



REPUBLIC OF THE PHILIPPINES

Department of Budget and Management  
Malacañang, Manila

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18 June 2004

**DR. EMMANUEL E. BUENDIA**  
Governance Portfolio Manager  
United Nations Development Programme  
7/F NEDA sa Makati Building  
106 Amorsolo St., Legaspi Village  
Makati City

UNDP MANILA	
FILE NO.	PHI/02/009
JUN 21 2004	
ACTION	INFO
EEB	DRR/RA

**Dear Dr. Buendia:**

The UP National College of Public Administration and Governance - Center for Policy and Executive Development (NCPAG-CPED) has submitted the Final Report of the 2003 Project implemented under the Civil Service and Economic Reform Programme of the GOP-UNDP Governance Portfolio entitled, "**Conduct of International Conference on Challenges to Development: Innovation and Change in Regulation and Competition**". The copy of said report would be transmitted along with the outputs of the other Projects.

We have examined the Report and found it consistent with the Project's approved Terms of Reference. In this regard, the remaining balance of **P165,540.00** could be released to the NCPAG-CPED.

Thank you very much.

Very truly yours,

*Handwritten signature of Amelita D. Castillo*

**AMELITA D. CASTILLO**

Programme Manager  
Economic Management and Civil Service Reform Programme  
GOP-UNDP Governance Portfolio

Cc: Dir. Virgilio V. Salentes, PMO



REPUBLIC OF THE PHILIPPINES

Department of Budget and Management  
Malacañang, Manila

18 June 2004

**DIR. VIRGILIO V. SALENTES**

*Head Secretariat*

GOP-UNDP Governance Portfolio

United Nations Development Programme

3/F DAP Bldg., San Miguel Avenue

Pasig City

**Dear Director Salentes:**

May we submit the Final Reports of the following Projects implemented in 2003 under the **Civil Service and Economic Reform Programme of the GOP-UNDP Governance Portfolio**:

Project	Implementing Agency
1. Technical Assistance (TA) for Enhancing the Department of Budget and Management (DBM) Capability in the Pursuit of a Program on Rationalizing and Improving Public Service Delivery	Department of Budget and Management
2. Institutionalizing Public Service Performance Excellence Thru ISO 9000:2000-Aligned Quality Management System (QMS) - Phase I	Development Academy of the Philippines - Center for Quality and Competitiveness
3. Enhancing the Performance Evaluation System in the Civil Service - Phase I	Civil Service Commission
4. Government Watch	Ateneo School of Government
5. Conduct of International Conference on "Challenges to Development: Innovation and Change in Regulation and Competition"	UP NCPAG - Center for Policy and Executive Development

Likewise included is the Executive Summary of the **Seminar-Workshop on the Rights-Based Approach to Governance and Development** conducted for our Programme.

We would be forwarding to you the Final Report of the Project, **Continuing the Reduction of Signatures Required for Critical Government Transactions-Phase II**, as soon as it is completed.

Thank you very much.

Very truly yours,

  
**AMELITA D. CASTILLO**

*Programme Manager*

Economic Management and Civil Service Reform Programme

GOP-UNDP Governance Portfolio

Cc: Dr. Emmanuel E. Buendia, UNDP



Government of the Philippines  
United Nations Development Programme



Portfolio on Enabling Environment:  
Poverty Reduction through Good Governance

**PHI / 02 / 009 CIVIL SERVICE AND ECONOMIC MANAGEMENT:**  
*ENHANCING INSTITUTIONAL CAPACITIES TO PROMOTE  
PUBLIC ADMINISTRATION AND FISCAL REFORMS*

# **TRAINING ON RIGHTS-BASED APPROACH TO DEVELOPMENT FOR THE CIVIL SERVICE AND ECONOMIC REFORM PROGRAMME**

**FINAL REPORT**

May 2004

*Executing Agency/Implementing Agency:*



**Department of Budget and Management**

*In cooperation with:*

**Commission on Human Rights**

**ORIENTATION-WORKSHOP ON THE RIGHTS-BASED APPROACH TO  
GOVERNANCE AND DEVELOPMENT FOR  
DEPT. OF BUDGET AND MANAGEMENT OFFICERS AND  
MEMBERS OF THE CIVIL SERVICE AND  
ECONOMIC MANAGEMENT CLUSTER**

**(GOP-UNDP Program for Poverty Reduction through Good Governance)**

**January 8 – 9, 2004  
Linden Suites, 37 San Miguel Avenue Ortigas Center, Pasig City**

**EXECUTIVE SUMMARY**

**Commission on Human Rights of the Philippines  
United Nations Development Programme**

## **Introduction**

The mainstreaming of the rights-based approach in governance and development processes is considered crucial for the institutionalization of human rights standards in the country. Although there have been previous initiatives of CHR in this direction, its role has become even more prominent with the current GOP-UNDP Program Portfolio for Poverty Reduction through Good Governance where the CHR was identified as the executing agency for the Right to Development Programme responsible for mainstreaming a rights-based approach (RBA) to development, among others.

For 2004, the CHR through the RTD Programme intends to pursue more capacity-building activities on RBA for relevant government agencies, civil society groups and the private sector, which began in 2003.

In June 2003, the first Executive Orientation in the Rights-Based Approach to Development was held under the auspices of UNDP, NEDA and the CHR. This was attended by representatives of agencies coming from the program portfolio of Good Governance, Empowerment of the Poor, Peace and Development and Environmental Sustainability of the GOP-UNDP Cooperation Programme.

The second executive orientation was the Orientation-Workshop on Rights-Based Approach to Governance and Development for Department of Budget and Management Officers and Members of the Civil Service and Economic Management Cluster on January 8 to 9 at Linden Suites 37 San Miguel Avenue, Ortigas Center, Pasig City, and the subject of this report.

## **Objectives**

The Orientation-Workshop intended to:

1. Create awareness and enhance understanding of fundamental human rights concepts and principles including, among others, the Philippine Constitutional framework, individual and State obligations and the international human rights frameworks ratified by the Philippines; and
2. Create awareness and enhance understanding of the concept of a "rights-based" approach as both a vision and a way of undertaking development.

## **Training Design**

The bulk of participants came from the Department of Budget and Management while the rest were from the Development Academy of the

Philippines, Philippine Government Employees Association, Federation of Christian in Government, Philippine Convention Visitors Corporation and Government Watch.

The training methodology consisted of lecture-discussions and a workshop. The workshop portion was designed differently for the DBM participants. DBM participants were asked to identify which areas of work within the DBM or the budgeting process could human rights concepts or principles or the rights-based approach framework be applied.

The non-DBM group was asked to identify projects as well as specific activities within these projects where human rights/ rights – based approach could be mainstreamed.

The participants were asked to fill up Pre-Training and Post-Training Evaluation Forms. The Pre-Training form was meant to be a benchmark from which to measure any changes in knowledge, skills and attitudes after the orientation-workshop.

A general evaluation instrument was also filled up by the participants after the training.

### **Summary of Activities**

The first part of the Orientation-Workshop was composed of lecture-discussions. The first presentation was a discussion of Governance Portfolio within the GOP-UNDP Country Cooperation Framework by Ms. Rosette C. Librea, Outcome Manager, GOP-UNDP Governance Portfolio Management Office followed by the lecture-discussions proper. The lectures were composed of these modules; Module I – "Basic Human Rights", "International Human Rights and Constitutional Framework", and "Human Rights Principles that Guide Development", handled by Atty. Jacqueline V. Mejia, Executive Director, CHR; Module II – Applying Human Rights to Development with these topics: "Normative Content of Selected Human Rights", "Nature and Levels of State Obligations", and "Linking Human Rights and Development: The Rights-Based Approach" handled by Atty. Anita M. Chauhan, Ph.D., Regional Director, Region 1, CHR; and Module III – with the lecture-topic: "RBA Application Across Institutions: The CHR Approach" by Ms. Nerissa M. Navarro-Piamonte, Director, Strategic Planning and Development Office, CHR.

The workshop provided the opportunity to apply the information or knowledge acquired in the preceding lecture-discussions.

