



**RA 7192**

**WOMEN  
IN DEVELOPMENT  
AND NATION-BUILDING  
ACT OF 1992**

**IMPLEMENTING RULES  
AND REGULATIONS**





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# **REPUBLIC ACT NO. 7192**

## **Women in Development and Nation-Building Act**



### **IMPLEMENTING RULES AND REGULATIONS**





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Republic of the Philippines  
Congress of the Philippines  
Metro Manila

Fifth Regular Session

Begun and held in Metro Manila, on Monday, the twenty-second day of July,  
nineteen hundred and ninety-one.

**[REPUBLIC ACT NO. 7192]**

**AN ACT PROMOTING THE INTEGRATION OF WOMEN AS FULL  
AND EQUAL PARTNERS OF MEN IN DEVELOPMENT AND  
NATION BUILDING AND FOR OTHER PURPOSES**

*Be it enacted by the Senate and House of Representatives of the  
Philippines in Congress assembled:*

SECTION 1. *Title* -- This Act shall be cited as the "Women in  
Development and Nation Building Act."

SECTION 2. *Declaration of Policy.* -- The State recognizes the role  
of women in nation building and shall ensure the fundamental equality before the  
law of women and men. The State shall provide women rights and opportunities  
equal to that of men.

To attain the foregoing policy:

(1) A substantial portion of official development assistance funds received  
from foreign governments and multilateral agencies and organizations shall be set  
aside and utilized by the agencies concerned to support programs and activities  
for women;



(2) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process; and

(3) All government departments and agencies shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein.

SECTION 3. *Responsible Agency* - The National Economic and Development Authority (NEDA) shall primarily be responsible for ensuring the participation of women as recipients in foreign aid, grants and loans. It shall determine and recommend the amount to be allocated for the development activity involving women.

SECTION 4. *Mandate* - The NEDA, with the assistance of the National Commission on the Role of Filipino Women, shall ensure that the different government departments, including its agencies and instrumentalities which, directly or indirectly, affect the participation of women in national development and their integration therein;

(1) Formulate and prioritize rural or countryside development programs or projects, provide income and employment opportunities to women in the rural areas and thus, prevent their heavy migration from rural to urban or foreign countries;

(2) Include an assessment of the extent to which their programs and/or projects integrate women in the development process and of the impact of said programs or projects on women, including their implications on enhancing the self-reliance of women in improving their income;

(3) Ensure the active participation of women and women's organizations in the development programs and/or projects including their involvement in the planning, design, implementation, management, monitoring and evaluation thereof;

(4) Collect sex-disaggregated data and include such data in its program/project paper, proposal or strategy;



(5) Ensure that programs and/or projects are designed so that the percentage of women who receive assistance is approximately proportionate to either their traditional participation in the targeted activities or their proportion of the population, whichever is higher. Otherwise, the following should be stated in the program/project paper, proposal or strategy:

- (a) The obstacles in achieving the goal;
- (b) The steps being taken to overcome those obstacles; and
- (c) To the extent that steps are not being taken to overcome those obstacles, why they are not being taken.

(6) Assist women in activities that are of critical significance to their self-reliance and development.

SECTION 5. *Equality in Capacity to Act* - Women of legal age, regardless of civil status, shall have the capacity to act and enter into contracts which shall in every respect be equal to that of men under similar circumstances.

In all contractual situations where married men have the capacity to act, married women shall have equal rights.

To this end:

(1) Women shall have the capacity to borrow and obtain loans and execute security and credit arrangements under the same conditions as men;

(2) Women shall have equal access to all government and private sector programs granting agricultural credit, loans and nonmaterial resources and shall enjoy equal treatment in agrarian reform and land resettlement programs;

(3) Women shall have equal rights to act as incorporators and enter into insurance contracts; and



(4) Married women shall have rights equal to those of married men in applying for passports, secure visas and other travel documents, without need to secure the consent of their spouses.

In all other similar contractual relations, women shall enjoy equal rights and shall have the capacity to act which shall in every respect be equal too those of men under similar circumstances.

