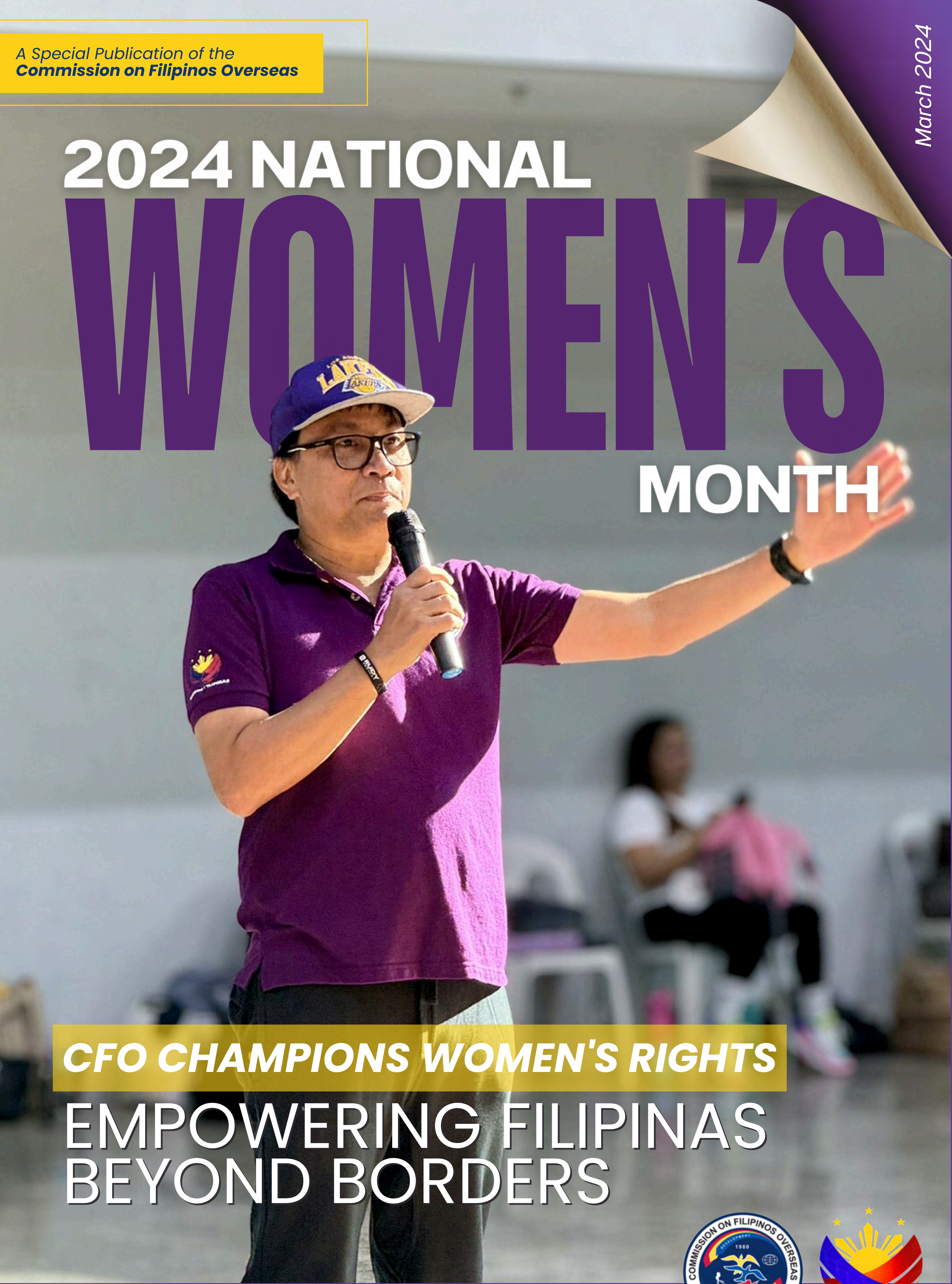
A Special Publication of the
Commission on Filipinos Overseas

