Agencies

The NCRFW works closely with other oversight agencies such as the National Economic and Development Authority and the Department of Budget and Management. It also coordinates closely with the Department of the Interior and Local Government in its effort to accelerate GAD mainstreaming at the local level.

National Economic and Development Authority

As the central planning unit of government, NEDA is responsible for incorporating GAD along its mandate of development planning, policy coordination, investment programming, and program/project monitoring and evaluation. This places NEDA in a strategic position in ensuring that the goals and strategies of FPW are embodied in the medium-term national and regional development plans.

With the reorientation of the country's investment programming and monitoring system towards results, there is now an Investment Coordinating Council (ICC) guideline which requires all project proposals for ODA funding to submit a logframe indicating an acceptable set of performance indicators. This presents an excellent opportunity to include FPW parameters in the design of programs and projects getting into the ODA pipeline. With clearly defined GAD performance indicators, the process facilitates the monitoring and evaluation of gender impacts of ODA projects.

Department of Budget and Management

The DBM is mainly involved in the formulation, update and dissemination of guidelines for the preparation of the three-year GAD Budget of government agencies and LGUs. This task involves ensuring that the annual component of the three-year rolling GAD Plan and Budget is integrated into the annual agency budget proposal, and that agencies comply with the mandatory 5% GAD budget. Relative to these tasks, the Department conducts regular orientation on GAD Budgeting for budget officers in government.

With the shift to performance-based budgeting, DBM is expected to assume a more visible role in determining effectiveness of programs and projects of government agencies. In this regard, inclusion of relevant GAD mainstreaming outcomes in agency performance areas to be evaluated by DBM shall be done as a means to encourage integration of GAD in agency plans.

The Department of the Interior and Local Government

In response to the challenge of effectively addressing women's issues closer to where they occur, the FPW shall work towards cascading GAD mainstreaming down to the lowest level of governance in the country. Towards this end, the DILG shall play a key facilitative role in terms of disseminating pertinent information and providing technical assistance to LGUs in formulating their GAD Plan and Budget, aligning them with the goals of FPW, and consolidating their implementation status.

3. National Government Agencies

National line agencies, working through the GAD Focal Points, shall integrate GAD concerns in their plans ensuring that gender gaps existing in current programs are addressed. Agency plans shall incorporate GAD as a performance dimension, identifying specific GAD outcomes that agencies would be held accountable for by the end of the Plan period.

Statistical agencies, such as the National Statistics Office and the National Statistical Coordination Board, and other multi-sectoral agencies such as the National Anti-Poverty Commission, shall be involved by way of providing information support in generating key GAD indicators useful in the design, planning and implementation of future programs on women.

4. Regional Development Councils

The Regional Development Councils shall see to it that FPW goals are integrated into the Regional Development Plans. They are also expected to provide technical assistance support to regional offices and LGUs on how to prepare a GAD Plan and Budget, and develop proposals that would address the key concerns of FPW as they relate to specific regional concerns on women.

5. Local Government Units

Addressing gender issues at the local level requires the active participation of the LGUs and pertinent local bodies. LGUs are mandated to integrate local GAD issues in their local development plans and programs, and set aside 5% of their budget for GAD mainstreaming. As with line agencies, LGUs are also required to prepare an LGU GAD Plan and Budget.

Two local bodies, the Local Development Council and the Sangguniang Bayan/Panlalawigan, play pivotal roles in making certain that women's issues in the locality are considered in the formulation and approval of

the three-year Local Development Investment Plan and the Annual Investment Plan. These bodies shall be responsible for translating FPW goals and targets into the Local Development Investment Plans (LDIPs) and Annual Investment Plans (AIPs) of LGUs.

For LGUs with GAD Focal Points, GAD mainstreaming is greatly facilitated. The Focal Points can provide the push and technical backstopping to ensure that FPW concerns are considered in the planning, program implementation and budgeting processes at the local level.

6. Civil Society Organizations (CSOs)

The participation of women NGOs and other CSOs in implementing the FPW shall be strongly encouraged, particularly at the local level. At present, women and other CSO groups have been seen as mainly involved in GAD monitoring when in reality, they have been actively initiating and participating in project/program implementation.

Furthermore, women's participation in local policy making through representation in provincial and municipal development councils shall be aggressively advocated. The recent initiative of the DILG to have more gender balance in the LDCs (as well as in other special bodies) and activating the various councils is a welcome development that could further mainstream CSOs' involvement in implementing FPW.

7. Regional Gender and Development Resource Centers (GRCs)

The Regional GAD Resource Centers were created to support capacity building for GAD mainstreaming at the local level. GRCs conduct GAD advocacy and capability building, and assist agencies in formulating GAD plans, translating their GAD goals into action plans, conducting gender analysis, identifying gaps and strategies towards mainstreaming GAD in their plans and programs, etc. They are also tapped to assist in the GAD monitoring and evaluation activities of oversight agencies directly involved in GAD mainstreaming specifically those described above.

In support of FPW implementation, GRCs shall continue to act as technical resource for local agencies and other institutions in formulating their respective GAD Plans and Budgets in line with the objectives of the FPW.

An important role which GAD resource centers can perform is that of synthesizing local GAD experiences, identifying good/best practices in GAD mainstreaming, and developing models and tools of GAD mainstreaming that may be replicated to other agencies.

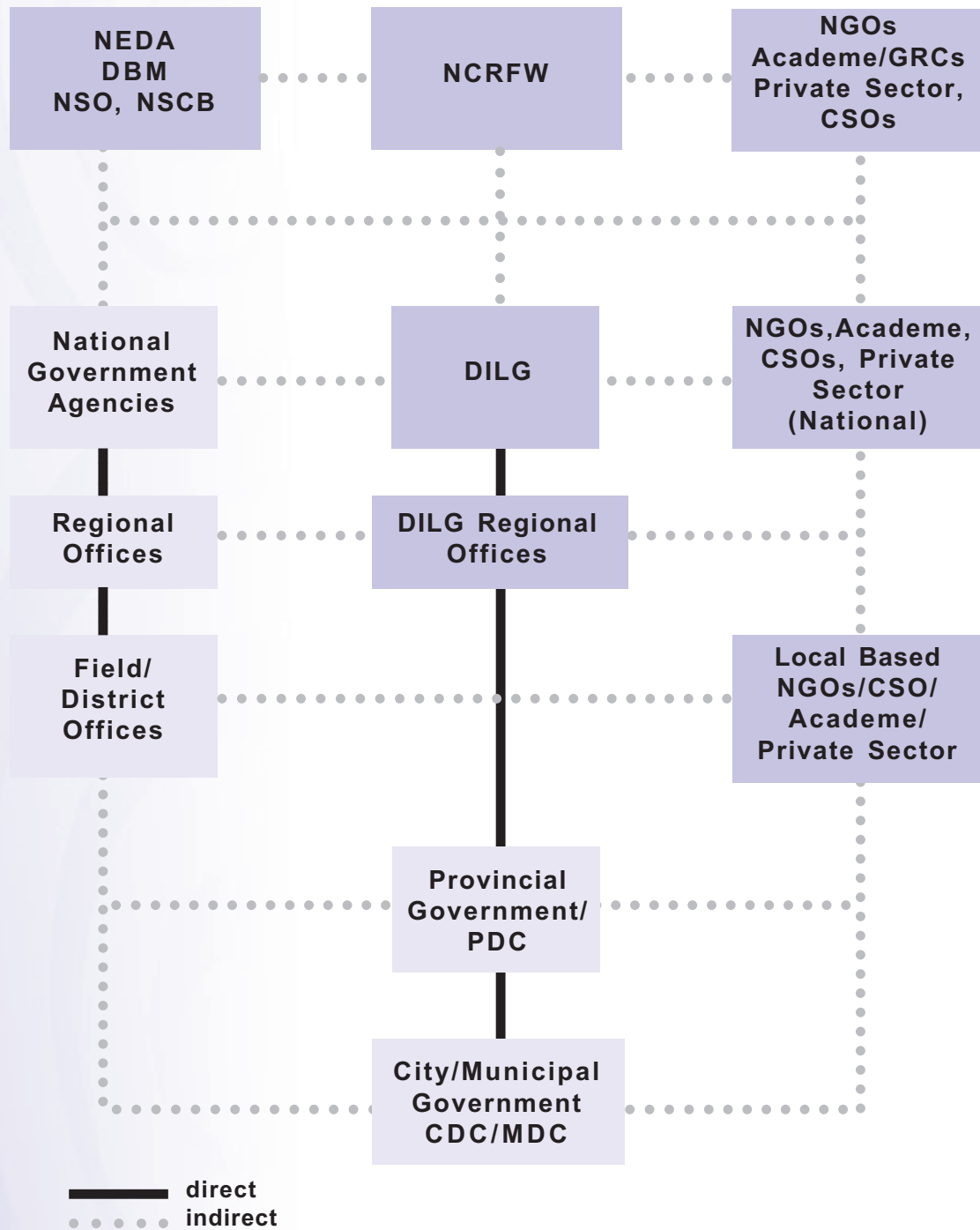
Table 2. Proposed FPW Responsibility and Accountability Framework

Responsibility	Agency/ Organization	Accountability
At the National Level		
Coordinate with various agencies in implementing the Plan; provide assistance to agencies in translating FPW goals into action plans; conduct GAD performance review of agencies	NCRFW	Effective implementation of FPW
Coordinate closely with NCRFW in overseeing FPW implementation	NEDA	FPW's integration in the MTPDP
Review and approve agency budget for GAD; conduct performance review of GAD budget	NCRFW, NEDA, DBM	Agencies allot and utilize at least 5% of agency budget for GAD
Provide guidelines and disseminate information to LGUs in GAD Plan and Budget preparation; consolidate implementation status of LGU GAD plans	DILG	Generation of consolidated LGU GAD Plan Implementation Report its submission to NCRFW/NEDA-PMS
Provide information support in generating and compiling key GAD indicators or sex-disaggregated data	National Statistical Agencies; NAPC	Production of relevant FPW information
Review GAD Plan and Budget at the sectoral and national levels	NCRFW, DBM	Consistency of GAD Plan and Budget with desired sector outcomes
Grant authority and responsibility to GAD Focal Point person in mainstreaming GAD in the agency	Line Agencies - Secretaries	Compliance with GAD budget allocation and utilization Agency GAD plan implementation generates desired outcomes.
Coordinate GAD mainstreaming efforts in the agency	Planning Office/ Agency GAD Focal Points	Preparation of GAD Plans and Implementation reports for submission to NCRFW/Congress

Responsibility	Agency/ Organization	Accountability
At the Regional and Local Level		
<p>Delegate authority to Regional GAD Focal Points in assisting regional offices and LGUs integrate FPW goals in regional and local plans.</p>	RDC Chairperson	FPW goals integrated in RDPs
<p>Coordinate with regional offices of line agencies and LGUs in translating FPW goals into annual plans, and including these in agency/LGU development plans</p>	Regional GAD Focal Points	Translate FPW regional goals into operational/annual plans
<p>Delegate authority and responsibility to GAD Focal Point Person in mainstreaming GAD in LGU</p>	Local Government Units - LCEs	<p>Compliance with GAD budget and utilization and preparation of LGU GAD Plan.</p> <p>LGU programs contribute to desired GAD outcomes.</p>
<p>Review and approve annual GAD plans</p>	Local Development Councils	AIP and LDIP address GAD issues in the locality.
<p>Coordinate GAD mainstreaming efforts in the agency</p>	Local GAD Focal Points/PPDOs, MPDOs, CPDOs	Monitor implementation of GAD agency plan (in terms of outcome, compliance)
<p>Articulate women's issues/concerns in program planning and implementation processes; seek gender balance representation in local special bodies</p>	CSOs/POs	<p>Monitoring implementation of GAD agency plan.</p> <p>Ensuring integration of CSO/PO recommendation into GAD plans</p>
<p>Assist regional organizations, LGUs and other local organizations in developing programs and projects that contribute to the goals of the FPW.</p>	Gender Resource Centers	Ensuring regular and sustained assistance from GAD trainers, researchers and policy development consultants
<p>Ensure compliance with labor laws and policies pertaining to women workers</p>	Private Sector	

The coordinative relationships for FPW implementation is illustrated below.

Figure 4. FPW Implementation Framework



Measuring Results

The M&E System for FPW seeks to provide adequate and relevant feedback on the progress and status of its implementation. Essentially, it is geared towards institutionalizing a GAD M&E system that will generate information useful in: (a) directing GAD planning and budgeting process in the country and (b) defining capacity development requirements for gender mainstreaming in the bureaucracy.

Based on consultations with various stakeholders, the Plan identifies GAD outcomes that can be realistically achieved within the next three years. The FPW outcome areas shall help agencies align their GAD programs and projects with desired GAD results, and link achievement of results to resources.

Components of the Monitoring and Evaluation System

In monitoring and evaluating the FPW, the Plan proposes the development of an M&E System that is compatible with existing M&E efforts of NCRFW and those of other key stakeholders. The system shall generate information at various levels of desired results – input, output, outcome/impact.

A. GAD Compliance Monitoring

One of the key dimensions in monitoring FPW implementation is the level of resources allocated and utilized for GAD programs and projects. In simple terms, this refers to the mandatory 5% GAD budget for all agencies. Monitoring of agency compliance with the GAD budget policy remains a tough challenge, and how this budget is utilized is of equal challenge. The DBM, in coordination with NCRFW, shall continue to be the lead agency responsible for monitoring this performance dimension.

On a macro level, it would be meaningful to capture the level of government and ODA resources channeled to GAD initiatives. This would provide some basis in assessing the extent of support provided to GAD, and whether available GAD resources are allocated according to identified needs and utilized efficiently. NEDA may be assigned to monitor this FPW level of result.

B. GAD Program/Project Monitoring and Evaluation

This M&E element looks at the efficiency in the use of GAD resources for projects supportive of FPW. The agency GAD Plan and Budget shall be the base document used. Monitoring shall be conducted by the respective agencies, on a per project basis and at the agency level. Agency reports, highlighting Plan accomplishments vis-à-vis expenditures, shall be forwarded to NCRFW and DBM. A logframe or results framework may be drawn up per agency to show alignment of existing programs that have direct or indirect contributions to FPW goals. These shall serve as a monitoring tool as well.

The FPW M&E may also build on the existing Regional Project Monitoring and Evaluation System (RPMES) which requires the establishment of Project Management Committees (PMCs) at each level of government. The PMC monitors the implementation of various development projects in the area. At present, PMCs at the regional level are mostly functional while many of the lower level PMCs are relatively weak. There are some LGUs though with working PMCs. The recently-concluded NCRFW pilot testing project in CARAGA which sought to establish a gender-responsive RPMES indicates positive results and strong possibility of the process getting replicated vertically (in other LGUs within the region) or horizontally (other regions in the country).

C. Regional Monitoring and Evaluation System (RMES)

The performance-based budgeting system of DBM, once fully operational, would support and facilitate an output-outcome type of monitoring for FPW. Under the new system, agencies are obliged to identify program outcomes for a certain plan period and on which basis appropriate budgetary requirement shall be allocated. The same can be done with the GAD Plan and Budget. By clearly defining the agency strategic goals for GAD and their alignment with the FPW, monitoring of the extent to which completed outputs contribute to program outcomes is greatly facilitated.

On the part of NEDA, efforts are also underway to reorient RPMES to RMES or outcome monitoring. This too shall facilitate tracking of GAD program outcomes at the sectoral and regional levels.

Data sources shall be the agency GAD Plan and Budget, and report of accomplishment on mutually agreed-upon program outcomes.

In terms of data generation, for agency level reporting, internal M&E reports shall be sufficient. However, at the regional or sub-regional levels, some form of consolidation is needed. The RPMEs offers a promising avenue in generating this type of monitoring data. Two alternatives can be considered as illustrated in Figures 3 and 4.

The first alternative, Figure 5 (please see page 56), proposes to designate GAD monitors within the existing RPMEs structure. These GAD monitors shall work closely with the GAD Focal Point Persons of line agencies and their regional and field offices, the GAD Focal Point based in the regional, provincial, city and municipal development councils which are tasked to coordinate the mainstreaming of GAD in their assigned areas.

The second alternative, Figure 6 (please see page 57), makes use of the DILG field offices as potential monitors of FPW program and project implementation at the local level.

D. GAD Benefit Monitoring

Benefit monitoring allows the identification of the extent to which programs and projects under the FPW are producing the intended benefits or improvements on the lives of women. The focus is on the delivery, use and immediate effects of FPW programs/projects in the lives of the target groups, on a wider scale, in the three major goals of FPW.

The NCRFW shall have the responsibility for compiling information pertaining to certain impact indicators identified in the FPW, especially those that are already generated by existing statistical systems of agencies such as NSO, DOH, NSCB, and the like. Special studies may have to be conducted for FPW concerns that are not regularly reported in national statistical systems .

Benefit monitoring may be done on an annual basis for short-term results and at the end of the plan period for the long-term outcomes.

M&E Structure

As presented earlier, the M&E of FPW shall not solely rest on NCRFW but more importantly depend on the existing monitoring mechanisms of various oversight and line agencies.

