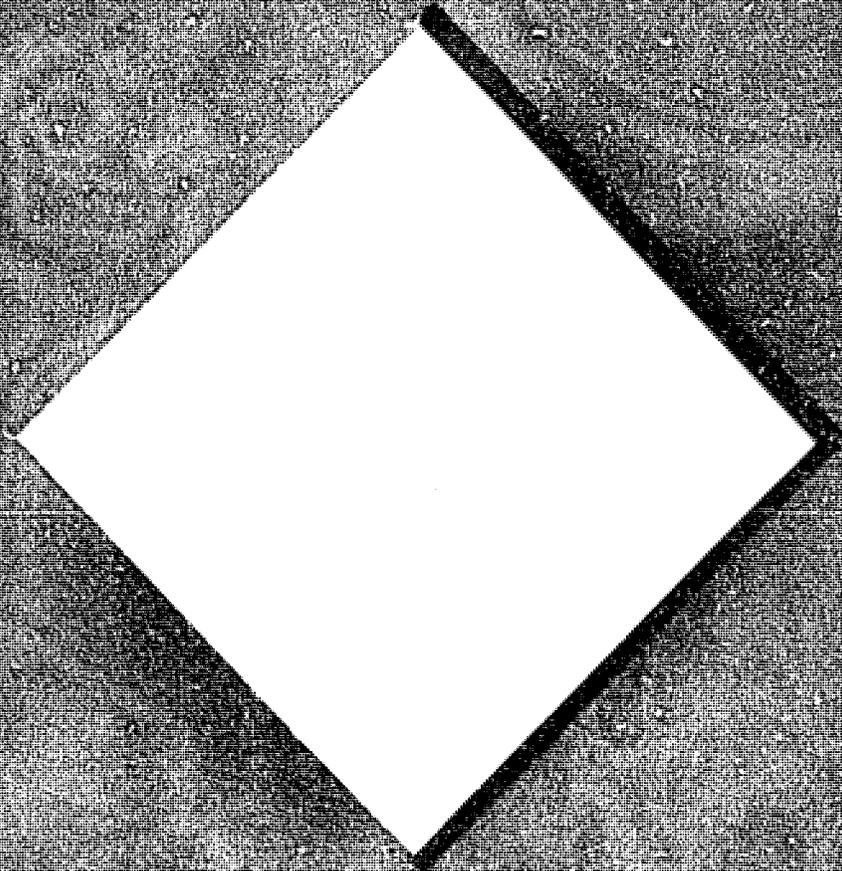


PA-NBU-805

# GENESYS



THE  
FUTURES  
GROUP

PA-ABU-805

10/1/93

**ASIAN WOMEN NGO LEADERS' WORKSHOP  
MANILA, PHILIPPINES**

Gretchen Bloom  
Gender/WID Advisor  
USAID/Asia Bureau

September 1993

GENESYS Project  
Contract No. PDC-0100-A-00-9044-00

5812.206

USAID G/R&D/WID  
U.S. Agency for International Development  
Office of Women in Development  
Department of State  
Washington, DC 20523-1816

## Table of Contents

Acronyms .....	i
I. Background .....	1
II. Activities .....	1
III. Assessment/Outcomes .....	3
IV. Findings and Recommendations .....	4
Annexes .....	5
1. Scope of Work	
2. Asian Women NGO Leaders' Workshop	
3. Gender Session, PVO/ECD Annual Meeting, USAID/Manila	
4. Gender Workshop	
5. PRAGEN Pilot Project	
6. Bibliography	

## Acronyms

<b>CEDPA</b>	Center for Development and Population Activities
<b>DRM</b>	Development Resources Management Office
<b>ECD</b>	Enterprise and Community Development
<b>ECOGEN</b>	Ecology, Community, and Gender
<b>GAD</b>	Gender and Development
<b>GIF</b>	Gender Information Framework
<b>GOP</b>	Government of Philippines
<b>NCRFW</b>	National Commission for the Role of Filipino Women
<b>NCWP</b>	National Council of Women in the Philippines
<b>NGO</b>	Non-Governmental Organization
<b>PACT</b>	Private Agencies Cooperating Together
<b>PDIS</b>	Project Design, Implementation, and Support Office
<b>PINOI</b>	Philippine Institute for Non-Governmental Organizations, Inc.
<b>PRAGEN</b>	Participatory Rural Appraisal and Gender
<b>PVO</b>	Private Voluntary Organization
<b>TAF</b>	The Asia Foundation
<b>USAID</b>	United States Agency for International Development
<b>WID</b>	Women in Development

## **I. Background:**

In 1992, at the request of USAID/Philippines, Gretchen Bloom, Gender/WID Advisor for the Asia Bureau, visited the USAID Mission in Manila on a reconnaissance trip. As a result of that visit, which included participation in the PVO/ECD Annual Meeting, she recommended that other Asian women leaders be invited to attend the 1993 USAID-sponsored workshop, since the Philippine NGOs represented positive role models. The USAID Mission agreed to invite up to ten women leaders from other USAID-assisted countries in Asia to join their workshop. At the same time, the Mission requested a half-day session at the workshop, "Gender Considerations in Development."

The R&D/WID/GENESYS Project sub-contracted with a local NGO, PINOI, to handle in-country logistics, including the identification of resource people and arranging for field visits.

Following is a summary of activities, findings, recommendations and principal "next steps" related to the "Asian Women NGO Leaders' Workshop" which was held in Manila from September 8-30, 1993. (See Annex 1 for the Scope of Work)

## **II. Activities:**

### **A. Asian Women NGO Leaders' Workshop (See Annex 2)**

Early in 1993, a cable was sent to all USAID Missions in Asia and the Pacific, inviting them to nominate one NGO woman leader to participate in this workshop. The Asia Bureau planned to support organizational and training costs for the event but asked Missions to provide for travel and per diem costs for their respective participants. Although ten nominees were identified, only three actually arrived: Ilaben Dave from Gujerat State in India was sponsored by CEDPA; Rokeya Kabir came from Bangladesh through PACT; and Vani Dulaki was sent by TAF from Fiji.

The Asian Women NGO Leaders' Workshop was a twelve day activity held in the cities of Mania, Cebu and Bacolod. The three women leaders from Fiji, Bangladesh and India participated in a series of field visits, discussions and sharing of initiatives in gender in development.

The objectives of the Asian Women NGO Leaders' Workshop were as follows:

1. To expose other Asian NGO leaders to the accomplishments of Philippine PVOs/NGOs, including areas such as:
  - Developing grassroots PVO/NGOs through intermediate institutions;
  - Creating advocacy networks;

- Undertaking policy dialogue;
  - Building capacity for participation; and
  - Moving beyond foreign aid to independent sustainable development.
2. To provide role models of female leadership.
  3. To teach skills of gender analysis.
  4. To help women PVO leaders from around Asia to learn from each other about gender-sensitive PVO management.

Filipino and other Asian participants were encouraged to focus on gender considerations in development and share experiences learned in the field of women in development and gender analysis. The discussions featured core gender analysis, gender issues in specific sectors, gender and the policy agenda and action planning with gender in mind. Asian women leaders had a forum in which to discuss their own situations; local PVO leaders were able likewise to share their strategies and successes.

#### B. Gender Session (See Annex 3)

During the NGO meeting, GENESYS conducted a half-day session on gender considerations in development. This session was delivered to over 150 participants by Donald Spears, Gretchen Bloom, and Cristy Ututalum.

The key concepts conveyed during this session included:

- Outcomes when gender issues are considered;
- Possible outcomes when gender is not taken into account; and
- Points in the development process for focussing on gender.

The Contextual Analysis Matrix and the Gender Information Framework were both described as types of gender analysis.

A case study practicum for small groups using gender analysis tools was also utilized.

#### C. Needs Assessment for USAID/Manila Gender Workshop (See Annex 4)

While in the Philippines, Donald Spears conducted a needs assessment in close collaboration with WID Officer Ima Verzosa for a future gender workshop for the Mission and collaborators.

The main findings of the needs assessment indicted a willingness on the part of Mission staff and collaborators to learn analytical tools of gender analysis in order to render the Mission's portfolio more responsive to the different needs of men and women, whenever possible. Part of this turnabout from the 1992 perspective related to a clarification of the distinction between WID and GAD. Whereas Mission staff seemed threatened by WID, as a perceived feminist approach to development, GAD appears rational and non-biased, thus safe and actually potentially helpful for improving project design.

### **III. Assessment/Outcomes:**

#### **A. Asian Women NGO Leaders' Workshop (See Annex 2)**

The goal of the workshop was to expose other Asian women leaders to some of the issues currently under discussion by Filipino NGO leaders, such as collaboration with decentralized local government units, empowerment through access to economic instruments, gender-responsive development interventions, and coalition-building amongst NGOs for political advocacy. At the same time, special activities were organized at times when the Filipino NGO community was engaged in a dialogue about issues unique to the Philippines. These activities were intended to build skills through small group interaction in conflict resolution, political participation and gender analysis. Selected additional participants with a particular interest in working with the international guests, especially on gender issues, were invited to attend these separate sessions.

The wrap-up summaries and final evaluations generally gave the whole event a positive review with some minor refinements. Participants enjoyed the small group interaction but found moving between the large group and the small group disturbing. They enjoyed having additional members join the group but would have preferred the continuity of having the same members present throughout. They appreciated the exposure to a variety of gender tools but would have preferred a more holistic approach.

The workshop had been designed with a combination of caution and enthusiasm. In the final analysis, the participants found the experience enriching and worth repeating. The Mission and NGO leaders who interacted with the Asian guests found the encounter also stimulating.

#### **B. Gender Session**

The response by most participants was extremely positive. First, the format was well received, particularly since participants had been engaging for three days in information sharing in a passive manner. They seemed to greatly appreciate the opportunity to engage intellectually and personally in a discussion of development issues. Secondly, although there was some skepticism about the topic initially, once gender analysis was explained, most engaged in the dialogue wholeheartedly -- and asked for more!

Two NGOs have contributed \$2500 each for follow-on gender analyses on their projects, following the PRAGEN methodology outlined by Cristy Ututalum. She was engaged as a consultant to assist with the first experimental pilot exercise in Baguio through Jaime V. Ongpin Foundation (with the Cordillera Cultural Community and the Javier Foundation) which requested assistance in developing a gender-sensitive, community-based action plan. (See Annex 5)

### C. Future Gender Workshop Needs Assessment

The needs assessment described a Mission with a vastly different respect for gender issues in development than noted one year earlier. This change can be attributed to a combination of factors, including a dynamic and committed WID Officer, Ima Verzosa, supportive staff in the DRM and PDIS offices, sympathetic leadership, and a year of cogitation. It was extremely important to have conducted the needs assessment, using outside consultant assistance, to help level the playing field and reduce the usual tension which exists around the concepts of WID and gender. The workshop which has now been designed will be truly appropriate to the Mission's skill level and interests at this time. It was a wise decision to conduct this assessment.

