



The Gender Sensitivity Training is an initial effort to show how gender shapes the roles of women and men in society, including their role in development, and how it affects relations between them. It is given to those who have very little gender awareness or none at all. For people in government to appreciate GAD and eventually become its advocate, they first have to heighten their awareness of gender concerns and be willing to respond to gender issues.

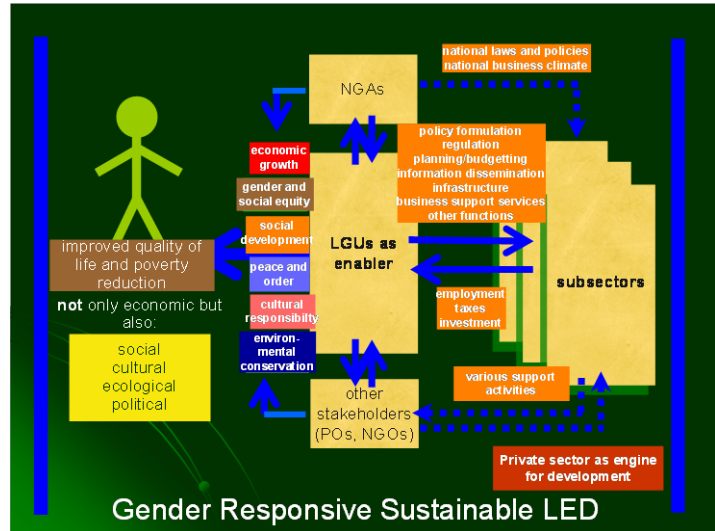
The activity started with the Hon. Nimfa Lloren asking the participants of who among them have attended a gender and sensitivity training (GST) and if anyone has an idea of what the “++” stands for. She also stated that for those who have attended the training, this would serve as a refresher course while for the “first-timers” it would be an important avenue for them to understand and appreciate the importance in undergoing the same training. She also hoped that the local officials would also attend the training.



Hon. Lloren also mentioned that the activity composed of the last batch of regular employees identified is sponsored by GREAT Women Project and the LGU of Jagna. She also asked if who among the participants have heard about the Project. In order to give a comprehensive overview, a PowerPoint Presentation was present by Hon. Lloren on what the Project is all about. Prior to the start of the sessions, questions from participants were entertained. One question raised is why

women are given more importance and priority than men. Hon. Lloren mentioned that this will be answered after the discussion after the sessions. However, Hon. Lloren mentioned that this was actually a good question as to why women are prioritized when men are also involved in the session.

After which is the presentation of Hon. Nimfa Lloren, the Municipal Technical Working Group of the Municipality of Jagna of the GREAT Women Project as to the background of the Gender Responsive Economic Actions for the Transformation of Women Project (GREAT Women Project). Although the partnership has started for a year, this is in order to give a background to the newly elected officials about the GREAT Women Project in the municipality. As



a background, she introduced the Philippine Commission on Women as the national machinery for the advancement of women, under the Office of the President, created in 1975 by PD 633 and that was recently revitalized by the Magna Carta of Women (RA 9710) which has a priority concerns on gender responsive governance, human rights and women's economic empowerment. She also discussed the Global Entrepreneurship Monitor (GEM) Philippine Report wherein the result showed that although the Philippines is ranked as the 2nd highest as to the number of entrepreneurially active females, businesses are not pursued because women tend to focus more on the family business and many are in their child bearing ages. Family time management is also cited as their biggest obstacle. Other factors include issues with the husband, gender discrimination, and health related concerns. Thus, to address these concerns, the GREAT Women Project supports LGUs in creating a local enabling environment for women micro-entrepreneurs through capacity development on gender mainstreaming, partnership building for sources of support for WMEs and institutional development.

Since women have different needs, the purpose of integration of WEE in the LGU plans is to ensure that in the process women are consulted in the formulation and actual planning process. The use of the sex-disaggregated data to surface the needs of the different segments of the population like women and children, young and old, urban and rural, etc. In the goals and objectives, women concerns should be reflected in the goals of and objectives of the plans and at the same time in the policies, programs, projects and services of the LGU. In terms of gender capacity, it also aimed to capacitate the LGU to plan and implement gender responsive PPS. Mechanisms for implementation and monitoring and resource allocation are also aimed to be determined in this integration. Highlighted in her discussion was the rationale behind the promotion of entrepreneurship and promotion of science and technology, education towards improvement in the status of women. The situation on the calamay industry of Jagna was also cited as an example by Hon. Lloren in the discussion particularly in looking into the current situation of this industry wherein women plays a vital role. In her discussion, she recommended the following: (1) the importance of levelling of

thinking and mindset, (2) partnership building wherein the LGU should look for partners that will provide with external assistance to gender related projects and activities in the LGU and (3) to achieve an enabling environment , it is important to help the informal sectors so that they will have an access and control over their resources and thus helping their families and not the notion that women are getting away with their responsibilities in their respective households.

