

COMMISSION ON FILIPINOS OVERSEAS
Inputs to the Beijing Declaration and Platform for Action +25
Philippine Progress Report
Under the Overarching Dimension on
Inclusive Development, Shared Prosperity, and Decent Work

Section One: Priorities, Achievements, Challenges and Setbacks

What have been the most important achievements, challenges, and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

I. International Perspective

Studies show that gender norms and labels limit the opportunities of both women and men in different ways wherein ensuing inequalities have historically put females at a disadvantage. Nevertheless, it has also been proven that empowering women produces extensive and significant effect on economic and development growth. As a result, calls for concerted efforts emerged worldwide to counter gender disparity.

The adoption of various international landmark agreements has been instrumental in achieving substantial results in advancing gender equality that include the 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)¹ and the 1995 Beijing Declaration and Platform for Action².

The 2015 UN Women Report however, revealed that gender inequalities remain pervasive in every society. They struggle from lack of access to decent work and gender wage gaps, among others. They are also deprived of admission to basic education and health care. Neither are they spared from violence and discrimination. The report also bared that they are under-represented in political and economic decision-making processes.

Finally, the international community witnessed a defining moment for its efforts to advance gender equality when the Sustainable Development Goals (SDGs) was adopted in 2015 by the United Nations. With 17 goals and 169 targets, the SDGs seek to transform the course of the 21st century as it addresses key challenges such as poverty, inequality, and violence against women and girls. As women's empowerment is essential particularly to the latter, a stand-alone goal (Goal 5) has been devoted to achieving gender equality and women's empowerment towards hastening sustainable development.

In the 2016 progress report of the United Nations on Goal 5, gender equality and women's empowerment were advanced in recent decades. Access to education of

¹ The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.

² Considered as the most progressive blueprint for advancing women's rights as a result of the 4th World Conference on Women in September 1995 attended by unprecedented 17,000 participants and 30,000 activists coming from around the globe.

women has improved. There was also a decline on the rate of child marriage and improvement was made in the area of sexual and reproductive health, and reproductive rights. Lesser maternal deaths was also recorded.

The challenge to achieving gender equality should be addressed earnestly bearing in mind the latest 2018 Global Gender Gap Report³ of the World Economic Forum (WEF). The Report stated that the global gender gap score today, stands at 68 percent. This translates to a 32 percent gap to close, still a substantial hurdle towards sustainable development. Closing the gaps between women and men requires stepping up efforts at all fronts.

II. Gender Mainstreaming as a Strategy to Achieve Gender Equality

The lack of concrete definition and mechanisms in understanding the concept of gender equality somehow allowed the uncontrollable escalation of the gaps between men and women decades ago. But not until during the Beijing Platform for Action in 1995 when **gender mainstreaming** was established as a global strategy to promote gender equality.

Gender mainstreaming highlighted the need to guarantee that gender equality is a primary goal in all areas of social and economic development. Two years after the Beijing conference, the United Nations Economic and Social Council (ECOSOC) defined the concept of gender mainstreaming.

The United Nations pointed out that gender mainstreaming is not about adding a "woman's component" or even a "gender equality component" into an existing activity. It further stressed that mainstreaming goes beyond increasing women's participation; it means bringing the experience, knowledge, and interests of women and men to bear on the development agenda.

Understanding the concept of gender equality as the main goal of mainstreaming facilitates an effective implementation of the mechanisms of the strategy. Equality between women and men or gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys.⁴ Equality does not mean that women and men will become the same, but that women and men's rights, responsibilities, and opportunities will not depend on whether they are born male or female.

Nowadays, the private sector along with the government is increasingly committed to reducing gaps between men and women. Since women or men are in a particularly disadvantageous position, the goal of mainstreaming gender equality is thus the transformation of unequal social and institutional structures into equal and just structures for both men and women.

³ The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time.

⁴ Definition of UN as stated via <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

III. Philippines' Viewpoint

The Philippines has persistently shown its drive in advancing gender equality and promoting women empowerment. The Philippine Constitution⁵ directed the tone for the equality of men and women before the law. Following this recognition, the Philippine Commission on Women (PCW)⁶ reported that efforts to make governance gender responsive are promoted through legislation such as the Magna Carta of Women (MCW) or RA 9710.

The MCW mandates non-discriminatory and pro-gender equality and equity processes to facilitate women's involvement in the development of policies, plans and programs ranging from formulation, implementation, and evaluation for both national and local development.