The results of the small-group discussion were presented at a plenary session for which the following persons served as reactors: Ms. Rosanne Wong, Program Manager for Human Rights and Gender, UNDP and Mr. Virgilio Salentes, Head, Joint Portfolio Secretariat and Acting Director, Portfolio Management Office, GOP-UNDP Governance Portfolio Management Office.

The workshop output was a demonstration of the ease by which participants internalized their theoretical exposure to human rights and the rights-based approach. One participant, the President of the Philippine Government Employees Association (PGEA) informed the groups that he would prepare a resolution in behalf of PGEA endorsing RBA as the development strategy of the Philippines. Some DBM participants also suggested that an Executive Order be issued to divert the mainstreaming of the RBA in planning, budgeting, implementation and monitoring.

The envisioned role of CHR in the DBM would be to observe compliance with human rights principles and norms in the technical budget hearing (TBH) which another group amended to indicate not only observer status but as a regular member.

The following matrices are the workshop outputs: (Please see attached)

**WORKSHOP ON RBA APPLICATION  
PROPOSED HUMAN RIGHTS MAINSTREAMING  
IN THE CIVIL SERVICE AND  
ECONOMIC MANAGEMENT RESEARCH REFORM PROGRAMME**

PROJECTS	AREAS FOR MAINSTREAMING



Organization: **PGEA**

PROJECTS	AREAS FOR MAINSTREAMING
<p><b><i>Capacity Building for State Workers Towards Economic Self-Sufficiency</i></b></p> <p>The project aims to develop economic self-sufficiency of state workers through the provision of training, fundamental education, livelihood and investment opportunity through entrepreneurial pursuits.</p>	<ol style="list-style-type: none"> <li>1. Sensitivity to human rights commitments. Promotion of:               <ol style="list-style-type: none"> <li>a. Right to dignity</li> <li>b. Right to association</li> <li>c. Right for a decent works</li> </ol> </li> <li>2. Human Development concerns:               <ol style="list-style-type: none"> <li>a. Fundamental education through training</li> <li>b. Job creation</li> <li>c. Livelihood project that will serve as salary extenders for food, health, housing</li> <li>d. Group economic endeavor/workers' enterprise development</li> </ol> </li> </ol>

Organization: **Philippine Convention and Visitors Corporation**

PROJECTS	AREAS FOR MAINSTREAMING
<p>Enhancement of PCVC to eliminate Government subsidy by 2006</p>	<ol style="list-style-type: none"> <li>1. Provisions for basic needs of health, education and trainings and retirement</li> <li>2. Enhance support to government projects for equality, to wit: GAD Activities</li> <li>3. Provisions to promote social responsibilities</li> <li>4. Awareness of employees' human rights</li> </ol>

Organization: **Government Watch**

PROJECTS	AREAS FOR MAINSTREAMING
<p>Monitoring of government agencies</p>	<ol style="list-style-type: none"> <li>1. Inclusion of claimholders point of view in research methodology and implementation</li> <li>2. Engage CHR in validating research results</li> <li>3. Inclusion of RBA principles in PMS manual formulation.</li> </ol>

Organization: **Development Academy of the Philippines**

PROJECTS	AREAS FOR MAINSTREAMING
Program Development/Project Management (e.g. judicial reform, anti-corruption etc.)	<ol style="list-style-type: none"> <li>1. Employing the RBA process from the proposal/ design stage-implementation – M &amp; E phases</li> <li>2. RBA cascading/echoing activities</li> </ol>

Organization: **CESB – Strengthening the Philippines Career Executive Service**

PROJECTS	AREAS FOR MAINSTREAMING
<ol style="list-style-type: none"> <li>1. Enhancement of Examination and Recruitment Process</li> <li>2. Training and Career Development for Government Executives</li> </ol>	<p>Awareness/Education</p> <ul style="list-style-type: none"> <li>- integrate HR into CES examination process</li> </ul> <p>Application/integration of HR principles to existing CESB training programs and HRD Framework</p>

Organization: **Fellowship of Christians in Government Inc. (FOCIG)**

PROJECTS	AREAS FOR MAINSTREAMING
<ol style="list-style-type: none"> <li>1. Boosting tax collection of BIR thru FOCIG Service Desks</li> </ol>	<ul style="list-style-type: none"> <li>• Promote awareness of indirect HR violation by the government and private sectors thru corruption and non-compliance with tax regulation which results in lack of funds to provide basic needs of the people</li> <li>• Help government to have and efficient tax collection and administration system</li> <li>• Intensify transparency of government and private sectors in the tax process</li> </ul>

# RBA APPLICATION IN NATIONAL BUDGETING PROCESS

HR/RBA FRAMEWORK	AREAS OF DBM WORK WHERE THESE MAY BE APPLIED	AREAS OF COOPERATION BETWEEN CHR AND DBM
Concepts/Systems/Tools		
HR Principles		
Concept of State Obligations		
Concept of Rights Entitlement		
Concept of Duty Holder/Claim Holder		
Normative Contents HR Principles		
RBA Systems/Tools		
Four Phases of Budgeting Process		Areas of Cooperation Between CHR and DBM

# RBA APPLICATION IN NATIONAL BUDGETING PROCESS

HR/RBA FRAMEWORK	AREAS OF DBM WORK WHERE THESE MAY BE APPLIED	AREAS OF COOPERATION BETWEEN CHR AND DBM
Concepts/Systems/Tools HR Principles	<ul style="list-style-type: none"> <li>a. Accountability – APR</li> <li>b. Attention to Vulnerable Groups <ul style="list-style-type: none"> <li>- Resource Allocation</li> <li>- Cash Programming</li> </ul> </li> <li>c. Transparency <ul style="list-style-type: none"> <li>- Procurement Reforms</li> </ul> </li> <li>d. Empowerment <ul style="list-style-type: none"> <li>- Decentralization Policy</li> </ul> </li> <li>e. Good Governance</li> </ul>	<p>Issuance of an Executive Order to direct the mainstreaming of the RBA in planning, budgeting, implementation and monitoring of agency's PAPs e.g. preparation of:</p> <ul style="list-style-type: none"> <li>- MTPDP</li> <li>- SONA</li> <li>- Budget Call</li> </ul>
State Obligations	<ul style="list-style-type: none"> <li>a. Budget Preparation</li> <li>b. Budget Execution</li> </ul>	
Rights Entitlement	<ul style="list-style-type: none"> <li>a. Budget Execution <ul style="list-style-type: none"> <li>• Timely Release of Funds</li> </ul> </li> </ul>	
Duty and Claim Holders	<ul style="list-style-type: none"> <li>a. Budget Preparation/Execution <ul style="list-style-type: none"> <li>• Resource Allocation</li> <li>• Release of Funds</li> </ul> </li> </ul>	
Normative Contents	<ul style="list-style-type: none"> <li>a. Budget Preparation <ul style="list-style-type: none"> <li>• Evaluation of Budget Proposals</li> <li>• Resource Allocation</li> <li>• Technical Budget Hearing (TBH)</li> <li>• Performance Indicators</li> </ul> </li> </ul>	
RBA Tools/Systems	<ul style="list-style-type: none"> <li>a. Budget Preparation <ul style="list-style-type: none"> <li>• Policy Formulation e.g. DCC, Budget Call</li> </ul> </li> </ul>	•
Phases of Budgeting Process		Areas of Cooperation Between CHR and DBM
<ul style="list-style-type: none"> <li>Budget Preparation</li> <li>Budget Execution</li> <li>Budget Accountability</li> <li>Budget Authorization (CHR to support the agency in defending their budget)</li> </ul>	<ul style="list-style-type: none"> <li>• Policy Formulation e.g. DCC, Budget Call</li> </ul>	CHR to be given an "Observer Status" in the TBH and assists agencies in defending their budget in Congress re: RBA