Hon. Lloren also discussed some of the partners and focus of the Jagna-GREAT Women Project has. In the first three years, the main focus of the LGU is to strengthen the LGU through capacity building. She also made it clear that the GREAT Women Project will not provide financial assistance to women beneficiaries but to assist the LGU in looking for partners to help augment the economic power of these women. In the year one, highlight of the Project are the various capacity building activities of the LGU, convergence of the calamay, the institution of a common service facility for calamay and the shelf life expansion of the product.

Finally, she mentioned that since women constitute half of the population, failure to give its importance would mean that development cannot be achieved.

The training overview, objectives of the workshops and expected outputs were presented by Ms. Reyes. As for the training overview, the workshop and lectures would cover gender sensitivity and development, local economic development and women's economic empowerment. The objectives of the activity are to enhance appreciation on gender and development, local economic development, and women economic empowerment, to heighten awareness on gender issues and concerns and to enable the local environment to promote women economic empowerment especially on the micro-enterprise. The expected outputs of the workshop are LED-WEE enabling map, GAD-LED-WEE related legislation and list of gender issues, concerns of individuals in the LGU and the entire locality. House rules were also given in order to ensure proper order and decorum for the entire duration of the conduct of the activity. Highlighted were being on-time on sessions, silent mode of cell phones, and physical and mental presence of the participants. The participants were also divided into three groups which are responsible for the unfreezers, hosts for preliminaries and to ensure that the participants are present during the sessions.

Prior to the conduct of the sessions, a pretest was conducted to assess the level of awareness and understanding of the gender GREAT Women Project, and level of awareness on gender sensitivity, gender and development, local economic development, women economic empowerment. Expectation setting also was conducted by the facilitator. Expectations of participants were also set.



Expectation Setting

FACILITATORS	PROCESS	PARTICIPANTS
<ul style="list-style-type: none"> • Cooperative • Share his/her opinion • Approachable • Well-prepared • Attentive • Interesting • Participative 	<ul style="list-style-type: none"> • Role of women to improve the family's standard of living • Attentive participants • Lively facilitators • Knowledgeable • Enhanced discussion methods 	<ul style="list-style-type: none"> • Cooperation • Attentive • Concise • Detailed • Knowledgeable • Sense of humor • Clean

Groupings

1 ST GROUP (4 OFFICES)	2 ND GROUP (5 OFFICES)	3 RD GROUP (3 OFFICES)
Health Acedo, Lovella Aying, Fe Castino, Jemmafe Galanido, Miguelita DSWD Sumampong, Inocencia MCR Bucog, Melba Market Cagampang, Mario Timabalaco, Bonifacio	Accounting Baldon, Haydee Galorio, Zenaída Treasurer Arban, Emiliano, Jr. Macas, Rogelio Pagulon, Grace Raña, Peter Assessor Virtudazo, Castro Waterworks Reroma, Rosie Mayor's Office Paraiso, Salvador	SB Virtudes, Bonifacio, Jr. Lloren, Rodrigo Nayga, Victorino, Sr. Acedo, Cirilo Jalop, Jessyl Galanido, Shiela Husain, Jeah DILG Dajalos, Lito

The objectives, expected outputs, house rules and housekeeping were also presented. As stated the objectives include (1) to enhance appreciation and knowledge of GAD /LED and WEE among the personnel of the LGU in order to heighten awareness of gender issues and concerns and willingness to respond to these gender issues and concerns in the personal life, workplace and in the Jagna locality. Another objective is to enable the local environment to promote the economic empowerment of women particularly those in the micro enterprise sector. For the outputs, in the two-day training workshop the participants are expected to come up with LED-WEE Enabling Roadmap, GAD-LED-WEE related legislations and List of gender issues, gaps, concerns (individual, LGU/particular offices and the locality (Jagna). For the house rules, Hon. Lloren, emphasized that it is important for the participants to be on time for the sessions, cell phones must be in silent mode and all participants should be physically and mentally present.

After which is the giving of the pre test in order to come up with a baseline as to how each participant rate themselves in terms of level of awareness and understanding of the gender responsive economic action for the transformation (great) women project, gender sensitivity, gender development, local economic development, and women's economic empowerment.