### III. Findings and Recommendations:

In the words of PINOI, "Filipino women are acknowledged as more empowered than their counterparts in the Asia-Pacific region. Nonetheless, the challenge to include gender in mainstream development remains...Faced with this challenge, varying and diverse responses have been initiated...The past two and a half decades have witnessed the sharing of replicable models and successful interventions in the field of gender in development."

The Asia women's workshop was organized in the belief that, as PINOI put it, "forging ties and networking can foster a sound exchange of experience, information, resources and technical expertise." It has served as a "jumping-off point for continuing dialogue, communication and collaboration within the region." The measure of success of this activity is manifested in the willingness of the three participants to conduct follow-on activities in the region. It is for this reason that it is recommended that some form of workshop be reconvened next year, using this year's pilot experiment as a basis for improvement. (See Annex 2 )

## **Annexes**

1. Scope of Work
2. Asian Women NGO Leaders' Workshop
3. Gender Session, PVO/ECD Annual Meeting, USAID/Manila
4. Gender Workshop
5. PRAGEN Pilot Project
6. Bibliography

## ASIA BUREAU

Workshop for Asian Women NGO Leaders  
in  
The Philippines

September 1993

## SCOPE OF WORK

Summary

Women PVO/NGO leaders from USAID-assisted countries in Asia will participate in a workshop in the Philippines in September 1993. The workshop will be held in conjunction with the USAID/Manila annual PVO/NGO workshop; the invited Asian women participants will participate in the mainstream USAID/Manila workshop, as appropriate. Gender-based strategies will feature on the agenda, as well as sustainability, the roles of intermediate institutions, creations of networks, advocacy, and other generic issues. As part of the workshop, a tour will be arranged to three or four local PVOs operating successful projects in a gender-responsive manner.

I. Background

NGO leaders in Asia can often benefit from training and skill-building, particularly women. NGOs/PVOs in the Philippines have advanced to a level unknown anywhere else in Asia. The PVO/NGO movement in the Philippines is extremely strong, with an estimated 60,000 indigenous groups, ranging from grassroots organizations to intermediate institutions to national advocacy networks. Most of the local groups are managed by women and gender analysis is commonly practiced by the groups. As a result, the Philippines was selected as a site for this PVO/NGO women leaders workshop.

The USAID Mission in the Philippines funds 80 NGOs/PVOs working in a variety of sectors. Eighty percent (80%) of the leaders of these NGOs are women. The first USAID PVO Co-Fi grant was established in the 1980s, with a focus on basic human needs, largely through the American PVOs. By 1983, with Co-Fi II, the Philippines program had become a model for the rest of the world. In 1987, PVO Co-Fi III was launched with a focus on intermediate institutions which could have a multiplier effect. Under the Cory Aquino regime, there was an explosive growth of PVOs, growing from 8,000 in the 1980's to an estimated 60,000 in 1992. PVO Co-Fi IV has just been launched, in 1993. Co-Fi IV concentrates on advocacy, policy dialogue, and capacity-building for participation.

Another innovative program supported by USAID in the Philippines is the Enterprise and Community Development Program, a 50-50 matching grant program with the corporate sector matching USAID funds. ECD II was launched in 1992. It is strongly supported by the PBSP (Philippine Business for Social Progress).

Each year, USAID/Manila sponsors an annual workshop to bring together these groups to discuss common issues. In 1992, the event was held in Bacolod City in September.

The 1993 Annual PVO Workshop will take place in September, in a locale as yet undecided. Approximately 150 people from the Philippines, including local PVO representatives and USAID/Manila staff, are expected to attend.

## II. Context

Women PVO/NGO leaders from USAID-assisted countries in Asia have been invited to attend the USAID/Manila Annual PVO/NGO Workshop in September 1993. These leaders will be mainstreamed in the Philippines workshop, as appropriate, primarily for plenary sessions. Additionally, they will have a separate stream of activities of relevance to their own needs, with the opportunity to visit indigenous Filipino PVOs.

In addition to limited participation in the PVO/ECD annual meeting, a tour will be arranged for the other Asian representatives directly following the workshop. This tour will involve visits to three or four local PVOs operating successful projects with a strong WID focus.

A workshop like this held in the Philippines allows participants to draw on the strong leadership qualities of Filipino women. They manage a large percentage of the active PVOs and have taken a major role in integrating gender considerations throughout both private sector and government activities. Furthermore, the Philippines has a Development Plan for Women written by the National Commission for the Role of Filipino Women which states among its six goals a goal to "encourage the formation of families that are characterized by a sharing of responsibilities, from parenting to breadwinning to domestic work."

All USAID Missions in Asia and the Pacific have been asked for their interest in sending participants to the workshop. These countries include Afghanistan, Bangladesh, Cambodia, India, Indonesia, Mongolia, Nepal, Pakistan, South Pacific, Sri Lanka, and Thailand. To date, expression of interest has been received from Afghanistan, Bangladesh, Cambodia, Indonesia, Nepal, Pakistan, South Pacific and Sri Lanka.

### III. Objectives

The objectives of the workshop are:

- To expose PVO/NGO women leaders to the accomplishments of Philippines PVO/NGOs, including themes such as:
  - a) developing grassroots PVOs/NGOs through intermediate institutions,
  - b) creating advocacy networks,
  - c) undertaking policy dialogue,
  - d) building capacity for participation, and
  - e) moving beyond foreign aid to independent sustainable development;
- To provide role models of female leadership;
- To teach skills of gender analysis; and
- To help women PVO leaders from around Asia to learn from each other about gender-sensitive PVO management.

The PVO annual meeting will also accommodate a half-day session devoted to gender and WID issues. During this session, Filipino and other Asian participants will be encouraged to focus on gender considerations in development and share experiences learned in the field of women in development and gender analysis. Part of this half day will be focused on themes of: core gender analysis, gender issues in the sectors, gender and the policy agenda and action planning with gender in mind. Other Asian women leaders will thereby have a forum in which to discuss their situations and local PVO leaders will be able likewise to share their strategies and successes.

### IV. Responsibilities / Procedures

The Philippines workshop will be managed by The Futures Group with a local NGO as subcontractor. Funding for the activity (50%) will be provided by the Asia Bureau with match money (50%) provided by the R&D/WID Office of A.I.D. through the GENESYS (Gender in Economic and Social Systems ) Project.

A local NGO will be contracted to manage the in-country portion of the 10-14 day activity, which would include separate preparatory sessions and site visits as well as participation in the larger workshop.

This will allow for the application of in-country expertise to the necessary logistical support and for certain programmatic resources while at the same time ensuring through the GENESYS Project that the impact of the activity reaches beyond the workshop and beyond the individuals directly impacted.

Asia Missions will finance the international travel costs and per diems in the Philippines for their participants.

V. Deliverables

A. Logistical Support

The USAID Mission will not be expected to undertake any logistical support for this activity. The GENESYS staff, with a local subcontractor in the Philippines, will be expected to handle all logistical support, including assistance with travel arrangements, identifying local hotel accommodations, arranging for workshop rooms, etc. These arrangements will be expected to be coordinated with the USAID Mission's plans for its annual PVO/NGO workshop, however.

B. Preparation of a Workshop Agenda / Identification of Resource People

GENESYS will prepare an agenda for the workshop by August 15, in coordination with the agenda for the mainstream USAID/Manila workshop. Where appropriate, and not disruptive to the main workshop, the invited Asian women participants will attend those sessions. Where independent work is anticipated to be more effective, GENESYS will organize separate sessions. GENESYS will be expected to identify relevant resource people for the workshop, both Americans and Asians, especially Filipinos, who can facilitate teaching of agenda items to meet the objectives of the workshop. These resource people will include but not be limited to:

1. PVO specialists
2. Gender in development specialists

C. Field Visits

As part of the workshop, the invited Asian women will be given the opportunity to visit local PVOs/NGOs with projects relevant to their needs. These field visits will follow the workshop and be in the area where the workshop was held, as appropriate, over a period of three or four days. At the culmination of the visits,

the women will reconvene to discuss their experiences.

D. Compilation of Gender Analysis/Training Activities of Philippine NGOs/PVOs

In preparation for the workshop, GENESYS, through a local purchase order, will survey the PVO/NGO community in the Philippines to gather examples of approaches to gender-aware planning, gender analysis, and gender training. This product will be available for all workshop participants, in both the mainstream USAID/Manila workshop and the Asian women's NGO workshop, and as part of the legacy of the workshop.

E. Preparation/Delivery of Half Day Gender Training for Philippines Annual PVO/NGO Workshop

GENESYS will prepare for and conduct one half-day of gender training for all the participants at the USAID/Manila-sponsored annual PVO/NGO workshop. Approximately 150 people are expected to attend, including the invited Asian women leaders. This will include materials preparation on gender considerations in development as relevant to the Philippines. Materials for the workshop should be finalized prior to the training team's departure for the Philippines in early September.

F. Materials/Report Preparation

GENESYS will produce a set of training materials for each participant (15) for use at the workshop. These training materials should be prepared prior to departure from the U.S. for the Philippines estimated now to be on/about September 3, 1993. GENESYS will also be expected to prepare a final report for use by the participants when they return to their countries. This report should be completed within ~~sixty~~<sup>thirty</sup> (30) days following completion of the workshop and distributed to each participant.

G. Follow-On Activities with Workshop Participants

As a follow on to the workshop, each Asian woman NGO leader participant will be expected to conduct some activity, e.g. seminar, colloquium, or workshop, in her own country to disseminate the learnings of the workshop more broadly. Individual USAID Missions will be encouraged to become engaged in this process. The GENESYS Project will provide support for these follow-on country-specific activities.

## VI. Qualifications

The GENESYS Project has been selected to manage this activity through a buy-in from the Asia Bureau because it is the R&D/WID Office mechanism for conducting gender-sensitive training. The GENESYS Project may identify an NGO in the Philippines to assist with the in-country portion of the workshop. This NGO must be recommended by the USAID Mission in the Philippines and must submit a proposal which demonstrates its ability to undertake the management and technical assistance required.

## VII. Illustrative Budget / Level of Effort

The workshop, exclusive of travel and per diem costs for the Asian women leaders, is estimated to cost \$100,000. This will be funded by a \$50,000 buy-in by the Asia Bureau from Asia Democracy Program funds to the GENESYS Project with an equal match from the R&D/WID Office. An illustrative budget is attached.

