

NATIONAL SUMMIT OF WOMEN LOCAL CHIEF EXECUTIVES AND LEGISLATORS



NATIONAL COMMISSION ON
THE ROLE OF FILIPINO WOMEN



UNITED NATIONS
ECONOMIC AND SOCIAL COMMISSION
FOR ASIA AND THE PACIFIC



CANADIAN INTERNATIONAL
DEVELOPMENT AGENCY



DEPARTMENT OF THE INTERIOR
AND LOCAL GOVERNMENT



Philippines

UNITED NATIONS DEVELOPMENT
PROGRAMME (PHILIPPINES)

*THEME: BUILDING PARTNERSHIPS TOWARDS
GENDER RESPONSIVE LOCAL GOVERNANCE*

SUMMIT PROCEEDINGS

*MANILA PAVILION HOTEL
13-15 MAY 2003*

Manila Declaration On Gender – Responsive Local Governance

We, Local Chief Executives and Legislators, stakeholders and partners in promoting women's participation in politics, decision-making, gender-responsive governance and sustainable development;

Recognizing that certain socio-economic, political and cultural structures hinder women's empowerment;

Recognizing the need to empower and transform ourselves to excel in our task in governance and decision-making;

Recognizing further the need to increase the number of women in all levels of decision-making;

Realizing our vision that, together as partners, we will transform our communities towards a more humane society, guided by the principles of participation, consultation, empowerment, equity, accountability, transparency, and a culture of peace;

Advocating for the accelerated implementation of our commitment to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action and other international instruments;

Acknowledging the diverse voices of women in our communities; and

Affirming the Framework Plan for Women (2001-2004) and the Phitsanulok Declaration on the Advancement of Women in Local Government (June 2001).

WHEREFORE, we resolve to:

Institutionalize Gender and Development (GAD) mainstreaming through local legislation;

Formulate and implement local GAD plans with the participation of and in consultation with stakeholders and partners in development;

Appropriate and utilize a minimum of 5% of the Local Government Unit (LGU) budget for the implementation of the GAD plan, in accordance with clearly stipulated guidelines from Department of Budget and Management (DBM), Department Of Interior and Local Government (DILG), National Commission on the Role of Filipino Women (NCRFW) and other national agencies;

Institutionalize such mechanisms as GAD focal points, GAD councils, or local councils of women, among others, which will plan, monitor and evaluate the implementation of GAD plans;

Enable the sectoral representation of women in all local special bodies;

Enact and ensure compliance to gender-responsive measures such as, but not limited to, GAD codes and Children's Rights and Welfare codes;

Enable access to user-friendly information and communication technology as a vehicle for advocacy, networking and training for gender-responsive projects;

Ensure the collection, analysis, utilization and dissemination of sex-disaggregated data, enjoining the National Statistics Office (NSO) to assist the LGUs in these endeavors;

Formulate and implement a gender-responsive human resource development program which ensures continuing gender education through the use of gender mainstreaming resource tools and other GAD tools;

Include gender indicators in the performance appraisal system;

Build our capacities to advocate, mentor and train women leaders, especially at the grassroots level, on gender-responsive governance and transformative leadership;

Encourage and support the participation of more women in electoral politics;

Establish a GAD resource network which promotes the sharing of experiences on gender-responsive governance and mutual support;

Recognize and document the achievements of exemplary local women leaders and popularize their profiles and good practices;

Advocate for gender-responsive selection criteria by award-giving bodies;

Enjoin the Local Government Academy and all other accredited training institutions to develop and incorporate a gender perspective in all capacity building programs for local government officials;

Advocate for the amendment of the Local Government Code of 1991 to incorporate the gender perspective;

Advocate for the immediate passage of legislation for the implementation of sectoral representation in local legislative bodies;

Enjoin the Union of Local Authorities of the Philippines (ULAP) and its member leagues to adopt a GAD agenda;

Encourage the media to disseminate and popularize GAD mandates and other information;

Enjoin national agencies to disseminate GAD-related memos and issuances to LGUs down to the barangay level; and

Advocate for strengthening of the National Commission on the Role of Filipino Women through legislation.

Signed on this 15th day of May, 2003 by the participants of the National Summit of Women Local Chief Executives and Legislators at the Manila Pavilion, City of Manila.

**PROCEEDINGS OF THE
NATIONAL SUMMIT OF WOMEN
LOCAL CHIEF EXECUTIVES
AND LEGISLATORS**

**Theme: Building Partnerships Towards Gender
Responsive Local Governance**

**MANILA PAVILION HOTEL
13-15 MAY 2003**

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Day 1, 13 May 2003, Tuesday

1. More than 213 local officials, 70 representatives from non-governmental organizations, and 98 guests participated in the National Summit of Women Local Chief Executives and Legislators, held on 13 – 15 May 2003 at the Manila Pavilion Hotel. As planned by the Summit organizers, the participants had the entire morning of Day 1 to register, check in the hotel, and prepare for the first session after lunch.
2. As of 12:00 noon, the registration desk reported that there were 144 who have signed in comprising of two governors, one vice-governor, 32 municipal and city mayors, 19 vice-mayors, 16 provincial and municipal board members and 105 municipality and city councilors. By Day 2, the number of registered participants was more than 279. (Annex A: Attendance Sheet)

3. OPENING CEREMONIES

- 3.1. The Summit formally opened at 2:04 in the afternoon of Day 1, May 13. Dr. Amelou Benitez-Reyes, Commissioner and Chair of the Gender Responsive Governance Committee of the National Commission on the Role of Filipino Women, served as moderator of the Opening Ceremonies. Dr. Benitez-Reyes expounded on the Summit's theme, "Building Partnerships Towards Gender-responsive Local Governance," and advocated for transformative leadership as an expectation of the three-day activity in terms of raised awareness among the participants.
- 3.2. The Ecumenical Dedication was led by Councilor Sharon Dejelo of Lucban, Quezon, Councilor Noraya Lambot and Board Member Tita Bugtong of Benguet as the representatives of Christians, Muslims and Indigenous Peoples, respectively.
- 3.3. Ms. Aurora Javate-de Dios, Chairperson, National Commission on the Role of Filipino Women (NCRFW) delivered the Welcome Remarks. Ms. De Dios considered the Summit as a major step in concretizing the Framework Plan for Women, the Beijing Platform for Action (BPA), the Convention on the Elimination of All Forms of Violence Against Women (CEDAW), and the Phitsanulok

Declaration on the Advancement of Women in Local Government. She emphasized the following:

- the continuing challenge of women's political participation and their transformative role in local decision-making as this is where the most dramatic changes occur;
- the impact that women leaders make on the lives of women and other marginalized groups;
- beyond the gender balance, the need to develop a culture of inclusion and commitment to women, especially in times of war and terrorism;
- with the full participation of women, genuine equality, development and peace in communities and societies could be achieved.

3.4. Three partner development agencies gave their messages in support of the Summit. In behalf of Ms. Thelma Kay, Chief of the Gender and Development Section of the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), Ms. Koh Miyaoi read Ms. Kay's statement to the participants of the first country-level summit to be convened in the Asia-Pacific region. UNESCAP recognizes the role of local governments in terms of being good training ground for women politicians in reaching their goal of seeking higher positions, both elected and appointed. It is in this arena that women can be transformative leaders since they:

- focus more on the environment, human development, and sustainable communities;
- tend to be more sensitive to inclusive and consensual participation in their styles of governance.

3.4.1. Ms. Kay, in her statement, considered the Summit more as a stocktaking exercise to discuss what took place, what has to be done, what strategies and actions have to be developed and what mechanisms have to be established to ascertain that actions are undertaken. She also mentioned UNESCAP's continued commitment to assist local women leaders in their effort to implement the recommendations of the Summit and looked forward to the next Summit to be made even more participatory and inclusive.

3.5. This was followed by the message from Ms. Ricarda Rieger, Deputy Resident Representative, United Nations Development Programme (UNDP). She found it refreshing to be in the Philippines for the holding of the Summit where a significant number of women get together to discuss their country's development.

3.5.1. In going beyond the advocacy issue of the early speakers to multiply the number of women leaders in local governance, she proceeded to focus on the commitment of world leaders to the Millennium Development Goals (MDG). MDGs consist of time-bound and measurable goals and targets embodying the key aspects of human development. She said that the MDGs need to be customized and tailor-fitted to the national and local levels of governance to ensure institutionalization and sustainability. She pointed out the strategic roles played by women local executives and legislators in resource allocation and in having the political will to achieve the MDGs including gender equality and women empowerment.

3.6. Ms. Penny Morton, First Secretary (Development) and Portfolio Manager for Governance, Canadian International Development Agency (CIDA), cited in her message the following:

- the supportive role provided by CIDA to the poverty alleviation and local governance programs of the Philippine government;
- gender-responsive governance as a condition for good governance and it is considered as a critical area in addressing poverty;
- gender equality as a cross-cutting theme in all CIDA projects;
- the availability of tools developed under the Local Government Support Program (LGSP), Department of the Interior and Local Government (DILG) and the National Commission on the Role of Filipino Women (NCRFW) mainstreaming project to enshrine gender-responsive governance as a hallmark of good governance;
- the need for government and civil society to claim ownership and leadership as well as practice collaboration and partnerships in CIDA's governance projects;
- the need to involve not only women, but men too in the same manner, to gain more allies, maximize resources and pave the way for more sustainability of initiatives;
- for the participants to agree on the set of strategies to increase women's participation in the political arena and enhance their capacities as transformative leaders.

3.7. There were two women leaders who delivered messages from the local government leagues. The first was Board Member Mariant Villegas, national president, Lady Local Legislators League (4Ls). She noted that:

- Local Government Units (LGUs) are major stakeholders and beneficiaries of developments efforts that need the individual and collective effort and strengths of women;
- there were more women legislators who won seats during the last election compared to previous ones and a more efficient sharing of best practices—including the clout that they acquire—among them is relevant;
- a better quality of life is cloaked with a climate of peace.

3.8. Next to deliver a message was Mayor Marybeth Delgado, national president, Lady Municipal Mayors Association of the Philippines (LMMAP). She said that the:

- Summit would be memorable to Filipino women;
- LMMAP asserted the role of women by passing a resolution recognizing the role of Filipino women in the development of the country;
- women mayors wear two hats when they manage their localities and their homes: the family, children;
- there is a need to gender-sensitize their male counterparts;
- men need "more liberation" since they are playing a major role in perpetuating gender inequality.

3.9. Dr. Proserpina Tapales, professor of Public Administration and deputy director, Center for Women's Studies, U.P., introduced the Keynote Speaker, Secretary Jose D. Lina, Jr. of the Department of the Interior and Local Government.

3.10. Secretary Lina acknowledged the gains of the women's movement towards gender equality and women empowerment especially through the effort of gender advocates. He presented the data on women occupying decision-making positions from the cabinet down to the local government. He also made the following commitments:

- help facilitate the drafting of a bill for the sectoral representation of women in the local legislative body;
- review processes to ensure that the compliance report to gender-responsive ordinances is reflected in practice and not only good on paper;

- ensure the issuance of a directive for the formulation/development of a Gender Code;
- work immediately with the Department of Budget and Management (DBM) to organize a Task Force that will be responsible for reviewing the budget of the LGUs if indeed it is gender-responsive;
- work with NCRFW to organize a monitoring of the implementation of the Anti-Sex Trafficking bill once signed by the President to become a law.

3.10.1. He also urged the NCRFW to formulate guidelines in the utilization of the Gender and Development (GAD) budget policy in coordination with the different instrumentalities of the government, one of which is the DILG. He renewed the commitment of the DILG to promote gender equality and women empowerment. (Annex B: Full text of Sec. Lina's Keynote Speech)

3.11. The Summit's Opening Ceremonies ended with the launching of the Resource Materials and Tools for Gender-responsive Local Governance.

3.11.1. Mr. Austere Panadero, assistant secretary, DILG, led the launching activity. The tools and knowledge products for gender-responsive governance are in the areas of local legislation, policy formulation, local planning and budgeting, and implementation of GAD programs and projects, with emphasis on Violence Against Women (VAW). The DILG partner agencies for these tools are CIDA, NCRFW and LGSP. The comprehensive package of tools is as follows:

- Freedom from Fear: Establishing a Quick Response Team for Violence Against Women. A Guide for Local Government
- Barangay to the Rescue: A Handbook for Handling Cases of Domestic Violence in the Barangay
- Integrating Gender and Development in Local Legislation and Policy Formulation
- Gender-responsive Local Planning and Budgeting: A Guidebook for Beginners
- Making LGUs Gender-responsive: A Primer for Local Chief Executives

3.11.2. The DILG, NCRFW and CIDA then presented the set of tools to the 4Ls and the LMMAP. The partner development agencies and the

members of the initiating committee, which supported the conduct of the Summit, were awarded plaques of appreciation.

4. Plenary on Women Governance and Gender Equality

4.1. After the coffee break, the first plenary session of the Summit commenced at 4:17 p.m. with Councilor Ma. Isabelle Climaco of Zamboanga City as Moderator. She introduced Ms. Emetine L. Verzosa, executive director, NCRFW, the plenary speaker on Women Governance and Gender Equality, an overview of concepts, framework and commitments. Director Verzosa presented the following:

- brief situationer of women as electorate and decision-makers in governance;
- barriers to women's political participation: gender socialization, women's multiple roles, women's lack of confidence, lack of finances for election campaigns, invisibility of women in party leadership;
- International Commitments: Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Platform of Action (BPA), UN Millennium Development Goals (MDGs) and the Phitsanulok Declaration on the Advancement of Women in Local Government;
- National Policies Plans: Philippine Constitution, Philippine Plan for Gender-responsive Development (PPGD), Framework Plan for Women;
- common goals and commitments to promote women's access to and participation in power structures and decision-making.

5. Workshops: Strategies for Building Gender Responsive Governance

Workshop A:

Chairperson: Betty Lou Tabanda,
Vice-Mayor
Baguio City

Facilitators: Sylvia Ordoñez
Executive Director
Center for Asia-Pacific Women In Politics (CAPWIP)

must consistently work on the inclusion of the five percent GAD Budget provision in the GAA.

For issue 2, a Resolution must be passed addressed to DILG enjoining the agency to make GST mandatory for all LCEs at the start of each and every term of office that they hold. In addition, a request to the DILG by the Local Government Academy (LGA) for the development of modules on GAD training for LCEs and the local Committee(s) on Women and Family would be part of this Resolution. Further, the DILG is urged to help out in the dissemination of information on GAD at the local level.

For issue 3, there is a call to all LCEs to designate municipal and city project development officers (MPDO/CPDO) as concurrent GAD focal point(s). Further, legislative leagues are enjoined to facilitate the passage of the GAD Code in LGUs at the same time that executive leagues are urged to implement said Code.

For issue 4, there is a call to ULAP to pass a Resolution endorsing the passage of HB 5708, the Gender Balance Bill. It is also deemed necessary to exhaust all means to encourage and support women to join mainstream politics, as well as to develop young women to become future leaders.

For issue 5, there is the urgent need to support all pending bills on women.

For issue 6, it must be stressed that provisions on penalty clauses are included in the ordinances/local legislation mentioned as the strategic response for issue 1 to ensure the proper utilization of the GAD budget.

For issue 7, it is necessary to come up with strategies that will involve men and gain their support.