Figure 5.
Proposed monitoring for FPW
based on RPMS structure

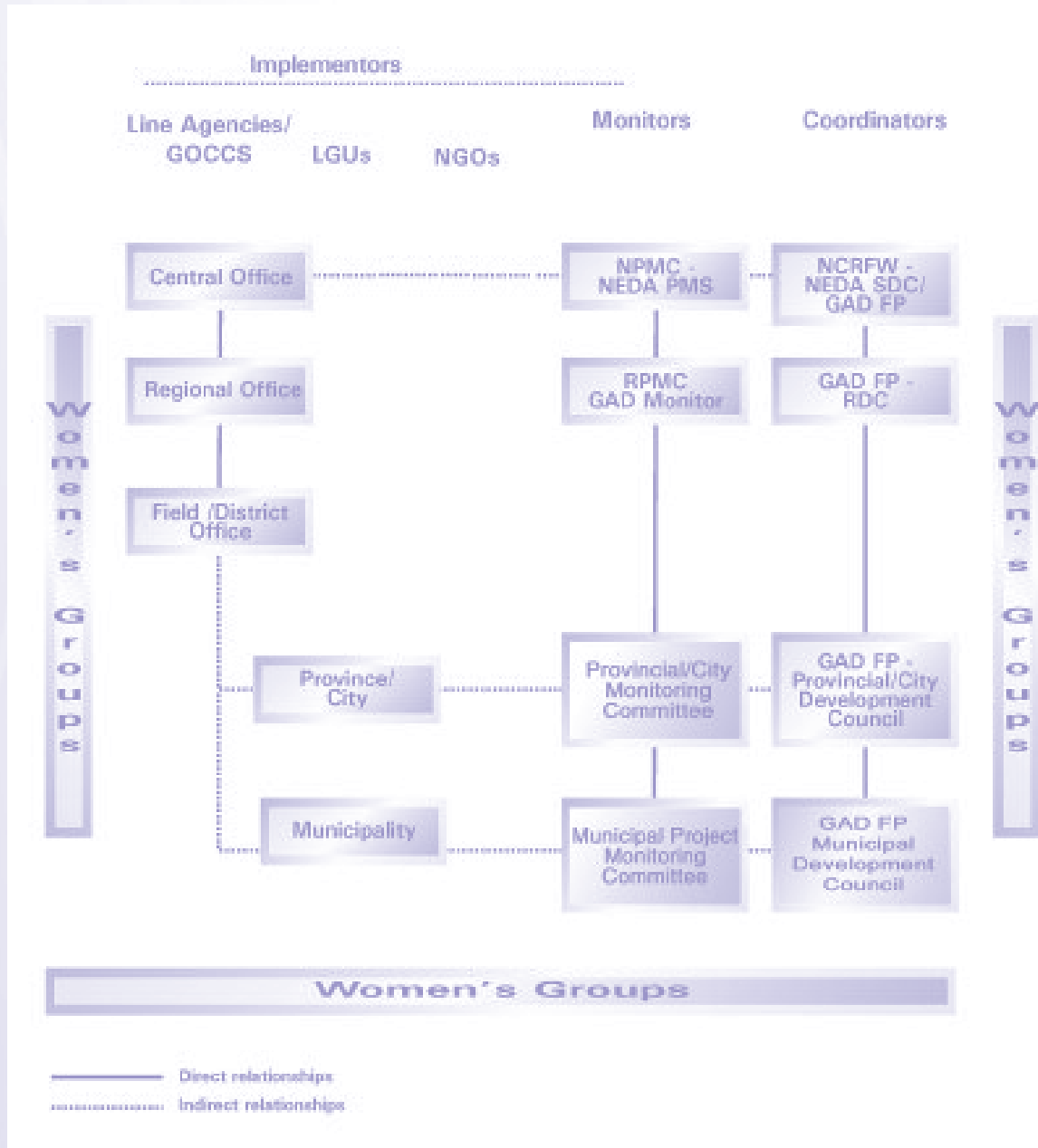
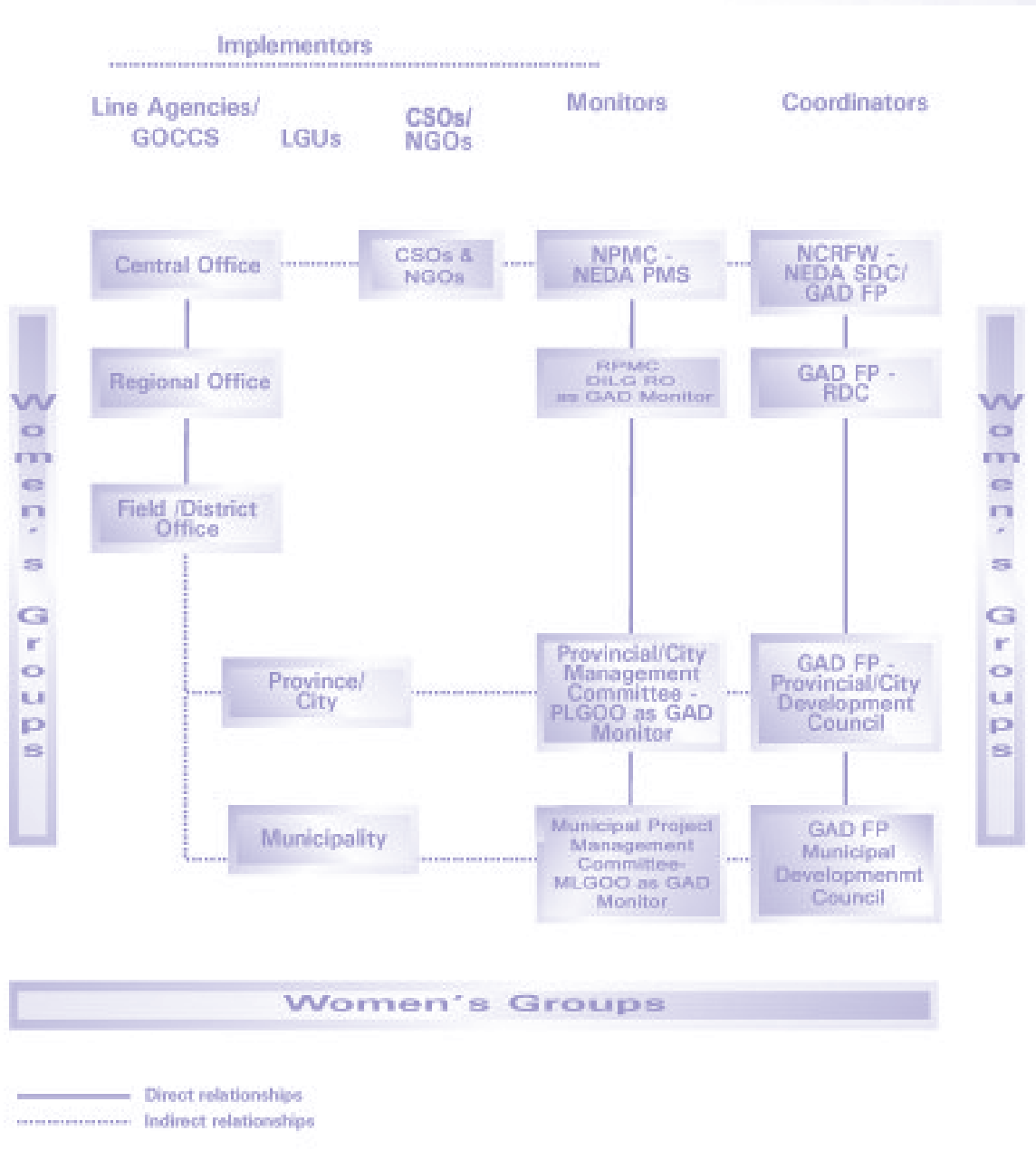


Figure 6.
Proposed GPMS (using RPMS
and DILG field offices)



NCRFW's overall responsibility is to coordinate the various M&E activities and outputs of concerned agencies. It shall work very closely with oversight agencies responsible for generating major monitoring outputs and synthesizing these reports to provide a general indication of the progress of FPW implementation and how well it is able to address the primary concerns laid out in the FPW.

Consideration/s

It will be good to examine the usefulness of conducting benchmarking exercises on certain GAD mainstreaming activities generally undertaken by agencies and organizations. Examples would be the conduct of GST, GRP, GAD Strategic Planning, etc. The benchmarking exercise will set standards – in terms of cost, quality or effectiveness – that may be useful in evaluating GAD mainstreaming performance of agencies. These benchmarking studies may have to be conducted by NCRFW in conjunction with DBM, NEDA and other partners.

Reporting and Feedbacking

The NCRFW shall be directly responsible for consolidating various GAD M&E reports generated by the key oversight agencies, and for preparing an overall report on the status and accomplishment of the FPW for presentation to the Office of the President, Congress, the Cabinet, DBM and other key stakeholders. In summary, reports to be produced by the NCRFW may include the following:

Table 3. Summary of Reports to be Produced by the NCRFW

Key Areas	M&E Information
Compliance to Laws and Directives	Consolidated monitoring reports from agencies/LGUs; DBM
Program/Project Implementation	Summary of agency/LGU M&E reports regarding progress of FPW implementation; RPMES
Accomplishment of GAD outcomes/commitments of agencies/LGUs	Integration of evaluative reports from agencies/LGUs; RMES
Impact on target beneficiaries	Aggregates on women status as compiled from NSO, poverty data and other agencies; evaluation studies.

Source: Adapted from NCRFW GAD M&E Proposed Framework 1996

Annual reporting of FPW accomplishments shall be conducted. At the field level, annual reporting to NCRFW, coupled with site visits, shall be pursued. A mid-term review of FPW shall be conducted to assess the extent by which the Plan has achieved its objectives as well as validate certain assumptions made during the plan period. The review should provide an in-depth analysis of the Plan implementation experiences, identifying operational issues and bottlenecks, and the appropriateness of program design. Ultimately, the evaluation shall allow the formulation of appropriate strategies that will enhance the subsequent implementation of FPW. An end-of-plan evaluation shall also be conducted to assess how well the Plan achieved its stated objectives and outcomes.

The key information stakeholders of FPW reports aside from NCRFW are the Office of the President, the CPBO-Congress, NEDA, DBM, DILG, CSC, national line agencies, LGUs, CSOs, international organizations, among others.

Aside from the usual accomplishment reports aggregated by region in the case of field reports, the following may be considered in effectively communicating the results of M&E exercises: GAD newsletter, site visits, best practice sharing and Lakbay-Aral.



Ilocos Norte

Ilocos Sur

Davao

Palawan

LUZON

Misamis Occidental

Misamis Oriental

Cebu

Bohol

Negros Occidental

Visayas

Palawan

VISAYAS

Negros Occidental

Cebu

Bohol

Palawan

MINDANAO

Zamboanga

Davao



PART

Framework

Plan

for

omen



Regional Agenda

One of the more important activities held during the crafting of the Framework Plan for Women was the series of regional consultations with subnational agencies, local government units, women's groups and civil society organizations. The consultations discussed the key gender issues and gaps pertaining to economic empowerment, human rights and governance that women face in each region and the strategies to address them. They also identified the indicators that would assess how the strategies are working and the agencies and groups responsible for implementing them. This chapter contains the outputs that resulted from the consultations.

Luzon

Luzon is the country's largest geographical grouping, with 38 provinces. It is composed of the regions of the Cordillera (Cordillera Administrative Region), Ilocos (Region I), Cagayan Valley (Region II), Central Luzon (Region III), Southern Luzon (Region IV) and Bicol (Region V). Metro Manila (National Capital Region), while in Luzon, is not included as part of the discussion of this regional plan.

In terms of women's economic empowerment, all the regions agree that gender issues and gaps in employment and entrepreneurial activities are a major concern. Women's role in productive activities has to be visible and

recognized, and their unpaid labor addressed. For CAR, women- and environment-friendly resource management practices are in danger of vanishing due to the introduction of new technologies. Region II is concerned about the non-implementation of GAD programs and projects due to budget cuts and the lack of systematic monitoring for the results and impacts of these that get to be implemented. Region III sees the need to mitigate the ill effects on women of the economic downturn.

With regard to women's human rights, all the regions cited health, education and training and violence against women as areas where gender issues and gaps exist. They also considered the plight of the girl-children, especially those who suffer from hazardous and exploitative labor conditions, prostitution and trafficking, vagrancy, teenage pregnancy and sexual abuse. CAR and Region II consider the lack of awareness and assertion of women's human rights as a major concern. For CAR, there is a need to check the negative socioeconomic impact on women of large-scale development projects, especially those that displace their communities and draw away their sources of livelihood. It is also concerned with armed and tribal conflict and its physical and psychological effects on women.

In governance, all the regions are concerned about the low participation of women in politics and decision-making. There are few ordinances at the local levels promoting women's rights and welfare. The GAD budget and programs and projects are not fully implemented. LGUs are incapable of generating and using gender statistics and data for planning, decision-making and legislation. Local officials, planners and decision makers are also not gender-aware so that even if there are efforts to empower women, these are not efficiently and effectively coordinated among regional and local agencies. There is also a need to set up GAD Resource Centers that would provide materials to generate gender awareness and responsiveness on gender issues. Media has to correct its stereotypical and exploitative portrayal of women and its failure to disseminate information and facilitate discussion on gender issues. CAR is also concerned with disappearing indigenous practices that are women-friendly such as local reproductive health practices and the settlement of marital conflict and domestic violence by village elders.

In governance, all the regions are concerned about the low participation of women in politics and decision-making. There are few ordinances at the local levels promoting women's rights and welfare.

Cordillera Administrative Region (CAR) Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
<p>a. Poverty</p> <p>a.1 Lack of economic opportunities and access to resources by women</p>	<p>> Provide livelihood and marketing skills-training to women</p> <p>> Organize women for better access to financing institutions</p>
<p>b. Economy</p> <p>b.1 invisibility and non-recognition of women's productive role in the economy</p>	<p>> Ensure that women's participation is reflected in the data generated by the Labor Force Survey(LFS) and Regional Economic Survey(RES)</p>
<p>c. Environment (economic component/ aspect)</p> <p>c.1 vanishing women and environment-friendly resource management practices through introduction of new technologies (e.g. high-yielding cash crops and pesticides)</p>	<p>> Provide mechanisms for revitalization/ promotion of women-friendly indigenous practices</p> <p>> Provide support mechanisms for complementary livelihood activities such as handicrafts, livestock, fish farms</p>
Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>a. VAW</p> <p>a.1 Lack/ absence of facilities and equipment and trained personnel in handling VAW</p> <p>a.2 Lack of consolidated data on VAW</p> <p>a.3 lack of support system in the family and community</p> <p>a.4 lack of systems in most VAW service providers * Agencies have SOPs but no system, i.e. no integrated system for reporting/ investigating on VAW cases, thus, process/ procedures are repetitive.</p>	<p>> Coordinate with NEDA Central Office and NCRFW for possible fund sourcing</p> <p>> Conduct training for men and women of the police organization and civilian volunteers which include auxiliaries and barangay officials</p> <p>> Utilize & Develop standard intake form/feedback slip</p> <p>> Strengthening of inter-agency referral system</p> <p>> Advocate rehabilitated victims to families and community</p> <p>> Dialogue with agency heads</p> <p>> Dialogue with agency heads to develop an inter-agency system for dealing with VAW cases</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > no. of women given training > labor force participation by sex and age group > no. of women's groups organized > extent of access to financial institutions 	DSWD
	RSCC (Regional Statistical Coordination Committee)
<ul style="list-style-type: none"> > mechanisms for revitalization/promotion of women friendly indigenous practices established > support mechanisms established and operationalized > no. of women undertaking complementary livelihood activities > income of women undertaking complementary livelihood activities 	<ul style="list-style-type: none"> > DENR DA, DTI, TESDA, BSU, DSWD
INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > amount of funds raised/ equipment donated to respond to/address VAW cases (TV, video camera, microphone, tape recorder, anatomical examination materials and other VAW investigation related equipment) > no. of trained personnel on VAW > generation of consolidated data > no. of support groups established > establishment of system which will consist of: <ul style="list-style-type: none"> a. referral network b. data management of the case c. designated personnel for case management d. resource/ logistical requirements 	<ul style="list-style-type: none"> Baguio City Police Office (BCPO) PNP, NAPOLCOM, ROGFP (Regional Organization of GAD Focal Point) Cordillera Coordinating Group Against Gender Violence (CCGAGV) DSWD, CCGAGV

Cordillera Administrative Region (CAR) Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>b. Health</p> <p>b.1 Lack of recognition of the relationship between gender-based knowledge, attitudes, practices (KAP) on health and availment of health care services (e.g. women's deference to husbands' decisions on use of contraceptive, low health seeking behavior)</p> <p>b.2 Emerging health problems caused by use of pesticides</p> <p>b.3 Existing insurance and health programs for OFWs do not cover reproductive health/ HIV cases</p>	<p>> Conduct seminars on gender and health</p> <p>> Strengthen the networking between community and the Gender and Health Information Centers (GHIC) to provide venues for discussion of gender and health concerns and access to gender and health materials to the community</p> <p>> Disseminate information on the ill-effects of pesticides to women's health and correct precautionary measures</p> <p>> Advocate for inclusion of reproductive issues in insurance and health programs</p>
<p>c. Media</p> <p>c.1 Portrayal of women as sex objects and in traditional roles (including CAR-based media)</p>	<p>> Advocate/consult with members of the media, advertising agents and product endorsers</p> <p>> MOA with media and advertisers to uphold respect for and projects positive image of women</p>
<p>d. Armed Conflict</p> <p>d. 1 Women suffer from physical/ psychological effects of armed/ tribal conflicts (causes: property rights and resources)</p>	<p>> Advocate for negotiations among conflicting tribes</p> <p>> Full implementation of the Indigenous People's Rights Act (IPRA) to settle property/ resource issues among tribes</p>
<p>e. Girl-Child</p> <p>e.1 Increase in no. of abused girls in CAR</p>	<p>> Advocate in schools and community re: girl-child abuse</p> <p>> Reproduce and distribute IEC materials on girl-child abuse</p> <p>> Monitor the implementation of existing laws and ordinances on girl-child abuse</p>

INDICATORS	CONCERNED AGENCY
> no. of women availing health services in RHUs and BHS	DOH-CAR
> no. of women suffering from ill effects of or pesticide- related diseases	DA, DOH, BHS (Barangay Health Service), Benguet State University (Agri. Extension)
> inclusion/ integration of provisions for reproductive health/ HIV cases benefits/ medical care in insurance programs	OWWA Medical Care, PHIC, OWWA Life/ Accident in-house insurance
> no. of consultations made with local media, advertisers, and product endorsers in CAR	
> no. of agencies, product endorsers, advertisers that signed and committed to implement MOA	PIA, KBP, business groups
> parameters for settlement of tribal/ armed conflicts	NCIP (National Commission for Indigenous Peoples), DILG
> comparative data on the incidence of abuse of girl-children before and after the intervention > level of awareness of girl-child issues	DILG, DSWD, Deped, PNP

Cordillera Administrative Region (CAR) Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>f. Human Rights</p> <p>f.1 Lack of awareness, appreciation, assertion of and efforts to uphold women's human rights</p> <p>f.2 Insufficient orientation of OFWs on the laws and culture of receiving countries (which results to violations committed by OFWs in the host countries)</p> <p>f.3 Absence of specific law to address cases of domestic violence</p>	<p>> Monitor prosecution and resolution of cases and administration of corresponding penalties to offenders</p> <p>> Distribute IEC materials on women's rights to the communities</p> <p>> Conduct comprehensive and gender-focused orientation program on gender differences and cultural practices of host countries</p> <p>> Form a lobby/ advocacy group</p> <p>> Lobby for passage of the law to members of both houses</p>
<p>g. Environment</p> <p>g.1 Negative socio-economic effects on women by the introduction of large-scale development projects (said projects either displace them physically and/or their sources of livelihood)</p>	<p>> Awareness-building, negotiation skills and assertiveness training for women (for relevant interventions to prevent/ address negative socio-economic effect of development projects)</p> <p>> Monitor implementation/ administration of compensation package</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > no. of offenders prosecuted and penalized > comparative data on incidence on violation of women's rights before and after intervention > no. of cases on violations received and handled > bills filed and passed in Congress 	<p>CHR, PNP, DSWD, DILG</p> <p>POEA, OWWA</p> <p>CHR, NGOs, Congress</p>
<ul style="list-style-type: none"> > documented consultations which reflect the extent of participation of women in the said meetings (regarding measures to prevent/ address negative socio-economic effects of development projects) > no. of families resettled and compensated (commensurate payment for properties lost, provision of livelihood) 	<p>NGOs, NCIP, LGUs</p> <p>Environment and Natural Resource- Sectoral committee (ENR-SECOM)- inter-agency body</p>

