

EVEN



**MOST
INSPIRING
WOMAN**

**MOST
OUTSTANDING
WOMAN**

**SPARKS
CHALLENGES**

RONA BAUTISTA

ENGINEER
WELDER
SOLO PARENT



ORDINARY *Women* **WITH
EXTRAORDINARY JOBS**

THIRD ISSUE JANUARY 2021 TO DECEMBER 2021



**GENDER AND DEVELOPMENT
CALAMBA CITY**

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EDITOR'S NOTE

Men and women have their own distinctive identities; more often than not, they are considered gender roles. These identities are far greater than one or two roles. A woman who is conventionally known as a mother, a wife, an employee, a businesswoman, a stay-at-home mom, can also be considered as weak, dependent and many more. While a man being known as a father, a husband, a strong individual, the provider, and the boss almost has it all-all of the traits showing superiority over women. We have a number of identities which defines a He and a She.

The 2021 GAD Accomplishment Magazine features stories of police officer, fire officer, public order and safety officer, a fisherfolk, a farmer, a tricycle and a pedicab driver, an entrepreneur, and a welder. They are all ordinary women with extraordinary jobs. So why are those jobs considered extraordinary when in fact they are ordinary? It is because when we say ordinary, the first thing that comes in our mind is that there is nothing special about it; it is very common and just like others. Household chores, taking care of the children and elderly, work, and family and personal errands are the most common roles/jobs that a traditional woman is into. When women held jobs that are commonly assigned to men, they break the usual; their jobs, just like them, become extraordinary.

What separates these women from the others? The answer is simple. These women are bold. They do not fear male-defined works. And not only that; they ventured and succeeded in these fields. By enabling ordinary women to be the best they can, they can truly be catalysts of change; they are to change the world.

Calamba City is known to be the hometown of our National Hero, Dr. Jose Rizal. Until now, it continues to house modern heroes. Two women are now making Calamba proud for bringing honor and pride as they received international award of 101 Most Outstanding Women on Earth and Most Inspiring Women on Earth. Their stories will give inspiration to other women through emphasizing that despite the very fast pacing of our lives, we can still do something worth living for. Out of their ordinary lives, they came out extraordinary - which they only realized until the time they were recognized and awarded.

Two very important laws that concerns women are highlighted in this year's issue. One is the Republic Act 9710 or the Magna Carta of Women and the other is the Republic Act 11313 also known as Safe Spaces Act or the Bawal Bastos Law. This section will help women to know their specific rights under Magna Carta and Safe Spaces.

The Gender and Development Office (GADO) spearheaded the observance of two important mandated event, the 2021 National Women's Month and the 18-day Campaign to end VAW. Since there are still restrictions in mass gathering due to pandemic, all activities on the said celebrations were conducted online such as Online Advocacy Campaign with the title Babae Ako, Online Dance Contest using songs from the Macho Choir of PCW, and Online Short Film Competition about Safe Spaces Act. GAD office also continued the services of "Libreng Sakay" for Women, PWD, Senior Citizen, and Employees of the city, which started at the peak of COVID-19. Also, another batch of GAD Pool of Trainers attended the Phase 1 Training. They were added to the team while waiting for sending off ceremony. Meanwhile, GAD office never ceases to improve its services: GAD Facebook account has almost 4k followers; GAD website is already waving; and GAD Database Management Information System has more than Four Hundred Thousand (400,000.00) Calamba residents, whose data are being collected. And, the milestone of GAD office for the year 2021 is the launching of two radio programs namely, Pulso ni Juana and Dear GAD. These two programs are venue for online consultations, discussions and advocacy campaign on the rights of women and the fight against Violence Against Women and their Children (VAWC).

Our partner departments such as City Agricultural Services Department (CASD), Cooperative and Livelihood Development Department (CLDD), and City Social Services Department (CSSD) also showcased their GAD funded activities in the pursuit of attaining gender equality through women empowerment programs and projects. The EVEN (Eve - women, and even - equal) Gender and Development Accomplishment Magazine is happy to share with you its third edition. Happy reading everyone.

JASMIN P. SIMAN
Editor-in-Chief



Goal 5: Achieve Gender Equality and Empower all Women and Girls

The United Nations believe that gender equality is an important factor in having a peaceful, prosperous, and sustainable world.

Though many changes have been made for the advancement of women there are still challenges such as discriminatory laws, pervasive social norms, underrepresentation, and gender-based violence encountered by different women all over the world.

This fifth SDG is expected to influence all the other sixteen sustainable goals.

Empowering women is the way to assure gender equality. When women are empowered, they will have equal access to the resources and opportunities that will pave way for their development



Protecting and Promoting the Rights of Filipinas: The Philippine Commission on Women

The Philippine Commission on Women (PCW), formerly known as the National Commission on the Role of Filipino Women (NCRFW), is the primary policymaking and coordinating body on women and gender equality

The Sustainable Development Goals answer the universal call to end poverty, protect the planet and improve the lives and prospects of all people. They were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which set out a 15-year plan to achieve the Goals.

The 2030 Agenda for Sustainable Development is a plan of action for people, planet and prosperity. Seeking to strengthen universal peace, the members of the United Nations recognize that eliminating all kinds of poverty is the greatest global challenge and it is an indispensable requirement for sustainable development.



concerns. It continues to build upon the past efforts and achievements in advancing the status of women. It acts as a catalyst for gender mainstreaming, the authority on women’s concerns, and advocates for women’s empowerment, gender equity, and gender equality.

On August 14, 2009, NCRFW was renamed PCW through the Republic Act 9710, also known as the Magna Carta of Women. Its mandate was expanded, and its structure and staffing pattern were revised with assistance from the Department of Budget and Management. The Commission is then tasked to monitor and oversee the implementation of the Magna Carta and ensure that government agencies are capacitated in its effective implementation.

<https://pcw.gov.ph/>

GENDER AND DEVELOPMENT CALAMBA CITY

In 2020, ten (10) plantilla positions were created to support the GFPS in their Gender Mainstreaming effort. Working on the 5% budget of the total LGU budget, the personnel assist in the different GAD PPAs of the City; in its pursuit of gender equality and women empowerment, being a basic development goal and key objective in development planning. The city aspires to become gender responsive through meeting the needs of its constituents thus improving their standard of living especially women belonging to the marginalized and vulnerable sectors; reducing gender gaps and biases; providing solutions to gender issues in the city; and giving more opportunities for women to become active participant and catalyst of change towards a more progressive development.

The City Government of Calamba, through the Gender and Development (GAD) Division under the office of the Mayor is committed to its principles of improving the lives of men, women and those who belong to the vulnerable and marginalized sectors.

The GFPS led by its Chairperson and the Gender and Development Division under the Office of the Mayor, together with the Executive Committee, Technical Working Group, the different departments and offices of the City Government work hand in hand to ensure that the goal and aspiration of the city shall be achieved and the budget appropriated will be utilized in accordance to GAD laws and mandates.



RA 9710

MAGNA CARTA OF WOMEN

IMPLEMENTING RULES AND REGULATIONS

THE MAGNA CARTA OF WOMEN

The Republic Act 9710 or otherwise known as the Magna Carta of Women, provides a complete set of explanation on the rights and privileges of women and other vulnerable groups in the society. It includes the Human rights of women which consist of all the rights recognized in the Philippine Constitution and international instrumentalities. These shall be the rights of women under the Magna Carta of Women (a) Protection from all forms of violence, including those committed by the state (b) Protection and security in times of disasters, calamities and other crisis situations (c) Right to representation and participation (d) Equal treatment before the law (e)The Right to Education and Training (f) Women in Sports (Equal participation in sports) (g) Women in the Military, Police and other similar services (Non-discrimination in employment in the field of military, police and other similar services) (h) Non-discriminatory and derogatory portrayal of women in media and film (i) Women’s right to health (Comprehensive health services and health information and education) (j) Special leave benefits for women and (k) Equal rights in all matters relating to marriage and family relations.

Principle of Human Rights of Women

The Magna Carta of Women bears the principles of Human Rights of Women. First, human rights are universal and inalienable, which means that all are entitled to these rights and it cannot be taken away (from us) and that all are free and equal in dignity and rights. Human rights are indivisible, interdependent, and interrelated. Thus said, we will not be able to fully enjoy these rights without the existence of the other. Another principle that the MCW bears is that, we are all

equal as human beings, thus everyone must be free from all kinds of discrimination on the basis of age, gender, language, ethnicity, color, religion, race, sexual orientation, political or other opinion, national, social or geographical origin, disability, property, birth or status. MCW also bears the principle that all people have the right to participation and inclusion in decision making processes that affects their lives and well-being.

A. Protection from all forms of violence

Gender-based violence has always been a global issue. In the Philippines, violence against women apparently remains to be one of the most distressing issues. It is extremely rampant that based on National Demographic Health Survey 2017 that was released by the Philippine Statistics Authority, 1 out of 4 Filipino women aged 15-49 experiences gender-based violence. The Philippine Commission on Women, together with the other coordinating agencies, local government units and institutions works intensively to eliminate all forms of gender-based violence in the country.

The City Government of Calamba, stands to eliminate violence against women in the City by providing programs, formulating policies, conducting activities and creating mechanisms that will contribute to the eradication of gender-based violence.



B. Protection and security in times of disasters, calamities and other crisis situations

Disasters, calamities and crisis are very detrimental to all people. However, it may have more damaging and dangerous impact among the most vulnerable people in our society such as, pregnant women, senior citizens, PWDs, boy and girl children. MCW, clearly states the right, particularly of women, to be protected and secured during these perilous times. The government, being the duty bearer, must ensure that basic services, assistance, interventions and even protection from sexual exploitation and gender-based violence be provided to women.

Calamba City, being one of the areas commonly hit by calamities such as typhoon and flood, ensures that this right of women be recognized in its disaster preparedness and response.



C. Right to representation and participation

MCW thrusts the State to ensure that participation and equal representation of women be recognized in all the sphere of society. It recognizes women as agents and beneficiaries of development, being involved in processes of decision-making and in the formulation, implementation and evaluation of policies, plans and programs for the entire country's development.

Women stakeholders of the City of Calamba are guaranteed to benefit from projects, programs and activities that are being laid by its local government. Moreover, women representations are evident in its policy-making bodies wherein five (5) out of twelve (12) legislators are women. The organizational leadership also composes majority of women, who are occupying supervisory positions.

D. Equal treatment before the law

Laws are important to ensure that the conduct of citizens is acceptable and moral. It serves as a guide to maintain order and avoid societal conflicts and issues. However, some existing laws may cause disadvantage to others if not scrutinized, reviewed or restructured to adapt in the ever changing society.

Women in particular may reap its disadvantages, thus the State must take necessary steps to review, amend and/or repeal existing laws that may be disadvantageous or discriminatory to women.

The City Government of Calamba intends to improve its existing laws and policies to better serve its women stakeholders.



E. The Right to Education and Training

Education and training are important human rights. This enables a person to gain knowledge and skills that will help in individual progress and success.

Education empowers and strengthens any individual to become who they wanted to be, do whatever they aspire and at the same time contribute to the society's development. MCW ensures that women will be given equal opportunity and access to these basic rights in order to be empowered and become contributor in nation building and economy.

The City Government of Calamba aims to provide its women stakeholders, education and training of non-traditional skills to be empowered, competitive, and productive citizen.



F. Women in Sports (Equal participation in sports)

Gender-role stereotyping had been common in sports. Magna Carta of Women recognizes the role of the state to fully eliminate this issue by developing, establishing and strengthening of sports programs for women and girl children to participate. Seeing that, competitive and non-competitive sports are means of achieving excellence, promoting physical and social well-being, elimination of gender-role stereotyping and providing equal access to the full benefits of individuals without discrimination.

The City aspires to create a program where women and girl-children can fully and equally participate in sports and unleash their potentials and skills without discrimination and stereotyping.





G.Women in the Military, Police and other similar services (Non-discrimination in employment in the field of military, police, and other similar services)

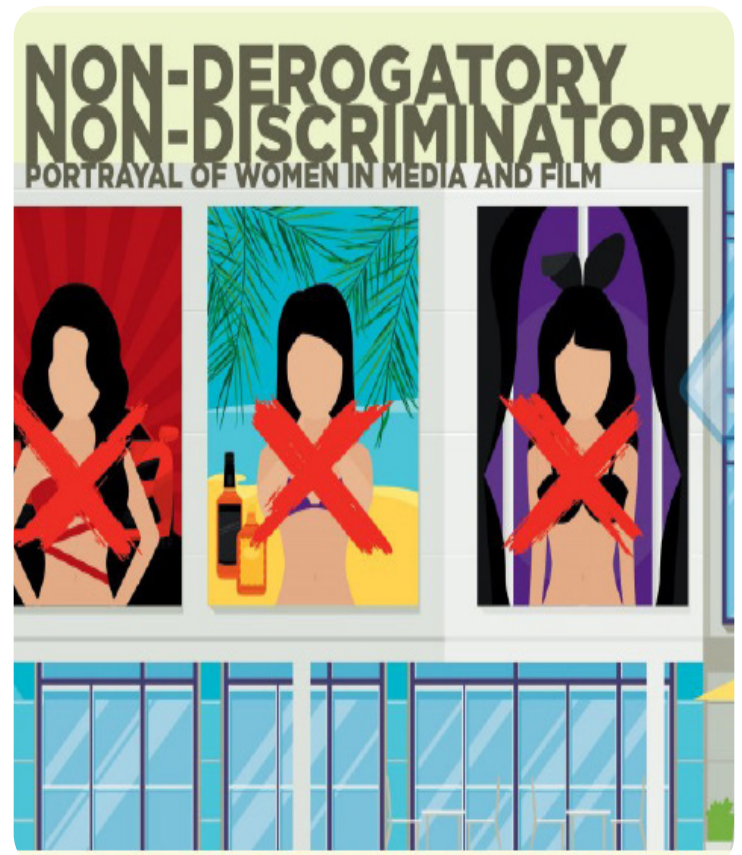
MCW tasks the state to pursue appropriate measure to eliminate the discrimination of women in the military, police and other similar services. This includes the revision or abolishing of practices that are restrictive of women. Also, MCW ensures that women must be given the equal opportunities, privileges, remunerations and benefits enjoyed by men based on merit. They must also be protected from abuses and violence during recruitment, training and service, hence ensuring that the dignity of women in the institution will always be respected.

