

Gender Speak



Seminar Workshop On Integrating HIV/AIDS in Programs, Projects And Activities

Volume 2, Issue 3
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Female participants discussing Risk and Vulnerabilities during the HIV/ AIDS Workshop in Davao City.

Four Batches of HIV/AIDS Seminar Workshop were held in Quezon City (March 22-24, 2006), Puerto Princesa (March 27-28, 2006), Davao City (May 16-18, 2006) and Bacolod City (May 16-18, 2006)

A total of 59 individuals (40 females and 19 males) from 25 organizations including Wise Act and CTI, participated in the series of seminar workshops on HIV issue integration in programs and activities. They are program managers and implementers of their respective institutions.

Gender Responsive Assessment and Planning Workshop Held

"The Gender Responsive Assessment and Planning is an integral component of Gender Mainstreaming. The promotion, implementation and realization of gender equality and women empowerment as mission and goal can be gradually attained through tedious assessment of the gender situation and formulation of short and long term perspectives of the organization."
GRAP Concept Paper, WISE Act 2006.

Twelve organizations participated in five separate sessions of the Gender Responsive Assessment and Planning Workshop. They are as follows: NIRD, CERD, NCPERD, AFRIM and ZOTO (February 01-03, 2006); IDEAS and PCART (March 27-28, 2006); MINCODE, SILDAP SE and KFI (April 27-29, 2006); ATFI (May 22-23, 2006) and COIR – May 29 & 30, 2006

The seminar workshop received good feedbacks with regard to the frameworks applied and the process used. The rights-based framework and gender and development approach made it easier for participants to see in which of their programs or activities can they integrate the issue of HIV/AIDS. The methodologies used during the workshops were also seen as helpful, however they need modifications should they use these for the communities.

Majority of the organizations have drawn out plans for HIV issue integration, some of them starting with unification at the institutional level. (PhilRights and FDC were absent during the last day of seminar workshop, the day for the planning and PCART has yet to submit its plan.) Participants helped one another in coming up with good progress indicators. Areas of cooperation were also identified such as sharing of tools and material.

The training team formed for the HIV/AIDS seminar-workshops worked well together. Dr. Carol Sobritchea led the first batch of the seminar-workshop, including the pre-test of the module conducted in February. Nini Balaquio of ZOTO was present in all the batches, first as facilitator-participant then resource person in the ensuing batches.

Ninfa Abad of KAPPAG was team support and participant in the first batch, she was a facilitator in Davao run of the seminar workshop.

Wise Act has already completed its series of HIV/AIDS seminar-workshop. The module used will be developed into a training manual which partners can use. It will be out by December 2006.

Wise Act continues to assist partners by providing resource materials and by linking them to different organizations engaged in HIV for their plan implementation.

Participating organizations were: ZOTO, KPML, PHILRIGHTS, PETA, KAPPAG, PKSMMN, COIR, TW-MAEW, FDC, CERD, WISE ACT, FDC, PCART, IDEAS, KFI, FARMCOOP, SILDAP-SE, AFRIM, MINCODE, PAILIG FOUNDATION, TW-MAEW Gen. Santos, NIRD, NCPERD, ATFI, CTI, KPML-Bacolod

By: Florence Manikan

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In-charge of Gender Speak
Bulletin—
AGNES ILAGAN

The process included looking into how much gender is already mainstreamed in their organizational policies, programs and projects, people and enabling mechanisms. The former has to be verified in their official documents. The partners accomplishments were also subjected to the Strength, Weakness, Opportunities and Threats Analysis. They were asked to submit their one year gender mainstreaming plan. Ten organizations have already submitted their gender mainstreaming plans to date.

From their plans, WISE Act and the partner will identify areas for cooperation, mentoring and coaching sessions. Partners suggested that their experiences on gender mainstreaming be summarized at the end of the CNGM Phase 2, project.

Facilitating these workshops are Anthony Gutierrez, Gender Qualification Officer and Noel Valencia, Project Assistant.



From the Executive Director
by Jocelyn F. Cajiuat

What Realities Are We In?