5.4. Group C came up with four clusters of issues on enabling mechanisms. These are on GAD planning and budgeting, strengthening the GAD focal point, local machineries on women including local councils of women, and database and information systems. Issues that fall under the first cluster are the following:

- 1a. The lack of dissemination of the local GAD Budget Memo
- 1b. The lack of orientation on how to develop a GAD plan
- 1c. The given format for the GAD plan is not clear, i. e., budget source, process of accounting, costing of GAD activities
- 1d. The lack of monitoring of GAD plans

5.2. The following were the issues articulated by Group A:

1. Lack of knowledge, skills and supportive attitude on Gender and Development (GAD)
2. Lack of political will by and support from local chief executives (LCEs)
3. Women's misconception of leadership that hampers one's ability to tap women to become leaders, leadership not being women's priority.
4. Lack of access to resources for GAD; lack of guidelines on the usage of the GAD budget.
5. Lack of sustainability of GAD programs, projects and activities (PPAs).

5.2.1. To address these issues, the strategies that were voiced out by workshop participants were as follows:

For issue 1, customized modules on GAD should be developed for a pool of trainers. Hence, this pool ought to be formed and strengthened; it must be capacitated to give generic as well as issue-specific GAD training. It will be tapped to conduct seminar workshops on GAD. In addition, information-education-communication (IEC) campaigns on GAD must be carried out.

For issue 2, the conduct of gender sensitivity training (GSTs) for LCEs, local legislators and department heads must be made mandatory; it is perceived that this activity will generate top-level advocacy.

For issue 3, the response is to institutionalize women's councils and to develop support systems for women leaders.

For issue 4, the response is to institutionalize the annual GAD budgetary appropriation by providing for a fixed figure of at least five percent of the total budget as well as to develop clear guidelines on its utilization

For issue 5, to sustain GAD PPAs, the recommendations were:

- to assign permanent GAD focal points;
- to create plantilla positions on GAD;
- to develop a checklist of possible GAD PPAs;

- to develop GAD plans with corresponding budget needs;
- to issue local legislation on GAD such as GAD codes, ordinances and resolutions;
- to include GAD indicators in the LPPMS and assessment processes;
- to provide and promote incentives and GAD awards for women leaders and GAD PPAs;
- to develop proper linkages with stakeholders;

5.3. The following were the issues articulated by Group B:

1. The local Budget Memo is silent on the five percent allocation for GAD programs, projects and activities (PPAs)
2. Lack of sensitivity of LCEs and key people in local government offices including budget officers; corollary to this issue is the problem of dissemination of information on GAD and the GAD budget
3. Lack of implementation of gender-related programs as mandated by RA 7192
4. The marginal participation of women in politics
5. Bills on women that are pending in the House of Representatives and the Senate such as HB 4110, Anti-AWIR Bill, Anti-Trafficking in Persons Bill, etc.
6. Misuse of the GAD budget
7. The need to involve men in GAD activities

5.3.1 To address the issues raised by Group B, it had come up with the following strategies:

For issue 1, it is imperative that strong ordinances/local legislation—the GAD Code is one example—be passed with provisions on penalties for non-compliance in order to ensure the appropriation of the GAD budget. Further, it is necessary to organize groups that would constitute constituents of GAD advocacy to support GAD budget allocation. In this respect, DILG and NCRFW should issue a directive for LGUs to allocate the five percent GAD budget. The same constituency of GAD advocates

Marivel C. Sacendoncillo
Executive Director
Local Government Academy, DILG

Workshop B:

Chairperson: Rowena Acosta
Councilor
Puerto Princesa, Palawan

Celia Flor
Councilor
Bacolod City

Facilitators: Ederlinda Fernandez
Professor

Jesusa T. Pineda
President
IMA Foundation

Workshop C:

Chairperson: Remedios Manzanilla
Board Member
Albay

Facilitators: Luz Lopez-Rodriguez
Executive Director
Galing Pook Foundation (GPF)

Milalin Javellana
In-Country Manager
Australian Agency for International Development –
Australian Youth Ambassadors for Development
(AusAID-AYAD)

- 5.1. There were three workshops that simultaneously transpired immediately after the Summit's first plenary session. All three dealt with Strategies for Gender Responsive Governance with sub-topics for the workshop groups. Workshop A was about Capability-Building for GAD Mainstreaming; Workshop B on Legislative or Policy Actions; and Workshop C on Enabling Mechanisms.

- 1e. The lack of skill in gender analysis
 - 1f. The lack of participation of stakeholders such as women's groups, local development councils (LDCs), and sectoral groups in GAD planning and budgeting
 - 1g. The inordinate control from budget officers as well as their attitude of patronage.
- 5.4.1. Issues in the second cluster are:
- 2a. The lack of institutionalization and thus continuity of the GAD focal point
 - 2b. The lack of awareness of and clarity on the nature, functions and composition of the GAD focal point
 - 2c. The limited skills of the GAD focal point
 - 2d. The varying composition and the different levels of understanding of the roles of the GAD focal point
 - 2e. The lack of appreciation in male-dominated offices of their role in GAD
 - 2f. Infrastructure that are not women-friendly, e.g., toilet, stairs
- 5.4.2. There is but one issue for the third cluster.
- 3a. It is the need to make the members of the local machinery on women to participate in gender training conducted by LGUs.
- 5.4.3. Issues in the fourth cluster are:
- 4a. The need to collect sex-disaggregated data and the lack of appreciation of such data when they are available
 - 4b. The lack of skills, time and resources to process and analyze sex-disaggregated data
 - 4c. The lack of consistency in the statistics and parameters used by the different agencies on the same data item

4d. The inadequate use of information technology to facilitate data processing and analysis

5.5. To address the issues under the four clusters, the following strategies have been identified:

5.5.1. For the first cluster of issues, there is a call for the DILG, NCRFW and DBM to undertake the massive dissemination of the local Budget Memo to all local leagues and all planning and sectoral officers. The conduct of orientation to incorporate all GAD concerns in LDIP and AIP must be undertaken for all LCEs, and members of the local finance committees (accountants, budget officers, auditors.) There is a need to form the GAD focal point and to task it with the formulation of the local GAD plan. There is also a need to re-state explicitly the provision of a five percent GAD budget in DBM's local Budget Memo and to develop clear and specific policies on GAD planning and budgeting. GAD concerns must be discussed in the meetings and general assemblies of the local leagues. Material on GAD planning and budgeting must be translated in the vernacular. Another call to DILG and NCRFW is to provide technical assistance and to monitor the formulation and implementation of GAD plans in LGUs. To make stakeholders participate, there should be more awareness building sessions for women's groups and sectoral groups towards empowerment. This will hasten their involvement in GAD planning, implementation and monitoring. The conduct of participatory action in the monitoring of GAD plans and in impact studies must be part of the function of budget officers and all others with budget mandates. The Local Government Code must be amended to the effect that it will have a provision for the allocation of budget resources for GAD activities.

5.5.2. For the second cluster of issues, an ordinance must ensue from the LGU to form the GAD focal point at the local level in accordance with DILG guidelines. A plantilla position must be created for the leadership in the GAD focal point. The formation and functions of the GAD focal point must be integrated in the GAD Code. Implementing guidelines on the operationalization of the GAD focal point must be disseminated and its adoption must be ensured. There should be more GAD capability building activities such as GSTs, GAD planning and budgeting, GAD trainers training and other GAD skills training such as counseling, etc. To encourage team building within the GAD focal point, it must be given committee status in the LGU whose merit incentives for good governance must include being gender-responsive. GAD involvement must be included among the performance-approval criteria for promotion. And lastly, the Building Code must include women-friendly provisions.

5.5.3. To address the issue of local machineries on women and local councils of women, the workshop recommendation is to tap already

existing local women's groups and to convene them towards becoming more active and strengthening their ranks; a strategic time to do this is during the conduct of GSTs. Where there are none, guidelines for their formation and conceptualization must be disseminated. It should mention the inclusion of GO and NGOs in the membership.

- 5.5.4. For the fourth cluster of issues, all departments in LGUs must be required to obtain sex-disaggregated data for planning and monitoring purposes. To this end, these departments ought to review and revise the guidelines and survey protocols in LGUs with the participation of planning officers and LCEs as well as experts from NSO and NEDA. To this end likewise, concerned national agencies such as DOH, DILG, DSWD, COMELEC and PNP must update their data. There should be training of local government officials in data gathering, and showcase the good practices resulting from such training by giving awards, especially during Statistics Month. Knowledgeable volunteers engaged in data collection must be encouraged to participate in the conduct of training on sex-disaggregated data. In order to standardize data and get reliable figures and statistics, data must be centralized in the planning office. The SB should pass a resolution mandating the establishment of sex-disaggregated database and information system. Funds must be allocated and appropriated for the acquisition of infrastructure in information technology (IT) and for IT training.

6. Presentation: Gender Balance Bill

- 6.1. At 6:30 in the evening of Day 1, right after winding up the simultaneous workshops, the participants returned to the main hall for the presentation of House Bill 5706 or the Gender Balance Bill by the author of the bill herself, Honorable Loretta Ann P. Rosales from the House of Representatives. Representative Rosales took the seat in the Lower House of the Philippine Congress when Akbayan, a political organization in the Party List System that won in the last election, designated her to represent it. In the lower chamber of the legislature, she is the Chairperson of the Committee on Civil, Political and Human Rights.
- 6.2. Dr. Carolyn I. Sobritchea introduced Representative Rosales whom she fondly called "Etta". She said Etta came from a *buena familia*, used to teach Spanish but is now immersed in political activism. She is a leader of civil society groups and can be depended on to sponsor a pro-women bill. She is passionate and dedicated to her work in Congress and she has well-articulated arguments on issues that she values. She consults various sectors before drafting her bills of which among them are the Human Rights Bill and, this recent one, the Gender Balance Bill. Quoted here is the opening statement of her presentation:

"My fellow women legislators, local chief executives, government officials and other stakeholders, it is an honor to be able to accept your invitation for me to speak at this gathering today."

6.3. This was followed by her announcement of the good news: that the *Bill on Anti-Trafficking of Persons, 2003*, was ratified and presented in Congress, and there were no objections. Then, she shared the status of a bill on the women's agenda, the *House Bill on an Act Providing Local Sectoral Representation*. It is on second reading and the Committee has given its report. One of the biggest problems they have encountered with the bill is the budget. Certain modifications had to be made so that it would not be too heavy for the fourth and fifth class municipalities. This bill requires that one-third of the sectoral representatives must be women.

6.4. Rep. Rosales recounted that the media called her up regarding the NBI-bungled operation that involved five innocent employees of Plantation Bay. The Office of the Ombudsman filed criminal charges against the NBI agents and they were suspended for six months. It would be important to help overhaul the NBI as it addresses cases of national significance.

6.5. She also announced that last February 4, a new bill was filed, the *House Bill No. 5708: an Act Increasing Women's Participation in Decision-Making Positions*. This includes elective and appointive positions. In men's parlance, the concept of power is about control and one of having authority. For women, the concept of power is one of interrelatedness.

"We should assert our right to positions of opportunities. As women, we do not have enough and not much freedom to attend gatherings like this," she said. She disclosed that there are women members in the executive committee but the chairs and presidents are men.

"I am amazed at this initiative (the Summit) and I am inspired by the reasons for this gathering. I do think it is high time we gather as many women officials as possible and hopefully with this gathering, we can share lessons from our experiences in governance as women, and eventually map out a common advocacy agenda on women's issues.

"We all know that the space available for women to explore the political arena is already there. It is just a question of how to maximize that space and how to harness it in such a way as to ensure that our women officials contribute to a more transparent, participatory and democratic government.

representatives in the house. More likely, they are there because their husbands placed them there due to the reason that the husbands could not run anymore for another term.

6.7. Further, she stated, to quote:

"I seriously believe that if we are to promote human rights in government, active legislation aimed at beefing up Philippine commitments to women's rights should be promoted. Let us consider the facts:

"In the Philippines, the number of women in government does not really show a significant increase especially at the higher levels of governance. In Congress alone, women hardly make up 15% of the House membership since 1987. The same is true for local women legislators and women in key executive and judicial positions. Currently, there are only 13% women or three out of 23 in the Senate, and 17% or 36 out of more than 200 representatives. The Philippines, of course, takes pride in having two women Presidents, but at present there are no more than 18% of women members at the cabinet, and at the provincial level, for women governors and mayors. Worse, in the Supreme Court, women have never held more than two seats in the 15-member Court.

"The bill I have proposed tries to remedy such dismal figures by setting the policy direction of the government towards ensuring the equality of men and women in the exercise and enjoyment of all human rights by implementing policies and programs as well as set specific targets and implementing measures to include women in all governmental bodies and committees, public administrative entities and in the judiciary.

"The proposed bill deals with the five areas targeting the under-representation of women in government decision-making positions. First, with regard to Executive Level Positions, we want women to comprise at least 33% of appointive positions in the national and local governments. This would train more women for governance. The quota should be progressive in such a way that it should increase to 40% by 2004 and equal representation of women and men by 2012. This covers, among others: cabinet positions, undersecretaries, assistant secretaries, ambassadors, judges at the regional and metropolitan trial courts, prosecutors in the DOJ, etc.

"Second, for political parties, we want them to reserve 33% of their slate for women in national and local elections in order to be accredited by the COMELEC. To equip the women candidates with skills and knowledge, 33% of the party's budget is thereby allocated for capacity-building trainings.

"Third, for the military and police forces, women's participation at the recruitment phase should be promoted by instituting a quota system as well.

"Fourth, for capacity development, the bill states that women should have equal opportunities in scholarships, grants, fellowships and training, specifically in areas where the disparity between women's and men's access is high such as in science and technology, and financial management.

"Fifth, on Monitoring and Oversight Mechanisms, we want the NCRFW to monitor the implementation of the law while the Committee on Legislative Oversight will oversee the implementation.

"The bill is intended to address women's under-representation in government decision-making positions, which not only includes elective but appointive positions as well. Introducing a quota system to our political structures can help women achieve the dual goals of equal representation and gaining a critical mass of voices to advance our collective interests as women.

"There are some questions arising from the introduction of the quota system, but I believe that the essence of the bill is for the status quo not to be stagnant. It wants the progressive realization of equal representation by proposing the gradual increment of women's share in elective and appointive positions, and the 33% quotas are not to be construed as a ceiling but as an introductory measure of how much of our government positions should be made available for women. In the long-term we want 50-50, but for now the quota system should provide us with a provisional solution that should be pushed.

"Our objective is to have a critical mass of at least 30% of women in economic, political and social decision-making and the quota system is a temporary special measure intended to achieve our goal of gender balance in political representation in the long run.

"Now we do not think that the gender balance bill is in itself the solution to the need to having more women in our formal structure of governance. For me, the question of women's empowerment must eventually find itself linked to the larger questions of poverty alleviation and social justice, and to this end, we need to appreciate the fact that part of the reasons why we do not have much women as we would want in government is partly because women bear the brunt of dispossession owing to their naturally disadvantaged position in society.

"We need to enlarge the cause for women's rights to include not only questions of representation but access as well to the vast resources of our country. Women must not only be in a position to make decisions, they must also be at the very center of the development process and for this you need far more encompassing legislation and programs that include women's interest at their very core. We must look beyond issues of representation, and involve ourselves in questions of property and social relations, and what achievable goals we can set in the different spheres of society whether it be in our legislature or in our social programs. As representatives of our people, we must put women's interests at the center of our platforms, in the center of our programs. Affirmative action must come hand in hand with other types of action that will not only provide women with opportunities but also equip them with the means necessary to seize those opportunities and empower themselves.

"What are these policies and programs? I prefer to leave these up to the participants in this forum, and I hope that the questions I posed have served to stir up ideas in all of us."

- 6.8. An example of affirmative action that Rep. Rosales gave was the *Reproductive Health Bill*. There are oppositions within the House of Representatives from those who do not understand the bill. The *Reproductive Health Bill* is not an abortion bill since the Constitution of the Philippines is against abortion. And yet, the country has quite a number—3000? —of abortion cases a year.
- 6.9. She stated that more married women undergo abortion than those who are single. This shows that married women do not like to get pregnant anymore. These women wanted happy families. They wanted to plan the size of their family.