The City Government of Calamba challenges the belief that women are emotional creatures and fragile to engage into work related to public safety and order. Thus it seeks to involve more women in the service that will promote security, peace and order in the city. The City also recognizes the role of women in uniform to be of high importance especially in its goal to end violence against women.

H. The non-discriminatory and derogatory portrayal of women in media and film

Women had been portrayed in media and film wherein their dignity had been stained. These had led to several abuses and exploitations in the industry and even caused negative impact in the minds of people in the society. Women who had played undignified roles had been discriminated and looked down upon. There are also portrayals that do not truly represent the ability of women causing another stereotypical assumption toward women. MCW ensures that the State shall create policies and programs to promote awareness and changes on how women are being portrayed, given roles and even treated in media and film.

The City Government of Calamba desires to create a Local Media Board, a mechanism that will play a significant role in the protection of women in media and film in local level.



WOMEN IN THE LABOR FORCE

Women have been historically widely known as an important member of the labour force.

As defined by International Labour Organization (ILO) a person belonging to the labour force is someone employed or actively looking for employment. But unfortunately, looking for a job is easier for men than for women on a global basis. On the occasion that women are employed, they are likely to work in low-quality jobs such as helping out in households or in relative's businesses. The improvement of this situation for women is on a gradual movement.

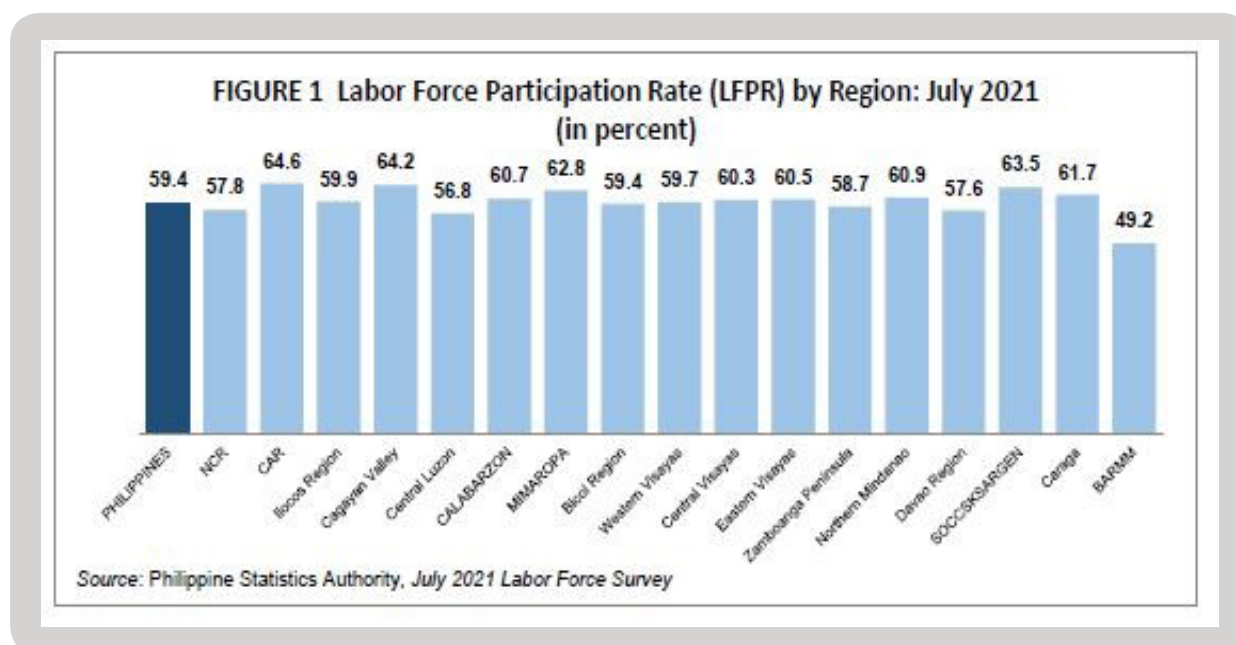
Based on a study conducted by ILO and United Nations Women (ILO-UN) in 2019 and released in 2020, from the gathered data from 84 countries, the participation rate of prime-age men is 95%, meaning that almost all men aged 25 to 54 participate in the labour force. On the other hand, prime-age women have a labour force participation rate of 52%; a shocking gender gap in labour force participation of 43 percentage points. This difference or the gender gap in labour force participation between men and women can be attributed to the orientation of a person to gendered social norms

and stereotypical gender roles. This gender gap varies from one region to another due to differences in female labour force participation.

Still according to ILO-UN, All regions show very high male labour force participation compared to female labour force participation rate which is as low as 29% in Western Asia and Northern Africa and Central Asia and Southern Asia.

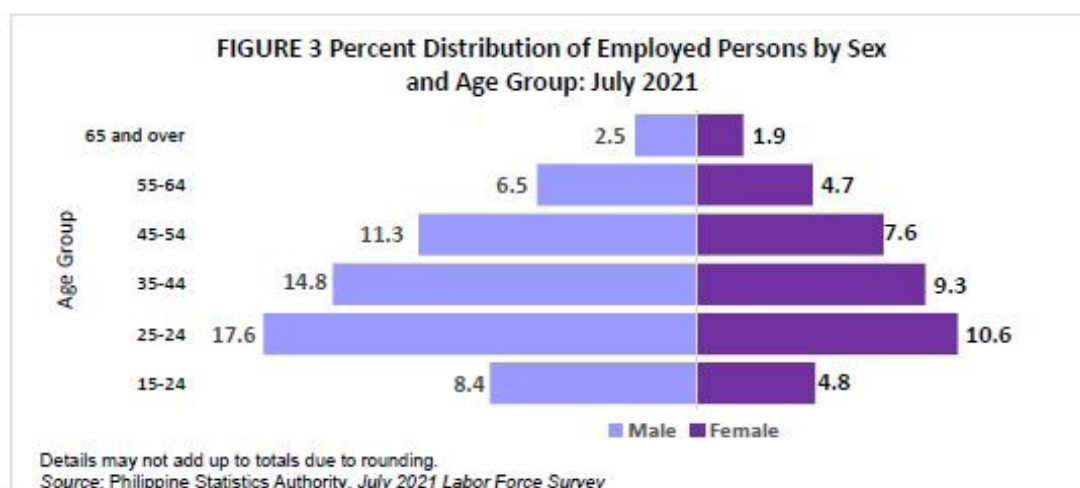
According to the Employment Situation 2021 released by Philippines Statistics Authority (PSA) on April 25, 2022, more than 50 percent of the population 15 years old and over are in the labor force, thus 44.90 million of the estimated 75.57 million population 15 years old and over in July 2021. This is equivalent to a labor force participation rate (LFPR) of 59.4 percent or 594 in every 1000 of the population aged 15 years and over were either employed or unemployed.

Cordillera Administrative Region (CAR) had the highest LFPR with 64.6 percent, while the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) had the lowest LFPR with 49.2 percent. (Table 1 and Figure 1)

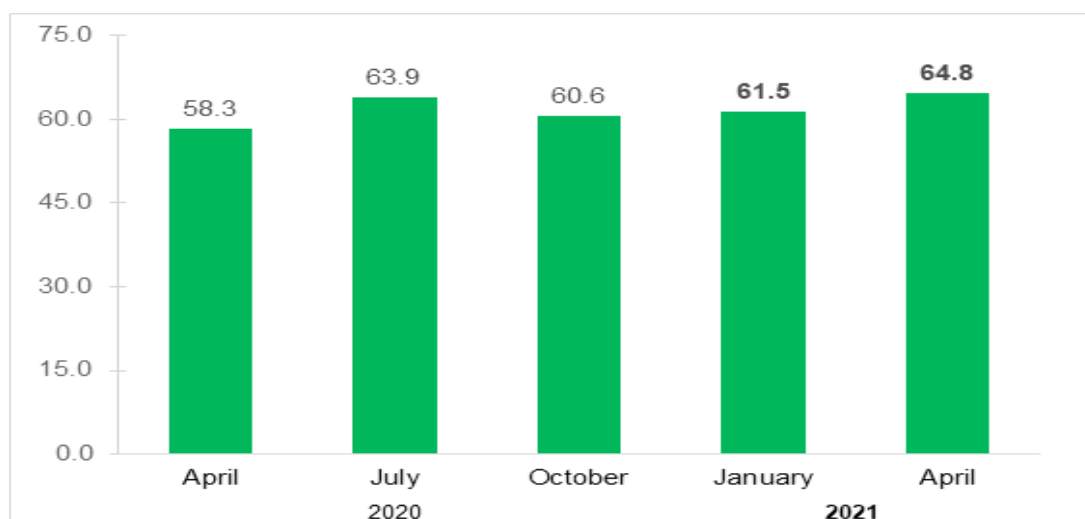


There was an estimated 41.67 million employed persons in July 2021 and out this, 61.1 percent or 611 in every 1000 were males while 38.9% were females. Among age groups, the largest number of employed persons was in age group 25 to 34 years old which accounted for 28.2 percent of the total employed. The

35 to 44 age group comprised the second largest group (24.1%), followed by the 45 to 54 age group (18.9%). The same pattern can be observed among males and females. (Figure 3)



On the other hand, about 64.8% or 7.36 million of the estimated 11.35 million population of 15 years old and over in CALABARZON are in the labor force (see summary statistics). The LFPR in 2021 increased by 3.3 percentage points compared to the LFPR in January 2021.



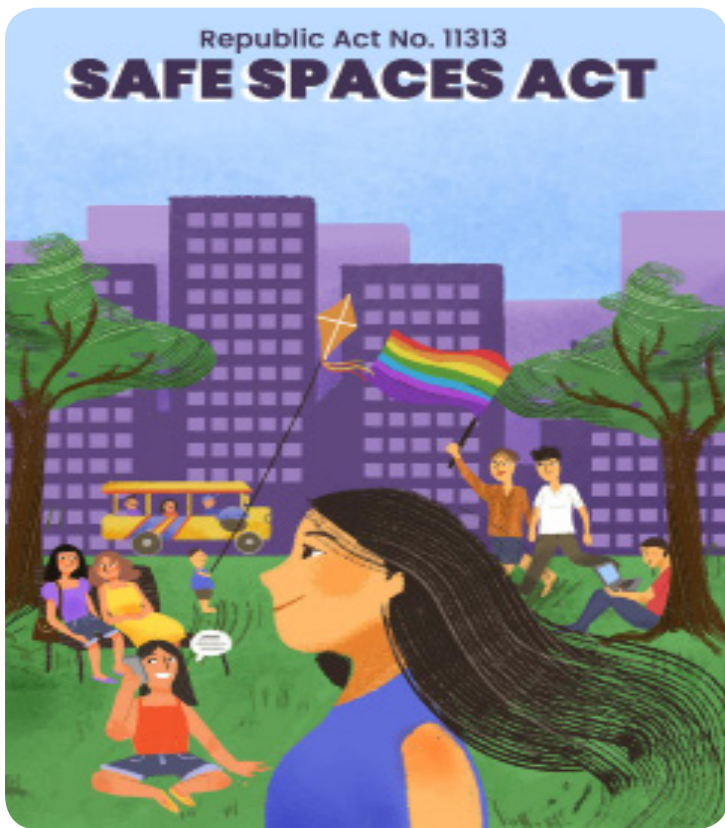
Notes: Estimates for October 2020, January and April 2021 are preliminary and may change.
Source: Philippine Statistics Authority, Labor Force Survey

SUMMARY STATISTICS

CALABARZON	2020			2021	
	April	July	October	January	April
Total Population 15 Years Old (in '000)	11,042	11,206	11,226	11,257	11,350
Labor Force (in '000)	6,437	7,161	6,803	7,538	7,355
Labor Force Participation Rate	58.3	63.9	60.6	61.5	64.8
Employment (in '000)	5,362	6,273	6,055	6,551	6,369
Employment Rate	83.3	87.6	89.0	86.9	86.6
Unemployment (in '000)	1,075	888	748	987	986
Unemployment Rate	16.7	12.4	11.0	13.1	13.4
Underemployment (in '000)	1,271	1,374	757	989	1,185
Underemployment Rate	23.7	21.9	12.5	15.1	18.6

Notes: Estimates for October 2020, January and April 2021 are preliminary and may change.
Revised estimates based on 2015 POPCEN-Based Population Projection. Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, Labor Force Survey



THE SAFE SPACES ACT IS AN EXPANSION OF THE ANTI-SEXUAL HARASSMENT ACT OF 1995.

According to Alexandrine Ann Buyco, JD 1 and Cyril Dave Lim, JD 1 on their published online article entitled R.A. No. 11313 or The Safe Spaces Act: Addressing Gender-Based Sexual Harassment Online, one of the purposes of RA 11313 is to broaden its reach in ensuring an individual’s sense of personal space and public safety. RA 7877 (Anti Sexual Harassment Act of 1995) has limited definition of sexual harassment (harassment being committed in employment, education, or training environment, and for other purposes committed by very specific persons) while RA 11313 or Safe Spaces Act covers sexual harassment in public spaces, through social medias and electronic mails. It has also widened its cover when it comes to perpetrators; superiors or those persons with higher moral ascendancy are not the only ones that can be held liable for gender-based sexual harassment.

THERE ARE IMPORTANT TERMS THAT YOU SHOULD KNOW

According to Section 3 of RA 11313, these are the terms that we need to understand to fully comprehend the law.