Nicole's rape by US servicemen causes agitation. In broad daylight, it is plain to see – a case of violation against women – for that matter, an insult against all Filipino women. It is also a vivid example of how war can be an aphrodisiac for committing crime against others. These brazen US servicemen on an R & R are also trained, young as they are, as killing machines out to annihilate terrorists. For this job and as defenders of US interests, they think we Filipinos owe them gratitude that we are expected to put up with their crimes.

Poor Nicole. Poor Filipino women.

How many more women, young girls and women will fall prey to senseless acts of machismo? War and violence go together. This is a fact. When the government called for an open war against the left it leaves the door wide open for more Nicole to happen.

Two mothers, again in the news, are pleading with the authority to help them locate their young daughters, both known activists. Where are they? In this time and context, are we going through again the experience and pains of parents searching for the disappeared? The traumas from the Marcos dictatorship seem to be returning as new traumatic experiences are surfacing.

It is ironic to note that we have in our country very good legislations on women and gender concerns. Needless to say, our government is signatory to international covenants on human rights. Furthermore, we have a woman president is expected to be the promoter of women's rights and welfare. But under her regime, where are we now in terms of human rights, women empowerment, and gender equality?

Our evolving legislations and mandates on women rights and gender equality seem to be another reality. Consider the following:

The Philippine government signed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), considered as the Bill of Rights of Women on July 15, 1980 and ratified likewise on August 5, 1981.

The Women in Development and Nation Building Act (RA 7192) was enacted in December 1991, which directs government to implement policies and programs to ensure and promote the integration of women as full and equal partners of men in



Sandra Tompoe (Illustration Manila)

developing and building the nation. This is a comprehensive legislation addressing gender equality.

The 30-year framework plan called the Philippine Plan for Gender-Responsive Development (PPGD) was formulated and approved in 1995. The PPGD is the main vehicle for implementing the action commitments during the Fourth World Conference on Women in Beijing, China.

And after long years of lobbying, the following laws were enacted:

RA 7192, Women in Development and Nation Building Act

RA 8353, The Anti-Rape Law which expanded the definition of the crime of rape as a crime against persons and not against chastity.

RA 8505, The Rape Victim Assistance and Protection Act, which establishes Rape Crisis Centers.

RA 7877, Anti-Sexual Harassment Act, which declares sexual harassment unlawful in the employment, education and training environment.

RA 6955, The Anti-Mail Order Bride Scheme Act

RA 9262, The Anti Violence Against Women and Their Children Act

With the above-cited as hallmark legislations and supposedly noteworthy policies, there seems to a discordant reality against the backdrop of an all-out war against terror and against all perceived to be leftists. How the government is behaving is a re-cycled Marcos all over again.

I personally reflect on our own work on gender mainstreaming, of how far we have gone to help and promote the basic rights of men and women. Have we helped in averting rights violations resulting from unequal treatment between persons or peoples due to the failure to recognize each other's common humanity and an over-emphasis on perceived human differences (sex, race, ethnicity, religious and political beliefs, etc)? *Quo vadis*, where to now?

Is there a need to go back to the basics? For at the core of the matter is the recognition and assertion of human rights and women empowerment. After all, the rights of women, especially, are being violated on a grand scale. Like Nicole, and thousands of women raped, humiliated and discriminated against, gender-related laws and policies should be based on human rights principles.

For more information about Nicole visit :
<http://subicrapecase.wordpress.com/statement-of-the-outstanding-women-in-the-nations-service-towns/>



PARENTING 101

By Vivian M. Galvez

HAPPY MOTHER'S DAY

A mother tries to provide her children
 ..with insight into the important things in life
 ..in order to make their life
 ..as happy and fulfilling as possible

A mother tries to teach her children
 To be good, always helpful to other people
 To be fair, always treating others equally
 To have a positive attitude at all times
 To always make things rights when they are wrong
 To know themselves well
 To know what their talents are
 To set goals for themselves
 To not be afraid of working too hard to reach their goals