## Group Members:

Lopez, Art Burnatay, Lando Garcia, Luz Cantor, July Pacificador, Sixto Antonio, Malou Trinidad, Cloty Drapete

for: Martha Crisostomo

# RBA APPLICATION IN NATIONAL BUDGETING PROCESS

HR/RBA FRAMEWORK	AREAS OF DBM WORK WHERE THESE MAY BE APPLIED	AREAS OF COOPERATION BETWEEN CHR AND DBM
<p>Concepts/Systems/Tools</p> <p>HR Principles</p> <p>Concept of State Obligations</p> <p>Concept of Rights Entitlement</p> <p>Concept of Duty Holder/Claim Holder</p> <p>RBA Systems/Tools</p> <p>Normative Contents</p>	<ul style="list-style-type: none"> <li>Budget Call – (Statement of Policy)</li> <li>Preceded by well-grounded RBA aware/conscious budget proposal by NGAs</li> <li>Budget Review – checks if budget proposal is compliant with the MTPDP</li> </ul> <p><b>ALL PHASES OF BUDGETING PROCESS</b></p>	<ol style="list-style-type: none"> <li>Development of performance indicator</li> <li>Participation of CHR in the budget hearing</li> <li>Conduct of workshop/seminar-orientation regarding RBA awareness/consciousness by CHR to concerned NGAs</li> </ol> <p><i>Note: RBA application is premised on the ground that NGAs have the basic accountability in mainstreaming of RBA in the preparation of their budget proposals</i></p>
<p>or Phases of Budgeting Process</p> <p>Budget Preparation</p> <p>Budget Authorization</p> <p>Budget Execution</p> <p>Budget Accountability</p>	Areas of Cooperation Between CHR and DBM	

Group II Members:

ator:

## REACTORS' OPINIONS AND OBSERVATIONS

The reactors were impressed with the active participation of the participants particularly the workshop outputs. Ms. Rosanne Wong, Program Manager of Human Rights and Gender, UNDP, one of the two invited reactors, was pleased that the participants had taken the orientation to a higher level by identifying where RBA can be mainstreamed in the budgeting process by DBM participants and in the project proposals of the other groups because "RBA is a long-term vision" and not just a 'flavor of the month' and UNDP is interested not only in people learning RBA but to make advocates of them as well."

Ms. Wong observed that human rights should already be integrated in the project proposal stage not when all the programs have already been designed or being implemented. She said that it is this stage that UNDP would support because it is harder to backtrack and look at how to develop human rights indicators at the implementation stage.

She further said that DBM participants highlighted the importance of empowerment and accountability. Empowerment is considered one of the major tenets of RBA because it focuses on sensitizing people about knowing their human rights and acting on them. Likewise, accountability was also emphasized and since it was recommended to be built-in in the budgeting process, the government becomes responsible for its actions.

Ms. Wong was likewise impressed with the suggestion that the CHR sits in technical budget hearings in Congress. She emphasized the importance of dialogue in government particularly since people look at human rights in a negative and scary way. She said that the 1986 UN Declaration on RTD states that "every human being regardless of sex, race, gender, religion, etc., has the right to benefit from, contribute to and participate in development." This should be the basis of dialogue, instead of just talking about violations and abuse.

Mr. Virgilio Salentes, Head, Joint Portfolio Secretariat and Acting Director, Portfolio Management Office, GOP-UNDP Governance PMO, and the other reactor first thanked the DBM for sponsoring this orientation-workshop ahead of other line agencies in 2004; the CHR for its assistance in providing the resource speakers and hoped that the CHR will also offer the same assistance to other agencies in the future.

The importance of DBM in crosscutting RBA was appreciated because of its wide area of influence on other agencies through the budget cycle. The areas of cooperation between CHR and DBM is crucial since it is envisioned that DBM will develop the internal capacity to echo RBA within the department and possibly realize its application therein.

Mr. Salentes agreed that including the CHR in technical budget hearings is commendable and hoped that it would have more active participation and not just be on "observer status".

The strong participation of the civil society groups was noted because governance is really a tripartite endeavor: the government, private sector and

civil society organizations bringing in their specific expertise and valuable resources into the fold. The five proposals coming from the civil society group were equally good but he identified that the proposal coming from the Career Executive Service Board represented by its Exec. Director Atty. Normita L. Villanueva as the most promising.

## **SYNTHESIS**

After asking the opinions and reactions of other participants and adding his own, DBM Director Gil Montalbo delivered a synthesis of their learnings. He said that the topics were informative and thought-provoking. However, he expressed reservations on the "newness" of RBA, as it seems to be a rehash of old development strategies. He said he is convinced that it can be implemented although he will be looking forward to tools to be developed so it will be more understood and appreciated.

## **REFLECTION AND EVALUATION**

Besides the Pre-Training and Post-Training evaluation forms given the participants, reflection sheets for each of the lectures and resource persons were also distributed. The last form to be filled up was the General Evaluation Questionnaire, which was composed of two sections: Part I, Content and Process and Part II, Future Directions.

Part I covered Evaluation of Training Objectives (with evaluation statements); Identification of the most important Learnings; Identification of the most interesting topics, activities; Most useful topic related to work; Expectations; Methodology (with evaluation statements); Reference Materials (with evaluation statements); Training Management (with evaluation statements); Venue and Meals (with evaluation statements). Part II covered Suggestions to Improve Training and Identification of Follow-up Activities to enhance long-term success of training.

It can be said that the participants generally considered the lectures "good-very good-excellent" with quite a few responses saying that they found the lectures "excellent". Two resource persons were rated "excellent" in their presentation (53.84%)

As for Content and Methodology, all participants believed that the training increased their awareness and enhanced their understanding of fundamental human rights concepts and principles including, among other, the Philippine Constitutional framework, Individual and State Obligations and the international human rights framework ratified by the Philippines; as well as the concept of a rights-based approach as both a vision and a way of undertaking development. The training management was also appreciated.

## **Issues and Concerns**

1. The need for more advocacy work on RBA for government agencies
2. The perception that RBA is UNDP "owned" and "echoed" by CHR
3. The need to develop case studies on mainstreaming RBA
4. The need for endorsement of RBA (as in an Executive Order)

<b>Annex 1</b>	<b>Pre-Training Evaluation Form</b>
<b>2</b>	<b>Post-Training Evaluation Form</b>
<b>3</b>	<b>Reflection Sheets/ Lecture/ Resource Person</b>
<b>4</b>	<b>General Evaluation Questionnaire</b>
<b>5</b>	<b>Directory of Participants</b>
<b>6</b>	<b>Program of Orientation/ Workshop</b>



**Opening Remarks by: Dr. Purificacion C. Valera Quisumbing, Chairperson of the Commission on Human Rights of the Philippines**

Chairperson Quisumbing was very pleased to see that most of the participants who attended the orientation-workshop were top-level officers from DBM and from the civil society groups/ organizations. The Chairperson thanked Undersecretary Laura Pascua for setting the tone of the orientation workshop in her Welcome Remarks where she hoped that this would help them realize the importance of human rights in development programs and activities.

The Chair likewise introduced the CHR as a constitutional and an independent body which is the Executing Agency of the Right to Development (RTD) Programme of the Governance Portfolio under the GOP-UNDP Cooperation Framework. As such, the CHR assumes a critical role of strengthening the capacities of institutions to protect and promote human rights through the rights-based approach in governance and development processes and activities.

NEDA and UNDP are partners when it comes to planning for what the UNDP would do in the Philippines – the UNDP represents the UN and NEDA representing the Philippine governance system focusing on programs such as: poverty alleviation, peace and order particularly in Mindanao; and governance. UNDP and NEDA agreed that human rights should be the fundamental concept that would unite all planning for development. The basis for planning should be the covenants on civil and political rights and economic, social and cultural rights.

It is in the planning for funding or the allocation of resources wherein DBM is very critical. The target is to focus on the agencies of the government responsible for allocating the resources, because if the budget does not emphasize the human person, then it will miss the basic objective, which is the development of the human person.

CHR now is brought into the development sphere and can be a partner not only in terms of planning for allocation of funds, but together with, for example, DBM CHR will be able to achieve the objectives of making development benefit the human person.

CHR can do and tell which should be the benchmark, but ultimately DBM will have to say what needs to be done. It will be an operational cooperation,

There are three main things that the Commission would like to address during the Orientation:

1. What is the CHR in relation to you and to your department/ office?
2. What is the role of the Commission in the programs that you are pursuing now?
3. What possible role can your respective agencies play when it finally comes down to planning for action for RBA?