1. Catcalling

Unwanted remarks directed towards a person, commonly done in the form of wolf-whistling and misogynistic, transphobic, homophobic, and sexist slurs;



2. Employee

Employee Unwanted remarks directed towards a person, commonly done in the form of wolf-whistling and misogynistic, transphobic, homophobic, and sexist slurs;

3. Employer

A person who exercises control over an employee: Provided, That for the purpose of this Act, the status or conditions of the latter’s employment or engagement shall be disregarded;

4. Gender

A person who exercises control over an employee: Provided, That for the purpose of this Act, the status or conditions of the latter’s employment or engagement shall be disregarded;

5. Gender-based online sexual harassment

An online conduct targeted at a particular person that causes or likely to cause another mental, emotional or psychological distress, and fear of personal safety, sexual harassment acts including unwanted sexual remarks and comments, threats, uploading or sharing of one’s photos without consent, video and audio recordings, cyberstalking and online identity theft;

6. Gender identity and/or expression

Personal sense of identity as characterized, among others, by manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with physiological characteristics of the opposite sex in which case this person is considered transgender

8. Stalking

Conduct directed at a person involving the repeated visual or physical proximity, non-consensual communication, or a combination thereof that cause or will likely cause a person to fear for one’s own safety or the safety of others, or to suffer emotional distress.

7. Public spaces

Streets and alleys, public parks, schools, buildings, malls, bars, restaurants, transportation terminals, public markets, spaces used as evacuation centers, government offices, public utility vehicles as well as private vehicles covered by app-based transport network services and other recreational spaces such as, but not limited to, cinema halls, theaters and spas



WHAT DO GENDER-BASED STREETS AND PUBLIC SPACES SEXUAL HARASSMENT INCLUDE?

Catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic and sexist slurs, persistent uninvited comments or gestures on a person’s appearance, relentless requests for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping, or any advances, whether verbal or physical, that is unwanted and has threatened one’s sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks.

The LTO or the Land Transportation Office has the power to cancel the license of the perpetrators found guilty of the crime. Also, LTRFB or the Land Transportation Franchising and Regulatory Board may suspend or cancel the franchise of transportation operators who were found to commit gender-based sexual harassment.

WHERE CAN SEXUAL HARASSMENT TAKE PLACE?

1. Restaurants and Cafes, Bars and Clubs, Resorts and Water Parks, Hotels and Casinos, Cinemas, Malls, Buildings and Other Privately-Owned Places Open to the Public. (Section 5)

Though privately owned, these places are also under RA 11313 for they are openly operating for the public

2. PUBLIC UTILITY VEHICLES (SECTION 6)

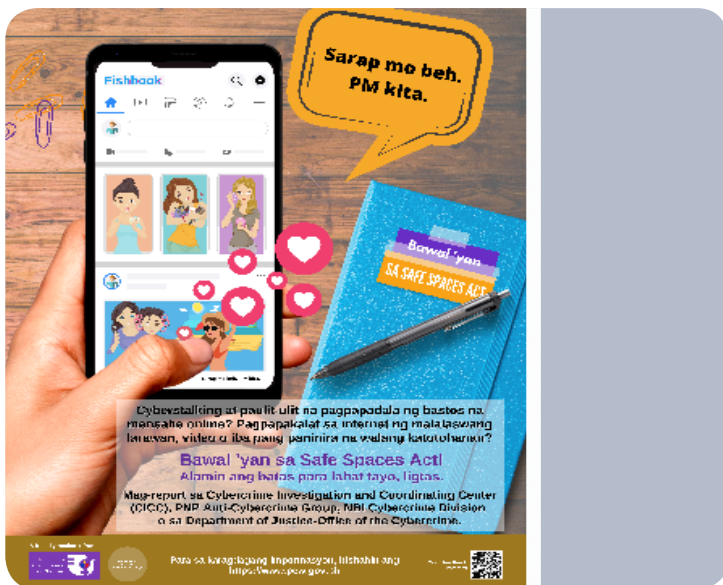
Gender-based sexual harassment in public utility vehicles (PUVs) where the perpetrator is the driver of the vehicle shall also constitute a breach of contract of carriage, for the purpose of creating a presumption of negligence on the part of the owner or operator of the vehicle in the selection and supervision of employees and rendering the owner or operator solidarity liable for the offenses of the employee.



3. ONLINE (SECTION 12)

The social media has obviously been used for a variety of reasons nowadays. It has been so useful for schools, for business and for so many other personal and professional development. But unfortunately, though it has been advantageous for the success of many, it has also been the cause for the downfall of many, especially of women. This is so because gender-based sexual harassment can also occur even through the internet.

Gender-based online sexual harassment includes acts that use information and communications technology in terrorizing and intimidating victims through physical, psychological, and emotional threats, unwanted sexual misogynistic, transphobic, homophobic and sexist remarks and comments online whether publicly or through direct and private messages, invasion of victim’s privacy through cyberstalking and incessant messaging, uploading and sharing without the consent of the victim, any form of media that contains photos, voice, or video with sexual content, any unauthorized recording and sharing of any of the victim’s photos, videos, or any information online, impersonating identities of victims online or posting lies about victims to harm their reputation, or filing, false abuse reports to online platforms to silence victims.



4. WORKPLACE (SECTION 16)

There is a variety of gender-based sexual harassment that can happen in the workplace. Whether done verbally, physically or through the use of technology, unwelcome sexual advances, requests or demand for sexual favors or any act of sexual nature, that has or could have a detrimental effect on the conditions of an individual’s employment or education, job performance or opportunities are considered as harassment.

Aside from this, any act with sexual nature or any action based on sex that affect any person’s dignity which is unwelcome, unreasonable, and offensive to the recipient, whether done verbally, physically or through the use of technology, will also fall under sexual harassment. As mentioned earlier, this law is not particular with the superiors as the only ones being punished;



WHAT PENALTIES WILL THE PERPETRATORS RECEIVE? (SECTION 11)

a. For acts such as cursing, wolf-whistling, catcalling, leering and intrusive gazing, taunting, pursing, unwanted invitations, misogynistic, transphobic, homophobic, and sexist slurs, persistent unwanted comments on one’s appearance, relentless requests for one’s personal details such as name, contact and social media details or destination, the use of words, gestures or actions that ridicule on the basis of sex, gender or sexual orientation, identity and/or expression including sexist, homophobic, and transphobic statements and slurs, the persistent telling of sexual jokes, use of sexual names, comments and demands, and any statement that has made an invasion on a person’s personal space or threatens the person’s sense of personal safety –



(1) The first offense shall be punished by a fine of One thousand pesos (₱1,000.00) and community service of twelve (12) hours inclusive of attendance to a Gender Sensitivity Seminar to be conducted by the PNP in coordination with the LGU and the PCW;

(2) The second offense shall be punished by arresto menor (6 to 10 days) or a fine of Three thousand pesos (₱3,000.00);

(3) The third offense shall be punished by arresto menor (11 to 30 days) and a fine of Ten thousand pesos (₱10,000.00).

b. For acts such as making offensive body gestures at someone, and exposing private parts for the sexual gratification of the perpetrator with the effect of demeaning, harassing, threatening or intimidating the offended party including flashing of private parts, public masturbation, groping, and similar lewd sexual actions –

(1) The first offense shall be punished by a fine of Ten thousand pesos (₱10,000.00) and community service of twelve (12) hours inclusive of attendance to a Gender Sensitivity Seminar, to be conducted by the PNP in coordination with the LGU and the PCW;

(2) The second offense shall be punished by arresto menor (11 to 30 days) or a fine of Fifteen thousand pesos (₱15,000.00);

(3) The third offense shall be punished by arresto mayor (1 month and 1 day to 6 months) and a fine of Twenty thousand pesos (₱20,000.00).

c. For stalking and any acts mentioned above associated with physical interaction (skin to skin contact) not only to private parts of the body but to any party of the body as well, the following sanctions will be given:

1) The first offense shall be punished by arresto menor (11 to 30 days) or a fine of Thirty thousand pesos (₱30,000.00), provided that it includes attendance in a Gender Sensitivity Seminar, to be conducted by the PNP in coordination with the LGU and the PCW;

(2) The second offense shall be punished by arresto mayor (1 month and 1 day to 6 months) or a fine of Fifty thousand pesos (₱50,000.00);

(3) The third offense shall be punished by arresto mayor in its maximum period or a fine of One hundred thousand pesos (₱100,000.00).



Are minors exempted from this law?

They will bear the consequences of their actions. According to Article 1, Section 7 of RA 11313 when a minor commits Gender-Based Sexual Harassment in Streets and Public Spaces, the Department of Social Welfare and Development is responsible for the disciplinary measures to address the offense. This is provided under RA 9344 or the Juvenile Justice and Welfare Act of 2006.

What else should I know?

The Local Government Units (LGUs) and the Department of Interior and Local Government (DILG) have different important roles in the implementation of this act. The LGUs should implement the provisions under Article 1 of this law while the DILG has the responsibility to:

- inspect LGUs if they have disseminated or posted in conspicuous places a copy of this Act and the corresponding ordinance,
- conduct and disseminate surveys and studies on best practices of LGUs in implementing this Act; and
- provide capacity-building and training activities to build the capability of local government officials to implement this Act in coordination with the Philippine Commission on Women (PCW), the Local Government Academy (LGA) and the Development Academy of the Philippines (DAP).

GUN OF ROSES

*"I am an **EMPOWERED** woman because I know my ability, self-worth, and my rights and I am part of the community that empowers our fellow women."*



Rowena M. Talania, a Police Major (PMAJ) and Chief of Academic Section of National Headquarters, National Support Unit Training Center has been exerting effort in conducting trainings and programs for police officers as part of knowledge reinforcement and awareness of their rights. These accomplishments sound daunting.

The dangers of her profession did not stop her from doing her job; and her 25 years of service is evidence of it.

"Actually, I became a police officer by accident. But I called it my destiny because in my eight years working as a public-school teacher, it never crossed my mind that I'll be representing women in this field."

Growing up in a community knowing only one policewoman, Talania used to admire the few women who challenged themselves and took courage to join the strenuous training.

"Curiosity hit me; that's why I joined the police training. It was that time when RA 6975 was implemented. In this male dominated job, only 10% are women". she explained.

This low representation of women in the police force pushed her to join.

"This challenge made me perform well not only during physical activities but also in academics."

Despite the low representation, fifty percent (50%) of the awardees were women and among the six (6) classes, three (3) women got the top award.

"Maraming pagkakataon na nabully ang mga babae. Sinasabi kasi nila na pag babae dapat sa opisina lang- sa encoding. Nili-limit lang sa ganoong trabaho [ang mga babae] during that time."

As the door of opportunity opened, Talania's dream slowly came true. Though the journey wasn't easy, her effort and determination made everything worth it.

Now, Talania is continuously providing services to the community through training and advocacy campaign of people's rights and privileges.

She teaches police officers, especially women officers, to handle cases on women and children by updating them on new laws on women's and children's rights.

She also conducted training for police members to help them become more aware of their responsibilities to the community.

Though success is within reach, she continuous to be an inspiration to other women to be in the occupation that is still dominated by men.

After all, strength has no gender.



WOMAN ON FIRE



Numerous women bravely challenge themselves to change society's perspective of them.

They are those women who defy the adversity of the world and make themselves comfortable in bringing out equality for all.

Among them is Kristina Fronda, Senior Fire Officer IV of Calamba Fire Station. The first female fire officer in the city now assigned as Deputy Chief Fire Marshal and Chief of Operation.

In her twenty-one (21) years in service, she was tasked to manage, give orders, and conduct series of meetings.

Through her leadership skills and courage of being a single mother, Fronda showed her potential.

May mga bagay na nagagawa ng mga babae na hindi kayang gawin ng mga lalaki, she stated.

The clear vision of equality for both sexes has challenged Fronda to further develop her skills.

Malaki ang magagawa ng mga kababaihan kung sila mismo ang magdedevelop ng sarili nila at gawing kapaki-

pakinabang ang mga oras na lumilipas. Hindi lang dapat umaasa ang mga kababaihan sa kanilang mga asawa dahil sa panahon ngayon ay napakahirap na ng buhay, she added.

Fronda stated that discipline and determination of women make them capable of doing something great.

Ang ika-aangat ng mga babae ay nasa sarili din nila at hindi kung kanino ka dapat umaasa. Kung gusto mong iangat ang sarili mo ikaw mismo ang gagawa ng paraan para umangat, she stressed out.

Fronda's positive outlook encourages women to pursue their passion in any field of.

Do not let gender stereotyping and gender disparity hinder your skills and talents to be recognized.

Keep the fire of everyone's courage burning!



ODDS OF LIFE



Pedicabs, “bike taxis”, and “cycle rickshaws” as they call it, are viable alternative transportations and personal vehicles in our country.

In our city, we have some barangays and subdivisions with this kind of transportation.

We normally see men as “pedicabbers” (pedicab drivers), because it really takes a lot of stamina to drive a pedicab. However, in Barangay San Cristobal, there is a pedicab parking site where you can find a woman pedicabber, lining up and waiting for her turn to go. She is Pharett Hilaga, a 38-year-old and solo parent of three.

How did she land in this job?

It all started when her husband was arrested seven (7) years ago when he committed a crime. She was left with 3 children not knowing how to make a living for them. Then she worked as *kasambahay* and asked her parents to look after her children.

When COVID-19 hit, she looked for other means to support her kids since she can no longer work in Manila due to lockdown. She ended up as a pedicab driver.

For her, it doesn't matter if it is unconventional for a woman to be a pedicab driver; what's important is to put

food on their table and support her kids in their studies. She knows no other decent work so she took the risk of pedicabbing.

Wala na akong ibang alam na trabaho kasi hindi namanako nakatapos ng pag-aaral. Mas okay na rin po ito, kahit papaano may maitutulong ako sa aking pamilya,” she stated.

What are the challenges of a woman pedicabber?

Mahirap po talaga ang trabaho ng isang pedicab driver lalo na kung buong (2) dalawang linggo ka magpapadyak, saka sa tuwing nasa gitna ng kalsada, nasa hukay na ang isa naming paa, dahil alam kong mayroong aksidenteng maaaring mangyari, pero kahit takot, lumalaban para sa kinabukasan ng anak.

Indeed, pedicabbers are at higher risk of injury and even accidents. The scourging heat during summer and the cold downpour of heavy rain may also make them sick; but they endure it all.

Her daily routine starts from 5:00 o' clock in the morning and ends at 7:00 in the evening. Her daily income is P200 - P250 less P50 as her boundary fee since the pedicab is not her own.

No matter how tough and hard life is it is nothing compared to her will to provide for her family.

Pedicabbing may be a man's job. But for her, “kung kaya ng mga lalaki, kaya din ng mga babae!” Pharett uttered with a smile.