The MCW further strengthened mainstreaming gender and development in the Philippine bureaucracy. Yearly, all government agencies and instrumentalities are required to identify gender issues and corresponding gender and development programs, activities and projects (PAPs) in their annual Gender and Development (GAD) Plan and Budget. Furthermore, the cost of implementation of the identified PAPs shall be at least five percent (5%) of their total budgets.

The Philippines also adheres to the provisions of the UN CEDAW, the Beijing Platform for Action (BPfA), the Millennium Development Goals (MDGs), Sustainable Development Goals (SDGs) and related international conventions and commitments.

Recently, the 2018 result of the World Economic Forum (WEF)'s Global Gender Gap Report revealed that the Philippines ranked eight among the 149 countries in achieving gender equality. The Report emphasized that the Philippines got its record-high score of 0.799 that equates to closing almost 80 percent of its overall gender gap.

IV. CFO's Intervention

As a government agency mandated to uphold the interests, rights, and welfare of overseas Filipino men and women and strengthen their ties with the Philippines, the Commission on Filipinos Overseas (CFO) commits to effectively and efficiently deliver gender responsive policies, programs, and services for the well-being and empowerment of Filipinos overseas.

This commitment drives the CFO to continuously find ways in enhancing the government's programs and services for overseas Filipinos and the general public by (a) capacitating the personnel with continuous professional development anchored on social responsibility, and (b) formulating policies and facilitate quality and citizen centric programs and services that exceed the expectations of the public.

As Filipinos move across national borders, the Philippine government also gives equal attention to address migration concerns, including gender-related issues, beyond

⁵ Article II, Section 14, of the 1987 Philippine Constitution provides that *the State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men.*

⁶ PCW is the primary policy-making and coordinating body on women and gender equality concerns of the Philippine government.

labor movement. These could range from business to educational opportunities and professional advancement, and from family unification to marriage to foreign nationals.

As of December 2013⁷, data of the CFO show that there are 10.24 million overseas Filipinos worldwide. Of this, 48% or 4.89 million are permanent migrants that comprise the largest category of overseas Filipinos followed closely by temporary migrants (41% or 4.21 million), more popularly known as OFWs or overseas Filipino workers, and then we have the so-called irregular migrants that is 11% or roughly 1.16 million.

From 2014-2019, CFO data revealed that of the 422,200 registered emigrants, 246,299 or 58.30% were female. One aspect of migration that is usually not discussed is the marriage migration. CFO recorded that from the same period, there were 105,840 spouses or partners of foreign nationals. 96,163 were women, which was equivalent to 90.90%.

The above data complement the compelling reason as to why the Philippine government is not underestimating the effects of gender-based prejudices that are brought about by the social costs of migration. The CFO continuously strives to address the particular vulnerabilities and situations of the predominantly female migrating spouses or partners of foreign nationals, in every stage of the migration cycle, such as pre-departure preparedness and marriage migrants' integration to the host country. Thus, the CFO had been conducting the following programs and services:

1. *Guidance and Counseling Program (GCP)*

Given the predominantly female profile of marriage migrants, the CFO has set up the Guidance and Counseling Program (GCP) for Filipino spouses or partners of foreign nationals. For the past three decades, the CFO has implemented the Guidance and Counseling Program (GCP) for fiancé(e)s, spouses and other partners of foreign nationals or of former Filipino citizens. Republic Act 10906 otherwise known as Anti-Mail Order Spouse Act of 2016 and Republic Act 10364 (An Act Expanding the Anti-Trafficking in Persons Act of 2012) require the conduct of mandatory pre-departure counseling services for Filipinos in cross cultural marriages.

The Guidance and Counseling Certificate (GCC) is also a requirement under the implementing rules and regulations of Republic Act 8239 or the Philippine Passport Act for Filipino fiancé(e)s, spouses, or partners of foreign nationals or former Filipino citizens who are applying for a passport for the first time or adopting the surname of the foreign spouse. It is issued upon attendance and satisfactory compliance of the requirements of the program. Filipinos are required to present the GCC to the Philippine's Bureau of Immigration at the point of exit before joining their partners or spouses overseas.