**Governance Portfolio – Enabling Environment: Poverty Reduction through Good Governance by Ms. Rosette C. Librea, Outcome Manager, Portfolio Management Office**

Ms. Librea Provided a background of the Country Cooperation Framework Agreement, as well as the agenda, portfolio programmes, expected outcomes and current initiatives.

She explained that the Governance Portfolio is derived from the Country Cooperation Framework between the UNDP and NEDA/GOP and is geared towards reducing poverty through reforms for good governance. This agreement contains four portfolios, i.e., Empowerment of the Poor, Environmental Sustainability, Peace and Development and Governance. The Governance Portfolio aims to bring together government institutions, civil service groups and the private sector to work at reducing poverty levels. The link between human rights and development is strengthened through the formulation of norms, standards and processes that are rights-based.

**Basic Human Rights Framework (International Human Rights and Constitutional Framework & Human Rights Principles that Guide Development) by: Atty. Jacqueline V. Mejia – Executive Director, Commission on Human Rights of the Philippines**

Atty. Mejia discussed the concepts, sources and characteristics of human rights and presented the full range of human rights. The session is based on the Universal Declaration of Human Rights and its 2 Covenants: International Covenant on Civil and Political Rights International Covenant on Economic, Social and Cultural Rights; and the Philippine Constitution.

The session sought to: enhance understanding of human rights; and enable to better enforce individual rights and prevent violations of human rights.

The lecture highlighted the following:

- 1.0 Two definitions of human rights
  - 1.1 UN Definition – Human rights are generally defined as those rights which are inherent in our nature and without which we cannot live as human beings.
  - 1.2 CHR Definition – Human rights are the supreme, inherent and inalienable rights to life, to dignity and to self development. It is the essence of these rights that makes man (woman) human.
- 2.0 Sources of Human Rights
  - 2.1 Universal Declaration of Human Rights (UDHR) adopted by the United Nations on December 10, 1948

- The first comprehensive human rights instrument to be proclaimed by a universal international organization.
- Its purpose is to provide "a common understanding of human rights and fundamental freedoms covered by the UN Charter and to serve as a common standard of achievement for all peoples and all nations."
- There are two broad categories of human rights: 1.) civil and political; and 2.) economic, social and cultural.

## 2.2 & 2.3 International Covenant on Civil and Political Rights (ICCPR) & International Covenant on Economic, Social and Cultural Rights (ICESR)

- The International Covenants define in more detail the rights set forth in the UDHR and provide for additive rights;
- The covenants went into force for countries that signed in 1976.

## 2.4 Other Human Rights Documents

- The UN has adopted more than 20 principal treaties further elaborating human rights, such as:
  - Convention on the Elimination of All Forms of Racial Discrimination (CERD)
  - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
  - Convention on the Rights of the Child (CRC)
  - Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment and others.

## 3.0 The Philippine Constitution, 1987

- Relevant Human Rights provisions are:
  - Bill of Rights
  - Declaration of Principles
  - Social Justice and Human Rights

## 4.0 Fundamental Characteristics of Human Rights

4.1 Universality – human rights are held by all persons equally, universally and forever.

4.2 Indivisibility – refers to the equal importance of each human rights. A person cannot be denied a right because someone decides it is "less important" or "non-essential."

- 4.3 Interrelatedness/ Interdependence – all human rights are part of a complementary framework. For example, the ability to participate in government is directly affected by the right to express oneself, to obtain an education and even to necessities of life.
- 4.4 Inalienability – a person cannot lose these rights anymore than one can cease being a human being. A person's rights cannot be taken from a person under any circumstance.

## 5.0 Basic Principles in Human Rights

- 5.1 All persons have basic rights, i.e., right to life.
- 5.2 All persons belong to a society.
- 5.3 If a person has the basic right to life, society has the basic right to survive.
- 5.4 If a person has the right to dignity, society has the basic right to self-determination.
- 5.5 If a person has the right to self-development, society has the right to develop as a society.
- 5.6 If a society expands, the need for a system of government increases
- 5.7 Government is created by society (or by the people) for the people and by the people.

## 6.0 Classification of Human Rights

### 6.1 INDIVIDUAL RIGHTS – Rights accorded to individuals

#### 1. Civil and Political Rights – the rights of citizens to liberty and equality (first-generation rights). For example:

- 1.1 Right to life
- 1.2 Freedom from torture or cruel, inhuman or degrading treatment or punishment
- 1.3 Freedom from slavery
- 1.4 Right to liberty and security of persons
- 1.5 Freedom of movement
- 1.6 Rights to equality before the law
- 1.7 Rights of accused persons
- 1.8 Rights against retroactive penal laws
- 1.9 Right to recognition as a person before the law
- 1.10 Right to privacy
- 1.11 Freedom of thought, conscience and religion
- 1.12 Freedom of opinion and expression
- 1.13 Right to international peace and security
- 1.14 Right of peaceful assembly

- 1.15 Freedom of Association, family and marriage rights
- 1.16 Rights of children
- 1.17 Rights of Citizens
- 1.18 Rights of Minorities

2. Economic, Social and Cultural Rights – are rights that concern the production, development and management of materials for the necessities of life. For example, the right to preserve and develop one's cultural identity (second-generation rights). Other examples:

- 2.1 Right to work
- 2.2 Right to enjoy just and favorable conditions of work
- 2.3 Right to trade unions
- 2.4 Right to social security
- 2.5 Marriage and Family rights
- 2.6 Right to adequate standard of living
- 2.7 Right to health
- 2.8 Right to education
- 2.9 Right to culture arts and science

6.2 COLLECTIVE RIGHTS – rights of society that can be enjoyed only in the company of others. These rights recognize that people have the right to live in a safe and healthy environment and have the right to development (third-generation rights). For example, the right to peace and development.

6.3 DEROGABLE RIGHTS – rights that can be suspended and may be limited, depending on circumstances. For example, the right to freedom of movement may be limited through the imposition of curfew; or the right to freedom of expression, freedom of assembly and freedom of association.

1. Three conditions should be present before a right can be limited or curtailed. These are:
  - There should be a public announcement or the limitation should be legislated
  - There is a state of emergency which requires the urgent preservation of public morals, safety and good.
2. There must be a time limit. It must not exceed what is strictly necessary to achieve the purpose.

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\* Guaranteed in ICCPR

\*\* Guaranteed in ICESCR

7.0 State Obligation – the State is obliged to respect and protect human rights. In the sphere of international relations, its obligations arise from membership in the UN where the State has agreed to fulfill human rights and humanitarian law agreements.

## 8.0 Duties of Individuals Under International Humanitarian Law

### 8.1 Types of Individual Duties

- Duties of individuals vested with authority to respect, protect and promote human rights – duty of state authorities to act or not to act to give effect to a right.
- Duties of individuals to exercise rights responsibly – duty of individuals to act responsibly so as not to exceed the limits of the right. Some rights are qualified, for example free speech does not allow a person to slander or libel someone else, the right to equality cannot be pursued to the point where it leads unfairly to someone else's suffering and legitimate claims of minority/ indigenous groups for special protection must be balanced against requirements of society.
- General duties of individuals towards others and community – are independent of any particular human rights claim. Duties are to community (not to State) and include:
  - Exercise rights responsibly.
  - Strive for promotion and observance of rights.
  - Promote and protect appropriate political, social and economic order for development.
  - Contribute, as appropriate, to social and international order in which rights and freedoms can be fully realized.
  - Duties of parents in the upbringing and development of the child.
  - Duties of parents to provide for the child.
  - Duties of parents to help child in exercise of his/ her rights.

## 9.0 Human Rights Principles That Guide Development

### 9.1 Accountability

- Government must be answerable to those it governs
- Government must be responsible for all its decisions and actions.

### 9.2 Attention to vulnerable groups

- Great importance must be given to the promotion and protection of the human rights of persons belonging to groups that have been rendered most vulnerable. States have an obligation to

create and maintain adequate measures at the level, in the fields of Education, Health and Social Services.

**9.3 Empowerment**

- People should have the power to act for and on their own behalf to claim their rights.
- People themselves must bring about the necessary changes towards the full realization of all human rights.

**9.4 Equality**

- All persons should enjoy all human rights on an equal basis, and in their totality.
- Equality demands women and men equally enjoy and exercise all fundamental rights and freedoms.
- Equality does not mean identical treatment in every instance.
- Equality sometimes requires State parties to take affirmative action in order to diminish or eliminate conditions that cause or help perpetuate discrimination.