6.10. She urged the participants to help develop a healthy Filipino family and help the administration in the passage of this bill. This bill is for the good of the women and for the good of the nation as well. In closing, to quote Rep. Rosales:

"With that, I wish all of you good luck in your endeavor and I wish nothing but the best for this gathering. Thank you."

6.11. After the speech, Dr. Sobritchea opened the floor for questions and comments. No question or comment was raised.

Day 2, 14 May 2003, Wednesday

7. Plenary: Women Winning for Women

- 7.1. On Day 2, Marikina Mayor Marides Fernando chaired the Summit's second plenary session. It focused on inspiring stories and best practices in local governance shared by women LCEs. Mayor Fernando enumerated the objectives of the conference to serve as a reminder to the participants and to ensure that they move the agenda for women together.
- 7.2. She informed the participants that the first session for the day would focus on the sharing of inspiring stories from women local chief executives. She noted that participants would be able to relate to the stories/ experiences of these LCEs on how they were able to get into politics, their struggles as multi-tasked women and their perspectives on politics and governance, and leadership styles.
- 7.3. Mayor Fernando introduced Governor Remedios L. Petilla, the first speaker of the plenary. She said that with the governor's leadership in Leyte, the province received several awards and citations of which include: Most Outstanding Province (awarded during the Flag Day Celebration, 1998 Centennial Celebrations), Most Outstanding LGU for Day Care Services, and Most Outstanding Local Health Board.
- 7.4. Governor Petilla began her talk with data on Leyte. The province consists of 41 municipalities, two cities (Ormoc and Leyte) and 1, 400 barangays in over 7, 000 square meters of land area for 1.6 million people.
- 7.4.1. She then zeroed in on GAD-related topics. The province recently prepared Resolution No. 03237 adopting the provincial ordinance that created the GAD Council in the province of Leyte. The provincial government is integrating GAD at the municipal and barangay levels. As Regional Development Council (RDC) Chair for Region VIII, Gov. Petilla encouraged agencies to allocate resources for GAD. She noted however, that there were RDC agencies that were unaware of GAD and therefore did not allocate these resources. To address this concern, they prepared briefs and conducted briefings on GAD among members of RDC. This

proved to be a significant step towards enabling concerned RDC agencies to have a better understanding of GAD.

- 7.4.2. For the 2001 Women's Month Celebration in Leyte, the provincial government gathered women representing all sectors and implemented programs for women at the municipal and barangay levels.
- 7.4.3. Gov. Petilla comes from a family with a long history of public service. She first ran for public office in 1995. When she won the gubernatorial race in that year, she set out on her mission of "converging natural and human resources and efforts of government and non-government entities and through the initiative of the people and the leadership, ensure the accessibility of all the basic services and support that the people of Leyte rightfully deserve."
- 7.4.4. Among her first concerns was the fact that she inherited a set of provincial government workers whose mindset was working with a male leader. They were not used to seeing a woman holding a gubernatorial post and having administrative authority over them. However, the provincial employees learned that women tend to plan even the smallest detail rather than leave anything to chance.
- 7.4.5. Aside from her attention to details, her leadership style was directed towards excellence in everything the provincial government set out to do. She personally sought feedback and inspected projects. She set the example of hardwork for the employees of the provincial government.
- 7.4.6. She noted that among her thrusts in governance is the empowerment of the barangays. Thus, she ensures that she implements projects at the barangay level.
- 7.4.7. Among the challenges she faced as governor was the problem of having many sixth class municipalities in the province. By 1997, the provincial government was able to trim them down to two; as many municipalities rose to first class status. There are now only a few fifth class municipalities left. Her administration is endeavoring to upgrade more municipalities to first class status as well as add more cities by the time her term ends.
- 7.4.8. She worked hard to put Leyte along the rank of progressive provinces in the country and sought to make her province mates realize the tremendous potential for development of the province. The potential for development lies in the fact that Leyte has abundant natural and man-made resources and advantages which include:

- 1) its strategic location which makes it a main transit point for product exchange between Luzon and Mindanao;
- 2) its abundant water supply;
- 3) its production of high-grade abaca fiber;
- 4) its export of pulp to the US, Japan and Europe;
- 5) its having the highest rank of the provinces in the Eastern Visayas region in terms of area/s planted with coconut;
- 6) its being the second largest geothermal field in the world;
- 7) its provision of the power needs of other regions in the country through the geothermal plant.

7.4.9. She takes pride in her administration's continuing effort in creating an enabling environment for her constituents to become hardworking, progressive and prosperous.

7.4.10. She also spoke of her administration's on-going program to promote tourism in the province that includes components such as eco-tourism, visits to historical sites, and pilgrimage.

7.4.11. Among the lessons in governance that she imparted were the following:

- initiation of reforms by working peacefully with everyone and harnessing their energy to achieve the goals; she highlighted that initiation of reforms is an art form that requires the combination of diplomacy and political will;
- pursuit of partnership between government and the people either in their individual capacities or through their membership in POs/ NGOs or socio-civic organizations
- awareness that the Filipino electorate has matured in terms of their acceptance of women leaders in the country
- concept of public service to mean provision of attention, care and progress and development that result in improved quality of life

7.4.12. She ended her sharing by encouraging women with the heart for public service to enter politics and be catalysts for change themselves.

Finally, as part of her promotion blitz for Leyte as a tourist destination, she invited the Summit participants to visit the province.

7.5. The second speaker was Mayor Mary Jane C. Ortega of San Fernando City, La Union. Her first foray into politics was as at the age of 18, as secretary-general of the Raul Manglapus for Senator Movement, despite the fact that at that time, she was not yet eligible to vote.

7.5.1. She had further exposure when she married her politician-husband and helped him in the campaign. In 1998, the party decided to field her against the former general of the Marines. She cited the two issues her opponent had against her, namely: 1) that she was not a native of La Union; and 2) she was a woman. She based her campaign slogan in response to the second issue which she dubbed, "Kung kaya ni mister, kaya ni misis". This slogan catapulted her to victory.

7.5.2. She actualized her slogan by proving to her constituents that she was hardworking, evident in her ability to do both public relations and paperwork. With regards to gender awareness, she cited her significant exposure to the issue even prior to her entry in politics. She was a member of the Inner Wheel Club, the Zonta and the National Council of Women.

7.5.3. She noted the need for women's active involvement/ participation in politics whether or not they are elective officials. She added that women should be gender advocates as "women own half of the sky".

7.5.4. To start off her effort on GAD, she initiated sex-disaggregation of data for San Fernando. In addition, she takes pride in the fact that the city has a GAD program and a GAD Focal Point which is chaired by the city's legal officer.

7.5.5. The GAD programs, projects and activities of the city of La Union include:

- Establishment of a GAD Focal Point with an organizational structure;
- Establishment of the Local Council for Women composed of NGOs and other stakeholders, highlighting concepts and practice of multi-sectoral participation and ownership;
- Allocation of five percent GAD budget for the conduct of GSTs for city officials and personnel, including law enforcers, barangay officials and NGOs;
- Setting up of Women's and Children's Desks;

- Elimination of prostitution in the city through arrest of the clients/ customers;
- Drafting/ formulation of the Gender Code for the city;
- Mainstreaming of the activities of women as part of empowerment of the women of San Fernando;
- Development of gender statistics;
- Completion of Minimum Basic Needs Survey/ Profile with sex-disaggregated data; survey was completed through the assistance of the women Barangay Health Workers;
- Barangay development strategy through multi-sectoral planning and budgeting;
- Integration of gender in health services, including 24-hour health service, six lying-in clinics, health centers and free vaccination of 18-year old women against German measles to prevent birth defects;
- Integration of the gender perspective in social services--pre-marriage counseling, parent effective service, Special Program for the Employment of Students (SPES);
- Setting up of GAD Corner, Bulletin, GAD handouts, GAD corner in the city library;
- Establishment of the Barangay Council for the Protection of Children;
- Institutionalization of Women's Month Celebration which includes the following components:
 - o advocacy on Women's rights through GSTs, VAW remedies, and orientation on Women's Rights;
 - o advocacy on the role of women in the care of the environment through the conduct of training on solid waste management;
 - o participation of women in economic empowerment through facilitating their access to the services and programs of line agencies, lending institutions and NGOs;

- o giving attention to women's health through free medical examinations, awareness raising on reproductive rights.

7.5.6. Regarding promoting women's reproductive rights, Mayor Ortega shared with the participants the dialogue she had with a bishop regarding this issue. She informed the bishop that even as she is aware of the church's stand against any form of artificial contraception, she believes that as a public official/ governor, she has the responsibility to provide information on the menu of population control methods/ means available to the women of San Fernando.

7.5.7. Mayor Ortega noted that the vision for women should be done together. Thus, she looks forward to the presentation of the Manila Declaration to the President. This will signify the unity of women that will enable them to come up with more gender-sensitive programs.

7.5.8. In closing, she revealed an important insight regarding women's participation in politics and decision-making. She said that women who want to go into politics should be able to compete with men on their terms and at their level. More importantly, women should be able to contribute to the positive traits of a woman in world politics. She exhorted the women to hold their heads high and assert themselves as equal partners of men, towards achieving a just society.

7.6. Mayor Fernando introduced Mayor Jenny De Asis of the municipality of San Francisco in Agusan Del Sur, the third speaker of the plenary, by citing her achievements.

7.6.1. Mayor De Asis was given the award of being the Most Outstanding Municipal Mayor in 2002; she bested 1, 500 municipal mayors nominees. She is the daughter of a former councilor, rose from the ranks, from municipal councilor, to vice-mayor, and now as municipal mayor. She is a very strong GAD advocate.

7.6.2. According to Mayor De Asis, she adopted a strategy in development planning that geared towards meeting the separate needs of disadvantaged sectors. She paved the way for a gender-sensitive organizational culture through: 1) bottom-up planning; 2) participative management practices; 3) the conduct of gender analysis and consultations at the grassroots level to identify the needs of women and men in the municipality.

7.6.3. Mayor de Asis began her career in public service through her employment at the Kadiwa Center, a subsidiary of the National Food

Authority (NFA). After a long stint at the NFA, she transferred to the Landbank of the Philippines.

7.6.4. She began her political career in 1992 when her mentor, the late Mayor Presentacion Manatad and her father, the late Municipal Councilor Leopoldo de Asis, asked her to join the party as a member of the Sangguniang Bayan of San Francisco. She ran and emerged as the No. 1 Sangguniang Bayan member. After serving one term, she ran and won the vice-mayoral seat in 1995. In 1998, she ran and won as mayor of the municipality.

7.6.5. She envisions the municipality to become the trade and agri-industrial center of the province with the people enjoying a sustainable life in a secure environment. Her administration's mission is "to deliver effective, efficient and quality services to the constituents and optimize utilization of its natural, fiscal and human resources with due consideration of possible social costs."

7.6.6 She highlighted the remarkable growth and development of the municipality that was once known as "hagpa"--swampy area. The municipality is now a fast-growing locality as evidenced by the influx of investments.

7.6.7. She implemented and accomplished significant programs and projects for the municipality which include, among others: 1) establishment of a new municipal building; 2) construction of a public shopping mall; 3) establishment of a "class A" slaughterhouse.

7.6.8. Through her leadership, GAD programs and projects were implemented, such as the construction of the San Francisco Women Center, the first in the Caraga Region, and the Sagip Batang Lansangan Center.

7.6.9. When she was re-elected in 2001, her capacity as a woman leader was recognized at the provincial level. She was elected as the first lady president of the League of Municipal Mayors, Agusan del Sur Chapter. The Chapter is composed of 14 municipalities.

7.6.10. Other notable GAD accomplishments of Mayor de Asis are as follows:

- o Implementation of livelihood projects to help families earn additional income

- Conduct of trainings on capability building, leadership, self-enhancement and entrepreneurship, and GSTs for women leaders in 2002
- Hosting of the 1st CARAGA Women's Forum on July 9, 2002 (in her capacity as concurrent commissioner for the Mindanao Commission on Women). The forum focused on the rights of women and women empowerment. This was attended by women and gender advocates in the CARAGA region. In addition, the Local Council for Women was created. The Council's primary task is to safeguard women's rights and welfare.
- Participation of women from all walks of life and women's organizations in the activities for the Women's Day celebration/s. The celebration was sponsored by the Federation of San Francisco Women's Association.
- Hosting of the first open house for the Self-Employment Assistance Livelihood Products for different women's groups on December 16-17, 2002. The open house was the venue for women to introduce and showcase their products.

7.6.11. As a testimony to her remarkable accomplishments for the municipality, she was nominated to the Local Government Leadership Award, a prestigious award initiated by the office of Sen. Aquilino Pimentel, the DILG, UP and DLSU. The award aims to recognize and promote successful leadership style/s of the different local chief executives. She was the only lady mayor who has won the award as Outstanding Municipal Mayor of the Philippines.

8. Plenary on Women Transforming Governance

8.1. The Summit's third plenary session then commenced at 11:00 am of Day 2. The moderator was Vice Governor Edna C. Tabanda of Benguet Province. The presenter was Ms. Remedios I. Rikken, president of Women in Politics Institute. Her paper, entitled "The 21st Century: the Century of Women", is about women transforming governance, the plenary topic.

8.2. According to Ms. Remmy Rikken, president of Women in Politics Institute, women leadership is the answer to 21st century governance. Stressing the critical role of women in transformative governance, she honored local chief executives such as Governor Remedios Petilla, Mayor Mary Jane Ortega and Mayor Jenny de Asis—all of whom spoke at the first plenary of Day 2 on Women Winning for

Women: Some Learning Experiences--for giving flesh to what transformative governance is as they shared their individual political "herstories".

8.3. She noted that the words uttered by the three LCEs such as enjoying what they are doing, caring and reaching out, using diplomacy and political will, getting feedback, falling in-love with their constituents, willingness and being qualified, mobilizing stakeholders to ensure ownership, setting goals-mission-vision, looking for sex-disaggregated data, among others, encapsulate the essence of transformative governance.

8.4. She hailed Mayor Ortega for arresting the patrons [mostly men] rather than the plaza girls, a.k.a. prostituted girls, and by talking to their bishop and articulating that as a public official, she has to do her job of informing her women constituents of her menu on reproductive health. Rikken considers this as one of the best gender programs.

8.5. Ms. Rikken emphasized that women's voices, the language they speak, their body language, and their enthusiasm and energy should be heard, listened to, seen and felt as these spell the difference in their type of governance. She stressed that the world is looking for leaders whose characteristics are the traditional characteristics of women--the answer to the 21st century.

8.6. Part of the findings from their advocacy activities is that in getting women into leadership roles, they still operate on the perception that women are natural followers and men are natural leaders. Thus, the need to convince women that they are leaders.

8.7. Subsequently, Ms. Rikken presented the outline of her discussion on transformative governance, as follows:

- 1) Historical perspective;
- 2) Research findings: how women led;
- 3) Women's unique opportunity for transformation; and
- 4) Framework for transformative leadership.

I. Historical Perspective

8.8. According to male theorists, our world is evolving from a masculine mode of thinking which is called ALPHA to a "feminist" direction which is labeled BETA. The problems of society today are people and not things; events are in flux, there is no single answer, no fixed hierarchy with the fluid shift in power.

8.9. The masculine style or ALPHA evolves from confrontation with the physical environment. During the Stone Age, the environment was harsh. Men addressed this and as a result they became the leaders. The feminine style or BETA evolved from dealing with small groups of human beings such as the family. Dealing with

the family means the resolution of the countless day-to-day crises that it demands and the ability to embrace and integrate differences in values, goals, perceptions, hopes and methods.