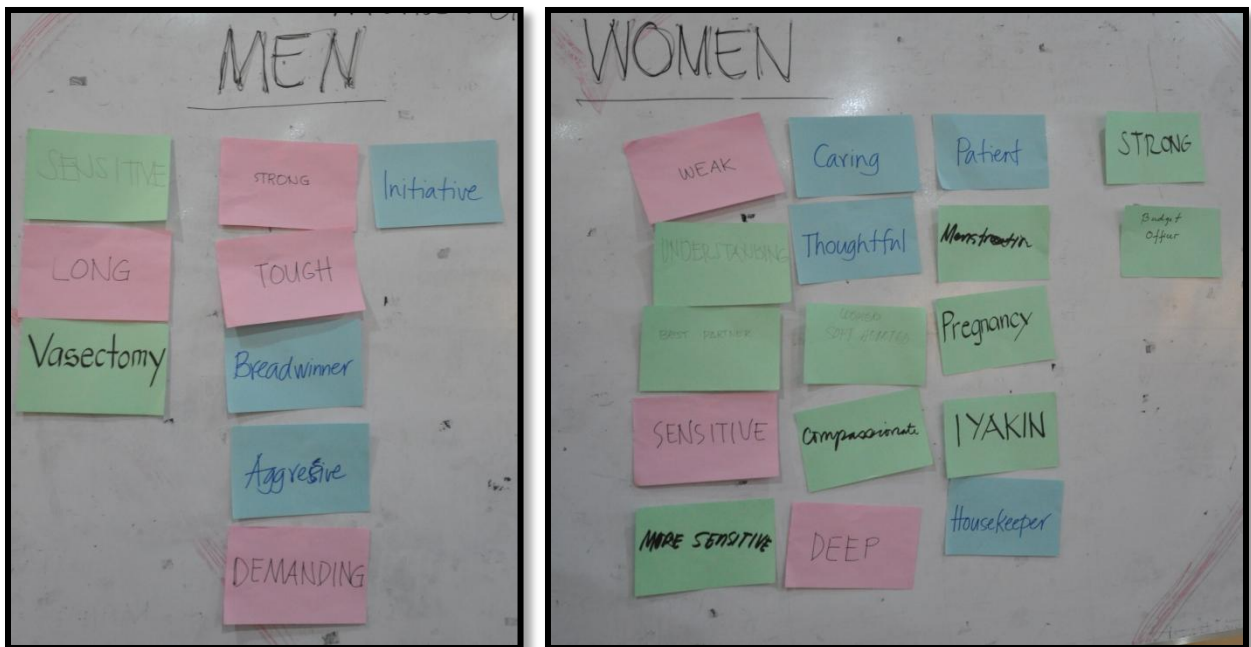
What is your level of awareness and understanding of the GENDER RESPONSIVE ECONOMIC ACTION FOR THE TRANSFORMATION (GREAT) WOMEN PROJECT?			
Very High	High	Low	Very Low
	5	20	
What is your level of awareness on Gender Sensitivity?			
Very High	High	Low	Very Low
	8	16	1
What is your level of awareness on Gender and Development?			
Very High	High	Low	Very Low
	7	16	1
What is your level of awareness on Local Economic Development			
Very High	High	Low	Very Low
1	4	7	1
What is your level of awareness on Women's Economic Empowerment?			
Very High	High	Low	Very Low
	7	17	1

The preliminary session ended at 9: 13 in the morning.

To better understand the topic on sex and gender, a workshop was conducted looking into the attributes and characteristics of men and women. Ms. Acebes provided metacards to the participants with the following points to answer: Men or women have... (unsa ang naa naa sa lalaki o babaye) or the attributes of men and women, men and women are... (unsa man ang lalaki o babaye) or the characteristics of the men and women.

She also explained the difference between “what men and women have” and “what men and women are”. With this workshop, she differentiated sex and gender.

Workshop Output



Discussion

Sex. This can be answered with the question on “what you are born with” and is present at birth which includes the physical, biological and natural attributes (male bodies have penis, testes, sperm cells while female bodies have vagina, ovary, egg cell, milk-producing breasts, etc.) These are permanent or constant even in different societies/countries and even at different times.

Gender. This can be answered by “what happens afterwards”. These are socially and culturally formed roles such as being masculine and feminine. Further, these are nurtured or learned behavior which are not permanent and may differ societies or countries.

Gender Issues and Biases. These are the tendency by society and culture to assign roles/behaviors/attitudes and characteristics (gender-linked labels) based on the biological differences has resulted to gender issues. Example of this is that it is natural for women to take care

of children, attend to their husbands and perform household chores (gender) because they can only get pregnant and give birth (sex). It is not natural to assign characteristics and roles (gender-linked labels) to women and men because of their physical attributes. Example of this is that it is not correct to say that since only women who give birth, only they can take care and raise children. There is no physical disability for men to help in child rearing and home management. These learning of gender roles (gender-linked labels) started since childhood when girls and boys have been molded into roles, behaviors, attributes and characteristics that are masculine and feminine. These learning of gender roles (gender-linked labels) started since childhood when girls and boys have been molded into roles, behaviors, attributes and characteristics that are masculine and feminine.

The effects/results of gender-linked “labeling” is the unequal power relations between women and men which assumes that men are superior to men and should be dominant and women are subordinate and should be subservient. Aside from that, men and women should do different work (gender division of labor or production-reproduction divide). Thus, the production-reproduction divide is what is known as Gender Division of Labor with production considered as the more important because of the economic benefit and advantages it gives.

Lecture One. GENDER ROLES

Gender		Description
Division of Labor/ Gender Roles		
Reproduction (domain of women)/ reproductive		woman’s work is in child-bearing/ rearing and nurturing caring for the family members and managing the home mostly unpaid work done in the home
Production (domain of men)/ productive		men should be the one to earn a living and support the family Paid work/work with monetary value done outside the home
Community Management		involves voluntary work for the community
Constituency-based politics		involves participation in decision-making and organizations at all political levels of government and civil society.