**9.5 Equity**

- In the guarantee of fundamental rights and freedoms, equity is Fairness, Justice, and Impartiality.

**9.6 Good Governance – Key attributes of good governance**

- Transparency
- Responsibility
- Accountability
- Participation
- Responsiveness to the needs of the people
- Good governance is linked to an enabling environment conducive to the enjoyment of human rights and promoting growth and sustainable human development.
- Eight major characteristics of Good Governance:
  - Participatory
  - Consensus-Oriented
  - Accountable
  - Transparent
  - Responsive
  - Effective and Efficient
  - Equitable and Inclusive
  - Follows the Rule of Law

Good governance assures corruption and abuse are minimized. Good governance assures that the views of the vulnerable and marginalized are taken into account.

#### 9.7 Independence

- The judiciary is the final arbiter of all disputes that may arise from the exercise of human rights.
- Crucial roles of Judiciary:
  - Protecting human rights
  - Respecting human rights
  - Fulfilling human rights

#### 9.8 Indivisibility

- Human Rights are so inextricably intertwined that the absence of one negates the presence of others.

#### 9.9 Interdependence and Interrelatedness

- The enjoyment and exercise of a particular human right are dependent on our enjoyment or non-enjoyment of other human rights.

#### 9.10 Legislative Capacity

- Human rights standards must be guaranteed by law.
- The legislature must enact laws that aim always and only to uphold the inherent dignity of every person.

#### 9.11 Non-Discrimination

- All persons are entitled to human rights, without distinction of any kind, exclusion, restriction or preference based on:
  - Race
  - Color
  - Gender
  - Language
  - Religion
  - Political or other opinion
  - National or Social Origin
  - Property
  - Disability
  - Birth

#### 9.12 Peoples' Participation

- People, directly or through their advocates, individual and or collectively through organizations must participate in and direct the course of development aimed at strengthening their claims to the realization of human rights.
- Participation is more than merely consulting people.



### 9.13 Transparency

- Transparency allows all persons to look at activities of government.
- Transparency involves full, free and public disclosure of decisions, policies, rules, etc.

### 9.14 Universality

- Human rights belong to everyone, everywhere.
- Human rights are based on the inherent dignity of every person.

## **Nature and Levels of State Obligations on Human Rights by: Atty. Anita M. Chauhan, Regional Director, Region 1**

Atty. Chauhan described the nature of the general legal obligations on human rights undertaken by State parties to covenants and agreements.

### 1.0 Nature of State Obligations

- **Obligation of Conduct**  
State must respect human rights limitations and constraints on their scope of action.
- **Obligation of Result**  
States are obliged to be active in their role as protector and provider.

### 2.0 Levels of State Obligations

#### **2.1 Obligation to Respect**

- Requires the State to abstain from doing anything that the integrity of the individual or infringes on the individual's freedom.
- Forbids the State to act in any way that directly encroaches upon recognized rights and freedoms.
- Prohibits against State Interference. Although it appears that respect-bound obligations are negative in character, these obligations carry with them positive aspects.

#### **2.2 Obligation to protect**

- Compels the State to take steps to prohibit others from violating recognized rights and freedoms.
- Binds the State from taking any measures that would erode the legal and practical status of human rights, and imposes upon states the duty to act to preclude further deprivation.
- Places sufficient legal and policy emphasis on the full realization of human rights through a series of active

measures, including the guarantee of access to legal remedies for any infringement caused by a third party.

- Requires States to prevent violations of human rights by third parties, meaning States must not connive with any third party which destroys people's livelihood, people's personal security or health, people's homes, people's cultural identity, etc.

**2.3 Obligation to fulfill**

**2.4 Obligation to facilitate**

- Requires the State to actively create conditions aimed at achieving full realization of human rights.
- Requires the State to take necessary measures to ensure that each individual has the opportunity to obtain the entitlements of human rights that can not be secured by personal or individual efforts alone.
- Considered the "most intervention obligation" and "programme obligation."

**2.5 Obligation to provide**

- When individuals or groups are unable to realize their rights by the means at their disposal for reasons beyond their control, the State has the obligation to provide the right in question.

**3.0 Examples of State Obligations**

**3.1 Obligation under Article 2.1 ICESCR**

This consists of obligations to take steps to the maximum of its human rights by all appropriate means.

**Obligation to take steps means:**

- Not qualified or limited by other considerations.
- While full realization of human rights maybe achieved progressively, steps towards that goal must be taken within a reasonably short time after the ICESCR's entry to force.
- Such steps should be deliberate, concrete and targeted as clearly as possible towards meeting the obligations recognized in ICESCR.
- The means to satisfy the obligation to take steps include among others, the adoption of legislative measures, provision of judicial measures, administrative, financial, educational and social measures.

**To the maximum of its available resources means :**

- Available resources including among others, physical factors, natural resources, human power, existing productive capacities, financial resources in domestic currency and foreign exchange, receipts from borrowings, grants and assistance programs, that are available for State use;
- Requires all States to make maximum use if available resources to ensure widest possible enjoyment of human rights.

**Towards achieving progressively the realization of human rights:**

- Not qualified or limited by other considerations.
- While full realization of human rights maybe achieved progressively, steps towards that goal must be taken within a reasonably short time after the ICESCR's entry to force.
- Such steps should be deliberate, concrete and targeted as clearly as possible towards meeting the obligations recognized in ICESCR.
- The means to satisfy the obligation to take steps include among others, the adoption of legislative measures, provision of judicial measures, administrative, financial, educational and social measures.

**By appropriate means is meant :**

- Adoption of legislative measures; judicial remedies; administrative, financial, educational, budgetary, social and other measures.

#### 4.0 Non-Compliance with State Obligations

- 4.1 In determining whether the State complies with its obligations or not, it is important to distinguish the inability from the unwillingness of a State to comply with its treaty obligations.
- A State claiming that it is unable to carry out its obligations for reasons beyond its control has the burden of proving that this is the case.
  - A State not capable of proving inability due to forces reasonably beyond its control would be in violation of human rights

#### 5.0 Violations of Human Rights

- In accordance with international law, a failure to act in good faith to take steps towards the progressive realization of a human right amounts to violations of the right.
- It should be stressed that a State can not justify non-compliance with minimum core obligations, which are non-derogable.

#### 6.0 Duties of Individuals towards Human Rights

- Individuals vested with authority to respect, protect and promote human rights are officials and employees in the Executive, Legislative and Judicial branches of government.
- Article 32, Civil Code of the Philippines provides that "Any public officer or employee, or any private individual, who directly or indirectly obstructs, defeats, violates or in any matter impedes or impairs any of the following rights and liberties of another person shall be liable to the latter for damages.

- Freedom of religion;
- Freedom of speech;
- Freedom to write for the press or to maintain a periodical publication;
- Freedom from arbitrary or illegal detention;
- Freedom from suffrage;
- The right against deprivation of property without due process of law;
- The right to a just compensation when private property is taken for public use;"

"3. The right of the accused to be heard by himself and counsel, to be informed of the nature and cause of the accusation against him, to have a speedy and public trial, to

meet the witnesses face to face, and to have compulsory process to secure the attendance of witnesses in his behalf;"

"...Freedom of being compelled to be a witness against one's self, or from being forced to confess guilt, or from being induced by promise of immunity or reward to make such confession, except when the person confessing becomes a State witness;"

"...Freedom from excessive fines or cruel and unusual punishment, unless the same is imposed or inflicted in accordance with a statute which has not been judicially declared unconstitutional;"

"...Freedom of access to the courts;"

- In Article 29, UDHR, it is the duty of individuals to act responsibly; so as not to exceed the limits of the right. In the exercise of rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
- In the ICESR and ICCOR Preamble, realizing that the individual having duties to the other individuals and to the community to which he belongs, is under a responsibility to strive for the promotion and of the rights recognized in the present Covenant.

## 7.0 General Duties of Individuals towards Others and Community (Note: not to the State)

### 7.1 This includes:

- Exercising rights responsibly;
- Striving to promote and observe human rights;
- Promoting and protecting appropriate political, social and economic order for development;
- Contributing, as appropriate, to social and international order in which rights and freedoms can be fully realized; and also
- Duties of parents in the upbringing and development of their children.

