GAD FOCAL POINT
Making government work for gender equality
GAD FOCAL POINT
Making government work for gender equality

Name: __________________________

Focal Point Position: __________________________

Agency: __________________________

Address: __________________________

Tel. No.: __________________________
What is a GAD Focal Point?

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

Where may a GAD Focal Point be set up?

A GAD Focal Point may be set up

- in any government agency - departments, bureaus, government-owned or controlled corporations, state colleges and universities, attached agencies, LGUs, etc.

- within inter-agency or local councils, such as development or coordinating councils in the regional, provincial, city, municipal or barangay level.

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

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

Why a GAD Focal Point?

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

Who compose a GAD Focal Point?

The membership/composition of the Focal Point may vary depending on the needs of the agency or the locality it serves. Often, however, it is headed by someone who has enough clout in the agency (e.g., an Undersecretary or
Assistant Regional Director) and has a strong influence on agency planning and operations. The members are also relatively influential personnel (e.g., bureau directors or service chiefs) of the planning, training, data management, personnel, regional operations, legislative liaising and/or research units of an agency.

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

What are the functions of the GAD Focal Point?

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

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

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

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<tr>
<th>POPULATION</th>
<th>FEMALE</th>
<th>MALE</th>
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<tr>
<td>1994 Philippine Population (million)</td>
<td>33.98</td>
<td>34.30</td>
<td>68.28</td>
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<td>Average Life Expectancy (years)</td>
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<td>63.5</td>
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<td>Total Fertility Rate (children per woman)</td>
<td>3.8</td>
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<td>Infant Mortality Rate</td>
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<th>LABOR FORCE</th>
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<tr>
<td>Working Life</td>
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<td>Labor Force participation (percent)</td>
<td>47.8</td>
<td>81.8</td>
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<td>Employment</td>
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<td>1993 Total Number of Employed Persons in the Philippines (million)</td>
<td>8.975</td>
<td>15.468</td>
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<td>Employment Rate (percent)</td>
<td>90.0</td>
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<td>Employment Rate by Age Group (percent)</td>
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<td>55-64</td>
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<td>65 and over</td>
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<td>Unemployment Rate (percent)</td>
<td>10.0</td>
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The Labor Market

- Where do women and men work?
  - Agriculture, fishery and forestry | 32.7 | 53.4 |
  - Mining and quarrying | 0.1 | 0.8 |
  - Manufacturing | 12.6 | 8.5 |
  - Electricity, gas and water | 0.2 | 0.6 |
  - Construction | 0.2 | 7.0 |
  - Wholesale and retail | 25.0 | 7.6 |
  - Transportation, storage and communication | 0.7 | 8.4 |
  - Financing, insurance, real estate and business services | 2.2 | 1.9 |
  - Community, social and personal services | 26.2 | 11.8 |
  - Other industries | — | — |

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

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*Women hold up half of the sky!*  
- *Asian Proverb*
There will be more than three billion women by the year 2000 outnumbering men by 1755 million, but they are unlikely to experience any increase in political power. This is because women constitute the majority of the poor and 60 percent of illiterates.

- United Nations Annual Report on World Population
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Substantial gains will only be achieved with the contribution of both sexes, for women to play a vital role in contributing to the development of their countries. If women do not share fully in the development process, the broad objective of development will not be attained.

OECD, 1983

Philippine Women's Week

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International Women's Day

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It is not enough for a woman to claim she is feminist or liberated unless she wages her personal battle in her loves, life and work.

- Adul de Leon
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Women's International Day for Disarmament

By bringing women out of their homes, by enabling them to earn money, by making it possible for them to enter a traditional male territory, by organizing them into cooperatives, by providing them control over their bodies, we hope they will learn to be confident, speak their own minds and question their condition constructively.

- Xavier Institute of Management
A positive men's movement genuinely complementary to the women's movement can only arise among men who have been willing to listen to women's story long enough to care deeply about what has happened to women under patriarchy, to have become passionate enough to support women's journey into an autonomy that can allow genuine peer relations between men and women, and also courageous enough to risk ridicule and censure from other men.

*Rosemary Ruether*
If we can make changes within ourselves, we can begin to change the world in which we live...

- Anonymous

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If women are invisible in data systems they will be invisible in policy, invisible in development plans and invisible when the benefits of development are distributed.
For every woman who takes a step toward her own liberation, there is a man who finds that the way to freedom has been made a little easier.

- from the poem “For Every Woman” by Nancy Smith

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The participation of women in development should be integrated into every project and program and not merely be the result of an afterthought.

- United Nations
Women have the power to influence events peacefully.

- MC Bautista

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Latin American Day for Legalized Reproductive Rights and Abortion
There is a price we pay for being female. There is a gender tax.