A mother tries to teach her children
 To have many interests to pursue
 To laugh and have fun every day
 To appreciate the beauty of nature
 To enter into friendships and always be a true friend
 To appreciate the importance of the family
 And to particularly respect and love our elder members
 To use their intelligence at all times
 To listen to their emotions
 To adhere to their values
 To always ready to listen
 Without passing judgment

A mother tries to teach her children
 To not be afraid to stick to their beliefs
 To not follow the majority when the majority is wrong
 To always realize that women are equal to all men
 To carefully plan a life for themselves
 To vigorously follow their chosen path
 To enter into a relationship with someone worthy of themselves
 To love this person unconditionally with their body and mind
 To share all that they have learned in life with this person

If I have provided them with an insight
 Into most of these things
 Then I have succeeded
 As a mother
 In what I hoped to accomplish in raising them
 If some of these things slipped by
 While we were all so busy
 I have a feeling that they know them anyway
 And I certainly hope that they always continue to know
 How much love and admiration
 I have for them
 My beautiful children.



Mother and Child by Sindi Karolina Galvez
 (Vivian's youngest daughter)

Many women feel unfulfilled in their role as housewives. They feel that their work is not important because it does not generate income as regular work. They also feel not challenged because what they do is routine and menial household chores that are not as intellectually challenging. I say that being a housewife is one of the most productive activities there is because there is nothing more challenging than keeping your children happy, safe, comfortable, and intellectually and physically challenged as they grow up. Ensuring that your children grow morally sound and become responsible citizens of our society is a challenge that not all parents are able to fulfill. Being a housewife give you more opportunities to give a warm embrace, a shoulder to lean on, a riddle to ask them to break, a story to tell before bedtime. Let me stress that in the Philippine Culture, the housewife does not mean "a wife who stays in the house." In the Philippine culture, the housewife is called "Maybahay." This means that she "OWNS" the house. Literally, she is really the "Commander." She is the one who decides on everything that is related to household management. Which is why a good housewife is also often a good manager. She is a good administrative manager because she assigns the responsibilities and listens to the problems of her husband and children. She is a good Finance Manager because she is able to budget the limited amount of money that her husband gives. She is a good logistics manager because she can decide when is the best time to purchase goods as well as the size of the inventory that should be maintained.

So, sa ating lahat na Maybahay, the world is ours to rule!
 To all Mommy, Nanay, Mama, Lola... Happy Mother's Day!!



HIV/AIDS in Nutshells

By Florence Yraola Manikan

Everyday, around the world, at least 10 people get infected with HIV every minute. Since the first cases of HIV were discovered back in the 1980's rate of infection steadily increase every year, albeit the recent UNAIDS report that said it peaked in the 1990s. According to the report, funding and access to anti-retroviral therapy have produced results abating the progress of HIV to deadly AIDS. Awareness and information education efforts have also slowed down, if not averted, the rapid transmission of the virus from person to person. But HIV remains an 'exceptional threat', especially in developing countries.

As of 2004, a total of 39.4 million are infected with HIV, 17.6M are women and 2.2 million children under 15 years of age. The Sub-Saharan Africa region has the most number of HIV infections, 25.4 million adults and children. The South and Southeast Asian region follow with 7.1 million adults and children infected by HIV. Interestingly, it is in these regions where the poorest countries are found.

HIV used to be perceived as a result of risky sexual behaviours and attitudes and an "urban problem" but the indiscriminate infections and the increasing number of women and children from developing countries made the international community reassess and look at HIV as a development and gender issue as well.

In the Philippines, the Department of Health (DOH) has recorded 2,454 HIV infections from January 1984 to February 2005. It is not to say there is no reason for concern given the small percentage of HIV cases against a population of over 85 million. A DOH study projected the number of HIV carriers to have risen to 11,168 in 2005 from 6000 in 2002. This means that around 8500 are hidden in the general population.

The Philippine AIDS Prevention and Control Act of 1998 or RA 8504, prohibits mandatory testing, save for certain situations such as blood or organ donation, and for those seeking greener pasture outside the country when necessary. Still, it depends on the receiving country.