F2 RIDE (FUN AND FEARLESS)



On a warm and busy midday, people walked rapidly to the terminal to catch the next ride. On the left side of the pavement, there are barkers calling for passengers.

One of them is Julieta L. Perez, 60 years old, mother of six (6) and a solo parent. As a widow, Perez had no choice but to work as a tricycle driver to sustain the needs of her children.

Noong namatay ang asawa ko, ayaw ko naman umasa sa mga anak ko kasi wala din naman sila. Kaya, kung hindi ako kakayod paano kami kakain?, she exhaled.

Teary-eyed, she described how life hit their family unsteadily.

Bukod sa aking anim na anak, meron din akong sinusuportahan na 96 years old na nanay na kailangan ng maintenance, pagkain at gatas. She explained that P250 - P300 a day earnings as a laundrywoman couldn't suffice the needs of her children and ailing mother.

"Iniisip ko palang pero sobrang hirap talaga kung paano ko pagkakasyahin ang kita ko dati nun. Tas yung anak ko pa nag-aaral sa college. Ang sabi ng anak ko wag na akong magbiyahe at sya nalang muna ang magtatrabaho. Sabi ko naman, sayang naman ang two (2) years. Eh sabi ng anak ko, gapang na daw ako tas ayaw ko pang magpatulong," she implied.

Though her heart is aching because of the situation, she found the courage to look at the brighter side of life.

Sa tatlong buwan kong pagdidispatcher, nalaman ng mga kasamahan ko na meron akong lisensya. Kaya naman inalok nila ako kung puwede akong maging driver ng tricycle. At doon na ako nagsimulang mamasada.

Her journey started like a roller coaster when she became part of the Tricycle Operators and Drivers' Association (TODA) in Lawa terminal.

Sa Edad na 50 noong nagsimula akong magdrive ng tricycle. May mga panahong mahirap talaga kapag naulan tas biglang i-init. At may mga panahon naman na mismong kakayanan mo yung susubukin, she emphasized.

She remember the time when her ability as a tricycle driver was challenged.

Madalas akong sabihan ng pasahero na hindi sila sasakay sakín lalong-lalo na yung may mabibigat na bubuhatin gaya ng bigas. Kasi iniisip nila na babae ako at ang nagbubuhát lang ng mabibigat ay mga lalaki.

Instead of discouraging her, she proved that although she is a woman, she can do what any man can do.

She insisted on lifting a sack of rice, and they were amazed when she did it effortlessly.

Napapasabi nalang ang mga pasahero ko na magaling naman pala ako dahil nakakaya ko ang nagagawa ng mga lalaking tricycle driver, she expressed.

She was delighted that somewhere down the bumpy and muddy road, there are people who believe, and at the same time are surprised by what a woman like her can do.

It is a real challenge for women to go beyond what's expected of them. But despite this fact, her perseverance is unstoppable.

Currently, she is exerting tons of effort working as a tricycle driver and studying as a Grade 11 student.

She may look tired but hearing the sound of the tricycle engine boosts her spirit to push through her travel in life.

FARMING IS LIVING



Ana Kristina Penoflores is a mother of five, living in Uwisán, City of Calamba. She is a female farmer who plants Silk Squash (Patola), Squash (Kalabasa), and Malaba Spinach (Alugbati).

In 2021, Ms. Penoflores, together with the help of her husband, was able to meet the needs of her family since her husband has a job. But during the first outbreak of the COVID-19 pandemic in 2019, surviving was quite hard. Her husband wasn't fortunate enough to have a job during those times and it was farming that sustained her family. She was very thankful that she has farming to depend on for her family's everyday needs.

(Pero) noong unang pandemic ay walang trabaho ang asawa ko kaya umaasa lang talaga kami sa pagtatanim na malaki talaga ang naging tulong samin. Ito ang naging pangunahing pinagkukunan namin ng aming gastusin sa pang-araw-araw.

Ms. Penoflores has been a farmer for almost seven years. According to her, she does not gain that much from farming because the cost of living is too high compared to the money earned from the produce. Aside from this, the number of vendors selling the same produce as hers is too many resulting to higher competition in sales. But

despite all these, farming has been and is still her way to help her kids go to school and to provide for their everyday food.

Halos pitong taon na rin kaming nagtatanim. Ito ang naggapang sa aking limang anak para may makain ng tatlong beses sa isang araw at nakapag-aaral ng maayos ang mga anak ko. Sa panahon ngayon hindi na sasapat ang aming kinikita sa pagtatanim dahil sa mahal na rin ang mga bilihan pero ang kuha sa aming produkto ay mura lamang. Kaya bumababa ang presyo na kuha samin dahil sa dami ng mga nagsusupply.

The everyday struggle of being a mother is not an easy task to take. Penoflores recently gave birth to her youngest. Though she is required to rest for another few months, she does not have the luxury to do so. She has to manage her time to take care of the kids, especially her two-month-old infant, and to work as a farmer to help her husband to provide for their family.

Though having a job that's unconventional for a woman is quite amazing, it can also be tough at times. That is why, Ms. Penoflores is very thankful that she is one of the recipients of assistance from the government that sustain her farming practices. Despite the challenges that she faces as a farmer and the hardships of life that their family experienced, nothing will stop Ms. Penoflores to make every effort for her family's welfare.

She is indeed a woman of strength and perseverance!



BEATING THE HIGH TIDE



May Garcia, thirty-four years old, is a mother of four and is a fisherfolk. Her father was the reason why she learned how to fish. Fishing became not only her hobby; it eventually became her source of living when she had a family of her own.

Walong taon pa lang ako ay isinasama na ako ng tatay ko sa pangangisda kaya doon na ako nasanay at hinahanap na ng aking katawan kaya hanggang magkaroon ako ng pamilya isa na ito sa mga pangunahing hanap-buhay namin. Pero kung mataas po yung tubig o high tide mahirap pong mangisda kaya naghahanap po kami ng alternatibong pagkukunan ng kita.

During summer, fisherfolks were able to catch plenty of fish. Another occasion of having plenty catch is when the fishnet that they using is new. New fishnets somehow attract more fish compared to old ones. During these times, fishing is promising; but this abundance is not the same for the whole year. Being a fisherfolk is not always easy. According to Ms. Garcia there were times that they were only able to sell a fish for only P60 which will be divided equally to all the involved in the catch. It is a good thing that her husband also earns as a tricycle driver. This helps them to provide for their family's needs.

Bilang isang mangangisda mahirap ang kumita ng pera minsan yung mga huli namin ay pakyawan kung bilhin nasa halagang 60 (isang malaking isda) tapos hinahati pa po namin yun kung ilan po kami. Maswerte na po kami kung kumita kami ng 300 pesos kada sulong namin sa lawa. Sa pangangisda po dumarami po ang aming huli

kapag po tag-init o summer o kaya naman po kung bago yung pante (panghuli ng isda) na ginagamit pero kung luma na po hindi na po papansinin ng isda yun. Ang pante (panghuli ng isda) ay tumatagal po ng mga tatlong buwan.

Ms. Garcia does not only see fishing as a means of living; she enjoys her work for it has become her passion. As mentioned earlier, ever since she was a child, her father brought her to work. Together with her other siblings, she enjoyed fishing. Though she must endure the scourging heat during their trips, this did not stop her from coming with her father. She was filled with joy whenever they were able to have their catch. This made her realize that fishing isn't only for men; that what man can do can be done by any woman.

Sa totoo lang po ay labing-walo kaming magkakapatid; labing-tatlo ay mga lalaki. Sa pangangisda kapag kasama ko ang tatay ko at mga kapatid ko, ibang saya yung naidudulot lalo na kung marami kaming huli sobrang saya sa pakiramdam kahit hirap ka na okay lang kasi nagagawa mo yung gusto mo.

Masarap, mahirap lahat mararanasan mo. Sa una nag aalangan pero kapag nakasanayan na hahanap-hanapin mo na po. Ang kaya ng mga lalaki ay kaya rin ng mga babae kung ito ay gugustuhin.

Ms. Garcia hopes for a better future for fisherfolks like her. Since there are certain dangers that poses threat to their health and even to their life, she believes that the welfare of fisherfolks should be given more focus. Despite the risk, she continues to prove that she can excel in this male-dominated job. Besides, there is no hard job for a hard-working woman!



MOST INSPIRING WOMEN ON EARTH



“You were acknowledged as a Woman. ‘Yun yung pinaka mahalagang award.”

Every woman’s experience of struggles and challenges differ with each other. The effect may be subtle or severe. It can lead to depression and loss of self-identity or worth. But the moment you surpass that stage you will be like a chrysalis or pupa that transforms into a beautiful butterfly. This is the story of “Teacher Darling”.

Let’s know her deeper.

Norma B. Villamor studied at Calamba Elementary School and finished her secondary education at Saint John Colleges Foundation. She took her tertiary education at Letran Calamba and graduated Bachelor of Arts Major in Physical Education.

She also studied Doctor of Education Major in Educational Management.

She is a Licensed Professional Teacher (LPT), and currently the principal at Basic Education Department in Letran Calamba and an Academic and Examination Board member, and a Consultant at (HFSE) International

School Singapore.

Her achievements as a woman did not exempt her from experiencing struggle in life. Her marriage hit rock bottom.

How did you surpass this situation?

She needed to be tough for her children. Through faith and prayer and acknowledging that she was in pain, she became stronger. She took her masters degree and then classes on Guidance and Counseling. She learned to accept her situation and appreciate the things that she can do. That was the time when she had her very first testimony on her battle with pain and depression.

In my case, I know pain was there, pero at some point in time hindi mo na siya maaalala pag na acknowledge mo na people has to move on. I have to move on. I made a rule to myself that after 6 months ay di na ako iiyak. I have to cut this emotional baggage. So move on ako ng utay utay, hinay hinay. And keep on telling myself about what I can do? I started doing online classes. Ginawa kong busy ang sarili ko.

As a musician and a singer, she wrote songs divert her attention to other things.

I started accepting speaking engagements and it became my advocacy to talk about women empowerment. Also with constant prayer and help of my friends I was able to cope from the situation.

What message can you give to all the women out there who are in pain right now or who are looking for ways to cope from it?

Sa mga kababaihan na may mga pain. Meron akong ginagamit na Special approach; the STR approach. It is my personal approach that I also shared in my article vlog in an organization where I am a member in UK.

S- is for Stand - You have to stand for what is right, stand for our own happiness, stand for what we believe in, stand for our right , stand for what God has given us and lastly to stand! Make a stand, have your own voice, to speak up. Hindi tayo palaging komo babae ay hindi na tayo magsasalita,” she stated.

She further explained, *T – means to Try - kapag tumayo ka, ginawa mo yung mga plano mo sa buhay, subukan mo, wag ka agad matakot. Don't be afraid to try new things. explore, create a wonderful space for you, for your family, for your children.*

R- is Repeat - repeat the process. Repeat ka ulit, Stand ka ulit. Try ka ulit. Remember, life is a cycle. Yes, life is there. It's tough we have problems but life is a cycle. Kaya In dealing with other people, super advice ko sa mga tao, aside sa ginagamit kong approach, is always think that you are not above anyone; na ikaw ay tao lang din at wala kang tatapakan. These are the things that basically made her a better person.



Awards and recognitions received:

- **Excellent Teacher awardee for 8 years in Letran Calamba**
- **Most Outstanding Teacher in the Elementary Category by the Consortium of the South.**
- **Most Outstanding Teacher for the Arts in Bangkok, Thailand**
- **Best Research Paper for Qualitative Research Paper NOCEI 2022 by the Network of CALABARZON**
- **Most Inspiring Women on Earth**

What contributions and changes would you like to impart in the community that you are in?

As an educator she wanted to be of service to her

students. She wanted to help in the reframing of the education process for the learning modality. She gives importance on maintaining a good relationship not only with her students, but also with their parents.

“Positive relationship with the parents, maging agent ka ng change para sa mga kabataan, like what are the things that you want them to be in the future and creating a harmonious relationship with them.”

She also believes that spreading positivity and kindness, and wisely using her time for others are very important.

“Time is precious but when you give it to others, makinig ka, mag reply ka, kausapin mo sila, maglaan ka ng oras, these are gestures of kindness that we must give because we do not know what baggage a particular person has.”

Among the awards and recognitions you have had which do you love the most?

The Women Empowerment Award yon yung isa sa pinaka masasabi ko na masayang award. Because you were not acknowledged by your academic status and you were not acknowledged by your power in Research; but you were acknowledged as a Woman. Yon yung pinaka mahalagang award.

As a mother, as a teacher, and as an academic awardee Teacher Darling is a living proof that no shadow can cover the radiance of an empowered woman.



MOST OUTSTANDING WOMEN ON EARTH



She was awarded as one of the 101 Most Outstanding Women on earth, how? Let's find out. The awardee is Mrs. Virginia O. Gonzales, a senior High school Academic Chairperson in Letran Calamba. She took up Bachelor of Science in Agriculture, major in Soil Science at UP Los Baños but was called to teach in 2001 in one of the elementary schools here in Calamba. Discovering her passion and goal in life, she took a Professional Teaching certificate in 2009 at UP Open University and then pursued a diploma in Language in Literacy Education last 2013. At present, she is aiming to finish her masters degree.

Talking about the award, It was teacher Darling Villamor who introduced her about the search and she tried to join. Luckily, she was chosen and was given the award "Inspiring Woman".

This award gave her the motivation to continue doing her job as an educator. According to her, in order to inspire others, you must also be inspired. Thus, she works beyond her job description whenever the situation calls for it. Though, according to her, there are more challenges at time such as occurrence of the pandemic. She shares the insight that "in every decision you will make, choose the decision for the common good" - a decision that would benefit the majority. She believes

that deciding that way, we won't go wrong.

"You shouldn't think for yourself but for others as well. Do not be selfish, do not always think for yourself. That's how we are at home. I always ask the inputs of my children, everybody in the family. I need to know their thoughts and opinions on things - in every plan, project, anything that concerns my family. After all, they are the ones that will largely be impacted by my decisions and actions."