The implication of this is that women tend to assume the reproductive and community management roles while men dominate the productive and constituency-based politics roles and men are the decision makers and leaders; women are secondary to men (in all aspects-economic, social, cultural and political) even if they perform multiple roles simultaneously)

Gender Bias

MANIFESTATIONS OF GENDER BIAS	DESCRIPTION/DEFINITION	EFFECTS
MARGINALIZATION	Economic a) Undervaluation or non-valuation of women's work b) Unequal pay for work of equal value c) last to be hired, first to be fired	Results in the failure to recognize women's concerns in other areas particularly in the economic and political sectors
SUBORDINATION	Political subordination such as (1) higher regard for status of men in society; (2) Higher position of men in the family & organization; (3) men's decisions are usually followed; (4) Women are trained to be subordinate to men	
	Treating women as second class citizens (quality participation in decision-making, recognition of capabilities, shared parenting, shared housework)	women have less access to and control of development resources and benefits
	double standard norms applied to one group and not to the other (women's virginity) patriarchy (system wherein men dominate and rule over women)	preventing a person from going up the ladder on the basis of sex
STEREOTYPING	automatic labels, characteristics or roles given to men and women fixed, unquestioned gender-linked beliefs dictated by culture and society (women are weak/submissive while men are strong/aggressive)	limit their rights and freedom prevents from achieving their full potential
MULTIPLE BURDEN	performance of several tasks and responsibilities despite limited time (home, workplace and community)	no more time for personal development and enhancement

Effects/Results of Gender-linked "labeling"

Historical roots of Stereotyping and subordination of Filipino women. In Spanish Colonization, women are viewed as a feudal view of women as properties of men and patriarchy and US capitalism, wherein women are viewed as objects of pleasure and commodities for exchange. This is also rooted on the psycho-social roots of violence (sex-role stereotypes, female-male disparities, media saturation with violent images, socio-economic disparities).

Gender and Practical Needs

PRACTICAL GENDER NEEDS (those which assist women and men to perform existing roles easily)	STRATEGIC GENDER NEEDS (those which are addressed through actions which change existing gender roles)
immediate and short term	long term
related to daily needs: foods, housing, household efficiency, health, income	related to disadvantaged position: subordination, lack of resources, vulnerability to poverty & violence
easily identifiable by women	basis of disadvantage and potential for change is not always identifiable by women
can be addressed by provision of specific inputs: food, clinic, IGP, water pumps	can be addressed by consciousness-raising, increasing self-confidence, education, strengthening of women's organization

Discussion Highlights



Highlighted in the discussion is that men and women should know the differentiation of sex and gender. It is emphasized that gender are culturally formed (e.g. boys are not allowed to play with dolls while girls are not allowed to play with toy guns.) These are also learned behavior such as women should be demure and conservative. In gender issues and biases, the facilitator mentioned that we should not limit on the stereotype that men are suppose to be the one who will find jobs while women should be contained at home or women are ones who will do the households' chores

such as doing the laundry, and prepare meals since this can be done by both men and women. Institutional Sexism also needs to be prevented. This should be advocated by social institution, family, school, church, community, mass media, workplace and the government. In effects of gender roles, unequal power relations between men and women also exist such as reproduction for women and production for men role. This is strengthened in the situation that the chores at home are not economically equated with monetary value. Community management is also being performed by women while constituency-based politics are dominated by men. Women also as dictated by culture not to express their interest to men, hence, courting is only intended for women. In terms of politics women are still marginalized. In the workplace, men are preferable since they do not need the benefits to be provided to women such as maternity leaves. At home, the last say is still in the hands of the fathers or husbands. In terms of subordination, women are still being treated as second class citizens; hence, women have lesser access to control and development of resources. Some of the identified gender biases and issues of women identified are multiple burdens, violence against women (e.g. physical battering), malnourished children are mostly women, chronic fatigue syndrome among women, and selected abortion to some areas.

In the synthesis, it was concluded that most of the job workers are male in the engineering and market department of the municipality. It was also discussed that male are preferred also to be given farm inputs than women. The facilitator also explained shared responsibility should be the target in order to achieve gender fairness in the workplace. Cites examples are the fisher folks organization, this should not be limited to men alone. In terms of employment, women welders, bus drivers and wardens are even in demand nowadays.



WORKSHOP Two

Sharing of Personal Experiences and /or observations on gender biases and issues:

What are the gender biases and issues being manifested/experienced by your clients?

Decision making	Children guidance/development	Households usually done by women
Budgeting	Community services	Courtship
Wedding preparations/expenses	Expressive	Loyalty

During parent's class- mga nanay lang ang mo attend	Mostly women are the ones who want to avail family planning methods/use of contraceptives
During labor, magbati usually, wala ang bana. dili usab mo atiman sa asawa	Post Partum- mao pa ang magpa rehistro sa ilang anak
Mostly women, sila ang magpa check-up sa anak if masakit	More women clients are coming to DSWD office for proper advice
Women are not accompanied by their husbands during prenatal	Kasagaran, inahan lang ang mouban sa anak if nay problems (rape case)
Daghan mga cases sa battered wives	Mostly women are the tinderas
Mostly women ang mga food servers sa carenderia	

What are the gender biases in your locality?