8.10. Ms. Rikken paralleled Mayor Ortega's mother in-law who reared 15 children with different characters, behaviors, and aspirations as a classic example of women's ability and capacity. She said that there is this realization that being a mother and a wife is the best preparation for management and politics.

8.11. ALPHA has a serious drawback and is limited in responding to today's problems which involve value choices and new perceptions of reality. The recommendation is to balance ALPHA with BETA, the feminine mode of thinking. Ms. Rikken said a study indicated that one of the best characteristics of high performance people is using both sides of the brain. Men are mostly using the left side, which is the rational while women usually use their creativity which is the right side. Consequently, in Harvard, WestPoint and Ford are now teaching men how to think like women.

8.12. Ms. Rikken also discussed the historical perspective in the context of the review of literature. She recalled that books of the 70s which were written mostly by men emphasized power and how to get it. These books advised, "women, be like men to achieve success in the workplace." On analysis, the authors:

- did not see women as leaders who shape organizations or manage people according to their own values;
- none of them investigated how women led as women.

8.13. Books of the 80s, however, written by women for women and management, did not urge women to become like men though advised women to "learn to play the game according to men's rule...women are ill prepared to understand the business world because it is a no-woman's land; it is structurally modeled on the military; it functions according to male team sports; and it is a culture alien to women. "

8.14. The authors underlying presumption is that women's ways of thinking, doing and knowing do not have much place in the modern corporation. Rikken predicts that this total domination of male values is not permanent and the contemporary bureaucratic model of the corporation "has just about reached the point of no return".

8.15. The authors also realized that they are stuck with the foreseeable future; they advise women to learn to play the game the way men play it, if only "to stay one jump ahead of your adversaries". Ms. Rikken noted the use of the word

"adversaries" while our women leaders use the words diplomacy, political will and loving what you are doing.

- 8.16. But changes are evolving faster than expected. The situation today is anchored on the books of the 90s. The workplace is getting radically altered. Ms. Rikken elucidated that sometimes it is not the people changing but people are forced to change because things are changing such as from pressure by global competition and fast-changing technology characterized by flexibility and innovations. For example, in the field of communication: in 1975, there were the telex and telegram; in 1985, the telefax, and in the 1990's, the cell mobile phone and text messaging.
- 8.17. Companies are now casting aside old-culture values and trimming the pyramid. The hierarchy, with its unspoken rules and codes that only men can understand, is too cumbersome for today's economy.
- 8.18. John Naisbitt, in *Trendsetting for Women*, posits that companies reinvent themselves; they need to find new structures and values. Those that learn from how women do things will have a head start. The guru of prediction says to learn from women. Naisbitt states further that "the most successful companies in the future will be those that aggressively hire, train and promote women." Also, "women can transform the workplace by expressing, not by giving up, their personal values." With these postulates, Ms. Rikken advised the women leaders to bring in the women's values to the public sphere, not to change and follow the men.
- 8.19. Sally Helgensen, one of the new breed of writers and the first woman writer to talk about 'the woman advantage', said " I saw the need for a new kind of book, not a book that will tell women what they need but a book about what business can learn from women. A book that would show successful women in action and demonstrate the effect of leadership is already talking about how business is done. A book that would define and reaffirm the values that women recognize as a source of strength, those that have been for too long dismissed as signs of weaknesses.
- 8.20. Ms. Rikken expounded on the last point as one of her strongest message: for so long, women have been accused of being emotionally weak, always in touch with one's emotions and this is equated with weakness of leadership in comparison with individuals who think without considering their emotions. However, these signs of weakness are now beginning to be appreciated and recognized as a critical element for leadership.
- 8.21. Helgensen identified the following values of women:
- Attention to process instead of focus on the bottom line

- Willingness to look at how action will affect other people instead of simply asking, "what's in it for me?"
- A concern for the wider needs of the community
- Disposition to draw on personal, private sphere experience when dealing with the public realm
- Appreciation of diversity such as dealing with so many kinds and types of people
- Impatience with rituals and symbols of status that divide the people and thus reinforce hierarchies

8.22. These values, according to Helgensen, may be defined as female because they have been nurtured in the private, domestic sphere to which women have been restricted for so long.

8.23. For Ms. Rikken, her purpose in presenting this is to reinforce the leadership characteristics traditionally seen in women and offer them encouragement to lead in ways that the world is now ready to embrace.

II. Research Findings

8.24. From *The Female Advantage* by Sally Helgensen, Rikken presented some interesting findings on how successful women run business and commercial organizations. Women leaders from business and commercial enterprises were interviewed and it was found that the styles and values they exhibited are hardly restricted to these endeavors.

8.25. The type of leadership exhibited by the women studied is fascinatingly similar to that of President Mary Robinson of Ireland, Minister Simone Veil of France, and Wangari Maathai, an environmentalist, of Kenya. Diary studies of the women and male executives revealed the following:

WOMEN EXECUTIVES	MALE EXECUTIVES
<ul style="list-style-type: none"> • Women worked at a steady pace with small breaks scheduled throughout the day • Did not view unscheduled tasks and encounters as interruptions; more focused on relationships than specific tasks; they made themselves accessible within their 	<ul style="list-style-type: none"> • They worked at an unrelenting pace, with no breaks during the day • Their days were characterized by interruption, discontinuity and fragmentation • Much of their time was spent, for

<p>companies</p> <ul style="list-style-type: none"> • Made their time for activities not directly related to their work • Those with children at home made their families their first priority • Spoke of friendship with people outside the office as a source of sustenance • They considered their mail important source of information and communication • Actively involved in reading or answering her mail, with the practice to answer all the mail quickly • Focused on the ecology of leadership, keep the big picture in mind and relating decisions to their larger effect upon the family, the environment and even world peace. • Saw their own identities as complex and multi-faceted • Involvement in their families and communities made it impossible for them to identify totally with their workplace • They schedule time for sharing information, dispersing it throughout their organization and devising structures that made it easier to do this. 	<p>instance, in "putting out fire"</p> <ul style="list-style-type: none"> • They spared little time for activities not directly related to their work • Family time was severely curtailed; home becomes an extension of their workplace • Preferred live action encounters, such as phone calls and face-to-face meetings rather than mail • Maintained a complex network of relationships with people outside their organization • Immersed in day-today activities, they lacked time for reflection • They identified themselves with their jobs • They had difficulty sharing information
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III. Women's Unique Opportunity for Transformation

- 8.26. Women managers as a whole are more likely to reconcile a concern for the bottom line results with the concern for people; to focus on both ends and means; and to be good at planning and communication.
- 8.27. A primary reason for this is that women bring a whole other dimension of experience to the workplace. While men are able to compartmentalize the family part of their lives and segregate it almost totally from their work, the women, by contrast, are vigorously involved in the domestic sphere. All respondents were mothers who lived active family lives, had learned to balance conflicting demands because they had no choice about compartmentalizing different roles in their life, emerged as more rounded individuals, less subject to the kind of isolation and alienation that has usually made life lonely at the top.
- 8.28. Women found ways to structure their organizations that allowed them to put themselves at the center of things rather than at the top. Favoring direct communication, they reached out to people around them, drawing them closer rather than focusing on differences of ranks within the company. To sum up, women are anti-hierarchical in their approach.
- 8.29. The female view that one strengthens oneself by strengthening others is finding greater acceptance. **Female values of inclusion and connections are emerging as valuable leadership qualities.**
- 8.30. Nowhere is this more important than in the realm of politics and governance of public institutions that maintain peace and order in our world. The growing focus on sustainable human development all over the world is an implicit acknowledgement that we must learn to reconcile what is efficient with what is humane.
- 8.31. Given the interrelatedness of our world today and our need to preserve a habitable environment, we are forced to scrutinize our actions with what will best promote the well being of the people who inhabit our globe. These give women a chance to do their essential and needed part in the profound transformation of the public sphere.

IV. Framework for Transformative Leadership

- 8.32. In CAPWIP, they attempted to formulate a framework on transformative politics with a gendered perspective. The gendered vision of transformative politics highlights gender equality as well as transforming dominant political values, processes and institutions.

- 8.33. The equality dimension is articulated in different ways:
- Gender parity: 50-50
 - Gender balance with no numerical target
 - Nordic formula: Not more than 60 percent and not less than 40 percent
- 8.34. The transformation dimension in terms of values would mean a shift from power as domination to power as liberation; from war and conflict to peace; from efficiency consideration to equality and equity; from growth to sustainability; and from "winner take all" norms to sharing and caring. Transforming processes would mean from being hierarchical to participatory; corrupt to clean; secretive to transparent; and being burdensome to being empowering. Lastly, the transformation of institutions from being top-down and bureaucratic to becoming egalitarian, responsive and accountable.
- 8.35. Transformative leadership connotes not simply having power or authority but having a vision and sense of purpose. A transformative leader is simply a person who can GUIDE, DIRECT and INFLUENCE OTHERS to bring about a fundamental change not only of the external world but also of internal processes.
- 8.36. The qualities of transformative leadership are:
- Having vision and commitment characterized by equality, equity, empowerment, human rights, peace, sustainability, shared power, responsibility, and well-being
 - The institutional behavior consists of being participatory, egalitarian, responsive, transparent, accountable, non-corrupt, consensus-oriented and empowering
- 8.37. In closing, Aung San Suo Kyi shared that "the cause of democracy and political transformation 'is something that one must nourish all one's life, if it is to remain alive and strong' and the struggle for its achievement requires our working together not 'half-heartedly' but with all 'heart and soul'."

9. Luncheon Speaker: Women and the Environment and Sustainable Development

- 9.1. Senator Loren Legarda-Leviste, a legislator at the national level, was the luncheon speaker on a topic close to her heart: environment and sustainable

development. (Annex C: Full text of Senator Legarda's Speech). She related these topics to women and elaborated on their bearing on gender issues. Over lunch, Summit participants eagerly engaged the senator in an open forum.

9.1.1. Ms. Cadio, a member of the Provincial Board of Antique, asked Senator Legarda how the resolution to involve women in environmental protection and sustainable can be translated into action. The senator's response was that it is the substance of her speech, yet we should not let men off the hook. Caring for the environment is one of women's many tasks, she added. Ms. Cadio then asked her stand on the coal power plant in Antique, and sought help to oppose this 100-megawatt power plant. She informed the senator that the MOA has been signed between the Governor and the Secretary Of Energy: the senator answered that she will not allow Antique to host the plant. She asked if there has been an Environment Clearance Certificate and requested Ms. Cadio to send her the pertinent documents.

9.1.2. Ms. Susan Pineda, executive director of IMA, an NGO that assists abused women and children, asked Senator Legarda about her stand on the proposed bill on reproductive health. The senator told Ms. Pineda that the bill was filed by Senator Biazon and that there have been no hearings yet, it is still under review, and that she will reserve judgment on the bill until debates and hearings shall have been conducted on the floor. She added that she will reassess policies related to it. She expressed that rural women, especially, should be made aware of their choice and be allowed to think for themselves. She said she sees the issue as a win-win situation between, for instance, a hard-line policy, as in China, and the one experienced here in the Philippines. While women should be enlightened about their choices, she stressed that she is totally against abortion.

9.1.3. Governor Petilla of Leyte took the floor and informed Senator Legarda that with Mayors Ortega and de Asis (referring to the earlier plenary), they have been encouraging women to run for local office. She wanted the senator to share with the body her plans in the political field to give them a good example where women should be in the political arena.

9.1.4. The senator said that it was a difficult question to answer because the political situation is very fluid, adding that she is up for reelection as senator but may run for a higher office—that she has been invited to run for a top post or for the vice-presidency. There have been declared and undeclared offers. While reflecting, she wants to continue to do a good job. She disclosed that by the third quarter of this year, she will decide what to run for. One factor to consider, she said, is where would she be most effective. She argued to consider factors such as youth and

gender—being a woman—as more of an advantage. She said she valued her contribution to public service as a woman, and quoted former President Cory Aquino: “Women infuse a kinder role in politics. Being a woman is an advantage because of one’s compassion” and added that youth brings freshness and youthful idealism.

9.1.5. Provincial Board Member Merli Talindan of Nueva Vizcaya voiced out that their problem is public awareness of forest preservation; there are no volunteers to put out the fires. She said that they are asking help from the Senate on how to control forest fires. Her province has been declared as a watershed area with pasturelands that are not renewable. It seems to her that they cannot get their due share from the national wealth. Senator Legarda responded that she would have to get the DENR involved. She requested for materials on the extent of forest fires and offered to seek foreign-assisted funding. She asked Ms. Talindan about their IRA and enjoined her to ask for the Minutes of the Meeting to find out who gave a bigger allocation from the national wealth.

9.1.6. Councilor Elsie Cerveza from Norale, South Cotabato asked the senator if the Anti-terrorism bill is being railroaded, though at this point, she is still hopeful about the outcome of the peace process negotiations, observing that the members of the panel of negotiators are all men. The senator responded that there is a lady negotiator, Riza Hontiveros Baraquel, who is against militarization, whose focus is more on the social, religious and cultural aspects. Her advice to Ms. Cerveza was to recommend a woman since Secretary Dureza has resigned, adding that doing so is not the end but the beginning of gender-responsiveness and sustainable development.

9.2. The open forum ended with the senator expressing that perpetrators of terrorism, such cowardly act, must be punished. To quote, “We must not let the US tag MILF as terrorists. Make sure that a window for peace remains open. I am for the equitable distribution of resources; the economic and social, cultural, religious aspects of development. I realize that we have not actually put our money where our mouth is. But I am for the protection of the Lumads and the indigenous communities of Mindanao.” She then informed the body about preparations being underway for a regional summit and that the participants will all be informed about it.

10. Specific Concern Sessions

10.1. Sessions on specific gender concerns took place immediately after lunch, namely,

- A. Comprehensive Community-Based Services for VAW (violence against women) Survivors;
- B. Economic Empowerment of Women with sub-sessions on Investing OFW (overseas Filipino workers) Income in Local Development and Enterprise Development for Women's Economic Empowerment in the CALABARZON; and
- C. Comprehensive Health Care Delivery for Women.

10.2. There were five presenters for Session A. The first one, Councilor Cecilia Veluz de Asis of Naga City presented the Bantay Familia program of the city. Following is her presentation.

"When I think of home, I think of a place where there is love overflowing, (with) the family as the best support as we go through life, especially in our darkest and lowest moments (to) provide us with enough wisdom, guidance and support."

10.2.1. Ideally, **home** and **family** should provide sufficient if not abundant love, laughter, care, understanding, trust, tolerance, comfort, safety, and security to every member regardless of age, ability and sex. The **reality** is that home and family can be a source of all our worst fears, sorrows and frustrations, playing a major role in shattered hopes and broken dreams. The **grim reality** is that countless homes have become places where growing and intensifying and yet most often muted or silent experiences of violations and abuses against human dignity and human rights are committed at every single moment.

10.2.2. What is to blame? Culture, history, religion, schools, government, the community, family and individual. Who is to blame: our complacency, narrow-mindedness and self-centeredness are often and will remain the most destructive (part of ourselves).

10.2.3. What can we do? Pro-active, genuine and sustainable responses leading to prevention, protection, support and sustenance to victim-survivors and their families to lessen the impact of violence; decrease if not totally eliminate cases of domestic violence, especially against women and children.

10.2.4. The Naga City Bantay Familia (NCBF) has been inspired by the Bantay Familia or Family Watch of Cebu City, a community-based response to domestic violence that involves monitoring community groups at the barangay level, the government, police, women lawyers groups,

medical personnel and church leaders. During a regional consultation, Bicol women initiated the formation of a regional ad-hoc committee.