She lives by these principles in life which she thinks are very important and she practices these in school as well, with her students. She always asks for their inputs, their opinions and suggestions on matters that concern the class. She makes them choose which is best and convenient for them to do. She believes that if we live by this mindset and share it with people around us, there will be a great impact not only to ourselves but to our surroundings as well."



Given the situation and as an educator, what challenges did you encounter with your students in the new normal learning modality?

Ako kasi lagi akong apektado sa nangyayari sa mga estudyante ko. Umiiyak ako. Lalo ngayon, sa monitor mo lang sila nakikita, sila ay nasa kanilang mga magulang pero may mga problema sila na wala akong magawa. Na may mga instances na gusto na nilang putulin ang kanilang buhay sa mundo, so parang Nakakalungkot di ba,

bilang isang magulang at isang guro yung katotohanan na meron silang ganitong problema, masakit. Unlike pre-pandemic, during face to face class, I gave assistance to them on what they need, how I can help. I really give time to them. I motivate them whenever they are feeling down.

This is how Ma'am Virghie shows her concern to her students. She does not only support them academically; she's also very concerned for their total well-being.

How do you encourage your students to continue?

Even before the pandemic, ang atake ko sa bawat isa ay iba iba, nothing fits all. May mga students ako na very fragile and ang edad nila sa senior high school. I would share my personal struggle as an example to them. I tell them that struggles are normal in life. Na ang kaibahan lang, during my time walang nagsabi sa akin na lahat ay dumadaan sa ganoong sitwasyon. Yung pakiramdam na parang pagod na pagod ka na, parang ayaw mo ng pumasok. Ganoon din ako dati, kaya ngayon, sinasabi ko sa iyo. Paano ba kita matutulungan? That's how I approach all of them. It doesn't matter kung anong preferred nilang gender, wala akong pinipili sa kanila.



In order to comfort her students, Ma'am Virghie shared her experience when she was about the same age as them. She gives them the assurance that they can count on her whenever they needed help.

During this time, we know that not only students but even teachers were challenged? What motivation did you give to your co teachers?

"To my co teachers I always encourage them to be compassionate to all our students because we do not know what is happening beyond the screen especially

during this season of our life. There was an instance where a student's monitor was turned off. He was disconnected from the class only to find out that a member of the family passed away. Same as with my students, I want them to understand that teachers also face different struggles and for them to extend compassion towards their teacher as well. It's a communication process and I remind them not to invalidate each person's concern.

As one of the seniors in teaching, she encouraged the younger batch of teachers to exert more effort and understanding their students. At the same time, she also reminds her students that teachers have their own struggles too. That is why, they also need to be understood too.

What contribution to the society would you like to share to your students for them to live by?

To live by example. As an educator, you have to exude a good example. Ano nga ba ang gusto mong mangyari sa mga estudyante mo? May mga moral grounds tayo na gusto natin sa mga estudyante natin na isabuhay nila na dapat isabuhay muna natin. Simple things na sa tingin ko doon mag i-start yung pag cultivate natin sa mga estudyante na maging mabuting mamamayan. Like, pagtatapon ng basura, pagbabayad ng tamang buwis, pagsunod sa batas trapiko, mga basic rules in life na feeling ko kung kayang matupad ng isang ordinaryong tao, isa kang mabuting mamamayan.

According to her, to give an impact to others, one's words must be supported by one's actions. To teach the young generation the basic principle in life, these principles should be visible in your daily living.



BUSINESS INTO BUSINESS



Driven with passion and dedication, Rose Ann San Agustin, a thirty-one-year-old mother and an entrepreneur, balances her life and work. She is a loving mom of two indisputably adorable kids. Despite the challenges, she created her own remarkable milestone in the business industry.

Before Shawarmom was established, napunta ako sa soap business.

It started when I realized na may isa akong gustong gamiting soap and feeling ko pwede ko siyang i-share. That time reseller lang ako. Then napansin ko parang malakas ako sa tao kasi in a month nakakaubos ako ng five thousand bars. Doon na siya nag start. Nagkaroon din ako ng mga resellers hanggang nakaabot ako sa Zamboanga, San Agustin discussed.

Two (2) years akong nagpahinga sa business and nagfocus lang sa work. Hanggang sa lumakas ang loob ko na i-push na talaga ang business, she explained.

Before, she was working as a registered nurse in a private company. Having decided to manage her own business, she found it hard to maintain due to her full-time work. That is when she decided to take the risk and became a full-time business owner.

Like many Calambeños, San Agustin is a food lover. She is very fond of going to places that are known to

serve different dishes. Her love for food made her decide to venture to this kind of business. That is when Shawarmom was conceptualized.

Mahilig talaga kaming kumain kung saan-saan at favorite namin yung unique gaya ng shawarma and nachos. Then naisip ko na parang gusto ko itong gawing business dahil gustong-gusto talaga namin itong kainin. At madali kasing ibenta kapag gusto mo talaga yung binibenta mo.

Shawarmom was able to meet the demands brought by the challenges of the pandemic. She started her business without any physical store. Though there were restrictions in the operation of businesses, San Agustin was able to sustain and maintain her family business through food delivery. She implied how Shawarmom met its peak of success amidst the strike of the pandemic.

Noong una, because of pandemic kaya dinideliwer ko yung [business] product namin. Sa totoo lang, nagugulat nalang ako sa feedback ng customers namin. At sa tulong na rin ng friends namin, mabilis na nadisseminate ang business at lumaki ang aming kita.

It wasn't enough that her business is making profit during the heat of COVID-19; she knew that she must not stop there. The challenges posed by the pandemic must be addressed. Beyond that, she knew that she must make an extra effort to make this business thrive and survive. That is why, she made some enhancements and innovations in their business operation.



During transition from pandemic to new normal, I decided to enhance and innovate our business. Nagkaroon kami ng physical store sa San Isidro, San Cristobal, and Crossing at malaking pera ang inilabas namin. Naglabas kami from savings and loan kasi iniisip ko sikat na sya kaya madali lang, she emphasized.

The increment of expenses is incomparable to the profit she received. There were a lot of expenses to be met since their business has now its own stall/physical store. Different fees should be paid and there were adjustments too in the management of their business operations. But San Agustin did not back down; she somehow used these struggles to motivate her more. Moreover, she also realized that it wasn't only her hardships and sacrifices that sustained Shawarmom; her crew also gave their best to sustain the daily operations of their business. Another realization was that their business does not only support her family; it is now also the primary support for her crews' families. She's very glad that she was able to provide work to other people.



Isa sa naging maganda sa pagkaroon ko ng business ay may mga tao akong natutulongan. May lima akong empleyado na nagiging source of income ng family nila ang kinikita nila sa work, she humbly stated.

Being the manager of her business, she knows that it is not that easy. Multi-tasking is the key-she does online marketing, scheduling of daily tasks as a business owner, and fulfilling her duties as a full-time mother and a loving wife.

Sa mga kapwa ko mga magulang na naglakas loob din mag business pero may iniisip na anak at career para sakin talaga It's okay to feel frustrated, get mad, sad and disappointed kasi hindi lahat nakukuha natin minsan hindi talaga lahat nagiging successful. What really matter is we get back and stand-up again.



San Agustin really is into business. Aside from Shawarmom, she is also venturing the field of events coordinating and beauty services. She truly is a living proof that success can be obtained if you believe in the power of prayer – this, together with handful of extra effort, will let you taste the sweet fruits of your labor.



MORE THAN CONQUEROR



“Hindi lang para kumita kundi para makatulong na rin sa kapwa dahil ang trabaho ko ay kailangan.”

Marilyn Lagaskaros is a traffic enforcer for 16 years. As a public servant, the situations she'd been through and the people she had encountered on the road have given her a rich experience in her field of work. Facing and surpassing various challenges and risks have been a part of her daily routine as a traffic enforcer. She had become strong, both physically and emotionally, in accomplishing her daily tasks.

One of the unforgettable experiences she had was when somebody pointed a gun on her head. According to her, such encounters are unavoidable, but she managed to stay calm. She also applies this way of maintaining her calm when she encounters drivers who get irritated by the slow traffic and the scouring heat.

Her job is a lot to take but she doesn't mind at all. Despite the risks, she stayed because this job is somehow a fulfillment of her dream which is to become a police officer. Though it was unfortunate that she wasn't able to finish her studies, this did not stop her from pursuing her passion. She entered the job as a traffic enforcer and used this as an opportunity to fulfill her passion to serve the public.

Aside from being a hard-working enforcer, Miss Marilyn is also a full-time mother of three (3) boys and two (2) girls. She is so happy because through this job, she was able to send her children to school; three of them already finished college.

Ang mister ko po ay retired na kaya ako po talaga ang nagtaguyod para makapagtapos ang mga anak. Since pareho kaming may trabaho ng asawa ko kaya ang nag-aalaga ng mga anak ay ang mga magulang ko. Pero kahit kaunti lang ang oras na nilalaan ko sa mga anak ay proud akong sabihin na walang naligaw ng landas at lahat sila ay may pagmamahal sa amin na mga magulang nila.

She is a proud mother of her children as well as being a traffic enforcer. She states that,

Kahit ang trabaho ko ay panlalaki at may kasamang hirap kinakaya ko dahil na rin sa aking determinasyon. Sa loob ng 16 years sa serbisyo hindi ko naranasan ang madiscriminate bagkus mas natutuwa pa sila dahil kahit sa edad kong ito ay nagagampanan ko pa rin ng maaayos ang trabaho ko.

Now that she has children who are working and can provide for their family's needs, Miss Marilyn has the choice to stay at home and concentrate as a full-time mother; but this is not what she wants. Still having the strength and will to go on, quitting her job is not option for Miss Marilyn. She pursued her job for it has become a big part of her life - it gives meaning to her life.

Hindi lang para kumita kundi para makatulong na rin sa kapwa dahil ang trabaho ko ay kailangan. Natutunan ko sa trabahong ito na kailangan ko makibagay sa mga driver. Hindi porket ikaw ay isang traffic enforcer ay hindi mo na sila iredesperto. Kailangan kung ano ang respeto mo sa sarili mo ganun din sa kapwa mo.

She also wants to encourage other women to try this job because she believes that women are capable to handle this kind of work. Miss Marilyn is confident that with the right mind and attitude, and with high respect to the job as well as to the citizens, any woman can be more than conquerors in this male-dominated job!



18-DAY CAMPAIGN TO END VIOLENCE AGAINST WOMEN

ONLINE DANCE CONTEST ENTRIES

SHORT FILM CONTEST ENTRIES





18-DAY CAMPAIGN TO END VIOLENCE AGAINST WOMEN

Lead by the Philippine Commission on Women (PCW) and the Department of Interior and Local Government (DILG), the 18-Day Campaign to End Violence Against Women (VAW) which is ratified by the Proclamation 1172 s. 2006 and the Republic Act 10398 (2013), is done every year from November 25 to December 12. Supporting the Philippine Government’s goal to protect the human rights of women and to address all forms of gender-based violence, this activity also heightens the awareness that VAW is a public issue of national

concern.

The City of Calamba, through the DILG together with the Gender and Development (GAD) Office under the Office of the Mayor, is in adherence to the 18-Day Campaign to End Violence against Women. Continuous efforts to empower women through educating them on their rights are done in the city. For this years’ campaign to end VAWC, the 6-year theme, “VAW-free Community Starts with Me,” was again adopted.





18-DAY CAMPAIGN TO END VIOLENCE AGAINST WOMEN

Aside from this activity, 18-day Campaign Online Dance Contest and Short Film Competition were also conducted. These activities focused on R.A. 11313 or otherwise known as the Safe Spaces Act. These activities were promoted through the use of social media.

ONLINE DANCE CONTEST

Grade five and grade six pupils from schools in Calamba were the target participants of the Online Dance Contest. There were eight entries. One outsourced judge and three judges from the GAD Office were tasked to critic the performances. Among the eight entries, top three performances were chosen and were each awarded according to their place (First Place: P50,000; Second Place P40,000.00; and Third Place: P20,000.00). Consolation prizes (P7,000.00) were given to other entries who were not able to qualify for the top three performances. They were all given certificates in recognition for their efforts to support the campaign to end violence against women.



Congratulations!

WINNERS

1 JAMAICA AVILA JENNICA DALAPO MA. KATHLEEN BISOL Brgy. Puciano Prize: 50,000.00	2 HANNAH BATUNBAKAL Brgy. Lawa Prize: 40,000.00	3 JONATHAN PAHATI Brgy. Unicon Prize: 30,000.00
--	--	---

FINALISTS
Consolation Prize: 5,000.00

QUIAREX JOE D. BOCO Brgy. Laguerta	KARISSA PANUELOS KRIZZLE PANUELOS Brgy. Lingga	ANA ROSE SILVESTRE Brgy. Poligon
MITCHE NORHEYN SORIANO Brgy. 2	ERICCA LEIHL FABULAR MAE ANN CAPUYAN Brgy. Pakaito	

ONLINE DANCE CONTEST
Gender and Development Office
City of Calamba



SPARKING CHALLENGE

Welders fabricate and join metals together through extreme heat from the process, materials and machines being a predominantly male job. But in our country, I have witnessed the increase of women who took the welding course.

When she Sparks the Rod, she gains respect.

This is the story of a woman welder Rona Bautista whose “know how” in welding was challenged when she did an inspection at a company.

Miss Rona Bautista graduated as an Industrial Engineer in University of Batangas. She is currently working at LUCE Group and Safety Specialist Inc. This company focuses on Safety Products as well as Services, and Certification of 3rd parties for fire protection, tank repair and restoration. It was because of this company that her journey as a welder began.

The company conducted an assessment and study about their clients’ needs and the result showed that more of them need especially the certification on Welding Inspections. With these the company saw it as a potential market. In an incident, the task to do the inspection in one company in Masinloc, Zambales, she was asked if she knew welding.

Sa buhay planta po kasi, kapag inspector ka, requirement po na marunong ka sa welding. I felt deprived because I am not an option noong lumuwag na noong 2021, nabalitaan kong open na uli yung Women’s Enhancement Center sa Brgy. Punta, nag-apply ko sa Shield Metal Arc Welding NC 1 & 2.

The increase in number of female welders is an evidence that there is a bright future for women in this field. More than just an option for other women to sustain and provide a living for the family. At present, there are existing groups that support women to enter this field of work. Because of these effort, women welders excel in their job.