Most of the local officials are men	Women are more loyal than men	Women child care
Women are engaged in micro-enterprise than men	Women mostly remain at home	Women as a source of chismis (HITACHI)
Men are mostly bread winner	Women- church Men- cockpit	Men- maayo mo tago og sekreto



Session Two. Gender and Development

GAD as a Development Perspective. This recognizes that there are blocks or gender biases to development that prevent people from attaining their full potentials. This also works to remove actual potential gender biases in PPAs, organizations in LGUs, sectors and in the locality. This development is for all, for men and women who have the right to equal opportunities regardless of sex, age, race, ethnicity, class, and religion. This aims for a people centered promoting participation, empowerment and striving to meet human needs and interests.

This focus not only to economic but to other aspects such as political, socio-cultural, environment, etc. Example of these is the failure of women to have the capacity to decide on reproductive health concerns or options (i.e. ligation and the use of contraceptives)

INDICATORS OF DEVELOPMENT

One is able to do (productive work and have control of and benefit from the income)

One is able to be (knowledgeable, skilled, confident, with abilities and comfortable with achievements, independence and power)



It is for a fact that the disparity between men and women in opportunities and treatment are directly influenced by sex and gender. But these cannot be achieved because there are gender biases and issues that block women. Since GAD is a development perspective, there is recognition that the inequality of men and women can hinder the development thus can cripple for both men and

women. Because of this situation, there are advocates to solve these gender issues and biases. There have been many ways that these have looked into but it was only in 1990 that GAD was developed.

Talking of development, this should be focused on men and women. Both sexes should have the capacity to make a stand on what is right and wrong. It should be empowering. An example of this is during meetings, through most of the attendees are women, however, in terms of decision making, men still have the last say and women rarely give their opinion in the proper forum no matter how they talk on the sides. Aside from being people centered, GAD aims to empower women to express themselves. The needs to be expressed should cover both immediate and future needs.

HOW TO ADDRESS PRACTICAL GENDER NEEDS AND STRATEGIC GENDER INTERESTS

ADDRESSING PRACTICAL GENDER NEEDS	ADDRESSING STRATEGIC INTERESTS
Tend to involve women and beneficiaries perhaps participants	Involves women as agents or enables women to become agents of change
Can improve condition on women's lives	Can improve the position of women in society
Generally does not alter traditional roles and relationships	Can empower women and transform relationships

Local Economic Development. This is a process by which prime movers and stakeholders such as stakeholders within the LGU (barangays, municipalities, cities and provinces) who work collectively with the results that there are improved conditions for employment generation and quality of life for all. It is important to look in to the level of satisfaction in terms of living in Jagna in terms of livelihood improvement and increase in the quality of life.



Women Economic Empowerment. This look into the access to the control of resources as well as enjoys benefits from wealth creating opportunities equal with men in terms of information, credit/loans/financial assistance, training, markets, technology, decent jobs and humane working conditions. It also promotes a balanced of productive work and family life like shared partnership in family responsibilities. This is very important since women make half of the nation's population yet there are barriers that prevented them from meaningfully participating and benefitting from fruits and development. According to the data, 32.9% of population lives in poverty and in these areas more women are unemployed and are in the labor force. More so, 55.6% of women are unpaid workers. On the other hand, women dominated in the industry of wholesale and retail trade and over the estimated 800 micro-enterprises, 95% are women. In the case of Jagna, it was observed that women are the ones who enter into credit or debt but on how to use the said amount, men still decides. When women usually start up business but when businesses become sustainable, men usually take over its management.

Session Three. Local Economic Development and Women Economic Empowerment- Jagna Situationer

Population of Jagna Male - 49.9% Female - 50.1%	Working Group Male - 78% Female - 48%	Micro-enterprise – 91% Others- 9%
Age Dependency 0-14 years old - 33%	Employment Rate Employed - 94% Unemployed - 6%	SME Contribution to the Economy- P 810,362

Micro-Enterprise. It is defined as a business with asset valued at less than P1.5 M and employs less than 10 persons. This is mostly operated by home-based workers, street vendors and workers on building sites or roads. In Jagna, there are 220 commercial establishments with total capitalization of around P 25M.

Jagna is basically an agricultural area. 69.74% of the land area is into agriculture and the main agricultural crops in Jagna are rice, coconut, corn, root crops, vegetables and spices, bananas and fruit trees. Even though there is the existence of irrigation, but around 388 are still rainfed. Coconut



is the main source of cash of farmers and landowners. Productivity declined due to strong typhoons, poor varieties and lack of production and value-added technologies. Jagna is also the main supplier of ornamentals and cut flowers in Bohol.