## VIII. Contact / Technical Advisor / Communications

Questions of a technical nature should be addressed to Gretchen Bloom at the Asia Bureau of USAID:

Gretchen Bloom  
Gender/WID Advisor  
Asia Bureau - ASIA/DR/TR  
Room NS 3214  
Department of State  
Washington DC 20523-0216

Tel: (202) 647-2656  
Fax: (202) 647-1805

Questions regarding the budget submission requirements should be directed to the GENESYS Project Administrator, Mary Durbin, in the Washington Office of The Futures Group:

Mary Durbin  
GENESYS Project  
The Futures Group  
1050-17th Street NW  
9th Floor  
Washington DC 20036

Tel: (202) 775-9680  
Fax: (202) 775-9699

## PARTICIPANTS IN ASIAN WOMEN NGO LEADERS WORKSHOP

Cebu, Philippines  
September 16-26, 1993

Afghanistan:	None
Bangladesh:	One - Ms. Rokeya Kabir, Executive Director, Bangladesh Nari Progoti Sangha (Organization for Advancement of Women) (sponsored by Private Agencies Cooperating Together - PACT)
Cambodia:	None
India:	One - Ms. Ilaben Dave, Managing Trustee, Gujarat State Crime Prevention Trust, Ahmedabad (sponsored by Center for Development and Population Activities - CEDPA)
Indonesia:	None
Mongolia:	None
Nepal:	None
Pakistan:	None
Philippines:	(See attached list)
Sri Lanka:	None
South Pacific:	One - Ms. Vani Dulaki Ravula, Fiji Disabled People's Association (sponsored by The Asia Foundation - TAF)
Thailand:	None
Total:	Three

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 Additional Participants:

Ms. Gretchen Bloom, Gender/WID Advisor, Asia Bureau (GENESYS)  
 Mr. Donald Spears, Senior Trainer, GENESYS Project  
 Ms. Phyllis Forbes, Director, Asia/DR, Asia Bureau  
 Mr. Richard Whitaker, Democracy Office, Asia/DR/DAPVC, Asia Bureau  
 Ms. Diane Lavoy, Participation Specialist, Office of the Administrator, AID/Washington  
 Ms. Cristeta Ututalum, Trainer, GENESYS Project

**PHILIPPINES PARTICIPANTS IN ASIAN WOMEN NGO LEADERS WORKSHOP**

Cebu, Philippines  
September 16-26, 1993

- Ms. Fatima Verzosa, WID Officer, USAID/Manila**
- Ms. Chuki Meranda, Private Consultant, Manila**
- Ms. Susan Nano, Project Officer, Benguet Foundation, Baguio**
- Mr. Terry George, Ford Foundation, Manila**
- Ms. Pamela Hollie, The Asia Foundation, Manila**
- Ms. Myrna Lim, Women in Enterprise Development, Katabatu, Mindanao**
- Ms. Sony Chin, Development of Peoples' Foundation, Davao City**
- Mr. Manuel Difontorum, PINOI, Manila**

**ASIAN WOMEN NGO LEADERS' WORKSHOP**

**PVO/ECD ANNUAL MEETING  
Cebu, Philippines**

**September 16 - 19, 1993**

**AGENDA**

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**Thursday, September 16**

1:30 PM - 5:00 PM	Registration of Participants
6:00 PM - 6:15 PM	Welcome
	Meeting Objectives
6:15 PM - 6:25 PM	Introduction of Keynote Speaker
6:30 PM - 7:15 PM	Keynote Speech: Corazon C. Aquino
7:15 onwards	Introduction of Participants
	Dinner

**Friday, September 17**

8:00 AM - 8:45 AM	Economic Empowerment: A Key to Sustainable Development
8:45 AM - 9:30 AM	Open Forum
9:30 AM - 11:00 AM	Dispute Resolution Session*
11:00 AM - 12:00 PM	Popular Participation Leading to a Strengthened Democratic Process
12:00 PM - 1:30 PM	Lunch Break

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1:30 PM - 3:00 PM	<b>Gender and Political Participation*</b>
3:00 PM - 4:00 PM	NGO/LGU (Local Government Unit) Collaboration to Sustaining Grassroots Democracy
4:00 PM - 5:30 PM	<b>Tools of Gender Analysis: Session 1 – Household Survey*</b>
7:00 PM	Dinner
<b>Saturday, September 18</b>	
8:00 AM - 9:30 AM	<b>Tools of Gender Analysis: Session 2 – Wealth Ranking*</b>
9:30 AM - 10:30 AM	Marketing
10:30 AM - 11:30 AM	Case Study on Sustainability: Youth Centers
11:30 AM - 1:00 PM	Lunch Break
1:00 PM - 2:30 PM	<b>Tools of Gender Analysis: Session 3 – Focus Groups*</b>
2:30 PM - 4:30 PM	Special Concerns <ul style="list-style-type: none"> <li>■ Tenurial Rights</li> <li>■ Women's Rights</li> <li>■ Rights Against Crime and Violence</li> </ul>
4:30 PM - 5:30 PM	<b>Tools of Gender Analysis: Session 4 – Participant Observation*</b>
7:00 PM	Dinner
<b>Sunday, September 19</b>	
8:00 AM - 12:00 PM	Gender Considerations in Development (Please refer to <i>The Gender Dimensions of Development</i> schedule for September 19, 1993)
12:00 PM - 1:30 PM	Lunch Break
2:30 PM - 4:30 PM	<b>Concrete Applications of Gender-Sensitization*</b>
6:30 PM	Closing Ceremonies
7:30 PM	Dinner

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# THE GENDER DIMENSIONS OF DEVELOPMENT

## PVO/ECD ANNUAL MEETING Cebu, Philippines

September 19, 1993

### AGENDA

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8: 00 AM Key Concepts

- Outcomes when Gender Issues are Considered
- Possible Outcomes when Gender is not Taken into Account
- Points in the Development Process for Focussing on Gender

8:45 AM Gender and PVOs

- Types of Gender Analysis Used Successfully in the PVOs
- Review of the Contextual Matrix for Gender Analysis and the Gender Information Framework

9:15 AM A Case Study Practicum for Small Groups Using Gender Analysis Tools

10:15 AM Coffee Break

10:30 AM Brief Reports from Small Groups

11:15 AM Review of Other Gender Analysis Tools

11:45 AM Guided Action Planning Activity

12:00 PM Summary and Closure

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**ASIAN WOMEN NGO LEADERS  
CEBU EXPOSURE SCHEDULE OF ACTIVITIES**

**September 20 (Monday)**

- 7:30 a.m. - 8:00 a.m.      Check out at Cebu Midtown  
and Check in at Dynasty  
Inn
- 8:00 a.m. - 11:30 a.m.      Field Visit Lihok-Pilipina
1. Bantay-Banay (Alaska) -  
domestic violence
  2. Inayawan - livelihood and  
micro-entrepreneurship
- 11:30 a.m. - 1:00 p.m.      LUNCH
- 1:00 p.m. - 3:00 p.m.      Field Visit - Center for  
Women's Resource - Cebu
- 3:00 p.m. - 5:00 p.m.      Field Visit - Pagtambayayong -  
A Foundation for Mutual Aid
1. Hillview Subdivision-Low  
cost housing
  2. CMP

**September 21 (Tuesday)**

- 8:00 a.m. - 11:30 a.m.      Field Visit - Ramon Aboitiz  
Foundation, Inc.
- 11:30 a.m. - 1:00 p.m.      LUNCH
- 1:00 p.m. - 5:00 p.m.      Roundtable Discussion - RAFI  
Azotea

Invited Participants:

1. Tessie Banaynal-Fernandez -

2. Lina Ibrahim - Center for Women's Resource-Cebu
3. Erma Cordero-Ramos - Pagtambayayong
4. Maiyn Mantos - Ramon Aboitiz Fdn., Inc.

**September 22 (Wednesday)**

8:00 a.m. - 10:30 a.m.

Wrap-up Cebu Exposure/  
GENESYS Action Planning Phase I  
RAFI Azotea

10:30 a.m. - 12:00 nn.

LUNCH

12:00 nn. - 5:00 p.m.

City Tours/Beach

**September 23 (Thursday)**

7:40 a.m.

Departure for Bacolod

# BACOLOD FIELD VISIT

SEPTEMBER 23, 1993

<b>TIME</b>	<b>AGENDA</b>	
8:20AM	Arrival of Participants	
9:00AM	Assembly at the Hotel	Dr. Cecille del Castillo/ Ms. Corazon Henares
9:05 – 11:30	<b>FIELD VISIT</b>	
9:05 – 10:30	Negros Women for Tomorrow Foundation (Grameen Bank Replication: Victorias, Manapla Branch)	Dr. Cecille del Castillo/ Ms. Corazon Henares
10:30 – 10:45	<b>SNACKS</b>	
10:45 – 11:15	Multi-Sectoral Alliance for Development-Negros Economic Development Foundation (Community Credit: Bacolod City)	Mr. Jhun Braza/ Ms. Rose Depra
11:30 – 1:00	<b>LUNCH</b> (Jara Beach)	Mrs. Jara (Hostess)
1:00 – 3:00	<b>FIELD VISIT</b>	
1:00 – 1:45	Negros Occidental Federation of Women's Clubs (NOFWC) (Livelihood Projects: Bago, Bacolod)	Mrs. Asuncion Bilbao
1:45 – 2:30	Project Five O (Livelihood Projects: Bacolod City)	Mrs. Romana Pelayo
2:30 – 3:00	NOFWC Center (Multipurpose Training Center)	
3:00-3:30	<b>SNACKS</b>	
3:30 – 5:30	<b>SHARING</b>	Asian Guests GENESYS Representative/s Bacolod-Based NGO Leaders Other Guests

ROUNDTABLE DISCUSSION  
GENESYS / PINOI ASIAN WOMEN NGO LEADERS  
September 24, 1993, KABISIG Headquarters  
Bahay Ugnayan, J.P. Laurel St., Malacanan  
2:00 - 5:00 PM

MODERATOR: DEAN MARIETTA PRIMICIAS-GODO  
GUESTS : ILABEN DAVE, INDIA  
ROKEYA KABIR, BANGLADESH  
VANI RAVULA, FIJI  
GRETCHEN BLOOM, GENESYS  
DONALD SPEARS, GENESYS

I. OVER-ALL OBJECTIVES OF ASIAN VISIT :

1. To assist women leaders around Asia to learn from each other what gender-sensitive NGO management is.
2. To provide role models of female leadership.
3. To build skills in gender analysis.
4. To expose women leaders to the accomplishments of Philippine NGOs specifically innovations and initiatives of women NGOs.

II. OBJECTIVE OF ROUNDTABLE DISCUSSION

1. To share with Asian women NGO leaders the initiatives of Philippine women NGOs.
2. To forge an Asia regional network of Women NGOs for information exchange and possible joint project implementation.