Region I Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
<p>a. Economy</p> <p>a.1 Low investments in industries that generate job opportunities for women</p> <p>a.2 Women are inadequately prepared to go into small and medium-scale entrepreneurial activities (many are engaged in micro enterprises)</p>	<p>> conduct of investment fora in collaboration with LGUs and North Quad</p> <p>> Conduct capability training along areas of business mgmt., marketing, product development, proposal preparation</p>
<p>b. Environment</p> <p>b.1 adverse effects of continuous environmental degradation on women's health, workload and economic opportunities</p> <p>b.2 Low level of participation of women in environment concerns</p>	<p>> Massive reforestation effort through private initiatives, involvement of LGUs, NGAs, and civil society</p> <p>> Rehabilitate watersheds</p> <p>> Involve women in the implementation of various forest and coastal preservation activities</p> <p>> Strict implementation of forestry laws on the extraction of forest and coastal resources</p> <p>> Develop IEC materials</p> <p>> Train women in disaster management/ environment concerns</p> <p>> Massive advocacy work on forest and coastal conservation in cooperation with private companies</p> <p>> Involve women in LDCCs</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > amount of capital inflow into women-friendly industries/businesses > no. of investment fora conducted and > no. investments generated for the region > no. of jobs created > no. of women's groups referred to training institutions > no. of entrepreneurship skills training conducted > no. of women's group trained 	<p>LGUs, North Quad, Private Sector</p>
<ul style="list-style-type: none"> > no. of hectares reforested > no. of watersheds rehabilitated > no. of women participating in various ENR/ coastal conservation projects > no. of forest/ coastal laws/ ordinance violations addressed > no. of IEC materials produced > No. of women trained > no. of advocacy activities > no. of women who participated in advocacy campaigns > no. of women-members in the local disaster councils/ local bodies on environmental management > extent of women's participation in decision-making activities 	<p>DENR, LGUs, civil society</p> <p>DENR, LGUs, BFAR</p> <p>DILG/ LGU</p> <p>PIA, private companies</p> <p>DILG</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > No. of women availing of health services > No. of IECs conducted on health > Lower incidence of breast/ cervical cancer, STD and other reproductive tract infections 	DOH, NCRFW
<ul style="list-style-type: none"> > No. of women availing of health services > No. and kinds of health services provided > No. of health workers providing health services > Ratio of health workers to women clients served 	DOH
<ul style="list-style-type: none"> > Rate of maternal mortality and morbidity 	DOH (training), LGU (funding)
<ul style="list-style-type: none"> > Law passed and implemented 	POPCOM, Congress
<ul style="list-style-type: none"> > Policy on subsidy scheme for contraceptives targeting poor women 	POPCOM
<ul style="list-style-type: none"> > No. of GAD Focal Points organized in HEIs > No. of trained teachers on GAD > No. of courses with GAD concepts/principles > BOR resolution for the creation of gender/women studies > Gender/Women studies programs established 	CHED

Region I Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>c. Violence Against Women</p> <p>c.1 Increase in reported cases of abuse against children and women</p> <p>c.2 Inadequate facilities and resources for VAWC victims/survivors</p> <p>c.3 Slow court proceedings for victims of VAW</p>	<p>> Conduct regular information dissemination on the rights of the child and rights of women</p> <p>> Massive advocacy campaign on the implementation/ use of the "Sumbong Musmos" complaint boxes (that are under the management of identified trained/ accredited NGOs)</p> <p>> Development of IEC materials</p> <p>> Conduct IEC program in coordination with concerned government agencies re: awareness, prevention and detection of women child abuse in the classrooms and in the community</p> <p>> Establish community-based women desks (CBWD) in sub-stations</p> <p>> Sign MOA with LGUs for provision of funds for the establishment counseling facilities</p> <p>> Use of the 5% GAD funds for the maintenance of the 125 city/ municipal women' desks in police stations</p> <p>> Train policewomen in-charge of WCCs as investigators</p> <p>> Set up separate rooms in the WCCs of all police stations for investigative/ interview purposes</p> <p>> Conduct provincial/ city JJA Dialogue/ orientation on NFVPP to legal officers/ LGUs (for the full operationalization of the family courts)</p>
<p>d. Media</p> <p>d.1 No clear-cut media guidelines for the reporting of gender issues</p> <p>d.2. No local body to regulate radio ads/ film ads</p>	<p>> Pass SP ordinance/ resolution regulating the reporting of gender issues/cases by media</p> <p>> Pass SP resolution/ ordinance on the establishment of regulatory body</p>

INDICATORS	CONCERNED AGENCY
> No. of men, women and youth provided with information on the rights of women and children	DSWD, LGU, CHR, PNP
> No. of barangays reached/ covered by the IEC materials	APSCU/ RANGO I, CACA (NGOs and GAs)
> no. of public/ private school educators oriented/ made aware of the nature and causes of women and child abuse	
> no. of men and women parents in the barangay oriented/ aware of the nature and causes of women and child abuse	
> no. of CBWDs established	
> no. of counseling facility established	
> No. of VAWC victims/survivors seeking assistance	
> Timeliness of release and extent of efficiency of use of GAD funds for the maintenance of the city/ municipal police stations' WCCs	
> No. of investigation/ interview rooms set-up	
> no. of VAW-related cases decided on /resolved every month	DSWD, LGUs
> passage of SP ordinance/ resolution within the given timeframe/ period	
> passage of SP ordinance/ resolution within the given timeframe/ period	

Region I Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Institutional Mechanisms</p> <p>a.1 Municipal/ Barangay Councils for the Protection of Children do not have any clear and synchronized programs to educate parents/ women vs. abuse / violence and prevention of child abuse</p>	<p>> Conduct a series of training sessions for each city/ municipal council for the protection of children and develop the ability of LGUs to train barangay councils on the nature and causes of VAW and child abuse</p> <p>> Conduct a series of training sessions for each barangay Council for the Protection of Children to enable them to prepare programs to educate parents on the rudiments of effective parenting, nature and causes of VAW and child abuse</p>
<p>b. Power and Decision-making</p> <p>b.1 Lack of political education for women</p> <p>b.2 lack of ordinances promoting the rights and welfare of women</p> <p>b.3 Lack of appreciation by elective/ appointive officials of GAD (resulting in non-implementation of GAD budget policy)</p>	<p>> Advocacy programs/ IEC</p> <p>> Publication of success stories of women in local governance</p> <p>> Train women NGOs to develop their self confidence, assertiveness and leadership; and their ability for public speaking, decision-making, target-setting, lobbying and negotiation</p> <p>> Conduct training on gender-responsive local legislation</p> <p>> formulation/ passage of SP ordinances/ resolutions</p> <p>> Promote GAD programs to LGUs</p>
<p>c. Gender Statistics</p> <p>c.1 Lack of sex-disaggregated data (environment, poverty, crime, and VAW statistics)</p> <p>c.2 Lack of capacity of LGUs and some line agencies to generate and utilize gender statistics for planning, decision making and legislation purposes</p>	<p>> Generate sex-disaggregated data by concerned data producing agencies</p> <p>> Monitor the implementation of the GAD Info. System to ensure the generation of gender statistics</p> <p>> Train LGUs and line agencies on the generation and utilization of gender statistics</p>

INDICATORS	CONCERNED AGENCY
> no. of trainings conducted > no. of education programs on VAW and child abuse developed and/or conducted	CACA/ APSCU in coordination with concerned government agencies
> rate of women's participation in politics > rate of women actively involved in political/ community activities > no. of gender-responsive ordinances passed > extent of implementation of ordinances > no. of LGUs implementing the 5% GAD budget policy and formulating GAD plans	DILG/ PIA RAGE IDA DILG/LGU DILG/ LGU
> sex-disaggregated data produced > no. of trained LGUs in sex-disaggregation of data	DENR, PNP, DSWD, NSCB, NSO SRTC, NCRFW, NSCB/ RSCC

Region 2 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Poverty a.1 poor/non-implementation of GAD-related programs/projects affected by budget cut	> Advocate for the allocation of GAD budget
b. Economy b.1 Lack of information on government's lending/ financial assistance programs for women b.2 Poor monitoring of GAD programs b.3 Increasing rate of out-migration of women workers b.4 Unpaid labor of women and children in agriculture not officially accounted for	> Generate relevant information on livelihood and employment opportunities > Disseminate information to prospective clients/ jobseekers > Provide/strengthen technical assistance on results/impact monitoring > Conduct of regular field visits to clients > Provide protective and welfare services to OFWs > Provide livelihood skills training and capital assistance > Conduct survey and periodic updating of data on the economic contribution of women and children to the agricultural sector
c. Environment c.1 Low participation of women in the management of environmental resources	> Conduct training on environmental management for women's groups > Increase participation of women's groups in environmental activities

INDICATORS	CONCERNED AGENCY
> extent to which POs/ NGOs are mobilized to influence allocation of GAD Budget > amount allocated/ mobilized by POs/ NGOs	DOLE, DTI, DA, DSWD, NGOs, POs
> no. of PESOs with complete information on livelihood and employment > no. of results monitoring indicators formulated > no. of evaluation reports prepared > no. of OFW women and men provided with welfare and protective services > contribution of women and children to the agricultural sector reflected in official accounts	DOLE, LGUs NEDA DSWD, DOLE, DA, DTI OWWA DOLE, DSWD, DA, DENR, DTI, OWWA DOLE, DA
> no. of women involved in the management of environmental resources	DENR, NGOs/ POs

Region 2 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>a. Education and Training</p> <p>a.1 Low functional literacy rate in the region especially among female IPs</p>	<p>> Conduct integrated female functional literacy classes</p> <p>> Establish complete elementary schools in IP communities</p>
<p>b. Health</p> <p>b.1 High fertility rate of women</p> <p>b.2 Women do not seek post-natal care</p> <p>b.3 High maternal mortality rate</p> <p>b.4 Increased rate of high-risk pregnancy</p> <p>b.5 Threats of HIV and STD infection</p> <p>b.6 Inaccessibility of health care services in remote areas</p> <p>b.7 Lack of information campaign on government programs for the elderly</p> <p>b.8 Available contraceptives are mostly for use of females. Low rate of contraceptive use for male</p> <p>b.9 Women in the furniture business are exposed to chemicals and dust (occupational hazards)</p> <p>b.10 Women and children in the furniture industry are not aware of the occupational hazards</p>	<p>> Strengthen advocacy activities on:</p> <ul style="list-style-type: none"> - women's health-seeking behavior, family planning, fertility-related services - elderly care, reproductive health and women adolescent issues <p>> Establish health care centers in remote areas</p> <p>> Strengthen linkage with LGUs in the implementation and maintenance of health programs in remote areas</p> <p>> develop IEC materials on gender and the elder by population</p> <p>> Strengthen advocacy on greater male involvement in fertility management</p> <p>> Conduct periodic medical check-ups for women in the furniture industry</p> <p>> Conduct education campaign on the occupational hazards in the industry/ business</p>

INDICATORS	CONCERNED AGENCY
> data on basic and functional literacy rates by sex and cultural groups	DECS, DOH/LGU
> no. of women availing of reproductive health services > no. of women seeking post-natal care > maternal mortality rate > data on high-risk pregnancy > no. of HIV and STD infections > no. and kinds of health services rendered in different/ remote areas > no. of information dissemination activities > no. of males using contraceptives > no. of women in furniture industry who are provided with periodic medical examination/ check-ups > no. of education campaigns on occupational hazards conducted > no. of advocacy activities conducted	DOH, POPCOM, LGUs DOH DOH DOH, DTI DOLE DTI, DOH

Region 2 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>c. VAW</p> <p>c.1 High incidence of VAW in the region</p> <p>c.2 Inadequate legal assistance to victims of VAW</p> <p>c.3 Lack of agreed procedures among concerned agencies in saving rape victims/ responding to rape cases</p> <p>c.4 Slow disposition of VAW cases</p>	<p>> Intensify advocacy efforts on girls and women's rights,</p> <p>> Institute preventive measures through print, broadcast and other medium</p> <p>> Organize pool of legal advocates</p> <p>> Strengthen coordination between concerned agencies for the consolidation of procedures</p> <p>> Immediate implementation of the law creating family courts</p>
<p>d. Girl-Child</p> <p>d.1 High incidence of sexual abuse among female children</p> <p>d.2 Lack of item for psychologists in DSWD to provide psychosocial interventions for victims</p> <p>d.3 Region II as a receiving area of involuntary prostitution</p>	<p>> Strengthen the Barangay Council for the Protection of Children (BCPC)</p> <p>> Intensify information dissemination through print, broadcast and other media</p> <p>> Lobby with top management of DSWD for additional funding</p> <p>> Tap volunteer psychologists</p>
<p>e. Human Rights</p> <p>e.1 Low level of awareness of women of their rights</p>	<p>> Strengthen local structures e.g. Barangay Human Rights Action Centers (BHRACs)</p> <p>> Conduct IEC/ advocacy on human/women's rights</p> <p>> Conduct orientation seminars on women's human rights</p>

INDICATORS	CONCERNED AGENCY
> no. of cases reported > no. of volunteers tapped for free legal assistance > extent of assistance provided by volunteers > compilation of procedures/ manual on consolidated procedures prepared > length of time cases are resolved/processed > no. of cases filed/ resolved within 6 months	DSWD, PIA, LGU, CHR DOJ, DSWD, NEDA, IBF, NGOs DOLE, DSWD, PNP, DOJ, NBI, DOH DOJ DOJ
> no. of victims provided with appropriate services > no. of girls/ parents given proper education on the prevention of abuse > no. of additional psychologists > stricter ordinance on employment of minors in entertainment establishments	DILG, LGUs, DSWD, PIA DSWD PNP, LGUs
> no. of enabling policies and measures adopted > no. of IEC/ advocacy meetings conducted	CHR, DSWD, DOLE

Region 2 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
a. Institutional Mechanism a.1 Lack of sex disaggregated data as basis for gender-responsive planning a.2 No defined structure and mechanism for monitoring the implementation of GAD programs	> Sex-disaggregation of monitoring and other office reports > Establishment of structure/ mechanism for monitoring implementation of GAD programs > Regular follow-up of agency accomplishment reports
b. Power and Decision-Making b.1 Lack of sex-disaggregated data on women in government and elective positions b.2 Low participation of women in elective positions	> Conduct baseline survey and periodic updating > Conduct advocacy campaigns for increased participation of women in elective positions

INDICATORS	CONCERNED AGENCY
> no. of indicators and data on the 12 areas of concern (BPA) prepared and updated annually > GAD principles and concepts mainstreamed in plans, policies, programs > no. of agency submissions on the implementation of GAD reviewed and analyzed	DSWD, DOLE, DECS, CHED, DA, PNP, CHR, DOJ, SUCs NEDA
> data/ updated data on women in government and elective positions > level of public awareness about importance of women's participation in elective positions	DILG, CSC, DOLE DILG, COMELEC, NCRFW, Women's Groups, PIA

Region 3 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Economy a.1 Minimize ill effects of continuing economic downturns on women; proliferation of women and children and beggars, esp. IPs	> Strengthen welfare and livelihood support for streetwomen and children especially the IPs
Human Rights	
ISSUES/ GAPS	STRATEGIES
a. Girl-child a.1 need for support to women and children victims of violence/ prostitution/ trafficking in women and children a.2 no separate detention cells for minors esp. females	> Intensify IEC programs on gender issues, programs/ projects > Train police officers/ day care workers on handling VAW cases > Advocate for prevention of family violence at the barangay level > Decriminalize prostitution > Lobby for the establishment of separate detention cells for minors esp. for females
b. Health b.1 poor reproductive health (nutrition, abortion, STD/ AIDS, infertility management, maternal care, teenage pregnancy, especially on vulnerable sectors) of women b.2 health care needs given low priority by mothers	> Make quality reproductive health services more accessible and gender-friendly (assist LGUs towards improving capability to deliver health services) > Strengthen advocacy to promote health-seeking behavior of mothers
c. Education c.1 Inadequate knowledge of teachers on the production and use of gender sensitive materials c.2 gender-biased policies on scholarships and training	> Capability-building of teachers on the production and use of gender sensitive instruction materials > Review of policies on scholarships/ training

INDICATORS	CONCERNED AGENCY
> No. of vagrants	DILG
INDICATORS	CONCERNED AGENCY
> Level of public support against VAWC > No. of cases handled and resolved > Policy on Decriminalization of Prostitution passed > Separate detention cell of women established	DSWD, PNP
> MOAs with LGUs for joint management of health facilities > No. of health facilities with capability on reproductive health services > Level of awareness on need to promote health seeking behavior	DOH, LGUs, NGOs
> No. of teachers trained > Extent of application/ use of gender sensitive instructional materials > No. of gender fair policies on scholarship/training	DepEd

Region 3 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Institutional Mechanisms for the Advancement of Women</p> <p>a.1 Low compliance to GAD Budget Policy due to:</p> <ul style="list-style-type: none"> a) unclear guidelines or the lack of it b) weak capacity for GAD planning c) no pressure to implement GAD d) weak system for M & E to monitor implementation of GAD Budget Policy 	<ul style="list-style-type: none"> > Institute GAD Planning in local legislative bodies > Conduct GRDP at the regional/ local level > Task an agency to institutionalize/ operationalize GRMES for sustainability > Task an agency to monitor GAD budget policy implementation > Strengthen GAD Focal Points at all levels > Organize association of GAD Focal Points > Lobby for the specification of GAD Budget in GAA (line item) specified per agency (not only Sec. 28) to prevent flexibility > Incentive schemes, reward systems for effective implementation of the policy
<p>a. 2 Need to develop sex-disaggregated data and promote its utilization</p> <ul style="list-style-type: none"> a) lack of sex-disaggregated data on poverty, crime, etc. b) multiple reporting on cases of domestic violence and trafficking in women c) lack of appreciation on gender statistics and the capacity to utilize it 	<ul style="list-style-type: none"> > Identify priority for sex disaggregation > Designate an official source of specific data > Properly encode data to include names of victims and case numbers > Conduct capability-building on the utilization of gender-responsive statistics > Allocate sufficient budget for data and databanking
<p>b. Media</p> <p>b.1 Need to raise awareness of women's issues in the media</p> <ul style="list-style-type: none"> a) sexism in advertisements b) absence of media literacy program for media and practitioners c) absence of available documents/ data/ study on content analysis d) limited utilization of media to advocate gender issues 	<ul style="list-style-type: none"> > Establish media advocacy groups to undertake the ff. <ul style="list-style-type: none"> a) review TV/ radio/ newsprint ad policies (particularly those on women) b) develop core/ prototype messages/ articles on women's issues (What is the current situation and what is being done about it?) c) conduct of study on content analysis of media (newspaper ads) d) advocate for honest, responsible media (ads that are not offensive to the sensibilities)

INDICATORS	CONCERNED AGENCY
> no. of LGUs/ NGAs complying with the following: 1. Submission of accomplishment report 2. Preparation of budget proposals 3. Preparation/ submission of GAD plans > no. of agencies incorporating KRAs and GAD targets	DILG DILG, All agencies NCRFW NCRFW
> sex-disaggregated data on various components (poverty, crime, VAW) > extent of use of gender-disaggregated statistics > amount of funds allocated for data and data bank	NCRFW, NSO, NSCB
> no. of policies reviewed > no. of prototype messages prepared/ submitted > no. of reports/gender analyses of media portrayal of women	NCRFW, PIA, NGOs PIA, academe, NGOs