SECTION 6. *Equal Membership in Clubs* - Women shall enjoy equal access to membership in all social, civic and recreational clubs, committees, associations and similar other organizations devoted to public purpose. They shall be entitled to the same rights and privileges accorded to their spouses if they belong to the same organization.

SECTION 7. *Admission to Military Schools* - Any provision of the law to the contrary notwithstanding, consistent with the needs of the services, women shall be accorded equal opportunities for appointment, admission, training, graduation, and commissioning in all military or similar schools of the Armed Forces of the Philippines and the Philippine National Police not later than the fourth academic year following the approval of this Act in accordance with the standards required for men except for those minimum essential adjustments required by physiological differences between sexes.

SECTION 8. *Voluntary PAG-IBIG, GSIS and SSS Coverage* - Married persons who devote full time to managing the household and family affairs shall, upon the working spouse's consent, be entitled to voluntary PAG-IBIG (Pagtutulungan - Ikaw, Bangko, Industriya at Gobyerno), Government Service Insurance System (GSIS) or Social Security System (SSS) coverage to the extent of one-half (½) of the salary and compensation of the working spouse. The contributions due thereon shall be deducted from the salary of the working spouse.

The GSIS or the SSS, as the case may be, shall issue rules and regulations necessary to effectively implement the provisions of this section.





SECTION 9. *Implementing Rules* - The NEDA in consultation with the different government agencies concerned shall issue rules and regulations as may be necessary for the effective implementation of Section 2, 3, and 4 of this Act within six (6) months from its effectivity.

SECTION 10. *Compliance Report* - Within six (6) months from the effectivity of this Act and every six (6) months thereafter, all government departments, including its agencies and instrumentalities, shall submit a report to Congress on their compliance with this Act.

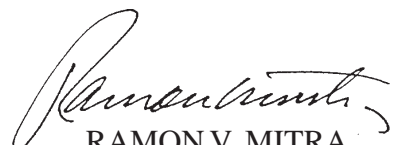
SECTION 11. *Separability Clause* - If for any reason any section or provision of this Act is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 12. *Repealing Clause* - The provisions of Republic Act No. 386, otherwise known as the Civil Code of the Philippines, as amended, and of Executive Order No. 209, otherwise known as the Family Code of the Philippines, and all laws, decrees, executive orders, proclamations, rules and regulations, or parts thereof, inconsistent herewith are hereby repealed.

SECTION 13. *Effectivity Clause* - The rights of women and all the provisions of this Act shall take effect immediately upon its publication in the Official Gazette or in two (2) newspaper of general circulation.


Approved,


  
 NEPTALI A. GONZALES  
 President of the Senate

  
 RAMON V. MITRA  
 Speaker of the House of Representatives




This Act which is a consolidation of House Bill No. 22466 and Senate Bill No. 1200 was finally passed by the House of Representatives and the Senate on December 11, 1991.

  
LORENZO E. LEYNES, JR.  
Acting Secretary of the Senate  
House of Representatives

  
CAMILO L. SABIO  
Secretary General

Approved: February 12, 1992

  
CORAZON C. AQUINO  
President of the Philippines





REPUBLIC OF THE PHILIPPINES  
NATIONAL ECONOMIC AND DEVELOPMENT  
AUTHORITY  
NEDA sa Pasig, Amber Avenue, Pasig, Metro Manila

**NEDA BOARD RESOLUTION  
NO. 35 (s. 1992)**

**APPROVING THE IMPLEMENTING RULES  
AND REGULATIONS OF R.A. 7192**

On motion duly seconded,

**BE IT RESOLVED**, as it is hereby resolved, to approve as it is hereby approved, the Implementing Rules and Regulations for Section 2, 3, and 4 of Republic Act 7192 entitled, "*An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for Other Purposes*".

**UNANIMOUSLY APPROVED**, November 18, 1992.



**IMPLEMENTING RULES AND REGULATIONS (IRR)  
FOR SECTIONS 2, 3, AND 4 OF  
REPUBLIC ACT NO. 7192**

The following rules and regulations are hereby issued pursuant to Section 9 of R.A. 7192, otherwise known as the **“Women in Development and Nation Building Act.”**

**RULE 1  
POLICY AND APPLICATION**

SECTION 1. *Purpose* - These rules and regulations provide guidance and measures that will mobilize and substantially enhance the participation of women in the development process in ways equal to that of men.

