

**Building Bridges for Institutional
Collaborations toward Sustainability:
Strengthening the Foundation for Gender Mainstreaming
Beyond the CIDA Project**

Keynote Address

delivered by

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Introduction

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Let me begin this auspicious event by expressing, in behalf of the Board and staff of the NCRFW, our heartfelt appreciation and gratitude for your participation in this Second Partners' Congress sponsored by CIDA and NCRFW. Those of you who were here in last year's congress will recall that it was Chairperson Imelda Nicolas who delivered her valedictory address, citing the milestones so far achieved and, most importantly, laying down the groundwork for the priority challenges for the next administration.

We also wish to acknowledge the support and confidence that we continue to receive from CIDA, who is represented here by Canadian Development Officer, Miriam Schnupt, Nicole Bouchard, and two consultants: Johanna Schalkwyk and Gulser Corat. We reiterate our heartfelt thanks to CIDA for embarking on Institutional Strengthening Project Phase 2, which has provided the means for NCRFW to continue its work on gender mainstreaming to act as a catalyst and resource machinery for the government's mainstreaming efforts.

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My Commitment to Build on Past Achievements

The previous administrations provided us with the PLAN of ACTION, Philippine Development Plan for Women (PDPW), RA 7192 for achieving gender equality and women's development, and the long-term Philippine Plan for Gender-responsive Development (PPGD), with an EO 273 which requires all government agencies to incorporate gender and development (GAD) concerns in their planning, programming and budgeting processes in line with the goals and objectives of the PPGD, 1995 to 2025.

Today, as I stand before you as the newly appointed Chairperson, I would like to assure you of my commitment to build on the gains and achievements of my predecessors. I am committed to expand on the implementation of our agenda for women's advancement, primarily through making government work for gender equality as well as enhancing and expanding our functional linkages with civil society and other organized groups in the private sector for women's empowerment. This will imply the need to strengthen the capacity building of both public and private sector institutions and organizations at the national and local levels. With gender mainstreaming as our strategy for achieving gender equality, women should be given more involvement in decision-making, particularly in shaping development directions and choices and in distributing opportunities, resources and services under the Estrada administration.

I also wish to publicly commend the great work that has been done by the previous administrations on Gender Mainstreaming. Perhaps their work has involved much energy for advocacy and training, to set up institutional mechanisms for gender planning and gender responsive data systems. Hopefully, this three-day partners' congress will enable us to acquire a more wholistic view of the CIDA project that binds us together, and to resolve the specific issues that generate gaps and obstacles which lessen our collective effectivity as the technical resource base of government's efforts for gender mainstreaming.

As we come together in the spirit of sharing, learning and growing with others in this arduous task of mainstreaming gender concerns, let us consider the need to strengthen the institutional capacity building of both public and private sector organizations at the national and local levels who are committed to undertake gender mainstreaming.

The challenge for all—that through our collective sharing, we could begin to identify the critical elements, mechanisms or structures that would ensure sustainability beyond the CIDA project's completion in the year 2001. We cannot easily assume that on account of the experiences of the pilot partner agencies, the CIDA project on gender mainstreaming shall take root and be transmitted and disseminated to all other government agencies.

What a great disservice to the Filipino people, and to our development partners as well, if the work on gender mainstreaming would backslide after project completion in the year 2001. The term of the

present NCRFW Board and Officers will end by the year 2004, co-terminous with the Estrada administration. A more serious issue that needs to be tackled now is: What happens to gender mainstreaming after the CIDA project? Beyond a set of tools, resource kits, and manuals, and very good assessment reports, what mechanisms have been established for sustainability of the GAD vision? Have the project components provided enough GAD mechanisms for sustainability that can achieve the development of capacity building for government agencies?

Observations on the Project Assessment: Unresolved questions that relate to sustainability beyond the CIDA Project

For this reason, I strongly suggest that the workshop discussions or the in-depth interviews among our partner agencies, to be conducted by both CIDA and NCRFW staff, could attend not only to the means for improving the project implementation as defined by the project MOAs. Discussions should already identify the **common GAD components** that would likely contribute towards sustainability beyond the project duration. **What legal framework has been identified that will ensure that gender mainstreaming can be sustained beyond the CIDA project?** Should there be a sequel to RA 7192, a legislation on the gender and development framework for the next millennium based on the organizational experiences resulting from the implementation of CIDA project ISP II?