There are a lot of risks in doing this job such as skin burns, respiratory illness and eye problems. But this did not stop me from pursuing it was not easy. You will not just be challenged physically; your capability will also be tested but alas! like any other woman

SHORT FILM COMPETITION

For the Short Film Competition, there were twelve entries. It was required that the participants should be from Calamba. One outsourced judge and three judges from the GAD Office were tasked to critic the performances. Among the twelve entries, top ten performances were chosen. From these ten performances, top three performances were given the following prizes: First Place: P60,000; Second Place P50,000.00; and Third Place: P40,000.00. The remaining seven groups included in the top ten were given a consolation prize of P10,000.00. There were also Special Awards such as Best Actor, Best Actress and People’s Choice. Each special award is equivalent to P5000.00 in cash prize. Other groups who did not qualify for the top ten were each given P5,000.00 as consolation prize. Same as with the online dance contest, certificates were also given to the participants in recognition for their efforts to support the campaign to end violence against women.



SHORT FILM COMPETITION
Gender and Development Office
City of Calamba



SHORT FILM COMPETITION
Gender and Development Office
City of Calamba



SHORT FILM COMPETITION
Gender and Development Office
City of Calamba



SHORT FILM COMPETITION
Gender and Development Office
City of Calamba



SHORT FILM COMPETITION
Gender and Development Office
City of Calamba

Congratulations!

WINNERS

1 TANGIS NI MARIA Hiyaw ng Paglaum Prize: 60,000.00	2 TALA Prize: 40,000.00	3 UNMUTE Prize: 30,000.00
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FINALIST
Consolation Prize: 10,000.00

4 UPH AKTIBO: SIKLO	5 TEAM LOA Law of Attraction People's Choice	6 D'ACTS Bawal Bawat Law
7 KAMUSTA KA NA	8 KAMUS-TAKA?	9 BELL PEPPER
10 PADYAK	11 KAL-KAL	12 TAKE TWO

Best Actor: Christian Saladores - TALA
5,000.00
Best Actress: Ice Alcantara - TANGIS NI MARIA | Hiyaw ng Paglaum
5,000.00

Best Actor: Christian Saladores (Tala); Best Actress: Ice Alcantara (Tangis ni Maria: Hiyaw ng Paglaum); People’s Choice: Team LOA (Law of Attraction)

Awarding of both competitions were done last February 4, 2022, at the LNB Session Hall, Lower Ground Floor, New City Hall Complex, Chipeco Avenue, Brgy. Real, City of Calamba. The participants were also provided with snacks in the morning (for the awarding of the online dance competition) and and in the afternoon (for the awarding of the short film competition).

SHORT FILM: SPECIAL AWARDS



SHORT FILM COMPETITION
Gender and Development Office
City of Cebu



SHORT FILM COMPETITION
Gender and Development Office
City of Cebu



SHORT FILM COMPETITION
Gender and Development Office
City of Cebu



GAD PROGRAMS, PROJECTS AND ACTIVITIES

The Gender and Development Office under the Office of the Mayor (GAD-MO), recognizes the mass media (such as the internet, the radio, and the television) as an effective tool in disseminating and gathering information in response to the existing gender issues and gaps in the community; thus, the use of storytelling and talk show was conceptualized.

In partnership with DZVA 106.3 MHz-Radyo Natin Laguna and GAD-MO launched two (2) radio programs, namely; Dear GAD and Pulso ni Juana.



PULSO NI JUANA

Pulso ni Juana focuses on the existing laws and mandates that address the needs of women in relation also to the needs of men. This program enables the radio listeners and online viewers to have an increased awareness and level of understanding on the existing gender issues that affect the development of women, as well as men. Through the discussions conducted

every episode, the public gains better understanding on Gender and Development- its programs and projects, the laws/mandates connected to it, its purpose and goals- thus, giving them (public) the ability not just to access the services that are entitled to them but also to use their gained knowledge for their own development.



DEAR GAD

This program is intended to give the listeners and the viewers an increased awareness on gender-based violence. Through narrating the stories that are based on issues that exist in our society, the audience easily relates to the discussions conducted every episode. Laws that are related to gender-based violence are also tackled in the program as well as other gender issues that are still prevalent in our society, particularly in our city, that should be addressed.

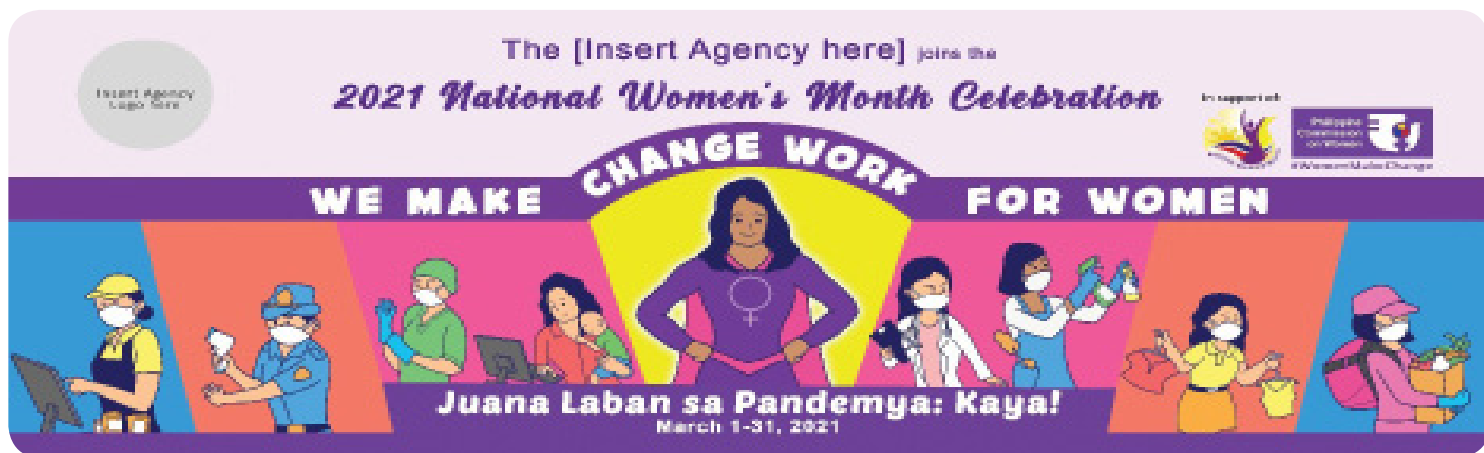
This program serves as an eye-opener to the public to prevent them from being victims of abuse. This is also a means to capacitate them on becoming advocates of GAD, more importantly, advocates of ending violence against women.



NATIONAL WOMEN’S MONTH 2021

As part of the worldwide observance of the International Women’s Day (IWD), an annual celebration of National Women’s Month is done every March in the country. In support with our President Rodrigo Duterte’s statement during his first SONA on 2017 which gives emphasis on the full implementation of the Magna Carta of Women

to all agencies, bodies and local government units down to barangay level, the Philippine Commission on Women (PCW) developed a six-year theme for the National Women’s Month. The campaign focuses on “change” resulting to the activity title “We Make Change Work for Women.”



The theme, Juana Laban sa Pandemya: Kaya! was adopted for this year’s celebration. It focused on both the challenges and the opportunities faced by women during the pandemic and how they manage to thrive and to be of support to each other.



BIDS AND AWARDS COMMITTEE OFFICE



BUSINESS PERMITS AND TRICYCLE FRANCHISING OFFICE



CITY ACCOUNTING AND INTERNAL CONTROL OFFICE



CITY AGRICULTURAL SERVICES DEPARTMENT



CITY ASSESSMENT OFFICE



CITY BUDGET MANAGEMENT OFFICE



CITY CIVIL REGISTRY OFFICE



COOPERATIVES AND LIVELIHOOD DEVELOPMENT DEPARTMENT



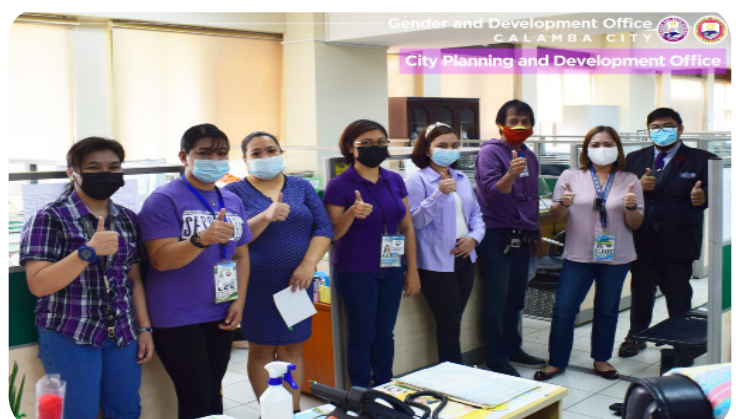
CITY ENGINEERING AND INFRASTRUCTURE DEVELOPMENT DEPARTMENT



CITY ENVIRONMENT AND NATURAL RESOURCES OFFICE



CITY LEGAL SERVICES OFFICE



CITY PLANNING AND DEVELOPMENT OFFICE



CITY SOCIAL SERVICES DEPARTMENT



CITY TREASURY AND MANAGEMENT OFFICE



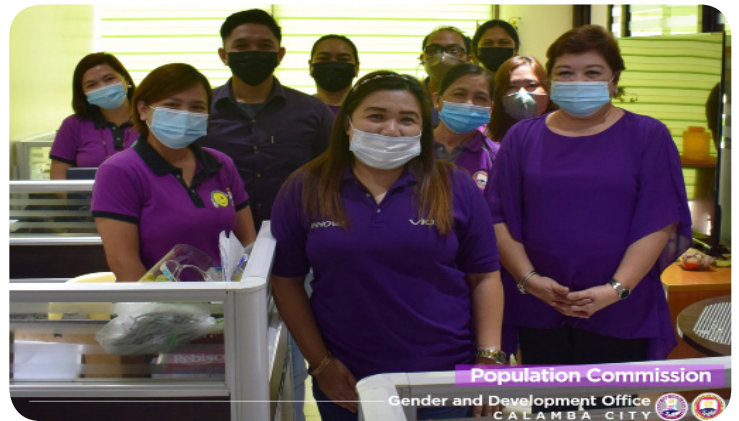
VETERINARY SERVICES AND SLAUGHTERHOUSE MANAGEMENT OFFICE



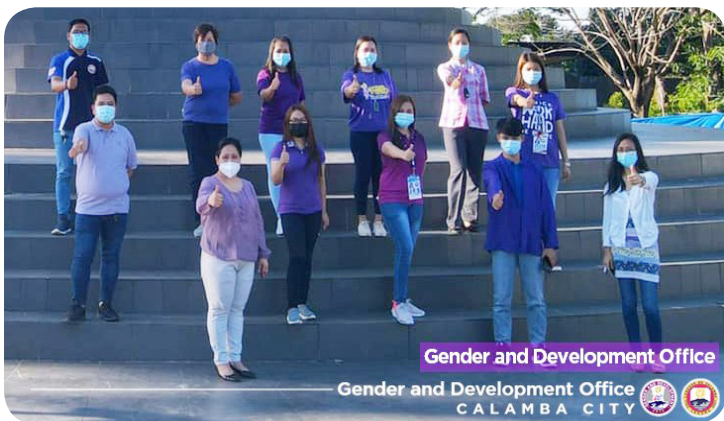
PUBLIC ORDER AND SAFETY OFFICE



HOUSING AND SETTLEMENTS DEPARTMENT



CITY POPULATION MANAGEMENT OFFICE



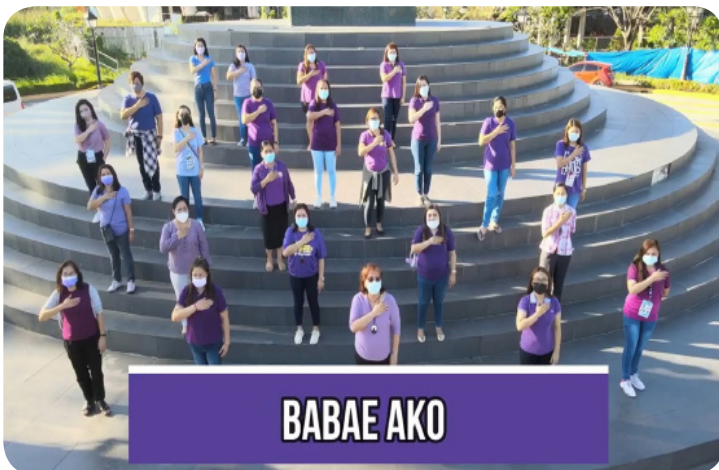
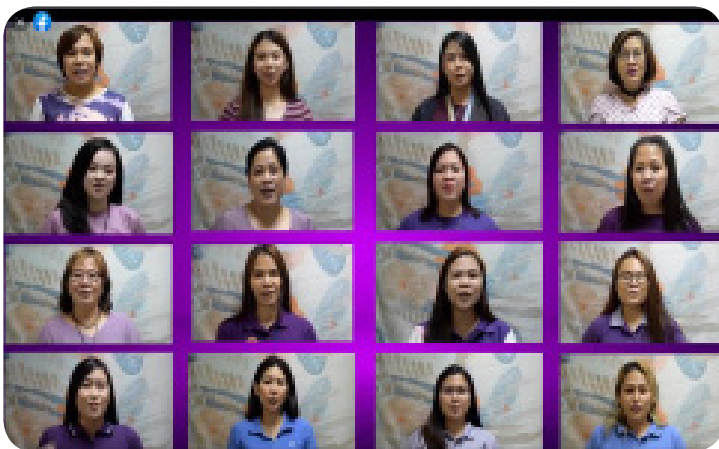
GENDER AND DEVELOPMENT OFFICE



GAD RESOURCE CENTER

NATIONAL WOMEN'S MONTH CELEBRATION 2021

" We Make Change, Work For Women "



BABAE AKO

Babae ako, at hindi basta babae 'lang'.
Hindi ako isang nilalang na sa gawaing-bahay lang nababagay
Na pagluluto, paglilinis, at pag-aalaga ng bata
Ang dapat lang na ikinikilos at ginagawa.