- 10.2.5. In Naga, a core group of six women NGOs, POs and GO leaders started a series of meetings with NGOs, POs and other line agencies out of which a network was organized that identified areas of complementation and intervention.
- 10.2.6. On January 16, 1999, the network designed the organizational structure; four working committees were proposed for approval during the official launch the following month, on February 16. A covenant advocating for the fight against domestic violence was signed among the participants at the launch.
- 10.2.7. NCBF was given temporary office space in the Naga City Youth Center in March 1999, equipped by Bayantel with a free telephone hotline.
- 10.2.8. NCBF moved to a new home in a corner of City hall provided by the local government in an still unfinished building constructed from the funds of former Congressman James Jacob of District II, now installed with another telephone hotline by Digitel.
- 10.2.9. NCBF's vision is to work towards building a community that is just, dynamic, gender-fair, environment-friendly and people-centered, ensuring that the dignity and integrity of survivors of domestic violence are continuously upheld and protected.
- 10.2.10. Its mission is to empower members of the family to recognize and uphold their rights for the fulfillment of their goals and aspirations.
- 10.2.11. Its goal is to develop the capabilities of the members of the family for peace and self-reliance through the provision of appropriate programs and services.
- 10.2.12. Its objectives are:
- to prevent and minimize incidences of domestic violence and sexual abuse;
 - to promote multi-sector and community approach to domestic violence;

We envision a society where there is social equity among men, women and children.

Its general objective is to address the issue of violence against women and children (VAWC). Specifically, in establishing a QRT citywide, an inter-agency network of caregivers and service providers, it aims:

- to assist women and children who are victims of abuse;
- to counsel the youth and parents about adolescent reproductive health and sexuality;
- to document such cases of violence.

10.6.2. The tasks of the QRT are the conduct of capability building seminars, advocacy, organizing, documentation, monitoring and evaluation, and the production of publications.

10.6.3. Among its desired interventions are the construction of a Women's Center, a Crisis Center, a Women and Children Cell at BJMP, establishment of women's Livelihood (Piso Araw-Araw), conduct of seminars on the Barangay Justice System and awareness campaign thru the Barangay Assembly, and the provision of Quick Response vehicles to each of the 21 barangays.

10.6.4. Its recommendations include:

- for the QRT to be replicated in all other towns and cities in the Philippines;
- that a QRT Manual be launched as guide for project implementation.

10.7. Ms. Remedios Mondiguing presided over the open forum after the presentations. Following were the comments of Mayor Monica Camacho of Candihay, Bohol:

10.7.1 Responsible citizenship starts in the home, if we start with youth, we have to strengthen family relations. All those presented focused on curative efforts; all these years we have yet to see the pace of the justice system. We need more preventive measures. No mention of violence against children from the presentations.

10.7.2. Following were the responses from two presenters, Dr. Guerrero and PB Advincula, respectively:

10.2.17. Slowly, it is mainstreaming gender issues in local governance processes, particularly on VAW as a public health and as a human rights issue.

10.2.18. Specifically, it has sustained assistance to victim-survivors; coordinated the activities of various institutions and organizations; conducted training in handling cases; client intervention; case management and case conferences; assisted the families and relatives of victim-survivors; and undertaken the dissemination of BF's Action Plans and Assessment of Activities in the 27 barangays of Naga.

10.2.19. Among the areas for its improvement are:

- the enhancement of networking with other groups providing similar services;
- increase in resources for its operation to address expansion program to areas outside Naga City, initially in the Metro Naga LGUs;
- strengthened collaborative support of LGUs and other government agencies;
- improved networking for funding support;
- conversion of the institution into a foundation.

10.3. The second presenter was Dr. Sylvia H. Guerro who spoke about the Family Healing Center(s) in UP, Diliman. For her, the project is a good example of academics working together with the grassroots to respond to violence against women and children (VAWC) within the UP community and its nearby barangays such as Brgy. Pansol.

10.3.1. According to her, the Healing Center started as a three-phase project that started in 1996 in response to gender-based violence. The first phase highlighted the incidence of intra-family and household violence nationwide; the second phase focused on a study on why men abuse women; and the third phase is the ongoing Healing Wounded Families and Creating Peaceful Communities Project that addresses specific VAWC cases. The latter has a three-pronged strategy at the family, community and institutional levels, respectively.

10.4. Ms. Humiliada Advincula, barangay captain of Barangay UP Campus presented the Family and Community Healing Center (FCHC), a development program of the barangay. Following is her presentation.

- 10.4.1. The general objectives of the FCHC are:
- Gender-Responsive intervention to survivors of violence
 - Awareness on women's health and social issues among community members
 - Women empowerment
 - Gender-sensitive, gender fair community
- 10.4.2. Its specific objectives are:
- to address problems concerning VAWC through gender-responsive basic services;
 - to increase awareness on women's issues among the community members through non-formal education;
 - to involve the community members in gender and development programs through:
 - participation in planning and policy-making
 - participation in program implementation and evaluation;
 - to ensure the continuity and sustainability of the program through networking and advocacy;
 - to institutionalize the program.
- 10.4.3. Among its activities are:
- Training of VIP's and counselors;
 - One-on-one counseling with peer counselors for the survivors of violence;
 - Provision of referrals to various government and non-government agencies such as the DSWD, SSS, PNP, among others;
 - Conduct of monitoring and evaluation of cases;
 - Maintenance of the FCHC facility;
 - Networking and advocacy work for program support.

10.5. Ms. Marion Villanueva of CIDA's Local Government Support Program (LGSP) was the fourth presenter who presented a manual produced by the agency she represents. According to her, LGSP works with 205 municipalities throughout the country; the program's main thrust is to improve the capacity of LGUs to respond to gender/women, peace, environment and poverty issues. Entitled *Freedom from Fear*, the manual is divided into five books referred to as Quick Response Team (QRT) for easier reading. Following is her book presentation.

10.5.1. **QRT1** defines violence against women, family violence and reproductive health, their causes and consequences and the roles and responsibilities of local governments in confronting these issues.

10.5.2. **QRT2** presents the benefits for local governments of gender-responsive governance in general and QRTs in particular.

10.5.3. **QRT3** describes existing LGU and community-based QRTs and similar efforts in addressing violence against women, family violence and reproductive health.

10.5.4. **QRT4** provides step-by-step guide for LGUs on setting up their own QRTs and discusses ways of ensuring the sustainability of gender-responsive projects like the QRT.

10.5.5. **QRT5** is a separate training manual for trainers and facilitators. Largely drawn from the DAWN experience, it features capacity-building modules for QRT stakeholders, which include, among others, gender-sensitivity and VAW awareness-raising, legal literacy, case management, and the barangay justice system.

10.6. The fifth presenter was Mayor Santiago G. Barcelona of Escalante City in Negros Occidental. He gave testimony on how the strategy of a Quick Response Team operates from the ground. The success of the LGSP is evident in his locality and his presentation shows the best practice that it is as a success story. Following is his presentation.

10.6.1 *VISION:*

We, the Escalante Quick Response Team will transform Escalante City into a Gender Sensitive City of Negros Occidental that will strengthen families by initiating a "Care Women and Children Movement" thus creating an environment with positive attitudes and behaviors in homes, workplaces and communities that are free of violence.

- to enable the women to develop the capability to respond to their own problems, and in the process to develop their strengths as persons;
- to mainstream the issue of VAW and other gender issues in government programs with corresponding budget, policy and logistical support.

10.2.13. Its functions include the following:

- Community patrol in charge of monitoring cases;
- Support system for survivors and their families;
- As channel for information dissemination;
- As venue for counseling and mediation;
- Advocate for peace and justice within families and communities.

10.2.14. Its direct services are:

- intervening in actual cases either by calling/notifying the police or by rescuing/taking away the victim from their aggressor;
- accompanying the victim to relevant institutions;
- helping the victim find safe lodging;
- providing moral support;
- coordinating with barangay officials;
- mobilizing BF volunteers during court hearings;
- conducting education and training on gender sensitivity, laws, legal process, VAW, basic counseling and livelihood skills.

10.2.15. Its interventions include counseling, medical aid, psychological and psychiatric tests, information and education campaigns and livelihood programs.

10.2.16. Generally, in terms of accomplishments, the Naga City Bantay Familia has done its part in initiating change in the way communities, families and women perceive and act on VAW.

The UP Center for Women's Studies came up with a publication about mothers and daughters which focuses on socialization and the importance of role modeling. The UPCWS manages the Kalinga Day Care Center which starts a gender-fair socialization with the very young, good to start them young.

The root of gender-based violence is the way society perceives women and men; it is also due to the gender-based power struggle. Thus, there is a need to (re) focus on gender-awareness at the school level.

- 10.7.3 Councilor Rebecca Tacanay of Tacloban City had a question for PB Advincula. As one interested in helping barangays because it is at the barangay level where domestic violence happens and so they must really be involved, she asked the PB if they have an ordinance to address the institutionalization of what they are doing?
- 10.7.4. PB Advincula answered that they only have a resolution which has been adopted by the barangay, although it (the five percent allocation for the GAD budget) is already in the GAA. At this point, Ms. Cella Bellaflor, a workshop participant, produced a photocopy of the said ordinance. The secretariat took charge of making copies and circulating them to all participants.
- 10.7.5. A participant from Negros Occidental addressed a question to Mayor Santiago whether police response and the justice system that are very important are already included in the modules. The response was that the PNP is already involved in Escalante. One participant commented that there is already a manual: a Police Protocol in Handling VAW Cases. The matter was further referred to Ms. Bellaflor.
- 10.8. There were two resource persons for Session B, namely, Ms. Estrella Dizon Anoñuevo, Executive Director, Balikabayani Foundation, Inc. and Ms. Zone Narito, coordinator for GAD Mainstreaming of WISEACT and member of the National Anti-Poverty Commission's (NAPC) women's sectoral council. Ms. Ruby Palma, president, Sentro. ng Manggagawang Pilipino, was moderator of the session assisted by Gina Rose L. Chan as rapporteur. The 69 participants who attended the session were composed of governors, mayors, vice mayors, board members and councilors.
- 10.9. Ms. Anonuevo talked about Investing Overseas Foreign Workers' (OFW) Income in Local Development: the case of Mag-Atikha Para Maka-BaliKaBayani-Planting the Seeds of a Comprehensive Reintegration Program. Ms. Narito's topic was Enterprise Development for Women's Economic Empowerment in the CALABARZON. Prior to the presentations Ms. Palma introduced the resource speakers.

- 10.9.1. Director Añonuevo explained that Atikha means "ibayong pagsisikap" or "unti-unting makapagpundar" (the gradual accumulation of an amount by saving). *Atikha* is very important to the OFWs who value their "pagsisikap" and "pagpupundar". On the other hand, *BaliKaBayani* means two things. One, *Balik(a)Bayan(i)* which means "a person in the act of returning to one's country for vacation or for good". Two, *Balik Ka Bayani* which means "Come home, hero". The vision of *Atikha* is to help in the economic and social development of OFWs, their families and communities that will ensure the successful reintegration of OFWs in the Philippines.
- 10.9.2. What is the situation of the OFW and their family? For one, there is the feminization of migration. The migration of women has greater social cost in terms of the families left behind. For another, 70% of the OFWs are not able to save. This is exacerbated by a growing dependency of families on OFW earnings. Moreover, the income of OFWs is not poured into long-term economic investments for the development of their communities. For instance, one municipality that has a remittance of P100 million per month, five percent of which amounting to five million pesos would be a big enough investment for local development.
- 10.9.3. Director Anonuevo then shared the organization's experience in San Pablo City, Laguna on the Comprehensive Community-Based OFW Reintegration. The program was an OFW-GO-LGU-NGO partnership for development. On August 1, 2001, they had an "All Leaders Meeting" in San Pablo City where they discussed the situation of the OFWs and the possibilities for reintegration. They planned the programs and projects at the city level. Among those involved are TESDA, DTI, DOST, LGU, to name a few. It also included a framework for the program.
- 10.9.4. Such framework has a provision for an OFW one-stop center that gives pre-departure orientation and psychological services not just for the OFW but also for the family. This is important as it indicates recognition that economic development should go alongside social development.
- 10.9.5. The *Atikha* provides information, education, value formation, organizing and psychological intervention for family members left behind, especially children. The *Batang Atikha* Program has the children-in-the-reintegration-process component whose output is the formation of the *Batang Atikha Savers' Club*. *Atikha* utilizes the "bimbingka approach" wherein there is intervention "from above" on the OFWs abroad as well as "from below" on the family left behind.
- 10.9.6. The *BaliKaBayani* assists OFWs and their family in planning for reintegration. It is involved in research, advocacy/networking, savings mobilization, investment and enterprise development. It provides

financial counseling on savings and investment including building the capital base for reintegration. This includes savings, trust funds, insurance, retirement/pension fund, and real estate management—for instance, skills on how to engage the money earned and saved from abroad in a viable business so that it would not end up down the drain.

10.9.7. There is also the formation of the Koop BaliKaBayani, International, linking the Philippines and countries abroad where there is a high number of OFWs, as in San Pablo City wherefrom there is quite a number of OFWs working in Hongkong. Or in Mabini where the OFWs are in Rome; and in Alaminos where the OFWs are in Italy. The San Pablo-HongKong connection provides video conferencing through which family members communicate with each other and thus get closer together.

10.9.8. What are the features of Koop BaliKaBayani? It has *Pook Tulungan* as an organizing strategy. It is a savings and credit cooperative for OFWs abroad and families left behind in the Philippines. It is a housing cooperative for members as well as a consumers' cooperative for the families of the OFWs in their communities. It also provides business development services for members.

10.10. Ms. Narito began her presentation with the story of Marybeth, a sari-sari storeowner at the Rosario Public Market. After getting married, Marybeth resigned from her job to start a small sari-sari store at the Rosario Public Market. It sells the usual items found in any sari-sari store but the grilled pork and chicken that she cooks and sells are the best sellers. Marybeth borrowed P10, 000 to go into business. Although she invested the larger part of the money into the store, she used the rest for the construction of their house. Marybeth runs the store but has to consult her husband if there are major decisions that need to be made, such as taking out a loan.

Ever since going into business, life has changed for Marybeth. She wakes up at 4:00 in the morning, prepares breakfast for her family, and feeds and bathes her children. By 6:30, she leaves the children to the care of her mother and off she goes to the market. She has to rush out because she still has to clean the meat and cook it in time to sell during lunch hour.

In the evening, after putting the children to bed, Marybeth attends to the laundry. At 11:00 she finally gets to rest. But she's pregnant now, and her condition often keeps her awake, so she spends the rest of her sleepless night doing other household chores or attending to store-related matters.

10.10.1. The story of Marybeth is a snapshot of the poverty situation in our country from the women's perspective. The pervasiveness of poverty is one of the major socio-economic problems that beset the Philippine economy. Given the situation of extreme poverty, the most vulnerable

groups are women and children. Women are expected to take care of the family despite of, and most especially, in the face of, insurmountable odds. It is the woman's responsibility to carry the burden of poverty on her back and lift her family from destitution through her labor and her body.

10.10.2. Women are most affected by poverty precisely because of the roles ascribed to them by society. As the socially constructed lynchpin of the family, a poor woman will seek to earn to ensure her family's survival. At the same time, she will bear the responsibility for cooking, feeding and nurturing her children, her husband and, in many situations, other relatives as well.