GCP is a customized Pre-Departure Orientation Seminar consisting of group guidance and counseling with a trained counselor as facilitator and a one-on-

⁷ CFO is momentarily not releasing any updates on Stock Estimate of Filipinos Overseas pending the approval of the Philippine Statistics Authority (PSA) Board of the proposed framework on the counting of overseas Filipinos.

one counseling. It is a country-specific program which aims to provide information and advice for Filipinos on the realities of cross-cultural marriage and family, adjustments and coping mechanisms, the marriage migrants' rights and obligations, basic immigration policies, available support network for women migrants in distress, among others.

2. Assistance-to-Nationals (ATN) Cases

Aside from the pre-departure services being provided for Filipinos in intermarriage, the government, through CFO's frontline division, also responds to the issues and concerns of intermarriage. Counselees who are in distress or undergoing adjustments seek assistance or advice from their CFO counselors.

From 2014 to 2018, CFO received an average of 45 cases annually which are being addressed by the ATN Service of the Commission. The nature of the cases include domestic violence, request for financial support from foreign spouse, abandonment of foreign spouse, illegal recruitment, human trafficking and violations of the Republic Act 10906 or the Anti-Mail Order Spouse Act. Facilitated marriages or violations of the requisites of marriage as specified in the Family Code of the Philippines are the common strategies of the marriage brokers. Filipinos who have contracted marriage through these schemes are mostly victims of human trafficking and domestic violence in their host countries.

One of the notable accomplishments of the CFO in handling its ATN service is the conviction of two (2) marriage brokers. In a decision dated 20 February 2014, the Quezon City Regional Trial Court found two accused marriage brokers guilty of the violation of then Republic Act 6955 or the Anti-Mail Order Bride Act. The two accused matched the complainant with a Korean and facilitated her marriage the following day.

CFO conducted a counseling intervention for the complainant after she found out that false entries were made in her marriage certificate and that she was a victim of a mail-order bride scheme. When she decided not to migrate to South Korea to join her husband, her marriage brokers began threatening her through sent text messages and forced her to pay the expenses they allegedly incurred in facilitating her wedding. The complainant thereafter sought the assistance of the CFO who referred the case to NBI for the filing of a complaint. The NBI conducted an entrapment operation that led to the arrest of the two marriage brokers. Both were sentenced to imprisonment of six (6) years and one day to eight (8) years, and were fined Ten Thousand Pesos (P10, 000).

Recently, a conviction for qualified trafficking was also handed by the Regional Trial Court in Pasay. The RTC rendered its decision against a mother who facilitated an Islamic wedding between her own lover and her minor daughter (14 years old). Through the CFO-GCP, the marriage migrant was intercepted. The victim's custody was temporarily transferred to the Department of Social Welfare and Development, while being assisted by the counselors and officers of CFO.

3. Watchlist of Foreign Sponsors' Database

To supplement the GCP, CFO maintains a Watchlist database which contains information on foreign nationals who had history of domestic violence or involvement in trafficking, serial sponsorship, bigamy, adultery, child abuse, deception and fraud.

Through the CFO Watchlist, CFO counselors can extend appropriate counseling intervention to Filipinos whom these foreign nationals may sponsor for travel overseas. CFO also maintains the Multiple Sponsors Database which records the names of foreign nationals who have sponsored more than one Filipino spouse and other partners. From 2014 - 2018, there are 2,741 names of foreign nationals in the said Watchlist.

4. In-depth Counseling Sessions

A counselor may temporarily withhold the issuance of a GCC, and require a counselee to undergo follow-up counseling sessions due to, but not limited to, any of the following circumstances; foreign partner is included in the CFO Watchlist; prospective victim of human trafficking, mail-order spouse scheme, and domestic violence; presented or submitted questionable/dubious or fraudulent documents; case of misrepresentation; foreign partner may be an imminent threat to his/her life; or couple is aged 17 years and below.

From 2014 – 2019, CFO provided in-depth counseling to 1,990 counsees, of which, 97.60% (1,942) of them were females.

CFO Counselors suggest alternative intervention programs to counsees with specific concerns, such as multiple or serial sponsorship, mail-order spouse scheme, illegal recruitment, or human trafficking.

5. Policy Development on Filipino Marriage Migration

Cognizant to the importance of registration data in policy development, CFO regularly publishes its sex-disaggregated compendium of statistics on international migration.

The registration data of overseas Filipinos in this publication is used in developing policy researches, recommending legislations, and reviewing existing laws for their interest and welfare, especially the marriage migrants with reference to all the phases of migration.