### 7.2 The Civil Code of the Philippines provides in:

- Art. 19 – Every person must, in the exercise of his rights and in the performance of his duties, act with

justice, give everyone his due, and observe honesty and good faith.

- Art. 28 – Every person shall respect the dignity, personality, privacy and peace of mind of his neighbors and other persons.

## 8.0 Message to All

A Nation for Our Children

There is one dream that all Filipino share;

That is our children may have a better life than we have had.

So there is one vision that is distinctly Filipino: the vision to make this country a nation for our children.

A Noble nation, where homage is paid not to who a man is or what he knows, but to what he is and what he does.

**The CHR's Rights-Based Approach: Application across Institutions  
by Ms. Nerissa M. Navarro-Piamonte, Director, Strategic Planning  
Development Office, Commission on Human Rights**

## Right to Development/ Rights-Based Approach Action Framework

### 1.0 Human Rights, Gender & Right to Information

- National/ International Human Rights Framework
- Human Rights Concepts/ Principles
- State Obligations as Duty Holder
- People's Rights Entitlement as Claimholder
- Normative Content of Human Rights

### 2.0 How Rights-Based Approach Works in Governance and Development

- Economic
- Political
- Administrative
- Tripartite endeavor between government private sector and civil society

### 3.0 Rights-Based Application Process

- Identification of issues and root causes
- Identification of right/s involved and entitlements

- Identification of sector/ group and how men/ women are affected
- Identification of the nature of State Obligations
- Identification of concerned duty holder & related mandate
- Identification of claim holder, their participation & responsibility
- Identification of other stakeholders their participation & responsibility
- Identification/ programming of applicable standards
- Identification of rights-based measures (Legislative, Administrative, Judicial Program)
- Identification & development of Rights-Based Projects/ initiatives
- Develop rights-based performance Management System

4.0 Convergence of Development and Human Rights. This is intended to serve as a skeletal framework to contextualize mandates in relation to the various human rights of individuals, clients and communities they ought to serve.

4.1 RBA to Development Mapping of Government Agencies. This tool as utilized to determine the adequacy of the mandates of the duty holders.  
RBA Duty Holders' Analysis and Obligations Mapping. This serves to disclose compliance with the obligations of complying with human rights standards stipulated under these instruments.

4.2 Rights-Based Approach Mapping of Civil Society Organizations.

- This tool is used to identify the different non-government organizations and their stake on human rights through an inventory of their services, business and programs. This inventory equips the CHR with ready information on the organizations to tap in various human right promotion and protection activities and in such other mobilization work for the participation of civil society in RBA work in development and governance activities.

4.3 RBA Situation Mapping

- This is one basic tool on the rights-based approach that will link human development issues, problems and concerns with human rights. This tool aims at gathering the key stakeholders of any development concern either at macro or micro level of governance

for a critical identification and analysis of problems following key processes.

- 4.4 RBA Mapping of Peoples' Right Entitlement
  - This serves as one of the bases in determining the mechanisms for people's participation in decision making at all levels of sector planning from situation assessment, goals and objectives formulation, determination of plans, programs of activities, identifying baseline, benchmarks and performance standards, implementation, monitoring and evaluation.
- 4.5 RBA Duty-Holders' Analysis and Obligations Mapping
  - This serves to disclose compliance with the obligations of complying with human rights standards stipulated under these instruments.
- 4.6 RBA in Policy Review
  - The RBA tool for policy analysis, review and evaluation provides practical guides in the use of human rights criteria and standards. Using human rights as framework for analysis, certain questions could be asked to determine the responsiveness and performance of a policy.
- 4.7 RBA in Program of Development
  - In the process of formulating goals, objectives, strategies and programs, it is best that development and governance workers are similarly guided by basic human rights framework, concepts and standards. Human rights both as criteria and standards could be used to ensure that development programs are expressly linked with human development.
- 4.8 Programmatic application of HR Normative Content
  - This involves the use of human rights indicators and programming of annual performance commitments on the basis of the maximum full use of the State's resources.
- 4.9 RBA in Developing Programming
  - The use of the human rights framework or the application of human rights as criteria and standards at every stage of development programming. The concept of HR principles, the nature and levels of



state obligations, of duty holder and claim holder and the normative content of every right are crucial to effectively and expressly link human rights with any human development issues, problems or concerns being addressed in the development programming processes.

**5.0 RBA in Development Planning & Budgeting, Legislation and National Action Planning**

**5.1 Mainstreaming Human Rights Indicators into the Public Resource**

**5.2 Sectors National/ Sub-National/ Sectoral and Agency Planning RBA in National**

**5.3 Budgeting Process RBA in Local Planning and Budgeting RBA in Legislation RBA in National Action Planning.**

**6.0 Mainstreaming Human Rights in Budgeting Process at National Level**

- Draws the attention and commitment of the entire government machinery on human rights protection and promotion through the national budgeting system from the issuance of the National Budget Call to the passage of the budget by Congress; establishes the link between human development concerns and their underlying human rights issues and international human rights obligations through the application of the normative content of every right in the agency budgeting planning process, DBM's technical budgeting hearings and Congressional budget hearings; and to progressively programme the application of the normative content of every right in the resource planning and allocation processes of DBM.

**7.0 Key Reform Areas**

There are: a.) Allocation of fiscal resources of government will somehow improve in terms of being responsive to human development and human rights concerns and balanced or weighed in relation to the proportion of the government's budgetary resources that go to debt-servicing; b.) Fiscal planning and allocation will be sensitive to the various international human rights commitments of government as enunciated in the various human rights instruments and that key fiscal players would be open to

implementing these commitments progressively through the fiscal management processes;

#### **8.0 CHR Processes in Mainstreaming RBA**

- 1) Linking of Human Development Issues with Human Rights and their Budgetary Implications**
- 2) Rationalization of the CHR Advisory into the National Budget**
- 3) Orientation on the CHR Advisory**
- 4) Technical Assistance on Application of Human Rights**
- 5) CHR Monitoring of the Human Rights Content of the Budget**
- 6) Oversight Review of the Government Budget**
- 7) CHR's participation in the Congressional Budget Hearing at the Committee Level**
- 8) Development and issuance of an Independent Review Report on Government Budget**

#### **9.0 Roles of the CHR in RBA**

- **Adviser**
- **Advocate/ Educator**
- **Monitor**
- **Capacity Builder**
- **Network Builder**
- **Provides learning opportunities for government and civil society on the RBA framework, concepts, methodology and tools.**
- **Acts as an independent monitor of the extent and level of application of the RBA in development and governance;**
- **Provides on a continuing basis, the appropriate mechanism and tools whereby government and civil society may sustain the use and application of the RBA**
- **Provides encouraging environment for the government and civil society to adopt RBA through a systematic institutionalization of RBA compliance scoreboards and incentive scheme; and**
- **Initiates all possible forms of cooperation and linkage development that will ensure application of the RBA.**

## A. PARTICIPANTS' PROFILE & KSA

As of 12 Mar 2004-03-12

Table 1: Composition of Participants

Office/ Agency	Number	%
DBM	13	48.15
Non-DBM	14	51.85
<b>TOTAL</b>	<b>27</b>	<b>100</b>

Table 2: Position

Office/Age ncy	ASEC/USEC/ President	%	Director Level	%	Technic al Staff	%	Other s	%	TOTAL	%
DBM	1	33.3	10	66.6	2	22.2	-	-	13	48.15
Non-DBM	2	66.6	5	33.3	7	77.7	-	-	14	51.85
<b>TOTAL</b>	<b>3</b>	<b>11.1</b>	<b>15</b>	<b>55.5</b>	<b>9</b>	<b>33.3</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>100</b>

Table 3: Years of Service in Place of Work

Office/Agency	0-4	%	5-9	%	10- 14	%	15+	%	TOTAL	%
DBM	3	20	3	60	2	100	5	100	13	48.15
Non-DBM	12	80	2	40	-	-	-	-	14	51.85
<b>TOTAL</b>	<b>15</b>		<b>5</b>		<b>2</b>		<b>5</b>		<b>27</b>	<b>100</b>

