

**Mainstreaming Gender and Women's Rights into Governance Reform
Initiatives: A Workshop of Partners of the GOP-UNDP Programme
Fostering Democratic Governance**

November 15 to 16, 2006

Caritas Seminar Room, Miriam College

Resource Organization: Women and Gender Institute (WAGI), Miriam College

Background

It is the national policy for gender issues to be fully considered in development planning, implementation, monitoring and evaluation, at all levels from national to local. Legislations and executive orders have been passed or adopted for this purpose, chief among them are the Women in Development and Nation Building Act (R.A. 7192) and the Gender and Development Budget Policy, which appears as either Section 27 or 28 of the Annual Appropriations Act. Both laws also mandate the allocation of funds, whether from the national government or from official development assistance, to ensure that women benefit equally with men from the government programs, projects and activities funded with these resources.

UNDP shares the Government of the Philippines' commitment to gender equality as both a key outcome and a core value in all its program and activities. The United Nations has repeatedly affirmed its commitment to gender equality through various instruments, programmes of action and declarations such as the UN Charter (1946), the Convention on the Elimination of All Forms of Discrimination Against Women (1989), Beijing Platform for Action (1995) and the Millennium Declaration including its Millennium Development Goals (2000). As State Party to the UN CEDAW Convention, the Government of the Philippines has obligations to respect, protect and promote women's human rights.

This shared commitment finds expression in the Programme Fostering Democratic Governance (FDG Programme) of the Government of the Philippines (GOP) and UNDP. Programme outputs relevant to gender issues and women's rights were specified. These are:

- *Output 1.2:* Enhanced capacities of Justice and Human Rights Institutions to respect, protect and fulfill human and gender rights
- *Output 3.1:* Enhanced capacities of political institutions to recognize, protect and fulfill human and gender rights and promote equitable distribution of resources through political exercises.

In addition, the GOP-UNDP FDG Programme declared that it shall contribute to the particular governance related outcomes, and picked the following as among the indicators with which its contributions to outcomes shall be gauged:

- % increase in number of poor esp. women with access to MDG-related services
- Increase in number of women holding key positions in national and local governments.
- Increase in % of poor esp. women and youth with access to the justice system
- Increase in number of pro-poor, rights-based and gender sensitive policies, plans and mechanisms
- Increase in number of effective justice and legal practitioners esp. women
- % increase in number of grassroots or local leaders esp. women that were trained and elected to elective positions.

To help ensure the above programme outputs, the Tripartite Committee managing the FDG Programme tapped the Women and Gender Institute of the Miriam College as a Programme partner, otherwise known as Responsible Party (RP). WAGI's task is to coach and train the RPs of the FDG Programme, and give them other forms of technical assistance, as they seek to mainstream gender and women's rights in their respective governance reform initiatives.

This workshop is one such input by WAGI, which it is offering to all of the GOP-UNDP Fostering Democratic Governance Programme partners.

HIGHLIGHTS OF THE WORKSHOP

The workshop activity comprised of lectures, case study and workshop sessions. The workshop was held last November 15-16, 2006 at the Caritas Seminar Room of Miriam College in Quezon City. Thirty-six (36) participants representing the partner institutions of the United Nations Development Program (UNDP) Portfolio on Fostering Democratic Governance attended the activity. The details of the workshop activity are documented in the succeeding pages.

(See Annex 1: Workshop Objectives and Schedule and Annex 2: List of Participants)

Day 1 (November 15)

Welcome Remarks of Dr. Patricia B. Licuanan

Dr. Patricia B. Licuanan, President of Miriam College welcomed the participants particularly on behalf of the Women and Gender Institute (WAGI) who spearheaded the workshop. She said that the title of the workshop connotes that the participants are expected to do much work during the sessions and once the workshop is over. She also emphasized that a gender and rights perspective is a minimum requirement for any self-respecting democratic government and its programs. After the workshop, she expressed hope that there will be more and better equipped allies for the women's movement, as participants work for gender responsive, rights based and generally democratic good governance.

Keynote Address of Senator Leticia Shahani

Senator Shahani shared that she grew up when the feminist movement was on the rise. She noted that, many decades after, there are still so many things that have to be pursued in terms of implementing international treaties and declarations. In her message, she raised the following points:

- Governance was born when multilateral institutions such as the UNDP perceived 'government' as being corrupt and stagnant. In many ways, governance is bringing attention to the role of the private sector and the non-government organizations.
- Democracy may be flawed specifically in a poor country like the Philippines. However, despite the overwhelming reality of poverty, Filipinos still believe in the freedom of expression and in the dignity of the human person, both men and women and that the universal declaration of human rights is really the basics of democratic rule.
- The young citizens should remember the struggle for freedom under the Japanese and American regime and should have a very deep respect for human rights as a component of democracy.
- The recent US election was a victory for women republicans and democrats. For instance, the Speaker of the US House of Representatives is a woman who is already in her 60s. She had to postpone her entry into politics until her children were all grown up—a pattern in women's political participation.

- Institutions are important in democratic governance. An example is the British Civil Service which is immune to political pressures. The Indian Civil Service, which inherited its system from the British, is able to respond to changes of economic and political regimes.
- Strong democratic institutions are crucial in the effective implementation of pro-women laws such as the law addressing Violence against Women (VAW), and measures on anti-rape and anti-trafficking.

Orientation to the Workshop:

Ms. Annie Serrano, Program Coordinator of the WAGI-UNDP Gender in Governance Program oriented the participants on the overview of the workshop. She said that the main focus on the activity is to mainstream the gender perspective and the human rights-based approach in the various initiatives that the UNDP Fostering Democratic Governance is supporting. A key foundation of the seminar is the awareness-raising of the international instruments to which Philippines is a State party, specifically the UN Convention on the Elimination of All Forms of Discrimination Against Women. Among the workshop details that Ms Serrano innumeraed were:

- The training design was based on the results of a self-assessment questionnaire that the governance reform program and WAGI, in partnership with Ms. Cookie Diokno, the Human Rights consultant for the program, fielded to representatives of the responsible agencies (RP's). The results of that assessment became the basis of the design of the workshop. (*See Annex 3: Training Needs Assessment*)
- At the end of the workshop it is hoped that in the area of knowledge, participants will be able to gain, enumerate and describe gender and human rights issues relevant to their particular area of governance reform and be able to explain why certain practices and policies are discriminatory to women.
- In the area of attitude, it is hoped that participants will be able to articulate why mainstreaming of gender and women's rights issues are relevant to their particular areas and focus of governance reform; and argue why institutions, of governance, particularly the state must proactively work to eliminate discrimination against women, as well as discrimination against other marginalized groups such as indigenous peoples.

- In terms of skills, it is hoped that participants will be able to enhance their ability to analyze a development situation or issue from a gendered perspective and identify relevant human rights, describe how a particular governance reform project or initiative can respond to this development need in a gender responsive manner and select indicators that are gender responsive in terms of being able to monitor these initiatives.

Icebreaker

MODULE 1: UNDERSTANDING GENDER CONCEPTS AND PRINCIPLES

Session I: Key Gender Concepts

Annie Serrano

(To begin the session, the resource person showed the participants a film, "The Impossible Dream.")

Some reactions of the participants after watching the film are as follows:

- The impossible dream can be realized because and she is still pursuing it in her life, according to one participant.
- A participant who is married affirmed the content of the film by stating that even in two-income families, it is still the women who are tasked to do household chores because the men are too macho to help them.
- According to another participant, it is indeed culture and tradition that dictate the roles of women in society. In the film, the mother passed on to her daughter the gendered tasks that she has been performing all her life.
- One participant felt guilty as she is not practising gender equality in the home. Fortunately however, her kids have learned about gender equality.
- Gender stereotyping has not changed even in the midst of changing reality.

Lecturette of Ms. Annie Serrano

Ms. Annie Serrano started the discussion of the key concepts of gender by stressing that gender is a social construct that instructs us about the roles and characteristics that we deem are appropriate for men and women. According to her, the film depicts the woman performing homemaking chores such as caring for the children, washing clothes and a lot of other domestic responsibilities. Men on the other hand, are portrayed to be the breadwinner and so therefor are expected to rest after a hard day's work. She also highlighted the following issues:

- There are attributes associated with men and women based on their gender roles. For instance, men as breadwinners should be ambitious and women as homemakers are supposed to be nurturing.
- Different societies have their own views about roles and characteristics of men and women. However, there tends to be convergence such as on the superior status of men in the family, community and workplace, and the expectation of women providing important albeit supportive role. The dominant view about what is feminine and masculine in roles, characteristics, attitudes and behaviors are similar across countries in Southeast Asia, South Asia, Europe and others.
- Sex is a biological fact and is determined by nature. Gender on the other hand is a social and cultural construct. Some feminists would say that sex is what people are born with and gender is what happens afterwards.
- Sociologists theorize a Sex-Gender System where on the one hand males are socialized in order to take on masculine roles and develop the appropriate traits and skills. On the other hand, females are trained to take on feminine roles and to develop the corresponding traits and skills needed to carry out their roles well.
- The sex and gender system continues to assign to men and women certain responsibilities in order to allow the reproduction of species in line with the needs and standards of society. Gendered division of labor assigns men and women into productive and reproductive spheres, respectively, with corresponding. Part of the sex-gender system is the perception that males are superior and females are inferior.
- Gender mainstreaming must interrogate these images, roles and entitlements. It does not seek to eliminate diversity or to make females more superior but rather

it aims to enable women realize their full capabilities without the constraints or limits set by gender ideology.

LUNCH BREAK

Workshop/ buzz groups (Cookie Diokno)

Ms. Cookie Diokno required the participants to form buzz groups and asked them to come up with one question regarding Ms. Annie Serrano's lecturette that the group thinks should be clarified.

Questions of Participants and Response of Resource Persons:

- On gender mainstreaming : Is there a real need to mainstream gender and human rights in governance; Who is the focus of gender mainstreaming since not all women are marginalized; To what extent is gender mainstreaming being implemented in organization.

Ms. Serrano responded by saying that indeed, it is both the men and the women who should be the focus of gender mainstreaming. However, she raised the issue that mainstreaming is not just an issue of class or race but also of the marginalized basic sectors such as the indigeneous people where women are traditionally more disempowered.

- On the historical/cultural factors that gave rise to the present key concept of gender and if there is a more neutral way of defining gender and GAD:

Professor de Dios explained that women were invisible in the writing of history until the 20th century when the women already started asserting their rights. According to her, the first woman to begin this fight was a French named *Olymph de Gauche* and her friends who were inspired by the French ideals that she organized the women to claim and assert women's rights alongside the principles of equality of the French Revolution. She was guillotined for having the goal to assert women's rights at the time when there was supposed to be equality. This brings home the point that the struggle for women's rights was a hard-earned right.

On the more neutral way of defining gender and GAD, Professor de Dios answered that in the past, the women in development (WID) was the approach, the objective of which was to make women participate in the development process . However, this approach has been changed to Gender and Development (GAD) which is considered a relational

perspective – about men and women and how they can combine their strengths and their talents to strengthen the implementation of development of programs.

- On the notion that gender does not just cover women

Professor de Dios stated that gender and development is the more neutral and balanced approach. Men and not only women needs to be enlightened so that they can jointly achieve development goals.

- On the relationship between GAD and sustainable human development

According to Professor de Dios, gender is an important component of *sustainable human development*. As it is, development cannot be achieved if half of the population are disabled simply by cultural practices and prohibitions on mobility.

- On the extent of implementation of gender mainstreaming

Ms. Annie Serrano as early as the Cory administration, various institutional mechanisms have been initiated for gender mainstreaming especially by the National Commission on the Role of Filipino Women (NCRFW), namely; the Philippine Development Plan for Women, the Gender Focal Point, the Gender Sensitivity Training, She however stressed that in the final analysis, the final question should be what difference has this made to the ordinary poor women? Hence, she explained that there is a need to go beyond the public administration reform sector. Justice and political reforms are also urgent areas of concern to uplift the lives of poor women and protect them from gender-oriented crimes.

Ms. Cookie Diokno also opined that for the first time, the UNDP has embarked on a project that integrates the gender and rights approach.

- On the flawed provisions of some laws such as the very small 10 percent allocated quota for women under RA 7192 or the Women in Nation-Building Act and the lack of laws on violence against men

Ms. Cookie Diokno answered that crimes such as rape, kidnapping, are both targeted against women and men as perpetrators. According to her, these are all violence associated offences and perpetrators can be both women and men. She explained that even in parricide—it can be the wife killing the husband or the husband killing the wife. As such, she said that there are already several existing criminal laws that target both men and women.

On the only 10 percent quota for women, under RA 7192, Prof. de Dios affirmed that this is just a starting point to make government aware of the need to engender the budgeting process. Eventually, awareness is already high among government agencies, then there will be no need for a ten percent quota.

Prof. de Dios also informed the participants that the statistics confirm that the overwhelming majority or about about 95.5% who suffer from domestic violence are women, for many reasons. For one thing, men usually settle conflicts through physical force. The culture of violence is probably because the need to assert masculinity and their macho identity is carried over in the house. So an overwhelming number of those who are kidnapped, raped and sexually harassed are women. In other words, there are certain types of violence that are particular to women, whose impacts and consequences are quite unique to the woman. That is not to say that no man has experienced violence. Prof. de Dios narrated that her interpretation of the law is actually very inclusive. She recognizes the fact that there is also violence against men but this is not very significant in terms of empirical data. However, even if the Women's Crisis Center has documented certain cases, it is the men who do not want to be documented out of fear of being regarded as weak.

Ms. Diokno also averred that under the new rape law, men can also be victims of rape because it was written in such a way that it doesn't only apply to women as victims. It also covered the change of character of rape from a private offense to a public offense, and at the same time the use of objects as part of rape because before that's not the definition of rape.

- On the reason why some women have been enjoined to advocate women's rights

Prof. De Dios expressed the view that she was never discriminated against in her family. She also read several books on gender and found out that it is a multi-faced issue. Also, she said that since it took a lot of struggle for women to achieve this, then women are standing on the shoulders of other women. For her, this is very inspiring.

Session 1.2: Principles of Equality and Non-Discrimination

Prof. Aurora de Dios

Prof. de Dios gave the participants an overview of the principles of equality and non-discrimination which are principles that are already in place and which are core principles in all human rights documents. She began by quoting Secretary General Kofi Annan, the outgoing UN Secretary General when he said that, "Human rights are what

reason requires and what conscience demands. They are us and we are them. Human rights are rights that any person has as a human being, simply by the fact that they are all humans. We are all human beings, we are all deserving of human rights, one cannot be true without the other."