Researches from the academe, media, and private institutions among others, often seek the wide-ranging information of this publication for their studies.

Consequential to the results of the generated data, CFO is one the government agencies that actively lobbied for the passage of Republic Act 6955 of the Anti-Mail Order Bride Act and its subsequent repeal through Republic Act 10906, or the Anti-Mail Order Spouse. The repealing law provided stronger measures against unlawful practices, businesses, and schemes of matching and offering

Filipinos to foreign nationals for purposes of marriage or common law partnerships.

Among the salient features of the new law are the inclusion of Filipino men against acts of matching for purposes of marriage or common law partnerships to foreign nationals; matching through the use of internet; confiscation and forfeiture of proceeds and instruments derived from committing the prohibited acts in favour of the government; provision on the formulation of an implementing rules and regulations; and imposing stiffer penalties on its violation.

CFO lobbied for the amendment of the Republic Act 9208 or the Anti-Trafficking in Persons Act of 2003, hence the Expanded Anti-Trafficking in Persons Act of 2012.

CFO also provided inputs to the following legislations in Congress and policies of other Executive Offices:

A. Senate

- Senate Resolution No. 631 directing the Committee on Labor, Employment and Human Resources and other appropriate senate committees to conduct an inquiry, in aid of legislation, on the increasing incidence of abuse of overseas Filipino workers
- Revised Philippine HIV and AIDS Policy Program Act
- Senate Resolution No. 638 on the reexamination of government's migration policies
- Senate Resolution No. 636 on the recent deaths of Joanna Daniela Demafelis and Josie Lloren, as well as similar maltreatments and deaths of overseas Filipino workers
- Consolidated bill (SB No. 3209/HB No. 5572) entitled An Act Providing Stronger Measures Against Unlawful Practices, Businesses, and Schemes of Matching and Offering Filipinos to Foreign Nationals for Purposes of Marriage or Common-Law Partnership, Repealing for the Purpose Republic Act No. 6955, also referred to as the Anti-Mail Order Bride Law
- Senate Bill 1158 entitled an Act Amending Article 26 of Executive Order No. 209, otherwise known as the Family Code of the Philippines, and HB 5907 entitled an "Act Recognizing the Capacity of the Filipino Spouse to Remarry when the Alien Spouse has obtained a Foreign Judicial Decree of Absolute Divorce"
- Senate Bill No. 210 – An Act Providing Financial Literacy and Entrepreneurship Programs to Workers

B. House of Representatives

- House Bill No. 6446, An Act Recognizing the Capacity of the Filipino spouse to remarry when the alien spouse has obtained a Foreign Judicial Decree of Absolute Divorce, amending for the purpose Executive Order No. 209, otherwise known as The Family Code of the Philippines
- The Expanded Anti-Violence Against Women and their Children (Electronic-VAWC) Act (House Bill 2664 amending RA 9262)
- Revision in the Family Code of the Philippines to recognize the capacity of the Filipino spouse to remarry when the alien spouse has obtained a foreign judicial decree of absolute divorce;
- House Bill No. 2664 – An Act Amending Republic Act no. 9262, Defending Electronic Violence Against Women or E-VAWC
- House Bill No.3813 – An Act Penalizing all Advertising Agencies that Exploit Women and Glorify Sexual Violence in their Advertisements
- House Bill No. 2850 – An Act Establishing a Task force to Recommend a Uniform Strategy to Protect Women against Violent Crime
- House Bill No. 1471 – An Act to Establish the Address Confidentiality Program for Victims of Violence against Women and their Children
- House Bill No. 5153 – An act amending Republic Act No. 9262 otherwise known as the Anti-Violence Against Women and their Children Act of 2004, defining electronic violence against women (E-VAW), providing protective measures and prescribing penalties therefore, and for other purposes
- House Bill No. 5584 – An Act defining domestic violence against individuals including members of the LGBT community other than women and children and providing for protective measures for victims, prescribing penalties therefore, and for other purposes
- House Bill No. 2592 – An Act Defining Electronic Violence Against Women And their Children providing protective measures, and prescribing penalties, amending for the purpose Republic Act No. 9262 otherwise known as the Anti-Violence Against Women And Their Children Act Of 2004

C. Executive Offices

- Article XV: The Family submitted to the Sub-Committee on Rights, Obligations and Social Justice of the Consultative Committee to Review the 1987 Philippine Constitution