We need to determine how to sustain the agreed upon mechanisms, structures and processes for gender mainstreaming beyond the personalities now involved in the project, beyond bureaucratic whims or terms of office, and beyond the CIDA project. What happens when the people who have signed these MOAs shall no longer be around? Who will be responsible for continuing with the same degree of commitment and involvement among the pilot agencies? Shall certain processes have been institutionalized such that even without the same people, gender mainstreaming shall have become part and parcel of the internal structures of work and organizational systems?

What are the agreed tools and resource kit that will increasingly facilitate and support the accommodation of **both strategic and practical needs of women's advancement** within the government agencies and government owned or controlled corporations? While motivating the top people to become gender equality advocates, the Commission together with the Partners should aim at long-lasting impact: to transform gender consciousness of all levels of management and the rest of the bureaucracy.

There is need for a groundswell political base clamoring for gender equality as the basis of the development framework of the Estrada administration. This may imply the need for government restructuring of the internal processes and the systems of bureaucratic work, so as to build on **the organizational capacities** responding to gender concerns. **Are the four components of Gender Mainstreaming identified as the necessary mechanisms sufficient to build on these**

organizational capacities? These are: gender responsive planning, advocacy and training, development of a gender responsive statistical system, and setting up of the focal point and systems, and other structures for gender mainstreaming.

To our partners as the implementors of these four components of Gender Mainstreaming, I bring up this matter as a reminder that these GAD components should likewise be reviewed in the light of the organizational experiences on best practices and lessons learned. How useful and effective are these GAD mainstreaming components in setting up and **building lateral linkages** among partners at different levels and from varied sectoral areas? In particular, how do these GAD components relate to the objectives of this Congress intended to consider the tools for mainstreaming and the resource kit and mechanisms for expanding gender mainstreaming among the various key partners and oversight agencies.

So far, in the **performance assessment reports** that have come to my attention, the main report has focused on sharing of tools, best practices, learning and insights about CIDA ISP II partners. **However, discussions on providing concrete recommendations for sustainability beyond the CIDA project as the result of piloting experiences have not yet been part of the agenda setting of the CIDA mission.** This has worried me a lot. Gender mainstreaming also means the cohesion of gender concerns in the development agenda and planning to address gender inequalities. **The NCRFW has adopted a two-pronged strategy for gender mainstreaming:**

a) **Gender responsive organizations:** Addressing the internal capability of the organization for gender-responsiveness, to bring about basic attitude changes which manifest themselves in new behavior made possible by gender awareness, top-level sponsorship and initial alignment of organizational elements;

b) **Gender-responsive development planning:** Re-orienting its development processes, plans, programs, and budget towards gender equality, such that processes and outcomes are people-centered.

The approach to assessment, therefore, uses the “organization” as the “unit of analysis” in considering the **development of capacity building** within the Government of the Philippines for gender mainstreaming. This explains why this Partners’ Congress is crucial to the assessment phase, to experience the fulfillment and satisfaction of sharing, learning and growing with others in this arduous task of gender mainstreaming.

Obviously, I have many questions left unanswered as concrete recommendations or measures are yet to become an integral part of the **performance assessment phase** of the ISP II. Based on my observations, the CIDA ISP II itself has still to explore what gender mainstreaming would entail among private corporations and non-governmental organizations. Although our collaborative work has concentrated mainly in making government work for gender equality, it behooves us not to disregard the private sector if we truly want to create **institutionalized enabling environments** brought about by the synergy effects generated from among the pilot agencies, sub-national, training and oversight agencies.

Within the project assessment framework, it should not be too difficult to provide some modest funds to construct an organizational model to be **piloted** for private corporations and non-governmental organizations. The purpose would be to galvanize support from a wider range of non-governmental organizations, most especially the women-based organizations, who can be the "voice" from the outside. **How can we make the GAD budget real and responsive to meeting women's strategic needs and practical interests?**

These networks of women-based organizations **could be mobilized to pressure the government agencies to become more gender responsive.** Women networks could call attention to the inadequate response of the GAD budgets in the planning and programming of gender concerns of diverse client constituencies, particularly the disadvantaged sectors (i.e., victims of rape, battered women, migrant workers, etc). Their lack of awareness of GAD budgets and non-participation of non-governmental organizations in the development process have isolated the contributions made particularly by the women networks, in clamoring for gender equality as the battle cry of the Estrada administration.