March 2024

2024 NATIONAL WOMEN'S MONTH



CFO CHAMPIONS WOMEN'S RIGHTS

EMPOWERING FILIPINAS BEYOND BORDERS

TABLE OF CONTENTS

03 **It's GAD To Know!**

04 **Message from the Secretary for the National Women's Month Celebration**

07 **Spotlight**

08 Lipunang Patas sa Bagong Pilipinas: **Kakayahan ng Kababaihan, Patutunayan!**

09 ***#PurpleThursdays***

12 **Message from the Secretary for the International Women's Day Celebration**

13 ***#CFOJuanaHaveFun***

17 **NWMC Banners of Support**

19 **Social Media Campaigns**

23 ***#MusikJuana***

30 ***#PanulatParaKayJuana***

39 ***#SerbisyoParaKayJuana***

47 **Kakayahan ng Kababaihan, Patutunayan!** Workshop Series

50 **#EmpowerHer:** Advancing Women in/for Justice

51 **Policy Issuances**

57 **2024 CFO GAD Focal Point System (GFPS)**

58 **Awards and Accolades**

List of Acronyms

NWMC	National Women's Month Celebration
GAD	Gender and Development
GFPS	GAD Focal Point System
TWG	Technical Working Group

Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS

MESSAGE FROM THE SECRETARY
for the National Women's Month Celebration

It is my pride and pleasure to announce that the Commission on Filipinos Overseas joins the nation in celebrating the 2024 National Women's Month, with the theme, "WE for Gender Equality and Inclusive Society," which was introduced in 2023 and populated several initiatives geared towards progressing equity and equality in different sectors of the society.

In line with the Bagong Pilipinas initiative of the government, this year's celebration also bears the sub-theme, "Lipunang Patas sa Bagong Pilipinas, Kakayahan ng Kababaihan, Patutunayan," grounded on the objective of transforming culture toward a more equal and inclusive future.

As the calls for Bagong Pilipinas ring louder, may the vision and mission of the Commission serve as an instrument in giving women equitable opportunities and helping them break free from the consequences of imposing gender biases and discriminatory stereotypes.

May the services we provide to our clients, as well as the CFO's advocacies for the safe, orderly, and regular migration of prospective Filipino migrants, continue to help address the root causes that perpetuate gender gaps in the society, and more importantly, contribute to sustaining social protection systems, and enhancing access of women and girls to services that empower them to take on roles and opportunities that maximize their full potential.

As we celebrate this year's women's month, I hope that we look forward to and take active participation in the roster of activities that the CFO GAD Focal Point System has prepared in order to amplify the Commission's efforts in mainstreaming Gender and Development.

Muli, maligayang buwan ng mga kababaihan! Pagpupugay sa lahat ng kababaihan sa iba't-ibang sektor ng lipunan!

SECRETARY ROMULO V. ARUGAY
Chairperson

March 2024
Quezon City, Philippines

CFO
JUANA

2024 NATIONAL WOMEN'S MONTH CELEBRATION

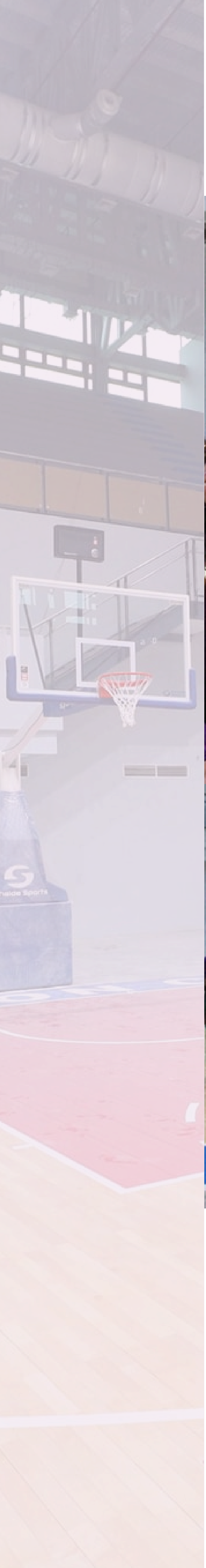
Guided by the leadership of CFO Chairperson Secretary Romulo V. Arugay and facilitated by its Gender and Development (GAD) Focal Point System (GFPS), the Commission orchestrated a diverse array of activities throughout the month of March.