Babae ako, at hindi basta babae 'lang'.
May sariling prinsipyo't hindi masukat na kakayahan,
Ang sinumpaang tungkuli'y hindi iwinawaksi
Walang alinlangan, ito'y aking maipagmamalaki.

Babae ako, dahil tulad mo, tulad nyo, at tulad rin ng iba,
Meron akong tapang na manindigan sa aking mga adbokasiya
Meron akong lakas at talentong kaya kong maipakita
Habang unti-unti kong inaabot ang pantay na pagkilala.

Oo, babae ako at hindi basta babae lang,
Hindi lang pisikal na kaanyuan ang dapat na tinitingnan
Kayang-kayang ko ring makipagsabayan di lang sa larangan ng pagandahan
Kundi maging sa larangan ng taos pusong paninilbihan

Babae ako at hindi basta babae lang
Taglay ko rin ang tapang at tatag na kailangan
Upang ang lupit ng pandemya ay mapagtagumpayan;
Kaisa ako sa lahat ng laban ng bayan

Babae ako, dahil tulad mo, tulad nyo, at tulad rin ng iba,
Nais kong maging bahagi ng solusyon sa lipunan;
Kahit pa nga buhay ang kapalit,
magampanan lamang ang tungkuling sa akin ay nakaatang

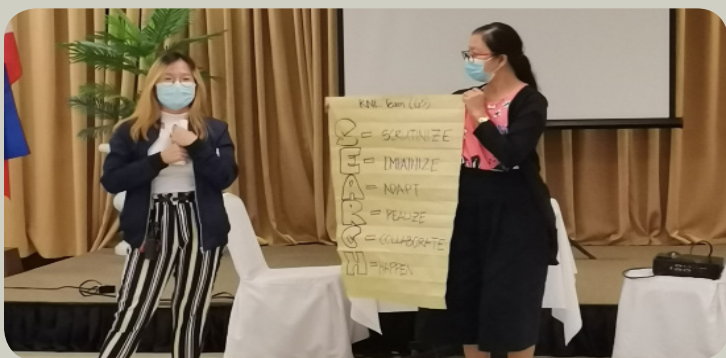
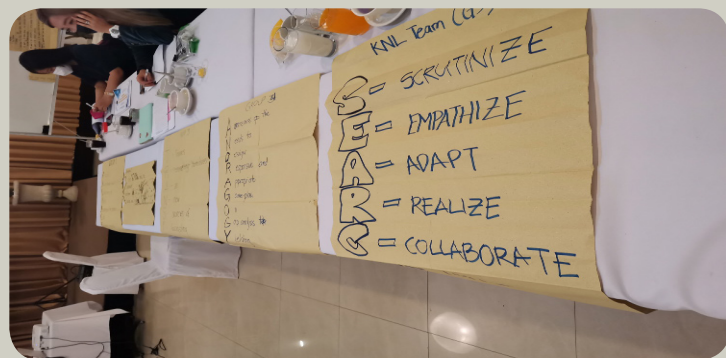
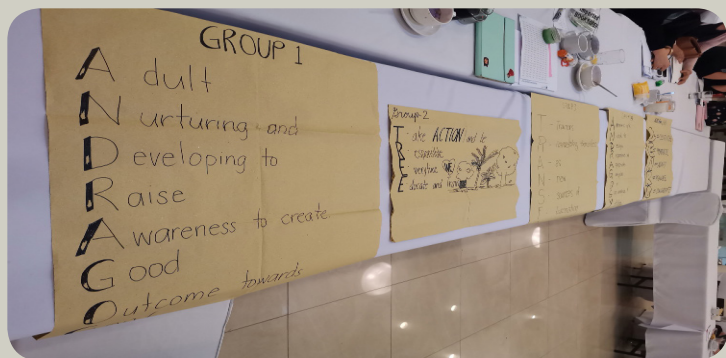
Sa puso, isip, at damdamin babae ako
Nais kong malaman ng buong mundo
Walang bagay na di kayang gawin ang isang tulad ko
Maging para sa pamilya at bayan lahat ay gagawin ko
Babae ako! Hindi basta babae lang. Babae ako!

GENDER AND DEVELOPMENT POOL OF TRAINERS

A 4-day Training of Trainers Phase 1 was held at Splash Mountain Resort, Los Banos Laguna last December 14 to 17, 2021. Attended by sixteen (16) female and five (5) male personnel from different offices of the City Government of Calamba, the said training provided an opportunity to learn and identify gender issues and to be part of the GAD Pool of Trainers.

For the first phase of this program, the general aim is to equip the participants on becoming effective trainers. Specifically, it aims to:

- Orient the trainees on the need for training trainers, assess one’s readiness to become a trainer and understand the entire training cycle
- Formulate training objectives, understand the concept on selection of training contents, prepare an evaluation tool, make a plan for a training program and determine best methodologies for a designed training session;
- Prepare effective presentations, note concepts on how to deal with difficult participants, prepare effective visual aids and note strategies in answering tough questions during a training



LIBRENG SAKAY PROJECT

In June 2020, the City Government launched the 'Libreng Sakay Project' to assist employees and constituents who were unable to travel due to lack of public transportation. Following the routing system, the program continues to provide free transportation in selected routing areas.

To assess the quality of service of the said project, surveys were conducted to its beneficiaries.

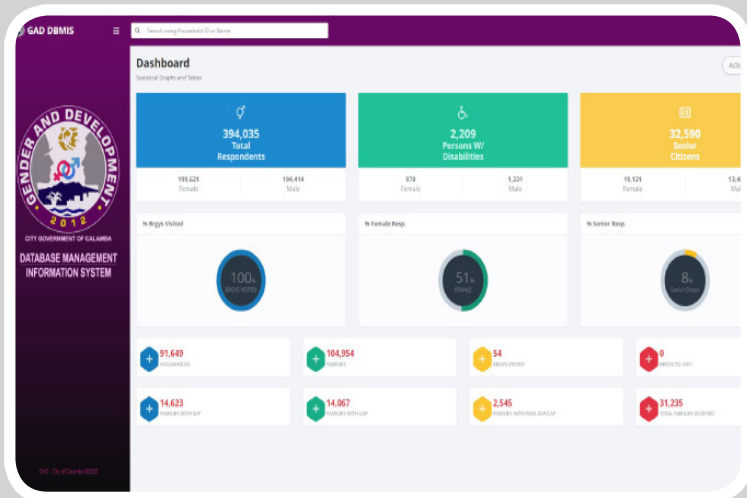
Based on the given data, 173 out of 200 respondents were completely satisfied with the service, while 27 were somewhat satisfied. 100% of respondents said they wanted the project to continue until 2022. There are twenty (20) e-trikes used for the Libreng Sakay Project.

Table 1.1 Average number of employees served/month; by sex

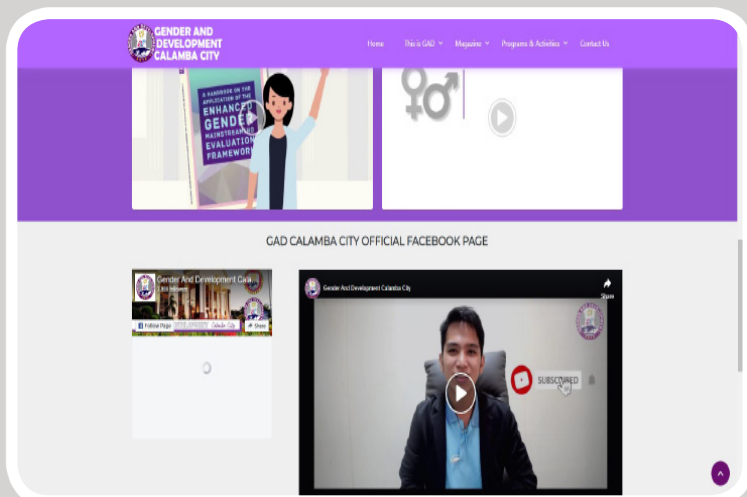
MONTH	SEX	
	MALE	FEMALE
FEBRUARY	73	101
MARCH	122	216
APRIL	67	170
MAY	71	177
JUNE	92	266
JULY	102	261
AUGUST	96	152
SEPTEMBER	65	170
OCTOBER	71	191
NOVEMBER	72	196
DECEMBER	61	156



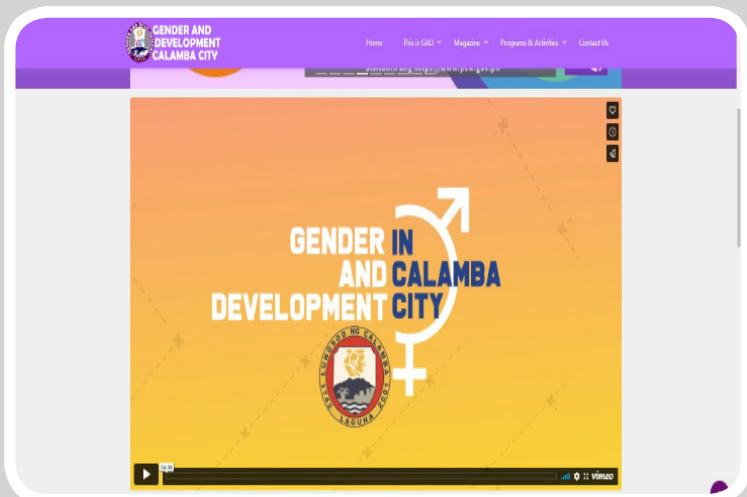
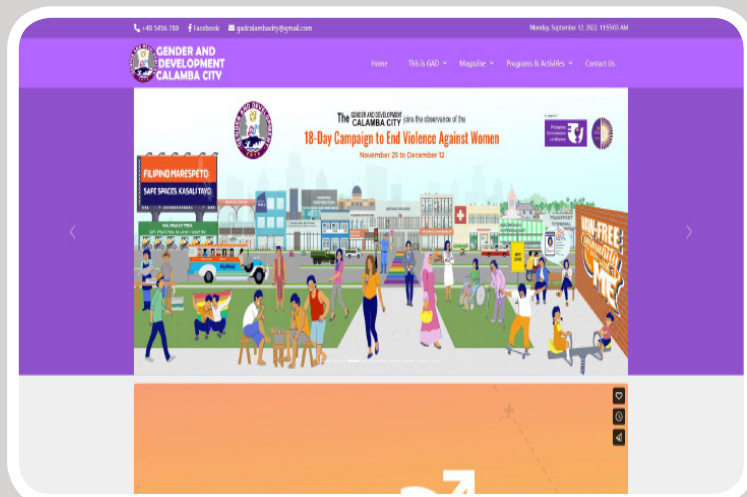
GAD DATABASE



GAD PAGE



GAD WEBSITE



FAITH: FOOD ALWAYS IN THE HOME COMICS AND SEED PACKS DISTRIBUTION

The City Agricultural Services Department distributed IEC materials and seed packs to different barangays to help educate the people in urban farming and gardening.

	Male	Female	Total No. of Recipients
Seed Packs	814	2851	3665
Comics	316	1120	1436



BEEKEEPING TRAINING CITY AGRICULTURAL OFFICE

Ten (10) women farmers and members of the Rural Improvement Club (RIC) of Bagong Kalsada participated in the bee training production, management, product processing, value-adding, and marketing last February 15 and June 29, 2021.

The participants were provided with a beekeeping box/ bee hive and were given an opportunity to have a source of income.



LIVELIHOOD PROGRAMS

COOPERATIVES AND LIVELIHOOD DEVELOPMENT DEPARTMENT

FOR INQUIRIES ON LIVELIHOOD PROGRAMS KINDLY VISIT:
FACEBOOK PAGE: COOPERATIVES AND LIVELIHOOD DEVELOPMENT DEPARTMENT
EMAIL: clddcalamba@gmail.com
LANDLINE: (049) 545-6789 LOC. 8019
FOCAL PERSON: MS. PHOEBE CERVANTES

EGG PRODUCTION



VEGETABLE PRODUCTION



RABBIT PRODUCTION



BROILER PRODUCTION





FISH PRODUCTION



MUSHROOM WORKSHOP SEMINAR



ORGANIC SWINE PRODUCTION



PROMOTION AND DIGITAL MARKETING



WOMEN ENHANCEMENT TRAINING CENTER

The Manpower Division under the City Social Services Department established a Women Enhancement Center at Barangay Punta, Calamba City to cater to the needs of marginalized people in socio-economic development.

The center is a competency-based training course that provides equal access and opportunities, especially to women in traditionally male-dominated jobs.

COURSES OFFERED AND NUMBERS OF ENROLLEES FOR THE YEAR 2021

COURSES OFFERED AND NUMBER OF ENROLLEES FOR THE YEAR 2021

COURSES	MALE		FEMALE	
Consumer Electronics Servicing				
Housekeeping				
Beauty Care and Hairdressing	0		10	
Pinoy <u>Hilot</u> and Massage Therapy	4		0	
Plumbing <u>NC I/NC II</u>	4		4	
Construction Painting NC II				
Shielded Metal Arc Welding NC I	7	(1 st and 2 nd Batch)	3	(1 st Batch)
Shielded Metal Arc Welding NC III	10	(1 st and 2 nd Batch)	3	(1 st Batch)
Electrical Installation and Maintenance NI/II				



CALAMBA CHILDREN SHELTER OF HOPE (CCSH)

It is designed to take care of children who are abandoned, neglected, abused and children with special needs who are in need of provision of temporary shelter and meaningful group experiences and activities; the center also provides immediate and short-term interventions and support services to respond to the concerns of the clients.

The center also serves as a temporary home and learning facility wherein alternative education is provided to the recipient. It also made available to children who are 0-17 years old with special needs who don't have their problems and while facilitating their transfer to another welfare agency with residential facilities.

The shelter aims to:

- Provide temporary shelter and protective custody to abused, neglected, exploited children ensuring immediate and responsive psychosocial interventions geared towards healing and recovery for the victim to survive.
- Reunite missing children/elderly to their families and relatives.
- Provide referrals for long-term program or residential facility for the abandoned clients.



