

LEADING THE GENDER EQUALITY AGENDA IN THE PHILIPPINES

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GLOBAL GENDER GAP INDEX 2015




SOURCE: THE GLOBAL GENDER GAP REPORT 2015
NOTE: *2015 RANK OUT OF 145 COUNTRIES



A word cloud on a dark grey background. The words are in white, sans-serif font. The words include: 'inequalities', 'emerging', 'Gender', 'LGBT', 'sexual', 'ICT', 'migration', 'online', 'crisis_situations', 'disasters', 'internallydisplaced', 'refugees', 'exploitation', and 'cyber-bullying'. The words are arranged in a somewhat circular pattern, with 'Gender' at the top right, 'LGBT' in the center, and 'cyber-bullying' on the left.

*Gender equality work is
transformational...*

*...it aims to effect social
change...changing social norms,
mindsets, perspectives, standpoints
and attitudes.*

The bottom of the slide features a decorative graphic consisting of several overlapping triangles in various shades of purple, creating a modern, abstract design.

The pursuit of gender equality is complex and challenging...the substantive concerns of gender equality are wide...gender issues are interconnected and dynamic...the aim is to transform...



Philippine Commission on Women



*Making government work
for the promotion, protection and fulfillment
of women's human rights*



Ensure gender issues are visible in national, local, sectoral and multi-sectoral development policies, plans and programs

Advocacy, Technical Assistance towards gender-responsive interventions

GAD Focal Points, GAD Budget Policy, Sex-disaggregated data and gender statistics

Challenges to PCW

Small organization, big mandate

Gender equality is a controversial development concern/agenda

Support to PCW by gender advocates and allies not instantaneous or automatic

De facto outcomes hard to track



RA 9710

**MAGNA CARTA
OF WOMEN**

**IMPLEMENTING RULES
AND REGULATIONS**



**MCW is the national
policy translation of the
UN CEDAW**

*provided a definition of
discrimination in line with Article
1 of the Convention*



SIGNING OF THE MAGNA CARTA OF WOMEN

14 August 2009, Malacañan Palace



LAUNCH OF THE MCW IMPLEMENTING RULES AND REGULATIONS

A group of women are gathered in a hallway, possibly during a meeting or a presentation. One woman in the foreground is wearing a dark jacket and a pearl earring, looking towards the right. Another woman in the center is wearing a blue blazer and a necklace, holding a folder. A woman on the right is wearing a dark jacket and looking towards the center. The hallway has a dark ceiling with recessed lights.

Lobbying is a sustained, concerted action

Study and Action Core Group – NGOs,
CEDAW Experts, PCW

Crafting language
Lobbying strategies

Gimmicks, tactics

Roses

Buttons

Shawl



FORGING ALLIANCES AND NETWORKS WITH LEGISLATOR



**FORGING ALLIANCES AND NETWORKS WITH
LEGISLATIVE STAFF**

A woman with short dark hair and glasses, wearing a brown and black tiger-print jacket, is seated at a table and speaking into a microphone. She is gesturing with her right hand. In the background, several other people are seated, some looking towards the speaker. A nameplate with the Philips logo is visible on the table in front of her.

COMMITTEE HEARINGS




FORGING ALLIANCES AND NETWORKS



ADVOCACY RALLIES



A major challenge during the passage of the Magna Carta of Women was dealing with opposition to... reproductive rights, comprehensive sexuality education for adolescents and addressing post-abortion complications.

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**‘SEXUAL ORIENTATION’ IS
INCLUDED AS AMONG THE
BASES FOR NON-
DISCRIMINATION**