She also read a quote from Eleanor Roosevelt in 1958 on human rights. According to Roosevelt, "Human rights begin in small places, close to home. So close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person, the neighborhood he or she lives in, the factory, the farm or office where he or she works. Such are the places where every man, woman and child seeks equal justice, equal opportunity, equal dignity without discrimination, unless these rights are given them, then you have little meaning anywhere." Eleanor Roosevelt was the chair of the Universal Declaration of Human Rights.

Specifically, she point out the following important issues in her discussion:

- Governance reform initiatives need to be imbued with a human rights perspective. Human rights is the language of human ethics that sets the norms and standards of human dignity. Standards and norms in the public service, respect for other women, for other people, for other human beings is the key or core principle. It also represents the moral voice in the defense of oppressed groups. Because human rights came out of the experience of struggle, oppression, of conflict of wars over 200 years ago it has only been documented and codified only in the last 50 years. And since then it has been a tool for people to defend their rights.
- On the particular relevance of human rights to women, Prof. de Dios cited that although human rights are universal, they actually embrace the diversities of people. They recognize the differential treatment of people according to certain divides—that there is discrimination against people according to class, color, gender, ethnicity and religion and even according to age. Human rights articulate the principles, norms and legal standards for the treatment of people in a way that affirms their humanity. It also sets the legal and moral obligations for states and governments to respect human rights and enshrines the core principles of equality and non-discrimination.
- Human Rights principles are implemented through very formal codification of laws, what we call human rights law. These would include the seven (7) treaties and conventions. The Universal Declaration of Human Rights which is the principal document, the reference point for all human rights instruments; and the

two conventions on economic, social and cultural rights and civil and political rights. There are seven treaties or conventions—civil and political rights convention, the ICESCR, the convention on the rights of the child, the convention on the elimination of discrimination against women, the convention against torture, against racial discrimination, and the convention on the protection of the rights of migrant workers and their families. Aside from these, there are also various UN resolutions which are also legal documents that become part of international law. For instance, the resolutions that the Philippines has been promoting in the United Nations—one is on trafficking on women and girls and then the other is violence against migrant workers. It is also implemented through the instrumentality of special rapporteurs and other issue or nation specific instrumentalities.

- Human rights principles are also implemented through governments, the principals implementing agencies. The idea of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) came from several countries but the first draft came from the Philippines which is in fact enshrined in the herstory of the UN.
- The Philippines is the only country recognized by the UN Secretary General because it has chaired the CEDAW four times, the only country to have achieved such a distinction. The CEDAW is now ratified by 184 countries; the last country to have ratified this was Brunei Darussalam. The convention, just like all other human rights treaties is based on the core principles of equality and non-discrimination. It also distinguishes between de jure and de facto equality, which means that it does not only look at how these are implemented through laws, but it looks at substantive results of equality.
- CEDAW is the only or one of the few human rights treaties that recognize the negative impact of social, customary and cultural practices which are based on inferiority or superiority of either sex of stereotyped roles of women and men. It also looks at the connection between public and private spheres and contends that human rights occur at the private spheres as well.

At this point, Prof. de Dios encouraged questions from the participants

- On the notion of equality. Prof. de Dios reiterated that ccess to benefits, opportunities, etc. should both be available to women. There is also the notion of equality as difference or equality as substantive equality—equality of outcomes or opportunities. Accordingly, these are some major interpretations

when it comes to looking at opportunities between women and men, particularly in terms of legal interpretations.

- The first approach of interpretation of what equality is all about is the formal or the sameness approach. Basically the assumption is that women and men are the same. They are equal in every way—in opportunities, treatment, etc. The formal and sameness approach treats women as if they were men. Its aim is to achieve equal treatment means the treatment of women as men. Its aim is to achieve equal treatment and not equality of outcomes. Since women are treated the same way as men, a legislation treating women differently is seen to violate the principle of equality.
- The other approach is the protectionist model of equality. This sees women as differently situated. The next assumption is that women are weak and need protection. The third is that it accepts women's subordination as natural, inherent and unchangeable. This model is still very prevalent in the minds of our judges, prosecutors and even ordinary people. None of these is really acceptable but they are existent and are there in the minds of most people.
- The CEDAW approach seeks to instill that equality is much more than sameness, much more than difference. It looks at the substantive or corrective approach to equality. Thus when it speaks of equality, it means equality in results and outcome.
- The substantive or corrective approach to equity also looks at the intersectionality of discrimination, the individual, institutional and systemic discrimination, both past and present. In essence, equality is both equality of treatment, of opportunity, but it should be substantive and seeks to correct historical and cultural imbalance between women and men. That is what is called the legal interpretation of what equality is under the language of the CEDAW convention.
- Discrimination on the other hand comes from Article 1 of CEDAW, which is very complex—any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. CEDAW was discussed for about 8-10 years because it had to balance and reconcile civil law, koranic law,

tribal laws in Africa, etc. so it was revised sixty-six times before they were able to agree.

- Discrimination against women must address all forms of discrimination against women and that means it can be culturally based discrimination, religious discrimination because a lot of discrimination also emanates from religious practices, it can be social discrimination and it can be political discrimination, and so forth. It can also include private individuals or institution. In other words, discrimination against women is not only confined with public policies of the government. It can also be found in private institutions such as businesses such as when a woman was not allowed to enter the Manila Polo Club, or the retirement policy of Philippine Airlines which is 45 for females and 60 for males.
- In the past, in the DFA when a woman diplomat marries a foreigner, she is automatically mandated to retire. But when a male diplomat marries a foreigner, he is not mandated to retire. But this has already been corrected.
- Discrimination against women can also either be intended, direct (policies or programs) or indirect. Simply put, there are certain discrimination that are very difficult to crack that keep women from who are never given the opportunity to go as high as they can so that both men and women can realize their full potential. However, equality is not just for women to feel good or to be more powerful than men. It really is intended to cascade to back to society though more empowerment interventions for the marginalized sectors, among them the women, to enjoy a more substantive and human life. This is the framework of gender equality.
- So just to summarize, the role of rights in empowerment—rights are norms based on equality and equity, the primary goals of empowerment. For rights to be realized we have to have structures and policies based on international standards such as the CEDAW. At the same time, we should create enabling environments for empowerment and at the same time have an enforcement mechanism whereby the denial of rights may be sanctioned.
- The empowerment process is not self-executory, it does not fall from the sky. There is a need to have discussions like this to be aware of our rights and stimulate struggles to access and realize rights.

Session 1.2: State Obligations under CEDAW
Aurora Javate-de Dios

Prof. de Dios discussed that the treaties dealing with specific issues on women came about from 1949-79. In 1967, there was a declaration on the Elimination of All Forms of Discrimination Against Women. Then in 1974-1978, the actual drafting began. In 1979 the adoption of the CEDAW by the General Assembly occurred then in 1985, the CEDAW enters into force. It was however in 1981 that the Philippines ratified CEDAW. She raised the following points in her presentation:

- Women's movements, grassroots women and communities struggled for change and these changes are now reflected in our laws and our policies. Through the consensus of countries and governments is codified in the international level and becomes international law. International law becomes operationalized through the treaties, it goes back the national level and then down to the civil.
- On the CEDAW Reporting process, Prof. de Dios emphasized that when CEDAW comes into force at the national level the state obligation is to write initial and periodic reports after one year of ratification. The initial report is translated into six languages, which is posted in the Division for the Advancement of Women (DAW) website. The CEDAW Committee meets to review the report and then they send the critical issue back to state party and the state party must answer within six weeks; then the reporting process begins. There will be a dialogue between state delegation and committee and then they send, after the reporting process, the concluding comments.
- Non governmental organizations (NGOs) have their own process. They also prepare shadow reports. They have an independent report. But during the reporting process of the government, they can only observe, they cannot talk.
- The optional protocol is another process. Under this mechanism, any woman who has a complaint about her rights being violated can go directly to the UN, provided that she has exhausted all legal remedies at the national level. However you can file a complaint directly to the CEDAW against a country if that country is a signatory to CEDAW.
- Another procedure is the possible systematic violation of women's rights in a certain place such as what happened in Mexico where there is a free trade zone where lots of women were raped and murdered. The government was not doing

anything, so the UN can visit the place and make recommendations directly to Mexican government.

- The CEDAW process is very public, transparent and open. As soon as the reports are out, the proceedings are posted on the web. The experts rely on different sources of information— it receives the government information, it also receives the report from NGOs, it receives the reports from international organizations.
- State obligations to CEDAW means to respect, protect and fulfill women's human rights, to include an equality and non-discrimination provision in the constitution, and take all appropriate measures to repeal discriminatory laws and enact enabling laws consistent with CEDAW, provide an enabling policy environment in the midst of equality of women.
- The ratification of CEDAW creates obligations on state parties that are binding. According to the Vienna Convention on the law of treaties, states are obliged to implement the provisions stated in the treaty according to its spirit. Article 27 says that state parties may not invoke internal law as an excuse for non-compliance. An example of this would be the Muslim countries. Muslim countries follow the koranic law which governs their public and private life. The koranic inheritance law is very unequal. That is why in the negotiations they chose the word *equity* rather than *equality*. However the discussion bogged down. What they did was to reserve their right not to be bound by Article 15 on marriage and family. However, in most countries, internal law must adjust. They must be amended in order to synchronize or to be harmonize to the generally accepted principles of international law that are found in CEDAW. In cases of inconsistencies, the state is obliged to address those inconsistencies either through the abolition discriminatory laws or policies, modification and amendment; and when there are no laws, new legislation must be enacted. On
- Ms. Annie Serrano also reminded the participants regarding Japan's reservation on Article 7. She cited the CEDAW provision that says that states parties should take all appropriate measures to eliminate discrimination against women in political and public life of a country; and in particular should ensure to women an equal terms with men the right to vote in all elections and public referenda and to be eligible for election to all publicly elected bodies; to participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government; to participate in non-governmental organizations and associations concerned with the public and political life of the party. In monarchical Japan, there is public

agreement that should there be no male heir to the throne, it is okay for women to take over. Japan was about to change its constitution when suddenly the princess bore a son so the status quo remained. In Thailand however, they lifted the law to make way for the second born who happened to be a girl and who is more learned, loved by the people and has the qualities that the people associate with the qualities of the king

- The state party encompasses all state organs of government—executive, legislative, judiciary. In terms of accountability, state parties are accountable on account of both acts of commission as well as acts of omission. Acts of commission are those practices or policies that are discriminatory. State parties may seek cooperation from NGOs and other sectors but ultimately it is the government that has to face the international community.
- The component of state obligation is an obligation of means and results. This means that it must attempt to attain this stage of static equality. When the Philippines is reporting, they are not interested in the exact details but for instance they are more interested in the ability of the state to monitor the progress achieved over the last eight (8) years in literacy and education of women and men comparatively. That is in essence what is called results-based monitoring.
- Accelerating *de facto* equality means to say that in some cases and in almost all countries, there are entrenched structures, practices, beliefs that are structural barriers to the empowerment of women. For instance in Norway, all companies are required to observe 40% management positions for women. That is what is called affirmative action or temporary special measures in order to facilitate, hasten and speed up the equalization of opportunities between women and men.
- On the Philippine implementation of CEDAW, Prof. de Dios observed that the country has a constitutional provision on equality but it does not have a provision on discrimination. It has countless laws on women but there is still a lot to improve on the implementation side. It has a national machinery on women, gender mainstreaming in all government offices, the GAD budget and the Beijing Platform for Action, among many others. Compared to other countries in Asia, the Philippines is one of the most advanced, if not the most advanced.

Thirty (30) Minute Break

MODULE 2: ANALYZING GENDER AND WOMEN'S HUMAN RIGHTS ISSUES IN GOVERNANCE

Gender and Human Rights Issues Relevant to Governance Reform Initiatives

Justice Reform

Atty. Myrna Feliciano

At the outset, Atty. Feliciano narrated to the participants that her dealing with women rights began when she did a study with NCRFW on the gender analysis of Philippine Laws from the 1900s up to 1987. This was commissioned by Sen. Rasul and Sen. Shahani. This study became the basis of all state of laws that are being amended.

She also shared with the respondents the dynamics that went behind the drafting of the anti-AWIR or the Anti- Women in Intimate Relationship Act which was pushed by a group of radical women's groups and the Domestic Violence Law which was the middle ground. Eventually, what came out was what she believed would be best for women. She noted the following issues in her discussion:

- She also was instrumental in creating the Committee on Gender Responsiveness in the Judiciary. The committee was created and had Justice Alice Austria-Martinez and Justice Azcuna as co-chairs. They involve almost all of the staff of the Supreme Court and the heads of offices. They were tasked to conduct training and capability seminars which includes the development of a unified training module, undertake gender audit of policies, programs and practices; develop a gender responsive database on the judiciary system; and promote the use of gender fair language or gendered messages or rituals for higher gender awareness, establishment, partnership and network with other GAD advocates, organize family courts throughout the country.
- The Supreme Court has the power to assign certain courts as Family Courts but they hadn't organized family courts yet because it requires too much money. One of the recommendations we had was to have a Family Court Administrator but what the Supreme Court did was to appoint a focal person to oversee the gender aspect of the family court system and then of course record court decision and train its members and to mobilize resources.
- The gender sensitivity training in the courts involved the various Supreme Court Offices, the Court of Appeals, Sandigan Bayan.

- The judiciary has a gender responsive database. In the SC the percentage is there are three female justices and 10 male justices which is 33.3%. In Court of Appeals, they have 49 male judges and 19 female judges which is about 72.1%, Sandigan Bayan, they have 3 females as against 11, so they have 21.4%.
- Doing away with sexist language in the judiciary was also embarked on. Sexist language causes gender inequality by discriminating against women by perpetuating notions of male supremacy. This includes language that excludes women or makes them invisible, the use of generic masculine, or use of terms ending in man to refer to functions that may be performed by individuals of either sex.
- Another thing that came into being was the advocacy of certain chief justices. This is called the Bangalore Draft. It says that judges should be aware of and understand diversity in the society and differences arising from various sources including but not limited to race, color, sex, national origin, disability, age, marital status, sexual orientation, social and economic status. They should not manifest by words or conduct bias or prejudice towards any person or group. Judges shall carry their duties with appropriate consideration for all persons such as parties, witnesses, lawyers, court staff and judicial colleagues without differentiation...or performance of such duties. Based on irrelevant grounds except those legally relevant to the proceedings and may be subject of legitimate advocacy. Because of this, the American Bar Association Asia Initiative asked the UP Law Center to make annotations to this new code of judicial conduct. It granted resources to the Supreme Court to Conduct training for all the court personnel all over the Philippines. In total, they have conducted 12 already.
- Training of judiciary personnel also impacts on the gender balance in the judiciary. There were very few women judges before. However, it has already slightly improved today. Legal literacy or training women and children on their rights are also steps in the right direction.
- In the case of Cabalquinto, the Supreme Court said that from then on, they are not going to mention the names of women and children victims of domestic violence. Also, the decisions (available in the internet) do not mention any names because they want to implement the provisions in the laws—in 8353, 9208, 7610, 9262 and 9344.