SECTION 2. *Declaration of Policies* - The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men. The State shall provide women rights and opportunities equal to that of men.

To attain the foregoing policy, the following provisions shall be strictly observed:

(a) A substantial portion of the official development assistance funds received from foreign governments and multi-lateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women.

(b) All government departments shall ensure that women benefit equally and participate directly in the development programs and projects of said department, especially those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process.

(c) All government departments and agencies shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein.



SECTION 3. *Mandate and Responsible Agency* —

(a) The National Economic and Development Authority (NEDA) shall primarily be responsible for ensuring the participation of women as recipients in foreign aid, grants and loans. It shall determine and recommend the amount to be allocated for the development activity involving women.

(b) The NEDA and the National Commission on the Role of Filipino Women (NCRFW) shall ensure that the different government departments, including its agencies and instrumentalities which directly or indirectly affect the participation of women in national development and their integration therein;

- (1) Formulate and prioritize rural or countryside development programs or projects, provide income and employment opportunities to women in the rural areas and thus, prevent their heavy migration from rural to urban or foreign countries;
- (2) Include an assessment of the extent to which their programs and/or projects integrate women in the development process and of the impact of said programs or projects on women, including their implications on enhancing the self-reliance of women in improving their income;
- (3) Ensure the active participation of women and women's organizations in the development programs and/or projects including their involvement in the planning, design, implementation, management, monitoring and evaluation thereof;
- (4) Collect sex-disaggregated data and include such data in its program/project paper, proposal or strategy;
- (5) Ensure that programs and/or projects are designed so that the percentage of women who receive assistance is approximately proportionate to either their traditional participation in the targeted activities or their proportion of the population, whichever is higher. Otherwise, the following should be stated in the program/project



paper, proposal or strategy:

- (i) The obstacles in achieving the goal;
  - (ii) The steps being taken to overcome those obstacles; and
  - (iii) To the extent that steps are not being taken to overcome those obstacles, why they are not being taken.
- (6) Assist women in activities that are of critical significance to their self-reliance and development.

SECTION 4. *Coverage* — These rules shall apply to the following:

(a) NEDA Secretariat of the NEDA Board and the NEDA Regional Offices (NROs) serving as Secretariats to the various Regional Development Councils (RDCs);

(b) Sub-regional Planning Development Offices serving as the Technical Secretariats of the various Local Development Councils and the Local Government Executives;

(c) NCRFW, the Governmental's National Machinery on Women;

(d) All Government agencies and instrumentalities including Local Governments to the extent provided for in the Republic Act; and

(e) The Agency Women in Development (WID) Focal Points.

SECTION 5. *Guidelines on Implementation* — In the implementation of the provisions of R.A. 7192 and its IRR, the following shall be considered:

(a) Gender Responsive Planning is a new development concept being operationalized within the government bureaucracy. As such, the first two (2) years of its implementation shall be devoted to the evaluation, development and revision/refinements of systems, tools and procedures to be utilized by concerned agencies in the discharge of their functions.



(b) As the tools for facilitating the integration of gender concerns are being developed, concerned government officials/staffs of the various agencies, who have undergone gender sensitizing and skills training programs, shall immediately undertake specific measures to implement the tasks expected of them under the Act and the IRR.

(c) NEDA, NCRFW and the Agency Focal Points shall ensure that the necessary basic tools and guidelines shall be available not later than the first six-twelve months from the date of effectivity of the IRR.

(d) More specific guidelines have to be drawn vis-a-vis the requirements of the Local Government Code (LGC). In this regard, the NROs and concerned sub-national development offices, (Provincial Planning Development Offices - PPDOs and Municipal/City Planning Development Offices - M/CPDOs may have to further translate these into more operational terms, whenever necessary, for the adequate implementation of the R.A. at the field levels.

More specifically, these guidelines shall be consistent with the Clearing and Monitoring System for the LGUs' ODA grant-assisted programs and projects. This System, which was approved by the President, is aimed at coordinating and systematizing the direct accessing of grants from external/foreign donors, as provided for by the LGC.