HIV/AIDS Mainstreaming Workshop
May 16-18, 2006

A third of the reported cases (840 infected) are Overseas Filipino Workers (OFW) - *seafarers, domestic helpers, health workers, entertainers, employees*. In the case of OFWs, some receiving countries require HIV antibody testing thus, the statistic. If not for this, the figure would be much lower but would also mean that appropriate care and support programs would be tremendously inadequate.

The DOH also conducts surveillance among high-risk groups (e.g. sex workers, MSM) and provides HIV antibody testing for randomly selected individuals. In many places in the country registered sex workers are only required to be tested for certain STDs, HIV not included.



HIV/AIDS Mainstreaming Workshop
May 16-18, 2006

In the recently conducted seminar workshops on integrating HIV/AIDS in programs and activities among BFTW partners, participants analyzed the roots and causes of HIV/AIDS. They arrived at social and economic issues very close to what are happening in their respective communities. Lack of income opportunity, lack of education, lack of basic health services, violence against women, macho culture that still persists to this day, are economic, social and cultural issues that lead to community members' vulnerability to HIV.

According to FAO/UNAIDS study, "Where people are exposed to poverty, food insecurity, gender inequality, migration, war and civil conflict, their vulnerability to HIV increases." Migration, trade, strengthened rural-urban linkages, movement of refugees or war victims accelerate spread of HIV, and these issues should be incorporated in agricultural and rural development.

This pressing reality made the participants realize and understand that there is no need for us to wait for a single case of HIV infection brought to us before we act on the issue. As of this writing, several partners have already started implementing HIV Integration plans.

DOING VAW RELATED WORK

By: Atty. Eleanor Conda

This paper aims to help firm up the resolve of the concerned NGOs to work against VAW -- recognizing it as an issue as serious as those faced in their communities and areas, as a problem underpinned by systemic inequities and involving violations of human rights like the sectoral concerns that they address, and as a problem whose elimination can promote equality, human rights, social justice and people's empowerment. Practical suggestions are also put forward here to help the organizations/institutions involved ensure that there is resonance and synergy of VAW-related work with their core mission and programs; as this is a way to enhance chances for their sustaining work on the issue. If it somehow aids the concerned groups in translating their resolve to "do something about VAW" into concrete activities, then this paper shall have served a purpose.

Many ideas and suggestions presented here were drawn from and inspired by the rich discussions in the two workshops held on VAW, gender and human rights among various NGO. This writer is thus grateful to the women and men who had participated in those activities for the insights they shared and for their convictions that in many ways helped stoke the fire of hope within this person that social transformation after all may not be that distant a vision for this lifetime.

VAW and Institutional Mandates, Programs and Strategies

One maintains that the organizations involved in the GM project might not find it difficult to establish linkage/s between VAW and the sector-specific concerns that they address. For many of the organizations, the social inequalities and disadvantages, disenfranchisement, or disempowerment faced by the marginalized groups that they work with are daily fare. VAW is an issue of inequality, of violation of human rights, of power dominance, just like many of the issues the NGOs are very familiar with. Were the NGOs involved in the GM project to decide to do something on VAW, they need not take a huge conceptual leap. Moreover, were they to commit to the promotion of gender equality including elimination of VAW, the commitment will be consistent with their organizations' goals and aspirations that most likely include social justice, equality, human rights including right to self-determination, and development.

Some observations of this writer engender her optimism that such a (systematic) integration can be accomplished. In the session on Me and My Community, VAW was identified consistently as one community issue together with poverty, lack of access to land or security of land tenure, health-related problems, lack of access to food and water, and lack of

access to basic social services. This appears to be telling of two things: that those present (or the organizations they represent) are aware of VAW as a social reality; and that they recognize the importance and significance of VAW like the other issues that they have identified. Participants' keen sense of realities faced by marginalized sectors including women could be read into their stories of social injustices and their other creative work during the workshop.

For male participants in particular, the session on Men against VAW brought out insights and questions that showed some process of self-examination and some realization taking place. Personal reflections of many participants in the two workshops revealed insights and realizations on how they in their own lives have committed acts of VAW especially against loved ones. Some participants even resolved that would help change situations of VAW through influencing their own families and organizations.