Question and Answer portion

- On whether there are tangible results from the male judges in terms of dealing with women's issues

Atty. Feliciano responded that in the Gender Justice Awards, judges who were gender sensitive were nominated and awarded them with money, and computers. And then they reprinted their decisions in the book *Engendering the Justice System*, where they also put all the cases on VAW so that the judges can make use of them.

On the lessons learned because the failure of the program has been there for so long

Atty. Feliciano noted that many agencies still do not use their GAD budget. There should also be sustained advocacy for reforms. Creativity and innovativeness should also be enhanced so that new things can be carried out if previous projects do not succeed.

Political Reform

Prof. Vene Rallonza

Prof. Rallonza pointed out that gender in governance is needed to to make full utilization of the resource of the other half of your population who are marginalized and oppressed. Political representation means women are represented in key areas of government, decision-making; are able to participate in politics, are able to speak up. Political participation also has implication on this one. But the gender dimension of Philippine politics is like this (refers to graph). She cited the following important dimensions of gender in political reforms:

- She explained the percentage of women being elected in the legislature from the 8th Congress in 1987 to the 13th Congress of 2004-2007. In 1987, there were only 8.82% women elected in Congress in comparison with 91% men. In the 13th congress, an incremental increase is observed but there but it is not enough to actually tip the scale.
- Since women were given the right to vote in 1937 in the Philippines, there have been 11 instances that more women actually voted than men. However, this did not translate into more women being elected into public office.
- There are three realities in the patterns of women coming to power. In the case of the Philippines as well as other developing countries, you get into politics

because you have the money, resources and access to a lot of things. In the case of women, they come from political families but they are only the second choice. There was an observation by Eric Gutierrez that the political name of the family seems to be passed on like property. The father passes it on to the son. If there is no son, then that's the only time that they pass it to the daughter.

- Second there is also a tendency that women come to political power because her husband died. Because of the death of the patricarch, the wife will take over. This is evident in our history, whether it is national or local elections. Third, women come into political power by means of negotiated spaces within the political machinery—let's say political parties, and party list system as well. For some it is a good thing but this is also a disadvantage when women became some kind of tokens. Tokenism politics means that you're really just putting the women there just to meet a certain quota but the substance may not necessarily be there. So with the two graphs I showed you, as well as the patterns of women coming to political power, let us now look. (Refers to graph)
- There is also the pattern that as there are more women being elected into public office, there is actually a tendency for pro-women legislation to go down. It may be authored or passed by the legislators but without them really authentically having that genuine desire for a gender framework or balance, it will not really work that way. Now in the case of legislation specific to women, in 17 years, only 55 women-related laws were enacted, from 1987. Of this number, the 8th congress passed the most laws, followed by the 9th congress, then there was a downward trend on the 10th and 11th and only picked up on the 12th. And most laws were actually in the category of women and poverty, economy and work, followed by health, women's rights, violence against women and then finally women in power and decision making, institutional mechanism and media...these are the ones in the BPF. (refers to graph)
- In terms of the two women presidents, both Cory and Gloria came from well off families. But in comparison with GMA, Cory's family, the Cojuangcos are more well off. They are landed and have participated in politics. Educationally, she received catholic education. So it directly impacts on her decision-making—her catholic upbringing plus her family background.
- Gloria was an economist whereas Cory studied French. The father of GMA was former president, so that was a huge factor. Cory's political career started only when Ninoy died. In comparison with GMA, she was a political thoroughbred. She had a political career—she was appointed as the under secretary of DTI, she

then went on to run for senate. The second time she ran for senate, she was the highest terms of election results. When she ran for Vice-President in 1998 she won the highest number of votes for any vice-presidential election. So that gave her confidence. We know the story that when ERAP was gone, she was the constitutional successor. She was only elected into the presidency in 2004.

- The context and manner of ascent to presidential power of the two former presidents are the same. In the case of GMA the military withdrew support for the Chief Executive. In the case of Cory, it was really a coup d'état that was waged by a segment of the military. Second is the influence of the catholic church. At that time, Cardinal Sin was still alive and he was seen not just as a spiritual persona but also someone who gives legitimacy to any political actor. And then of course, there are civil society organizations.
- Cory really banked on the re-democratization project. From an authoritarian regime, she wanted to be the perfect anti-thesis to Marcos. And her major platform was really peace and justice, and that's why their major concentration was on the peace process with the NDF and in the south. In terms of gender, this was the time when EO 348 was declared-- Philippine Development Plan for Women.
- In terms of GMA, she enacted eight pro-women laws from 2001-2004.
- The challenge for women is to enhance advocacy work. Then of course there should be nurturing of women from alternative domains of politics, not coming from the landed elite or political families or clans, or dynasties, not those who are products of patronage politics. These women should be from the grassroots women's movement. And finally, there should also be birthing of women (and men) who are transformative leaders in formal and informal politics.

Question and Answer Portion

- On laws that should be given attention by congress?

Atty Feliciano opined that the Revised Penal Code is so antiquated. If you look at Article 202, it says that the prostitute is a woman. If you are a woman who committed adultery, you are penalized already. For the man, it takes three conditions-- attempt at the life of the spouse, concubinage--you should live with the person for several months, and then you must have sexual intercourse in public.

- On the need for codification of all these issues on women

Atty. Feliciano said that it took ten (10) years to come up with an anti-rape law. It will take a long time before they can come up with a codified version.

Prof. Rallonza also took note that it is understandable that reproductive rights will not be given priority since the two women presidents went into power in an atmosphere of negotiation with the forces such as the Catholic Church.

Before closing the workshop for the day, Ms. Serrano informed the participants that they have an assignment – caselets that are included in your kits. These are as follows:

- Gendering political reforms
- Access to services
- Protecting from crime
- Analyzing national budgets.

She enjoined the participants to read these cases as they will be divided into groups the next day for discussion of the caselets.

END OF DAY 1

DAY 2: 16 November

At the outset, Ms. Annie Serrano informed the participants that the caselets were developed to see if they can already apply the key concepts that Prof. de Dios explained the principles of the CEDAW, mainly the principle of non-discrimination so that women will have, on the basis of equality with men, access to all of the rights that are universally recognized, regardless of the marital status of women, and the principle of equality and that of state obligations.

Caselette Number 1: On Engendering Political Reforms

The 1987 Constitution has explicitly imposed term limits on both national and local government officials. It is enshrined in the following key provisions:

Article 6: Legislative Department

Section 7.

The Members of the House of Representatives shall be elected for a term of three years which shall begin, unless otherwise provided by law, at noon on the thirtieth day of June next following their election.

No member of the House of Representatives shall serve for more than three consecutive terms. Voluntary renunciation of the office for any length of time shall not be considered as an interruption in the continuity of his service for the full term for which he was elected.

Article 10:

Local Government

Section 8.

The term of office of elective local officials, except barangay officials, which shall be determined by law, shall be three years and **no such official shall serve for more than three consecutive terms.** Voluntary renunciation of the office for any length of time shall not be considered as an interruption in the continuity of his service for the full term for which he was elected.

-
- Questions:
1. How have these provisions affected men and women's access to politics?
 2. What do you think are the underlying factors that hinder women's access to politics?
 3. How do you think can these be addressed?

Responses from the participants:

- In my experience, the three (3) year term of a politician is not enough as this inhibits continuity in programs and policies. However, the provision is not contributing to the increase of women's participation in politics.
- The term limits will enable women to have access to elective politics.
- The important thing is commitment. It does not matter whether the leader is a man or a woman. Three years is too long for some one who is not committed to public service.
- There is nothing wrong with rendering service to the community. However, there should be a ban on relatives running for public service. There is a need for an anti-dynasty law.

On the underlying factors that hinder women's participation in politics and how these can be addressed

- Women are hindered from entering politics because of their dual role in the home. She works and at the same time provides nurturing in the family. She does not have time for civic activities.
- Young women should be prepared to enter politics. Gender in governance should be part of the curriculum.
- Money is an important factor in elections. It is usually the men who have the money in families.
- It's not a guarantee that when women are in public office, they will automatically serve the interest of women. Education is very important.

Ms. Serrano added that sometimes it is not in the law but in its outcome. She further noted that indeed there are hindrances to women's participation in politics and governance such as the multiple burdens of women that leaves them with little time left to engage in civic affairs. Secondly, there is the perception that the public life is the domain of the men—that if somebody in the family should serve, the sense of service is not really for women. The core is the whole principle that leadership and public life is really a male domain, responsibility and privilege.

Prof. de Dios added that in the case of the Philippines and other developing countries like India, Bangladesh, Nepal women are active in the different kind of politics—in the community level, where work is voluntary and where they can synchronize it with their daily role. In other words, the sense of service is not lacking in women. She also pointed out that women take the trouble of always considering things on how their public life can synchronize with their family life whereas the men don't think about this. Hence, she said that the central issue is to what extent women can participate actively in public life. According to her, this should be a collective concern as well as a state consideration.

Prof. de Dios also raised the issue of "malestream" politics or traditional politics that is dominated by men and characterized by either violence, money and practices such as those when practiced by men are acceptable but when are practiced by women, becomes unethical. Additionally, she said that in malestream politics, not only do you have structural barriers (how politics is done here basically guns, goon and gold.), and the subtle cultural barriers which are not articulated but is carried on the dialogue

between women and men. We have to be aware of structural and cultural barriers that sometimes men don't really experience.

She then briefed the participants on the Temporary Special Measures in Article 4 of CEDAW which states that governments should be conscious of these barriers and must take appropriate steps to address them, including taking affirmative actions. She explained that affirmative action is a policy mechanism that states can use to correct an imbalance, a disadvantage by a discriminated group because if you did not take these steps then it would take 300 years to equalize the opportunities. And women cannot access these opportunities if there are barriers in the way. In order to overcome those barriers much faster, these measures are put in place.

In the meantime, Prof. De Dios averred, women have very legitimate demands and needs and have become very efficient at political leadership. In other words, she told the participants some countries are depriving a historically and culturally disadvantaged group to access those opportunities that are supposed to be theoretically open to everyone. Countries such as India, Nepal, Bangladesh, Sweden, Norway and Finland have already taken affirmative actions already. They started with 30% seats for women, automatically. Now in Norway and Sweden, it's 51% for women.

Ms. Serrano added that it is temporary because once equality is reached, the quota will be removed. She said that the whole idea is just to accelerate the process by answering the constraints that women have faced over the years. Campaign finance support and training of women are some of these affirmative actions.

Caselette Number 2: Increasing Access to Services

An incumbent mayor in a rural town wanted to ensure his re-election chances among his constituencies. He heard from the media that his opponent in next year's election is a young and well-educated son of his former opponent.

One day, he decided to meet his trusted advisers to come up with ideas so as to prop up his campaign. One of his trusted advisers urged him to put up potable water systems since this is one of the needs expressed by the constituents in one of the focused group discussions they recently conducted. When everyone agreed with the proposal, the politician lamented that resources are scarce hence, it will not be possible to put up potable water systems in all the barangays in need of them. The adviser then immediately proposed that there be a consultation with the following organizations in the town: a) youth organization; b) women's groups, and c) the barangay captain's association, so

as to determine the exact spot where the water systems can be put up. However, the mayor turned this down because this might just disappoint some people who will attend the meeting but whose area may not be able to have access to water. Ultimately, the mayor decided to do away with the consultation and just award the project to barangays in which he had the least number of votes in the last elections.

-
- Questions:
1. Among the three groups that they initially wanted to consult, which do you think had the biggest stake in having access to water? Why?
 2. If you were the Mayor's adviser or consultant, what advise will you give him in line with the principle of state obligation?

Responses from the participants:

- o We should evaluate all the barangays according to the water services and then we will come up with budget and the justification.
- o Women are the ones who should be consulted because they are the ones responsible for the household

Casetlette Number 3: Protecting Women from Crimes

City X had been enjoying considerable progress for a couple of years now. Many business establishments have set up offices including call centers. Many new jobs became available especially to young men and women in the city and family income levels have improved. The city has been reaping substantial amount of revenues because of the boost in economic activities. As a result, City X is touted as "one of the most dynamic and progressive cities" in the country. However, problems with the peace and order situation began to emerge in recent weeks. There has been an increase in crimes, including two rape cases. To make matters worse, the national media has sensationalized the rape cases to the point that the city's good reputation as a good place to do business is already being tarnished.

The city council wanted to issue a statement to tell their constituents that they are doing something to protect the women of the city. At the council meeting, a member proposed to implement the labor law banning night shift work by women.

- Questions:
1. If you were a member of the city council, would you support the implementation of the ban on night work for women? Why or why not?
 2. What other actions would you propose to address the increasing crime rate, especially sexual assault on women?

Responses from the Participants :

- Banning women from night work is not the ultimate solution.
- The ban does not directly address the issue at hand. This is discriminatory because women are hindered from making choices. The source of criminality should be addressed.

Prof. de Dios informed the participants that the Philippines still has a law banning women to work at night. Security measures must be strengthened (ie shuttle service for call center workers, lights, consciousness on the part of women to equip themselves, etc.).

Caselette Number 4: Analyzing national budgets

As can be seen in the table below, there has been a decreasing trend in the budgetary allocation for social services since 1997. Specifically, the budget on health as a percentage of social services has been declining.

Sectoral Allocation of National Government Expenditures, Obligation Basis (Percent Share)

	1997	1998	1999	2000	2001	2002	2003	2004
Economic Services	26.80	24.08	23.98	24.50	22.13	20.38	20.22	18.03
Social Services	32.30	32.59	33.23	31.21	30.36	31.06	29.03	28.71
Health	2.88	2.52	2.58	2.15	1.83	1.95	1.60	1.49
Defense	5.94	5.86	5.68	5.31	5.09	5.24	5.01	4.99
General Public Services	18.82	18.84	18.25	17.95	17.13	17.91	16.63	16.23
Debt Service	15.85	18.57	18.31	20.65	24.73	25.05	28.43	31.40
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Source: Congressional Planning and Budget Department

- Questions:
1. Do men and women similarly experience the impact of this budgetary trend?
 2. In keeping with the principle of State Obligation in CEDAW, what alternative policies could be considered by the Executive and Congress?

Responses from the Participants

- o Local government officials need to be aware of how important health is for women. They need this information in the allocation of the budget.

At this point, Ms. Serrano added that according to a study by the Philippine Institute for Development Studies (PIDS), more women utilize health services shows that more women use health care because of their reproductive roles and not really because other illnesses.