III. ROUNDTABLE SCHEDULE

1. Introduction
2. Presentation by Issue / Field of Specialization  
Guide Question: Short History/Background of your NGO and ongoing projects / programs especially re: women's issues.
  - 2.1 The National Commission on the Role of Filipino Women (NCRFW) - the government focal point on women issues / policies.
  - 2.2 Legislative Advocacy
    - a. Atty. Eleanor Conda - Women's Legal Bureau
    - b. Ms. Aida Saber - Women's Congressional Caucus of the Philippines.
  - 2.3 Political Participation and Public Policy
    - a. Fe Manganas - Ugnayan ng kababaihan sa Pulitika

- 2.4 Women's Health / Violence Against Women
  - a. Dr. Florence Tadiar - Women Health Care Foundation
  - b. Dazzle Rivera - KALAKASAN
  
- 2.5 Violence in Media
  - a. Tessam Castillo - Multi-Sectoral Committee on Curbing Excessive Violence/Sex in Media
- 2.6 Overseas Migrant Workers
  - a. Ruby Beltran - Women in Development - Women Overseas Workers Foundation
- 2.7 Rural Women / Cultural Communities
  - a. Trinidad Domingo - KABAPA / National Peasant Council
  - b. Prof. Marlene Tamano - Minadano State University, Center for Women Studies (pertains to Muslim Women)

IV. OPEN FORUM

V. WRAP-UP

BEST AVAILABLE COPY

EVALUATION

Asian Women NGO Leaders' Workshop

Question 1: What have been the benefits of this experience for you?

- Sharing experiences across Asia and the Pacific
- Nothing new !
- Barefoot reporters
- Bringing sectoral NGOs and USAID together - WHO is dictating?
- Learning about donor - NGO relations
- Church is influential on population in Philippines
- Democratization of Philippine NGO experience
- Seeing difference in Philippine NGO programs: service vs.. empowerment
- Strong advocacy issues of women's NGOs
- Educating First World on Third World

Question 2: What recommendations would you make for next year?

- Include 10-15 (15-20) participants.
- Compress workshop to fewer days.
- Compare discuss GAD models rather than just profiling.
- Provide advance information prior to the workshop.
- Arrange in depth field exchanges (2-3 weeks).

Question 3: What follow-up actions will you undertake as a result of this workshop?

Vani

- October - write report for TAF
- November - informal meeting with members to share new ideas
- December/January - TAF workshop on Women and Politics

### Ila

- October - AWID Conference
- November - workshop for 200+ women change agents
- December - youth conference (Konrad Adenauer Foundation); -
- January - evaluation of projects in Gujerat; redo project based on Philippines experience
- February - explore new projects based on Philippines media and Violence project and Barefoot media projects

### Rokeya

- September - re-entry to family, office, household, network
- October - field visit to new activities, new staff; debriefing with PACT and other groups, especially re lobbying/advocacy of candidates, voters, and mass media
- November - regional meetings for Beijing
- December - develop workshop on clarity of WID, WAD, GAD concepts

## EVALUATION

**1. Please give your opinion about the usefulness of the workshop for your work.**

- It has enriched my knowledge in the field of gender awareness and in development politics. The meetings and interaction with Ima, Chukie, Cristy and all other visitors from USAID and the Asia Bureau during the session turned out to be fruitful. It was good to be in the trainee seat after a long time.

- Lectures in the WID workshop were very useful.

**2. In your opinion, what were the most helpful sessions?**

- Gender and Political Participation, tools, field visits to Cebu (RAFI), lectures of Cory Aquino and Pancho Otero were interesting as were meetings with NGO (women) leaders.

- Exchange of ideas and experiences among all participants.

- Things that worked well for me in this program were the roundtable discussions.

- Visiting of many different groups in two different cities with a very big difference in their development programmes, e.g. Manila, Cebu and Bacolod.

**3. What aspects of the training could be improved?**

- More dialogue, better role play, more audiovisuals to make it interesting. Should be more compact also.

- More personal interactions among all participants during field visits; more focused field visits in terms of areas of interest matching. Fewer field visits per day; fewer workshops.

- More planning which project sites to visit to make sure that no duplication is made, so as to cover wide range of issues giving equal importance.

- Less of projects on entrepreneurship - important in gender development but must not be to the point of neglecting other activities.

- Less of breaking up small session to attend USAID meeting since it disturbs concentration which had been built up on the particular topic.

- Less changing of schedules and programmes.
- More informal discussion as a group with other women.
- Should be more one-on-one matching up of guest with like-minded Philippine host/hostess.
- Recurrent themes and issues should be interwoven better.
- Less hectic schedule, less last minute arrangements/changes, and fewer miscommunications.
- Should be less of a scattered focus which moves from one interesting theme to another, e.g. violence in the media, migrant workers, livelihood coops,, lending schemes, women's rights, strategies in reaching new markets.
- More interaction between participants and beneficiaries.
- More time and fun.
- More representation from Asian countries.
- Program for workshop and field visits should be better planned and allow more time for interaction, e.g. as with leaders from Filipino NGOs like in Manila roundtable.
- Mainstream women's NGOs (e.g. Gabriela) should be included.
- Rotating of participants in wid workshop should be kept to a minimum as it disrupts cohesiveness of group.
- More team effort, tasking among participants.
- Too many organizations were visited in Bacolod in one day.

**4. What themes were/would be of particular interest?**

- The themes of this program that held my interest were the things that were discussed in the Manila roundtable discussion. It is the purpose of women in Development to get the women into the mainstream society. What for? The only way to the empowerment of women is to accept the fact that women are oppressed and they have to go up to the level that nobody's oppressed with regards to gender.
- Dispute Resolution Session.
- Gender and Political Participation.
- Tools of Gender Analysis.
- Women's Rights.
- Micro-lending / Grameen Bank system

- Empowerment - provide more in-depth analysis on the nature of empowerment.
- Gender Analysis - expand to promote the leadership role women take in helping cultures to continually examine gender roles toward proactive social development.
- Raising the Consciousness of Men on the Role of Women for empowerment: It must be simultaneous as women fight for their rights, freedom, etc. Men should also accept this, otherwise a continuous battle would arise.
- Empowering the grassroots through micro-lending: defining/listing factors specific to different countries that can be used in developing a model.
- Impact of all these women's NGOs and women's efforts on the lives of women:
  - Are they really empowered?
  - Are they able to translate all ideas, opinion and views into their own lives?
- Regional networking of women and priority issues of women in the region.
- Advanced theoretical and practical aspects of different concepts in women's movement.
- Gender-sensitivity activities at different levels, from different perspectives: developed/developing; grassroots, middle, high; advocacy/lobby groups.
- Issues other than entrepreneurship, like violence in media, migrant workers.
- Role of Women in Curbing Sex and violence in Media.
- Men joining women's groups and taking part in gender development.

##### 5. Additional comments.

- If it was a leaders' workshop, it should be for a short time, with no field visits, and with at least 10 - 15 people to have more interaction.
- Openness and friendliness, vitality and enthusiasm of staff and participants was greatly appreciated.
- Continue responsive support for guests' needs and concerns during trip.

- keep periodic processing sessions throughout the visit.
- Continue to have participants share in the leadership and reporting responsibilities.
  
- Grameen Bank and Lihok project sites were most helpful and fruitful - should be repeated and more fully developed next year.
- Presentation on micro-lending by Pancho Otero was particularly interesting.
- women in politics and/or who have resources can be tapped for resources, working in harmony with grassroots groups.

Date: September 24, 1993

For: Ms. Gretchen Bloom  
Gender/WID Advisor/Asia Bureau/AID

From: Cristy Guzman-Ututalum  
Resource Person, Asia NGO Women Leaders' Workshop  
Cebu, Philippines/ September, 1993

Re: Scope of Work Report

### SUMMARY

The recently concluded September 1993 USAID-sponsored PVO/NGO Philippine Annual meeting included the participation of three Asian NGO women leaders: (1) Ms. Ila Dave from India, (2) Ms. Rokeya Kabir from Bangladesh, and (3) Ms. Vani Dulaki from Fiji. Though mainstreamed into the Philippine workshop during plenary sessions, a distinct program of activities was designed for the Asian women and selected Philippine women NGO leaders focusing on WID/GAD issues in development.

Several field visits were conducted in Cebu, Bacolod and Metro Manila highlighting experiences and/or mechanisms of Filipino NGO development efforts. Livelihood, micro enterprise lending, health and sanitation, and women's crisis centers were some of the "on site" projects that they visited. Women cause-oriented and/or advocacy roundtable group discussions with the Asian women provided a valuable exchange of information and ideas.

A major objective of this distinct Asian program was to expose Asian women to the accomplishments of Philippine women-led NGOs which comprise a majority of active PVOs that are AID assisted.

Providing role models for female leadership was another objective culminating with queries (not exclusively with Filipino women NGO leaders) on "what," "why," and "how" can a woman NGO leader successfully fulfill her commitment to development when she is still a wife and a mother? This query extended further in discussing traditional/socio cultural norms that oftentimes determine women beneficiaries participation in project design and implementation.

Undoubtedly, the exchange of ideas, perceptions and experiences provided a valuable sharing process for dialogue between the Asian women and Philippine women NGO leaders. Thus, the Asian workshop serves as a beginning for future dialogues, encourages networking between Asian women NGO leaders and, most importantly, provides the impetus to harness development efforts with renewed commitment to actively address women's concerns.

One significant impact that the Asian workshop accomplished was the awareness of incorporating gender sensitivity in project design, implementation, monitoring and evaluation. Trainers, gender specialists and the Asian women agree that a participatory approach is deemed necessary regardless of country setting. Adapting gender considerations in the socio

political, cultural, legal and economic systems of a distinct community that Asian and Philippine NGOs serve will provide contrasts and insights that can be measured as a possible development tool.

As a direct offshoot of the Asian women leaders' workshop, Ms. Susan Nano, Executive Director of the Jaime V. Ongpin Foundation, social arm of the Benguet Corporation, who was a selected Philippine NGO participant, recommended the implementation of a Gender in Resource Management Pilot Activity using Participatory Rural Appraisal (PRA) and ECOGEN Tools in their targeted community living in the municipality of Itogon, Benguet Province, Philippines.

The gender study/activity, conducted Sept. 22 - Oct.3, 1993, was called:

**"Engendering Resource Management: A PRAGEN Methodology for the Itogon Community Using Participatory Rural Appraisal (PRA) and ECOGEN Tools."**

Further dialogue focusing on gender sensitivity to achieve gender responsive development (as the Engendering Resource Management Project in Itogon envisions) is recommended in a future Asian workshop that the Asian women have expressed interest in attending, using case studies.

#### HIGHLIGHTS

##### A. President Corazon Aquino's Challenge to NGOs Through A Democratization Process

The advent of Peoples' Power in the Philippine political setting created a proliferation of NGOs in the Philippines. Through consultative dialogues, social concerns for women are increasingly recognized. Former President Cory Aquino, guest speaker at the opening of the Cebu Conference stated that "she is now Citizen Cory, and an NGO leader."

The Asian women realized that the impact of such a statement from a former president and the first Filipino woman president of the Philippines creates a credible image for Philippine women NGO leaders. Citizen Cory further stated that, "in and out of government we still have a responsibility and that NGOs are agents of people's development."

Citizen Cory's declarations illicit positive responses from the Philippine NGO leaders since the ascent of President Cory to power in 1986 was supported by both developmental and social NGOs. Pursuing an NGO development/consultative agenda during the Aquino era was the "sign of the times" that preceded the creation of Republic Act 7160 or the Philippine Local Government Code.