(e) NEDA and NCRFW in consultation with concerned agencies shall, in the course of implementing these guidelines make the necessary amendments in response to emerging developments.

## **RULE II RESOURCE MOBILIZATION**

### *SECTION 6. Resource Mobilization for Gender Concerns and Women's Activities*

(a) In support of the full benefits of gender responsive planning, external and domestic resources shall be increasingly mobilized for utilization by national and local government agencies to support programs and projects for women.



(b) In the implementation of the provisions of this Section, the following considerations shall be strictly observed:

- (1) The concept of mainstreaming gender concerns in the development process shall be strongly pursued at all times. This standpoint is essential in ensuring the expedient participation in development and nation building of women as a distinct human resource of society.
- (2) The line/implementing agencies shall ensure that in the first year of implementation (1993), at least 5 percent of funds received from foreign governments and multi-lateral agencies/organizations are in support of programs/projects that mainstream/include gender concerns in development. In the subsequent years, this shall be increased from 5 percent to 10-30 percent as the various line/implementing agencies and LGUs shall be increased opportunities to incorporate gender concerns in their on-going and new programs and projects.
- (3) The application of the required percentage allocation shall be on a cumulative basis, and not on a project to project basis. Cognizant, however, that some sectors such as transport, public works and other hard infrastructure have projects benefitting the entire population regardless of gender, the compliance to the above-mentioned shall not be strictly enforced. Concerned departments shall, however, make explicit in their program/project proposals their recognition of women/women's organizations as beneficiaries, as groups to consult, as direct participants/managers, as development agents/catalysts, and as conduits, whenever feasible.
- (4) NEDA shall endeavor to sustain if not increase this allocation to enable the concerned agencies to promptly and adequately meet the needs of the women sector.







### **RULE III**

#### **CLASSIFICATION OF PROGRAMS AND PROJECTS**

SECTION 7. Programs and projects for women may take the following forms:

(a) “Integrated programs/projects”

In support of development programs/projects where women’s roles, contributions, benefits are appropriately integrated and taken into account as early as project conceptualization.

The processes involved in the design of such projects is expected to have considered the peculiarities of each gender as early as the project development phase, and shall have corrected any imbalances that traditional projects usually commit.

Such projects demonstrate higher forms of mainstreaming/including gender/women concerns in development efforts where there are no built-in barriers to the participation of either gender. On-going projects and completed project proposals may be reviewed accordingly for inclusion of gender-fair project approaches, and minimum but coherent description of the concerns in the over-all project objectives, design and strategies.

(b) “Women’s Components” - in support of women’s components within larger general projects focusing on activities designed to harness the potentials of the women sector, without necessarily altering the original character of the project. This can be pushed through for pipeline projects that are in the design stage where detailed replanning of components can be undertaken.

(c) “For Women Only” - in support of studies and technical assistance requirements to further promote the integration of women in development policies and programs/projects. These are special support interventions in aid of policy formulation and program/project development among others.



## **RULE IV ROLES AND RESPONSIBILITIES**

### SECTION 8. *NEDA and NCRFW*

#### (a) Development Planning/Advocacy

- (1) NEDA, in consultation with NCRFW, shall come up with relevant planning/updating framework to the various Planning Sub-committees that will appropriately ensure the integration of gender concerns in the development plans.

NEDA and NCRFW shall provide technical assistance to the Sectoral Planning Sub-committees. The NROs, on the other hand, shall do the same to the regional and sub-national planning bodies/committees.

- (2) NCRFW shall provide the line/implementing agencies and the LGUs through the Department of Interior and Local Government (DILG) prior to the Planning Exercise, relevant guidelines which they can consider in drafting their respective inputs to the formulation of the Medium-Term Philippine Development Plan, the Regional/Local Development Plans, the Philippine Development Reports and related reports. These guidelines shall be updated to respond to emerging developments.
- (3) NCRFW shall continue to spearhead the formulation and updating of the Philippine Perspective Plan for Gender and Development and related documents.
- (4) NCRFW and NEDA shall devise appropriate measures to build and strengthen linkages with the concerned Legislative Sub-committees for the purpose of ensuring complementation in policy directions and recommending appropriate legislative agenda.