Ms. Diokno also opined that the devolution is not the only reason for the low priority given to health services. Debt service payment is the priority of the government when in fact education should be the given the biggest allocation according to the constitution. The privatization of health services and the brain drain caused by the migration of health professionals also contribute to this.

Ms. Jean Franco also added that the Internal Revenue Allotment (IRA) is at the mercy of the spending priorities of local government officials. Usually, health is not a priority.

For the workshop after lunch, the participants were divided into groups—justice and public administration.

Please refer to Annex 4 for the following cases:

1. *One Year After the Quezon Disaster, Women are Leading their Families toward Recovery*
 2. *Long Wait for Justice*
-

LUNCH

WORKSHOP OUTPUT:

Group 1:

Question: Did men and women experience the situation differently? Would women have different concerns aside from or other than men?

Answer: Our answer is yes because women are more vulnerable to issues of rape and other crimes.

Question: What gender issues are involved?

Answer: There are cultural biases and ineffective criminal justice system. If we have these traditions and customs, it's very hard. There should be a balance. We also have to improve our criminal justice system to realize what we are actually working for in this cry for women's human rights.

Question: How do gender issues affect the condition of women and men?

Answer: Women have lesser access to justice. There is discrimination because of flawed laws and unfair justice system.

Question: What are the underlying causes of these gender issues?

Answer: Cultures, traditions and illiteracy. We must do our part, we have to educate people. There is also a lack of awareness so what we do is conduct advocacy programs and educate the community of their rights because these are the causes of gender issues.

Question: Who are the claim holders?

Answer: They are the women, the marginalized sectors and the IPs.

Question: What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as the men enjoyed?

Answer: In terms of education, women were not allowed to study before. Labor practices in which women were underpaid compared to the higher wages that men have. Unequal career opportunities like in politics. Of course we aren't educated, how can we have a good career? The system is still unequal—even if there are laws that we have to comply to.

Question: who are the duty bearers?

Answer: Government, the Criminal Justice System (the five pillars—the police, the court, the the protection, the community and the prosecution), service providers, NGO's civic organizations, and private sectors.

Question: What are the obligations of the duty bearers?

Answer: Of course, the implementation of laws and the enforcement of such laws, advocacy on our part and promotion of human rights, education, adherence to the principles of human rights.

Question: Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for the men?

Answer: There are still gender biases in other agencies. Even if we are doing this kind of work already, there are those biases maybe because we are still in the early stages. We have to commit ourselves so that all our activities are human rights based.

Ms. Diokno asked the reactions of the participants on the statement that women are more vulnerable to become victims of rape, physical injury, women are physically weak, women are easily trusting of strangers, women are motherly and affectionate.

(REFRESHER)

GROUP 2: PUBLIC ADMINISTRATION GROUP

(before sharing the group answer, the participant shared her personal views, as seen below)

Question: What are the relevant Human Rights issues?

Answer: Access to resources—health, livelihoods. There are livelihood programs but most of them are for the men. And particular women are the ones who work because of the psychological effect of the tragedy of the males.

Question: Who are the duty bearers?

Answer: NGOs, local and national government agencies, actually it is the responsibility of every citizen.

Question: What are the obligations of duty bearers?

Answer: To perform their basic duties

Question: Did duty bearers respect, protect and fulfill the rights of women?

Answer: Obviously, no.

Question: What are the problems?

Question: Ang nakita naming problems ay lack of awareness on the part of the claim holders and duty bearers. This lack of awareness results in the non-fulfillment of responsibilities of duty bearers.

Question: What are the symptoms?

Answer: Livelihood programs are focused on men and the stereotypes on women.

What are the causes?

Question: What are the Human Rights affected?

Answer: Her right to choose. Because the husband is unable to work, she has no choice but to work...she is the one who protects the family.

Question: Do men and women experience issues differently?

Answer: Yes! But to have a stronger case, we have to have data to back us up?

Group Answer:

Issues:

Lack of awareness on human rights of claim holders

Duties, responsibilities and accountabilities of duty bearers

- hindi na nila pinaglalaman ang karapatan nila.
- Yung duty, parang hindi nila alam na kailangan i-include ang women

Symptoms:

Livelihood program focused on men.

Stereotyped roles of men and women

Gender roles

Causes:

Lack of integration of rights and gender in the curriculum

Lack of data to support awareness and advocacy program

Gender is taken as a marginal issue in the development process

Claim holders do not know what to claim or their entitlements

Lack of monitoring mechanism

Intervention

Advocacy program in terms of the claim holders

Capacity building in terms of the lawmakers

Sex disaggregated data

Continuous monitoring and evaluation program

Issue:

Lack of proactive and comprehensive approach in disaster management

Symptoms:

Presence of livelihood for men but absence of psychological help

Projects that have not been sustainable

Causes:

Lack of participation

Concerns of marginalized groups (women, children, IPs, etc.) are not taken into consideration

Misallocation of budget

Political intervention- knowing the problem but government official has other concerns

Patronage

Turfing-ownership of projects among agencies and between government and non-government agencies

Intervention:

Convergence of programs and policies

National plan for disaster management

MODULE 3: APPLYING A GENDER AND RIGHTS PERSPECTIVE TO GOVERNANCE INITIATIVES

Ms. Annie Serrano told the participants that after it is about time that they apply a gender and rights perspective to governance initiatives. The first step of the process is to be very clear about the problems and the process that we need to address. And then as pointed out earlier, after problem identification, the next step is intervention. For those who are into the planning and implementation of projects, they should be guided by the principle of project management.

She explained that the first step is project identification. If there are at least two problems or issues that need to be addressed, then there is a need to identify and analyze the symptoms and the causes. Then the next step is to design the project to address the root cause.

Ms. Serrano further discussed that in her experience, five years is the best timeframe for any capacity building project. The monitoring is part of implementation, which is usually this is done by the Project Management Office. Then the project evaluation assesses if the problems and objectives are being addressed and met. This enables the project implementers to look at the results and the weaknesses.

WORKSHOP OUTPUT:

Ms. Serrano expressed the view that the participants have tried to identify gender issues in their project and its impact on women. She urged them to really analyze the situation and look at the possible interventions and the impact of these projects on women. She stressed that there are some projects that are supposedly gender neutral but in the end have negative impact on women. She raised the following issues:

- There is a need to conduct participatory research and consultations with the project's various stakeholders. She reiterated that consultation is more substantive than participation because when in consultation, input of the participants in decision making is done.
- In project identification, designing a project based on the needs of the people are the regular things that should really be considered. In terms of budget and resources, Ms. Serrano further explained that the tendency in gender mainstreaming is to plan but the lack of budget or resources is sometimes big constrain.

(Referred participants to hand outs on guidelines for Mainstreaming Gender in Project Identification)

- On project identification, the guidelines that should be emphasized is the participation of women and men. Have men and women been consulted in the identification of the development problem? Have consultations been conducted? At what levels? Are there records of such consultations? In relation to this, consultation and participation are important steps in project identification. These may also have to be held at various level, including the community level.
- The need to collect sex disaggregated data and good gender analysis of the development problem. In this part, there must be an analysis of gender roles, of control and access to resources and benefits and constraints and opportunities. It also emphasizes the need to identify gender issues as well as women's special needs.
- On project design and formulation, there is a need for the articulation of women's human rights, gender equality goals or purpose or objective in the project document. Doing this has a lot of implications on the kind of projects that you will be done. It is also important to include gender quality and women's rights output and outcomes. There is also a need to support gender sensitive activities or interventions such as trainings. Moreover, there is also a need to include monitoring targets and indicators that are congruent with the gender agenda of the Philippine government.
- Equal representation is crucial in project implementation as this involves the stakeholders. It is important to be working with target groups and other sectors as partners and not just as participants in the implementation. In addition, there should also be activities that would result in gender disaggregated data and gender related information related to the project which may be used in monitoring projects and activities and hopefully later on in evaluation. Further, there is also the need to strengthen the PMO in terms of capacity building. This should be done but what is important is to point out changes have been done in terms of gender and human rights issues. It is also important to institutionalize human rights and gender program in specific units. And lastly, there is a need to add safety-nets, which is related to anticipating the impact of the project on women and what you are going to do to avoid them.
- Monitoring basically means the involvement of men and women in decision-making and includes a substantive discussion of the results such as having sex-

disaggregated data. In evaluation, there should be a review of objectives if these have been met. Again, there should be equal representation of men and women, including women from the marginalized sectors, the beneficiary groups, etc. The criteria should also include the impact of the projects on women's human rights—were they benefited? How many were benefited? It is also a must to include a rights based set of indicators such as transparency and accountability.

- In including gender in project implementation and design, there should be differentiation of the needs and interests of women between practical and strategic. This means that mechanisms should be included in the project that will help women—to ease the life of women from the double burden that they have as a result of the existing obligations they have in the current gender system. This is done by helping women rise from the disadvantages they experience so that eventually they become equal to men. It is correcting the imbalance that men and women have right now.

Ms. Diokno further informed the participants of the big difference between safety net and safeguards. Safety-nets assume that there is already something wrong that will happen and therefore putting the mechanisms in place. On the other hand, safeguards are there to make sure that nothing will go wrong.

DESIGNING A RIGHTS BASED AND GENDER BASED GOVERNANCE PROJECT

Ms. Jean Encinas-Franco asked the participants to read the Caselette on Sex-Disaggregated indicators that highlighted the importance of gender-based indicators in development projects and policy formulation. This introduced the seatwork wherein the participants are asked to design a rights-based and gender-based governance project.

Ms. Franco narrated her experience when she did a paper on migration. She said that in doing the paper, she discovered that despite the feminization of migration, data generating agencies do not take their conditions into consideration, apart from just the number of men and women OFWs. For example, they don't look into how gender relations change as a result of women leaving their families to work abroad. Some say that it is hard to quantify this data however, Ms. Franco informed the participants that the labor force survey has questions that ask for data about the condition of male and female OFW left-behind families that are quantitative in nature. She also said that she observed that some data are not collected and some are collected but are not processed because of the lack of resources. I guess there is also another constraint which is our

biases, and which we don't really see. But if they remit about 8 billion US dollars a year, I think the government should be able to spend if only to find out about their conditions and that of their families.

So I'd also like to emphasize that indicators are very important because they tell us a lot of things about the particular situation. It is very important and viable especially in terms of policy. If there are not indicators, policy makers will be blind as to what policies they have to make or how to solve problems. In projects you need them because they are microcosms of future policies and programs.

(Short Exercise)

CLOSING PROGRAM

Annie introduced Ms. Rosette Librea and GH Abad of the Programme Management Office of the UNDP GOP Fostering Governance Program and welcomed Dr. Grace Aguilin-Dalisay for the closing remarks.

Closing Remarks

Dr. Grace Aguilin-Dalisay

Dr. Aguilin-Dalisay expressed her pride at the national and international credentials of WAGI. She also told the participants that NCPAG, is close to her heart as she worked with the University of the Philippines for 26 years where she also worked quite closely with faculty members of NCPAG.

According to her, Miriam College is happy to be working with the participants in this project and will continue working with them as Responsible Partners of the GOP-UNDP Program on Fostering Democratic Governance.

Before the workshop officially closed, certificates were distributed by Ms. Rosette Librea, Dr. Dalisay and Prof. Oyie de Dios to the participants.

Program

**Mainstreaming Gender and Women's Rights into
Governance Reform Initiatives:
A Workshop of Partners
of the GOP-UNDP Programme Fostering Democratic Governance**

15 – 16 November 2006, 9:00 AM – 5:00 PM
Caritas Seminar Room
3rd Floor Caritas Hall, Miriam College
Katipunan Road, Loyola Heights, Quezon City

Workshop Objectives

At the end of the two-day workshop, the participants will be able to:

1. **Knowledge:**
 - a. Enumerate and describe gender issues and women's human rights relevant to their particular area of focus in governance reform
 - b. Explain why particular policies or practices are discriminatory to women
 - c. Describe substantive gender equality as a women's human rights principle
2. **Attitude:**
 - a. Articulate why the mainstreaming of gender issues and women's human rights are relevant to their particular area of focus in governance reform
3. **Skills:**
 - a. Analyse a development situation or issue from a gender perspective and identify relevant women's human rights
 - b. Describe how a particular governance reform project/initiative can respond to the development need/problem in a gender-responsive manner
 - c. Select gender-responsive indicator/s for this governance reform project/initiative
 - d. Analyse a policy as to whether or not it is rights-based and gender-responsive

Workshop Schedule

15 November 2006 (Wednesday)

TIME	SESSION TITLE OR ACTIVITY	METHODS
8:30 – 9:00 AM	Registration	
9:00 – 9:45 AM	Opening Session <ul style="list-style-type: none"> • <i>Welcome Remarks</i> Patricia B. Licuanan, Ph.D. President, Miriam College • <i>Inspirational Messages</i> Emmanuel Buendia, Ph.D. Assistant Resident Representative, UNDP and Antonio C. Fernandez, Jr Director for Management Staff, NEDA • <i>Orientation to Workshop</i> Annie A. Serrano Project Coordinator for Gender in Governance, WAGI 	
MODULE 1: UNDERSTANDING GENDER CONCEPTS AND PRINCIPLES		
9:45 – 10:45 AM	Session 1.1: Key Gender Concepts <ul style="list-style-type: none"> • Annie A. Serrano Project Coordinator for Gender in Governance, WAGI 	Facilitated Plenary Discussion
10:45 – 11:00 AM	BREAK	
11:00 AM – 12:00 Noon	Session 1.2: Principles of Equality and Nondiscrimination <ul style="list-style-type: none"> • Professor Aurora Javate-de Dios Executive Director, WAGI 	Case analysis, discussion and synthesis
12:00 Noon – 1:00 PM	LUNCH BREAK	
1:00 – 2:00 PM	Session 1.3: State Obligations in CEDAW <ul style="list-style-type: none"> • Professor Aurora Javate-de Dios Executive Director, WAGI 	Brief Lecture and Open Forum
MODULE 2: ANALYZING GENDER AND WOMEN'S HUMAN RIGHTS ISSUES IN GOVERNANCE		
2:00 – 3:00 PM	Session 2.1: Experiences in Protecting and Promoting Women's Human	Small Group Discussion by FDG Programme's

	Rights	Thematic Clusters
3:00 – 3:15 PM	BREAK	
3:15 – 5:00 PM	Session 2.2: Gender and Women's Right Issues Relevant to Governance Reform Initiatives <ul style="list-style-type: none"> • <i>Public Administration Reform</i> Jeanne Francis Illo Gender Adviser, CIDA • <i>Political Reform</i> Risa Hontiveros-Baraquel Member of the House of Representatives, AKBAYAN Party List • <i>Justice Reform</i> Atty. Myrna Feliciano Supreme Court Consultant 	Panel discussion