Perhaps the private corporations themselves could provide the counterpart funds for the eventual implementation to mainstream gender and development work in private entities. The women's position and their needs in these private corporations also need to be reviewed and analyzed through the perspectives of gender analysis.

This lack of correspondence between public and private entities to mainstream gender and development policies and programs could presumably be the missing links why the development work on mainstreaming GAD is not moving at an accelerated pace.

In addition, there might still be the need to hire a local or foreign consultant, who is knowledgeable on systems-wide restructuring, or an OD expert on organizational technology, who can structurally integrate gender mainstreaming within the internal processes, beyond the identified GAD components. From my view, it may not be sufficient to just conduct an internal organizational assessment on how to engender the bureaucracy. Equally important is to determine the structural rearrangements of the internal procedures that can mainstream the gender components in various levels of decision-making. So far, we have mainly relied on the GAD focal point, which has not yet expanded into a systems-wide structure and collaborating network.

In this regard, how can the work on gender mainstreaming not be considered as mainly add-on or *ad hoc*? Despite EO 273, how come gender mainstreaming is not yet considered a component of the KEY RESULT AREA (KRA) of all government agencies despite the exhaustive work done over the past? Should there be a need for an EO to instruct all government agencies to incorporate the gender and development framework as an indispensable element in the performance commitment as one of the KRA of all government agencies and government owned / controlled corporations? Once we succeed in securing commitments to gender equality, with

gender mainstreaming as component parts of the **Key Result Area** from all heads of government line agencies, etc., then the work on gender mainstreaming can be increasingly sustained beyond the CIDA project.

What can we do collectively to make this happen? In other words, what kinds of **lateral linkages** and **internal mechanisms** for gender equality can be upheld in government restructuring? What component parts or GAD elements should be incorporated in Executive Orders or legislation to ensure, after the project completion in the year 2001, that gender equality will become more operational and an enjoyable reality towards the improvement in the quality of life under the Estrada administration?

There is also the vital challenge, particularly within the framework of the Estrada administration which is pro-people, pro-poor, to integrate gender equity issues in the formulation and implementation of equitable social and economic policies and legal frameworks and in the delivery of resources and services. **For the Estrada administration, the pursuit of gender equality could become the most powerful catalyst to transform relations of inequality and uneven power status in all aspects of life to achieve sustainable human development.**

The mainstreaming strategy can, therefore, also ensure that gender equality objectives influence other policy areas (i.e., poverty alleviation, food security, social reform, financial crises, etc.) and the process for project review, and procedures for training and staffing. **Can we translate the ERAP SA MAHIRAP platform of action as the political tool for expanding gender advocacy?** At present,

the NCRFW staff is concentrating mainly on the effective implementation of CIDA ISP II. But this has not yet considered the dimensions of gender equality relating to the implementation of the programs and projects of the Estrada administration's Ten-point Agenda. If gender analysis can be done on the ten-point agenda and flagship programs of the Estrada administration, there could be more opportunities for the President himself to realize the significance of mainstreaming gender and development in the programs and projects of his administration.

I realize that in many circumstances people fail to see the merit of a mainstreaming strategy because they fail to see or connect it to its end result, namely, a genuinely improved situation of women, who comprise half of our human resources and potential. In line with this challenge of translating ERAP SA MAHIRAP as a gender related concern for equality, is the need to continuously address the **conceptual clarity** of what we mean to say about gender mainstreaming; what is our standard meaning or definition? **Questions most often asked: whether mainstreaming is simply a new concept for integration.** If integration is understood to mean bringing women into existing development institutions and paradigms, then mainstreaming brings a new dimension. If integration is understood to involve a rethinking of development goals, processes and structures to reflect the ideas and priorities of both women and men, and to reduce gender disparities, then, mainstreaming is not all that different.

The goal of gender mainstreaming is gender equality. As partners, we are all involved in a strategy that challenges the status quo. Thus, as we continue our advocacy work, mainstreaming is a process or strategy to work toward the goal of gender equality. Mainstreaming implies more than just ensuring equal numbers of women and men in current initiatives or structures. It involves changing policies and institutions so that they actively promote gender equality. It is not an end by itself. It is the ideas and practices in the mainstream that determine WHO GETS WHAT and which provide a rationale for the allocation of societal resources and opportunities (Schalkwyk, Johanna, 1996). I think this issue is a very crucial concept to clarify, in order for us to succeed in translating the programs of the Estrada administration into gender responsive implementation.