- Senior Officials Meeting on Transnational Crime (SOMTC) Work Programme to Combat People Smuggling 2019-2021
- Priority Gender and Development Indicators for Monitoring and Evaluation (M&E) Gender and Equality and Women Empowerment;
- Inter –Agency Council Against Trafficking (IACAT) Resolutions on (a) Standards in Building Communities that Protect Children from Trafficking, (b) Guidelines on the Grant of Financial Assistance to Victims of Trafficking, (c) Guidelines on Data Collection and Monitoring for Management of Knowledge on Trafficking in Persons, (d) Revised Guidelines on Departure Formalities
- Philippine Youth Development Plan 2016-2022: The Need to Include the Overseas Filipino Youth
- Guidelines on Filipino Au Pairs Departure for Europe
- Philippine Millennium Development Goals on Women and Girls
- Community-based Tourism Forum of the Department of Tourism that value the assets of women and men in the facilitation and generation of socio-economic and tourism opportunities
- 5th and 6th Philippine Report on the Implementation of the Convention on the Rights of the Child
- Framework on counting overseas Filipinos of the Philippine Statistics Authority
- Scoping Study on International Migration Statistics in the Philippines of the Philippine Statistics Authority

For a brief description of some of these policy inputs, please refer to Annex A.

6. Peer Counseling

The Peer Counseling Program is required for Filipino emigrants 13 to 19 years old. The sessions aim to provide a venue for the young migrants to discuss their concerns about leaving their country of birth.

While sessions are not country specific, country profiles and settlement concerns are also discussed. No other government agency provides this specialized pre-departure program for migrating Filipino youth.

From 2014 – 2019, there were 34,751 youth migrants who underwent the counseling program of CFO. 51.32% of them were men.

7. CFO Country Familiarization Seminar (CFS) for Au Pair Participants

The alleged and reported cases of exploitation, discrimination, sexual violation, and prostitution of au pairs led to the imposition of Philippines ban on the deployment of au pairs to Europe.

The ban however did not stop some European countries from issuing visas and did not deter the participation of the Filipino youth to the program. As a result, the Filipinos who left as au pairs during the ban were undocumented and that the traces of their movement were not recorded. Foremost, the alleged abuses against them were not recorded and monitored as there was no Philippine government agency that took care of them. The absence of a comprehensive pre-departure orientation program to address their concerns over integration into host countries was also raised.

Back in 2010, the Department of Foreign Affairs agreed to lift the ban on au pairs headed for selected countries, such as Switzerland, Norway, and Denmark. The deployment was supervised by the Philippine Overseas Employment Administration of the Department of Labor and Employment (DOLE) and was under the category of POEA's "name hire" category.

In 2011, an inter-agency ad hoc technical working group (TWG) was formed to draft guidelines for the total lifting of the ban on au pairs. During the task force meetings, CFO was requested to conduct the pre-departure orientation seminar and develop and maintain a database on au pairs bound for Europe. The task force moreover came up with the steps to be taken by various agencies especially the DFA, the Philippine Embassies and Consulates in Europe and the CFO.

Immediately the following year (2012), all Filipinos leaving the country as au pairs were required to register with the CFO and attend the Country Familiarization Seminar (CFS). The CFS prepares the au pairs for their immersion process in a cultural and language learning context. The seminar equips them with vital information on settlement concerns, values, cultural, and societal realities in the host countries, health and safety issues, airport and travel procedures, and support networks in their host countries.

An au pair is described as a young Filipino citizen, between 18–30 years of age, unmarried and without any children, who is placed under a cultural exchange arrangement with a European host family for a maximum stay of two years.

From 2014 to 2019, CFO conducted the CFS to 10,874 au pairs, of which 97.60% were women.

8. Community Education Program (CEP)

CFO also undertakes annual Community Education Program (CEP) in at least 30 provinces in the country. It is an information campaign about various issues on migration, intermarriages, and existing government policies. The program

seeks to assist prospective migrants in making informed decisions regarding overseas employment or permanent residence.

The CFO coordinates with various government agencies, non-government organizations (NGOs), faith-based groups, local government units (LGUs), and academic institutions for its effective implementation. CEP equally aims to generate community involvement on migration concerns.