Region 4 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Poverty a.1 Insufficient access of women to support services in the informal sector	<ul style="list-style-type: none"> > Disseminate information regarding support services to women in the informal sector > Organize women workers in the informal sector for availment of credit assistance and other services > Conduct training programs for women in the informal sector > Continuous M & E services
b. Economy b.1 Lack of support to working women (i.e. breastfeeding rooms/child minding centers, flexitime and flexiplace)	<ul style="list-style-type: none"> > Provide technical assistance in putting up day care center > Continuous M & E of the project for sustainability > Advocate for the establishment of day care/ child-minding center in offices (e.g. adoption of cost-sharing among agencies)
Human Rights	
ISSUES/ GAPS	STRATEGIES
a. Education and Training a.1 Inadequate information dissemination/ educational campaign on rights of women in rural areas/ IPs	<ul style="list-style-type: none"> > Intensify advocacy on GAD, focusing on women's rights using tri-media and localized media presentation (orientation, briefing, presentations, flyers, reading materials, posters, film showing) > Conduct training for NGA, NGOs and LGUs
b. Health b.1 Inadequate LGU technical and financial capabilities on health service delivery b.2 Poor nutrition level among women and girl-children	<ul style="list-style-type: none"> > Local databanking and situation analysis of health and nutritional status of women and girl-children > Capability building/ training of health managers on fund sourcing and resource mobilization > Advocacy to LCE and local legislators for the increase in health budget especially to address the needs of women and girl-children > Increase access of women and girl-children to quality health services > create QIT to monitor and evaluate improvements in health services for women and girl-children (based on DOH Sentrong Sigla Standards)

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > no. of women provided with information on support services > no. of women's organizations established, trained for availment of credit assistance and other (economic) support services > level of skills development > extent of improvement of support services 	DOLE, LGUs and other national agencies DOLE and LGUs DOLE and LGUs DOLE
<ul style="list-style-type: none"> > no. of organizations (private, government) providing support services to women workers > no. of women workers provided with support services > kinds of support services provided by organizations to women workers 	DSWD Concerned agencies CSC and NCRFW
INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > level of public awareness of women's rights > kind of programs to promote women's rights > no. of NGA, NGO and LGU personnel trained 	DSWD, DILG, PIA, DOH, CHR, other concerned agencies and radio stations
<ul style="list-style-type: none"> > Quality Improvement Team (QIT) organized within a given timeframe > no. of health administrators trained in QIT > percentage of health budget especially for women and girl-children > number of women and girl-children served > comparative data on nutrition levels for women and girl-children 	DOH, LGUs

Region 4 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>c. Girl-child</p> <p>c.1 Incidence of child labor, prostitution, vagrancy among children (streetchildren), esp. girl-children due to poverty</p> <p>c.2 Incidence of teenage pregnancy</p> <p>c.3 Incidence of sexual abuse against girl-children</p>	<p>> Intensify livelihood trainings and provide employment opportunities for parents/ adults</p> <p>> Training on responsible parenthood and conduct family encounters</p> <p>> Allocate needed budgetary/ financial resources</p> <p>> Institutionalize the "adopt a streetchild program"</p> <p>> Closer supervision of the implementation and reinforcement of sex education and integration in the curriculum at all levels</p> <p>> Strengthen Values Reorientation Program</p> <p>> Network with local media practitioners to ensure combined training, exchange of data and facilitation of improved coverage/ (enhanced image of women) in movies/ advertisements</p> <p>> Conduct studies on the socio-economic/ psycho-social impact of teenage pregnancy</p>
<p>d. VAW</p> <p>d.1 insufficient support to women and girl-children who are victims of violence</p> <p>d.2 limited resources in assisting victims of violence</p>	<p>> Lobby in Congress to increase budget support of agencies handling VAW cases</p> <p>> Partnership with NGOs and other private entities re: VAW concerns</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > poverty incidence reduced by at least 10% > no. of streetchildren, girl-children victims of prostitution and child laborers supported/prostituted > amount of budget for programs/services > no. of streetchildren adopted or placed in foster care 	DOLE, DSWD, DepEd, and LGUs
<ul style="list-style-type: none"> > reduced incidence of teenage pregnancies by at least 5% > decreased no./ incidence of abuse against girl-children 	PIA, DepEd, CHED, DOH, MTRCB
<ul style="list-style-type: none"> > amount of budget allocation of agencies that attend/ respond to VAW cases > kind of partnership > level of cooperation 	<p>NCRFW, Congress, DSWD</p> <p>NCRFW, other concerned government agencies</p>

Region 4 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
a. Institutional Mechanism a.1 absence of anti-sexual harassment desks in most government offices	<ul style="list-style-type: none"> > Enact law for creation of anti-sexual harassment desks in all government agencies > Advocacy/ information dissemination on the provision of alternative mechanism to respond to sexual harassment cases > Train identified staff to respond to sexual harassment cases
a.2 Lack of coordinative mechanism on GAD at the regional level	<ul style="list-style-type: none"> > Organize creation of regional structure to coordinate GAD concerns for cost sharing > Advocate to all agencies for cost sharing > Localize NCRFW functions
a.3 Low compliance to GAD Budget Policy	<ul style="list-style-type: none"> > Review of circular on GAD Budget Policy > Advocate for its compliance
a.4 Weak system on M & E on the implementation of GAD budget	<ul style="list-style-type: none"> > Identify processes and mechanism for GAD implementation, M & E > Provide resources to supplement the system
a.5 lack of gender statistics	<ul style="list-style-type: none"> > Identify priority gender statistic indicators > Train on the use of gender statistical tools > Create databank on gender statistics
b. Media b.1 Exploitation by media of women and girl-children	<ul style="list-style-type: none"> > Conduct GST to all media practitioners including MTRCB and other approving bodies > Lobby for the extension of powers of MTRCB and the approving bodies on sexist advertisements

INDICATORS	CONCERNED AGENCY
> no. of established/ functional sexual harassment desks in each government agency	NCRFW, Congress NCRFW, PIA, CSC
> no. of trained personnel to respond to sexual harassment cases	CSC, PNP, DOJ
> no. of functional regional structures to coordinate GAD concerns	RDC
> no. of agencies complying with GAD Budget Policy > provision of sanctions to erring agencies	RDC, DBM
> no. of functional systems on GAD M & E	NCRFW
> no. and kinds of gender statistics indicators used	NCRFW , NSCB, NSCB, agencies
> no. of GSTs conducted for media personnel > gender-friendly media	NCRFW NCRFW and Congress

Region 5 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
a Violence Against Women / Human Rights of women a 1 increasing cases of VAW	> Strengthen networks to combat VAWC > Lobby with regional body organized that will mandate agency (i.e NSO, NSCB) to handle data management > Train on VAW case management
b Health b 1 Fertility decisions are controlled by men b 2 Marginalization of older people b 3 Data on older people are limited and not disseminated b 4 Women exposed to hazardous chemicals inside and outside the home	> Intensify advocacy on reproductive rights of women > Train OSCA in handling older persons' issues and concerns > Pass local ordinance for promoting "older-person-friendly" establishments > Generate data on older people in rural areas > Conduct awareness seminars on health effects of hazardous chemicals
c Media c 1 Lack of participation of media in gender advocacy efforts	> Network with organized media practitioners > Integrate GAD in their radio/TV programs > Regular dialogues with media, RO to integrating GAD concepts
Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a Environment a 1 limited participation of women in environmental management (mining, forestry lands) a 2 increased access and control of women in environmental management	> Conduct advocacy campaigns to increase participation of women in environmental management
Good Governance	
ISSUES/ GAPS	STRATEGIES
a Power and Decision-making a 1 men still dominate executive and management positions a 2 limited participation of women in decision-making in the family due to lack of income distribution	> Conduct awareness raising on importance of women's participation in leadership positions > Provide livelihood assistance > Provide support services to address women's multiple burden
b Institutional Mechanism b 1 efforts on women's empowerment are many but are not coordinated at the regional level	> Organize a regional coordination body > mobilize initial core group on GAD > lobby with REDIRAS for support > request RDC to issue memo to set up GAD focal point > orientation on GAD > Create a regional GAD core group

INDICATORS	CONCERNED AGENCY
> no of VAWC cases handled > Clear-cut regional protocol on VAW case management developed and disseminated > no of VAW case management workers	NSCB DSWD
> level of awareness on reproductive rights of women > number of complaints addressed > level of attention/care for old people > no of old people assisted > level of awareness	DOH DOH, POPCOM DILG, LGUs NSCB, NSO, POPCOM
> no of media practitioners involved in gender advocacy > no of programs/ articles on GA	PIA
INDICATORS	CONCERNED AGENCY
> number of women involved in environmental management > kind of tasks/roles assigned to women	DENR, PIA, LGUs
INDICATORS	CONCERNED AGENCY
> level of awareness > no of women given livelihood > no of women given credit	DTI, banks, credit and lending institutions, DOLE
> extent of coordination of programs for women > regional coordinating body on GAD organized > no of GAD plans formulated > no of focal points established	

Visayas

Visayas is the smallest among the country's three geographical groupings. Located in the central portion of the Philippines, it is composed of three regions: Western Visayas (Region VII), Central Visayas (Region VII) and Eastern Visayas (Region VIII), with 16 provinces.

All the regions in the Visayas are concerned with gender issues and gaps in employment, such as low wages, women's undervalued work, unfair labor practices and livelihood opportunities, such as inadequate access to credit and skills training. There is a need to address the negative effects of globalization as well as women's low involvement in conservation, management and protection of the environment. There must also be re-entry and transition programs for returning women overseas workers.

To uphold women's human rights, gender issues and gaps must be responded to in the areas of education and training, health, violence against women, armed conflict and the girl-child.

In terms of governance, institutional mechanisms necessary for gender mainstreaming such as GAD focal points, GAD budget, and GAD programs and projects, must be implemented. Key officials and decision makers in the government, the private sector and the civil society must be influenced to be gender-responsive and to have the political will to implement GAD. More women have to participate in politics and decision making. Media practitioners' awareness of gender issues has to be heightened and women's image in media has to be transformed from its present exploitative, stereotypical and commodified portrayal to a more realistic, positive and empowering one.

All the regions in the Visayas are concerned with gender issues and gaps in employment, such as low wages, women's undervalued work, unfair labor practices and livelihood opportunities, such as inadequate access to credit and skills training.

Region 6 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
<p>a. Economy</p> <p>a.1 inadequate information and skills training on livelihood opportunities for women</p> <p>a.2 lack of sustainable financial assistance from different institutions</p> <p>a.3 negative effects of globalization especially on women</p>	<p>> conduct information drives</p> <p>> conduct skills training on livelihood options/ projects among women</p> <p>> establish linkages with credit and financing institutions (MOU/ MOA)</p> <p>> collaboration with other government and non-government organizations</p> <p>> establish safety nets</p>
<p>b. Poverty</p> <p>b.1 lack of economic opportunities for women</p> <p>b.2 most women have low or no income at all</p>	<p>> SKA development/ enhancement of financial assistance</p> <p>> organize women for enterprise development</p>
<p>c. Environment</p> <p>c.1 lack of sex-disaggregated data</p> <p>c.2 lack of awareness of women on conservation, management, and protection of environment</p> <p>c.3 violation of environmental laws</p>	<p>> produce sex-disaggregated data for advocacy and planning</p> <p>> intensify campaign for regular submission of sex-disaggregated report on programs and projects by concerned agency</p> <p>> production/ distribution of IEC materials on environmental conservation, management and protection to women</p> <p>> recognition of women achievers in the area of ENR mgmt. and . devt</p> <p>> monitor DENR law violations to be used as basis for policy formulation</p>

INDICATORS	CONCERNED AGENCY
> no. of IEC materials produced disseminated > no. of trainings conducted	TESDA, NGO, Academe, DA, POs, DENR, DAR, DOLE, DTI, DepEd, NEDA
> no. of credit facilities and financial assistance provided/ linked	all agencies and NGOs
>amount of funds allocated for safety net projects >kinds of alternative projects	TESDA, DOLE, legislators
> comparative data on men and women engaged in income-generating activities > number of women participating/ involved in economic programs	TESDA, DTI, LGUs, DOLE, NGOs LGUs, NGOs, UGSAD
> no. of studies/ projects (on production of sex-disaggregated data) implemented > availability of sex-disaggregated data > no. of IEC material produced/ disseminated >level of awareness on contribution of women to environmental rehabilitation and protection > no. of violated laws studied and compiled	DENR, DAR, DA, LGUs, academe, and other NGAs, NGOs DENR, DAR, DA , LGUs, NGOs DENR, DAR, DA, LGUs, NGOs, academe

Region 6 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>a. Violence Against Women</p> <p>a.1 prevalence of VAW cases</p> <p>a.2 lack of GST for males in government</p> <p>a.3 inadequate support system (for VAW victims)</p>	<p>>conduct intensive dissemination of IEC materials against VAW</p> <p>>conduct gender awareness raising for men</p> <p>> pooling of human and material resources among concerned agencies for coordinated support of VAW victims</p>
<p>b. Human Rights</p> <p>b.1 lack of knowledge on women's human rights</p> <p>b.2 lack of support services to HR victims</p> <p>b.3 limited support for production of IEC materials on HR concerns</p>	<p>>conduct information drives on women's rights</p> <p>>strengthen community/sectoral organizing</p> <p>>strengthen support for victims of human rights violation</p> <p>> pooling of human and material resources</p>
<p>c. Girl-Child</p> <p>c.1 incidence of abuse against children</p> <p>c.2 lack of sex-disaggregated data</p>	<p>> lobby for appropriate actions against child abuse</p> <p>> intensive IEC, tri-media campaigns</p> <p>>lobby for speedy prosecution of cases</p> <p>>sex-disaggregated data</p>
<p>d. Education</p> <p>d.1 lack of gender-sensitive admin. officials, teachers, trainers</p> <p>d.2 gender blind curriculum</p> <p>d.3 lack of sex-disaggregated data</p>	<p>>conduct gender awareness seminars</p> <p>> conduct of trainers' training on GAD</p> <p>> conduct trainers' training for engendering social science subjects</p> <p>> integrate GAD in the learning competencies in the elementary and secondary levels</p> <p>> gender analysis of CBTED</p> <p>> formulate gender-sensitive indicators for PPAs</p>

INDICATORS	CONCERNED AGENCY
>number of reported VAW cases >level of awareness of VAW issues >level of community involvement against VAW >number of male participants in gender awareness seminars > performance evaluation rating > number/ kind of support services provided by concerned agencies >extent of collaborative effort to address needs of VAW survivors	PNP, CHR, DSWD, DOH, DOJ, NGOs
> number of organizations of women advocacy/ support groups >level of support given > number/ kind of support services provided to HR victims > number of IEC materials/ activities done	PNP, CHR, DSWD, DOH, DOJ, NGOs PNP, CHR, DSWD, DOH, DOJ, NGOs PNP, CHR, DSWD, DOH, DOJ, NGOs PNP, CHR, DSWD, DOH, DOJ, NGOs
>type of actions against child abuse > number of seminars conducted re: responsible parenthood >length of time spent in the prosecution of cases >amount of sex-disaggregated data	PNP, CHR, DSWD, DOH, DOJ, NGOs PNP, CHR, DSWD, DOH, DOJ, NGOs
>number of TVET GST trainers >number of DECS teachers, education administrative officials >no. of education administrative officials, private school heads, private schools/faculty who attended awareness seminars >number of GST trainers/resource persons > subjects with engendered curriculum in all levels >level of integration >no. of CBTED module analyzed for gender-responsiveness >amount of sex-disaggregated data/ reports >extent of baseline data gathered/ acquired	TESDA DepEd PASUC CHED UGSAD CHED, DepEd, PASUC DepEd TESDA DepEd, CHED, UGSAD, TESDA, NEDA DOH, LGU

Region 6 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>e. Health</p> <p>e.1 limited access to quality health care to women in far-flung areas</p> <p>e.2 limited resources of health facilities for women (lack of adequately trained health personnel and inadequate supply of medicines, blood, etc)</p> <p>e.2 lack of timely maternal care</p> <ul style="list-style-type: none"> - late referrals to next level of care - inadequacy of health facility to handle cases - late detection of cases <p>e.3 low level of health seeking behavior among women as a result of low awareness of appropriate health promotion practices</p> <p>e.4 lack of sustainability and maintenance of health facilities</p>	<p>> acquire baseline data on population of women in each catchment area/ barangay</p> <p>> conduct regular visits of health personnel to far-flung areas</p> <p>> provide functional emergency transport vehicles</p> <p>> conduct regular training and re-training of health personnel</p> <p>> gather baseline data of maternal mortality rate (MMR); conduct review/ study on maternal deaths</p> <p>> promotion of safe motherhood through birth planning and pregnancy preparedness</p> <p>> strengthen health services</p> <p>> produce IEC material</p> <p>> conduct GST for health care providers</p> <p>> lobby for stronger commitment of Local Chief Executives (LCEs) to maintain and sustain health projects/ programs</p> <p>> conduct gender sensitivity seminars for LCEs</p>
Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>b. Power and Decision-making</p> <p>b.1 low rate of women's representation in higher position/ involvement in decision-making in different organizations</p> <p>c. Institutional Mechanisms</p> <p>c.1 absence/ non-functional GAD FPs</p> <p>c.2 lack of gender-responsive PPAs</p>	<p>> advocate for equal participation and representation of women and men in decision-making positions</p> <p>> conduct leadership training for women</p> <p>> conduct GAD mapping</p> <p>> organize GAD Focal Points (RDC, agency, LGUs)</p> <p>> conduct capacity building for GAD Focal Points</p> <p>> strengthen advocacy for GAD mainstreaming</p> <p>> promote GAD planning, budgeting and lobbying for approval of GAD plans</p> <p>> strengthen plan implementation and M&E systems</p> <p>> formulate GAD M&E mechanisms</p>

INDICATORS	CONCERNED AGENCY
> no. of women visited by health personnel in far-flung areas > no. of functional emergency transport vehicles provided	DOH, LGU
> no. of trained health care providers per category (midwives, nurses, doctors) and per level of health care (BHS, RHUs, hospitals)	DOH, LGU
> no. of health personnel per facility; ratio of health personnel to population	DOH, LGU
> availability of supplies, equipment at each level	DOH, LGU
> number of maternal deaths > number of maternal health cases reviewed > projects established to prevent maternal deaths	DOH, LGU
> no. of women who seek health services > no. of pre-and post-natal check-ups availed by women > extent of integration of gender principles in maternal health care programs	DOH, LGU
> no. of health facilities sustained./ maintained (by LCE/LGU) > no. of LCEs trained on GST	DOH, LGU
INDICATORS	CONCERNED AGENCY
> number of women in elective positions > number of women in supervisory, managerial positions > level of leadership skills of women	NGOs, women's groups CSC, academe
> number of GAD FPs surveyed > number of FPs organized (GAs/ LGUs) > number of FPs strengthened	UGSAD, LGUs NEDA, UGSAD, NCRFW, DILG
> number of GAD plans and budget approved and implemented > number of of PPAs implemented > number of beneficiaries served	GAD-FPs, UGSAD, DBM, DILG, NEDA, NCRFW