To my understanding of the CIDA ISP II, it has limited itself mainly to gender mainstreaming of the planning, programming, budgeting, monitoring and evaluating processes within the pilot government agencies. Can the experiences derived from CIDA ISP II expand from piloting through line agencies, sub-national levels, training and statistical entities, towards embarking on mainstreaming the gender analysis component, for the strategies and activities supporting the actual implementation of programs and projects of the Estrada administration?

NCRFW's Role as Technical Resource Base for Gender Mainstreaming

CIDA's funding and technical assistance allow the NCRFW to act as catalyst and prime mover of the government's mainstreaming efforts. Allow me to quote the terms of reference: "This CIDA ISP II project is designed to support the full participation and integration of women in all aspects of Philippine national development by enhancing the planning and implementation capacity of NCRFW and other key units tasked with implementing the government's gender mainstreaming policy."

Certainly, we are doing a lot, but definitely, the work is far from done. Among the "bridges" that we are jointly constructing with lots of cooperation and commitment among all of us are the following:

- ◆ Counterpart moves on the part of the Philippine government to mobilize resources for GAD. With its limitations, the 5% GAD budget is still proving to be an effective policy handle.
- ◆ Continuously making our influence felt in terms of discussions on critical policies and in general, in policy-making systems in government.
- ◆ Advocacy activities with executive and legislative departments and in policy dialogues with various groups that gave us worthy results such as the CSC Memorandum Circular on Gender Equity in 3rd level positions.

- ◆ Multi-agency consultation on the Decriminalization of Prostituted Persons as well as policy dialogue on anti-trafficking in Filipino women and minors.
- ◆ Response to the government agencies' numerous requests for technical assistance in the development of GAD mainstreaming strategies in the regions, review of laws, policies, legislation and programs for gender-responsiveness, like the implementing rules and regulations of the Family Court, GAD Budget, Social Reform Agenda, known today as the Anti-Poverty Act, and the Rape Crises Center.
- ◆ As a government, collective leadership in responding and translating into action our regional and international commitments on women, such as with respect to the Beijing Platform for Action, the APEC Declaration on Women, among others.
- ◆ Aside from providing the essential support to the bureaucracy and other organizations, the NCRFW is also undertaking its own organizational development through the installation of a Management Information System (MIS) and a Human Resource Development and Management Program.

Furthermore, as we review the tools and resource kit, we need to answer questions during the workshops. What are the mechanisms for the sustainability of the whole array of mainstreaming gender and development components not only within the bureaucracy but also in the private sector and

NCRFW partners have much more experiences on how to institutionalize the **gender mainstreaming capacity**; this means the capacity for effectively integrating gender equality issues in planning, programming, implementation, monitoring and evaluation of GOP policies, programs and projects into the structures, functions, processes and systems of key government institutions, priority line agencies, selected local government units, and resource networks.

Obviously, the task of implementing gender mainstreaming is not situated mainly within the NCRFW mandate, as if it were limited to women's issues or the concerns only of women. This mandate of gender mainstreaming is indeed a herculean task for all and, as collaborating partners, we need to share experiences whether positive or negative, and profit from each other's capacities, and **together develop the sustainability of the usefulness of these tools and mechanisms that are intended to institutionalize gender mainstreaming beyond the life of the project.**

Recently, I had asked Remmy Rikken the question, "If there is one thing I should leave behind as our legacy, what should it be? Remmy answered by way of an analogy. Remmy likened her term as executive director of the Commission to that of a group of marines breaking ground and securing beachheads. Remmy suggested our task---NCRFW and all of you as partners of the Commission--should be that of an **engineering team.**

It is in this context why I am concerned on the issue of sustainability beyond CIDA. We need to **legalize** the mechanisms for building, constructing

the bridges and the emerging structures, for ensuring that the foundation for gender and development is strong and can withstand the test of political exigencies.

This explains why I have earlier suggested that part of the ongoing performance assessment should include the dissemination of the outcome results to a larger body of potential practitioners, like the League of provincial governors and municipal and city mayors, and even at the level of the barangay. Perhaps what is vitally needed in our advocacy work is to gather an assembly of all women politicians, including an assembly of all the women in government service, and an assembly of all women presidents of both public and private sectors, organizations, and corporations. A discussion on the GAD budgets as well as the GAD components could be elaborated. If the women themselves are not cognizant nor supportive of what the NCRFW is doing for them, how can we expect the menfolk to appreciate the significance of our collaborative work on gender mainstreaming?