10.10.3. As a result, poor Filipino women strive much harder to find the means to take care of their families. The imperative now is to enhance the advocacy for gender-responsive strategies that aims to advance women's welfare and economic empowerment. The need for advocacy on gender-responsive economic strategies is further supported by the findings of an action research in CALABARZON in 1998 with the goal to determine threats and opportunities for women

10.10.4. The 1998 study indicates that, with the implementation of Project CALABARZON, there was a sharp decline in the share of formal waged and salaried jobs and a shift to own-account work, such as micro and small entrepreneurship. Among them, ambulant vendors and variety store owners had been noted. However, there was no evidence of legislation and city ordinances to protect the stake of the informal sector and safeguard their interest both in rural and urban centers in spite of their rapidly increasing number. Moreover, there is no documentation of any sustained attempt towards a viable organization that will protect their rights as workers in the informal sector and as women.

10.10.5. Women workers in the informal sector suffer from:

- lack of social protection due to the absence of clear employer-employee relations--no medical, maternity and other benefits; no retirement pension;
- irregular and unstable employment due to vulnerability against fluctuations in labor demand;
- exposure to occupational and environmental health hazards the intensity of which is hard to quantify due to difficulty or absence of monitoring of working and living conditions;

- vulnerability to exploitation and abuse such as salaries below the minimum wage, non-payment of work done for runaway orders, etcetera;
- lack of access to and control of credit;
- lack of access to and control of technology (production, design, equipment, etc.);
- lack of access to markets, protection against risks, and capability to maximize opportunities;
- vulnerability to demand fluctuations in the domestic and world markets;

10.10.6. The research also highlights the pressure on women to enter and participate in the labor force due to pressing economic concerns. In the urban sector, women are emerging to be the primary breadwinners. However, in the rural sector, women's productive work remains predominantly invisible and unpaid. Still, there is now a growing preference for women in jobs such as electronics and welding skills that used to be the exclusive domain of men. For example, with the CALABARZON Master Plan to develop industrial estates in the four provinces of Batangas, Laguna, Cavite, and Quezon women are thought of to be likely to be absorbed in the labor force. Yet the study shows that women continue to lose their jobs because of cutbacks in production, the widespread lay-off of workers and shutdowns.

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10.10.7. Across the CALABARZON, the economic trend has been one of growing dependence on external capital and momentum. The entry of external capital has transformed the agricultural nature of the region from agricultural land into real estate that is developed into commercial, recreational and industrial centers. The impact of this shift not only affects employment patterns but threatens the food security of the region. Thus, women's increased workload through wage earning does not guarantee that the family food supply becomes secure and available for increasing family needs.

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10.10.8. To make conditions even worse, cutback on social, quality health and education services as well as affordable credit from government make these become even more inaccessible to women. As a response to this challenge, of such inadequate support system for the vulnerable sectors especially among poor and low-income women earners, WISEACT was formed during the latter part of the 90's.

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10.10.9. Responding to the above needs and in line with the goal of gender equality and equity WISEACT has developed the twin strategy that aims to:

- empower disadvantaged women in target communities; and,
- promote gender responsiveness among service providers (e.g. micro-finance institutions, NGOs, LGUs).

10.10.10. WISEACT does social preparation through environmental scanning, organizing, and capability building. It selects members of enterprise groups, identifies and assesses feasible projects, determines the form of the organization and prepares organizational prerequisites. It evaluates, monitors, documents and measures outcomes/results/ impacts.

10.10.11. What are some lessons on women's empowerment and building the local economy?

10.10.11.1. **Investing in Women** is crucial to attaining the goals of empowerment. (U.N. Food and Agriculture Organization [FAO] for the World Food Summit [WFS] launched in 1996 the campaign **investing in women** to underscore the important role of women in ensuring food security at all levels.)

Despite their vital contribution to development and particularly in food security, women are often denied land rights and access to education, credit, technology, extension and training as well as other essential resources and services. Evidence shows that investment in the education and skills or building the capabilities of girls and women in developing countries have shown high returns. These returns are in the form of higher productivity, reduced fertility, reduced child morbidity, and increased environmental protection. Women require extension support that addresses their specific needs and timetables. They need better access to good agricultural land. They need technology that is suited to their needs and helps reduce domestic drudgery. Other important measures that must be taken include equal opportunity for employment and competitive wages. Access to and knowledge of credit and legal systems can help empower women, and their participation in decision making is essential if they are to make an ever more effective contribution to food security (*Food For All World Food Summit, 13-17 November 1996*). Women's economic empowerment takes place hand in hand with their political empowerment as they exercise more and more decision-making at ever-higher levels, starting with the

household, the workplace and community, and onward to institutions in local and even national governance.

10.10.11.2 **The increasingly vital role of women in the informal sector** needs to be further recognized and supported. Together with women in the agricultural sector, this sector plays a lead role in the development of the local economy.

10.10.11.3. **Food security and sovereignty.** Without food, there is no life and sustenance. Since women are the primary food providers in the family, and are food producers as well, it is important that they have the resources to obtain sufficient food required for optimum health and well being. As part of the agricultural work force, which fills the food bowl, rural women, along with men, should be able to exercise sovereignty over the land and other resources which make food production possible.

10.10.11.4. More money should be released not only for access to grains that are dominated by men but also for vegetable raising, small livestock production, food processing, distribution and women-managed storage facilities.

10.10.11.5 **Land and other assets/property.** Property rights are essential to women to advance economically because it means that they have access to and control over the means of producing and maintaining wealth.

10.10.11.6. **Breakthrough credit, and others.** Women venturing into self-employment and entrepreneurship need enough financial resources in combination with other inputs such as technical and marketing assistance in order to sustain their initiatives beyond income-generation and livelihood towards a level of sufficiency that will enable them to break out of the poverty cycle.

10.10.11.7. As globalization continues to wreak havoc on our national economy; our micro-entrepreneurs continue to operate even if Filipinos with very small capital have no other choice but to go into small and medium enterprises (SMEs). But they need a break, more incentives, and breathing space, especially from unfair global competition. After all the SMEs, including micro-enterprises, generate the biggest labor force of the land. The DTI confirms that 99.9% of registered firms are SMEs with 90.9% of total labor in micro-enterprises whose asset size limit is P1.5 million.

10.10.11.8. **Financial institutions** with a social mission are financial vanguards in the development of the local economy

One source states that "we need to invest in the eradication of poverty, without necessarily converting our banks into charitable institutions. All we need to do is sharpen our micro-finance technologies towards the transformation of thousands of enterprising poor to become full-time, progressive, community-based entrepreneurs."

- 10.10.11.9. **The local government units (LGUs) and government agencies (GAs)** The local government plays a vital role in the economic empowerment of women by creating a favorable climate for business to thrive. Local governments must faithfully develop a community that is orderly and peaceful, pro-people, pro-local entrepreneur, pro-environment and gender responsive.
- 10.10.11.10. There are problems in health, education, and infrastructure services. In terms of health services, when an entrepreneur is hit by illness or disease, she does not get free medical attention without a health insurance or subsidized service from government. Even if consultation fees may be waived at the barangay clinic, medication will always be charged to the patient. This happens even for symptomatic illnesses like fever, coughs or colds. Expenses for health can be astronomical for a poor entrepreneur, especially now that public hospitals are being privatized and less attention is given to primary health care and preventive medicine. Skyrocketing hospitalization costs usually drain the capital of the SMEs. When it comes to education, it must be more affordable.
- 10.10.11.11. In terms of infrastructure, agriculture can be revolutionized and modernized. There can be no profitability in agriculture without infrastructure. Crops will go to waste if these are not transported or warehoused properly. Farm to market roads, irrigation systems, cold storage, grain silos, and transport equipment for efficient distribution by the producers will ensure income.
- 10.10.11.12. There is also the peace and order problem. The presence of crime syndicates preying on our hapless micro-entrepreneurs could drive them out of business. As they become victims of extortion, theft, pilferage, gambling or drugs in their communities, their businesses could ultimately suffer.
- 10.10.11.13. Business needs a sound and stable environment. They should be provided with a lot of incentives to survive and prosper and not to be killed by more taxes. They should have the basic services such as electric power, water, roads, and communication facilities.

10.10.11.14. **Civil Society**

For more than three decades of dynamic existence, civil society has proven its worth as a potent force in influencing the view of society as well as public policy. Many gains in women's status, women's rights, gender equality, women's empowerment, and mainstreaming GAD are a result of the initiatives of civil society and the women's movement.

10.10.11.15. They can also prepare the ground for economic activities in the local areas to emerge and flourish and to ensure that the development is gender responsive and within the framework of sustainable development, through dialogue with government or any of the pillars of the local economy. They can complement and supplement the efforts of government in the delivery of social services through capability building, consciousness raising and organizing women. They must direct their militancy in a dialogue with their respective local governments for the effective delivery of social services.

10.11. During the open forum that followed, Councilor Andrea Lizarro of Bacolod City commented that they have an ordinance that three percent of the 20% of the Cooperative Fund could be availed of by cooperatives, NGO and people's organizations. However, they found out that they could not do so due to a COA restriction. COA requires that before helping an organization, it must have a three-year track record. For them, this is a problem, the councilor lamented. Narito agreed that this is also a problem for women's organizations in Luzon. Only big organizations with long track records are the ones who can avail while the small ones and those that are starting cannot. The Sectoral Council is lobbying to change this policy.

10.11.1. Councilor Tess Cabal from Tarlac shared that, on their part, they never had any problem with the COA. Their P5 million budget for this year was released without any problem. The same kind of experience occurred with the release of their P3 million budget for last year.

10.11.2. Jimbeth, a participant from Montalban, Rizal, asked if it is possible to allocate fund for the livelihood project. Ms. Palma answered that fund allocation of the GAD budget is discussed in the mainstreaming allocation on what is and what is not permitted from the GAD budget. In the case of the livelihood program, there is a gender-added value to permit it. Macel of NCRFW added that in the case of livelihood programs, the gender dimension is important, since the project should empower women and change their lives.

10.11.3. Councilor Aileen Quien from Rodriguez shared that there is an organization that presented a proposal on micro financing. It charges a five percent monthly interest rate plus an additional one percent, which translates to 36% interest rate for six months. She does not agree with this scheme since the rate is high. She asked if there is anything that could be done about this? Ms. Zone replied that the interest rate is really an issue in micro financing. There seems to be a waning on the vision of helping people. Some institutions have interest rate of ten percent for six months, which is still viable. Others, on the other hand, go higher. The question is: if there are those who can do the 10%, why cannot others do the same? It is important that the financial institution has also a social mission. Ms. Palma added that it is sad that there are only one or two women's banks. And that banks are profit oriented.

10.11.4. Vangie Pascual from Ilocos Norte commented that she is interested in how the BaliKaBayani did it so that they could replicate it in their area that have OFWs from Hongkong. Ms. Anoñuevo replied that there is no assurance in business since it involves risks. It is important that the LGU, NGO and OFWs help each other on this. One may not be 100% successful; however, the risks could also be learning lessons.

10.11.5. Aileen Quien asked that if they would like to have the One Stop Center in their area, what would it cost the government and what can they do? Ms. Anoñuevo replied that they could call for a forum in their province that has a high number of OFWs. There can be cost sharing like; for instance, the LGU could provide the building.

10.11.6. After the open forum, Ms. Palma gave a summary of the session. Women's role in the economy is widespread and far-reaching in terms of being victims/bearers of poverty, survivors/contributors to family and national income plus other roles, some of which are new. The two cases showed that insights in implementing poverty reduction and financial or enterprise development program for women include linking of programs (banks with LGU, NGOs, client groups) and a wholistic approach (e.g., addressing the advocacy skills, financial management, etc.). There is client participation and the level of empowerment does not stop at the first level, which is the welfare level and which includes assisting the family and their income generation. The second level is access that include access to funds, skills and credit. The third level is conscientization; this includes gender mainstreaming and women's rights through GST. The fourth level is representation, i.e., in the local council. The fifth and last level is control of resources that include land as well as cooperatives and their upscaling.

10.11. Ms Susan Pineda, facilitator for Session C, said that it is intended to be a sharing of practices by the resource person and the participants as well on their

reproductive health (RH)- related efforts for possible emulation. One way is by correcting two misconceptions about it: RH is not just about health because it covers a wide range of issues and it is not only about women but also about men and their responsibilities.

- women empowerment, i.e., greater understanding from husbands
- alleviation of poor socio-economic condition (based on the comparative results of the Minimum Basic Needs Survey)

10.12. For Session C, Mayor Gregorio Facula of the municipality of Braulio E. Dujali in Davao del Norte presented the establishment of a Male Health Clinic in the province. Following is his presentation of the Male Reproductive Health Program in Davao del Norte.

10.12.1. By way of introduction, Mayor Facula stressed that to strengthen the program there is a need to *refocus* the implementation of Reproductive Health. Men, he said, are an important audience for Reproductive Health initiatives.

10.12.2. In Davao del Norte and many other parts of the country,

- there is an absence of Health Programs on Men;
- lack of medical services; and
- insufficient information regarding their rights as RH clients.

10.12.3. The Provincial Health Office (PHO) has initiated the creation of a Male RH Clinic in every Rural Health Unit (RHU), City Health Office (CHO) and District Hospital. The operation of these clinics is mandated under **Provincial Ordinance No. 2000-03**: an ordinance creating a Male Reproductive Health Clinic in all Rural Health Clinics in all Rural Health Centers in the Province of Davao del Norte.

10.12.4. "Male RH Coordinators were identified in all government facilities and underwent rigorous seminars/training and workshops," said the Mayor.

10.12.4.1. The program objectives are:

- to provide adequate information on Men's Health;
- to improve men's support for women's use of contraception;

- to provide medical services among men especially male adolescents;
- to improve spousal communication thus preventing transmission of STD/AIDS;
- to increase the number of men by 80% who will avail/encourage the utilization of health services to promote Reproductive Health and prevent RH problems.

10.12.4.2. Among the program's male RH services are:

- Family Planning information and services;
- Diagnosis and treatment of STDs and other RTIs;
- Medical services;
- Management/Referral of Urological problems, Prostatic and Testicular Cancers;
- Counseling on sexuality, Family Planning, sexual dysfunctions, sexual needs with partner, andropause, STDs and cancers.

10.12.4.3. Program strategies include:

- Capability building of Male RH coordinators/counselors;
- Advocacy campaign to target all LGU officials, opinion makers and religious sectors;
- Production and allocation of IEC Materials;
- Conduct of orientations, seminars, symposia, assemblies, fora;
- Screening of prostatic and testicular cancer;
- Referral or urological problems, prostatic and testicular cancer;
- Quarterly consultative meeting with Male RH coordinators/counselors;

- Monitoring and evaluation on the implementation of the program.

10.12.5. In terms of accomplishments, the program has been cited as **the only functional** Male RH Program in the Philippines and, as a result, has been adopted as a **model** for implementation by the DOH and the UNICEF Workshop for Male RH.

10.12.6. Mayor Facula continued and focused his presentation on the implementation of the program in his town. The municipality of Dujali, Mayor Facula pointed out, is a fifth class municipality of Davao del Norte and it was only created in 1998. It has only five barangays, covering a total land area of 9,100 hectares or one percent of the province's total geographical area.

10.12.6.1 Dujali has a shared vision of becoming a developed agricultural town with an empowered people enjoying a better quality of life in a peaceful and sound environment driven by development-oriented leaders. Its battle cry is to strengthen the family in order to strengthen the municipality. One of its policy directions is on health, nutrition and education.

10.12.6.2. The beginning of the program was in 1999 when problems of the high incidence of juvenile offenses, poverty and domestic violence were identified through a consultation with NGOs. On analysis, it was shown that they have been caused by poor home management, specifically on family planning and responsible parenthood. In the same year, an Executive Order was issued mandating the male family planning advocates to plan, intensify IEC and oversee the family planning and GAD program.