In short, what the foregoing seem to point to is that there is fertile ground for the incorporation of VAW into the mandates and work of the different NGOs part of the WISE-ACT initiated GM project. Having said these, the challenges ahead for WISE ACT and its NGO partners may lie more in the practical aspects of the integration of their VAW-related work.

Like the approach taken in the GM project, this integration can be done at the institutional and programmatic levels and specific programs or activities can include the following:

- Institutionalize policy that explicitly

includes elimination of VAW as part of the organization's mandate and vision of equality, social justice, realization of human rights, etc.

- Develop conceptual and analytical frameworks and tools that facilitate the linkage of VAW with or its integration into sector-specific issues being addressed by an organization. The tools should facilitate integration at the strategy and program levels.

- Hold internal discussions among others to deepen institutional understanding of VAW and level off on what conduct or behavior within the organization (especially in relation to sexual harassment) is acceptable or not. Members of the organization can unite on policies or rules of conduct (including grievance mechanisms) on matters like how to deal with VAW incidents within the organization; what should be the institutional stance in cases where members of the organization have committed VAW against others outside the organization, and the victims seek intervention from the institution.

- Strengthen capacity of the organization to undertake VAW-related activities eg. conduct of VAW orientations, provision of immediate support to VAW victims, and integration of VAW into specific programs or projects of the organization. Materials including how-to guides may be developed to facilitate this capacity strengthening process.

- Establish links and systems of referrals

From page 5 Doing VAW Related Work

with groups and agencies that deal directly with VAW. These may be crisis centers, women and children protection units in hospitals, alternative or feminist lawyers' groups, or NGOs providing economic assistance, etc. VAW-related materials including training guides may be sourced from these from these groups.

- Support legislative advocacy, campaigns, and other VAW-related activities of other groups.

WHY TAKE ACTION AGAINST VAW: an (un)imaginary scene

There is a scene that is closer to reality than one may think. In the scene, one finds some individuals talking with others who appear to be members of indigenous communities, fisherfolk, urban poor, sugar cane and coconut plantation workers, and NGOs workers. Eavesdropping on their discussion, one hears a passionate exchange on why everyone present and their organizations should address VAW. Here are portions of that exchange:

VAW is a pervasive and serious problem

These VAW incidents are certainly only some of countless stories of countless women who have borne the brunt of VAW. Available data from the Philippine National Police records in 2003 some 7,805 reported cases of VAW. Of the reported cases, 58 percent

to 62 percent involved physical abuse and wife battering, while 13 percent were cases of rape.

Selected statistics from the Women's Crisis Center further reveal the magnitude and some patterns of VAW.

- 7 of 10 rape survivors were raped by men known to them
- 6 of 10 incest survivors were forced into early marriages or live-in arrangements with their assailants
- 1 of 3 incest survivors were abused when they were below 11 years old
- 2 of 10 incest and rape survivors had unwanted pregnancies

A 2003 research conducted by the Coalition against Trafficking in Women – Asia Pacific (CATW-AP) showed that there were 6,298 cases of trafficking in women and children, which number should be magnified by 50 to 100 based on findings of another study sponsored by the organization that found that trafficking usually involves groups of between 50 to 100 women

Because many VAW cases go unreported and therefore statistics available do not reflect the true situation of violence against women and girl children, there is general acknowledgment nonetheless of how pervasive and serious the VAW problem is – as may be gleaned from policy and other administrative efforts of government and the advocacy especially of women's groups. Although numbers of victims should not be the primary reason for our taking up the issue of VAW, the magnitude and extent of the problem do add to the urgency for our making and acting on such resolution.

Moreover, since VAW is pervasive, it is committed in our midst, in our communities and in our homes. It is not a problem that is distant to us; it is our problem.

VAW is a human rights issue

We are committed to promoting the human rights of all individuals. If we don't do anything on VAW – which violates human rights of women – are we being true to this commitment? Are

concealed within the cloaks of culture, custom or religion. rent from the following:

We recognize also, only too well in fact, that VAW happens within the private spheres of family, clan, and relationships. What do these mean for us human rights activists? Our struggles have often been directed at external factors -- governments, multinationals, capitalists, landowners. For many of us, the 'enemy is out there.' By reflecting on and acting against VAW we cannot but look into ourselves; and as we do, we face the risk of finding that the "finger points at me." But did we not say that social transformation must start with and involve one's self?