- Patricia A. Sto. Tomas

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1. NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN

1145 J.P. Laurel Street, San Miguel, 1005 Manila
Tel. No. 741-73-13/ 712-52-66
Fax: 712-52-67

Fe Mangahas : Program Adviser for Focal Point
Ermelita V. Valdecavilla : Focal Point Program
Eufrocinia O. Dumlao : Data Base Program
Rosanita A. Serrano : Institutional Strengthening Project
Myrna I. Jarillas : Gender Responsive

Agency Technical Advisers:
Socorro Diaz : Dept. of Agrarian Reform
: Dept. of Environment and
: National Economic and
: Development Authority
Marizon Moral : Dept. of Health
: Dept. of Education, Culture
: and Sports*
: Presidential Commission for the
: Urban Poor
Gladys Nalangan : Dept. of Foreign Affairs
: Dept. of Justice
: Philippine Human Rights Commission
Cecille Fantastico : Dept. of Trade and Industry
: Dept. of Budget and Management
: Technology and Livelihood
: Resource Center
M. Juris Luna : Dept. of Labor and Employment
: Dept. of Tourism
Lorenza Umali : Dept. of Agriculture
: Dept. of Energy
: Dept. of Science and Technology
Mayvelyn Remigio : Dept. of Public Works and Highways
: Dept. of Transportation
: and Communication**
: Women Advancing Government Action
: for Shelter
Gloria Cadatal : Dept. of Interior and Local Government
: Dept. of Social Welfare
: and Development
: Commission on Population
Elaine Flores : Dept. of National Defense
: Dept. of Finance
: Government Service Insurance System/
: Social Security System
Precy Platon : Civil Service Commission
Eufrocinia Dumlao : National Statistics Office
: National Statistical Coordinating Board

* Marizon will officially handle DECS in January 1995.
** AFA responsibilities shared by Maya and Precy.
2. **HUMAN RESOURCE SPECIALISTS**
   No. 3 Potsdam Street
   Cubao, Quezon City
   Tel. No. 911-80-85
   Contact:  **Dr. Amaryllis T. Torres**
   *Executive Director*
   *(or Warren Uematsu)*

3. **DEVELOPMENT ACADEMY OF THE PHILIPPINES**
   San Miguel Avenue,
   Pasig, Metro Manila
   Tel. No. 631-21-25
   Contact:  **Mr. Austere A. Panadero**
   *Vice-President for Programs*

4. **THE REGION VIII**
   **GAD TRAINORS' POOL**
   Leyte State College
   Imelda Avenue, Tacloban City
   Tel. No. 321-3327
   Contact:  **Dr. Jovita C. Jadloc**
   *President*

5. **THE REGION I NEDA FOCAL POINT**
   NEDA Region I
   Guerrero Road
   San Fernando, La Union
   Tel. No. (072) 41-26-80
   Fax: (072) 412708
   Contact:  **Mr. Leonardo N. Quitos**
   *Focal Point Chair and*
   *NRO I Regional Director*

6. **THE REGION X NEDA FOCAL POINT**
   NEDA X
   Capistrano-Echem Sts.
   Cagayan de Oro City
   Tel. No. (08822) 726161/722168
   Contact:  **Ms. Anabelle G. Cajita**
   *Director III*

7. **Remedios I. Rikken**
   20 South East Apltong
   Marikina Heights
   Metro Manila
   Tel. No. 961-431

8. **Lilia A. Arandela**
   3-A Matiyaga Street
   Diliman, Quezon City
   Tel. No. 922-9391
Directory of Focal Point Chairpersons/Contact Persons

1. **Department of Agriculture**  
   Ms. Marinela R. Castillo  
   Asst. Secretary for Policy & Planning  
   Planning & Monitoring Service  
   4th Flr., DA Bldg.  
   Diliman, Q.C.  
   Tel. # 998741/51 loc. 330

2. **Department of Agrarian Reform**  
   Mr. Jose Noel D. Olano  
   Undersecretary for Field Operations Group & Support Services  
   Special Concerns Staff  
   2nd Flr., DAR Bldg.  
   Diliman, Q.C.  
   Tel. # 972966

3. **Department of Education, Culture and Sports**  
   Dr. Fe A. Hidalgo  
   Chief, Staff Development Division  
   Human Resource Development Division  
   University of Life  
   Pasig, M.M.  
   Tel. # 633-7237

4. **Department of Environment and Natural Resources**  
   Ms. Shiela G. Vergara  
   Head Executive Asst. Training Service  
   2nd Flr., DENR Bldg.  
   Diliman, Q.C.  
   Tel. # 9242540