Presently, there are more than 500 provisions of the Code. The whole process of creating mechanisms for resolving the conflicts and issues confronting the process of devolution, involves as many possible approaches as there are issues and conflicts. Philippine NGOs, majority of whom are run by

women, are heeding the devolution process with development skill and expertise realizing the multitude of mechanisms, models and structures intrinsic in the decentralization process. Against this backdrop, the Philippine NGO community offers a fertile learning process that Asian NGOs are eager to witness.

A more controversial bill enacted during the Aquino administration was the Comprehensive Agrarian Reform Program (CARP) that created factionalism among the Philippine NGO community. Cause-oriented groups, some "left of center," and developmental NGOs termed "rightists" petitioned for and against the CARP. The hidden agenda, according to "left of center NGOs," was that the "rightist NGOs" belonged to the upper class of Philippine society who controlled large landholdings in the Philippine archipelago. Peoples' organizations, specifically the Federation of Free Farmers or the "Kilusang Magbubukid Ng Pilipinas" rallied in support of the cause oriented/advocacy NGO groups, further polarizing the Philippine NGO community.

The population/family planning issue between the present Ramos government and the influential Catholic Church has further divided the Philippine NGO community. Whether the population program will promote artificial methods of contraception or promote the natural methods which the Catholic Church supports to the letter raises the legal question of separation of powers between the Church and State mandated in the New Freedom Constitution of the Philippines.

When Cory was asked to comment on her "stand on this controversy," she declined to comment publicly. The NGO community present during the Cebu forum had mixed opinions - first, that Citizen Cory, being non-committal, handled the population issue well; and second, Citizen Cory, a devout Roman Catholic, still supports the stand of the Church. Undoubtedly, "rocking the boat" within the NGO community would have triggered more factionalism.

In response to Citizen Cory's message and comments, Ms. Ila Dave (India) asked the former President whether "Cory supported the NGO movement as part of her administration's political agenda or the so called politisization of the Philippine NGO community?"

Citizen Cory, perhaps unclear in her answer, stated that "democracy is empowerment of the people." Ms. Dave further queried whether "during the Aquino administration, the NGO community was asked to be instrumental in policy making?" Due to time constraints, there was no clear answer from Citizen Cory.

The overall assessment of Citizen Cory's declarations among the Asian participants was overwhelming. Points may include the following:

1. Perhaps, the continuing strength of Philippine women NGO leaders is enabled through Citizen Cory, who has served as a role model for Philippine women leadership considering her experience as a housewife.

2. Citizen Cory's declaration that she seeks no reelection in the near future and prefers to be an NGO leader substantiates Cory's desire and commitment to serve the people with less political compromise. NGO and

government objectives may have the same goals, but the means to reach these goals may differ.

3. Lastly, Ms. Ila Dave commented that the Catholic Church should not involve itself in family planning/population issues considering that the population growth rate in the Philippines (almost 2.6 per cent annually) is one of the highest in Southeast Asia.

## B. Gender and Political Participation

The Asian and Philippine women NGO leaders discussed the merits of participation in a democratic setting since all hail from countries that are democratic. Facilitated by Gretchen Bloom, WID/Gender Advisor/AID, the initial discussion focused on the definition of "democracy." Varied democracy definitions were mentioned as: rule of law; participation through an electoral process; free discussion of opinions; free, fair and meaningful elections; governance; government accountability; and human rights.

Though perceptions varied as to what are "concrete" indicators to measure democracy, one insight which the group agreed upon is that "democracy is not only political development, but working for economic opportunities of both men and women."

Mr. Richard Whitaker, AID/Washington, who actively joined the discussion, stated that, "democracy does not guarantee economic development; it allows a mandate even when there is economic disparity."

The above declaration provided the right entry point in the analysis of gender considerations as a prerequisite for participation. The group, the majority of whom were women, listed eleven (11) points as constraints to women's participation. These are: lack of financial resources; lack of education; family responsibility; fear of rejection; lack of a power base; conservative culture; traditional, religious and cultural values; poor health; lack of basic services; fear of physical violence; and no legacy of power.

On the other hand, male constraints to participation included the exclusion of men from the "old boy's network."<sup>1</sup>

The group listed six solutions to overcome gender constraints in participation including: literacy training; empowerment; socio-economic empowerment; development education (an input from Bangladesh); legal literacy; and gender human rights literacy.

This session was effective in linking the democratization process with the economic goals of development while highlighting the realization that gender analysis further shows the inequality between men and women.

It was pointed out by Ms. Bloom that, even in First World countries, this disparity exists. Ms. Ila Dave from India revealed that in her country, thirty three per cent (33 %) of women must be elected in the Indian Parliament. Philippine women NGO leaders responded that the Philippine Local Government Code mandates the inclusion of women in village, municipal, city

and regional development councils. Further amplifying the "Women in Development Bill" and the Philippine Development Plan for Women, written by the National Commission for the Role of Filipino Women, the Philippine NGO participants reassured the group that legal mandates are in place in the Philippines.

The discussions were valuable inputs to devise gender mechanisms to translate mandates into action plans in each participant's respective country. Ms. Vani Dulaki of Fiji agreed that, even with Constitutional or Congressional provisions to support women's concerns, Asian (including the Philippines) women NGO leaders still have to pursue their cause by including gender sensitivity in project design and implementation.

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1 Obviously, the inputs to constraints for male participation were limited due to the absence of male NGO leaders in the group. Further thought to their participation is recommended for a future workshop.

### C. From WID to GAD ?

This session was facilitated by the GENESYS team that gave a historical perspective of the transition of the women's movement from feminism to WID (Women in Development) and, presently, to GAD (Gender and Development). It was stated by the GENESYS team leader, Mr. Donald Spears, that the objectives of GAD are to attain equity, efficiency (to include economical), empowerment and ecological. These objectives are causal effects of the WID project ideology that focus on women in development programs since women contribute half of the productive resources worldwide. Thus, women in the WID concept are integrated in the development process through specific strategies such as: women-targeted projects; women projects as primary components in project design; increasing women's productivity; increasing women's income; and increasing women's ability to look after the household.<sup>2</sup>

Mr. Spears added that gender considerations are important in three areas: (1) baseline data; (2) implementation; and (3) impact measurement for beneficiaries/participants.

The response from the Asian and Philippine women NGO participants raised salient points/concerns enumerated as:

1. Determining whether the present stage of their respective programs have graduated into the GAD concept. A valuable input given by Ms. Myrna Lim, Executive Director of the Notre Dame Foundation of Charitable Activities in Cotabato, Philippines, defined her concept of GAD as "the development of a human person, irrespective of gender." If her definition is followed, then determining "at what stage" her projects are approaching the GAD approach, she argued, "is the need to have both quantitative and qualitative indicators" to evaluate the impacts, if any, of her present WID projects."

2. Another input given by Ms. Ila Dave is that she envisions GAD as an

integration of men and women into the development process emanating from the grassroots.

3. Ms. Rokeya Kabir of Bangladesh added that, with either GAD or WID, class stratification still exists because class structures are inherent not only between men and women but among women themselves. Religion and socio-cultural norms may be a hindrance to the GAD concept. She added that NGO work in Bangladesh has been transformed from relief services to health, nutrition and livelihood activities. It is only recently that Bangladesh NGOs are partaking in the total social development process, like what she witnessed in the Philippine setting.

4. Philippine women NGO leaders admitted that the concept of GAD is new. In fact, there is no existing program design, including the Philippine Business for Social Progress (PBSP), considered the front runner in the Philippine NGO community, that highlights a gender framework.

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2 "Two Halves Make a Whole, Balancing Gender Relations In Development," Canadian Council for International Cooperation, Ottawa, Canada, 1991.

#### **D. Gender Sensitive Tools**

In response to gender sensitivity, the discussion and dissemination of ECOGEN with Participatory Rural Appraisal tools was highlighted with a methodology called PRAGEN. Twelve tools were presented, including: Gender Village Map, Village Transect, Time Line, Gender Resource Mapping, Ranking Problems, Ranking Options and the Gender Resource Management Action Plan.

A simulation exercise was conducted among Asian and Philippine NGOs, and donor agencies (USAID, Ford and Asia Foundations) completed the team. Role playing through stereotype behavior of actors/actresses included the chief, an NGO representative, the women and men participants, and local government agencies.

Several points, to include strengths and weaknesses of the exercise, are the following:

1. Participation without an organized methodology causes chaos.
2. Stereotype behavior patterns in any community setting (whether in the Philippines, India, Fiji or Bangladesh) are similar. The participants' familiarity with stereotype roles that they were tasked to undertake prove this.
3. Gender sensitive analysis and evaluation is necessary after the exercise.
4. Translating gender tools in a conference environment can stimulate theoretical discussions; but there is a greater need to pilot tools in a real

community setting (whether in India, Fiji or Bangladesh) to understand fully the dynamics of cross cultural gender sensitivity.

#### E. Analysis and Recommendations

There are marked differences in perception on the GAD approach to include varying opinions in the Philippines. GAD should not be interpreted as a consequence to WID graduated processes or WID projects. Rather, it should be seen as an approach to development as Asia and the Pacific countries enter the 21st century.

To further relate GAD development in a forthcoming AID-sponsored workshop, it is recommended that Objectives 3 and 4 of the currently concluded Asian Women NGO workshop concentrate on these objectives.

Objective 3 - Define Building Skills in Gender Analysis

Objective 4 - Define What Gender Management Is

It is recommended that a Gender Sector Workshop Model with a specific sector/s (as Gender and Environment, Gender and Population, Gender and Micro Enterprise Livelihood) be organized to achieve Objectives 3 and 4. Suggested mechanics are:

- a. Invite at least twenty (20) NGO participants - men and women from Asia and the Pacific.
- b. Determine selection criteria based on their fields of specialization -- environment, health, population, micro enterprise, livelihood, institution building, and advocacy groups -- that can be further subdivided into empowerment, human rights, or the democratization process.
- c. With 4-5 members per group, initiate an agenda based on specific sectors, requesting all participants to gather materials from their respective countries and possibly network before the workshop.
- d. Allow a 20- 30 minute presentation per sector at a general forum.
- e. Prepare sectoral papers as a result of the presentations, including comments/responses from the general forum.
- f. Each sectoral group during the workshop defines its respective gender framework to include selection of tools, if any, and/or strategies to achieve objectives through a pilot exercise in the field.
- g. Linking with an indigenous NGO of the host country (not necessarily the Philippines), a one week exercise would be conducted in field community to test gender framework, tools and evaluate field exercise.
- h. An analytical framework in response to f (see above) will be presented to the general forum.

- i. Other concerns should include the active participation of Asian men in the Gender Workshop Model and the inclusion of a host country NGO in the Gender Sector Field Study due to language proficiency.

## F. Conclusion

Note that the above recommendation/analysis was conceived with the inputs of Philippine and Asian women NGO participants. A more detailed proposal to contain the rationale, mechanics and objectives may be submitted to the USAID Asia Bureau for their perusal.