10.12.6.3. Mayor Facula emphasized that the municipality had several GAD-related programs (Phases I to IV) which include the conduct of GSTs, marriage enrichment/renewal of marriage vows, the establishment of a male health clinic, livelihood, youth awareness and family encounter seminars down to the purok level, and the institutionalization of Dayong and CBMIS. Thus, the program being shared (in the Summit) is but a part of a bigger program on GAD.

10.12.6.4. Among other interventions, the clinic which was established in mid-2000, provides services to young men, and men 40 and above and on their prostatic conditions, lectures/counseling on STD and AIDS, sexuality, abortion prevention and others. It is being managed by the municipal health office.

10.12.6.5. Monitoring the program was relatively easy as there are only five municipalities. Some of the impacts of the program are the following:

- reduced cases of youth offenders
- no reported case of domestic violence
- increased contraceptive use prevalence rate
- increased MAWRA-PAB
- reduced MOSE
- women empowerment, i.e., greater understanding from husbands
- alleviation of poor socio-economic condition (based on the comparative results of the Minimum Basic Needs Survey)

10.12.6.6. Plan for the program's sustainability includes the following: integration in the executive and legislative agenda to ensure budget allocation, convergence of resources, sustained and active involvement of the religious sector—a main feature of the program—and ensuring commitment from the legislative and executive bodies.

10.13. During the Open Forum Councilor Borja of Region VIII pointed out that the speaker must recognize the importance of a partnership with the legislative body, as there should be a harmonious relationship between the legislative and the executive bodies. This is in reaction to the speaker's remarks on the involvement of women in the women's councils/committees vis-à-vis program implementation.

10.13.1. The woman councilor shared her previous involvement in the government's health-related programs, such as the *Sentrong Sigla*, by organizing classes for mothers. As such, she thinks that while the government has the same program on health, the strategies differ. One of the differences could be in terms of the attitude. She thinks that the state of being in a fifth class municipality is a driving force to perform well. She congratulated the speaker for having collaborated well with the religious groups because, based on her experience, religious groups strongly oppose population programs without offering an alternative to solve the population problem.

- 10.13.2. In response, Mayor Facula agreed on the importance of a partnership between the legislative and the executive bodies, especially for purposes of transparency.
- 10.13.3. Councilor Palmaria of Montevista in the Compostela Valley inquired about the sources of budget / funds for the program and the Mayor's stand on the five percent GAD budget.
- 10.13.4. The Mayor answered that beside the municipality's budget, the province, the congress representative of Davao del Norte, the Mindanao Women's Commission and CIDA also assisted the municipality in its funding and other resources. On the five percent budget, the mayor is against disaggregating it from the total budget. He thinks that if a program or its component is gender-responsive, then the corresponding budget is a GAD budget. Because if GAD is integrated in various programs, then the GAD budget could even exceed the amount corresponding to five percent of the total budget.
- 10.13.5. Ms. Rikken asked Mayor Facula if the religious groups who participated in the program are being monitored and if their messages are being checked. She also asked if the family is being defined in the program in a way that the definition conjures the traditional set-up which could be oppressive to children. She also wanted to know about the values being promoted in the family, the speaker having mentioned the "Couples for Christ" which follows the framework of "headship" rather than "partnership. She also inquired about programs on health clinics for women because perhaps, women might also need information about their bodies such as yeast infection.
- 10.13.6. For the religious sectors, the Mayor said, the municipality has organized an inter-faith group that serves as resource pool for the program's advocacy/training component. He added that the municipality already implemented before a maternal and child health program in all barangays as part of the *Sentrong Sigla* program of the government. But the added value of establishing a male health clinic is that, now, men are accompanying their wives for their pre- and post-natal check-ups and some of them are also the ones who bring their children in clinics for health check-ups.
- 10.13.7. An unidentified participant commented that the program is worth replicating and invited the Mayor to share his program in their province.
- 10.13.8. Ms. Rikken congratulated Mayor Facula for his community-based program on health. She also shared that with more than 80% of the DOH budget going to maintenance of hospitals, community-based programs should be promoted. She briefly talked about a government program

wherein grassroots women are taught on curative skills to be able to attend to the low-risk health problems in the communities as well as in making the "hilot" more dependable and competent.

11. Review and Approval of the Manila Declaration on Gender Responsive Politics and Governance

- 11.1. With a draft (See Annex D) earlier prepared by the Technical Working Group (TWG), summit participants came together at the end of the second day to finalize the **Manila Declaration on Gender-responsive Local Governance**.
- 11.2. Bacolod City Councilor Celia Flor presented the draft of the Manila Declaration to the body. She introduced it to be a document that articulates the body's commitments for Gender and Development (GAD) mainstreaming in governance.
- 11.3. Cavite Councilor Corazon "Baby" del Mundo of Imus presided over the discussions on the amendments to said draft.
- 11.4. NCRFW Executive Director Emmeline Verzosa, Baguio City Vice-Mayor Betty Lou Tabanda, Board Member Mariant Villegas, Councilor Isabelle Climaco, Remedios Rikken and Dr. Proserpina Tapales were on hand to clarify issues on questions during the discussion. The participants went through the draft document paragraph by paragraph and went through a process similar to the legislative procedure.
- 11.5. Among the major points that were tackled during the discussion were the following:
 1. Inclusion of the statement "Recognizing the socio-economic, political and cultural structures that serve as barriers to or that hinder women's empowerment and in transformation of politics and leadership" in the prefatory statement.
 2. Clarification on the issue of appropriating the budget for GAD PPAs. It was stressed that this was a function of the local legislative council (Sanggunian). National agencies provide the directives and guidelines. LGUs implement them. But since not all LGUs implement it, it is very important to expressly put it down on paper for everyone to undertake it.
 3. Emphasizing that the body enjoins LGUs to establish their respective GAD machineries. These may take the form of committees or councils. Each LGU is given the leeway to create the appropriate structure for their

locality. They may be composed of government departments by themselves, or in partnership with non-governmental organizations (NGOs). Some LGUs call them local councils of women.

4. Adding "analysis" and "dissemination of the processed data" to the process of sex-disaggregation of data, so that data do not remain or are confined to the offices/departments concerned.
 5. Advocating for amending the Local Government Code that will ensure the incorporation of GAD mainstreaming in LGUs.
 6. Advocating for the immediate passage of an enabling law for local sectoral representatives.
 7. Ensuring that the GAD agenda is incorporated in all ULAP bodies.
 8. Advocating to strengthen the NCRFW, it being the government agency for promoting GAD, to function as oversight body for LGU implementation of the Philippine Plan for Gender and Development (PPGD) through legislation.
- 11.6. With the approval of the draft of the Manila Declaration, the body moved on to the session referred to as "Planning Our Next Steps." Director Verzosa requested the representatives of the leagues and other groups who have been involved in activities preparatory to the Summit to articulate the next steps.
- 11.7. Board Member Mariant Villegas of the 4L urged the body to visualize the appointment of more women officers in leagues such as the ULAP. Councilor Corazon del Mundo of the PCL committed to disseminate information on the Manila Declaration in the next three years and to fulfill the commitments outlined in said Declaration.
- 11.8. The LMMAP represented by its Deputy Secretary General, Mayor Lillian Lozada of Cagwait, Surigao del Sur, expressed its full support for the Manila Declaration and announced that in their recently held assembly, gender mainstreaming was identified as an agenda of the LMMAP.
- 11.9. Councilor Isabelle Climaco of the National Movement of Young Legislators (NMYL) hoped that the Manila Declaration shall be realized. She pointed out the challenge of gender mainstreaming at the local level, noting that GAD has different degrees of applicability for various LGUs.
- 11.10. Vice Mayor Betty Lou Tabanda said that implementing the Manila Declaration is not an easy task. However, the Summit participants owe it to themselves and to the Filipino women to pursue its implementation in as far as resources and talents would allow. She likewise emphasized the unique and

important role that vice-mayors play in local governance. As the ones who preside the session on LGU budget approval, vice-mayors could ensure gender mainstreaming by inquiring on the integration of GAD in the budgets of each departments or agencies within the LGU.

- 11.11. Dr. Proserpina Tapales of the National Center for Public Administration and Governance (NCPAG) promised to continue doing research and producing publications that support GAD advocacy; disseminating information helpful to local government officials via the web; and conducting trainings and seminars so as to share the findings of research and forums like the Summit.
- 11.12. Ms. Remmy Rikken of CAPWIP/WPI announced the conduct of the Workshop on Resource Mobilization for LGUs on 4-5 July 2003, which is being organized by CAPWIP/WPI as an offshoot of the research commissioned by NEDA on accessing development funds.
- 11.13. The Women in Nation Building (WIN), represented by City Councilor Nenita Lacaya of Dipolog said WIN will continue its GAD advocacy and likewise promised to advocate for the implementation of the Manila Declaration.
- 11.14. Finally, the NCRFW shared some of its efforts as well as major commitments on mainstreaming gender at the local level. To wit:
 - a. build the capacities of DILG on GAD planning and budgeting so they could provide technical assistance to LGUs on said concern. A trainers training would be held on May 19-24, 2003 in Cebu City with DILG's regional GAD coordinators and select development officers nationwide as participants;
 - b. revise the memorandum circular on GAD planning and budgeting jointly issued by the NCRFW with DBM and DILG as part of the attempt to come up with clearer guidelines for LGUs;
 - c. reinstate the five percent indicative figure in the local budget memorandum;
 - d. strengthen the GAD Resource Centers in regions I, VI, VIII, X and XI and the GAD Resource Network which are mechanisms for providing technical assistance to government agencies and LGUs;
 - e. advocate for the passage of laws addressing specific gender issues such as the anti-Abuse of Women in Intimate Relations (AWIR) bill and ordinances.

Day 3, 15 May 2003, Thursday

12. The Closing Ceremonies

- 12.1. The arrival of President Gloria Macapagal-Arroyo in the Manila Pavilion Hotel at 11:02 a.m. marked the closing activity on the third day of the Summit. Mayor Marides Fernando, who served as Leader of Ceremony, acknowledged the presence of Her Excellency. Mayor Fernando then called on Ms. Agnes V.S.T. Devanadera, DILG Undersecretary, to deliver the Welcome Remarks.
- 12.2. USEC Devanadera greeted and welcomed the guests and participants. She lauded the Summit by considering it a landmark in Philippine history for two reasons: being the first Summit, and having a woman president at the time it was being held. She then elaborated that leadership lies in and among women. As leaders, women have reigned in having dual roles—in communities as well as in the families. She added that such was the challenge faced by women leaders of today.
- 12.3. Mayor Fernando continued with the ceremony by calling to the stage the President of LMMAP and the three women leaders representing the 4Ls, League of Cities of the Philippines (LCP), and the PCL.
- 12.4. Mayor Elizabeth T. Delgado of LMMAP presented the *Resolution Adopting a Gender-responsive Municipal Governance Agenda for Poverty-reduction and Sustainable Development* to President Arroyo and it was received graciously by Her Excellency. The resolution would make the women LCEs all over the country active catalysts for the KALAHI program and gender champions in strengthening Focal Points as mechanisms of their respective LGUs in implementing gender mainstreaming in their over-all operations.
- 12.5. Mayor Fernando, before proceeding to the highlight of the day's event, read the content of the Manila Declaration and called on Board Member Mariant Villegas, Mayors Marybeth Delgado and Mary Jane Ortega, and Councilor Corazon del Mundo to assist in the presentation of the Declaration to President Arroyo.
- 12.6. The time came for the international development partners to express their support. Mr. Terence D. Jones, resident representative of UNDP, for and in the

behalf of CIDA, UNDP, the International Labour Organization (ILO), UN-HABITAT Regional Office, the UN International Children's Fund (UNICEF), UNESCAP, and UN Funds for Women (UNIFEM), read the statement of support for the National Summit of Women Local Chief Executives and Legislators in the country. It focused on advancing the goals of gender responsive governance. These partners recognized the summit as the venue for consolidating the vision and strategies that would help local government units achieve the goals of gender-equality as follows:

- good governance and sustainable development
- capacity for good governance as an important vehicle to end poverty
- guarantee of all human rights for everybody as the ultimate goal of development
- recognition that women's rights are human rights
- full participation of women in local government as a requirement to achieve women's political development and democratic governance

12.7. It was then time for the Philippine President to give her keynote speech. NCRFW Chairperson Aurora Javate-De Dios introduced President Gloria Macapagal-Arroyo.

12.8. President Arroyo delivered her message. This was the highlight of the closing ceremonies of the Summit. She acknowledged the presence of women leaders who joined her onstage, congratulated the participants for the timely completion of the Manila Declaration and expressed her oneness with them for a humane, just, peaceful and democratic society. Much as she would like to sign the anti-trafficking bill into a law the very day of the Summit, she had been prevailed upon by other women's groups to mark it for another day where, inclusively, all women could take part.

12.8.1. The President expounded on how gender bias remains in the two more pressing issues confronting the Philippines today. There is gender bias in terrorism and SARS. These two crisis situations are in the mainstream of women's daily struggle—cleaning and maintaining a healthy and peaceful environment. But it should not be the case, she continued; of putting the responsibility solely on women as the crises need to be transcended by both women and men.

"Both women and men should be crises managers in confronting social and security concerns and issues. That all Filipinos must be responsible by being vigilant in serving

themselves and their loved ones by not allowing humanity to be cowed by terroristic acts and SARS. She stressed the need to intensify intelligence at home."

12.8.2. She mentioned that the campaign against terroristic acts is a challenge to all executives, and at this summit she was addressing in particular the women leaders. She also cited the exemplary Local Chief Executives who were not around in the summit—Kalinga Biayat and Daisy Fuentes—who are in the forefront showing their leadership. The gender factor attributed to them as women leaders show that they are better Local Chief Executives to be at par or equal with their male counterparts. She pointed out further the need for clean and precise objectives and strategies to be used by all women and men to ensure that civilian communities are out of the arm shelves. She took notice with pride how the Filipino people have been controlling their territories/communities as they await the World Health Organization's declaration of the Philippines as a SARS-free country.

12.8.3. In closing, the President extolled the women leaders to go beyond their traits as women in their roles as local officials and crises managers in leading the coordination of actions from the national government and leaders down to the grassroots. In addition, she enjoined the Summit participants to continue in bonding together in their efforts as women executives and legislators that make a strong nation.

12.9. After the speech, Mayor Fernando announced the conclusion of the Summit at exactly 11:29 a.m.

Annexes

Annex "A" - List of Participants

Annex "B" - Full text of Keynote Speech of Secretary Jose D. Lina, Jr., DILG

Annex "C" - Full text of Senator Loren Legarda's Speech

Annex "D" - Draft Resolution

ANNEX "A"
LIST OF PARTICIPANTS

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258.	Gabriel, Rodolfo	UP CWS
259.	Gonzales, Ardis	UP CWS
260.	Magsanoc, Margaret	UP CWS
261.	Manansala, Marciana	UP CWS

262.	Micabalo, Julieta	UP CWS
263.	Pratts, Cynthia	UP CWS
264.	Ricafort, Dzun	UP CWS
265.	Saulo, Teena	UP CWS
266.	Sioson, Neilda	UP CWS
267.	Vargas, Aaron	UP CWS
268.	Vargas, Miriam	UP CWS
269.	Castro, Honey	NCRFW
270.	Dichoso, Agnes	NCRFW
271.	Jordan, Lea	NCRFW
272.	San Juan, Aurora	NCRFW
273.	Villavicencio, Dez	NCRFW
274.	Capistrano, Rosana	DILG
275.	Clavel, Virgie	DILG
276.	Estrada, Felisa	DILG
277.	Nepomuceno, Cynthia	DILG
278.	Agbayani, Charity	DILG
279.	Vega, Exaltacion	DILG

ANNEX "B"
Full text of Keynote address

Re-affirming A Commitment to Women Empowerment*

SECRETARY JOSE D LINA, JR.