5. **Department of Labor and Employment**  
   Mr. Crescenciano B. Trajano  
   Undersecretary for Workers Protection and Welfare  
   7th Flr., DOLE Bldg. Intramuros, Manila  
   Tel. # 484852/405268

6. **Department of Health**  
   Dr. Carmencita N. Rcodica  
   Asst. Secretary for Public Health  
   Office of Special Concerns  
   San Lazaro Compound, Mla.  
   Tel. # 7114795

7. **Department of Social Welfare and Development**  
   Ms. Lina B. Laigo  
   Undersecretary for Operations and Program Implementation  
   DSWD Bldg., BP Complex Constitution Hills, Quezon City  
   Tel. # 9318138/7125540/9318191

8. **Department of Interior and Local Government**  
   Ms. Yolanda C. de Leon  
   Asst. Secretary for Plans and Programs  
   PNCC Bldg., EDSA cor. Reliance St. Mandaluyong, M.M.  
   Tel. # 6318779/6315043
9. **Department of Public Works and Highways**  
Engr. Clarita A. Bandonillo  
Project Director for Special Buildings  
Project Management Office for Special Buildings  
Bonifacio Drive, Port Area, Mla.  
Tel. # 477194

10. **Department of Science and Technology**  
Dr. Amelia C. Ancog  
Undersecretary for Research and Development  
DOST Bldg., Bicutan  
Taguig, M.M.  
Tel. # 8238945

11. **Department of Justice**  
Atty. Demetrio G. Demetria  
Undersecretary for Administration  
Dept. of Justice Bldg.  
Padre Faura, Manila  
Tel. # 581011

12. **Department of Finance**  
Ms. Rosario C. Fuerte  
HIRMO V Personnel Division  
Valencia Circle, Ermita, Mla.  
Tel. # 498453

13. **Department of Trade and Industry**  
Ms. Aurea dela Rea  
Caretaker Office of Operational Planning  
6th Flr., DTI Bldg.  
361 Sen. Gil Puyat Ave.  
Makati, M.M.  
Tel. # 815-4584/816-3202

14. **Department of Transportation and Communications**  
Ms. Josefina T. Lichauco  
Undersecretary for Communications  
PHILCOMSEN Bldg. Ortigas Ave., Pasig, M.M.  
Tel. # 6315878

15. **Department of Tourism**  
Ms. Vernie V. Morales  
Director, Administrative Services  
DOT Bldg., T.M. Kalaw St. Ermita, Mla.  
Tel. # 5217376/599031 loc. 230

16. **National Economic and Development Authority**  
Mr. Dante B. Canlas  
Deputy Director General  
NEDA Bldg., Amber Ave.  
Pasig, M.M.  
Tel. # 6312195

17. **Civil Service Commission**  
Atty. Evalyn I. Fetalino  
Director Central Administrative Office  
Batasan Pambansa Complex  
Constitution Hills Diliman, Quezon City  
Tel. # 9317990/9314317

18. **National Irrigation Administration**  
Ms. Aurora L. Sison  
Chief, Industrial Relations Dept.  
Ground Flr., NIA Complex EDSA, Q.C.  
Tel. # 994287
19. Women Advancing Government Action for Shelter (WAGAS)
Ms. Zorayda Amelia C. Alonzo
CEO and President
HDMF Bldg., Ayala Ave.
Makati, M.M.
Tel. # 8164404

20. National Statistics Office
Ms. Nelia R. Marquez
Deputy Administrator
NSO BLDG., R.
Magsaysay Blvd.
Sta. Mesa, Manila
Tel. # 7160247/7160369

21. Presidential Commission for the Urban Poor
Mr. Diogenes S. Osabel
Chairman
A&J Bldg.,
Quezon Ave., Q.C.
Tel. # 7427076

22. Professional Regulatory Board
Ms. Dora A. Legita
Asst. Secretary
P. Paredes St.
Sampaloc, Manila
Tel. # 7127721

23. Government Service Insurance System
Ms. Felicidad E. Villaluz
Vice President and Actuary
Actuarial and Research Group
Roxas Blvd., Pasay City
Tel. # 8196386

24. PAGASA
Ms. Lourdes C. Mijares
Deputy Director for Administration and Field Services
Quezon Ave., Q.C.
Tel. # 9227390

25. Philippine Ports Authority
Ms. Elena J. Moreno
Manager, Corporate Planning Division
Marsman Bldg.
Port Area, Manila
Tel. # 475887/488541/
473441 loc. 244/245
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National Commission on the Role of Filipino Women
1145 J.P. Laurel Street, San Miguel
Manila
Tel. Nos.: 741-50-93; 741-50-28; 741-72-08
FAX No.: (632)712-5267