Finally, the inputs of the three Asian participants underscore their interest in pursuing a future Gender Activity since:

(1) There is a growing need to form a GAD Asian Pacific network with a pool of gender development specialists from the region. (Note that this was suggested by Ms. Vani Dulaki of the Fiji Women's Rights Movement.)

(2) There is a growing transformation of Bangladesh NGO work from relief to rehabilitation, ranging from health and nutrition to micro enterprise training. Ms. Rokeya Kabir, Executive Director of the Bangladesh Nari Progati Sangha, sees this as a positive indicator in NGO programs since they are ready to pursue the GAD approach to development.

(3) The integration of men and women through the GAD approach strengthens the family as a nuclear unit. Ms. Ila Dave, a prominent Indian NGO leader, calls this the "holistic approach to development."

## H. Impacts

The Asian Women NGO Leaders' Workshop, with the participation of Philippine women NGO leaders, has aroused not only curiosity but a commitment to include gender sensitivity in project design and implementation. Twelve (12) Philippine NGO projects (possibly to be co-funded by USAID Manila) have expressed interest in learning the conduct of the PRAGEN methodology. These are:

1. The Evelio Javier Foundation for its Guimaras Project, Philippines.
2. The Evelio Javier Foundation for its Romblon Project, Philippines.
3. Save The Children for its Concordia, Iloilo Project, Philippines.
4. Save The Children for its New Valencia Project, Philippines.
5. Save The Children for its Olongapo Women's Project, Philippines.
6. Jaime Ongpin Foundation for its Mount Pinatubo Project, Philippines.
7. Jaime Ongpin Foundation for its Dalinoc Mining Project, Philippines.
8. Jerry Roxas Foundation for its Capiz Project, Philippines.
9. Peoples' Development Foundation for its Zamboanga Project, Philippines.
10. Amanat Foundation for its Sulu, Mindanao Project, Philippines.
11. The Notre Dame Foundation for its Cotabato Project, Philippines.
12. The Philippine Department of Health for its Population Project.

Attachments

Annex A

Annex B

Annex A and Annex B are enclosures of the Engendering Resource Management Project (ERM) in Itogon and the concept paper for the Itogon Integrated Agroforestation and Water Development Project (IAWD). A final publication (funded by USAID Manila) will be available before the end of 1993. A 10-minute video is available which was presented in the "Gender and Environment Panel" during the AWID Conference Oct. 21, 1993.

**THE GENDER DIMENSIONS OF DEVELOPMENT**

**PVO/ECD ANNUAL MEETING  
Cebu, Philippines**

**September 19, 1993**

**AGENDA**

- 
- 8:00 AM Key Concepts
- Outcomes when Gender Issues are Considered
  - Possible Outcomes when Gender is not Taken into Account
  - Points in the Development Process for Focussing on Gender
- 8:45 AM Gender and PVOs
- Types of Gender Analysis Used Successfully in the PVOs
  - Review of the Contextual Matrix for Gender Analysis and the Gender Information Framework
- 9:15 AM A Case Study Practicum for Small Groups Using Gender Analysis Tools
- 10:15 AM Coffee Break
- 10:30 AM Brief Reports from Small Groups
- 11:15 AM Review of Other Gender Analysis Tools
- 11:45 AM Guided Action Planning Activity
- 12:00 PM Summary and Closure
-

## FANLONGI CASE STUDY

### Background

YOU ARE A SMALL GROUP OF LEADERS WHO MAKE UP THE CORE STAFF OF THE GAMALA FOUNDATION. GAMALA IS A WELL ESTABLISHED NGO WITH A REPUTATION FOR PROVIDING MUCH NEEDED ASSISTANCE IN MICRO-ENTERPRISE DEVELOPMENT AND SUPPORTING EXPANSION OF BASIC FOOD CROP PRODUCTION. TRADITIONALLY YOU HAVE WORKED IN SOME OF THE MOST REMOTE AND NEGLECTED BARANGAYS IN THE PHILIPPINES. YOU HAVE BEEN ESPECIALLY RESPONSIVE IN AREAS WHICH HAVE EXPERIENCED NATURAL CATASTROPHES, SUCH AS EARTHQUAKES, FIRES AND FLOODS.

THE PRIMARY METHODS WHICH ACCOUNT FOR GAMALA'S SUCCESS INCLUDE CLOSE COORDINATION WITH BARANGAY LEADERS AND RESPECT FOR TRADITIONAL PROCEDURES. YOU ALSO TAKE PRIDE IN THE METHODS YOU USE IN CLIENT SELECTION, TRAINING, PROVIDING TECHNICAL ASSISTANCE AND MONITORING ACTIVITIES. YOU ARE CONSISTENTLY RECOGNIZED AS WELL ABOVE AVERAGE IN THE NGO COMMUNITY FOR YOUR ABILITY TO MANAGE FUNDS AND PROVIDE CLEAR AND ACCURATE DOCUMENTATION OF THE FOUNDATION'S PROJECT ACTIVITIES.

CURRENTLY YOU ARE PREPARING A PROPOSAL TO PROVIDE SUPPORT FOR A GROUP OF DISPLACED FAMILIES WHO HAVE RESETTLED OVER THE PAST TWO YEARS ON THE ISLAND OF MENDORA. THIS PROJECT WILL BE CARRIED OUT IN AND AROUND THE BARANGAY OF FANLONGI.

### Fanlongi

FANLONGI IS A VILLAGE OF 2400 INHABITANTS SITUATED IN A VERDANT VALLEY SOME 7 KILOMETERS FROM A SMALL FISHING PORT. IT IS 35 KILOMETERS AWAY FROM THE NEAREST URBAN CENTER WHICH MUST BE REACHED OVER POORLY MAINTAINED ROADS. SINCE THE ERUPTION OF MT. PINATUBO, THERE HAS BEEN A REMARKABLE INFLUX OF RURAL PEOPLE TO THE FANLONGI AREA DUE TO A LIMITED GOVERNMENT RESETTLEMENT PROGRAM STARTED THERE ALMOST TWO YEARS AGO. DURING THAT TIME THE POPULATION IN THE AREA HAS TRIPLED AND NEW SETTLERS CONTINUE TO TRICKLE INTO THE AREA TO LIVE NEAR RELATIVES.

A RECENT SURVEY, CONDUCTED BY AN INTERNATIONAL RELIEF ORGANIZATION, REVEALS THAT UNEMPLOYMENT AMONG ADULT MALES IN THE AREA IS JUST OVER 20% AND UNDEREMPLOYMENT IS APPROACHING 50% FOR MEN. THE SAME SOURCE SHOWS THAT ONLY 38% OF THE FEMALES OVER THE AGE OF 16 HAD AN INCOME OF 1500 PESOS PER MONTH OR MORE. FEMALES ACCOUNT FOR 62% OF THE POPULATION OF THIS AREA DUE TO MALE MIGRATION TO MORE PROMISING WORK CENTERS BOTH IN THE PHILIPPINES AND OUTSIDE THE COUNTRY. 43% OF THE INHABITANTS OF FANLONGI ARE UNDER THE AGE OF 12.

HOUSING THROUGHOUT THE AREA IS RUDIMENTARY EVEN THOUGH MOST OF THE RESETTLEMENT PLOTS ARE 1/2 HECTARE IN SIZE AND ARE SUITABLE FOR PERMANENT HOME SITES. THE AREA HAS HAD PROBLEMS WITH A HIGH INCIDENCE OF WATERBORNE DISEASES AS WELL AS INCREASING OCCURRENCES OF DISEASES WHICH EVOLVE FROM BASIC MALNUTRITION.

MEN IN THE AREA TYPICALLY DERIVE THEIR INCOME FROM SMALL CASH CROPS, RAISING AND TRADING SMALL LIVESTOCK AND THROUGH MARGINAL RETAIL OPERATIONS. A FEW MEN FIND SEASONAL EMPLOYMENT IN FISHING AND FISH PROCESSING ACTIVITIES. RECENTLY SOME 15% OF THE MALES HAVE BEEN WORKING IN THE GOVERNMENT RESETTLEMENT PROGRAM AS LABORERS FOR OPERATIONS SUCH AS ROAD CONSTRUCTION, DEEP WELL DIGGING AND SCHOOL CONSTRUCTION. A FEW JOBS HAVE BECOME AVAILABLE IN PRIVATE HOME CONSTRUCTION, ALTHOUGH MOST FAMILIES RELY ON THE DONATED LABOR OF FAMILY AND FRIENDS FOR HOME IMPROVEMENT WORK.

FEMALES ARE MOST OFTEN INVOLVED IN IN-THE-HOME WITH ACTIVITIES WHICH PRODUCE LITTLE CASH. WOMEN OFTEN SELL PREPARED FOOD PRODUCTS AND ON A SEASONAL BASIS MARKET ANY EXCESS VEGETABLES AND FRUITS PRODUCED IN THEIR HOME GARDENS. POULTRY IS ALSO SOLD OCCASIONALLY IN THE LOCAL MARKET BUT THIS IS USUALLY DONE TO PRODUCE CASH TO DEAL WITH AN EMERGENCY. SALARIED WOMEN STAFF SOME OF THE LOCAL ASSISTANCE OFFICES BUT THE MAJORITY OF WOMEN WHO WORK OUTSIDE THE HOME HAVE SMALL MARKET STALLS.

MOST OF THE RESETTLED FAMILIES WHO HAVE RESETTLED IN FANLONGI SPOKE ZAMBAL IN THE AREA WHERE THEY LIVED BEFORE THE ERUPTION. SINCE TAGALOG IS THE PRIMARY LANGUAGE SPOKEN THROUGHOUT MENDORA. MANY PEOPLE HAVE FOUND IT DIFFICULT TO MOVE COMFORTABLY IN THE LARGER COMMUNITY. THE RESENTMENT THEY FACE AS NEWCOMERS SEEMS TO BE INCREASINGLY EXPRESSED THROUGH ACTS OF VIOLENCE.

THE PROPOSAL THAT YOU ARE DEVELOPING AT GAMALA FOUNDATION IS EXPECTED TO PROVIDE SUPPORT FOR UP TO THREE HUNDRED INDIVIDUALS IN ESTABLISHING MICRO ENTERPRISES AND LIVELIHOOD ACTIVITIES. THE PROJECT IS EXPECTED TO BE COMPLETED OVER AN 18 MONTH PERIOD AND WILL INCLUDE SKILLS TRAINING AND NON-COLLATERALIZED LENDING.

#### Profile of a Typical Client Family in the Fanlongi Project

THE REYES FAMILY CAME TO FANLONGI A LITTLE MORE THAN A YEAR AGO AS A RELATIVELY INTACT FAMILY. PACO REYES, 58, AND HIS WIFE MARISSA, 54, WERE RESETTLED ALONG WITH FOUR OF THEIR SIX CHILDREN. THEIR TWO OLDEST DAUGHTERS, ANGIE AND DINAH, HAD SETTLED IN MANILA BEFORE THE ERUPTION OF MT. PINATUBO.