Region 7 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
<p>a. Poverty</p> <p>a.1 limited access of women to credit and capital</p> <p>a.2 insufficient opportunities to participate in economic activities</p> <p>a.3 no information/ guidance on where/ how to access credit facilities</p>	<p>> simplify procedures/ requirements in accessing credit and capital</p> <p>> enforce flexi-time, flexi-place and establish other support mechanisms to encourage women to participate in productive work</p> <p>> intensify information dissemination efforts/ education drive on how to access credit facilities</p>
<p>b. Economy</p> <p>b.1 undervaluation of women's work persists</p> <p>b.2 unfair labor practices persist in factories/ business establishments where majority of workers are women</p> <p>b.3 preference for men over women in industry-related jobs deemed masculine still persists</p> <p>b.4 inadequate/ lack of safety nets for women workers displaced by globalization</p> <p>b.5 lack of re-entry/ transition/ psycho-social programs for returning women OFWs</p> <p>b.6 non-compliance of some institutions in providing equal benefits to women workers (e.g. SSS)</p>	<p>> monitor implementation of equal pay for work of equal value law/provision</p> <p>> conduct GST for employers > amend Labor Code to include penal provisions</p> <p>> conduct GST for labor and management</p> <p>> conduct skills training for displaced workers > provision of appropriate safety nets</p> <p>> lobby for stiffer sanctions for violation of labor laws</p>

INDICATORS	CONCERNED AGENCY
> no. of women and women's groups accessing credit facilities > amount of credit capital that went to women > amount of time devoted to productive work > type of productive activities > extent of knowledge about credit opportunities	* none identified by the region for all issues in this area of concern
> number of cases of wage discrimination against women > extent of observance of anti-wage discrimination policies > number of unfair labor practices > level of awareness about gender issues in employment > number of programs against sex-role stereotyping > kinds of safety nets > extent of compliance to labor laws	

Region 7 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>a. Education and Training</p> <p>a.1 few women avail of vocational/ technical-related trainings</p> <p>a.2 low level of gender sensitivity/ awareness in the educational system</p> <p>a.3 lack of gender-sensitive educational materials</p> <p>a.4 lack of gender sensitive teachers/ trainers and administrators</p>	<p>>conduct intensive IEC campaign on availability of training programs</p> <p>> provide support system (daycare) within the training center</p> <p>> provide incentives to women who avail of the training (e.g. Scholarships)</p> <p>> strengthen coordination with sponsoring agencies (LGUs)</p> <p>> lobby for policies that would compel firm to hire women workers in male-dominated industries</p> <p>> review of educational materials and integrate GAD concepts</p> <p>> conduct GSTs to teachers, trainers and school/ DepEd officials</p>
<p>b. VAW</p> <p>b.1 inadequate support mechanisms to victims of VAW</p> <p>b.2 few laws protecting women from violence</p>	<p>> establish centers responding to needs of victims</p> <p>> improve, strengthen referral/ networking system</p> <p>> conduct GST for administrators/ judges</p> <p>> strict enforcement of gender-sensitive laws</p> <p>> review of existing government policies/ laws</p> <p>> advocate for the passage of law on anti-domestic violence</p>
<p>c. Armed Conflict</p> <p>c.1 lack of women's participation in the formulation of peace agenda/ policy</p> <p>c.2 women not represented in peace panels</p> <p>c.3 insufficient support given to women victims of armed conflict</p>	<p>> advocate for the inclusion of more women in the peace and order councils at the LGU level</p> <p>> implement a comprehensive government program for affected men/ women</p> <ol style="list-style-type: none"> 1. Livelihood component 2. Relocation and housing 3. Psychosocial counseling <p>> improve the Balik-Loob Program of the government to include skills training and psycho-social counseling</p>
<p>d. Women's Rights</p> <p>d.1 most women have inadequate knowledge of their rights</p> <p>d.2 working women are prone to sexual exploitation</p>	<p>> intensify advocacy/ IEC and women's rights; tap tri-media for all advocacy campaigns</p> <p>> gender sensitivity trainings for both women and men employees</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > number of women trained in non-traditional/ voc/tech courses >number of day care and other support services in training centers >type of incentives given >extent of support and coordination > number of firms hiring women workers in non-traditional jobs > number of gender-sensitive education materials > number of gender-sensitive trainers, teachers, key officials/ administrators 	<p>* none identified by the region for all issues in this area of concern</p>
<ul style="list-style-type: none"> > number of crisis centers responding to VAW cases > number of LGUs allocating budget for GAD activities (esp. for VAW) >number of gender-responsive administrators/judges >women friendly court procedures and policies developed > number of government policies/ laws reviewed for extent of gender- responsiveness > enactment of anti-DV law 	
<ul style="list-style-type: none"> > no. of women participating in peace panels, involved in the formulation of peace agenda/ policy >extent of influence of women in the formulation of peace agenda >level of support to women in economic livelihood, housing, and psycho-social counseling >extent of integration of skills training and psycho-social counseling 	
<ul style="list-style-type: none"> >level of awareness of women of their rights 	

Region 7 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>e. Health</p> <p>e.1 inadequate health service delivery , especially in remote area</p> <p>e.2 gender insensitive health care setting and health care providers</p> <p>e.3 inadequate health services (in the following components) > for senior citizens > for children (health care should go beyond immunization) > for adolescents (absence of RH services)</p> <p>e.4 lack of coordination among government agencies and LGUs in implementing health programs (no synergy of efforts)</p> <p>e.5 to this date, women still cannot fully exercise their reproductive rights</p> <p>e.6 low compliance among industries of mandatory post-employment health exams for women working in hazardous places</p>	<p>> improvement of infrastructure to facilitate mobility of people > construction of health facilities in strategic locations > amend LGC to explicitly state that budget for health should not be devolved</p> <p>> GST for health care providers</p> <p>> provision of appropriate health services to said groups</p> <p>> regular conduct of consultation, planning, m & e (reporting of accomplishment) > clarification of roles of stakeholders > conduct of consultative assemblies lead by specific agencies</p> <p>> intensify IEC (on women's repro rights)</p> <p>> strengthen DOLE's monitoring of industrial firms > impose sanctions/ penalties > enact laws on occupational safety > include penal provision in occupational safety laws</p>
<p>f. Girl-child</p> <p>f.1 rising incidence of incest; most of the victims are girl-children</p> <p>f.2 rising incidence of prostituted girl-children</p> <p>f.3 increasing number of children working in hazardous places</p> <p>f.4 girl-children's concerns not covered in school curriculum</p>	<p>> lobby for stricter implementation of RA 7610 and PD 603</p> <p>> mainstream gender concerns in the school curriculum</p>

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > decreased no. of women worker-victims of sexual exploitation > no. of remote areas provided with health services > no. of health care providers with GST > required/ needed health services for each group provided > no. of clients per group provided with needed health services > coordination system/ mechanism established > number of women fully exercising their reproductive rights > no. of firms complying/ implementing occupational safety (OS) provision > extent of compliance to labor policies 	
<ul style="list-style-type: none"> > level of integration of girl-child rights in programs > decline in incidence of prostituted girl-children > number of courses with gender topics > extent of mainstreaming efforts 	

Region 7 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Media</p> <p>a.1 exploitation of women in tri-media</p> <p>a.2 low level of gender awareness among media practitioners</p> <p>a.3 women are exploited in election campaigns</p>	<p>> lobby for boycott of advertisements of products that exploit women</p> <p>> provide incentives to manufacturers/ producers that come up with gender-sensitive materials</p> <p>> conduct gender-sensitivity trainings for media practitioners</p> <p>> initiate signature campaigns, letter campaign, PTA support</p>
<p>b. Institutional Mechanisms</p> <p>b.1 lack of clear understanding of guidelines on GAD PPAs</p> <p>b.2 not all GAD FPs occupy critical or positions of influence (some agencies designated clerks as FPs just to comply with IRR)</p>	<p>> conduct massive, comprehensive IEC drive on GAD guidelines</p> <p>> conduct training on project proposal preparation to access GAD budget</p> <p>> conduct planning workshop with LCEs, budget and planning officers, Sanggunian, COA, DBM reps re: GAD programs</p> <p>> include GAD orientation in course content for LCEs</p> <p>> monitor compliance with GAD (PPA) guidelines</p> <p>> conduct of massive, comprehensive IEC on GAD</p> <p>> include GAD orientation in course content for LCEs</p>
<p>c. Power and Decision-making</p> <p>c.1 low representation of women sector in the Sanggunian</p> <p>c.2 women attend community meetings but decision-making is often left to men</p>	<p>> lobby for strict compliance with the provision in the LGC for representation of women in the Sanggunian</p>

INDICATORS	CONCERNED AGENCY
> no. of exploitative advertisements > no. of media practitioners with GST > reduced no. of women exploited in election campaign	* none identified by the region for all issues in this area of concern
> no. and kinds of PPAs prepared in accordance with GAD guidelines	
> no. women occupying positions in the Sanggunian > no. of women participating in decision-making processes	

Region 8 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
<p>a. Poverty</p> <p>a.1 lack of sex-disaggregated data</p> <p>a.2 lack of access to basic services, income generating projects</p>	<p>> sex-disaggregate data from the barangay level</p> <p>> pass RSCC resolution to sex-disaggregate data</p> <p>> establish a one-stop shop or strategic service points</p> <p>> women's groups to lobby for increased budget allocation for poor women</p>
<p>b. Economy</p> <p>b.1 economic marginalization / low participation of women in the economy (lack of jobs, opportunities, capital)</p> <p>b.2 women are not organized in the economic sector</p>	<p>> conduct of entrepreneurial skills training for women</p> <p>> provide assistance to women in accessing credit facilities and financing institutions</p> <p>> LGU to implement microfinance program for women</p> <p>> provide awards and incentives to women achievers</p> <p>> organize women for productive work</p> <p>> conduct of capability-building on project proposal making and fund sourcing</p>
<p>c. Environment</p> <p>c.1 limited involvement of women in environmental concerns</p> <p>c.2 lack of programs/ training on women and environment</p>	<p>> organize POs and women's groups for environmental management</p> <p>> employ professional community organizers for organizing of women for greater involvement in environmental management</p> <p>> conduct trainings for women on environmental management</p> <p>> conduct re-tooling seminars for government employees on environmental management</p>

INDICATORS	CONCERNED AGENCY
> annual publication of sex disaggregated data > extent of implementation of policy > no. of service points established > amount of allocation for programs for poor women	LGU, AROs LGU, AROs
> no. of women trained > kind of assistance > amount of economic assistance > level of enthusiasm for productive work > no. of functional women's organizations > no. of women's organizations availing of loans/ credit	DOLE, GFIs AROs GFIs
> no. of women participating in environmental management and monitoring > no. of women trained on environmental management	DENR, LGUs, women's groups

Region 8 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>a. Education and training</p> <p>a.1 GAD not integrated in the curriculum and absence of women's studies</p> <p>a.2 lack/ absence of GST - for school officials - for students (learning options, information, choice of courses)</p> <p>a.3 non-sensitized structures - biased politics - biased concepts - inactive sexual harassment desks - inactive research division - quality education inaccessible to women</p>	<p>> integrate GAD concepts in curriculum > conduct of seminars on engendering the curriculum > revise of DepEd / CHED curriculum > CHED/ PASUC to develop curricula for women's studies in Region 8 > update DepEd textbooks and other materials</p> <p>> conduct of GST for teachers > conduct of a gender-sensitive career guidance program for students</p> <p>> integrate GAD concepts in VOW trainings and moral recovery prog. > review and revision of school policies to eliminate gender biases</p> <p>> integrate research and extension work on gender in PPAs</p>
<p>b. Health</p> <p>b.1 lack of knowledge/ awareness on reproductive rights and reproductive health</p> <p>b.2 poor access to quality health services</p> <p>b.3 lack of LGU/ government support</p>	<p>> conduct of massive multi-media information dissemination > conduct training, information dissemination of reproductive health rights</p> <p>> lobby for increased budget for quality health services > organize women to lobby and campaign for quality health services</p>
<p>c. VAW</p> <p>c.1 poor/ inadequate services to VAW victims</p> <p>> no law on domestic violence</p> <p>> no agency trained to handle VAW cases</p> <p>> no separate prison cells for women and girl-children</p>	<p>> continuing IEC/ advocacy activities on gender sensitivity, legal literacy on VAW > advise LCEs to install interviewing rooms for rape victims > regular monitoring and accurate reporting of VAW cases > lobbying for appropriate barangay/ municipal ordinances that will help prevent VAW and provide appropriate interventions to VAW victims > organize community-based VAW watch groups</p> <p>> lobby for passage of anti-domestic violence law</p> <p>> formation/ installation of referral centers from barangay level to the higher levels > establish linkages to respond to VAW cases (volunteer services)</p> <p>> DILG to issue directives enjoining LGUs to allocate funds for the construction of separate cells for women</p>

INDICATORS	CONCERNED AGENCY
> no. of public and private schools implementing gender-sensitive curriculum > no. of SUCs provided with GST (for officials, teachers, students) > no. of women enrolled in non-traditional courses	DepEd, CHED, schools' administration SUCs, CHED CHED
> no. of male family planning (FP) acceptors > amount of allocation for health services > no. of quality health advocates > type of advocacy programs	DOH, LGUs, POPCOM * none identified
> no. and kinds of services provided to VAW victims > passage of anti-domestic violence law > no. of referral systems developed > extent of work/assistance by referral centers > amount of funds allocated	

Region 8 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>d. Armed Conflict</p> <p>d.1 inadequate services provided by LGUs to women victims of armed conflict</p> <p>d.2 lack of assistance for the livelihood projects of and other programs for women rebel returnees</p>	<p>>provide financial assistance to women victims of armed conflict</p> <p>> conduct of livelihood skills training for women rebel returnees</p> <p>>strengthen social reintegration/ rehabilitation of women rebel returnees</p> <p>>develop comprehensive social technology package for rebel returnees</p>
<p>e. Human Rights</p> <p>e.1 low levels of awareness on women's rights</p> <p>e.2 need for information about and advocacy for women's rights and welfare</p> <p>e.2 reluctance of VAW victims to file cases</p>	<p>> conduct massive information dissemination, multi-media approach</p> <p>> conduct gender sensitivity</p> <p>> implement an advocacy program in all sectors for women's rights</p> <p>> IBP to give free legal assistance to VAW victims</p> <p>> conduct advocacy work among private law practitioners to give free legal assistance</p>
<p>f. Girl-Child</p> <p>f.1 child prostitution</p> <p>f.2 lack of support mechanism for the girl-child victim/ survivor of VAW</p>	<p>> provide livelihood activities to parents of girl-children in the labor force</p> <p>> provide peer counseling seminars</p> <p>> hold counseling sessions for children</p> <p>> train counselors</p> <p>> train municipal SIO and other personnel on peer counseling/ CTC approach</p>

INDICATORS	CONCERNED AGENCY
> no. of recipients/beneficiaries of financial assistance provided	DSWD, DTI, GFIs
> no. and kinds of social and economic assistance provided for women rebel returnees	AFP, DSWD, DTI, GFIs
> no. of women provided with information on their rights > no. of VAW victims seeking legal assistance > no. of VAW victims provided with assistance	PIA, CHR, DOH
>level of effectiveness in dealing with child abuse cases >no. of children receiving support >quantity of assistance provided	DSWD, CHR, PNP, LGUs

Region 8 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Power and decision-making</p> <p>a.1 unfair selection and recruitment processes for high positions</p> <p>a.2 women not supporting women due to stereotyping</p> <p>a.3 low self-esteem among women</p>	<p>> institute and strictly implement a gender-responsive and merit and promotion program</p> <p>> conduct of mentoring program for women holding executive level positions as mentors</p> <p>> organize women in top-level positions</p> <p>> organize a municipal/provincial/regional/national federation of a community-based women's group</p> <p>> organize women in government service</p> <p>> provide more services for women to have more time to attend to productive work</p> <p>> conduct more trainings for women like political education</p>
<p>b. Institutional Mechanisms</p> <p>b.1 lack of political will to implement GAD</p> <p>b.2 low level of gender awareness by management</p> <p>b.3 lack of commitment to GAD</p> <p>b.4 lack of agency resources (financial/ human resources) for GAD programs</p> <p>b.4 lack of coordination/ networking among agencies/ organizations</p>	<p>> institute merit and awards system/program for GAD-sensitive/ gender-friendly government officials</p> <p>> enjoin the CES board to include GAD as a criterion in the evaluation of the performance of top level government officials</p> <p>> conduct gender-responsive leadership and management training for top management</p> <p>> integrate of GAD concepts in civil service eligibility exams/ board exams/ CES exams</p> <p>> strengthen information dissemination/briefings on GAD-related issuances/policies</p> <p>>conduct gender-responsive planning and budgeting activities</p> <p>>lobby for GAD Budget implementation</p> <p>> strengthen integration/ complementation of programs/ services and resources among GAs and NGOs</p>
<p>c. Media</p> <p>c.1 sensationalization of rape cases</p>	<p>>conduct gender-awareness seminars/orientations for media practitioners</p> <p>>conduct deepening sessions (on GAD) for media practitioners</p>

INDICATORS	CONCERNED AGENCY
>extent of gender-responsiveness of merit and promotion standards >no. of women in leadership positions >amount of time for productive work >no. of women who received training	* none indicated
>level of enthusiasm for GAD initiatives >kind of GAD programs >extent of gender mainstreaming in policies and activities >level of gender responsiveness of management > level of work coordination/integration	* none indicated
> no. of media practitioners sensitized >level of gender-responsiveness of media	* none indicated



Mindanao

Mindanao is the country's second largest geographical grouping. It has 19 provinces, distributed in six regions: Western Mindanao (Region IX), Northern Mindanao (Region X), Southern Mindanao (Region XI), Central Mindanao (Region XII), CARAGA (Region XIII), and the Autonomous Region for Muslim Mindanao (ARMM).

The regions in Mindano identified gender issues and gaps in employment opportunities and access to and control of economic resources. The negative impacts of environmental degradation are also a problem. Aside from these, ARMM is also concerned with the lack of basic services and infrastructure in the region, such as water, electricity, farm to market roads, and telephone services.

With regard to women's human rights, the key gender issues and gaps are in the areas of health, education and training and violence against women. CARAGA considers the rights of the girl-child as an additional concern. ARMM, because of the peace situation in the region, includes the plight of women caught in armed conflict and the protection of women's human rights as priority concerns that need to be addressed.

Similar to their sisters in Luzon and Visayas, women in Mindanao have low participation in various aspects of politics and decision making. The effort to advance GAD in the regions, necessary for good and gender-responsive governance, is hampered by issues and gaps affecting institutional mechanisms, such as the GAD focal points, GAD programs and projects, and the GAD budget, set up for the purpose. Media gives low priority in covering and disseminating information on gender issues, choosing instead to do sensationalized reporting of cases of violence against women, especially rape and incest. It continues to portray women in sexist and stereotypical ways. Most media practitioners are also not gender-sensitive.

ARMM, because of the peace situation in the region, includes the plight of women caught in armed conflict and the protection of women's human rights as priority concerns that need to be addressed.