- (5) NEDA, in consultation with NCRFW, shall ensure the continuing participation of Non-Government Organizations (NGOs)/People's Organizations (POs) who are able to articulate gender concerns in relevant sub-committees and working groups for policy formulation and development planning.
- (6) NCRFW shall network and conduct periodic consultations with NGOs/POs, especially women groups, to generate their involvement in the development process. Concerned NEDA staffs shall actively participate in these consultations.

(b) Programming

- (1) NEDA shall review project proposal forms and guidelines, revise them accordingly, and ensure that sex-disaggregated data are adequately reflected in the program/project's situationers and made as basis for the identification of strategies and activities.

These forms shall be disseminated to the concerned agencies as soon as possible in order that project proposals to be submitted to NEDA for processing for external assistance already reflect the desire reorientation.

- (2) NEDA and NCRFW shall jointly develop a set of viable criteria for guidance of project evaluators in assessing the extent of responsiveness of gender concerns in relevant aspects of the project proposals. The active involvement of the agencies shall be sought in the undertaking.

Criteria and guidelines to be developed may be considered in the next updating of the NEDA Project Development Manual.



- (3) NEDA shall evaluate programs/projects from a gender perspective and recommend viable measures on further integrating gender concerns in those that are found to be technically sound and feasible.
- (4) NEDA shall prioritize well-packaged, technically sound and feasible programs/projects that are found to increase the access of women to income and employment opportunities in the rural areas, including those that would equip women with decision-making and management skills.
- (5) NCRFW shall assist agencies, LGUs and NGOs/POs in developing and packaging programs/projects that integrate gender perspectives in various sectoral concerns.
- (6) NCRFW shall make a regular inventory of the pipeline programs/projects for ODA funding following the above-mentioned classifications.
- (7) NEDA shall provide a regular update on ODA resources actually committed for gender concerns.
- (8) NEDA and NCRFW shall actively advocate the donors' community to sustain their priorities towards assisting/funding innovative gender responsive programs/projects. As a more crucial activity, they shall increasingly mobilize line/ implementing agencies, specifically their department heads/ management officials, to give high priority to efforts that will strengthen existing mechanisms and structures towards the integration of gender concerns in their planning, programming, monitoring, and evaluating functions.
- (9) NCRFW and NEDA shall mobilize agencies through periodic consultations and memorandum circulars to review their pipeline programs/projects and accordingly integrate gender concerns.



(c) Monitoring and Evaluation

- (1) NEDA shall provide where appropriate, guidelines for the monitoring and evaluation of projects to determine the extent to which gender concerns have been addressed to and have been mainstreamed.
- (2) NCRFW shall make available a gender responsive monitoring/ evaluation and impact assessment framework which can readily be adopted by concerned agencies.
- (3) NEDA, in its regular conduct of impact studies or post-implementation evaluations, shall include an assessment of the extent to which selected major development programs/projects are able to integrate gender concerns in actual implementation.
- (4) NCRFW, on the basis of its review and evaluation functions, shall also undertake selective impact assessments of women's programs/projects.

Moreover, NEDA and NCRFW could jointly conduct impact assessments as may be deemed necessary.

- (5) NEDA, NCRFW, line/implementing agencies and the LGUs shall utilize existing coordination and monitoring systems and procedures in evaluating the extent of compliance of the concerned agencies with the IRR.
- (6) NEDA and NCRFW shall mobilize specifically the Planning offices/units and concerned bureaus of the various agencies such as the Bureau of Agricultural Statistics (BAS-Department of Agriculture), Bureau of Labor and Employment Statistics (BLES-Department of Labor and Employment) in identifying and making available crucial sex-disaggregated data requirements vis-a-vis their specific purposes (planning, programming, delivery of services, resource allocation, etc.).



Data that are beyond the agencies' capacity to generate shall be referred to the data generating agencies such as the National Statistics Office (NSO), among others, for appropriate action.

These specialized data producing agencies shall provide the necessary technical assistance to concerned entities by virtue of their mandates and specifically by the R.A. provisions. As among those government agencies mandated by this R.A., they shall be expected to initiate pro-activate measures towards ensuring the timely and adequate collection of sex-disaggregated data for planning and programming purposes.