Jagna is also into root crop production (camote, cassava, gabi and ubi). The root crops are processed into delicacies which also serve as a source of additional source of income for women. Ubi production increased due to the ubi farmers' organization and technical trainings. Jagna women are engaged in vegetables and spices production as bell pepper, eggplant, ginger, garlic, tomato, beans, green onions, squash, sayote, cabbage and carrots. In the fishing sector, fish and other marine products sold in Jagna are supplied by other localities. Small fisher folks cannot compete in this industry because it is capital intensive.

In industries, Body-building (assembly of public utility vehicles and owner- type jeeps) is a major industry in Jagna. It employs skilled and semi skilled workers. Calamay-making - produces 20,000 pieces per month. Other industries involved tableya, cookie and pot making and “dajok”.

The marketplace of Jagna is the center of trading and commercial transactions in the municipality. Business is usually brisk almost every day.

Support and Infrastructure Development

Jagna is an important transport hub. Major public utility vehicles converge in Jagna because of its port and because of commerce and trade. It has a roll-on-roll-off port. It is a gateway to Northern Mindanao. Its seaport straddles a major Visayas-Mindanao Sea-lane. Ferryboats ply the Jagna-Cagayan de Oro and Batuan City routes and vice-versa. Commercial cargo ships also ply the route to transport copra, cement, feeds, fertilizers and rice. PPA will construct a state-of-the-art passenger terminal and cargo terminal. Jagna is also a part of the nautical highway.

Jagna can be reached from Tagbilaran by bus, van-for-hire (V-hire) or jeepney. Transport from the poblacion to the barangays can be through hired motorcab, single motorcycles and small buses or jeepneys.

Water and Power

34% of the household population has no access to safe and potable water. Only about 74% of water system consumers have continuous water. 97% of households have electricity and 100% of barangays are energized.

Education

Read and write” rate is 97% (Phil. is 93%). Teacher-pupil ratio is 1:31. Educational facilities are generally accessible to most barangays. There are 6 primary schools, 22 elementary schools, a school for special children. Jagna has 3 national/barangay high schools, 4 private high schools, a vocational school and a college institution. The private HS have computer laboratories and Faraon Public National High School has 10 computers from DTI.

Health Facilities and Manpower

Healthcare providers are Municipal Health Office, District Hospital under the Provincial Government (but lacks well-trained medical practitioners and specialists) and Lim Community Hospital (private).

Health Staff involves MHO personnel and 218 Barangay Health Workers who provide basic healthcare remedies, monitor malnutrition cases and check sanitary toilets.

Botica sa Barangay and PHILOS HEALTH also assisted in the provision of medicines, and provides medical equipment and supplies, and medical assistance

Nutrition

In Jagna, 33% of children in 2000 were malnourished. This dropped to only 12% in 2002. This further dropped to 3.4% of children malnourished in 2009. Top 3 barangays in the incidence of malnutrition are Lonoy, Cabungaan and Cambugason. In 2009, top 3 barangays are Buyog, Bocol and Kinagbaan.

Welfare Assistance to Women

Welfare assistance is extended to women such as marriage counseling and family case work, referrals & assistance to minor victims of sexual abuse and attention to VAWC cases. Women's Desk Officer attends to cases of abused women wherein police representative is headed by a woman police chief. Jagna is relatively peaceful (police force-population ratio is 1: 1612). The Office of the Municipal Welfare and Development (MSWD) empowered to utilize discretionary funds for Assistance to Crisis Situation.

Income and Expenditures

Jagna is highly dependent on IRA (75% of income). Local funds (25%) are from taxes & economic enterprises. Bulk is from market operations (estimated at P4.8 million). Of the 20% Development Fund, 25% are for infrastructure projects and the rest are for solid waste management, market, computerization, environment protection, etc.

As a conclusion, while women can no longer afford to become only housewives who take care of their husbands and children and the household chores, the stereotyping of the role of women is still prevalent not only in the family but also in the thinking of the community and in the workplace. Much has still to be done in raising gender awareness both for men and women in Jagna. Harnessing the potentials of the women in Jagna is a challenge to be undertaken if their role in the development of Jagna is to be realized.



Workshop 2

Identification of the locality (LGU/locality) strengths, advantages and opportunities that support and promote LED and WEE

Capital	Small and business enterprise
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Raw materials	Direct supplier
Skills trainings	DOST
Market	Pasalubong Center

What are the strengths in the LGU (as a whole and in the different departments) that (will) support and promote Local Economic Development (LED) and Women's Economic Empowerment (WEE)?

AI	A2
Supportive local officials (GAD CODE)	Conduct trainor's training
Revenue Code	Conduct GST trainings LGU-employees and barangay officials
Good governance (RHU2- Mayana)	Organize calamay makers and vendors associations
Presence of port	One stop shop program
Farm-to market roads	Best services to Jagna constituents
Active PNP personnel	Health services (upland barangays)
	Easy transportation of goods
	Peaceful environment

What GAD-WEE enabling interventions (using the strengths of the LGU) should be implemented to promote LED and WEE?