Both CIDA and the Commission shall profit tremendously from discovering the varied reactions coming from a larger group of constituencies, rather than mainly relying on the result of the performance assessment from the partner agencies whose organizational experiences are the result of being the recipient of funding support.

Once we are able to secure the participation of governors and mayors, perhaps starting with the women local officials as our top level advocates, we could begin to see a broader and larger picture of

how gender mainstreaming can materialize at the local levels. Given the occasion to critique our collective work on gender mainstreaming, we would also discover more interesting insights on how the local governments can participate and get involved on gender mainstreaming in response to the GAD budgets. Negative reactions have been expressed over the usefulness of the GAD budgets because of the lack of dissemination on how the GAD budget could benefit gender related concerns.

How can the GAD budget improve the quality of life of the women working in partnership with the men in the various sectoral areas?

VISION: Transforming the NCRFW as the prime machinery for operationalizing the gender equality policy of government would need a new EO mandate and legislation for sustainability beyond the CIDA project.

Before I close, I have been asked to share my observations and how I see my work as Chairperson in the context of strengthening capability building on gender mainstreaming. As the NCRFW celebrates its 25th anniversary next year, the secretariat nature of the Commission should likewise be restructured to accommodate the gains made on the institutionalization of gender mainstreaming. It is, therefore, incumbent upon the present administration board and staff, to ensure that a bill for strengthening the organizational structure and networks of NCRFW shall have been passed. We are considering a legislation on the Philippine Development Authority for Women's Advancement as well as an executive order for Enhancing the Organizational Capabilities of the NCRFW for meeting local, regional, national and international commitments.

As collaborating partners, we need your technical assistance to help us in these moves to strengthen the foundation of the Commission that will serve as the prime mover for gender mainstreaming. We need to ask ourselves in the context of the policy strategy of the Government of the Philippines for gender mainstreaming: **What will be our lasting legacy to institutionalize gender mainstreaming into the next administration? Will the pilot models and tools currently being developed be sufficient to expand and enlarge the participation of both public and private sectors on gender mainstreaming?** How should we be remembered in terms of concrete work that we can do together? Furthermore, how can we ensure that the “torch” passed on to us for Gender Mainstreaming will not only be maintained but likewise expanded, enlarged and sustained beyond the CIDA ISP II.

Allow me to share with you what transpired during the international congress on the role of women in history and nation-building held during our Centennial Celebration. The congress culminated with **the Manila Declaration on Herstory as a global movement** to correct the historical injustice of women’s invisibility in history. The root cause of discrimination against women lies in the fact of women’s invisibility in the historical documentation. The conceptual framework is: The past is History and the future is Herstory because of the work women do in the reproductive (procreation, domestic work, socialization) and productive spheres, as well as in transformative and spiritual roles as healers, nurturers; Mother Earth, Motherland, Mother Church.

In the Gender and Development framework, the underlying essence is men's history. Through gender analysis, the unequal relations and uneven status of women are analyzed, and remedies are proposed for the improvement of the position of women. **However, what is the concept that embodies the women's unique contributions in the GAD perspective?** There is need to incorporate Herstories as the embodiment of women contributions in the GAD Framework for women to be on equal terms and to maintain a balanced status with men's histories in the next millennium. (Reyes, Herstory in Gender Mainstreaming, 1998)

Today, we worry that the institutional gains achieved on gender mainstreaming because of the dramatic changes in the personnel, the financial and economic crises, and other difficulties in supporting various requirements of governance may significantly reduce or even disappear the budgetary allocations for GAD. We cannot just continue every year going to the Congress, lobbying both with DBM and the Committee on Appropriations regarding the significance of maintaining the 5 percent allocation for gender related concerns. Nor can we easily assume that the CIDA project shall ensure that gender mainstreaming shall take root and be transmitted and disseminated to all other government agencies with a legal framework. Neither can we assume that CIDA's funds shall continue after the year 2001.

In the concrete, this means: as our partners, what recommendations and legal frameworks will you propose for the Oversight agencies? For the training institutions, the line agencies, the sub-national agencies? These are the

cross-cutting areas that could be provided with concrete measures, which will serve as the substantive elements of possible legislation on gender mainstreaming, a sequel to Republic Act 7192. Surely you must have realized that the Women in Development and Nation Building Act was premised on the need to integrate women in the development process, but not necessarily concerned with gender relations, nor providing the mechanisms to lessen gender inequalities.