Specifically, the NSCB shall ensure that gender concerns are integrated into the sectoral plans and programs of the Philippine Statistical Development Plan (PSDP) and that appropriate mechanisms are adopted to implement the gender-based statistical activities of the concerned agencies at both the central and sub-national levels.

- (7) NCRFW shall ensure that all governmental agencies/instrumentalities, particularly of the critical sectors and sub-national offices including LGUs, have set up and reactivated their respective Focal Points and periodically assess their performance/progress vis-a-vis their functions and the implementation of the R.A.'s provisions.

#### SECTION 9. *Sectoral WID Focal Points*

(a) At the agency level, the WID Focal Points shall be strengthened to institute the necessary changes in order that the guidelines set forth in pursuit of the R.A.'s objectives shall be effectively and efficiently implemented. In this regard, the NCRFW Memorandum Circular No. 89-1 shall be revised to specifically denote that the WID Focal Point shall not be lower than an Undersecretary or its equivalent rank in the case of Central Offices and not lower than the rank of an Assistant Directory or its equivalent position at the sub-national levels. The revised Circular shall explicitly state that the WID Focal Point shall not be limited to women officials.



To ensure sustained efforts, Planning Offices of the various government departments/agencies and instrumentalities or their equivalent/appropriate strategic units, shall be designated as the technical secretariat of the WID Focal Points.

(b) The WID Focal Points shall serve as the catalysts for gender responsive planning/programming in their respective agencies. They shall ensure that disseminated guidelines are appropriately utilized and revised to suit emerging developments. They shall ensure the conduct by appropriate staffs/units of periodic assessments of policies, programs/projects, procedures and circulars which are deemed discriminatory to gender concerns.

(c) Their functions relative to three primary sub-sectors namely, the internal management; the women constituency; and the women employees of their respective agencies shall remain to take effect, and in fact, are deemed highly relevant to the implementation of the R.A. and its IRR.

(d) Relative to the highest official of the agency, they shall serve as an advisory body on matters concerning gender issues and women in development, conduct appropriate interventions that shall ensure and sustain their Management's critical consciousness and support, including their regular rendering of reports on the progress of their activities within and outside the agency.

(e) Relative to their women constituency, they shall coordinate the conduct of detailed assessments of the agency's current policies, strategies and programs with reference to the identified priority needs or concerns of women in their respective sectors. They shall, likewise, initiate the evaluation of the current set of statistics and indicators on women in the sector and accordingly, coordinate the formulation of a comprehensive plan for gender responsive data management system.

They shall also be expected to spearhead an assessment of the agency's performance relative to their targets. Moreover, they shall ensure that the required inputs to the policy formulation and plan formulation, programs/projects and other related outputs have adequately integrated gender concerns.



(f) Relative to the agencies' women employees, the WID Focal Points shall generate adequate and relevant statistics, illustrating the status of women in their respective agencies. They shall also, in coordination with the Civil Service Commission (CSC), initiate the evaluation of the impact on women of their agency's policies, rules and practices on hiring, promotion, training, administration of benefits, etc. Also in partnership with CSC, they shall spearhead the development of career pathing program and initiate the setting up of appropriate mechanism and support systems. They shall also identify qualified employees within their agencies who shall work with the CSC Equality Advocates to assist women employees who are encountering problems of sexual harassment and discrimination.

(g) They shall ensure that their respective agencies have strong linkages and partnerships with NGOs/POs who have integrated gender concerns in their respective institutions, and promote their participation in various stages of the planning cycle. They shall be tasked to coordinate and monitor the operationalization of the guidelines and related undertakings at the sub-national and field levels.

(h) They shall directly liaise with NEDA and NCRFW in matters pertaining to the R.A. and the IRR.

## **RULE V**

### **SUPPORT SYSTEMS AND REPORTING**

*SECTION 10. Support Systems and Capability Building Interventions*  
— The NCRFW shall continue to conduct training programs on Gender Sensitivity and Gender Responsive Development Planning, and related programs in support of the various entities tasked to primarily attend to the implementation of the R.A.'s provisions.