Autonomous Region for Muslim Mindanao (ARMM) Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
a. Education a.1 preference for boys for education (girl-children serve as baby-sitters) a.2 unfair selection practices for scholarship grants a.3 few scholarships granted to Muslim women	> IEC on equal rights of girl-child to education > issuance of local policies requiring the posting of available scholarships in newspapers and other forms of media > launch campaign and develop mechanisms for good governance in ARMM
b. Health b.1 lack of basic health services especially in remote areas	> establishment of health centers esp. in remote areas > provision of health services
c. VAW c.1 unreported cases related to VAW such as battery, prostitution and child abuse	> IEC on VAW for communities and local authorities
d. Armed Conflict d.1 miscarriages/ death of children and other (social) effects of war	> institute measures to protect women and children from effects of war > pursue peace negotiation with government and fast track reconstitution and rehabilitation program of the government with active involvement of NGOs
e. Human Rights e.1 lack of awareness on women's rights as (Muslim women)	> IEC on the rights of Muslim women

INDICATORS	CONCERNED AGENCY
> ratio of girl-boy enrollees > no. of scholarship grants to women in ARMM	DOH-CO, DOH-ARMM, LGU, NGOs other concerned agencies
> no. of health centers established in remote areas > no. of women availing of health services from government	
> % increase of IEC materials of VAWC disseminated/ launched for communities and LGUs	DSWD, PNP, national agencies , NGOs , other concerned agencies
>% increase in the no. of measures/ interventions taken by local authorities to protect women and children	LGUs, NGOs, other concerned agencies
> no. of IEC materials developed and launched in communities	LGUs, NGOs, DepEd

Autonomous Region for Muslim Mindanao (ARMM) Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
a. Power and Decision-Making a.1 low participation of women in the peace process a.2 few women are consulted during peace negotiations	> issuance of a Presidential directive to increase participation of women in peace negotiation panels and for these panels to seek the views of women
b. Institutional Mechanisms b.1 lack of awareness on GAD among LGUs and the religious sector b.2 unavailability of a situationer on women b.3 no mechanism to monitor the utilization of the GAD budget	> conduct orientation on GAD for the Ulama > develop GST modules for the Ulama and pilot test these and conduct massive gender awareness program for them > create a GAD core group for ARMM to conduct orientation and training in the region <div style="text-align: right;">none indicated</div> <div style="text-align: right;">none indicated</div>
Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Poverty a.1 Lack of access to water, electricity, farm to market roads, telephones and other basic needs	> pursue the provision of water and electricity in the various municipalities of ARMM by local ARMM officials

INDICATORS	CONCERNED AGENCY
> no. of women participating in peace panels > no. of women consulted during peace negotiations	LGUs, NGOs, other concerned agencies
> no. of orientation sessions conducted for the Ulama	LGUs, NGOs, DepEd
INDICATORS	CONCERNED AGENCY
> % increase in the no. of municipalities and barangays with water and electricity	LGUs, DPWH, MAGELCO, LASURECO, TELCO

Region 9 Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
a. Health a.1 Poor health of women	> intensive advocacy on reproductive health > provision of health services
b. Education and Training b.1 Low educational attainment of women	> provision of community-based non-formal education > provision of scholarships for women
Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Economy a.1 Lack of employment opportunities for women	> provision of assistance for livelihood opportunities (credit, loans, trainings, marketing of products)
Good Governance	
ISSUES/ GAPS	STRATEGIES
a. Institutional Mechanisms a.1 Lack of data on the needs of women especially indigenous peoples (IPs) who are victims of armed conflict and child labor a.2 Lack of capability/ inadequacy of mechanisms of concerned agencies in addressing gender violence a.3 Weak coordination among line agencies, NGOs and LGUs in implementing GAD programs (LGUs weak in coordination/ implementation of GAD programs)	> identify lead agency and establish a mechanism/ system of reporting to have an accurate/ reliable sex-disaggregated data > conduct training for police officers at the precinct level, judges, health service providers (e.g. Handling cases) > Technical assistance to LGUs re: GAD work and financial plan > advocacy/ forum on GAD and GST for the establishment of GAD Focal Points
b. Power and Decision-making b.1 Low participation of women in decision-making process	> provide greater support for qualified women candidates with women's agenda

INDICATORS	CONCERNED AGENCY
> percentage of LGU budget for social services increased to 20% > percentage of population with access to safe water and sanitation > ratio of health personnel to population	PIA LGUs, DOH, NGOs
> no. of women enrolled in non-formal education and literacy classes > no. of women provided with scholarships	DepEd, CHED
INDICATORS	CONCERNED AGENCY
> decrease in unemployment rate by 2% in 2004 > no. of women provided with livelihood assistance > no. of women provided with skills training	DOLE, TESDA, DTI, DSWD, LGUs, NGOs, GFIs, DOST, DA
INDICATORS	CONCERNED AGENCY
> functional system established that provides accurate reporting of cases/ needs > no. of trained/ gender-sensitive police officers, judges, health service providers > no. of PPAs implemented from GAD Budget > no. of functional GAD Focal Points > Increase in no. of women occupying 3rd level/ elective positions	PNBP, DOLE, DOJ, NCIP, CHR, DOH, DSWD, NGOs, DSWD, DILG DILG, LGUs, PNP, DOJ, DOH, DSWD, NGOs DBM, NEDA, NCRFW, women NGOs, LGUs CSC, NGOs, GOs, LGUs

Region 10 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
<p>a. Economy</p> <p>a.1 Unequal access and control of economic resources</p> <ul style="list-style-type: none"> > process of organizing women: (a) clear goal of organizing; (b) unsustainable intervention > result of the 1999 project: Developing and Promoting a Legislative Agenda for Women in CDO and 2000 Brgy. Women Dev't. Summit as shared during frequent area visitation in depressed areas > more male beneficiaries in terms of services 	<ul style="list-style-type: none"> > provide capital or credit opportunities > develop entrepreneurial skills
<p>b. Violence Against Women (VAW)</p> <p>b.1 Limited services of Women Crisis Centers (inadequate funding; absence of gender-responsive and well-informed personnel to manage the crisis centers)</p>	<ul style="list-style-type: none"> > operationalize the Women's Desks in the different municipalities and agrarian reform communities > sustain and improve the operation and delivery of basic services of the provincial GAD > tap the assistance of gender-friendly NGOs > clarify the roles and strengthen the coordination among identified agencies involved > hire competent and gender-friendly staff > operationalize/ maximize services of DOH hospitals' VAW crisis centers
<p>c. Health</p> <p>c.1 Poor support for the implementation of reproductive health (RH) (inavailability of doctors and midwives)</p>	<ul style="list-style-type: none"> > IEC advocacy on gender health and women's health needs > capacity-building: upgrading of facility and health workers, training of support network > service delivery through implementing community-based two-way referral system > planning, monitoring and evaluation by applying participatory planning, involving women in community > budget allocation for RH activities

INDICATORS	CONCERNED AGENCY
> increase in income and savings of women > no. of women having access to capital and credit to finance livelihood activities > women membership in livelihood organizations > no. of women with income-generating skills > increase in the number of employed women	DSWD, DAR, DTI, DOST, TESDA, SUCs, LGU
> functional/ friendly women's crisis centers with adequate facilities and services provided > rehabilitated survivors of VAW and reintegrated in the community	DAR, LGUs LGUs, PSWDOs, PHO LGUs, NGOs LGU, SWDO LGUs, CSC, HRMO DOH
> increased utilization of RH services > quality RH services available in all health facilities	DOH, LGUs, DSWD, DILG DOH LGUs, DOH DBM, NEDA, DILG, DSWD, DOH, LGUs DOH, LGUs

Region 10 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Media</p> <p>a.1 insufficient IEC and support on VAW</p> <ul style="list-style-type: none"> > low awareness of GAD issues > VAW is still considered as a private/ family problem <p>> fear and lack of trust of the victims of VAW to come out for help and assistance</p> <p>> justice system does not immediately respond to victims of VAW</p>	<ul style="list-style-type: none"> > develop gender-friendly advertisement > conduct orientation of media people on VAW in coordination with PIA > identify media champions/ organize media watch groups > adopt legislation regulating media advertisements
<p>b. Institutional Mechanisms for the Advancement of Women</p> <p>b.1 weak implementation of mandates</p> <ul style="list-style-type: none"> > no established/ existing M & E system on GAD <p>b.2 limited access and non-allocation of GAD budget</p> <ul style="list-style-type: none"> > agencies don't allocate GAD budget because there is no GAD M & E component of the GAD > GAD budgets are reallocated for other projects <p>b.3 weak coordination among agencies on gender-related programs</p> <ul style="list-style-type: none"> > while NCRFW exists, there is no regional/ local counterpart > most councils have not incorporated gender-related concerns in their development plans 	<ul style="list-style-type: none"> > IEC advocacy at different levels of LGUs, RLAs, NGOs, bureaus, departments, SUCs, GOCCs, and instrumentalities > strengthen linkages, coordination and networking among all levels of organization > participatory formulation of GAD PPAs > come up with directory of focal points addressing gender-related issues with specific functions and services > tap all public and private groups who are concerned with gender-related issues for coordination
<p>c. Power and Decision-Making</p> <p>c.1 Inadequate national empowering environment</p> <ul style="list-style-type: none"> > measures that define "empowering environment" are not really pushed seriously by the national government > the national "system" and programs are not really empowering, especially to women <p>c.2 poor women's participation in the political arena and decision-making bodies</p>	<ul style="list-style-type: none"> > suspension and withholding of salary > capability-building program for women > strengthen day care program as a means to liberate women to participate in political/ social affairs and development > encourage inclusion of women in all decision-making bodies from regional to barangay levels > send women representatives to different legislative bodies to discuss women's issues > ensure sectoral representation of women in law-making bodies at all levels

INDICATORS	CONCERNED AGENCY
<ul style="list-style-type: none"> > no. of people oriented on GAD issues > no. of media advocates of VAW 	<p>National Government Agencies, private sector</p>
<ul style="list-style-type: none"> > number of officials/ agencies who have undergone GAD orientation training > number and type of gender-responsive projects availed by communities > number of gender-responsive plans formulated per LGU/ agency > number of LGUs with approved GAD plan and budget > regular meetings, more defined vision and goals > one directory per office > a copy of Manual of GAD operations per office 	<p>Office of the President, NEDA NEDA, NCRFW, DILG</p> <p>LGUs, NEDA, DILG</p> <p>PopDev , DA, DENR, Karomahan, Touch Foundation, Abanse Pinay, PILIPINA</p>
<ul style="list-style-type: none"> > greater number of gender-sensitive tri-media output > EO regulatory tri-media to be gender-sensitive; gender sensitive books and literature > greater number of women with better attitude toward themselves > decreased no. of VAW cases > increased number of women in the labor force with higher position and better pay > more women in elective positions > increased number of women in decision-making bodies 	<p>NEDA, DILG, DSWD, NCRFW, DOH, PNP, DAR, DENR, DECS, TESDA, other NGAs, banks</p>

Region II Agenda

Human Rights	
ISSUES/ GAPS	STRATEGIES
<p>a. VAW (Sexual Harassment, Rape, Incest, Physical/ Mental Injury, Acts of Lasciviousness)</p> <p>a.1 women not empowered to defend themselves</p>	<ul style="list-style-type: none"> > conduct IEC/ advocacy on VAW > establish networking with agencies concerned with VAW > establish WCD at the barangay level > conduct training of PNP/ military and barangay officials on intervention on VAW > conduct GST/ training re: VAW > establish crisis centers
<p>b. Health</p> <p>b.1 programs are not culture-sensitive</p> <p>b.2 health services/ programs do not reach remote areas</p> <p>b.3 pending privatization of health care leading to inadequate RH services</p> <p>b.4 contraceptive methods are not women-friendly (e.g. Pap Smear testing can lead to stigmatization)</p> <p>b.5 no clear/ concrete RH agenda/ policy/ program to address issues concerning teenage pregnancy, early marriage, complication arising from abortion, and post partum, contraceptive use, ethical standards in service delivery and other issues</p> <p>b.6 adolescents lack empowerment to assert their RH rights</p>	<ul style="list-style-type: none"> > conduct research/ study regarding attitude, knowledge, beliefs, practices towards RH issues which shall serve as basis for development of a culture-sensitive program > develop infrastructures for health service > conduct capability-building for health personnel > allocate budget for health services > lobby against privatization of health care > strengthen monitoring committees > conduct IEC to encourage men's involvement/ active participation in RH > lobby for gender-fair policies/ legislation and programs for the delivery of basic health services with emphasis on preventive approaches rather than curative > conduct IEC for both husband/s and wives > designate junior barangay health workers and create pilot centers as response to the RH needs of adolescents
<p>c. Education and Training</p> <p>c.1 sex-role stereotyping and sexist concepts are still found in the curriculum</p>	<ul style="list-style-type: none"> > DepEd to order change curricula > train teachers on gender-fair/ responsive teaching methodology > formulate GST orientation for both teachers and students

INDICATORS	CONCERNED AGENCY
> reported cases of VAW	GOs, NGOs, POs, other concerned agencies Alliance on VAW, LGUs
> Indigenous peoples (IPs) adopt and practice RH programs > no. and kinds of infrastructure developed > no. of personnel provided with capability-building programs > budget allocation > number of people enjoying sufficient/ adequate access to RH services > number of men actively participating > passage of policies and their effective implementation > reduction of teenage pregnancy from 7% to 3%	MWG, SRO, LGUs, NGOs dealing with IP, DPF POs, NGOs, Alliance, DPF POPCOM HMRG, DOH, CHO, NGOs SP, LGU, Alliance, POs ASTF/ Teen Center/ DYCC/ Anak, Gender Watch, Tambayan, Kaugnaon/ BHI
> revision of school curriculum > number of teachers with gender-responsive teaching methodology > GST module for teachers/ students formulated	DepEd, LGUs

Region II Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Power and Decision-making</p> <p>a.1 patriarchal thought construct</p> <p>a.2 biases in labor and promotion</p>	<p>> Gender-mainstreaming re curriculum - IEC advocacy focused on parents and organizations</p> <p>> enforcement of labor laws and policies on gender</p>
<p>b. Media</p> <p>b.1 Low appreciation of GAD by media practitioners</p> <p>b.2 women and men are treated as sex objects in advertisements and as enticements to sell local papers</p> <p>b.3 promotion of sex and violence in media (e.g. Radio and TV drama programs)</p> <p>b.4 indiscriminate choice of entertainment medium in public vehicles traveling around Southern Mindanao</p> <p>b.5 indiscriminate treatment of media over sensitive cases involving women, children and men</p>	<p>> continuing dialogue with media practitioners, particularly editors, program managers, focusing on issues raised</p> <p>> encourage/ recommend articles on gender features and success stories e.g. GAD columns on local papers</p> <p>> encourage GAD Focal Points of GOs and NGOs to release GAD-related articles</p> <p>> LGUs to conduct search for most gender-fair media practitioners at various levels</p> <p>> continuing dialogues with the editors/ program managers focusing on issues raised</p> <p>> initiate dialogue with advertising agencies</p> <p>> forge stronger linkage by NGO/GO GAD advocates with the editors and program managers</p> <p>> initiate the organization of "advertising watch" by GO-NGO against violations</p> <p>> enforce approved laws by regulating beauty contests and other similar activities using women as commodities</p> <p>> continuing dialogue with media practitioners, particularly the editors, program managers, focusing on issues raised</p> <p>> initiate dialogues with bus operators to remove VCRs if they cannot show GP films</p> <p>> continuing dialogue with media practitioners, particularly the editors/ program managers focusing on issues raised</p>

INDICATORS	CONCERNED AGENCY
> no. of schools adopting the curriculum	NGOs, GRC, RDC-SDC DepEd
> labor force participation; hiring of more women in the labor force	
> regular features/ columns on GAD in local media	PIA, DXRP, KBP, Press Club, LGUs,
> memo of agreement by involved agencies and entities (forged/ made)	
> actual search/ winners and documentation	
> gender-fair advertisements and no sexually suggestive photos of women and men in local papers	PIA, Press Clubs, LGUs, NGOs, POs, NEDA XI, NGAs
> gender-fair radio and TV program	PIA, DXRP, KBP, LGUs, NGOs/ POs, NEDA XI
> public vehicles showing General Patronage films	Bus operators, PNP, NGOs/ POs, interregional GAD advocates
> gender-fair news	PIA, Press Clubs, NGOs, POs, publishers, NGAs

Region 12 Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Economy/ Poverty a.1 Limited access to agricultural support services (facilities, credit)	> seek for more budget from LGUs, regional line agencies/ NGAs > establish reasonable criteria for beneficiaries > organize women into viable economic organizations (cooperatives)
Human Rights	
ISSUES/ GAPS	STRATEGIES
a. VAW a.1 high incidence of rape among Mindanao regions particularly Region XII a. 2 girl-child victims of incest	> intensify campaign against rape, incest and domestic violence through television, radio, internet, print (TRIP) > strengthen/ organize women's desks and help line for women at the barangay level > intensify anti-drug campaign
b. Education and Training b.1 non-promotion of gender-fair education and training; education materials not gender-sensitive (e.g. Gender concepts not one of the modules in PMC)	> NCRFW to pressure DepEd, CHED > continuous conduct of GST and related courses to academe, teachers, student organizations > reproduction and dissemination of gender-IEC materials > conduct of gender programs in media (mural, poster-making and other promotional activities) > strengthen/ organize women's groups in government offices (WINGS) > recruitment of gender-sensitive men advocates to compose the barangay GAD councils
c. Health c.1 inability of the health (care) delivery system to meet women's health and reproductive needs	> assign permanent staff for reproductive health-related needs > develop training modules on reproductive health
d. Armed Conflict d.1 inadequacy of support services for women victims and survivors of violence	> seek funding from local and foreign sources through NCRFW

INDICATORS	CONCERNED AGENCY
> no. of women who availed of livelihood assistance > number of women entrepreneurs	Local GAD Councils, City Social Welfare Development Office , GFIs, lending institutions
INDICATORS	CONCERNED AGENCY
> number of reported rape, incest and domestic violence cases	LGUs, PIA, women's organizations LGUs, PNP, NGOs
> revised curriculum at all levels > staff development programs of CSC are gender-sensitive > new textbooks and educational materials	NCRFW, DepEd LGUs, GAD councils PIA, GAD councils GAD councils, NCRFW, CSC, NEDA
> reduced incidents of reproductive health-related cases	DOH, city/ provincial health office, NGOs
> 1 center each for Cotabato and Iligan cities established	GAD Focal persons, NGOs, NCRFW

Region 12 Agenda

Good Governance	
ISSUES/ GAPS	STRATEGIES
<p>a. Power and Decision-making</p> <p>a.1 no women sectoral representative in the local legislative body</p> <p>b. Institutional Mechanisms</p> <p>b.1 lack of focus of frontline LGU agencies in terms of gender PPAs (integrative in nature)</p> <p>b.2 improper utilization of GAD budget</p>	<ul style="list-style-type: none"> > lobby of NGAs/ NGOs for women's participation > NCRFW to monitor (women's participation) > federate women's organizations and groups > lobby with executive and legislative bodies > seek support and endorsement of NCRFW > conduct plan consultation > coordinate with stakeholders (NGAs) during plan formulation > dissemination of EO 273, DBM guidelines to local chief executive, Sangguniang Panglunsod (SP) members > present GAD plan to City Planning and Development Office (CPDO), Commission on Women of SP, Commission on Finance, City Mayor's office > POPCOM, NEDA, DILG to assist GAD councils in monitoring fund utilization > GAD orientation for city/ provincial officials
<p>c. Media</p> <p>c.1 non-observance of ethics in journalism (language used should be non-sexist; women's cases should not be too descriptive)</p>	<ul style="list-style-type: none"> > Educate media practitioners > coordinate with association of media practitioners, KBP, PPI > Coordinate with PANA to regulate advertisements > disseminate non-sexist terms to media