Recalling the past when the first CIDA Project was launched on gender advocacy and training, with the installation of the GAD mainstreaming components, it was envisioned that the passage of a bill on the Philippine Commission on Women (PCM) would provide the legal foundation beyond the project phase. However, this proposed bill mainly considered the structure of the Commission as **secretariat in nature**, lacking in authority and power to instruct government agencies to adhere to gender and development.

The provisions for the NCRFW to perform the functions of **institutional catalyst**, as the machinery for thinking rather than doing, with oversight functions, may not be adequately addressed in existing EOs (208 & 273). Within the existing framework of Gender and Development perspectives, binding legislation is needed for the NCRFW to assume a developmental authority as the prime mover for mainstreaming gender equality policies. New provisions could be incorporated for NCRFW whose main roles are to lead in visioning, inspiring, interpreting development for women, coordinating, collaborating, direction setting, advising, catalyzing, synergizing, and facilitating networks.

To expand our vision beyond CIDA project implementation of piloting through the line agencies, sub-national levels, and training and statistical entities may imply **drastic organizational restructuring of the NCRFW itself for sustainability of the CIDA ISP II** and for the institutionalization of the achievements on gender and development work. Definitely, once our vision includes gender mainstreaming in both public and private sectors, as well as government owned and controlled corporations, the present structure of the NCRFW is inadequate to meet such demanding concerns for gender and development work and serving as the mobilizer, networker, and initiator, and the advocate for gender equality. Moreover, in the event a legislation shall be considered, what powers, authorities and role functions must NEDA, DBM, CSC, DILG need to have so as to strengthen their internal linkages and ensuring institutional capabilities for gender mainstreaming will be the standard operating systems (SOP) governing the bureaucracy?

Let us remember, however, the work that we are undertaking should not be viewed mainly for meeting our respective organizational needs. Rather, we should always consider that our experiments and pilot studies, tools development for capacity building have larger implications for the rest of the bureaucracy.

Allow me, therefore, to cite or reiterate proposed new funding initiatives that could assist in ensuring sustainability beyond the CIDA project ISP II. Hopefully, some funding could be favorably considered as new project activities are

identified for political mobilization: **organizing a larger base of gender advocates, who in turn, could pressure government for mainstreaming gender concerns.**

- 1) Organizing larger assemblies composed of local and national officials, non-governmental organizations, presidents of private corporations, associations of schools, colleges, universities. Sensitizing the members of the Philippine Business for Social Progress (PBSP) who could be encouraged to provide funds for gender related concerns. There are a lot of networks and civic organized groups, like the Rotary, Lions, Jaycees, who are interested in undertaking programs and projects for improving the quality of life of the people.
- 2) Organizing several associations of GAD planners and gender analysts, gender advocates in both public and private sectors. Launching national, regional, local awards on Gender Work. Providing new incentives for gender advocates.
- 3) Influencing Professional Regulation Commission, Technical Panels, Career Executive Service Board (CESO) to incorporate gender and development work in testing, promotion, etc.
- 4) Signing of MOA with CESO, and other government training institutions, civil service, that promotions should include expertise and knowledge about gender and development work. Development of distance education on gender and development.
- 5) Constructing several tests, as tools for gender mainstreaming. For instance, diagnostic tests that

are client-centered. Developing a ladderized curriculum on gender and development. Providing credits towards a degree program.

- 6) Organizing a GENDER and DEVELOPMENT Council composed of oversight agencies, the Commission on Human Rights, and other relevant bodies, like NAPC, etc.
- 7) Providing an effective media campaign on the relevance and significance of gender for improving the quality of life. Incorporate Herstories in the GAD framework. Galvanizing support from the associations of business firms and advertisement firms, media owners, association of book publishers, media writers, etc.
- 8) Review formulations of the sequel to RA 7192 and EO 348. Solicit support from Congress to also allot 5% for their congressional program on gender related concerns. Also, another five percent for the Judiciary branch, to undertake its own programs and projects on gender related concerns and issues.
- 9) Explore several models on gender and development for various diverse constituencies, like the Church groups, who have indicated interest in conducting GAD training for the parish councils. Professional organizations, people's organizations, urban poor, peasant, fisherfolk, etc.
- 10) Translating the Ten-point Agenda of the Estrada administration within the perspectives of gender and development. Producing a document on the role of women in the Estrada administration.



THE PAST IS HISTORY THE FUTURE IS HERSTORY

The Conceptual Framework

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