16 November 2006 (Thursday)

MODULE 3: APPLYING A GENDER AND RIGHTS PERSPECTIVE TO GOVERNANCE INITIATIVES		
9:00 – 10:30 AM	Session 3.1: Analysing the Problem from the Human Rights and Gender Perspective <ul style="list-style-type: none"> • Ms Ma. Socorro Diokno Secretary-General, FLAG 	Overview & Instructions for Small Group Work (By Thematic Cluster) Small Group Work
10:30 – 10:45 AM	BREAK	
10:45 – 12:00 PM	Session 3.1 continued	Group reports in plenary, critiquing and synthesis
12:00 Noon – 1:00 PM	BREAK	
	Session 3.2: Mainstreaming gender and Rights in the Project Cycle <ul style="list-style-type: none"> • Annie A. Serrano Project Coordinator, Gender in Governance - WAGI 	Brief presentation of Guide for Gender-Responsive Governance Reform Projects
12:00 – 1:00 PM	LUNCH BREAK	
1:00 – 3:00 PM	Session 3.3: Designing a Rights- and Gender-based Governance Project <ul style="list-style-type: none"> • Jean Franco Faculty Associate, WAGI 	Overview and Instructions for Seat Work Output: Outline of Project Design identifying needs to be addressed, major outputs and key interventions or

		activities particularly gender and women's rights related; and gender-responsive indicators.
3:00 – 3:15 PM	BREAK	
3:15 – 4:30	Presentation	Only a few who would volunteer to present their project outlines can present
4:30 – 5:00 PM	Closing – Guests <ul style="list-style-type: none"> • Alex Brillantes, Ph.D. Dean, UP/NCPAG • Ms Rosette Librea Manager, PMO GOP-UNDP FDG Program • Grace Aquiling-Dalisay, Ph.D. Vice-President for Academic Affairs, Miriam College 	Handing out of Certificates Closing Remarks/Next Steps

List of Participants

**Mainstreaming Gender and Women's Rights into
Governance Reform Initiatives:
A Workshop of Partners
of the GOP-UNDP Programme Fostering Democratic Governance**

15 – 16 November 2006, 9:00 AM – 5:00 PM
Caritas Seminar Room
3rd Floor Caritas Hall, Miriam College
Katipunan Road, Loyola Heights, Quezon City

Resource Organization: Women and Gender Institute – Miriam College

Mainstreaming Gender and Women's Human Rights into Governance Reform Initiatives
 15-16 November 2006
 Miriam College

ATTENDANCE:

GOVERNMENT

Organization	Name	Address	Contact Number	Email
Commission on Human Rights Commission on Human Rights	Atty. Ma. Asuncion Maravilla	SAAC Bldg., Commonwealth Ave., UP Complex, Diliman QC	9253886	atlymimm@yahoo.com
	Atty. Ma. Christina Margarita C. Mendoza	SAAC Bldg., Commonwealth Ave., UP Complex, Diliman QC	9253886	qtynna@yahoo.com
Bureau of Jail Management and Penology (NCR)	Sr. Inspector Bartolome Sagadal	72 Bukidnon St., Bago Bantay, QC	4560003 4544080	bcasagadal@yahoo.com
	Sr. Inspector Lorelina Ando	72 Bukidnon St., Bago Bantay, QC	4560003	dinebuch@yahoo.com
	Inspector Edna Leonor	72 Bukidnon St., Bago Bantay, QC	4560003	dozedz72@yahoo.com
	Inspector Lloyed Gonzaga	72 Bukidnon St., Bago Bantay, QC	4545080	ah2_mail@yahoo.com
	Sr. Jail Officer 3 Nolino del Prado	72 Bukidnon St., Bago Bantay, QC	4560003	
	Jail Officer 2 Recamara	72 Bukidnon St., Bago Bantay, QC	4560003	
	Jail Officer 1 Wena Fe Regacion	72 Bukidnon St., Bago Bantay, QC	4560003	wenafe_82@yahoo.com
	Mr. Jorge T. Amansec	72 Bukidnon St., Bago Bantay, QC	4560003	itamansel@hotmail.com

	Myra R. Cuares	72 Bukidnon St., Bago Bantay, QC	9276783	myra_cuares@yahoo.com
Philippine National Police	Pinsp. Myra N. Estandarte	WDO Quarters, Camp Crame, Quezon City	09218186856	myraestandarte@yahoo.com
Supreme Court	Ildebrandi N Usana Ms. Arianne Galope	PNP, QC Supreme Court Centennial Building	7258992 5259583	a_olegario@yahoo.com
Development Academy of the Philippines	Maria Teresa Serrano	DAP, Pasig	6312131	serranot@dap.edu.ph
National Economic Development Authority	Pagasa M. Lubag	DAP, Pasig	6312131	pmlubag@dap.edu.ph
	Patricia v. Barcoma	NEDA, 12 Escriva Drive, Pasig City	6313737	pvbarcoma@neda.gov.ph
Department of Interior and Local Government	Vanessa Mace M. Mateo	NEDA, 12 Escriva Drive, Pasig City	6313737	vmateo@neda.gov.ph
	Susita Bulawit	DILG Central Office	09193591172	susitaloy@yahoo.com
	Rowena L. Jimenex	DILG Central Office	9292915	weng_lilupar@yahoo.com
	Magdalena Fajardo	DILG Central Office	9251151	dane_37@yahoo.com
	Josephine DI Putong	DILG Central Office	9299235	babespatri@yahoo.com
Women and Children Concerns Division, Camp Crame	Teresita A. Fuentes Police Superintendent Fe Raga	DILG Central Office WCCD-DIDM	9205476 09178227930	tessfuentes@yahoo.com fecobrirosraga@yahoo.com
	PO2 Marsha Agustin	WCCD-DIDM	09165056883	trinamar26@yahoo.com
	Mr. Noel Bangsal			
CPBDO-HR	Ms. Lorna Velasco	House of Representatives	09178913331	lornadantes_velasco@yahoo.com
	Ms. Sharon Padua	Ermin Garcia, Cubao	9135737	sha05_imp@yahoo.com
League of	Ms. Imelda B.	3 Marcelion St.,	9514981	ibquanzon@cesboard.gov.ph

Municipalities of the Philippines	Guanzon	Holy Spirit Drive, Quezon City		
Career Executive Service Board	Ms. Carmela Conti	3 Marcelion St., Holy Spirit Drive, Quezon City	9514981	cmconti@cesboard.gov.ph

NON- GOVERNMENT

Organization	Name	Address	Contact Number	Email
Institute for Political and Electoral Reforms	Mr. Edsil V. Bacalso			
Ateneo School of Governance	Ms. Joy Acheron	Rm. 408 Ateneo Professional Schools, Rockwell Center, Makati	8994588	joyaceron@yahoo.com
Galing Pook foundation	Ms. Pamela Graffio			
Fair Trade Alliance	Ms. Paula Tanqueing			
Center for Community Journalism and Development	Ms. G. Sevilla Alvarez	30 Quezon Ave., PH4 Banker's Village III, Antipolo	6965880 09178137699	adelle.zsa@gmail.com ccid@pltdsl.net
Center for Policy and Executive Development	Ms. Clarissa Sia	CPED, NCPAG	9201353	
Foundation for Media Alternatives	Al Alegre	32 E. Abada Street, Loyola Heights, QC	4356684	alalegre@fma.ph
UN-Habitat	Christopher Rollo	31/F RCBC Plaza, Makati	9010432	chris.rollo@undp.org

GOP-UNDP Fostering Democratic Governance
Human Rights and Gender Mainstreaming Capacities Needs
Assessment

Responses of Participants to
“HR & Gender Mainstreaming Needs Assessment” Questionnaire

During the mid-year meeting of partners on 29 August 2006, the representatives of the RPs present were asked to accomplish an instrument to assess their capacities in regard to Human Rights and Gender Mainstreaming. Originated by the Human Rights Consultant of the FDG Programme with inputs from WAGI, the instrument was designed to be a self-assessment. The respondents rated themselves in regard to their *level of knowledge* on a number of topics relevant to Human Rights and Gender Mainstreaming, as well as their *attitude* to and *skills* in similarly relevant areas.

The aggregate results of the self-assessment follow:

1. Average rating by all respondents

Mainstreaming Capacities	Average
Knowledge	72.5
Attitudes	86.4
Skills	72.4
General Average	77.1

2. Average rating by all respondents, disaggregated by Sex

Mainstreaming Capacities	Women	Men
Knowledge	68.7	78.4
Attitudes	83.4	91.1
Skills	68.6	78.2
General Average	73.5	82.5

Knowledge:

The RPs of the FDG Programme, on average, fell below the 75% cut-off point, with the women respondents rating themselves much more poorly than the men (There were twenty-two women respondents and 14 men respondents). Most of them rated highest their level of knowledge of “human rights concepts and principles” (Women: 70.9; Men: 84.3). Interestingly, “rights-based approach to governance projects/initiatives” (Women: 66.4; Men: 75.0) garnered the lowest ratings. The two other listed topics were rated

midway, i.e. "Gender Equality and Women's Empowerment" (Women: 70.5; Men: 78.6) and "Nature and Level of State's Human Rights Obligations" (Women: 66.4; Men: 75.7). A comment by one of the RPs elucidates on these numbers, "*No common understanding (of) HR and gender*" that lead to the "*approach not yet integrated in (the) project(s).*"

Attitude:

The respondents hold a generally positive *attitude* towards Human Rights and Gender Mainstreaming, with an overall weighted average rating of a high 86.4. There are however telling results.

- Both men and women rated themselves lowest re "Gender-responsive" (Men: 80.0; women: 76.7), with being "Gender-sensitive" garnering so many points higher (Men: 86.9; women: 83.6).¹
- The RPs rated themselves very high in regard to commitment "...to promote and protect human rights" (Women: 87.60; Men: 89.7), yet they gave themselves much lower rating for "acceptance of rights-based approach" (Women: 77.7; Men: 82.8).
- What pulled up the weighed average of all the responses by so many points are the extremely high ratings that the respondents gave to their attitudes in regard to following items: respect for ideas of others, culturally sensitive, culturally responsive, willingness to listen to opinions of others, innovative, open to new ideas and concepts.

What appears as needing improvement or should be further developed is the RPs' conviction of the importance and relevance of Human Rights and Gender Mainstreaming. As written by another respondent, "*We need more information/orientation if we are (to be) sensitive to human rights/gender mainstreaming in our project.*"

Skills:

The overall weighted average rating for *Skills* mirrors that of *Knowledge*, at 72.4 or below the 75.0 cut-off point. Similarly the women respondents gave themselves lower rating for a weighted average of 68.9, while males rated themselves higher for a weighted average of 78.2.

Of the skill areas presented in the assessment tool, the RPs rated themselves poorly in their ability to:

- analyze a problem from the perspective/ principles of gender equality, non-discrimination and human rights
- apply human rights and gender principles in project formulation/design
- use human rights and gender sensitive language in writing project documents

¹ The definitions of these two terms were written on the instrument as follows:

"Gender sensitive – aware of gender inequality and is doing something about it in my relationships at home and at work."

"Gender responsive – taking concrete steps to mainstream gender in my work and in the policies and practices of my project/organization."

- apply human rights and gender values to the selection criteria of participants in capacity building activities, network building, core group formations, etc.
- choose appropriate methods to implement projects that enhance participation of women and men on equal basis
- assess a policy, plan, or its implementation in the context of human rights and gender concepts, standards and values
- use human rights and gender concepts, standards and values in a proposed policy, legislation or plan, or in its implementation
- integrate human rights and gender concepts, standards and values in the operating procedures, guidelines, monitoring and evaluation of the project

On the other hand, the respondents, on average, rated themselves higher in the following skill areas:

- choose appropriate methods to implement projects that enhance transparency
- choose appropriate methods to implement projects that enhance accountability
- choose appropriate methods to implement projects that enhance the rule of law.

Yet despite the pervasive sense that they lack skills for mainstreaming Human Rights and Gender in project formulation and implementation, there are promising initiatives reported by the respondents, i.e.,:

- *"Citizen-voter education is fundamentally based on HR, particularly on civil-political rights. Gender mainstreaming is built-in since a major objective of the project is empowerment of women electorate"* (IPER/CER)
- *"All projects are designed with the aim of providing or protecting rights of both duty holders and claim holders. The project also includes a forum on gender and trade. The only difficulty is the segregation of data since most labor people, of whom the organization deals with, are male; females are only indirect recipients of the benefits of the project except for those in the informal labor. Further, human rights protection are indirectly targeted only as a result of some activity"* (FTA)
- *"Since we have become more aware of mainstreaming HR and gender issues in our project, we have realized that although these have been addressed by our project, it has not been that intentional before. Now we are making sure that we address these specifically in various components of the project. FOCIG is now mainstreaming human rights and gender in our activities such as: development of manuals, questionnaires for our benchmarking. We are also coordinating with BIR re training on human rights and gender"* (FOCIG)

Equally important is the expressed commitment to pursue Human Rights and Gender Mainstreaming, such as by the following RPs:

- *"Human rights and gender mainstreaming will be part of the development and preparation of the Medium Term Development Plan"* (Supreme Court – PMO)
- *"Human rights and gender mainstreaming will be incorporated in the publications on LGU performance, productivity and development condition, which will be disseminated to various stakeholders"* (DILG)

The design of this workshop is fully informed by the results of this Self-Assessment on RP representatives' capacity for human rights and gender mainstreaming.

Please refer to the tabulation of the responses disaggregated by thematic cluster.