By helping eliminate VAW, are we not contributing to the realization of our institutional and personal visions of what our communities and society should be like?

With this rhetorical question, the people present went into a reflection/creativity session. Their task: to show how work against VAW links to their institutional/personal visions. End of scene.

Let us imagine that what comes out of this imaginary scene is no far different:

Poem and Sketch
by Jovelyn Cleofe

You say I am yours
I answered, why is that so?
You are a woman.

Sun sets, you claim me.
Yet, man, you do not own me.
You should have known that.

An-



other day begins

Atty. Eleanor Conda is WISE Act's Consultant on Gender and Violence Against Women. She helped WISE Act in developing the Learning and Sharing Workshop on Gender, VAW and Human Rights. . This paper included the experience of partners during the said workshop held with CNGM partners in Luzon and Davao last year. The article is an excerpt of the paper Addressing VAW in the context of Gender Mainstreaming and Institutional Mandates.



MEN'S INITIATIVE TO OVERCOME VIOLENCE AGAINST WOMEN AND DOMESTIC VIOLENCE IN INDIA

By **Anthony Gutierrez**

"The last century would enter history as the century of violence – with a heritage of mass destruction - but there is one part that is much less visible but much more widespread and this is that of individual

The above quote was shared by **Ms. Una Hombrecher**, Project Manager of Bread for the World (*BftW*) Advocacy in her welcome address to the participants of the workshop on "Overcoming Domestic Violence – Issues for Strategy and Practice". The activity was held last November 30 – December 02, 2004 at the TARC & BCDM, Savar, Dhaka Bangladesh with representatives from India, Philippines, Germany and Bangladesh.

In 2002, World Health report revealed that the major threats to human safety is in fact, the violence that is in the immediate sphere and not the violence that is in the public sphere like terrorism and war. (Una Hombrecher)

One of the participating organization– Man's Actions for Stopping Violence Against Women (MASVAW) represented by Mr. Satish Kumar. The evolution of their organization was based on the following context particularly In Uttar Pradesh, India.

According to the Amnesty International the level of violent crime against women in Uttar Pradesh are extremely high. Violence within home is wide spread In UP and effect women through out society. A very common expression, 'it is their family matter'. State machinery also further discriminate in the matter of community and family. A lot of violence takes place behind closed doors.

MASVAW is a campaign initiated by a group of concerned men who collectively felt responsible for such situation and decided to bring about a change within themselves and in other men. They believe that violence against women is not only a women's issue. It is a larger social issue and intends to build a people's movement against VAW in North India.

The organization works with men

because of the assumption that:

- Men are not violent by birth.
- Men are involved as perpetrators.
- Men are socialized by the patriarchal social system.
- Men play a bystanders role in cases VAW.
- Men are role models for other men.
- Men react when they feel violence against themselves.
- Men can also be survivor of gender based violence.

MASVAW intends to increase awareness among men about violence against women as a larger social issue and motivate men to shun violence, protest against violence, support survivors and provide new role models. These are realized through various activities such as games, competitions, film showing, symposium, meetings, consultations, rally, provision of educational materials, workshops, training, counseling, networking, participating in other women's group campaign and information dissemination and sharing.

The above activities are undertaken among youth, students, adolescents, men in communities, local government representatives, local industry owners, media persons, NGO activists, teachers, etc.

Its efforts serve as impetus for the following successes:

Decentralized initiatives

Six regional chapters have been started.

Regional chapters are initiating independent action.

Community level MASVAW groups have been started which are taking initiatives for violence free village.

Community level action:

Owner of brick kiln are taking initiatives in addressing VAW.

Youth group are monitoring the violence in their respective village.

In some cases men have started raising the issues in local panchayat meeting.

Working with Youth and Adolescents:

(Mainstreaming in Educational Institute)

In some schools children are taking step on domestic violence.