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**MAGNA CARTA
OF WOMEN**

**IMPLEMENTING RULES
AND REGULATIONS**

60-DAY SPECIAL LEAVE BENEFIT FOR WOMEN WHO UNDERGO SURGERY DUE TO GYNECOLOGICAL DISORDERS

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OF WOMEN**

**IMPLEMENTING RULES
AND REGULATIONS**

OUTLAWING EXPULSION AND NON-READMISSION OF STUDENTS AND FACULTY WHO GET PREGNANT OUTSIDE OF MARRIAGE

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**MAGNA CARTA
OF WOMEN**

**IMPLEMENTING RULES
AND REGULATIONS**

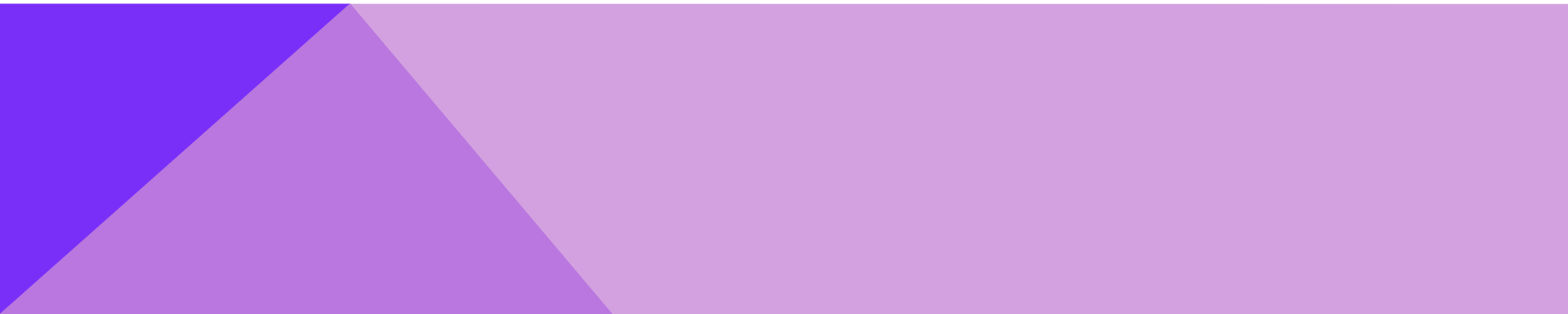
COMMISSION ON HUMAN RIGHTS AS GENDER OMBUD

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**MAGNA CARTA
OF WOMEN**

**IMPLEMENTING RULES
AND REGULATIONS**

My Personal Journey and Insights on Leadership



*It is important to **build alliances and networks and nurture sisterhood support groups...***




*...be self-reflexive...
acknowledge one's personal and
organizational limitations...*

*It helps to **keep an open mind**, to be **non-adversarial** or non-confrontational, to have **clear communication**...*



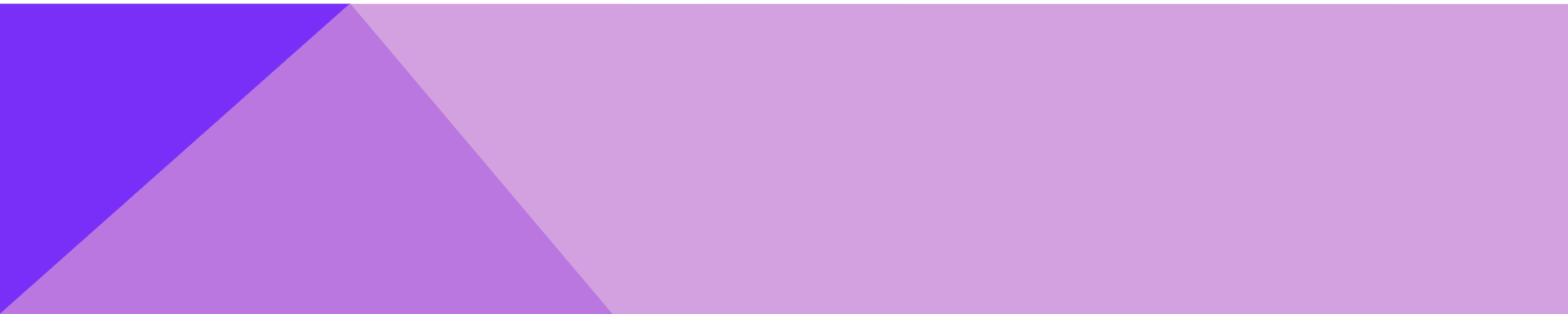
***Negotiate between and among
government and non-government key
players...identify **non-negotiables** and
negotiables... facilitate the
conversations and find common
ground.***

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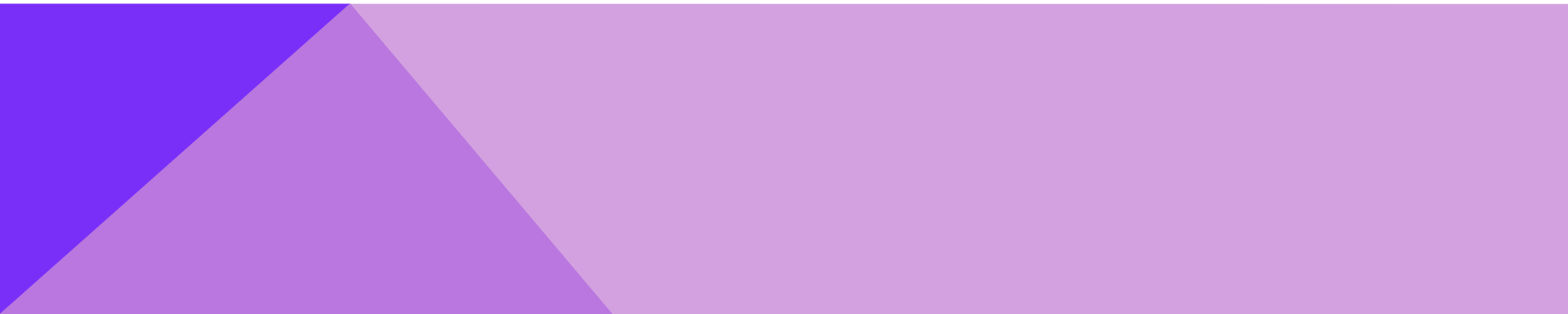
Be creative...think out-of-the-box



*Consult and
be participatory in processes*



*Embrace the idea of
transformation...have that big picture
of Social Transformation in mind...
be open to the idea of being
transformed yourself.*



“You can if you think you can!”

Dr Cecilia A Florencio
Professor Emerita
University of the Philippines



Thank you!

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