Unavailability of high variety of seeds and planting materials	Lack of capital to finance	Lack of skills
Seek assistance from DA	Outsourcing (loans, aids, financial assistance)	Trainings
Tie up with other NGOs and POs		
Unstable area for production	Lack of facilities and technologies	
Assessment/evaluation	Seek assistance from TESDA, DOST and DA	

Session Three. Strategies to Promote LED-WEE Local Enabled Environment

The LED or Local Economic Development A process by which actors (people) within localities (gov't, private sector, NGOs) work collectively with the ultimate

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outcomes of improved Quality of Life (IQL) and Reduction of Poverty (RP). The WEE or Women's Economic Empowerment Access provides an access to and control over (high value and productive) resources and enjoys benefits equal with men which could result to the balance of Productive Work and Family Life

Strategy One. Creation of an environment that is friendly to women micro entrepreneurs. This can be done through putting-up physical or hard infra (port, road, water system, sewerage, etc.), promotion and marketing of women's products, provision of incentive schemes (streamlined business permit processing, subsidies to women micro entrepreneurs, etc.) and maintaining peace and order.

Strategy Two. Formulation and implementation of a LED-WEE Economic Plan. This can be materialized through consideration of opportunities, trends and advantages in the locality as well as involvement of women in the formulation and implementation of this plan.

Strategy Three. Organization or strengthening of a LED-WEE Steering Committee or a Technical Working Group. This can be achieved through women participation in decision making, conduct of periodic monitoring of the LED-WEE projects in the LGU; assist in the implementation of LED-WEE projects and ensures sustainability of the committee.

Strategy Four. Retention and encourage existing businesses to grow. This can be done through providing technical assistance and financial advice, promoting "buy local" products of women, and providing sites for women micro-entrepreneurs.

Strategy Five. Encouraging new micro enterprises. This can be done through providing finance, technical advice and mentoring as well as support establishment of business network and putting up of "soft" infrastructure.

Strategy Six. Clustering of women micro-enterprises. This clustering of women micro enterprises should be supported and shepherd to larger markets. It is also important to encourage inter business collaboration among these micro-enterprises.

Strategy Seven. Sustaining these women micro-entrepreneurs. This can be achieved through design programs addressing women's needs, conduct of enterprise and skills training, as well as raise women's educational achievement. It is also important to develop and encourage micro-enterprise lending programs and mentoring. Further, provision of health and service programs and community resource centers are also seen as pertinent to achieve this strategy.

Strategy Eight. Building alliance with the private sector and with other LGUs. It is also strategic to establish common facilities like roads, hospitals, universities, post-harvest, solid waste management, water supply and sanitation, conduct area products' marketing campaigns and enter into joint venture arrangements with the private sector.



Identify gaps and propose other needed WEE interventions to fill the gaps Refer to the suggested strategies to the WEE enabled environment

PEANUTS (2)	CUTFLOWER (1)	VEGETABLES (3)
Lack of facilities and technologies	Technical knowledge	Sustainability of area production
Building and processing center	Capacitating the group (producers)	Assessment/evaluation
Storage facilities	Hire technicians	Transfer of production (area)

Capital (calamay, tableya, banana chips, salabat)	Link with LGU re: funding agency, with low interest	Sound financial management
Raw materials (banana, cacao)	DOLE, DOST	Local production Cacao- Balili Banana- Larapan
Skills trainings	Direct Supplier	Proper packaging for calamay, tableya, banana chips and salabat
Calamay and banana chips packaging; sachet pack for salabat	Cacao-Mindanao Banana- Bilar	Increase in income and job generation
Marketing	DOST, DOLE TESDA	

	Pasalubong center, market	
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LACK OF SKILLS	
Lack of facilities and technologies on peanut production	Technical knowledge on peanut production
Building of a processing center	Hire technicians for peanut production
	Capacitating the group

Hard infrastructure (schools, hospitals, waterworks system)	Not enough supply during summer	Look for another source of water supply
	Unavailability of medicines and medical supplies in District hospitals	Create proposals to government agencies
	In private hospitals- dili kagawas ang patient during discharge kung walay ika bayad. Imbis kana ray bayrunon, ma dugangan kay ma extend mn ang stay	LGU support/stand Meeting with hospital administration
	Lack of teaching personnel	AICS
	Mostly in Jagna, they do not have enough facilities like computers as teaching tools	
	Lack of laboratory equipments in school	



ROADMAP

The purpose of the program is to establish PPAs that will be included among the priorities of the

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municipality. This will serve as the roadmap of the LED and WEE. The main question posted by Mr. Jamero is “how to establish or systematize the interventions in order to achieve the goals.

In order to achieve the goal to have economically empowered women, there are no short cuts. There should be a vision on what will transpire in the next three years in the field of infrastructure (i.e. roads), easy permits, LED-WEE council, child-minding centers, LED plan, trainings, free calls/encoding, micro-enterprise supportive policies, and linkage with businesses. It is important that these should be properly arranged in order to ensure success of the activities.