RESULTS DISAGGREGATED BY CLUSTER

Political rms	Public Administration Reforms	Justice Reforms and Human Rights	Cross Cutting Thematic Reforms
95.0	72.5	76.5	44.1
87.2	86.1	90.5	75.1
73.4	71.6	75.5	66.4
85.2	76.7	80.8	61.8

KNOWLEDGE - ELECTORAL/POLITICAL REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average	
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco			
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.0	0	0.0	1	5.0	2	90.0	
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.5	1	5.0	2	95.0	
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	10.0	2	100.0	
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.5	1	5.0	2	95.0	
General Weighted Average																					95.0

KNOWLEDGE - PUBLIC ADMINISTRATION REFORMS

2	3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco				
0	0.0	0	0.0	1	1.9	1	2.4	3	8.6	4	13.3	6	22.9	2	8.6	4	19.0	21	76.7	
0	0.0	0	0.0	2	3.8	2	4.8	3	8.6	4	13.3	6	22.9	1	4.3	3	14.3	21	71.9	
0	0.0	0	0.0	1	1.9	2	4.8	3	8.6	5	16.7	4	15.2	2	8.6	3	14.3	21	70.5	
0	0.0	1	1.4	1	1.9	3	7.1	4	11.4	2	6.7	4	15.2	3	12.9	3	14.3	21	71.0	
General Weighted Average																				72.5

KNOWLEDGE - JUSTICE REFORMS AND HUMAN RIGHTS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco				
0	0.0	0	0	0.0	0	0.0	0	0.0	1	6.0	1	6.0	0	0.0	4	3.2	3	27.0	1	10.0	10	80.0
0	0.0	0	0	0.0	0	0.0	0	0.0	1	5.0	1	5.0	1	7.0	3	2.4	4	36.0	1	10.0	10	82.0
0	0.0	0	0	0.0	1	4.0	1	5.0	0	0.0	0	0.0	3	2.1	2	1.6	2	18.0	1	10.0	10	74.0
0	0.0	1	3.0	0	0.0	0	0.0	1	5.0	0	0.0	1	7.0	1	8.0	4	36.0	1	10.0	10	70.0	
General Weighted Average																						
76.5																						

KNOWLEDGE - CROSS CUTTING THEMATIC REFORMS

2	3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco						
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	50.0
0	0.0	0	0	0.0	2	26.7	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	43.3
0	0.0	1	10.0	2	26.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	36.7	
0	0.0	0	0.0	1	13.3	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	46.7	
General Weighted Average																				
44.1																				

ATTITUDES - ELECTORAL/POLITICAL REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average	
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco			
1	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	2	60.0	
	0	0.0	1	15.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.0	2	65.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			2	100.0	
	0	0.0	0	0.0	0	0.0	1	30.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	2	80.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	0	0.0	1	50.0	2	85.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.4	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	45.0	1	50.0	2	95.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	45.0	1	50.0	2	95.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	45.0	1	50.0	2	95.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	45.0	1	50.0	2	95.0	
General Weighted Average																					87.2

ATTITUDES - PUBLIC ADMINISTRATION REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	83.3
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	83.8
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	92.4
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	87.1
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	20	77.5
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	85.7
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	83.8
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	91.9
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	84.3
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	90.5
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	21	87.1
General Weighted Average																				86.1

ATTITUDES - JUSTICE REFORMS AND HUMAN RIGHTS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0				
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	8.0	6	54.0	3	30.0	10	92.0
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	8.0	7	63.0	2	20.0			10	91.0
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	8.0	4	36.0	5	50.0			10	94.0
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	16.0	6	64.0	2	20.0			10	90.0
0	0.0	0	0	0.0	0	0.0	1	5.6	0	0.0	0	0.0	0	0.0	6	60.0	2	22.2			9	87.8
0	0.0	0	0	0.0	0	0.0	1	5.0	0	0.0	0	0.0	1	8.0	5	45.0	3	30.0			10	88.0
0	0.0	0	0	0.0	0	0.0	1	5.0	0	0.0	1	7.0	1	8.0	4	36.0	3	30.0			10	86.0
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	8.0	4	36.0	5	50.0			10	94.0
0	0.0	0	0	0.0	0	0.0	1	5.0	0	0.0	0	0.0	1	8.0	5	45.0	2	20.0			10	85.0
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	8.0	4	36.0	5	50.0			10	94.0
0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	8.0	4	36.0	5	50.0			10	94.0
General Weighted Average																						90.5

ATTITUDES - CROSS CUTTING THEMATIC REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average	
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco			
0	0.0	0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	1	26.7	0	0.0	0	0.0	3	63.3	
0	0.0	0	0	0.0	1	16.7	1	16.7	1	20.0	0	0.0	1	26.7	0	0.0	0	0.0	3	63.3	
0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	83.3	
0	0.0	0	0.0	0	0.0	1	16.7	1	16.7	0	0.0	0	0.0	0	0.0	1	30.0	1	33.3	80.0	
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	40.0	0	0.0	0	0.0	1	30.0	0	0.0	3	70.0
0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	1	20.0	0	0.0	0	0.0	1	30.0	0	0.0	3	66.7
0	0.0	0	0.0	0	0.0	1	16.7	1	16.7	1	20.0	0	0.0	0	0.0	1	30.0	0	0.0	3	66.7
0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	83.3	
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	40.0	0	0.0	0	0.0	0	0.0	1	33.3	3	73.3
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0	2	66.7	3	86.7
0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	23.3	0	0.0	0	0.0	2	66.7	3	90.0
General Weighted Average																				75.1	

SKILLS - ELECTORAL/POLITICAL REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco				
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	1	50.0	2	90.0
	0	0.0	1	15.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	2	65.0
	0	0.0	1	15.0	0	0.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	0	0.0	2	55.0
	0	0.0	1	15.0	0	0.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	0	0.0	2	55.0
	0	0.0	0	0.0	0	0.0	0	0.0	1	30.0	1	35.0	0	0.0	0	0.0	0	0.0	0	0.0	2	65.0
	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	1	40.0	0	0.0	0	0.0	0	0.0	2	75.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	1	45.0	0	0.0	0	0.0	2	80.0

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	0	0.0	0	0.0	1	70.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	90.0	0	0.0	2	90.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	90.0	0	0.0	2	90.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	1	45.0	0	0.0	2	80.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	90.0	0	0.0	2	90.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	0	0.0	1	50.0	2	85.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	80.0	0	0.0	0	0.0	1	80.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	1	40.0	0	0.0	0	0.0	2	75.0

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	40.0	1	45.0	0	0.0	2	85.0
0	0.0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	1	45.0	0	0.0	2	45.0
1	10.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	35.0	0	0.0	0	0.0	0	0.0	2	69.7
General Weighted Average																				73.4

SKILLS - PUBLIC ADMINISTRATION REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0				
	0	0.0	1	1.5	0	0.0	0	0.0	3	7.5	3	9.0	4	14.0	4	16.0	4	18.0	1	5.0	20	71.0
	0	0.0	1	1.4	1	1.9	1	1.9	2	4.8	3	8.6	4	13.3	5	19.0	2	8.6	3	14.3	21	71.9
	1	1.0	0	0.0	1	1.9	1	1.9	1	2.4	6	17.1	2	6.7	4	15.2	3	12.9	3	14.3	21	71.4
	1	1.0	0	0.0	0	0.0	0	0.0	4	9.5	4	11.4	1	3.3	7	26.7	3	12.9	1	4.8	21	69.5
	1	1.0	0	0.0	0	0.0	0	0.0	4	9.5	2	5.7	6	20.0	4	15.2	3	12.9	1	4.8	21	69.0
	0	0.0	0	0.0	0	0.0	0	0.0	3	7.5	2	6.0	3	10.5	6	24.0	3	13.5	3	15.0	20	76.5
	0	0.0	0	0.0	0	0.0	0	0.0	4	9.5	1	2.9	5	16.7	5	19.0	4	17.1	2	9.5	21	74.8
	0	0.0	0	0.0	0	0.0	0	0.0	3	7.1	2	5.7	5	16.7	6	22.9	4	17.1	1	4.8	21	74.3

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average		
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0				
	0	0.0	0	0.0	0	0.0	0	0.0	3	7.5	3	9.0	4	14.0	6	24.0	3	13.5	1	5.0	20	73.0
	0	0.0	0	0.0	4	10.0	0	0.0	1	3.0	4	14.0	7	28.0	2	9.0	2	10.0			20	74.0
	0	0.0	0	0.0	4	10.0	0	0.0	1	3.0	6	21.0	5	20.0	3	13.5	1	5.0			20	72.5
	0	0.0	0	0.0	3	7.5	1	2.0	2	6.0	7	24.5	3	12.0	2	9.0	2	10.0			20	71.0
	0	0.0	0	0.0	3	7.5	1	2.0	4	12.0	4	14.0	4	16.0	3	13.5	1	5.0			20	70.0
	0	0.0	0	0.0	2	5.0	1	2.0	6	18.0	3	10.5	4	16.0	2	9.0	2	10.0			20	70.5
	0	0.0	1	1.5	2	5.0	0	0.0	6	18.0	4	14.0	3	12.0	3	13.5	1	5.0			20	69.0
	0	0.0	0	0.0	3	7.9	1	2.1	3	9.5	3	11.1	5	21.1	2	9.5	2	10.5			19	71.6

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
0	0	0.0	1	1.5	0	0.0	2	5.0	5	15.0	3	10.5	2	8.0	5	22.5	2	10.0	20	72.5
0	0.0	1	1.5	0	0.0	2	5.0	8	24.0	1	3.5	3	12.0	3	13.5	2	10.0	20	69.5	
0	0.0	1	1.5	0	0.0	4	10.0	4	12.0	3	10.5	3	12.0	2	9.0	3	15.0	20	71.6	
General Weighted Average																				72.4

SKILLS - JUSTICE REFORMS AND HUMAN RIGHTS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average			
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0					
0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	27.0	1	10.0	10	79.0	
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	32.0	3	27.0	1	10.0	79.0
1	2.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	7.0	3	24.0	3	27.0	1	10.0	10	75.0	
0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	10.0	0	0.0	3	24.0	3	27.0	2	20.0	81.0
0	0.0	0.0	0	0.0	1	4.0	1	4.0	1	5.0	0	0.0	0	0.0	0	0.0	3	24.0	4	36.0	1	10.0	79.0
0	0.0	0.0	0	0.0	1	4.0	1	4.0	1	5.0	0	0.0	0	0.0	0	0.0	4	32.0	3	27.0	1	10.0	78.0
0	0.0	0.0	0	0.0	1	4.0	1	4.0	1	5.0	1	7.0	4	32.0	2	18.0	4	32.0	2	18.0	1	10.0	76.0
0	0.0	0.0	0	0.0	1	4.0	1	4.0	1	5.0	1	7.0	3	24.0	3	27.0	3	24.0	3	27.0	1	10.0	77.0

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
0.0	0	0.0	0	0.0	0	0.0	1	5.0	1	6.0	1	7.0	2	16.0	3	27.0	1	10.0	10	75.0
	0	0.0	0	0.0	1	4.0	1	5.0	0	0.0	1	7.0	1	8.0	5	45.0	1	10.0	10	79.0
	0	0.0	0	0.0	1	4.0	1	5.0	0	0.0	2	14.0	1	8.0	4	36.0	1	10.0	10	77.0
	0	0.0	0	0.0	1	4.4	1	5.6	0	0.0	2	15.6	3	26.7	1	10.0	1	11.1	9	73.3
	0	0.0	0	0.0	1	4.4	1	5.6	1	6.7	0	0.0	3	26.7	2	20.0	1	11.1	9	74.4
	0	0.0	0	0.0	1	4.4	1	5.6	0	0.0	2	15.6	2	17.8	2	20.0	1	11.1	9	74.4
	0	0.0	0	0.0	1	4.4	1	5.6	0	0.0	2	15.6	3	26.7	1	10.0	1	11.1	9	73.3
	0	0.0	0	0.0	1	4.4	1	5.6	2	13.3	1	7.8	2	17.8	1	10.0	1	11.1	9	70.0

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
0	0.0	0.0	0	0.0	1	4.4	1	5.6	0	0.0	2	15.6	4	35.6	1	10.0	0	0.0	9	71.1
0	0.0	0	0.0	1	4.4	1	5.6	0	0.0	2	15.6	4	35.6	1	10.0	0	0.0	9	71.1	
0	0.0	0	0.0	1	4.4	1	5.6	1	6.7	0	0.0	4	35.6	1	10.0	1	11.1	9	73.3	
General Weighted Average																				75.57

SKILLS - CROSS CUTTING THEMATIC REFORMS

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco	Fre	Sco		
	0	0.0	0	0.0	2	33.3	0	0.0	0	0.0	0	0.0	1	26.7	0	0.0	0	0.0	3	60.0
	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	46.7	1	26.7	0	0.0	0	0.0	3	73.3
	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	1	23.3	0	0.0	1	30.0	0	0.0	3	73.3
	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	1	23.3	1	26.7	0	0.0	0	0.0	3	66.7
	0	0.0	0	0.0	1	16.7	1	20.0	0	0.0	0	0.0	1	26.7	0	0.0	0	0.0	3	63.3
	0	0.0	0	0.0	2	33.3	0	0.0	0	0.0	0	0.0	1	26.7	0	0.0	0	0.0	3	60.0
	0	0.0	0	0.0	1	16.7	1	20.0	1	20.0	0	0.0	0	0.0	1	30.0	0	0.0	3	66.7
	0	0.0	0	0.0	1	16.7	1	20.0	1	20.0	0	0.0	0	0.0	1	30.0	0	0.0	3	66.7

1	2		3		4		5		6		7		8		9		10		Total Respondents	Average
	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0	Fre	Sc0		
1	0	0.0	0	0.0	1	16.7	1	20.0	0	0.0	0	0.0	0	0.0	1	30.0	0	0.0	3	66.7
	0	0.0	0	0.0	1	16.7	1	20.0	0	0.0	0	0.0	0	0.0	1	30.0	0	0.0	3	66.7
	0	0.0	0	0.0	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	63.3
	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	2	65.0
	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	1	35.0	0	0.0	0	0.0	0	0.0	2	60.0
	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	2	65.0
	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	2	65.0
	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	1	40.0	0	0.0	0	0.0	2	65.0

Comments of Participants
 "HR & Gender Mainstreaming Needs Assessment" Questionnaire

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
Ombudsman			"We need more information/orientation if we are sensitive to human rights/gender mainstreaming in our project. Orientation/exposure would be very helpful"
UP-NCPAG (project not identified in questionnaire)		"No common understanding on HR and gender; approach not yet integrated in project"	"Need to popularize RBA down the line"
IPER/CER	"Citizen-voter education is fundamentally based on HR, particularly on civil-political rights. Gender mainstreaming is built-in since a major objective of the project is empowerment of women electorate"	"No difficulties or constraints at present."	"Citizen-voter education necessarily needs to be a long-term project; it needs to be institutionalized"
CPBDO	"Fairly incorporated. <u>Need</u> for charismatic, knowledgeable persons to talk about HR and GM; there is simply few people of this kind currently around"		

Annex 3C
 Comments of Participants
 "HR & Gender Mainstreaming Needs Assessment" Questionnaire

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
DBM	<p>"In the process of developing the capacity building tool/guide for departments/agencies in the implementation of their respective plans, we are ensuring that good governance standards, right to work, empowerment of stakeholders and protection of rights of vulnerable groups are being adhered/promoted."</p>		
NEDA	<p>"The HR and gender mainstreaming project analysis helps the proponents and their partners in institutionalizing or putting into operation the concepts needed in the project. Most of these ideas have already been considered in the formulation of the framework and indicators"</p>		
CESB		<p>"We have difficulty mainstreaming these perspectives in our project"</p>	