Department of the Interior and Local Government

The National Summit of Women Local Chief Executives and Legislators is an opportunity for women leaders in local governance to share their experiences and ideas on how to address Gender and Development (GAD) concerns at the grassroots level. The Department of the Interior and Local Government, a GAD champion itself, also takes this summit as an opportunity to re-affirm its commitment to help achieve gender equality and women empowerment as development objectives of Local Government Units.

In view of the immense significance of the summit, I would like to congratulate its convenor, the National Commission on the Role of Filipino Women (NCRFW), as well as its collaborators, namely: the United Nations Development Programme (UNDP), Canadian International Development Agency (CIDA), Lady Local Legislators League (4L), Lady Municipal Mayor Association of the Philippines (LMMAP) and the Department I am representing, the Department of the Interior and Local Government (DILG). Promoting the role of women in nation building as stated in the 1987 Constitution and the Women in Development and Nation Building Act (RA 7192), you who come from these supportive agencies show that local governance, if fully committed to human development, must satisfy gender and rights-based concerns in order to achieve holistic development of local communities.

The national government's resolve to respond to the issue of women inequality has cascaded to the Local Government Units. Programs and projects are now included in the planning and budgeting processes at the national and local levels as a result of the partnership forged among the national government, local governments and non-government organization (NGOs)/public organizations (POs) in the promotion of gender equality and women empowerment. However, there is still a need to harness political will in an effort to promote women interest in poverty reduction, in the dismantling of violence against women, in the stoppage of women trafficking and in participative community development.

* Keynote Speech delivered at the National Summit of Women Local Chief Executives and Legislators, May 13, 2003

Our position at the DILG is for all LGUs nationwide to act as champions of gender equality which is a prerequisite for meaningful women's participation in nation building. As such, the Department has undertaken the following:

- Issued Memorandum Circular No. 98-148 dated August 7, 1998 on the Mobilization of Local Government Resources to Mainstream and Mobilize Gender and Development in their Local Development Plans. The Memorandum Circular partly states that: LGUs may set aside a minimum of 5% of their total appropriations Act
- Issued Joint Memorandum Circular No. 2001-01 dated December 19, 2001 together with the Department of Budget and Management (DBM) and National Commission on the Role of Filipino Women (NCRFW) on the guidelines for integrating Gender and Development (GAD) in the local planning and budgeting system through the formulation of a GAD Plan. This Memorandum Circular was accompanied by a reference material developed in coordination with NCRFW and IDA-ISP II: *Gander Responsive Local Planning and Budgeting: A Guidebook for Beginners*.
- The DILG has already established 1,805 Women's Desk in LGUs nationwide. Being handled by the PNP, the Women's Desk aims to administer and attend to cases involving crimes against chastity, sexual harassment, abuses committed against women and children and other similar offenses. With the help of the information supplied by the Desks, such cases have been monitored by the PNP. For this task, the barangays handling domestic violence cases, namely, *The Barangay to the Rescue: Handbook for Handling Cases of Domestic Violence in the Barangay*, which was developed in coordination with NCRFW and CIDA-ISP II.
- The DILG is a member of the inter-agency committee on Women Trafficking. Initial consultations and discussion with concerned parties have been done. One responsibility the DILG will undertake, as a first step to minimize if not totally eradicate women trafficking, is to go after the illegal recruiters. These are the people to be controlled in order to stop women trafficking most especially in far flung barangays where young girls are easily enticed by illegal recruiters' offer of lucrative jobs somewhere else.
- The DILG developed in coordination with NCRFW and CIDA-ISP II a reference material on *Integration GAD in Local legislation and Policy formulation*. This may be used in legislating policy on GAD issues.
- There are 26 LGUs with a GAD Code. We are still advocating passage of a GAD Code in all LGUs, which ensure the inclusion of women concerns in their programs and projects.

ANNEX "C"

Full text of Senator Loren Legarda's speech

Advancing the Goals of Gender Equality and Sustainable Development

SENATOR LOREN LEGARDA

I am tasked today to speak about the role of women in sustainable development. We often see ourselves in the forefront of gender issues, which we have tried to address with as much fervor as we have in our campaign for the environment. We have thus far authored 22 bills and 8 resolutions. Just last Monday; we have ratified the bicameral conference committee report on the disagreeing provisions on the Anti-Trafficking Act of 2003.

Given the importance of my topic, allow me first to speak separately about sustainable development and women.

SUSTAINABLE DEVELOPMENT

A common view of sustainable development is that the three domains of nature, economy and society including culture must all develop but not at the expense of each other by balancing economic and social progress with the concern for the environment and the careful stewardship of natural resources.

In 1987, the World Commission on Environment and Development¹ defined sustainable development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs." The definition contains two concepts: the concept of need, in particular, the essential needs of the world's poor, to which overriding priority should be given; and the idea of limitations, which is imposed by the state of technology and social organizations on the environment's ability to meet present and future needs."

In 1992, the Earth Summit, also known as the United Nations Conference on Environment and Development (UNCED) which gathered 117 heads of states and representatives of 178 nations, took place in Rio de Janeiro to reconcile worldwide economic development while protecting the environment. During the said summit, Agenda 21 was adopted, a comprehensive program of action to be implemented – from now into the 21st century- by governments, development agencies, United Nations

¹ Also known as the Brundtland Commission named after Norwegian Prime Minister Gro Harlem Brundtland, the definition was popularized based on a report entitled "Our Common Future".

organizations and independent sector groups- in global partnership for sustainable development. The Rio Declaration on Environment and Development which was also concluded in the same Summit emphasized among others the eradication of poverty and the protection of the environment as integral components of the process of sustainable development.

In the Philippines, the earliest official policy statement on sustainable development was the Philippine Strategy for Sustainable Development (PSSD), which was adopted in 1989. According to the PSSD, sustainable development stresses the need to view environment protection and economic growth as mutually compatible, implying that growth objectives should be compatible, not only to the needs of society but also to the natural dynamics and carrying capacities of ecosystems.

Seven years later, the Philippines adopted Philippine Agenda 21 in 1996 in line with its international commitment to the Earth Summit in Rio de Janeiro. It identifies the essence of sustainable development as the harmonious integration of a sound and viable economy, responsible governance, social cohesion/harmony and ecological integrity to ensure that development is a life-enhancing process.

Philippine Agenda 21 provides a guiding framework for sustainable development through a vision of society, where there is a better quality of life for all through the development of a just, moral, creative, spiritual, economically vibrant, caring, diverse yet cohesive society, characterized by appropriate productivity, participatory and democratic processes and living in harmony within the limits of the carrying capacity of nature and the integrity of creation.

Gender sensitivity, participatory democracy, ecological soundness and biogeographical equity and community-based resource management are among the principles of sustainable development that Philippine Agenda 21 has long been espousing.

In September 2002, the World Summit on Sustainable Development held in South Africa reaffirmed the commitment made ten (10) years ago. In the Johannesburg Declaration on Sustainable Development, the essential requirements for sustainable development were identified as poverty eradication, changing consumption and production patterns, and protecting and managing the natural resource base for economic and social development. The Summit also identified severe threats to sustainable development related to health, public order, security, and other social and cultural issues.

In sum, the various conventions and initiatives to promote and campaign for sustainable development requires a multi-sector approach of maximizing output with minimizing resource use and pollution.

WOMEN

Women play an important role as agents of change, especially among developing countries like the Philippines. They assume an increasingly important role in the nation's political and economic affairs. In the Philippines, women's role in society has gradually changed from their traditional roles as homemakers and caregivers to decision-makers and policy makers.

Perhaps the most pervasive perspective that has resulted in the marginalization of women is biological determinism. It espouses the belief that because the reproductive system is by nature a characteristic of female sex, women's physical make-up is more delicate. Women are, therefore, viewed as being too weak to take on strenuous activities unlike men who have sturdier physique. From childhood, human beings are socialized into stereotypical roles and personality traits.

Because women possess the sole capacity to bear children, they are considered the natural persons to take on childcare and child-rearing functions. This makes them the logical caregivers of the home, giving birth to the perception that the woman's place is in the home, while men dominate the public arena. This distinction has made an immense impact on the overall development of women and men, where women have benefited less than men.

As the presumed sole caretakers of the home, women tend to take on and given jobs that are largely extensions of the workplace of their domestic roles in the home, and which also accounts for the comparatively low status and compensation that such occupations enjoy.

With women managing the homes, male workers are relieved of domestic tasks to take on income-earning activities. Men are, therefore, better able to fully participate in economic, political and cultural endeavors in which productive value is recognized. Therefore, many men's careers were built on the shoulders of women who have freed them from domestic work and concerns.

Because women's contributions have remained both largely invisible to the public eye as well as merely secondary in perceived functions, women's active participation in public life has not been as extensive as that of men. At the same time, it is this subordination that also accounts for the lack of support systems, social benefits for women, limited access and control that women have over resources and the comparatively minor roles that women play in nation-building.

While Filipino women have achieved great strides in public and private life over the years, they are nevertheless victims of a host of interrelated factors, which produce and reinforce gender inequality in the Philippines:

1. Economic marginalization. The tasks that are related to housework, child rearing and family care are largely taken for granted and perceived as

minor functions that are once in a while given patronizing importance but are generally seen as natural functions that have no direct contribution to societal and economic development. In the rural areas, agricultural and fisheries work are automatically considered to be male occupations even as women perform key activities in these production systems.

2. **Political Subordination.** Whether in the home, the community, the workplace or society at large, women are generally expected to play supportive roles to men and to accept a subordinate status, in all spheres of social life. Such a reality limits women's participation in decision-making and the assumption of leadership positions, retards their full development, and is expressed even in legal and extra-legal determination.
3. **Gender stereotyping.** Women are stereotyped at birth. Societal perceptions and value systems ingrain an image of women as weak, dependent, subordinate, indecisive, emotional and submissive. Women are trapped within these stereotypes, which severely limit their opportunities to development, bare them to innumerable hurdles, and consign them to a fate that robs them of the right to be equal human beings.
4. **Multiple burden.** Women are part of the labor force, not only because women work in agriculture, fisheries, manufacturing service occupations, the informal sector, industry, and the various professions. And yet, for women who work, although they put in essentially the same working hours as men outside the home do, housework and childcare are still primarily a woman's concern. As a result, women carry double burden in terms of long hours of work and a wider breadth of responsibility. This double burden necessarily limits every woman's capacity to develop herself, while affording men the luxury of concentration of their own in the public sphere.
5. **Violence Against Women.** Women are actual and potential victims of specific kinds of violence that are distinctly different because these acts are born out of the status of women in society. There is a cycle of verbal, psychological and physical abuse that all women are exposed to. These verbal abuse, coupled with psychological assaults – violate a woman's dignity. Violence against women is a clear manifestation of gender inequality deeply embedded in society, where men use power to abuse women.
6. **Obstacles to Personhood Development.** Growing up and living in a world which limits a woman's very right to be human, which operates on a double standard that applies to the sexes, which diminishes an individual's dignity, hits at the very core of each woman's personhood. As a result,

women generally possess lower levels of self-esteem and confidence compared to males.

There have been positive results over the years with regard to improving situation of women in the Philippines. More than ever, women have figured prominently in the political affairs of the country and gradually, they have been entering new fields. Deliberate efforts have been taken both by government and NGOs to accelerate women's development. A number of laws and policies have been passed to implement to further recognize women as partners in the nation's progress, foremost of which is Republic Act 7192 or the Women in Development and Nation Building Act. This law mandates the formulation of a Philippine Plan for Gender-Responsive Development 1995-2025.

For my part, my office has collaborated with the Urban Management Programme of UN-Habitat through the Asian Institute of Technology in Bangkok to develop a possible program on capacity building for gender responsive governance. This is envisaged to forge workable and meaningful partnerships between women's civil society organizations and local government units for women welfare at the local level.

ROLE OF WOMEN IN SUSTAINABLE DEVELOPMENT

Having laid out the conditions under which most women live in our society, should women then principally take up the cudgels of caring for the environment and ensuring that resources are harnessed sustainably? In short, do we let women clean up the 'environmental' mess?

Caring for the environment should not add to women's already long list of caring roles. Many sustainable development programs that have purported to link women, gender and the environment, have mobilized women to care for nurseries, clean up clogged canals in cities, reforest steep and marginal hill areas and engage in labor-intensive organic farming without recognizing that these are done without any remuneration and which denies them of equitable control of resources and tenurial arrangements.

In many places, they have become the new unpaid laborers for the environment.

Caring for the environment should be a joint and collaborative undertaking between women and men: where women are able to involve themselves on their own terms and where they clearly benefit from their efforts.

Thus, caring for the environment should not compromise women's empowerment. Caring for the environment should, therefore, also not let men off the hook – as the degradation of natural resources affect everyone: women, men and children.

In this regard, therefore, gender equality and sustainable development should be the key priorities in the human development agenda of government planners, cause-oriented groups and NGOs.

Thank you and good day.

ANNEX "D" **Draft resolution**

Draft Resolution*

We, Local Chief Executives and Legislators, stakeholders and partners in promoting women in politics, governance, and decision-making,

Recognizing the need to empower and transform ourselves to excel in our task in governance and decision-making,

Recognizing the need to increase the number of women in all levels of decision-making,

Acknowledging the diverse voices of women in our communities,

Realizing our vision that together, as partners, we will transform our communities towards a more humane society guided by the principles of participation, consultation, empowerment, equity, accountability, transparency, and a culture of peace,

Advocating for the accelerated implementation of our commitment to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action and other international instruments,

WHEREFORE, we resolve to:

Commit GAD mainstreaming as a policy in our operations, programs projects, and activities,

Advocate to the Department of Budget and Management (DBM) for the restoration of the policy mandating the minimum 5% allocation for GAD projects and activities on the budgets of national and local governments,

Create GAD Focal Points in every LGU,

Enable the participation of women in all local special bodies,

* Prepared during the Preparatory Committee Meeting for the National Summit of Women Local Chief Executives and Legislators, 20-21 February 2003, SEAMEO-INNOTECH, Commonwealth Ave., Diliman, Quezon City.

Enjoin local legislative bodies to enact their respective GAD Codes and for all local chief executives to support and implement them,

Commit to develop and implement local GAD Plans and Budgets with the participation and in consultation with stakeholders and partners in development,
Adopt monitoring and evaluation mechanisms to ensure gender-responsive LGUs in cooperation with institutions conducting similar activities,

Allocate appropriate funds for user-friendly information technology infrastructure, training, and utilization,

Ensure the collection and utilization of sex-disaggregated data in all programs and projects and enjoining the NSO to assist the LGUs in data-collection,

Develop a gender-responsive human resource including work in gender mainstreaming as performance appraisal indicator,

Build our capacities to advocate, mentor, coach and train women leaders on gender-responsive governance and transformative leadership,

Build capacities on negotiation, social marketing and conflict management,

Ensure that gender is a crosscutting issue in all programs, projects and activities,

Establish a women mentoring pool and network,

Share learning experiences on gender-responsive governance and providing mutual support,

Highlight portraits of local women leaders,

Ensure gender-responsiveness as a selection criterion by award-giving bodies.

**NATIONAL SUMMIT OF WOMEN LOCAL CHIEF EXECUTIVES AND LEGISLATORS
13 - 15 MAY 2003, MANILA PAVILION HOTEL**

CONVENOR

National Commission on the Role of Filipino Women

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