In one university, students have started watch-groups on VAW.

And at the Institutional and Individual level:

- Male-headed organizations are reviewing their staff policies and giving a proper place to the issue in their organization.
- At a more individual level members of the campaign feel that being part of this campaign has helped them personally by providing them space to live with their emotions.

According to Satish, MASVAW is still a long way from ensuring violence free and gender just society. The small initiatives that have been made need to be consolidated and there's a need to be vigilant about promoting a patronizing and paternalistic approach. Though many of their members have begun to internalize the concept of gender justice in their own lives, it is not yet universal.

Its immediate challenges are to develop closer partnership with women's groups, sustain action on the issue to strengthen the movement, build its capacities from the experiences of similar groups within and outside of India and consolidate the activities towards effective change both at the individual and societal level.

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CAPACITATING NGOs IN GENDER MAINSTREAMING: Philippine NGO Experience



7th International Conference on Gender & Human Rights in Southeast Asia, June 20-22, 2006 Bangkok, Thailand

(Note: We are sharing with you the abstract of Ms. Cajiua's paper presented at the WARI Conference.)

ABSTRACT

Through this paper presentation we hope to share lessons and insights on the gender mainstreaming approaches adopted by Philippine NGOs. These may be useful for other in the region who are also in the process or will be undertaking similar initiatives.

The paper is based on actual assessment on the efforts and processes of 18 partner NGOs in the Philippines assisted and facilitated by WISE ACT through its project: *Capacitating NGOs on Gender Mainstreaming (CNGM)*.

The *Capacitating NGOs on Gender Mainstreaming (CNGM)* started in May 2002, is a package of programs that aimed to address gender issues at various levels of its partner organizations (NGOs) in a programmatic approach by:

Mainstreaming GAD approach

Developing, with partner groups, strategies, tools and indicators for gender mainstreaming based on (sub) sector-specific need assessment.

Reaching desirable level of gender-integration in development programs and projects.

Facilitating an enabling environment for women's empowerment through:

Affirmative action (change or transformation of a situation to a positive force).

Advocacy for best practices from experiences of the grassroots and institutions.

In the three years of the project's implementation (July 2002 – June 2005) the partner organizations have identified the following needs in order for them to effectively reach a desirable level of gender perspective integration within their strategies, policies, programs and projects:

More exchange among partners about their experiences in Gender Mainstreaming (GM)

Thematic focused activities as working areas for gender integration and mainstreaming.

Specialized training for increased capability.

Models and "best practices" for replication, get some information on women's empowerment and gender mainstreaming.

Gender training for PO members of NGOs who are just starting with gender orientation while advanced training for those who already have efforts in gender integration.

Developed more *indigenous* Gender Responsive Planning Tools, includes implementation, monitoring and evaluation, research tools at institutional level.

Manualization of modules and instruments.

Strategies for gender-responsive livelihood and enterprise development.

Gender mainstreaming in the context of diverse culture and self-determination.

Organizational development and sustainability programs For women.

Outline of the paper:

Background on the CNGM approach. Why are we capacitating partners in gender mainstreaming?

What are the processes? With focus on gender audit as crucial to the process:

General Guide and Audit/Workshop Instruments

Perception of Achievement

Mainstreaming of gender equality and women's empowerment in strategy and activities

Mainstreaming of gender equality and women's empowerment in the institutional policy of the NGO/PO

Existing gender expertise and competence and capacity building

Information and knowledge management
Gender responsiveness of the organizational structure

Systems and instruments in use (personnel hiring, firing, appraisal; project evaluation, monitoring & evaluation instruments, etc.)

Process Management

Organizational culture

Decision making in the organization

Who are the stakeholders? And what is the basis of partnership?

Lessons learned: Insights from our 3-year assessment:

The eighteen NGOs that participated in the project are now mainstreaming gender in the particular areas of their work, which to wit, are the following:

Food Security
Agrarian Reform and Rural Development
Sustainable Agriculture
Micro-Enterprise Development
Urban Poor
Policy Advocacy and Governance
Human Rights
Tri- people and Indigenous Culture

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