THEIR OLDEST SON, ANDY, 29, CAME WITH HIS WIFE, CARMEN, 31, AND THEIR TWO CHILDREN. THEIR SON IS 12 AND THEIR DAUGHTER IS 9. ANDY AND CARMEN RECEIVED A RESETTLEMENT SITE A FEW HUNDRED METERS AWAY FROM HIS PARENTS AND JUST NEXT TO THE SITE RECEIVED BY HIS SISTER, GRACE, AND HER HUSBAND.

GRACE LIVES IN HER SMALL HOUSE AS A SINGLE PARENT TO HER THREE DAUGHTERS SINCE HER HUSBAND, RUDY, LEFT FOR A JOB IN SAUDI ARABIA A COUPLE OF MONTHS AFTER THEY MOVE TO FANLONGI. GRACE IS 27 YEARS OLD AND HER DAUGHTERS RANGE IN AGE FROM 2 TO 7. THE LAST TWO CHILDREN OF PACO AND MARISSA REYES ARE OLGA, 19, AND JEFF, 16.

PACO WORKED MOST OF HIS LIFE AS A RICE FARMER BEFORE LAHAR FROM THE ERUPTION DESTROYED ALL THAT THE FAMILY OWNED. NOW THAT HE IS IN FANLONGI, HE HAS INVOLVED HIMSELF IN VEGETABLE PRODUCTION AND HE DOES SOME TRADING OF SHEEP, GOATS AND PIGS. HE DOES NOT MAINTAIN HIS OWN BREED STOCK DUE TO SPACE LIMITATIONS. HE SIMPLY MANAGED TO USE SOME OF THE MONEY SENT TO HIM BY HIS DAUGHTERS IN MANILA TO BACK A SMALL, SHORT-TERM, LIVESTOCK SPECULATION OPERATION.

MARISSA HAS BEEN UNABLE TO HELP IN EITHER THE VEGETABLE PRODUCTION OR LIVESTOCK OPERATIONS DUE TO A WORSENING RESPIRATORY AILMENT WHICH KEEPS HER IN BED MOST OF THE TIME. THEIR DAUGHTERS, GRACE AND OLGA, HAVE SHARED IN PROVIDING THE CONSTANT CARE THAT THEIR MOTHER HAS COME TO REQUIRE. NO ONE IN THE FAMILY HAS ENOUGH EXTRA CASH TO PROVIDE MRS. REYES WITH MORE THAN THE MINIMAL MEDICAL ATTENTION AVAILABLE LOCALLY.

GRACE AND HER FAMILY SEEM TO HAVE HAD THE ROUGHEST TIME OF ALL IN MAKING ENDS MEET SINCE THE REMITTANCES FROM HER HUSBAND STOPPED SOME SIX MONTHS AGO. SHE NOTICED THAT HIS LETTERS BECAME PROGRESSIVELY SHORTER AND LESS FREQUENT AND FEARS THAT HE HAS ABANDONED HIS INTENTION OF EVER RETURNING. UNFORTUNATELY SHE IS STILL BEING HELD ACCOUNTABLE FOR A FIVE THOUSAND PESO DEBT THAT HER HUSBAND OWES TO THE MAN WHO ARRANGED THE JOB FOR HIM IN SAUDI ARABIA. GRACE WORKS LONG HOURS TO PRODUCE SWEETS AND OTHER SNACK FOODS WHICH HER NEPHEW HELPS HER TO SELL IN THE LOCAL MARKET. THE MARKET FOR THESE PRODUCTS SEEMS TO BE DIMINISHING AND JEFF COMPLAINS THAT HE WANTS TO FIND "REAL WORK" AND MAKE HIS OWN MONEY.

OLGA MANAGED TO FIND A JOB RECENTLY IN A LOCAL BEER GARDEN AS A WAITRESS. SHE HAS NOT BEEN HAPPY WITH THE JOB BECAUSE OF THE ROUGH ATMOSPHERE AND LATE HOURS BUT IT PAYS CONSIDERABLY BETTER THAN WHAT SHE EARNED IN HER EFFORTS TO PRODUCE AND SELL HANDICRAFTS. SHE MISSES THE OPPORTUNITY TO BE CREATIVE AND THE PRAISE SHE RECEIVED FROM THOSE WHO ADMIRER HER FINE WORK. STILL SHE FEELS SHE MUST STICK WITH HER WAITRESS WORK IN ORDER TO BE OFF DURING THE DAY TO BE WITH HER MOTHER WHILE OTHER FAMILY MEMBERS ARE AWAY.

ANDY WORKED FOR A SHORT TIME A FEW MONTHS AGO AS A FISHERMAN DURING THE HIGH SEASON AND, SINCE THAT TIME, HAS GOTTEN OCCASIONAL COMPENSATION FOR THE CARPENTRY WORK WHICH HE HAS PROVIDED FOR

## TASK

1. LIST A FEW OF THE RISKS AND NEEDS WHICH THIS FAMILY MUST CONFRONT.

ARE THE NEEDS AND RISKS FACED BY THE MALES DIFFERENT FROM THOSE FACING THE FEMALES?

2. LIST UP TO FIVE GENDER RELATED CONSTRAINTS AND OPPORTUNITIES FOUND IN THIS SITUATION.

3. LIST ANY SUGGESTIONS YOUR GROUP HAS FOR ASSURING THAT THIS NGO RESPONDS IN A GENDER-SENSITIVE MANNER TO THESE CONSTRAINTS AND OPPORTUNITIES.

**USAID MANILA GENDER TRAINING NEEDS ASSESSMENT**

**SEPTEMBER 21 - 25, 1993**

**DONALD E. SPEARS**

**Trainer, GENESYS Project**

(Revised 10/13/93 by Gretchen Bloom)

In 1992 Gretchen Bloom visited the USAID Mission in the Philippines at the request of Cho Roco, the then-WID Officer. In her report, she noted that the Mission staff, by and large, considered that WID and gender-based strategies were perceived to be less relevant in the Philippines than in many other countries in Asia and the Pacific. Nonetheless, her report noted, gender-based issues posed some constraints to effective development in certain areas and the alleviation of these constraints offered opportunities for an improved and more sustainable development impact.

In 1993 the Mission prepared a new strategy under new leadership and in response to new USAID priorities. Inadvertently, the strategy document made no substantial reference to gender differences in its expected impact. Upon recognition of this lacuna, the Mission requested a workshop on gender tools and techniques, to be conducted in conjunction with the second phase of the PRISM exercise.

During this week-long needs assessment, Ina Verzosa, USAID-Manila WID Officer, and I worked closely with more than forty employees of the Mission as well as a few contractors and NGO representatives to refine the plans for a series of gender training events which have been tentatively scheduled for early 1994, between January and March. Gretchen Bloom, Asia Bureau WID Coordinator, participated as well in these deliberations. The outcome of this collaborative effort is reflected in the ensuing workshop design.

Each discussion session, typically including three or four USAID staff members and/or colleagues as interviewees and lasting approximately one hour, began with a brief explanation of the purpose of the meeting which included a description of the training options under consideration. Interviewees were asked about any previous related training experience and any day-to-day experience they might have had in dealing with gender issues in their work. We explored their expectations with regard to content and training methodologies. We also asked for suggestions about the composition of training groups, venue and timing of the training. Interviewees were asked about expectations and the areas that needed to be emphasized in the training as well as about what should be left out.

We used the opportunity of the needs assessment to give information about the gender training and how it is distinct from, yet related to, EEO training, sexual harassment training and the feminist movement. This training was also presented as a part of a larger gender awareness process which was well underway within AID and the Mission, which one would expect to be expanded and continued beyond these events.

## FINDINGS

Among the people we spoke with, as many as five of them had participated in previous gender training sessions either while assigned at other Missions or as representatives from the Philippines in the Bangladesh training. A few people mentioned that they had worked directly with gender specialists in developing project designs and had learned a great deal from that type of experience. Some stated that they felt pressured by Washington to strain to find gender issues where there were none; yet, they remained open to learning more about gender analysis.

Roughly 85% of the people we spoke with had little or no direct experience in gender training or in attending to gender specific documentation of their development activities. However, almost all were aware that gender is an important concern throughout AID operations. Many people referred to the extensive involvement of women in the Philippines in government and non-government organizations as evidence that "the Philippines has no real gender problem." Others conceded that even though the situation for women in the Philippines is considerably better than circumstances found in many neighboring countries, there is probably some value in trying to better understand the culturally assigned roles for men and women as we carry out development activities.

In the course of our discussions we found two major concerns to surface repeatedly. The first had to do with the timing and duration of the training. Most people want to be sure that the training will not greatly interfere with their workload which was consistently assessed to be heavy and persistent. In general there was substantial interest in attending such a workshop if it does not coincide with any other high priority demand on their time. Some senior level officials said that even though they were very interested in the training they could not see how they would be able to devote more than three or four hours to participating in it.

The second concern that was frequently mentioned was the desire that the training not be "too touchy feely" or that it should not be an exercise in male bashing. In general it was easy to reassure the interviewees that this would not be the approach used in the training.

We asked the people we talked to about their expectations of the training and if they had an interest in seeing any specific aspects of the development process emphasized in relationship to gender. There seemed to be some interest in all areas with stronger concern toward the front end of the process. They would like to see some good examples of gender disaggregated baseline data with guidelines on how to access it. They seemed most interested in learning how to incorporate conclusions derived from gender-related baseline data into the project design. There was also a wish to have an example of a gender-sensitive monitoring and reporting plan.

Those sections of the Mission which expect to have fewer new projects coming on line, such as the Private Enterprise Support Office, wanted to be instructed in gender troubleshooting or retrofitting their projects for gender sensitivity. There was also specific interest in seeing scopes of work which included gender-related deliverables and well developed gender analysis language in socio-economic impact statements of projects.

During our discussions it became clear that non-Philippine examples would be very limited in their usefulness since most people agree that the roles of men and women in this society are unlike those in other parts of Asia and the world. In fact, it seems that for some people Philippine progressiveness in the area of gender relations must be affirmed by the outsider before that "gender expert" will be taken seriously. This creates a bit of a sticky area since we have no more business being gender beauty-contest judges than we do being gender-sensitivity police.

The preferred methodology for the workshop seems to be highly interactive exercises such as case studies and simulations carried out by small groups. The people we talked to were forthcoming and articulate using easily understood verbal and non-verbal responses. I would assess the culture in and around the Mission to be predominantly extroverted to the extent that one might expect group discussions to be lively, yet manageable.

There seemed to be a general consensus that training should be provided for USDH's, FSN technical staff and a few selected counterparts, grantees and contractors. Selection of the latter should be limited to those who have the greatest involvement and influence on the implementation of the Mission's development activities.

The interviewees were asked to suggest names of local resource people who might be asked to present their views on gender issues which relate to the development sector under discussion. Several names were given and are listed in priority order in Annex B of this paper. Likewise, materials for case studies and developing exercises were identified; they are also described in Annex B.