INDICATORS	CONCERNED AGENCY
> number of women in local legislative bodies	NGAs, NGOs, NCRFW
> existence of functional GAD office with all resources needed	GAD council members, NGAs, NGOs, NCRFW
> women's plan formulated	
> GAD plan fully implemented	GAD Focal persons
> report of fund disbursement	GAD Focal persons
	POPCOM, NEDA, DILG, NCRFW, GAD Focal persons
> gender-sensitive language used in media	GAD councils, NCRFW, PIA, KBP, Phil Press Institute, FEE
> more gender-sensitive programs aired/ broadcast, published, printed	PANA, NCRFW GAD councils

CARAGA Regional Agenda

Economic Empowerment	
ISSUES/ GAPS	STRATEGIES
a. Poverty a.1 lack of opportunities for employment and livelihood	> provision of livelihood which includes skills training and financial assistance > establishing linkages for fund sourcing and marketing
b. Environment b.1 need for information/ data on the impact of environmental problems on women	> conduct studies/ researches pertaining to environmental problems
Human Rights	
ISSUES/ GAPS	STRATEGIES
a. VAW a.1 High incidence of VAW	> advocacy on women's rights for men and women > establishment of support mechanism for victims and survivors
b. Girl-Child b.1 high incidence of child sexual abuse	> advocacy on child rights > conduct of parent effectiveness/ (effective parenting) seminar > establishment of support mechanism for victims and survivors
Good Governance	
ISSUES/ GAPS	STRATEGIES
a. Institutional Mechanism for the Advancement of Women a.1 Low compliance with the 5% GAD budget policy > unclear guidelines on GAD planning and budgeting > lack of top level support a.2 lack of sex disaggregated data	> conduct inter-department/ office consultation, dialogues on the formulation of GAD Plan > conduct GST to newly-elected officials and newly appointed office heads > orientation/ re-orientation to LCEs and agency/ office heads on the GAD budget > establishment of info system at the local levels
b. Media b.1 media not yet gender-sensitive	> conduct advocacy, consultation, dialogues with media people/ (practitioners)

INDICATORS	CONCERNED AGENCY
> no. of women trained in entrepreneurial/ practical skills	DENR, DSWD, TESDA, LGU, NGOs/ PS
> no. of women engaged in gainful livelihood activities	
> number of researches/ studies conducted	DOH, DENR, EMB, MGB, LGUs
INDICATORS	CONCERNED AGENCY
> decrease in the number of VAW cases	DSWD, DOH, DOJ, NBI, CHR, PNP, LGUs
> number of reported cases on child abuse	parents, children, community, DepEd, DECS, PIA
INDICATORS	CONCERNED AGENCY
> no. of agencies/ LGUs complying with GAD budget policy	DILG, DBM, RDC/ NEDA, NCRFW
> no. of agencies/ LGUs implementing GAD plans	
> presence of sex-disaggregated databank	LGUS, RLAs
> number of GAD advocates in media	PIA, PNP, KBP, CHR



Annexes

Framework

Plan

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The Initial Steps: The Planning Process

In December 2000, the National Commission on the Role of Filipino Women convened a series of consultations, workshops and meetings to assess the extent of the PPGD's implementation. The assessment was able to identify areas with strong actions as well as those that need more intervening measures from government. This spurred the NCRFW to formulate a plan that would be more concrete, specific, and focused on results. The key to realize this was to cut the PPGD into time slices by setting priorities for the short term. These priorities were identified based on the following factors:

- the issue or gap contributes greatly to the worsening conditions of large groups of women
- the elimination or minimizing of the issue or gap will produce strategic outcomes
- the issue or gap is a high priority in the current thrusts of government and will have a better chance of obtaining resources and linking support through priority government programs and
- the issue or gap is not being significantly or systematically addressed by any government agency or program.

To concretize the Plan, the NCRFW conducted the following major activities:

1. Presentation of the proposed planning process to the Oversight Committee headed by the NCRFW Chairperson and composed of key oversight agencies such as the National Economic and Development Authority, the Department of Budget and Management and the Department of the Interior and Local Government and its approval and validation to surface priority issues and interventions
2. A two-day national consultation to formulate national priorities and interventions to be included in the Plan among 69

representatives of national agencies, nongovernment organizations, women's organization, and the academe held in Quezon City on December 13-14, 2000

3. A two-day subnational consultation among 89 representatives of government and NGOs from Regions VI, VII and VIII convened by the NEDA's Region VII office (NEDA-VII) in Cebu City on April 4-6, 2001 for regions in the Visayas to validate the national priorities and interventions
4. A two-day subnational consultation among 90 representatives of government and NGOs from Regions IX, X, XI, XII and XIII, the Autonomous Region of Muslim Mindanao (ARMM) and Caraga convened by NEDA X in Cagayan de Oro City on April 24-26, 2001 for regions in Mindanao to validate the national priorities and interventions
5. A two-day subnational consultation among 99 representatives of government and NGOs from Regions I, II, III, IV, V and the Cordillera Administrative Region (CAR) convened by NEDA I in La Union, San Fernando on May 9-11, 2001 for the regions in Luzon to validate the national priorities and interventions
6. Presentation of the Plan to the President and the Cabinet on October 16, 2001
7. Enhancement of the Plan through consultation and validation activities with NGOs and people's organizations on December 14, 2001 and GAD experts on February 25 to 27, 2002
8. Presentation by PGMA to the Public on March 8, 2002 and
9. Presentation of the Plan to the NEDA-SCD Technical Board on April 3, 2001 and to the NEDA-SDC Cabinet level on June 19, 2002

The planning process ensured the participation of stakeholders and the integration of their analysis and recommendations to the final Plan document.

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Technical Secretariat for the Framework Plan for Women

Secretariat

GLORIA V. DELAVIN
Chief, Monitoring and Evaluation Division
GLADYS P. FRANCO
GEMMA F. IFURUNG
AILEEN IAN GAY S. NATAL
JENNIFER C. SEXON
MAY FLOR PAGASA A. QUIÑONES
MERCY M. RAMOS
MA. LUISA A. VEJERANO

Technical Support Staff

GLORIA M. ADAPON
LUTHER D. RAMOS
EDZEL JOSE L. MIRAFELIX
JOSE SOLOMON B. CORTEZ
MARY ANNE V. BUENALUZ

Technical Consultants-Writers

DR. CAROLYN I. SOBRITCHEA
DIR. CONCEPCION PABALAN
MS. ELENA O. MASILUNGAN
DR. DIWATA REYES
MR. RAPHAEL CADA

Regional Writers

ATTY. FLORENCE GACAD-ULEP
DIR. MA. PURISIMA SANOPO
DR. CHONA R. ECHAVEZ

Advisers

AURORA JAVATE-DE DIOS, *Chairperson, NCRFW*
AMELOU BENITEZ-REYES, *NCRFW Commissioner*
JURGETTE HONCULADA, *NCRFW Commissioner*
ERMELITA V. VALDEAVILLA, *Former Executive Director*
EMMELINE L. VERZOSA, *OIC, Executive Director*
LORENZA A. UMALI, *OIC, Deputy Executive Director*
IMELDA G. CALVO, *Executive Assistant, Office of the Chairperson*
EUFROSINA O. DUMLAO, *Chief, Administrative & Finance Division*
FERLY P. ENRIQUEZ, *Chief, Information and Resource Division*
PAULINE S. HORTELANO, *OIC, Planning and Development Division*
ROSCEL L. MARIANO, *OIC, Policy Analysis Division*
SARAH N. UMANDAL, *Project Manager, Project Monitoring Office for CIDA-ISP II*

Lay-out Artists

MA. CHRISTINA LUNA
KATRINA B. VILLA
ARNEL F. OREA

Planning Consultations - List of Participants

AGENCY	NAME
A. FIRST PLANNING WORKSHOP	
Asian Women in Cooperative Development Forum (AWCF)	Ma. Cecilia Abis
Bureau of Women and Young Workers (BWYW)-DOLE	Ma. Rosario Estanislao
Bureau of Women and Young Workers (BWYW)-DOLE	Ruby Dimaano
Commission on Filipinos Overseas (CFO)	Emmeline Cruz
Commission on Human Rights (CHR)	Jessica Ragaza
Commission on Human Rights (CHR)	Alberto Pieras
Commission on Human Rights (CHR)	Flor Atilano
Center for Legislative Development (CLD)	Sheila Villaluz
Council on Population, Health and Welfare	Maricar Laigo Vallido
Center for the Prevention and Treatment of Child Sexual Abuse (CPTCSA)	Elizabeth Quijano
CRIBS-Phils	Mercy Cabrillas
Civil Service Commission (CSC)	Clarita Jumalon
Department of Agriculture (DA)	Flordeliza Cablar
Department of Agriculture (DA)	Rebecca Guardalupe
Department of Budget and Management (DBM)	Nidia Salinas
Department of Budget and Management (DBM)	Dimpna Lejos
Department of Education (DepEd)	Zaida Ascueta
Department of Environment and Natural Resources (DENR)	Cecilia Mendoza
Department of Environment and Natural Resources (DENR)	Juliet Teves
Department of Environment and Natural Resources (DENR)	Juliet Texon
Department of Interior and Local Government (DILG)	Jesilyn Tadeo
Department of Interior and Local Government (DILG)	Precy Gonzales
Department of Interior and Local Government (DILG)	Melody Bautista
Department of National Defense (DND)	Myra Chico
Department of Energy (DOE)	Loreta Ayson
Department of Finance (DOF)	Rosario Fuerte
Department of Finance (DOF)	Florencia Sotomayor
Department of Health (DOH)-CFEH	Zenaida Recidoro
Department of Justice (DOJ)	Ma. Monica Pagunsan
Department of Justice (DOJ)	Maria Elise German
Department of Labor and Employment (DOLE)	Delia Obedoza
Department of Science and Technology (DOST)	Emery Feliciano
Department of Transportation and Communication (DOTC)	Carina Valero
Department of Transportation and Communication (DOTC)	Joe Bagulaya
Department of Transportation and Communication (DOTC)	Rowena Quiogue
Department of Public Works and Highways (DPWH)	Myrna Asis
Department of Social Welfare and Development (DSWD)	Gina Gonzales
Department of Trade and Industry (DTI)	Jackson Briones

Department of Trade and Industry (DTI)	Jason Briones
Department of Trade and Industry (DTI)	Ochie Olayres
Food and Nutrition Research Institute (FNRI)-DOST	Emmia Bildan
Japan International Cooperation Agency (JICA)- TESDA Women's Center	Yoko Suzuki
Kalakasan Foundation	Gloria Ramos
LGU - Tacloban	Mimiette Bagulaya
National Commission on the Role of Filipino Women (NCRFW)	Abigail dela Cruz
National Commission on the Role of Filipino Women (NCRFW)	Aileen Gianan
National Commission on the Role of Filipino Women (NCRFW)	Aileen Ian Gay Natal
National Commission on the Role of Filipino Women (NCRFW)	Amelou Benitez-Reyes
National Commission on the Role of Filipino Women (NCRFW)	Anita Baleda
National Commission on the Role of Filipino Women (NCRFW)	Armi Jeshline Magat
National Commission on the Role of Filipino Women (NCRFW)	Bernadette Broqueza
National Commission on the Role of Filipino Women (NCRFW)	Catherine Soliman
National Commission on the Role of Filipino Women (NCRFW)	Edzel Jose Mirafelix
National Commission on the Role of Filipino Women (NCRFW)	Ermelita Valdeavilla
National Commission on the Role of Filipino Women (NCRFW)	Eufrosina Dumlaog
National Commission on the Role of Filipino Women (NCRFW)	Gloria Delavin
National Commission on the Role of Filipino Women (NCRFW)	Grace Mallorca
National Commission on the Role of Filipino Women (NCRFW)	Imelda Clavo
National Commission on the Role of Filipino Women (NCRFW)	Jose Solomon Cortez
National Commission on the Role of Filipino Women (NCRFW)	Jovy Ann Pillapil
National Commission on the Role of Filipino Women (NCRFW)	Lorenza Umali
National Commission on the Role of Filipino Women (NCRFW)	Luther Ramos
National Commission on the Role of Filipino Women (NCRFW)	Ma. Luisa Vejerano
National Commission on the Role of Filipino Women (NCRFW)	Maricel Mijares
National Commission on the Role of Filipino Women (NCRFW)	Mary Anne Bualuz
National Commission on the Role of Filipino Women (NCRFW)	Mercy Ramos
National Commission on the Role of Filipino Women (NCRFW)	Miriam Buergo
National Commission on the Role of Filipino Women (NCRFW)	Roscel Mariano
National Commission on the Role of Filipino Women (NCRFW)	Rose Nepomuceno
National Commission on the Role of Filipino Women (NCRFW)	Sarah Umandal
National Council of Women in the Philippines (NCWP)	Ingrid Gay Kwek
National Economic and Development Authority (NEDA)	Allan Millar
National Economic and Development Authority (NEDA)	Cleofe Pastrana
NORFIL Foundation	Angela Pangan
NORFIL Foundation	Trudy Capito
National Statistical Coordination Board (NSCB)	Lina Castro
National Youth Commission (NYC)	Genevieve Ramirez-Salvo
National Youth Commission (NYC)	Jess Canlapan
Philippine-Australian Governance Facility (PAGF)	Ma. Amor Dimalanta
Philippine Council for Aquatic and Marine Development and Research (PCAMRD)	Dalisay Fernandez
Philippine Information Agency (PIA)	Patricia Bulahan
Philippine Information Agency (PIA)	Betty Lou Peñera
Canadian International Development Agency (PTTAF - CIDA)	Mayette Macapagal

Philippine Women Muslims Association (PWMA)	Hadja Putri Zorayda Tamano
Sentro ng Alternatibong Lingap Panlegal (Saligan)	Teresa Abelardo-Ocoma
Sentro Pro-GAD	Rorie Gonzales
Statistical Research and Training Center (SRTC)	Tess Abad
Stop Trafficking of Filipinos Foundation Inc. (STOP)	Pochola Villanueva
Technical Education and Skills Development Authority (TESDA)	Ma. Angelina Carreon
Theophany Foundation, Inc.	Aurora Saenz
Theophany Foundation, Inc.	Maribeth Cajandab
Third World Movement Against the Exploitation of Women (TW-MA E-W)	Soledad Perpiñan
Ugnayan ng Kababaihan sa Pulitika (UKP)	Leonor Luciano
Videogram Regulatory Board (VRB)	Isiditas Octaviano
Women's Health Care Foundation (WHCF)	Gladys Malayang
Women Involved in Nation Building (WIN)	Grace Migallos
Women's Crisis Center (WCC)	Salome Ujano
Women's Legal Bureau (WLB)	Ma. Rosalyn Mesina
Women's Media Circle (WMC)	Ana Leah Sarabia
Women in Politics Institute (WPI)	Remedios Rikken
	Femelyn Lagomilla

B. REGIONAL CONSULTATION WORKSHOPS

LUZON

Benguet State University (BSU) - CAR	Victoria Tumbaga
Commission on Higher Education (CHED) - Region 1	Magdalena Jasmin
Commission on Higher Education (CHED) - Region 1	Leoncia Dauag
Commission on Human Rights (CHR) - Region 1	Rosario Aromin
CLARDEC	Normita Pasalo
Department of Agriculture (DA) - Region 1	Myra de Dios
Department of Agriculture (DA) - Region 3	Edna David
Department of Agriculture (DA) - Region 4	Erlinda Andal
Department of Agriculture (DA) - CAR	Aida Pagtan
Department of Agriculture (DA)	Rosalia Pastor
Department of Agrarian Reform (DAR) - Region 3	Cresencia Malong
Department of Education (DepEd) - Region 1	Teresita Bauzon
Department of Education (DepEd) - Region 3	Elisa Ballesteros
Department of Education (DepEd) - Region 4	Pilar Montes
Department of Environment and Natural Resources (DENR) - CAR	Fely Tobias
Department of Environment and Natural Resources (DENR)-Region 1	Ledevina Co
Department of Environment and Natural Resources (DENR)-Region 5	Ma. Agnes Almonte
Department of Environment and Natural Resources (DENR)	Marjo Nell Padilla
Department of Environment and Natural Resources (DENR)	Ernesto Tabanan
Department of Interior and Local Government (DILG) - Region 1	Ma. Rosalinda Lacsamana
Department of Interior and Local Government (DILG) - Region 3	Isabelita Pacson

Department of Interior and Local Government (DILG) - Region 4	Aida Gatchalian
Department of Interior and Local Government (DILG) - CAR	Abigael Escalante
Don Mariano Marcos Memorial State University (DMMMSU)	Virginia Hidalgo
Department of Health (DOH) - CAR	Lucille Nievera
Department of Health (DOH) - CAR	Rosella Camte-Banhi
Department of Health (DOH) - Region 1	Wilma Garcia
Department of Health (DOH) - Region 1	Arabella Cabading
Department of Health (DOH) - Region 2	Eva Marsha Tagionod
Department of Health (DOH) - Region 3	Remedies Paulino
Department of Health (DOH) - Region 5	Mila Orticio
Department of Health (DOH) - Region 5	Noemi Bron
Department of Labor and Employment (DOLE) - Region 1	Florence Marie Gacad-Ulep
Department of Labor and Employment (DOLE) - Region 2	Guerrero Cirilo
Department of Social Welfare and Development (DSWD) - CAR	Janet Armas
Department of Social Welfare and Development (DSWD) - Region 1	Ma. Teresa Rico
Department of Social Welfare and Development (DSWD) - Region 2	Lucia Alan
Department of Social Welfare and Development (DSWD) - Region 3	Florita Villar
Department of Social Welfare and Development (DSWD) - Region 4	Imelda Enriquez
Department of Social Welfare and Development (DSWD) - Region 5	Consolacion Arafeles
Department of Trade and Industry (DTI) - Region 1	Erlinda Agustin
IMA Foundation	Ma. Gilza Carrascal
IPHO - Quezon	Yolanda Chonglo
Kanlungan Center - Region 1	Geraldene Valdez
National Police Commission (NAPOLCOM) - CAR	Imelda Madrid
National Commission on Indigenous People (NCIP)	Veneranda Desierto
National Commission on the Role of Filipino Women (NCRFW)	Ermelita Valdeavilla
National Commission on the Role of Filipino Women (NCRFW)	Gloria Delavin
National Commission on the Role of Filipino Women (NCRFW)	Gladys Franco
National Commission on the Role of Filipino Women (NCRFW)	Jose Solomon Cortez
National Commission on the Role of Filipino Women (NCRFW)	Armi Jeshlene Magat
National Commission on the Role of Filipino Women (NCRFW)	Jennifer Sexon
National Commission on the Role of Filipino Women (NCRFW)	Lorenza Umali
National Economic and Development Authority (NEDA) - Region 1	Med Panlilio
National Economic and Development Authority (NEDA) - Region 1	Mary Jane Cacanindin
National Economic and Development Authority (NEDA) - Region 1	Jesus Edwin Cacanindin
National Economic and Development Authority (NEDA) - Region 1	Marlyn Sanchez
National Economic and Development Authority (NEDA) - CAR	Aris Della Jr.
National Economic and Development Authority (NEDA) - CAR	Michael Umaming
National Economic and Development Authority (NEDA)	Ines Meneses
National Economic and Development Authority (NEDA) - Region 1	Ramon Peralta
National Economic and Development Authority (NEDA) - Region 1	Lucila Torio
National Economic and Development Authority (NEDA) - Region 1	Ismael Ducusin
National Economic and Development Authority (NEDA) - Region 1	Jose Ganaden
National Economic and Development Authority (NEDA) - Region 1	Melanie Untalasco
National Economic and Development Authority (NEDA) - Region 1	Myla Jucar
National Economic and Development Authority (NEDA) - Region 2	Elvira Alan
National Economic and Development Authority (NEDA) - Region 3	Aurora Josen