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
UP-NCPAG Leadership Philippines	<p>"Leadership Philippines also aims to include participants from the private sector, though some desired outputs under the Fostering Democratic Governance may not be so attractive to the private sector, as the target participants will be paying participants; Still in process of trying to integrate human rights and gender perspectives in the project especially in the development of the executive development curriculum (Leadership Philippines Project)</p>	<p>"Since Leadership Philippines project will include participants from the private sector, there is difficulty in integrating the framework of UNDP in developing a responsive curriculum to various stakeholders especially to the paying private participants"</p>	
UP-NCPAG (Indigenous Governance)	<p>"The IP issue is all about human rights and we are trying, through the IP Governance Project to contribute to addressing the IP issues in the context of interface rather than mainstreaming"</p>		

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
FTA	<p>"All projects are designed with the aim of providing or protecting rights of both duty holders and claim holders. The project also includes a forum on gender and trade."</p>	<p>"The only difficulty is the segregation of data since most labor people, of whom the organization deals with, are male; females are only indirect recipients of the benefits of the project except for those in the informal labor. Further, human rights protection are indirectly targeted only as a result of some activity"</p>	
<p>DILG (Communicating the State of Performance, Productivity and Development Conditions of LGUs)</p>	<p>"Human rights and gender mainstreaming will be incorporated in the publications on LGU performance, productivity and development condition, which will be disseminated to various stakeholders"</p>		

Annex A
 "HR & Gender Mainstreaming Needs Assessment" Questionnaire
 Comments of Participants

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
UN Habitat (Localizing the MDGs in Key Cities/Meet the MDGs)			<p>"We need to address the "language" of our RBA tools and develop and enhance a seamless HR "and" Gender concept. Can you also look at HR "and" Gender in the context of urbanization? The "right to the city" concept, "inclusive cities" (HR and gender) approach?"</p>
LMP	<p>"The LMP's project is on the localization of MDGs which encompasses human rights promotion and gender mainstreaming. Until the MDGs are fully adopted can we only truly assess the status of HR and gender mainstreaming. Because we launched the project through the 13 pilot municipalities, within the three major islands, the status of these municipalities pretty much reflect the status of the nation, i.e., needing improvement in the aspects of HR and gender."</p>		<p>"Stronger and more frequent communication between the responsible parties is critical to the success of this big endeavor"</p>

Comments of Participants
 "HR & Gender Mainstreaming Needs Assessment" Questionnaire

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
CCAGG	"Since the advocacy of CCAGG on human rights is extensive and church based we never find it difficult to mainstream in all the different undertakings we have especially in monitoring works"	"no difficulty so far"	"AFP and Malacanan must be saturated with HR training in response to unabated extrajudicial killings; schools both public and private must be mainstreaming RBA in their curriculum so that by 75 th anniversary of UN UDHR, Filipinos are HR conscious"
FOCIG	"Since we have become more aware of mainstreaming HR and gender issues in our project, we have realized that although these have been addressed by our project, it has not been that intentional before. Now we are making sure that we address these specifically in various components of the project. FOCIG is now mainstreaming human rights and gender in our activities such as: development of manuals, questionnaires for our benchmarking. We are also coordinating with BIR re training on human rights and gender"		

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
SC	<p>"Human rights and gender mainstreaming will be part of the development and preparation of the Medium Term Development Plan"</p> <p>"Focus on human rights and mainstreaming of gender programs in PNOP to be translated into project development, planning etc. Right now the project is very much willing to assimilate much. Since the project includes all the personnel of the PMO, which includes men and women, there wouldn't be a difficulty in gender mainstreaming and human rights"</p>	<p>"But the difficult part is the "culture," "practice" the PNP has. The only difficulty we're having right now is determining the project proposals of each unit for the key personnel to outsource consultancy services"</p>	<p>"3rd level of officers should really have a VOW on these human rights and gender mainstreaming not only for the projects but as part of our practice; more frequent cluster meetings and superiors/ officers of the organization must participate in each meeting"</p>
PNP-PMO (Model Police Station)	<p>"focus on vulnerable groups/identification of groups"</p>	<p>"there is resistance (mild) in the mainstreaming of human rights and gender at the pilot sites especially on the areas where the vulnerable sectors (cultural minority) are residing"</p>	

Comments of Participants
 "HR & Gender Mainstreaming Needs Assessment" Questionnaire

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
BJMP	"Advocated no commitment order from the court, no acceptance of inmates; coordinated with PNP, prosecutors and courts; advocacy through radio and print/media."	"funding for material production; strengthening organizational structure of functional manpower"	"more reading materials and session to inmates and BJMP personnel"
IBP	"We are doing well in our project. What our paralegals find it difficult is to see the court records of children in conflict with the law. We are giving priority and importance to our new project on social reintegration of released detainees. This is a joint project with Caritas Manila."		
FLAG	"The target model templates will enable members of the human rights community to build cases against violators with greater facility. Difficulties remain in the attitude of impunity that prevails."		"Training in the actual use of the templates and beyond could be explored more. Also templates on related matters like witness protection and claims before the Board of Compensation could follow. Procedural templates may also be something to think about."

Responsible Party	Status of HR and Gender Mainstreaming in Project	Difficulties or Constraints Faced	Other Comments or Suggestions
DOJ (National Action Plan for Human Rights)	<p>“The Presidential Human Rights Committee is presently under the chairmanship of the Department of Justice. In line with the projects and programs undertaken by PHRC are the adoption of amended AO and MO wherein the government undertakes the implementation of national human rights action plan. The NHRAP seeks to cover all aspects of HR issues arising from political, civil, social, cultural, economic, included is the gender issue. While we are almost through with the initial action of laying the basis, we are still to come up with concrete action plan were we will be needing support and technical expertise of which the UNDP could play a very important role.”</p>		<p>“my sincere gratitude that this organization (NDP) allow us to participate to this very helpful and informative activity”</p>
CCJD	<p>“As our project is focused on RBA to development, one pitfall is to under highlight gender rights, issues and concerns. The tendency to cluster everything under HR even right to know/right to info us relegated to the background. But we’re conscious of this and we’re trying to address this by bringing in gender resource person and gender concerns into the discussion.”</p>		<p>“will think about this needs assessment and find out if there’s more to write, share here!”</p>

**Mainstreaming Gender and Women's Rights into
Governance Reform Initiatives:
A Workshop of Partners
of the GOP-UNDP Programme Fostering Democratic Governance**

Cases:

1. One Year After the Quezon Disaster, Women are Leading their Families toward Recovery
2. Long Wait for Justice

15 – 16 November 2006, 9:00 AM – 5:00 PM
Caritas Seminar Room
3rd Floor Caritas Hall, Miriam College
Katipunan Road, Loyola Heights, Quezon City

One Year After the Quezon Disaster, Women Are Leading Their Families Toward Recovery¹

NAKAR, INFANTA and REA!., Quezon — She is the mother of 10 children, so Jasmine Suplido was used to having her hands full all the time. But since twin typhoons late last year caused muddy waters and felled trees to tumble down the nearby mountains and wreak havoc in Quezon and neighboring provinces, the hours of the day — and night — have been hardly enough for the 46-year-old.

Today Suplido is not only busy looking after her brood and doing household chores, she has also had to look for whatever work she can find so that her family — including a husband who is more often than not without work these days — can survive.

One year ago this month, typhoons Winnie and Yoyong devastated Aurora, Quezon and Nueva Ecija, leaving 1,300 people dead or missing and 432,000 displaced. Today thousands of families like the Suplidos are still coping with the after-effects of that disaster. While many have rebuilt their homes, most are still unable to work their farms, which are still in disrepair, or to return to their old jobs.

All too often, it is women like Jasmine Suplido who see their families — and communities — through the bad times. Aid and relief workers here have noted that while the men were still reeling from the psychological impact of the disaster, the women were already busy knocking on doors, looking for jobs, and working in relief programs. It has been the women who have put food on the table, even as they were still taking care of children and doing other domestic chores.

"Men take a bit longer to recover," observed Ting Gorgonio of Oxfam, the international relief organization. Gorgonio stayed for several months in Quezon to oversee the implementation of Oxfam's cash-for-work (CFW) program. "The (men) are fixated on what they used to do. This takes them longer to shift to an alternative livelihood." When men asked for funding assistance, it was usually in relation to work they had been doing before disaster struck. But the women were willing to take on new challenges.

Suplido was a fish hawker for nearly 30 years, but she stopped some two years ago, shortly before giving birth to her youngest child. Severe pains from a possible kidney infection made walking long distances to sell fish more difficult, forcing her to take on a variety of less exacting jobs. Her husband looked after their neighbors' coconut trees, which were farmed for copra. But when the calamity struck and the family was left homeless and without any means of livelihood (the *coprahan* was among those destroyed by the log-choked floods), it was Suplido who took matters in her own hands and made sure the children were fed and clothed.

Since the disaster, many women in Quezon like Suplido have had to bear the brunt of heavier workloads even as their own health and other needs are overlooked. At the same time, there are signs that the experience of working outside the home has been empowering for many women and may even be causing a shift in gender roles. But local governments seem to have been slow to pick up on this trend and offer few livelihood opportunities for females as part of rehabilitation efforts in disaster-struck areas.

Gender issues consultant Jeanne Ilo thus worries that unless the women themselves are able to muster energy to plod on or their communities and women's groups in particular offer support, the

¹ This is an excerpt of a report by Tess B. Pacalla of the Philippine Center for Investigative Journalism (PCIJ) that was published on November 14, 2005. It still appears on the website of the PCIJ.

women may lose any momentum they had gained in the course of helping rebuild their communities and become even more socially marginalized than they were before the disaster.

Lilian Mercado Carreon, Philippine program representative of Oxfam, said disasters offer an opportunity for women to shine in view of their socially constructed roles and the necessity that drives it. In fact, immediately after the floods dissipated, the women were either out looking for some chore they could do for a fee, such as clearing other homes of mud, or were queuing for relief goods for hours on end. The men were doing these, too, but there were more women patiently lining up at the relief centers, said observers here. . .

The new set-up allowed the women to go out and do something else other than housework, said Gorgonio. It also enabled them to buy things from their own earnings instead of being, as economist and Nobel laureate Amartya Sen put it, "just passive recipients of welfare-enhancing help." Sen has said that the "economic participation of women is both a reward on its own (with associated reduction of gender bias in the treatment of women in family decisions) and a major influence for social change in general." ...

It became apparent to Oxfam that although women are more used to domestic chores, those in Quezon were ready to explore other types of work, including digging creeks, clearing roads and hauling stones. Oxfam, however, acknowledged the limited physical capacity of the women to perform such tasks, and made the necessary adjustments while making sure they were properly compensated for their work.

Oxfam now reports that in some instances, the women even thought of alternative livelihoods rather than waiting for opportunities to come along. For example, some mothers in one barangay came up with communal planting, in which they organized themselves to rent and work a piece of land so they could later sell the produce at the market. Some of them even approached Oxfam and submitted a one-page request for additional tools or fertilizers — a gesture the relief agency had not expected them to do.

Notably, many of the women were doing double shifts, working for money all day and then accomplishing more chores once they got home. Although some women were lucky enough to get help from their husbands or children, most women had to take on an extra burden. One of Suplido's neighbors, for example, said that she still does not get to sleep until 10 p.m., because she has to do housework after putting in a full day as a live-out help for another family. She also makes sure she wakes up early — at four a.m. — so she could clean the house and prepare her brood's food before leaving for work.

But since Oxfam's cash-for-work program ended months ago, women here have had great difficulty finding sources of income. Tena, who was one of the CFW participants in Barangay Batangan in Nakar, also used to do laundry for four families, netting her P2,500 monthly. That income is all but gone, since her clients have themselves become hard-up since the 2004 floods. Tena, who is also a barangay health worker receiving P50 as monthly allowance, said she has not stopped exploring other sources of income even if it means asking strangers if they need a laundrywoman. She is hoping to take out a loan so she could set up a store; no loan assistance, however, has been extended to her community.

Meanwhile, Suplido, who was also a CFW participant, now helps her husband produce charcoal. Given a choice, she said, she would not do it, knowing the risks it poses to one's health due to constant exposure to heat (or sheer exposure to carbon monoxide, to be more precise). The danger, of course, is not only to her health but also to the land she, her family and her community especially need these days to survive. Once burned, it could cease from hosting any life.

Yet what she and her husband earn from charcoal making, around P500 for a week's worth of labor, cannot even cover the P800 she needs to undergo an ultrasound test, which would either confirm or refute her doctor's suspicions that she has kidney stones.

Suplido is constantly in pain, but her health anxieties come a poor second to her concerns for her family. They still eat three meals a day, but they are now dining only on rice mixed with sugar or *bagoong* (a condiment made from shrimp or small fish) or boiled vegetables. Worse, her toddler has had to go without milk. And that is with two of her children, whose ages range from close to two years old to 27, already married and living elsewhere. Three of Suplido's sons have had to stop schooling.

Still, it would help if local governments were more appreciative of what women here have achieved following the 2004 calamity. But as late as a few weeks ago, the rehabilitation plans of Real, Infanta and Nakar towns, which had been most affected by the floods, still had no specific components for women. One relief agency officer commented that the plans were focused mostly on infrastructure, while the few livelihood programs were still targeting men.

Gender expert Illo said that in the absence of support for the women here, the greater pressures on them could only contribute to the possibility that they would end up even more socially marginalized. But since she said "it takes longer to kill an adult," indicators of such marginalization will be seen more easily in children, such as increased infant and child mortality. After all, a mother's health is critical to newborns, said the United Nations Children's Fund, citing research that suggests a sound neonatal environment — the mother's womb — is an important predictor of future child health.

Malnutrition among children is another indicator of the women's marginalization, although Illo said women themselves are bound to suffer that, too. Such maternal malnutrition in turn can result in shorter lactating periods. There can also be a rise in maternal mortality (the annual number of deaths of women from pregnancy-related causes). Worldwide, at least half a million women die each year from maternal causes arising from lack of supplies and poor access. Here in Quezon, the lack of reproductive-health services has become more pronounced in the wake of a sudden rise of unwanted pregnancies following the 2004 calamity — and increased demands for contraceptives.

Illo said one of the ways the government can avoid such a dire scenario is to develop a prototype disaster management plan that is as inclusive of women's needs as possible. Women will have to be included in drafting this document, she said, although she stressed that they will have to undergo some training first to ensure their "meaningful participation." Otherwise, she said, "they will only be asking for sewing machines."

Illo, though, said women are resilient and persevering. "They fight back," she said, and "conjure (income opportunities) from thin air." Carreon, for her part, is banking on the determination shown by the women participants in her group's cash-for-work program. "I'd like to believe," she said, "that a certain pattern has been set in motion."