(a) As a general rule, the NCRFW shall train key agency personnel who can later become the agency's pool of trainers.

(b) Gender Sensitivity and Consciousness Raising shall be undertaken for selected policy makers at various levels, inclusive of the Local Government Executives.





(c) Skills training programs on Gender Responsive Development Planning shall be provided to the agencies' Focal Points and selected key planners, programs implementors and extension/field workers of critical or priority sectors.

(d) In aid of their critical responsibilities under this Act, key staffs of NEDA, NCRFW, DILG and selected local government technical personnel shall undergo intensive gender related technical courses and to the extent possible, hands-on training activities.

(e) NCRFW shall explore with the Women's Studies' Consortia and professional women's groups the possibility of developing and implementing capability building programs for selected NGOs/POs to facilitate their participation in the development process, and more specifically in the implementation of the IRR.

(f) The regular holding of the Focal Point Assemblies shall be utilized as venues for the upgrading of their technical competencies by inviting experts to speak on topics related to Gender and Development.

(g) NCRFW shall assist concerned agencies in identifying experts, resource persons and consultants who shall provide them more focused and sector-specific interventions.

(h) In line with the integration objectives, agencies shall tap their regular training budget for the dissemination of gender and development concepts and skills' development, initially to critical sectors within the agencies and across positions and geographical levels. NCRFW shall also source out external resources for the conduct of highly specialized training programs on Gender and Development.

(i) In coordination with the NSCB, NSO and other data-producing agencies, the NCRFW shall pursue the development and continuous refinement of a gender-responsive data base and indicator system which shall assist agencies in all phases of the development process from planning to monitoring and evaluation.



SECTION 11. *Reporting Mechanisms and Procedures*

(a) Existing monitoring and reporting systems shall be utilized to the extent that these shall facilitate generation of the relevant information and required documentation necessary for the compliance report to the Office of the President and the Legislature.

(b) All government departments including their agencies and instrumentalities shall submit their compliance report to Congress every six months upon effectivity of the IRR. These government departments shall also furnish copies of the compliance reports to NCRFW as inputs to the consolidated Special Cabinet Report on Women to the Office of the President, and to the NEDA as inputs to the Philippine Development Report (PDR). These reports shall reflect activities at both the central and field offices.

(c) The government departments shall be given one month and a half to generate the reports from their field offices. The first semestral report shall be due on or before the third week of August and the second semestral report on or before the third week of February.

(d) The first report for the year shall essentially cover the following points:

- (1) analytical situationer on the status of gender responsive planning/programming (highlighting on the current vis-a-vis desired situation);
- (2) agency's thrusts on gender and development;
- (3) policies/procedures and circulars for review/modification for the year;
- (4) agency's budgetary (domestic sources) estimates and activities earmarked for the year;
- (5) estimated ODA funds earmarked for gender-related/women activities; and



(6) status/progress of activities.

(e) The second report shall cover the actual implementation of policies, plans, programs and projects during the year.

(f) These above-mentioned agency reports shall be made available to other Government Offices (GOs), NGOs/POs and other groups who shall indicate their interests.

## **RULE VI BUDGET AND FINAL PROVISIONS**

### *SECTION 12. Budgetary Support*

The activities embodied in this IRR shall be implemented using the regular budget of the government departments/agencies. In cases where some critical activities can not be funded from the regular budgets, the concerned government departments/agencies, and the LGUs shall be advised to source these from supplemental budgetary requests.

### *SECTION 13. Effectivity*

These rules and regulations shall take effect immediately upon approval.