## RECOMMENDATIONS

This set of training activities should consist of three distinct and related events. The total number of people to be trained should be about 80. All three events should take place within a period of 8-10 work days. Descriptions of these workshops are as follows:

1. A half-day workshop should be offered for senior managers and selected counterparts. The office of the director should invite and encourage the participation of 2-3 senior officers from each technical and staff office. Perhaps as many as 5 should be invited from larger offices such as ONRAD. These same officers should be encouraged to consider attending one of the longer workshops if they can make time in their schedules. Additionally, a few key counterpart individuals should be invited to this workshop if they are in a position to promote greater consideration of gender issues in the implementation of USAID sponsored activities. The total number of participants for this workshop should not exceed 25.

2. A two-day workshop should be held for project officers, project managers and key counterparts, contractors and grantees associated with the Office of Natural Resources, Agriculture and Decentralization (ONRAD), the Office of Voluntary Cooperation(OVC), and the Office of Population, Health and Nutrition(OPHN). The total number of participants for this workshop should not exceed 30. Training slots for this

workshop should be allocated as follows; ONRAD - 12, OVC - 10, and OPHN - 8. Some adjustment may be made to these numbers to include officers from the Program Office and PDIS to train with the people who implement the projects they backstop.

3. A workshop similar in content and methodology to Workshop #2 should be given over three consecutive mornings containing a minimum of 4 training hours each. Participants should include officers and project managers from the Private Enterprise Support Office(PESO) and the Capital Projects Office(CPO). Additionally, officers from the Office of Program Economics and other staff offices who wish to attend a longer workshop should be included. Key counterparts and grantees may be less appropriate for inclusion in this workshop, yet some may be identified and invited to attend. If all the training slots for this workshop are not filled by those already mentioned, then other interested individuals from the Decentralization Division and the Office of Voluntary Cooperation should be invited to attend. The total number of participants should be 25-30.

### Workshop Venues

It was generally agreed that Workshops #1 and #3 should be held at the Century Park Hotel which is located only a couple of blocks from the Mission. It is considered far enough away to keep people from going back to the office during the training, yet close enough to allow participants to return to the Mission for the other half of the work day. The option of using the room just downstairs or across the street was seen as creating too much temptation to run in and out of the training.

The best site for Workshop #2, to be held on two consecutive days, was seen as some hotel in Makati to be specified as soon as the dates for each training are determined. Participants would not be provided per diem and would not be expected to stay overnight in the hotel. It is expected that snacks at breaks and lunch on both days would be provided by the Mission.

### Content of Workshops

Workshop #1 will serve to clarify the basic terms and concepts used to integrate gender analysis throughout the Mission's development activities. During these three and one-half hours specific critical points should be identified for examining and documenting gender differences throughout the Mission's portfolio. Simple procedures for indicating the extent to which gender issues were looked at, regardless of the significance of the differences found, should be given. The notebook should contain reference material written in executive summary form covering the following:

- guidelines for collecting gender disaggregated baseline data;
- focal points in the project design for reviewing gender sensitivity;
- examples of gender sensitive monitoring and reporting plans;
- examples of scopes of work for evaluation teams which call for gender disaggregated data; and
- a sample of a well done socio-economic study which thoroughly addresses specific

gender issues.

The major exercise for this workshop should be one which allows for specific gender issues to be examined to determine why specific gender-related outcomes do not match those anticipated in the project design. The product of this exercise would be a list of adjustments in procedures or policies which might bring the project back in line with the desired outcomes.

The core content and general flow of the sessions in Workshops #2 and #3 should be similar. The differences between these two workshops will come in the use of examples, exercises and case studies. (Materials which will serve as the bases of these exercises and case studies have been collected and will be provided to GENESYS workshop designers along with this needs assessment.)

### Workshop Outlines

The following outline is recommended as the basis for both the 2-day and the 3-morning workshops.

#### Day 1

Session 1 - Welcome, Introductions, Reconciliation of Objectives, Clarification of Ground Rules and Notebook Overview.

Session 2 - Overview of Gender and Development, Historical Context, Relationship to Issues of Diversity, EEO, Sexual Harassment, Empowerment, Inclusion and Participation.

Session 3 - A Gender Perspective on Development Activities in the Philippines. (This should be delivered by a local resource person.)

Lunch

Session 4 - Tools for Developing Gender Disaggregated Baseline Data.

Session 5 - An Exercise in Generating Gender Disaggregated Data.

Review and Closure of Day 1.

#### Day 2

Session 6 - Incorporating Gender Issues into Project Design - This presentation would provide the foundation for a small group exercise which would start with a set of gender-related conclusions drawn out of a gender analysis of baseline data. Workgroups would be asked to insert these gender concerns at appropriate points into the project design outline.

Session 7 - Developing a Gender Sensitive Monitoring and Reporting Plan - Brief presentation followed by a short group exercise.

Lunch

Session 8 - Developing Gender Sensitive Scopes of Work - After reviewing examples of gender-sensitive socio-economic impact studies and project evaluations, the work groups would be asked to develop a scope of work for a contractor being asked to produce this kind of document (2 teams on each type of document).

Session 9 - Trouble Shooting on Gender Issues - A brief exercise, similar to that recommended for Workshop #1, would have groups examine an unexpected/undesired gender outcome in a project and recommend appropriate adjustments.

Session 10 - Action Planning for Incorporating Gender Considerations in Development Activities in USAID/Manila's Revised Strategy.

Review, Workshop Evaluation and Closure.

Workshop #3 would include all the sessions mentioned in this outline with the exception of Session 7. The first morning would cover Sessions 1-3, the second morning would cover Sessions 4-6, and the third morning would include Sessions 8-10. Since the base materials for Workshop #3 would be different from Workshop #2, the length of the exercises would also need to be adjusted to fit the schedule.

**ENGENDERING RESOURCE MANAGEMENT:  
A PRAGEN METHODOLOGY PILOT PROJECT FOR THE  
CORDILLERA CULTURAL COMMUNITY IN BAGUIO, THE PHILIPPINES**

Cristeta Ututalum, Consultant  
Gretchen Bloom, Gender/WID Advisor, USAID

**Introduction**

In October 1993, the residents of Baguio, the Philippines, participated in a gender-sensitive participatory rural appraisal (PRA) exercise in collaboration with the Jaime Ongpin Foundation, (a local NGO), the Benguet Corporation, the local government leaders, and USAID/Manila. Fifty-one individuals participated over the ten-day period, culminating in a Gender Resource Management Action Plan (GRMAP) and the Integrated Itogon Agroforestation and Water Development Project (IAWID).

The enabler, Cristeta Ututalum, used a combination of PRA processes and ECOGEN (Ecology Community and Gender) Project tools to facilitate the exercise. The NGO funded the PRAGEN intervention while USAID/Manila funded the publication to document the process and outcomes. The total cost of the activity was \$5,000, including consultant salary, per diem and travel costs, and document preparation.

**Background**

In September 1993, the USAID Asia Democracy Program (ADP) funded a gender analysis workshop for Asian Women NGO Leaders in conjunction with USAID/Manila's Annual PVO/NGO Conference for over 150 Filipino PVO/NGO leaders. At the same time, the training team conducted a half-day session with the larger conference on gender analysis tools, including the PRAGEN methodology.

One of the participants in both the small workshop and the larger conference was Susan Nano, Operations Manager of the Jaime V. Ongpin Foundation (JVO) in Itogon, Benguet Province. Susan recommended that a PRAGEN exercise be conducted in their targeted Cordillera Cultural Community (CCC) in the municipality of Itogon, Benguet Province. There is a growing recognition of the need to include the Cordillera Cultural Community's participation, as users and conservationists, in resource management. Such participation needs a gender sensitive methodology due to increasing poverty, biodiversity and population concerns that may affect men and women differently.

In response to the recommendation, Danila Galang, Assistant General Manager of the Benguet Antamok Gold Operation (Corporate Affiliate of JVO), and Bruno Ambida, Executive Director of JVO, approved the release of \$2,500 to implement the study. The USAID Mission then agreed to fund the publication.

The findings/data were presented initially at the AWID (Association for Women in Development) Conference (October 21-24, 1993, Washington DC) in collaboration with ECOGEN and subsequently to the USAID GENESYS (Gender in Economic and Social Systems) Project, the Asia Bureau, the World Bank and the UNDP, as well as at the PRA and Gender Workshop sponsored by IIED (International Institute for Environment and Development) in early December.

### Objectives

The objectives of the PRAGEN intervention were two:

1. To conduct a pilot gender-sensitive activity using PRA and ECOGEN tools in devising a Gender Resource Management Action Plan (GRMAP) while simultaneously testing the validity of the tools among the Cordillera Cultural Community; and
2. To document and publish, " Engendering Resource Management using the PRAGEN Methodology: A Pilot Project for the Cordillera Cultural Community (CCC) in Benguet Province Using Participatory Rural Appraisal (PRA) and ECOGEN tools. "

Gender-specific objectives included:

1. Incorporating the linkage of participation and gender analysis in all stages of the study, in the process serving "hands on training/implementation" activity for JVO, the GOP and members of the CCC;
2. Testing the effectiveness of PRA and ECOGEN tools in a Philippine grassroots cultural community to obtain gender disaggregated spatial and institutional data;
3. Identifying GRMAP accountability from the various stakeholders (JVO leaders, concerned GOP officials, Cordillera Community members) in ensuring the sustainability of the ensuing GRMAP; and
4. Strengthening the participation and gender sensitivity of JVO, GOP and CCC through collaborative partnerships.

### Methodology

The project methodology was divided into two phases: 1) 10 days of field activities in Itogon, Benguet Province; and 2) 5 days of document preparation.

The field Activity Plan in Itogon included four components:

1. Data collection (Spatial and Temporal Data);
2. Data Synthesis, Analysis and Ranking;
3. Action Planning; and
4. Daily Monitoring and Evaluation.

Several PRA/ECOGEN tools were used during the exercise. Selection of the tools was determined by several factors, including adaptability of the tools in the CCC setting acknowledging respect for customs and traditions, acceptability of the participation process by the ERM Team, and reactions to the tools in the daily evaluation.

In the final analysis, the tools used included the Village Map, the Village Transect, the Time Line, a Disaggregated Seasonal Activities Calendar, the Gender Resources Map, Problems/Opportunities Ranking, and a Gender Resource Mapping Action Plan. In addition, selected in-depth household interviews were conducted accompanied by participant observation.

### Outcomes

Through use of the exercises and resulting awareness-raising, the community in collaboration with the NGO, the local government, and the corporation, arrived at a Gender Resource Mapping Action Plan with an agroforestry development plan as the centerpiece for their future livelihoods as gold becomes less available, with the major constraint, water, identified, and a proposal written to seek assistance with the needs.

Women were fully engaged in the process of community problem identification and action planning. However, the analysis did not adequately indicate the actual roles that women will continue to play in the project and the positive and negative impacts on women with changed economic emphasis. This lacuna will be corrected in subsequent PRAGEN activities conducted in the Philippines.

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