Long Wait for Justice¹

"AFTER CHARLENE, who's next?" That was the slogan in the funeral protest march for kidnap-slay victim Charlene Mayne Sy in January 1993. It was supposed to be a rhetorical question posed by the anti-crime organization Movement for Restoration of Peace and Order (MRPO). But then the answer came soon enough. The procession of names of kidnap victims has yet to stop.

"We were supposed to be an ad hoc group," says Rose Yenke, president of the Citizens Action Against Crime (CAAC). "Never had we thought that 10 long years after we organized in February 1993, we would still be around, still fulfilling a need, and much as we want to close shop, it looks like we may have to be around forever." ...

Both groups had been set up in the first two months of 1993, in response to the rampage of kidnappings that began in September 1992, when the lives of teeners Kenneth Go and Myron Uy Ramos were snuffed out by their abductors. The tragedy was then the most shocking trauma visited on the Chinese-Filipino community—the abduction happened right in Binondo, the victims were young, and not only were they killed, they had been tortured, and that was even after ransom was paid to the kidnappers. The reason for the torture and murder: an active Philippine National Police (PNP) official had tried to cut into the ransom payment; the kidnappers said they had to give the official a warning to back off by sacrificing the two teenagers. The Chinoy community seethed, raged, and mourned, but at the time, it had been too intimidated to take any action.

Three months after, however, the stark image of the bloodied corpse of 15-year-old Charlene Mayne Sy lying side by side with her abductors on EDSA horrified the Chinoys so much they were finally galvanized into action. Sy had been killed by a volley of bullets from the police, who had strafed the car she and her kidnappers were riding. Then they had brought out her lifeless body, still clad in school clothes, and lay it beside her dead abductors on a major thoroughfare that was streaked with blood and motor oil.

On January 15, 1993, Chinoys staged a funeral/protest march on behalf of Charlene and all the other kidnapping victims since the Go-Ramos abduction. Bustling Binondo became silent for a day as all businesses there and Chinese-Filipino schools shut down. The move was a milestone for the erstwhile silent, docile Chinoys who had always bent with the wind. They wanted everyone to know enough was enough and that they were now ready to fight.

The protest action also served as a wakeup call to the Ramos administration, which hastily called for a national summit on peace and order at the Philippine International Convention Center. On February 16, 1993, Chinoy organizations were joined by non-

¹ This is an excerpt of an article by Teresita Ang See that appears in the website of the Philippine Center for Investigative Journalism (PCIJ).

Chinoy groups for a huge rally at the PICC grounds—the biggest protest assembly since the restoration of democracy in 1986.

Yet today, kidnapping statistics continue to make one's blood grow cold. Except for 1999, 2000, and the fortunately dramatic improvement in 2004, kidnapping cases averaged 125 a year, or slightly more than 10 cases a month. In the past decade, 2,300 people have fallen prey to kidnapers, an average of two victims every three days. About P1.6 billion in ransom has been paid to kidnapers in the last 10 years as well, slightly more than a fourth of which was paid out in 1996 and 1997.

Obviously, far too many wise suggestions have gone unheeded, and far too many things have gone undone. "It needs a major overhaul to make it work," says Teresita Baltazar, one of the founders and most active members of CAAC, says of the criminal justice system.

"Reforms will not work when people who are supposed to work on it regard them merely as all in a day's work," we wrote. "There simply was no sense of urgency to carry out reforms."

Reforms, after all, are long term and difficult to implement. They thus need strong institutional support, which we never got or felt despite the government's numerous promises.

Today working for reforms in the criminal justice system remains an uphill battle, especially since the fight is against something so well entrenched that people seem to have accepted as part of their way of life. But the multisectoral study proved to be a good start for us to look at the system in a more orderly fashion so that we could really see what was wrong—thereby making it easier for us to think of possible solutions. (Of course, seeing them implemented was another matter.)

**Mainstreaming Gender and Women's Rights into
Governance Reform Initiatives:
A Workshop of Partners
of the GOP-UNDP Programme Fostering Democratic Governance**

Worksheets

1. Analyzing the problem from a Rights and Gender Perspective
2. Gender-Responsive Project Identification

15 – 16 November 2006, 9:00 AM – 5:00 PM
Caritas Seminar Room
3rd Floor Caritas Hall, Miriam College
Katipunan Road, Loyola Heights, Quezon City

WORKSHEET: Analyzing the Problem from a Rights and Gender Perspective

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the thematic clusters of the governance portfolio. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem in the case assigned to your group. Consider the following questions, and write your group's answers below:

What are the relevant human rights issues?

Did women and men experience the situation differently? Would women have different concerns aside from, or other than, the concerns of men?

What gender issues are involved?

How do gender issues affect the condition of women and men?

What are the underlying causes of these gender issues?

Who are the claim holders?

What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as men?

Who are the duty bearers?

What are the obligations of duty bearers?

In this previous module, you learned key family concepts and what the state must do to apply a rights and gender approach to the problem.

You will be divided into three groups representing the different branches of the government: judicial, executive and legislative. Together with the members of your group, you will identify and analyze issues arising from the problem. You will be assigned to a group. You will be following scenarios and will discuss what you think should be done.

Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for men?

WORKSHEET: Analyzing the Problem from a Rights and Gender Perspective

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the thematic clusters of the governance portfolio. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem in the case assigned to your group. Consider the following questions, and write your group's answers below:

What are the relevant human rights issues?

Did women and men experience the situation differently? Would women have different concerns aside from, or other than, the concerns of men?

What gender issues are involved?

How do gender issues affect the condition of women and men?

What are the underlying causes of these gender issues?

Who are the claim holders?

What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as men?

Who are the duty bearers?

What are the obligations of duty bearers?

Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for men?

WORKSHEET: Analyzing the Problem from a Rights and Gender Perspective

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the thematic clusters of the governance portfolio. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem in the case assigned to your group. Consider the following questions, and write your group's answers below:

What are the relevant human rights issues?

Did women and men experience the situation differently? Would women have different concerns aside from, or other than, the concerns of men?

What gender issues are involved?

How do gender issues affect the condition of women and men?

What are the underlying causes of these gender issues?

Who are the claim holders?

What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as men?

Who are the duty bearers?

What are the obligations of duty bearers?

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups representing the different elements of the overview provided. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem. The case assigned to your group is on page 2. Consider the following questions and write your answers in the space provided.

Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for men?

The findings from your review of the situation above may be different between cases of the same gender. Thus, the obligations may vary.

WORKSHEET: Analyzing the Problem from a Rights and Gender Perspective

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the thematic clusters of the governance portfolio. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem in the case assigned to your group. Consider the following questions, and write your group's answers below:

What are the relevant human rights issues?

Did women and men experience the situation differently? Would women have different concerns aside from, or other than, the concerns of men?

What gender issues are involved?

How do gender issues affect the condition of women and men?

What are the underlying causes of these gender issues?

Who are the claim holders?

What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as men?

Who are the duty bearers?

What are the obligations of duty bearers?

In the previous module, you examined key gender concepts and principles which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the different sections of an organization's structure. You will be provided with case studies. Together with the members of your group, identify the rights and gender issues arising from the problem in the case studies in your group. Consider the following questions and write your group's answers below.

Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for men?

WORKSHEET: Analyzing the Problem from a Rights and Gender Perspective

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the thematic clusters of the governance portfolio. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem in the case assigned to your group. Consider the following questions, and write your group's answers below:

What are the relevant human rights issues?

Did women and men experience the situation differently? Would women have different concerns aside from, or other than, the concerns of men?

What gender issues are involved?

How do gender issues affect the condition of women and men?

What are the underlying causes of these gender issues?

Who are the claim holders?

What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as men?

Who are the duty bearers?

What are the obligations of duty bearers?

In the last two modules, you have found key people, concepts and principles, such as a duty-bearer to respect rights, and the progression to violating rights.

You will be asked to think about the obligations of duty bearers of the state and non-state actors. You will be provided with case studies. In each case, you will be asked to identify the rights and people who are being violated and to identify the duty bearers who are responsible for the violation.

Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for men?

WORKSHEET: Analyzing the Problem from a Rights and Gender Perspective

In the previous module, you examined key gender concepts and principles, which now enable you to apply a rights and gender perspective in analyzing problems.

You will be divided into three groups, representing the thematic clusters of the governance portfolio. You will be provided with case studies. Together with the members of your group, analyze the rights and gender issues arising from the problem in the case assigned to your group. Consider the following questions, and write your group's answers below:

What are the relevant human rights issues?

Did women and men experience the situation differently? Would women have different concerns aside from, or other than, the concerns of men?

What gender issues are involved?

How do gender issues affect the condition of women and men?

What are the underlying causes of these gender issues?

Who are the claim holders?

What rights did claim holders not enjoy? Which rights were not enjoyed by women in the same way as men?

Who are the duty bearers?

What are the obligations of duty bearers?

Did duty bearers respect, protect and fulfill the rights of women in the same way that they did for men?

Gender-Responsive Project Identification

Capacity Needs/Gaps to be addressed by the Institution or the Dutyholders:

Capacity Needs/Gaps to be addressed by the Claimholders, specifically their gender dimension:

INDICATORS

Outcome: <i>(Please state outcome incorporating gender and rights)</i>	
Output :	
Activities:	

Gender-Responsive Project Identification

Capacity Needs/Gaps to be addressed by the Institution or the Dutyholders:

Capacity Needs/Gaps to be addressed by the Claimholders, specifically their gender dimension:

INDICATORS

Outcome: *(Please state outcome incorporating gender and rights)*

Output :

Activities:

Gender-Responsive Project Identification

Capacity Needs/Gaps to be addressed by the Institution or the Dutyholders:

Capacity Needs/Gaps to be addressed by the Claimholders, specifically their gender dimension:

INDICATORS

<p>Outcome:<i>(Please state outcome incorporating gender and rights)</i></p>	
<p>Output :</p>	
<p>Activities:</p>	

Gender-Responsive Project Identification

Capacity Needs/Gaps to be addressed by the Institution or the Dutyholders:

Capacity Needs/Gaps to be addressed by the Claimholders, specifically their gender dimension:

INDICATORS

<p>Outcome:<i>(Please state outcome incorporating gender and rights)</i></p>	
<p>Output :</p>	
<p>Activities:</p>	

Mainstreaming Gender and Women's Rights in Governance: Reform Initiatives
November 15 - 16, 2006
Women and Gender Institute - Miriam College

Overall Workshop Evaluation

Workshop Elements	Percentage
Workshop Content	84.61
Workshop Methodology	82.00
Resource Speakers/Facilitators	85.88
Administration	93.72
GENERAL WEIGHTED AVERAGE	86.55

Content Evaluation

Topic	NOT APPLICABLE										Total Respondents	Average
	5	4	3	2	1	0	0	0	0	0		
Key Gender Concepts	7	7	3	0	0						17	84.70
Principles of Equality and Non Discrimination	8	6	3	0	0						16	85.88
State Obligations in CEDAW	9	6	2	0	0						16	88.23
Experiences in Protecting and Promoting Women's Human Rights	NOT APPLICABLE											
Gender and Women's Right Issues Relevant to Governance Reform Initiatives	6	7	3	0	0						16	83.75
Analyzing the Problem from the Human Rights and Gender Perspective	8	9	1	0	0						18	87.77
Mainstreaming Gender and Rights in the Project Cycle	6	8	4	0	0						18	82.22
Designing a Rights- and Gender-Based Governance Project	2	11	5	0	0						18	76.66
Overall Conduct of the Course	4	8	1	0	0						13	84.61

Methodology Evaluation

Topic	5					4					3					2					1					Total Respondents	Average
	5	4	3	2	1	4	3	2	1	3	2	1	2	1	1	0	0	14	80.00								
Key Gender Concepts	3	9	1	1	0												14	80.00									
Principles of Equality and Non Discrimination	4	8	2	0	0												14	82.85									
State Obligations in CEDAW	5	6	3	0	0												14	82.85									
Experiences in Protecting and Promoting Women's Human Rights	NOT APPLICABLE																										
Gender and Women's Right Issues Relevant to Governance Reform Initiatives	4	6	4	0	0												14	80.00									
Analyzing the Problem from the Human Rights and Gender Perspective	5	8	0	0	0												13	87.69									
Mainstreaming Gender and Rights in the Project Cycle	1	12	2	0	0												15	78.66									
Designing a Rights- and Gender-Based Governance Project	0	11	3	1	0												15	73.33									
Overall Conduct of the Course	2	7	1	0	0												10	82.00									

Evaluation of Resource Speakers/Facilitators

Resource Speaker/Facilitator	5					4					3					2					1					Total Respondents	Average
	5	4	3	2	1	4	3	2	1	3	2	1	2	1	1	0	0	17 <th>80.00</th>	80.00								
Ms. Annie Serrano	8	9	1	0	0												18	87.77									
Prof. Aurora "Oyie" de Dics	8	9	0	0	0												17	89.41									
Prof. Jean Francis Illo	NOT APPLICABLE																										
Atty. Myrna Feliciano	5	7	5	0	0												17	80.00									
Ma. Socorro Diokno	11	7	0	0	0												18	92.22									
Ms. Jean Franco	4	10	4	0	0												18	80.00									
General Weighted Average																					85.88						

Evaluation of Administration

Administrative Matter	5	4	3	2	1	Total Respondents	Average
Coordination/Communication by Organizers	11	4	4	0	0	18	88.88
Materials/Kit	12	5	1	0	0	18	92.22
Venue/Rooms	16	1	0	0	0	17	98.82
Food	16	1	1	0	0	18	96.66
Assistance Provided by Staff	10	4	1	0	0	15	92.00
General Weighted Average							93.72

Participants' Comments and Suggestions:

- "Participation of more men/ male representatives should be encouraged."
- "Conduct seminar workshop not limited for two days only. Next time should be 3 to 4 days to patch-up all the topics. Two days is not sufficient to learn about this workshop and elaborate the subject matter."
- The time allotted for each module is not enough for the participants."
- "More time!! There are lots of things I/ we still need to be capacitated on, and there is no more time."
- "Suggest to add more time/days with regards to conducting seminar activity which is very informative and helpful in acknowledging women/gender issue. Keep up the good work!!!"
- "2 days is not enough for this kind of seminar workshop to tackle more the different gender related issues."
- "We have so much topics to be tackled yet, but time is limited. This seminar workshop is very important in designing or making a gender and human rights based project in any agency, be government or non government. Especially that the year will end na. I hope next time, we'll have longer time in this kind of seminar because this is very relevant to us. Thank you for the references (handouts). It will be our guides in making our own project. And of course, superb facilitators, speakers and food! God bless!"
- "We learned so many things."
- "Enlightening. Worth it!"
- "Nakakasira ng diet ang food. Okay din naman! Masarap! WAGI, your advocacy passion in human rights and gender is inspiring"