Table 4: Familiarity with Human Rights Concepts/Principles (Pre-Training)

	DBM	Non-DBM	TOTAL	%
Yes	1	4	5	31.25
No	7	4	11	68.75
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>16</b>	<b>100</b>

Table 5a: Human Rights Concepts/Principles is Familiar With (Pre-Training)

HR Concepts/ Principles	DBM	Non-DBM
Bill of Rights	1	2
Basic Human Rights & Gender Rights	-	1
Rights to Basic Needs: Food, Shelter, Water, Education, Women's Rights	-	1
<b>TOTAL</b>	<b>1</b>	<b>4</b>

Table 5b: Knowledge of Human Rights Concepts/ Principles was acquired from where (Pre-Training)

Basis of obtaining the Concepts/ Principles of Human Rights	DBM	Non-DBM
A. Through own interest (reading newspaper/ magazine articles, watching TV programs & documentaries)	2	2
B. Institutional Sources (attendance in agency-sponsored seminars, workshops, conference)	-	1
C. Others (please specify)	-	2 (Reading the Constitution and involvement in the Governance Review anchored on the RBA)
<b>TOTAL</b>	<b>2</b>	<b>4</b>

\*Note: One participant from Non-DBM ticked both "A" & "B", thus the total is "4".

Table 5c: Human Rights Concepts/Principles Participant is Familiar With (Post-Training)

HR Concepts/ Principles	DBM	Non-DBM	Total
Basic Human Rights	2	2	4
Right to Development	1	1	2
Duty-holders & claimholders roles in RBA	1	1	2
Normative Content of Human Rights	1	1	2
Individual ESC Rights, State Obligations to Individuals	1	5	6
Gender Rights	-	2	2
Children's Rights	-	1	1
Rights agreed upon UN Conventions in the past	-	1	1
Good Governance	3	-	3
Equity	3	-	3
Transparency	2	-	2
Accountability	3	-	3

Table 6: Reference to Human Rights Concepts Principles in Work (Pre-Training)

	DBM	Non-DBM	TOTAL	%
Yes	2	3	5	31.25
No	6	5	11	68.75
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>16</b>	<b>100</b>

\*Note: Basis of percentage is the total number of Participants

One participant ticked "A" and "B" thus the total is "2"  
 One participant ticked "A" and "C" thus the total is "3"

Table 7: Basis of Knowledge of Human Rights Concepts Principles (DBM) (Pre-Training)

Office/A gency	ASEC/USEC/ President	%	Director Level	%	Technical Staff	%	Others	%	TOTAL	%
Own Interest	-	-	-	-	2	15.38	-	-	2	15.38
Inst. Sources	-	-	-	-	1	7.69	-	-	1	7.69
Others	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>				-	<b>2</b>					<b>23.07</b>

Table 7a: Bases of Knowledge of Human Rights Concepts/ Principles (Non-DBM) (Pre-Training)

Office/ Agency	USEC/ASEC/ President	%	Directors	%	Techni cal Staff	%	Other s	%	TOTAL	%
Own Interest	-	-	1	7.14	1	7.14	-	-	2	14.28
Inst. Sources	-	-	1	7.14	-	-	-	-	1	7.14
Others	-	-	2	14.28	1	7.14	-	-	3	21.43
<b>TOTAL</b>			<b>3</b>		<b>7</b>	-	-	-	<b>14</b>	<b>42.85</b>

Table 8: Range of Knowledge on Human Rights Concepts/ Principles (Pre-Training)

- Right to Basic Needs: Food, Shelter, Water, Women & Children's Rights
- Bill of Rights

Table 8b: Range of Knowledge on Human Rights Concepts/ Principles (Post-Training)

Basic Human Rights	2 times mentioned
Right to Development	
Normative Content of Human Rights	3 times mentioned
Duty-holder/ Claimholder	
Economic, Social, Cultural Rights	2 times mentioned
Universality, Interrelatedness, Basic	
Human Rights	3 times mentioned
Basically Right to Life which	
Include Rights to Basic Necessities	
Good Governance	3 times mentioned
Transparency	3 times mentioned
Accountability	5 times mentioned
Equity	2 times mentioned
Empowerment	
Entitlements	4 times mentioned
State Obligations	4 times mentioned
Women's Rights, Children's Rights	

Table 9: Use of Human Rights Concepts/ Principles in Work

Office/ Agency	Yes	%	No	%	TOTAL	%
DBM	2		-	-	2	40
Non-DBM	3		-	-	3	60
<b>TOTAL</b>	<b>5</b>				<b>5</b>	<b>100</b>

Table 10a: Benefits of Mainstreaming Human Rights in Development Processes/Activities (Pre-Training)

- Making sure a person is accorded value and importance due him (Non-DBM)
- Development objectives reoriented towards well being of beneficiaries; programs not being implemented just for the sake of implementing it. (Non-DBM)
- Rights if individual given importance in any activity; individual will be more aware of human rights (DBM)
- HR will be considered a factor in policy planning and program activities (DBM)
- Lead to better governance and eventually Economic Development/ Poverty Reduction (Non-DBM)
- Help us to be conscious about hr/ what is humane/ raise concern about fellow-Filipino (DBM)
- Important for Poverty reduction/ attain development (Non-DBM)
- Redound to the benefit of the "common tao" (DBM)
- Makes a person equipped with information which will result in his empowerment and make himself a better citizen (DBM)
- Respect for a person's right to life, religion, property/ develop respect for authority (DBM)
- Development will be more focused on people who are marginalized due to social justice and inequity (DBM)
- Make government executives aware that mainstreaming contributes to national development
- Development directly felt by people if programs cater to their needs

Table 10b: Benefits of Mainstreaming Human Rights in Development Processes/Activities (Post-Training)

- Man is made real beneficiary in development
- We fulfill our commitments in international treaties and covenants – **2 times mentioned**
- Directly benefit people/ help improve lives (Non-DBM)
- Make people more aware of their rights, country will develop more with RBA (DBM)
- Development will be more focused on human development (DBM)
- It will help eradicate poverty (DBM)
- It will ensure that human rights will not be violated in the development process/ Philippines will comply with treaties and conventions (DBM)
- Will result in better strategy for attainment of development objectives (DBM)
- "Common tao" becomes the ultimate beneficiary of development (DBM)
- It will rationalize Government policies (Non-DBM)
- It can be the right way to go/ Planning needs to consider basic rights and obligations – **2 times mentioned**
- Addresses poverty alleviation/ good governance/ participation in development activities
- Provides theoretical framework for development programs/ widens horizon of program managers in terms of outcome
- Ensures full protection and assures us that no particular rights will be upheld
- Individual will be given ample protection and consideration in development plan
- Positive image in International Community

## B. PARTICIPANT'S EVALUATION OF COURSE AND RESOURCE PERSONS

### 1. Lectures

#### LECTURE: BASIC HUMAN RIGHTS FRAMEWORK

##### Topic One: Basic Human Rights

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
This session presented the full range of human rights and the duties of individuals under international human rights law.	1 – 4		5		6 – 10			
					25		25	96.15
<b>TOTAL</b>	-		-		25		25	96.15

\* - "Excellent" replies - 2

##### Topic Two: International Human Rights And Constitutional Framework

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
This session examined the international human rights treaties ratified by the Philippines as well as the Philippine constitutional framework.	1 – 4		5		6 – 10			
					24		24	92.30
<b>TOTAL</b>	-		-		24		24	92.30

\* - "Excellent" replies - 1

Topic Three: Human Rights Principles That Guide to Development

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
This session discussed the human rights principles that guide development and why it is important to integrate these principles in all aspects of development.	1 – 4		5		6 – 10			
	-		-		24		24	92.30
<b>TOTAL</b>					<b>24</b>		<b>24</b>	<b>92.30</b>

\* - "Excellent" replies - 1

RESOURCE PERSON: Atty. Jacqueline V. Mejia

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Clarity of Presentation	-	-	-	-	26		26	
Content of Presentation	-	-	-	-	26		26	
Mastery of Subject Matter	-	-	-	-	26		26	
Personality	-	-	-	-	26		26	
Rapport with Participants	-	-	-	-	26		26	
Time Management			1		25		26	
Appropriate Use of Visual Aids	-	-	-	-	26		26	