9. Efforts in Fighting Human Trafficking

As a member of the Inter-Agency Council Against Trafficking (IACAT) and head of the Advocacy and Communication Committee, the CFO spearheaded the establishment of the 1343 Actionline Against Human Trafficking which was operationalized since March 2011. The hotline facility responds to emergency or crisis calls from victims of human trafficking and their families. It also serves as an avenue for the community to be actively engaged in this effort to fight human trafficking.

Among the strategies of CFO also included, engaging and mobilizing various stakeholders and target groups such as the national and local government agencies; civil society groups; media institutions; international organizations; foreign government agencies; migrant associations; and other non-government organizations.

10. Campaign on Financial Literacy

Increasing the ability of overseas Filipinos to manage their personal and family's fiscal goal setting and financial planning is the objective of CFO when it launched in 2013 the Philippine Financial Freedom Campaign or PESO Sense.

Today, CFO's financial literacy campaign was intensified by maximizing the use of social media. Its Facebook page has more than **3.2 million**⁸ followers reaching million users weekly from all over the world with high concentration of overseas Filipinos.

From handy bookmarks and audio visual presentations to its dedicated-website, from social media to mobile application, from on-line training modules to face-to-face training, CFO have brought the financial freedom campaign to new and innovative levels.

These programs and services reflect the government's commitment to mitigate the social costs of gender disparity brought by migration, and protect and promote the rights, the welfare and interests of overseas Filipinos in every possible way.

⁸ Followers are coming from countries such as (a) Saudi Arabia; (b) United Arab Emirates; (c) Hong Kong; (d) Singapore; (e) United States of America; (f) Taiwan; (g) Kuwait; (h) Qatar; (i) Singapore; (j) Japan and (k) Canada.

V. Ensuring CFO's Commitment to Mainstream Gender and Development

In ensuring the continuous commitment of CFO in mainstreaming gender and development within its core functions, it yearly implements gender perspective policies, programs, activities and projects (PAPs).

The commitment is in line with some policies and sectoral program requirements such as the Executive Order (EO) No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development [PPGD 1995-2025])⁹ and the PCW-NEDA-DBM Joint Circular No. 2012 – 01 on “Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budget and Accomplishment Reports to implement the Magna Carta for Women”.

The CFO also established its GAD Focal Point System (GFPS) which consists of representatives from all divisions of CFO to ensure that GAD issues and concerns, gender equality and women's empowerment be mainstreamed within the Commission.

A continuous capacity building is provided to the GFPs for its enhanced understanding to the intricacies of gender mainstreaming within the Commission. Specifically, the GFPS was trained on the technicalities of various Gender Analysis Tools. Moreover, the CFO personnel are also equipped with adequate learning and development orientations on gender sensitivity. This sustainable technique complements the efforts of the GFPS to be fully appreciated by the entire workforce of the Commission.

Moreover, CFO collaborates with the Philippine Commission on Women, along with various government agencies and non-government organizations for various activities that facilitate gender mainstreaming.

Ultimately, CFO issued a policy that directs all CFO personnel to strictly observe the use of non-sexist or gender-fair language in all official documents, communications and issuances to avoid implicit and explicit discriminatory language against women or men.

VI. Establishment of CFO Online GAD Corner

The immense hard work of both international and local stakeholders in reducing the inequality between women and men are dispersed in diverse sources. This further increases the inadvertent unfamiliarity of the public, including the CFO officers and personnel to appreciate the efforts, a factor that could possibly hinder the fulfilment of gender equality.

Mindful of its effects, this online GAD Corner features the vast collection of GAD knowledge materials, categorized as:

- A. International Covenants/Agreements
- B. Philippine Laws; Proclamations; Administrative Orders; Special Order/Memoranda
- C. Philippine Government Programs and Services

⁹ It mandates agencies to incorporate and reflect GAD concerns in their agency performance commitment contracts, annual budget proposals, and work and financial plans.

- D. Researches and Studies/Fact-Finding Reports
- E. Information, Education and Communication Materials and Audio Visual Presentations
- F. Press Releases
- G. Government Hotlines/Contact Details

This online corner serves as a portal for accessing and sharing information on mainstreaming gender and development and is aimed at apprising the public on the unremitting efforts of the international community, non-government organizations, and the Philippine government in advancing gender equality.

The consolidation of the reference materials from various sources in the CFO's Online GAD Corner aims to reinforce consciousness and sensitivity on gender issues towards developing gender-related advocacies and programs that would elevate the integration of gender concepts across all sectors.