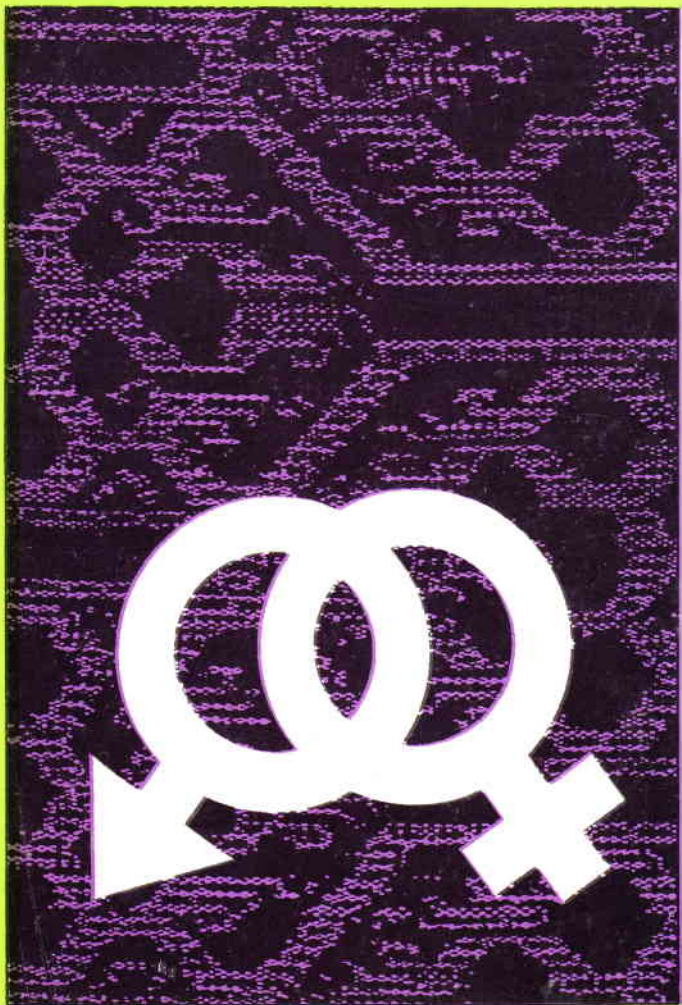


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## **GAD FOCAL POINT**

Making government work  
for gender equality



## **GAD FOCAL POINT**

Making government work  
for gender equality

**Name:** \_\_\_\_\_

**Focal Point Position:** \_\_\_\_\_

**Agency:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Tel. No.:** \_\_\_\_\_

## **What is a GAD Focal Point?**

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

## **Where may a GAD Focal Point be set up?**

A GAD Focal Point may be set up

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

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

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

## **Why a GAD Focal Point?**

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

## **Who compose a GAD Focal Point?**

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

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

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

## **What are the functions of the GAD Focal Point?**

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

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

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

# Selected Statistics on Filipino Women

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

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

# January

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

Women hold up half of the sky!  
- Asian Proverb

# February

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

# March

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



# April

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

# May

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

# June

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

# July

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

# August

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

# September

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

# October

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

- United Nations

# November

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



# December

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

# FOCAL POINT/ASSISTANCE NETWORK

## 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. Valdeavilla : Focal Point Program  
Eufrocina 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  
Natural Resources  
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  
Eufrocina 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. Guitos**  
*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 Aptong  
Marikina Heights  
Metro Manila  
Tel. No. 961-431
- 8. Lilia A. Arandela**  
3-A Matiyaga Street  
Dillman, 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. Cresenciano B. Trajano  
Undersecretary for  
Workers Protection  
and Welfare  
7th Flr., DOLE Bldg.  
Intramuros, Manila  
Tel. # 484852/405268
- 6. Department of Health**  
Dr. Carmencita N. Reodica  
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  
HRMO V  
Personnel Division  
Valencia Circle,  
Ermita, Mla.  
Te. # 498453
13. **Department of Trade and Industry**  
Ms. Aurea dela Rea  
Carctaker 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  
PIILCOMSEN 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



**GAD FOCAL POINT**

Making government work  
for gender equality

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*Executive Director*

**Teresita S. Castillo**

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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