## Annexes

- A - Social Development Committee  
Resolution No. 5 (Series of 1992)
- B - Glossary of Terms





Annex A

**SOCIAL DEVELOPMENT COMMITTEE  
RESOLUTION NO. 5 (Series of 1992)**

**A RESOLUTION APPROVING  
THE IMPLEMENTING RULES AND REGULATIONS FOR  
SECTIONS 2, 3, 4 OF REPUBLIC ACT 7192**

*WHEREAS*, Republic Act (RA) 7192, otherwise known as An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and For Other Purposes, mandates the National Economic and Development Authority (NEDA) the task of ensuring the participation of women as recipients of foreign aid, grants and loans in pursuance to the said R.A.;

*WHEREAS*, the same R.A. provides that NEDA with the assistance of the National Commission on the Role of Filipino Women (NCRFW) shall coordinate the implementation of the Act's provisions which, among others, mandates the different government departments, including its agencies and instrumentalities to integrate the participation of women in national development;

*WHEREAS*, after consultations with the different government departments and agencies through the Women in Development (WID) Focal Points and selected non-government organizations, NEDA has formulated the Implementing Rules and Regulations of Section 2, 3, and 4 of the said Act;

*NOW, THEREFORE, BE IT RESOLVED*, as it is hereby resolved, by the Chairman and the members of the Social Development Committee (SDC) to approve as it is hereby approved the Implementing Rules and Regulations of Section 2, 3, and 4 of R.A. 7192.



*Nieves R. Confesor*

Hon. NIEVES R. CONFESOR  
Secretary, Department of Labor & Employment  
Chairman, Social Development Committee

*Cielito F. Habito*

Hon. CIELITO F. HABITO  
Secretary, Socio-economic Planning  
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Hon. ROBERTO S. SEBASTIAN  
Secretary  
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*Juan M. Flavier*

Hon. JUAN M. FLAVIER  
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Secretary  
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*Corazon Alma De Leon*

Hon. CORAZON ALMA DE LEON  
Acting Secretary  
Department of Social Welfare  
and Development

*Edelmiro Amante*

Hon. EDELMIRO AMANTE  
Executive Secretary



### GLOSSARY OF TERMS

1. **Women in Development (WID)** - A development framework/approach which gives recognition to the distinct needs and capacities of women with considerable focus on developing strategies and action programs that will facilitate their participation in the productive sector.

The application of the WID approach has tended to result into the development and implementation of income-generating activities where women undergo skills' trainings and are organized into marketing cooperatives or similar productive groups. As women are taught productive skills, they are simultaneously given continuing interventions in the areas of hygiene, literacy, childcare, and other related traditional concerns.



2. **Gender and Development (GAD)** - A more recent framework/approach which reflects a change in outlook from that of women's lack of participation in the productive sector to that which recognizes the disparities of women and men in all aspects/sectors of development.



GAD proceeds from the premise that culturally defined roles of women and men have reinforced the unequal gender relations, resulting in the marginalization of both sexes in varying circumstances and magnitude. As such, their respective needs have to be simultaneously addressed to, whenever feasible, in order that the women shall fully benefit from and maximize the full merits of development programs/projects.

The GAD approach seeks not only to fully integrate women into the development process but also to continually search for new and innovative initiatives that will help transform unequal social/gender relations into creative opportunities that would equally benefit both women and men.





While development workers and academicians do not discount the usefulness of WID approaches in addressing the needs of women, there is a worldwide shift to adopt the GAD framework as a more realistic tool for analysis to help determine the extent of the benefits derived by both men and women from development programs/projects. To the extent possible, all plans and programs/projects must be able to address the needs of both men and women.

3. **Gender-Responsive Development Planning (GRDP)** - Also known as Gender Responsive Planning, GRDP is simply the operationalization and integration of the GAD framework into the entire development planning cycle. It rests on the premise that introducing gender considerations makes development planning/programming more "people oriented or people focused". Gender is one source of heterogeneity along with education, ethnicity, class and other socio-geographic variables, all of which determine to a large extent the manner by which development plans and programs/projects impact on different groups of people.
4. **Mainstreaming Gender Concerns in Development** - This essentially means enabling the participation of women in the development agenda/process by purposively and deliberately incorporating/counting in their concerns in the development programs/projects of implementing agencies.

**Marginalization** - A term used to denote the negative connotation associated with certain development approaches which tend to focus on traditional programs/projects to operationalize women's participation in the development process. These interventions are those related with maternal and child care, day-care centers and nutrition activities, among others. With these perspective, women's concerns remain limited to these traditional areas. Their needs and potentials in the other areas, particularly in the economic sectors remain unrecognized, hence, their full development as a distinct resource of society is not achieved.





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