\* - "Fair" replies - 1

\*\* - "Excellent" replies - 14



## LECTURE: APPLYING HUMAN RIGHTS TO DEVELOPMENT

### Topic One: Normative Content of Selected Human Rights

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
This session examined the definition and normative content of selected human rights and explained the normative content of human rights to development.								
	-		-		26			
<b>TOTAL</b>	-		-		26		26	100

\* - "Excellent" replies - 4

### Topic Two: Nature and Levels of State Obligations

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
This session explored the Nature and Levels of State Obligations arising from the ratification of international human rights instruments.								
	-		-		26		26	
<b>TOTAL</b>	-		-		26		26	100

\* - "Excellent" replies – 1

Topic Three: Linking Human Rights and Development

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
This session examined the relationship between human rights and development and introduced the concept of rights-based approach to development.								
	-		-		26		26	
<b>TOTAL</b>	-		-		26		26	100

\* - "Excellent" replies - 3

RESOURCE PERSON: Atty. Anita M. Chauhan

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Clarity of Presentation	-		-		26		26	
Content of Presentation	-		-		26		26	
Mastery of Subject Matter	-		-		26		26	
Personality	-		-		26		26	
Rapport with Participants	-		-		26		26	
Time Management	-		-		26		26	
Appropriate Use of Visual Aids	-		-		26		26	

\* - "Excellent" replies - 14

# LECTURE: RBA APPLICATION ACROSS INSTITUTIONS: THE CHR APPROACH

## Topic: Basic Human Rights

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
This session described the framework developed by the CHR for mainstreaming RBA as well as methods and tools developed in the different development and governance processes.								
	-		-		14		14	
<b>TOTAL</b>	-		-		14		14	53.84

\* - "Excellent" replies - 2

RESOURCE PERSON: Ms. Nerissa M. Navarro-Piamonte

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Clarity of Presentation								
Content of Presentation								
Mastery of Subject Matter								
Personality								
Rapport with Participants								
Time Management								
Appropriate Use of Visual Aids								

\* - "Excellent" replies - 1

## 2. CONTENT AND METHODOLOGY

### 1. Training Objectives

Evaluation Statement	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
1. This Orientation-Workshop increased my awareness and enhanced my understanding of fundamental human rights concepts and principles including, among others, the Philippine Constitutional framework, Individual and State Obligations and the International human rights framework ratified by the Philippines.	-		-		13		13	
2. This Orientation-Workshop increased my awareness and enhanced my understanding of the concept of a "rights-based" approach as both a vision and a way of undertaking development.	-		-		13		13	
<b>TOTAL</b>	-		-		13		13	100

\* - "Excellent" replies - 2

#### 1.1 Most Important Learning(s) from the Training

- Need to advance the promotion and protection of human rights that the State has the obligation to protect and fulfill human rights for human development; Every effort in governance should be rights-based and centered on the "common tao" as the ultimate beneficiary of these processes.
- Human Rights should not be viewed only within the context of the political area.
- The principles/ fundamentals of HR can be mainstreamed in the work place.
- The training taught me that RBA provides a holistic way of viewing government performance in terms of providing basic social services to people. However, despite the fact that the government ratified so many international human rights covenants, it failed to pass legislations to fully implement the covenants. This is an important concern for it speaks of the government's sincerity in recognizing people's rights, which manifest in their performance in providing social services.

- The way to development is really considering the human rights
- Rights-Based Approach to Development – **2 times mentioned**
- That everything we do should point to how it affects the development of mankind – human beings
- The use of RBA in attaining the level of development we are continuously aspiring
- That with better understanding/ awareness of Rights, it is easier for policy-makers to apply RBA into programs
- HR principles, concepts, RBA
- The rights (absolute and non-absolute) of man
- Human rights being advocated by UNDP and echoed by CHR
- Balancing the rights and obligations of state and individuals in the prioritization of scarce resources
- RBA concept and its implications on the pursuit of development programs.

## 1.2 Application of Learning(s) to work

- People are entitled to development. RBA gives people the freedom to shape their own destiny. In governance, empowerment is the key to sustainability. It should encourage people at all levels in formulating priorities and policies, in designing plans, implementing these plans and in monitoring and evaluating progress. For people to freely participate in the development processes, they should be provided with information needed to make sound decisions.
- Transparency
- Order of priority for organizations/ staffing addition/ augmentation/ modification – consider as a factor whether or not it would be for the development/ enhancement/ protection of human rights
- Create new awareness and enhance the understanding of the employees regarding HR then include it in projects
- Reorient our criterion for good performance to include the government's regard for human rights. Initially, this will be our way of spreading awareness on RBA.
- Having in mind the claimholders, boosting tax collection in the BIR can help alleviate poverty because there will be enough funds to support all the services due for them.
- Will be more aware of human rights issues to be considered and promoted in projects we undertake
- Programs of the office as well as my personal responsibility, should now anchor on that direction, how it will contribute to human development.
- By ensuring that individuals' state obligations and more importantly the normative content of human rights are reflected in the policy and programs we are evaluating and formulating.
- Helping/ making sure that the portfolio programs integrate the RBA to the project
- Yes, can be used in looking at agencies activities which has a relationship to RBA
- Application of 14 principles in evaluating proposals to promote decision-making that is rights-based approach
- As part of the budgeting process, RBA can be adopted as a framework for budget review

### 1.3 Most Interesting Topic

- I found most interesting the discussion on the "Normative Content of Selected Human Rights" (**2 times mentioned**) especially to the Right to Life (right to dignity) of every person often violated by duty holders
- Rest of the topic discussed during the day
- The Basic HR because it refreshed my memory regarding our rights
- The relation between RBA and development was the most interesting
- All topics were relevant
- Group workshop on how to apply learnings/ Basic Human Rights framework
- Normative content of human rights – **2 times mentioned**
- The fundamentals
- The mainstreaming of human rights to governance and development
- Learning about basic rights written in constitution, civil laws and UN convention agreements
- RBA/ entitlements
- All
- Basic Human rights principles concepts
- Convergence of HR and development

### 1.4 Most Useful topic in relation to work

- The promotion or application of the principles of good governance (transparency, equity and accountability) would facilitate development
- Basic human rights framework (**2 times mentioned**) will be useful in my dealings with other people. This will be useful in handling human resources issues most especially
- Using the rights-based approach in designing projects
- The principles of human resources
- The Rights-Based Approach **2 times mentioned**
- Individual and state obligations
- ESC and CP Rights
- All
- Normative Contents of HR **2 times mentioned**
- The convergence aspect

### 1.5 Expectations met

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Yes			1		13		14	
No								

\* - "Excellent" replies

## 2. Methodology

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Yes			1		14		15	
No								

\* - "Excellent" replies - 2

## 3. Reference Materials

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Yes			1		13		14	
No								

\* - "Excellent" replies - 1

## 4. Management

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Yes			1		13		14	
No								

\* - "Excellent" replies - 3

## 5. Comments and Training Management

- Professionally managed
- Since lectures are heavy de-stressing needed
- Responsive to training needs
- Flexible
- Good training design
- Training was orderly

## 6. Venue and Meals

Evaluation Parameter	Very Poor – Poor	%	Fair	%	Good – Very Good – Excellent	%	TOTAL	%
	1 – 4		5		6 – 10			
Yes					14		14	
No								

\* - "Excellent" replies – 4

## II. FUTURE DIRECTIONS

- a. Suggestions to improve training
  - More discussions/ amplification of RBA
  - Copy of Slide Presentation be given to participants
  - Handouts should be in the kit
  - More RBA Training for other agencies
  - More flexibility
  - Case Studies
  - More reading materials
  - Testimony from GO/ NGO on how it implements a program using RBA
- b. Follow-up activities to ensure long-term success of training
  - More Training/ Info Campaign
  - Advocacy work for Government Agencies
  - Planning and Budgeting Workshop
  - More inputs on the entire RBA
  - Energizer or Ice breaker to boost the mood participants
  - DBM for monitoring implementation of RBA in project/ impact study
  - How RBA was integrated in different projects/ case study



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