The instructions given were as follows:

- A. Using the list of enabling interventions in workshop 4, prepare a roadmap to WEE
- B. Using the outputs in the previous workshops, list the local legislations, ordinances, resolutions, that should be crafted and passed by the SB

The result of the workshops 2-4 are distributed the groups as a guide in the roadmap they are crafting. The reporting was scheduled at 9:30 in the morning.

GAD WEE ROAD MAP GAD-WEE ENABLING LEGISLATION		
Resolution requesting for the rehabilitation of water system	Resolution requesting for financial assistance for storage facilities	Resolution asking for financial assistance
Resolution endorsing project proposals to different government agencies/congressmen/governor	Resolution requesting DOST, DOLE to conduct trainings and seminar	Resolution endorsing proposals for fundings
Resolution requesting permanent item for DepEd	Ordinance creating price control and monitoring council	Resolution requesting for funding for the completion of the Pasalubong Center

LED AND WEE-ENABLING INTERVENTIONS		
2011	2012	2013

Project proposal	Product development training through DOLE, TESDA, DOST	Pasalubong Center/Market
Link with the LGU re: funding agency with low interest rate	Purchase of equipment and packaging	Develop area conducive for production
Local production of raw materials for cacao banana Ginger	Training on Financial Management	Monitoring and evaluation
Skills trainings of farmers producing cacao, banana, ginger	Assessment/Evaluation	
Skills training producers of peanuts and cut flower of vegetable production (DA)	Transfer of production	
Construction of processing center-storage facilities	Monitoring and evaluation	
Assist agricultural technician (DA) for sustainability of area of production		
Complete inventory of micro-enterprise		
Encourage to secure business permit		

LED AND WEE-ENABLING INTERVENTIONS

2011	2012	2013
Create a monitoring team to monitor sales (retailer)	Tapping of water source	Monitoring and evaluation (retailers)
Conduct monitoring for sales to every retailers	Installation of new water pipes	
Create monitoring team (calamay making)	Request for additional teachers, classrooms, and other equipment	
Conduct monitoring for calamay makers	Cosmetics industry- request for TESDA for possible training	

After which is the post evaluation activity conducted. Each participant was given evaluation sheets to answer individually.

Result of the Evaluation and the Post Test

Please rate the training workshop and orientation using the following scale:

4- Very good

3- Good

2- Needs Improvement

1- Poor

	4	3	2	1
1. The extend that the following objectives were met				
1.1 To increase knowledge and appreciation of GAD and WEE among the new elective officials and employees in the LGU;	17	7		
1.2 To enhance the capacity of the LGU to nurture a gender-responsive enabling environment	18	7		
2. To what extend the excepted outputs has been achieved	17	7		
2.1 LED-WEE enabling roadmap	14	7		
2. The extent that the topic was properly explained				
a. Gender and Sensitivity (Sex and Gender, Gender Blocks)	22	3		
b. Gender and Development	22	2		
c. LED and WEE (through Jagna Situationer)	14	11		
d. Strategies on LED and WEE – enabling Environment	21	4		
e. How To Make the LGU WEE – responsive/developing LED-WEE Local Legislation	20	5		
3. The Resource Person (based on knowledge and understanding of the topics, methods used and preparedness				
a. Ma. Lovella E. Acebes	22	2		
b. Camilo A. Rizano	18	5		
c. Peter M. Jamero	20	3		
d. Catalino B. Berro	23			
e. Nimfa A. Lloren	20			

4. Your preparedness to commit to the action plans of this training workshop	5	3		
5. Logistics	16	4		
a. Kit and Materials	20	5		
b. Function Room/Accommodations/Food	22	2		
6. Overall management and coordination	24	1		
7. Punctuality, Participation & Cooperation of participants	17	7		
8. Other Comments and Recommendations <ul style="list-style-type: none"> Some topics are discussed by 2 speakers. So let 1 speaker for every topic to lessen time. I learned a lot from this orientation seminar on GST ++ GST ++ is well & good. This GST ++ should be facilitated to all LGU so that women could avail of this opportunities. Jagna very lucky. Very good training. Job well done. 				
9. Your Learning and Insights <ul style="list-style-type: none"> Have new knowledge regarding women's role in the society for economic dev't. very important. Gender sensitive balancing man & woman High percentage of women are involved on micro-enterprise are in need of assistance to improve their standard of living to be sustainable. And even with more intervention needed on training of skill, capacity to handle on their earnings, assistance on other gaps that blocks their goals. Know what is GAD & GST ++ 				

What is your level of awareness and understanding of the GENDER RESPONSIVE ECONOMIC ACTION FOR THE TRANSFORMATION (GREAT) WOMEN PROJECT?			
Very High	High	Low	Very Low
6	19		
What is your level of awareness on Gender Sensitivity?			
Very High	High	Low	Very Low
5	19		
What is your level of awareness on Gender and Development?			
Very High	High	Low	Very Low
4	19	1	
What is your level of awareness on Local Economic Development			
Very High	High	Low	Very Low
What is your level of awareness on Women's Economic Empowerment?			
Very High	High	Low	Very Low
5	19		

The workshop concluded at four o'clock in the afternoon.