SPOTLIGHT

*Secretary Romulo V. Arugay, along with Undersecretary Valery Joy A. Brion, and CFO Division Heads gave flowers and kits to women clients attending the frontline services during the **#SerbisyoParaKayJuana** activity.*

Juana walk-in registrants received CFO's NWMC purple advocacy shirts after participating in a short quiz bee hosted by Mr. Michael A. Apattad, GFPS-TWG Team Leader, as part of the Commission's activity for NWMC 2024.

LIPUNANG PATAS SA BAGONG PILIPINAS: KAKAYAHAN NG KABABAIHAN, PATUTUNAYAN!



To mark this year's ***National Women's Month Celebration (NWMC)****, the Commission proudly stood alongside the nation to pay tribute to women and acknowledge their invaluable contributions to the country's progress and prosperity.*

PURPLE THURSDAYS

#PURPLETHURSDAYS

*Secretary Arugay and CFO employees wearing the official NWMC advocacy polo shirts for **#PurpleThursdays**.*

#PURPLETHURSDAYS

*The CFO enjoined employees to wear purple every Thursday in March to signify their support for women's empowerment. Official purple advocacy shirts for the NWMC were also designed and distributed, bearing the recurring theme, "**WE for Gender Equality and Inclusive Society**."*

Inspired by Women's Month, divisions also decorated their respective offices to spark discussions and raise awareness about gender equality.

Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS

MESSAGE FROM THE SECRETARY
for the International Women's Day

Ngayong araw, kasama tayo ng buong mundo sa pagdiriwang ng Pandaigdigang Araw ng mga Kababaihan! Nais kong gamitin ang pagkakataong ito upang magbigay pugay sa lahat ng kababaihan ng Commission on Filipinos Overseas - kahit ano man ang iyong edad, relihiyon, pinag-aralan, or katayuan sa buhay - ngayong araw na ito ay ipinagdiriwang ang inyong halaga at hindi makakailang mga kontribusyon, hindi lamang sa ating ahensya, kundi pati na sa ating lipunan.

Bukod sa mga naka line up na gender sensitivity trainings and workshops, nais nating magkaroon ng aktibidad na pinagtutuunan ng pansin ang kalusugan ng ating mga kababaihan.

Sana sa simpleng activity nating ito ay patuloy na mahikayat ang ating mga kasamahan na mag invest sa healthier lifestyles para sa kanilang mga sarili.

Muli, maligayang pandaigdigang araw ng mga kababaihan! Maraming maraming salamat po!