National Economic and Development Authority (NEDA) - Region 4	Susan Sumbeling
National Economic and Development Authority (NEDA) - Region 5	Edna Cynthia Berces
National Statistical Coordination Board (NSCB) - CAR	Benjie Navarro
National Statistical Coordination Board (NSCB) - Region 1	Irene Ubungen
National Statistical Coordination Board (NSCB) - Region 4	Lea Rotairo
Office of the Provincial Planning Development Council (OPPDC) - Batangas	Delia Andal
Overseas Workers' Welfare Administration (OWWA) - CAR	Dina Ponciano
Overseas Workers' Welfare Administration (OWWA) - Region 1	Esperanza Cobarrubias
Overseas Workers' Welfare Administration (OWWA) - Region 1	Rhoda Lee
Provincial GAD (PGAD) - Quezon	Ma. Dolores Elento
Philippine Information Agency (PIA) - Region 1	Henry Lagasca
Philippine National Police (PNP) PRO 1	Cristina Bareng
Philippine National Police (PNP)-Police Regional Office 1	Marites Balanon
Philippine National Police (PNP) Police Regional Office - CAR	Jovita Garcia
Philippine National Police (PNP) Police Regional Office - CAR	Teodora Abordo
Commission on Population (POPCOM) - Region 1	Oscar Mabalot
Commission on Population (POPCOM) - Region 2	Rowena Palattao
Commission on Population (POPCOM) - Region 3	Marcial Terrado
Pangasinan State University (PSU) - Region 1	Fe Andico
RANGO - Region 1	Bobby delos Reyes
Rizal Polytechnic College	Olivia de Leon
San Fernando City Gov't	Verselie Limas
SAUP LUGUD Foundation	Catalina Saplala
UNP Region 1	Ma. Edna Reyes

VISAYAS

MFI - Cebu City	Leslie Alcantara
LPFI - Cebu City	Elizabeth Murphey
WCCS - Region 6	Erna Foerster
Albert Schweitzer Familien Werk Foundation	
Phils., Inc. (ASPhil) - Cebu	Martiniana Mercado
Bureau of Jail Management & Penology (BJMP) - Region 8	Dolores Insigne
CDN	Lalyn Lumapas
CDN	Sicily Santos
Civil Service Commission (CSC) - Region 7	Edwin Antipuesto
Civil Service Commission (CSC) - Region 8	Elsa Tolentino
Commission on Higher Education (CHED) - Region 6	Helen Correa
Commission on Higher Education (CHED) - Region 7	Fe Hermosissima
Commission on Human Rights (CHR) - Region 6	Christopher Montaña
Department of Agrarian Reform (DAR) - Region 7	Araceli Adolfo
Department of Agrarian Reform (DAR) - Region 6	Angeles Casipe-Rusiana
Department of Agriculture (DA) - Region 7	Elsa Basang
Department of Agriculture (DA) - Region 8	Antonia Salino

Department of Agriculture (DA) - Region 8	Melecia Gordillo
Department of Agriculture (DA) - Region 6	Jesurita Peduhan
Department of Budget & Management (DBM) - Region 7	Jocelyn Chiong
Department of Budget & Management (DBM) - Region 8	Sabrina Duero
Department of Education (DepEd) - Region 6	Elsie Suarez
Department of Education (DepEd) - Region 7	Priscila Mansueto
Department of Education (DepEd) - Region 8	Erlinda Lamsin
Department of Environment & Natural Resources (DENR) - Region 6	Alicia Lustica
Department of Environment & Natural Resources (DENR) - Region 7	Madelyn Paculba
Department of Health (DOH) - Region 6	Ma. Josielyn Olvido
Department of Health (DOH) - Region 7	Therese Manulat
Department of Interior & Local Government (DILG) - Region 6	Gemma Paras
Department of Interior & Local Government (DILG) - Region 7	Heddah Largo
Department of Interior & Local Government (DILG) - Region 8	Reina Zinnia Bardillon
Department of Labor & Employment (DOLE) - Region 7	Ma. Flordeliza Duremdes
Department of Public Works & Highways (DPWH) - Region 7	Rebecca Ponciano
Department of Science & Technology (DOST) - Region 7	Crystal Oliveros
Department of Social Welfare & Development (DSWD) - Region 6	Judith Marte
Department of Social Welfare & Development (DSWD) - Region 7	Marietta Paloso
Department of Social Welfare & Development (DSWD) - Region 8	Yvonne Abonales
Hegalay Kababayan	Ma. Belen Alcoseba
Iloilo National High School	Alma Ravena
Leyte Institute of Technology (LIT) - Tacloban	Rosemelda Ibalarroza
Leyte Normal University (LNU)	Marietta Arinto
Local Government Unit (LGU) - Guimaras	Donna Mae Segobre
Local Government Unit (LGU) - Iloilo	Rolando Bermudo, Jr.
Local Government Unit (LGU) - La Paz Leyte	Diccio Rosalia
Local Government Unit (LGU) - San Dionisio	Rosela Lumauag
Local Government Unit (LGU) - San Dionisio	Elizabeth Ferraris
National Commission on the Role of Filipino Women (NCRFW)	Ermelita Valdeavilla
National Commission on the Role of Filipino Women (NCRFW)	Aurora Javate-de Dios
National Commission on the Role of Filipino Women (NCRFW)	Gloria Delavin
National Commission on the Role of Filipino Women (NCRFW)	Helen Orande
National Commission on the Role of Filipino Women (NCRFW)	Edzel Jose Mirafelix
National Commission on the Role of Filipino Women (NCRFW)	Jose Solomon Cortez
National Commission on the Role of Filipino Women (NCRFW)	Gemma Ifurung
National Economic and Development Authority (NEDA) - Region 7	Rafael Tagalog, Jr.
National Economic and Development Authority (NEDA) - Region 8	Ma. Purisima Sanopo
National Economic and Development Authority (NEDA) - Region 8	Rosabella Yu
National Economic and Development Authority (NEDA) - Region 6	Cynthia Lumampao
National Food Authority (NFA) - Region 7	Alejandrina Solon
National Nutrition Council (NNC) - Region 7	Susan Orpilla

National Police Commission (NAPOLCOM) - Region 7	Priscila Cao
National Statistical Coordination Board (NSCB) - Region 8	Evangeline Paran
National Statistical Coordination Board (NSCB) - Region 6	Presentacion Penpillo
Naval Institute of Technology (NIT) - Biliran	Edita Genson
Naval Institute of Technology (NIT) - Biliran	Nenita Sereño
Office of the Sanggunian	Blesilda Almalbis
Palompon Institute of Technology (PIT) - Leyte	Juanito Sison
Philippine Partnership for the Development of HR in Rural Areas (PhilDHRRA) - Region 7	Bruce Ragas
Philippine Information Agency (PIA) - Region 7	Elma Teruel
Philippine National Poilice (PNP) - Region 8	Zenen Cabahug
Philippine National Police (PNP) - Region 7	Cleofe Romagos
Commission on Population (POPCOM) - Region 7	Merlyn Rodriguez
Presidential Commission for the Urban Poor (PCUP)	Ma. Llura Layon
Provincial Planning Development Office (PPDO) - Capiz	Marivic Babaña
Provincial Planning Development Office(PPDO) - Antique	Juliana Cepe
Provincial Women Community	Marietta de Egurrola
Provincial Women's Desk (PWD) - Antique	Prisceli Joyce Galuego
Public Attorney's Office (PAO) - Region 8	Evelyn Rinos-Lesigues
Runggiyan Social Development Foundation-Tacloban City	Paulina Nayra
RWCCS - Region 6	Juliet Pacificar
Samar State Polytechnic College (SSPC) - Region 8	Nimfa dela Cruz
Southern Leyte State College of Science & Technology (SLSST)-Sogod, Leyte	Phebeuger Masing
Sunstar Daily	Mia Abellase
Technical Education and Skills Development Authority (TESDA) - Region 6	Lorena Yungque
Technical Education and Skills Development Authority (TESDA) - Region 7	Belen Yntig
UEP, Catarman Samar	Elvie Baldo
University of San Agustin - Iloilo	Lorena Salazar
University of San Agustin - Iloilo	Ramonita Pico
University of the Philippines (UP) - Cebu	Portia Dacalos
University of the Philippines (UP) - Kadayao	Hernanita Peliño
University of the Philippines (UP) - Tacloban	Amy Joan Exconde
University of the Philippines (UP) - Visayas	Rosario Asong
University of the Philippines (UP) - Visayas	Bella Grace Legayan
Western Visayas State University (WVSU)	Lourdes Arañdor
Western Visayas State University (WVSU)	Nancy Surmieda
Women's Health & Safe Motherhood Project- Partnership Components (WHSMP-PC) - Region 8	Pedro Bawogbog, Jr.
Women's Health & Safe Motherhood Project- Partnership Components (WHSMP-PC) - Region 8	Ma. Madelyn Ebin

MINDANAO

RCBW - Cotabato City	Frenie Mae Lumba
RCBW - ARMM	Nafisa Panondiongan
RWCRC	Nilnisa Abdulmadid
Abanse Pinay	Rizalina Geografo
ASTF-MNG	Farah Dongallo
Balay Mindanao	Romeo Cabarde
	Charmaine Mae Dagapioso
	Baconga
BMWFDI - Cotabato City	Pinky Hadji Ali
Bukidnon Human Resource Management Office - Region 2	Ruth Jacutin
Central Mindanao University (CMU)	Amelia Bojo
City Council, Ozamis City	Editha Israel
City Government of Cagayan de Oro	Shirley Marbella
City Health Office (CHO)- Oroquieta City	Blanche Flores
City Planning Development Office (CPDO)	Flor Cayon
City Planning Development Office (CPDO)	Emilia Virtudazo
City Planning Office (CPO), LGU-Butuan	Bienvenido Espina
City Social Welfare and Development Office (CSWDO) - Cotabato City	Judy Guiguinto
City Social Welfare and Development Office (CSWDO) - Cotabato City	Jezebel Yu
Civil Service Commission (CSC)	Ruth Beniga
Civil Service Commission - Region 10	Luzviminda Rodriguez
CMU - Bukidnon	Elsie Laurente
Commission on Higher Education (CHED) - Butuan City	Elsie Calo
Commission on Human Rights (CHR) - Region 10	Jerefe Bacang
Commission on Human Rights (CHR) - Butuan City	Marilyn Pintor
Department of Public Works & Highways (DPWH) - Region 10	Nenita Balili
Department of Agrarian Reform (DAR) - Region 10	Segundina Doydora
Department of Agrarian Reform (DAR) - Region 10	Segundina G. Doydora
Department of Agriculture (DA) - Cagayan de Oro City	Freda Fe Ganade
Department of Environment & Natural Resources (DENR)	Corazon Galinato
Department of Environment & Natural Resources (DENR)	Jeane Bacad
Department of Environment & Natural Resources (DENR) - Butuan City	Marites Ocampo
Department of Environment & Natural Resources (DENR) - Region 10	Enrita Delvo
Department of Health (DOH)	Editha Abocejo
Department of Health (DOH)	Glenn Tiangha
Department of Health (DOH) - Cotabato City	Analyn Dimaporo

Department of Health (DOH) - ARMM	Analyn G. Dimapanat
Department of Interior & Local Government (DILG) - Region 10	Hilda Cabañeros
Department of Labor & Employment (DOLE) - ARMM	Mila Balindong
Department of Labor & Employment (DOLE) - Region 9	Virginia Bonbon
Department of Social Welfare & Development (DSWD) - Region 10	Aida Sabana
Department of Social Welfare & Development (DSWD) - Region 9	Consejo Usman
Department of Tourism (DOT) -Region 10	Josephine Roque
GAC-IGDO, Davao City	Perla Villanueva
GAD Resource Center (GRC) - Misamis Occidental	Cristy Saplot
GAD Resource Center (GRC) - Region 11	Virglio Rosario
Katipunan ng mga Kababaihan Para Sa Kalayaan (Kalayaan)	Anita Sescon
Local Government Unit (LGU) - Butuan	Agnes Carlos
Local Government Unit (LGU) - Cabadbaran	Joan Monding
Local Government Unit (LGU) - Cagayan de Oro City	Lota Generalao
Local Government Unit (LGU) - Camiguin	Estrella Marbella
Local Government Unit (LGU) - Camiguin	Ma. Agnes Bohol
Local Government Unit (LGU) - Gingoog City	Roger Ubalde
Local Government Unit (LGU) - Miisamis Oriental	Elvie Parel
Local Government Unit (LGU) - Plaridel, Misamis Occidental	Nelda Tuastumban
Local Government Unit (LGU) - Quezon, Bukidnon	Annabelle Abaquita
Local Government Unit (LGU) - Agusan del Norte	Gloria Pabillore
Mayor's Office - Bislig City	Susan Jumagbas
Mayor's Office - Cotabato City	Eugene Lingat
Mindanao Working Group on Reproductive Health, Gender and Sexuality - Davao MOSCAT	Genevieve de Castro Editha Dagasuhan
National Commission on the Role of Filipino Women (NCRFW)	Aileen Ian Gay Natal
National Commission on the Role of Filipino Women (NCRFW)	Ermelita Valdeavilla
National Commission on the Role of Filipino Women (NCRFW)	Ferly Enriquez
National Commission on the Role of Filipino Women (NCRFW)	Gemma Ifurung
National Commission on the Role of Filipino Women (NCRFW)	Gloria Delavin
National Commission on the Role of Filipino Women (NCRFW)	Jennifer Sexon
Women in Politics Institute (WPI)	Remedios Rikken
National Economic & Development Authority (NEDA) - Region 10	Grace Carreon
National Economic & Development Authority (NEDA) - Region 11	Nicasio Agustin
National Economic & Development Authority (NEDA) - Region 12	Romel Patrick Tanghal
National Economic & Development Authority (NEDA) - Region 9	Vilma Amon
National Economic & Development Authority (NEDA) - Region 10	Casimira Balandra
National Economic & Development Authority (NEDA) - Region 10	Ro-Ann Bacal
National Economic & Development Authority (NEDA) - Region 10	Ma. Melissa Robante
National Economic & Development Authority (NEDA) - Region 10	Rosalyn Yparraguirre
National Economic & Development Authority (NEDA) - Region 10	Peleta Abejo

National Economic & Development Authority (NEDA) - Region 10	Rosann Dime
National Economic & Development Authority (NEDA) - Region 10	Catherine Marie dela Rita
National Economic & Development Authority (NEDA) - Region 10	Al'gemregy Cuerquez
National Economic & Development Authority (NEDA) - Region 10	Heidi Grace Mendoza
National Economic & Development Authority (NEDA) - Region 10	Nena Yanez
National Housing Authority (NHA) - Cagayan de Oro City	Ma. Romana Ababao
National Irrigation Administration (NIA) - Region 10	Gertrudes Aleria
National Statistical Coordination Board (NCSB) - Davao	Estrella Turingan
NORMISIST	Rosario Neria
PGDC, Oroquieta City	Maribel Gonzales
Philippine Commission on the Urban Poor (PCUP) - Cagayan de Oro City	Cynthia Rosales
Philippine Information Agency (PIA) - Region 10	Olivia Sudaria
Philippine Mental Health Association (PMHA)	Merle Adaza
Philippine National Police (PNP) - Region 10	Juanita Nebran
Pilipina, Cagayan de Oro City	Dina Anita
Pilipina, Cagayan de Oro City	Cunegunda Anitan
Commission on Population (POPCOM)	Neil Aldrin Omega
Commission on Population (POPCOM)	Virgilita Sandoval
Provincial Governor's Office (PGO) - Prosperidad	Milagros Arreza
Provincial Planning Development Office (PPDO) - ARMM	Myrna Alfonso
Provincial Planning Development Office (PPDO) - Surigao del Norte	Josefina Edera
Provincial Planning Development Office (PPDO) Government Center, Agusan del Sur	Anecita Lastra
Provincial Social Welfare and Development Office (PSWDO) - Agusan del Sur	Razel Oliva
RCBW, ORC - ARMM	Wilnisa Abdulmadid
RIMCU	Magdalena Cabaraban
SABAKAN Mindanao to Women	Leny Renita Lonoy
Sangguniang Panlalawigan (SP) - Misamis Occidental	Amelita Jaim
Western Mindanao State University (WMSU)	Eme Basilio

C. BRAINSTORMING MEETING ON THE CONCEPTUAL FRAMEWORK

National Commission on the Role of Filipino Women (NCRFW)	Concepcion Pabalan
National Commission on the Role of Filipino Women (NCRFW)	Elena Masilungan
National Commission on the Role of Filipino Women (NCRFW)	Emmeline Verzosa
National Commission on the Role of Filipino Women (NCRFW)	Lorenza Umali
National Commission on the Role of Filipino Women (NCRFW)	Gloria Delavin
National Commission on the Role of Filipino Women (NCRFW)	Ferly Enriquez
National Commission on the Role of Filipino Women (NCRFW)	Gladys Franco
National Commission on the Role of Filipino Women (NCRFW)	Gemma Ifurung
National Commission on the Role of Filipino Women (NCRFW)	Pauline Hortelano
National Commission on the Role of Filipino Women (NCRFW)	Roscel Mariano

D. FPW ENHANCEMENT MEETING WITH NGOS

Women's Media Circle	Sinag de Leon-Amado
National Council for Social Development	Cora Paraiso
Reproductive Rights Resource Group-Phil.	Reena Marcelo
Federation of Free Workers- Woman's Network	Angel Opiana
Asian Women's Cooperative Development Foundation	Cecile Abis
Women's Crisis Center	Sally Ujano
NORFIL Foundation, Inc.	Edna Santos
Women's Feature Services	Olive Tripon
Women in Nation-Building	Grace Migallos
Ugnayan ng Kababaihan sa Pulitika	Daphne Roxas
Women's Legal Bureau	Aisa Abdula

E. TECHNICAL REVIEW MEETING

UP College of Social Work and Community Development	Aida Santos
UP Center for Women Studies	Amarylis Torres
National Commission on the Role of Filipino Women (NCRFW)	Carolyn Sobritchea
National Commission on the Role of Filipino Women (NCRFW)	Aurora Javate-De Dios
National Commission on the Role of Filipino Women (NCRFW)	Emmeline Verzosa
National Commission on the Role of Filipino Women (NCRFW)	Gladys Franco
National Commission on the Role of Filipino Women (NCRFW)	Pauline Hortelano



National Commission on the Role of Filipino Women
“Philippine Machinery for the Advancement of Women”
1145 J. P. Laurel St., San Miguel, Manila, 1227 Philippines
<http://www.ncrfw.gov.ph>