WOMEN CRISIS AND THERAPY CENTER (WCTC)

It is a residential care facility designed to provide healing and empowerment to women victim of abuse, exploitation, unwed/abandoned and women in detention. The Center hopes to equip them with intellectual, emotional and productive skills to regaining self-worth and dignity towards reuniting them with their families and independent living.

The Center is envisioned as an efficient and effective therapy center for abused and exploited women and their children, to which individuals seeking to gain knowledge and skills in this area got to be trained, where workers are supervised in a systematic ethical and humane way of case management. The Center is committed to therapeutic and rehabilitative services that brings Holistic recovery and development through multi disciplinary approach.





GENDER AND DEVELOPMENT 2021



Republic of the Philippines
Province of Laguna
CITY OF CALAMBA

WORK AND FINANCIAL PLAN AND REQUEST FOR ALLOTMENT

FY 2021

OBJECT OF EXPENDITURES	TOTAL AUTHORIZED APPROPRIATION	UNPROGRAMMED RESERVE LATER RELEASE	NET PROGRAM	Department / Office / Unit Request QUARTERLY ALLOCATION OF APPROPRIATION			
				1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
CURRENT OPERATING EXPENDITURES							
Other Property Plant and Equipment			495,000.00	495,000.00	-	-	-
Building			4,000,000.00	4,000,000.00	-	-	-
Sub Total			60,775,000.00	40,475,000.00	20,000,000.00	0.00	300,000.00
Personal Services							
Personal Services			5,601,779.18	5,602,000.00			
Sub Total			5,601,779.18				
GRAND TOTAL			160,000,000.00	83,897,981.82	44,547,838.00	23,036,434.00	8,517,967.00

Prepared by:

JASMIN P. SIMAN
Supervising Administrative Officer

Submitted by:

CELINA DACARA-MANABAT, RSW
Department /Office/Agency Head

Approved by:

HON. JUSTIN MARC SB. CHIPECO
City Mayor



Republic of the Philippines
Province of Laguna

CITY OF CALAMBA

WORK AND FINANCIAL PLAN AND REQUEST FOR ALLOTMENT

FY 2021

OBJECT OF EXPENDITURES	TOTAL AUTHORIZED APPROPRIATION	UNPROGRAMMED RESERVE LATER RELEASE	NET PROGRAM	Department / Office / Unit Request			
				1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
CURRENT OPERATING EXPENDITURES							
Maintenance and Other Operating Services							
Agricultural Expenses			13,025,239.00	5,956,920.00	4,107,872.00	1,456,920.00	
Drugs and Medicines Expenses			887,488.00	619,400.00	1,463,920.00	-	
Medical and Laboratory Supplies			2,446,600.00	2,062,150.00	2,991,250.00	-	
Food Supplies Expenses			1,000,000.00	1,000,000.00	1,000,000.00	-	
Internet Expenses			132,000.00	132,000.00	132,000.00	132,000.00	
Telephone Expenses			9,000.00	9,000.00	9,000.00	9,000.00	
Office Supplies Expenses			816,740.00	228,460.00	-	-	
Other Maintenance and Operating Expenses			10,020,096.82	7,434,379.00	7,150,301.00	5,370,047.00	
Repairs and Maintenance of Machinery and Equipment			106,000.00	-	-	-	
Repairs and Maintenance of Transportation Equipment			132,100.00	-	-	-	
Other Supplies Expenses			7,183,718.00	5,410,859.00	4,370,091.00	1,250,000.00	
Printing and Binding Expenses			730,000.00	362,670.00	480,000.00	-	
Security Services			1,332,000.00	1,332,000.00	1,332,000.00	-	
Sub Total			37,870,981.82	24,547,838.00	23,036,434.00	8,217,967.00	
Capital Outlay							
ICT Equipment			10,020,650.00	-	-	-	
Computer Software			5,000,000.00	20,000,000.00	-	-	
Office Equipment			2,354,350.00	-	-	-	
Motor Vehicle			15,400,000.00	-	-	-	
Other Machinery Equipment			3,205,000.00	-	-	-	300,000.00



GENDER AND DEVELOPMENT PLAN AND BUDGET 2021

WORK AND FINANCIAL PLAN AND REQUEST FOR ALLOTMENT FY 2021

Province/Municipality: CALAMBA CITY, LAGUNA
 Function/Project/Activity: Fair Implementation and Utilization of Gender-Related Programs
 Dept./Office/Unit: OFFICE OF THE CITY MAYOR - GENDER AND DEVELOPMENT (040)
 Fund: General Fund (040 Fund)

Original Request
 Work Plan

OBJECT OF EXPENDITURES	ACCOUNT CODE	TOTAL AUTHORIZED APPROPRIATION	UNPROGRAMMED RESERVE LATER RELEASE	NET PROGRAM	Department/Office/Unit Request			
					1	2	3	4
Personal Services								
Salaries and Wages-Regular (10)	5-01-01-010	P 3,741,144.00	P -	P 3,741,144.00	P 605,286.00	P 605,286.00	P 605,286.00	P 915,286.00
Personal Economic Allowance (PESA)	5-01-02-010	240,000.00	-	240,000.00	60,000.00	60,000.00	60,000.00	60,000.00
Cooking/Liuliam Allowance	5-01-02-040	60,000.00	-	60,000.00	-	-	-	-
Productivity Incentive Allowance	5-01-02-080	50,000.00	-	50,000.00	-	-	-	-
Year-End Bonus	5-01-02-140	311,702.00	-	311,702.00	-	-	-	311,702.00
Cash Gift	5-01-02-160	50,000.00	-	50,000.00	-	-	-	50,000.00
Other Bonuses and Allowances	5-01-02-090	391,712.00	-	391,712.00	-	-	-	-
Retirement and Life Insurance Contributions	5-01-03-010	448,937.28	-	448,937.28	112,234.32	112,234.32	112,234.32	112,234.32
PA-GABC Contributions	5-01-03-020	74,832.88	-	74,832.88	18,705.72	18,705.72	18,705.72	18,705.72
PHILHEALTH Contributions	5-01-03-030	66,470.02	-	66,470.02	16,467.58	16,467.58	16,467.58	16,467.58
Employee Compensation Insurance Premiums	5-01-03-040	12,000.00	-	12,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Other Personnel Benefits	5-01-04-094	155,881.00	-	155,881.00	-	-	-	-
Total Personnel Services		P 5,001,778.18	P -	P 5,001,778.18	P 1,411,474.56	P 1,411,474.56	P 1,411,474.56	P 1,507,265.54
Maintenance and Other Operating Expenses								
Office Supplies Expenses	5-02-03-010	P 1,045,200.00	P -	P 1,045,200.00	P 814,742.00	P 221,450.00	P -	P -
Food Supplies Expenses	5-02-03-050	3,000,000.00	-	3,000,000.00	1,000,000.00	1,000,000.00	1,000,000.00	-
Drugs and Medicines Expenses	5-02-03-070	2,870,000.00	-	2,870,000.00	867,488.00	819,400.00	1,603,620.00	-
Medical, Dental and Laboratory Supplies Expenses	5-02-03-090	7,580,000.00	-	7,580,000.00	2,440,000.00	2,062,150.00	2,461,250.00	-
Agricultural and Marine Supplies Expenses	5-02-03-100	24,540,981.00	-	24,540,981.00	13,000,239.00	5,958,926.00	4,107,872.00	1,466,626.00
Other Supplies and Materials Expenses	5-02-03-200	18,214,698.00	-	18,214,698.00	7,183,718.00	5,410,858.00	4,370,091.00	1,250,058.00
Telephone Expenses	5-02-05-020	30,000.00	-	30,000.00	6,000.00	6,000.00	6,000.00	9,000.00
Internet Subscription Expenses	5-02-05-030	620,000.00	-	620,000.00	132,659.00	132,000.00	132,000.00	132,000.00
Security Services	5-02-12-030	3,696,000.00	-	3,696,000.00	3,996,000.00	-	-	-
Repairs and Maintenance - Machinery and Equipment	5-02-13-050	105,000.00	-	105,000.00	105,000.00	-	-	-
Repairs and Maintenance - Transportation Equipment	5-02-13-060	130,100.00	-	130,100.00	130,100.00	-	-	-
Printing and Publication Expenses	5-02-16-020	1,572,670.00	-	1,572,670.00	730,000.00	362,070.00	480,000.00	-
Other Maintenance and Operating Expenses	5-02-16-030	28,974,033.82	-	28,974,033.82	10,020,046.82	7,434,379.00	7,160,361.00	5,370,947.00
Total Maintenance and Other Operating Expenses		P 83,023,223.02	P -	P 83,023,223.02	P 40,454,961.82	P 23,215,833.00	P 21,704,434.00	P 8,317,967.00
SUB-TOTAL		P 63,023,220.00	P -	P 63,023,220.02	P 48,488,981.82	P 23,215,833.00	P 21,704,434.00	P 8,317,967.00

WORK AND FINANCIAL PLAN AND REQUEST FOR ALLOTMENT
FY 2021

Province/Municipality: CALAMBA CITY, LAGUNA
 Funds/Project/Activity: For Implementation and Utilization of Gender-Related Programs
 Dept./Div./Unit: OFFICE OF THE CITY MAJOR - GENDER AND DEVELOPMENT (GAD)
 Fund: Gender Fund (GAD Fund)

Original Request
 Work Plan

OBJECT OF EXPENDITURES	ACCOUNT CODE	TOTAL AUTHORIZED APPROPRIATION	UNPROGRAMMED RESERVE LATER RELEASE	NET PROGRAM	DEPARTMENTAL/BIODIVERSITY REQUEST QUARTERLY ALLOCATION OF APPROPRIATION				
					1	2	3	4	
Capital Outlays									
Buildings	1-07-04-010	P 4,000,000.00	P	P	4,000,000.00	P	-	P	
Office Equipment	1-07-05-020	2,354,350.00			2,354,350.00				
Information & Communication Technology Equipment	1-07-05-030	10,020,650.00			10,020,650.00				
Other Machinery and Equipment	1-07-05-090	3,295,000.00			3,295,000.00			300,000.00	
Motor Vehicle	1-07-06-010	15,400,000.00			15,400,000.00				
Other Property, Plant and Equipment	1-07-09-090	495,000.00			495,000.00				
Computer Software	1-09-01-020	25,000,000.00			25,000,000.00				
Total Capital Outlay		P 60,775,000.00	P	P	60,775,000.00	P	20,000,000.00	P	
GRAND TOTAL:		P 160,000,000.00	P	P	62,371,456.38	P	44,753,193.54	P	22,800,327.54
									10,025,322.54

Prepared By:  JAGDIN P. SEMAN
 Supervising Administrative Officer

Submitted By:  CELINA D. MANABAT
 Department Head, City Social Services Department

Reviewed By:  ROSARIO J. ALCANTARA
 City Budget Officer

Approved By:  JUSTIN MARIC III
 City Mayor



GENDER AND DEVELOPMENT PLAN AND BUDGET 2021

PROGRAMMED APPROPRIATION AND OBLIGATION BY OBJECT EXPENDITURE

Office: OFFICE OF THE CITY MAYOR – GENDER AND DEVELOPMENT (GAD)
 Function: For implementation and utilization of Gender-Related Programs
 Project/Activity: GAD Fund

OBJECTIVE OF EXPENDITURE (1)	ACCOUNT CODE (2)	BUDGET YEAR (3)
1.0 Current Operating Expenditures		
1.1 Maintenance and Other Operating Services		
Office Supplies	5-02-03-010	1,045,200.00
Food Supplies Expenses	5-02-03-050	8,000,000.00
Drugs and Medicines Expenses	5-02-03-070	2,970,808.00
Medical and Laboratory Supplies	5-02-03-080	7,500,000.00
Agricultural Expenses	5-02-03-100	24,546,951.00
Other Supplies Expenses	5-02-03-990	18,214,668.00
Telephone Expenses	5-02-05-020	36,000.00
Internet Expenses	5-02-05-030	528,000.00
Security Services	5-02-12-030	3,996,000.00
Repairs and Maintenance of Machinery and Equipment	5-02-13-050	306,000.00
Repairs and Maintenance of Transportation Equipment	5-02-13-060	332,100.00
Printing and Binding Expenses	5-02-99-020	1,572,670.00
Other Maintenance and Operating Expenses	5-02-99-990	29,974,823.82
Total Current Operating Expenditures		93,623,220.82
3.0 Capital Outlay		
Buildings	1-07-04-030	4,000,000.00
Office Equipment	1-07-05-020	2,354,350.00
ICT Equipment	1-07-05-030	10,020,650.00
Other Machinery Equipment	1-07-05-990	3,505,000.00
Motor Vehicle	1-07-06-010	15,400,000.00
Other Property Plant and Equipment	1-07-99-990	895,000.00
Intangible Assets/Computer Software	1-09-01-990	25,000,000.00
Total Capital Outlay		60,775,000.00
3.0 Personal Services		
Total Personal Services		5,601,779.18
GRAND TOTAL		160,000,000.00

Prepared by:

Submitted by:


JASMIN P. SIMAN
 Supervising Administrative Officer


CELINA DACABA MANABAT, RSW
 GAD Focal Point Person/Department Head

Approved by:


HON. JUSTIN MARC SBL. CHIRCO
 City Mayor, Cotabato City

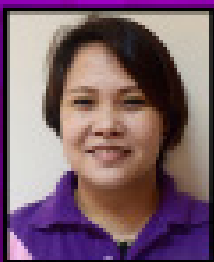
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OFFICE OF THE CITY MAYOR



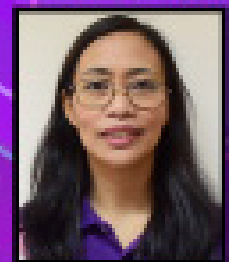
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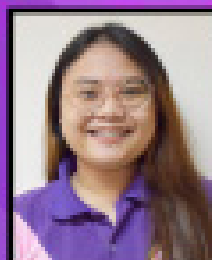
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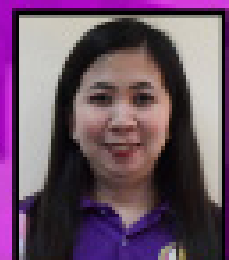
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**GENDER AND DEVELOPMENT
CALAMBA CITY**

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