SECRETARY ROMULO V. ARUGAY
Chairperson

08 March 2024
Quezon City, Philippines

CFO JUANA HAVE FUN

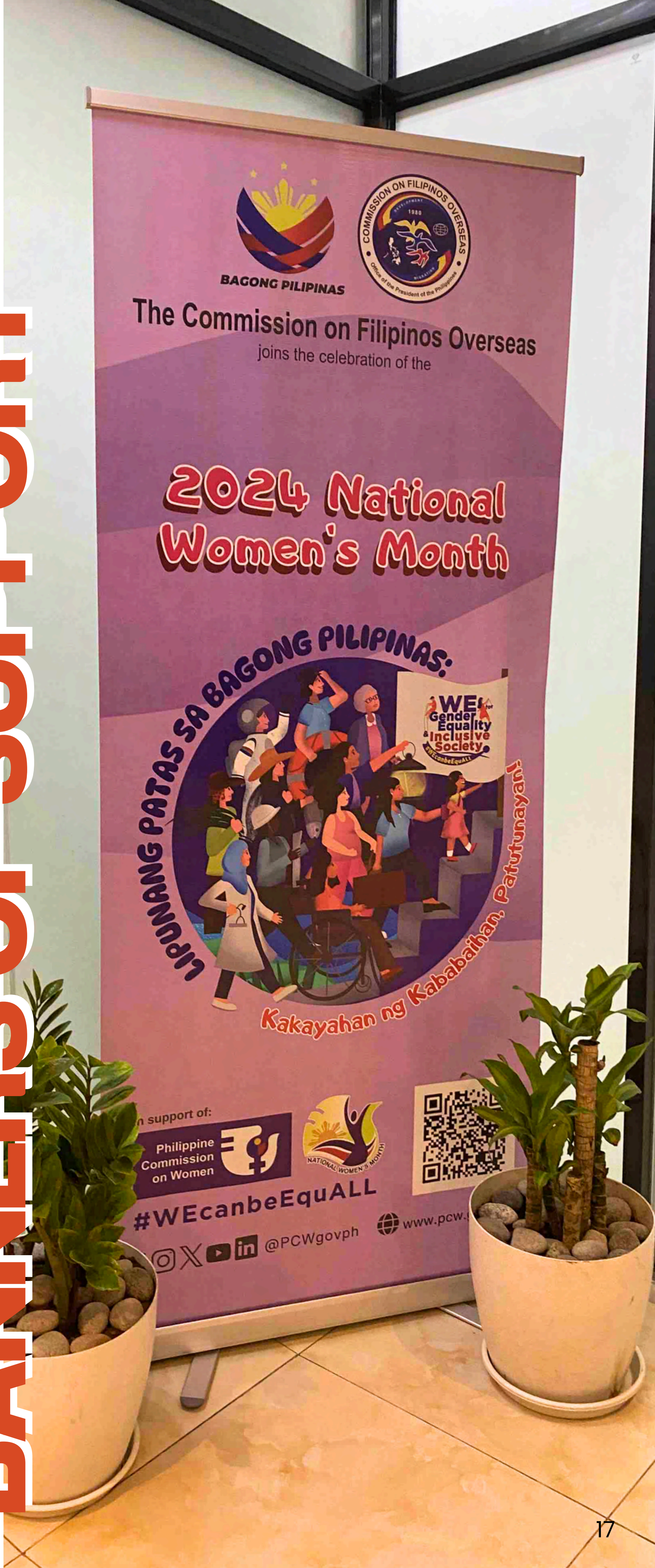
#CFOJUANAHAVEFUN

*Donning their purple advocacy shirts, CFO employees participated in the **#CFOJuanaHaveFun**, a zumba workout, held at the Amoranto Sports Complex in Diliman, Quezon City, as part of the International Women's Day Celebration.*

#CFOJUANAHAVEFUN

#CFOJUANAHAVEFUN

NWMC BANNERS OF SUPPORT



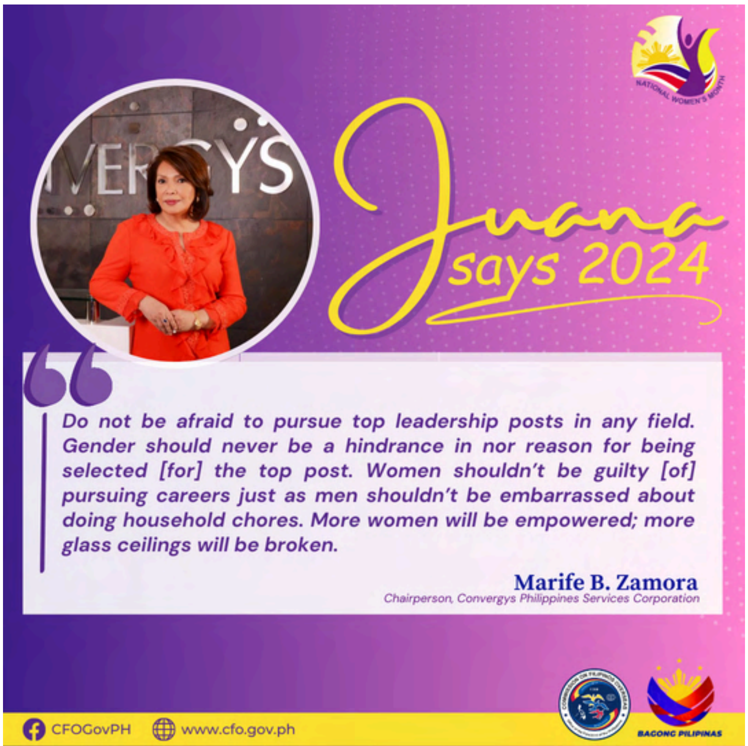
NWMC BANNERS OF SUPPORT

SOCIAL MEDIA CAMPAIGNS

#JuanaSays #WOMENspiration

On its Facebook page, the CFO posted inspirational stories of empowered women who became successful and contributed significantly in their respective fields. The CFO launched two Facebook campaigns, ***#JuanaSays*** *&* ***#WOMENspiration*** *throughout the month to showcase Filipino women's inspiring journeys and triumphs worldwide.*

SOCIAL MEDIA CAMPAIGN
#JuanaSays



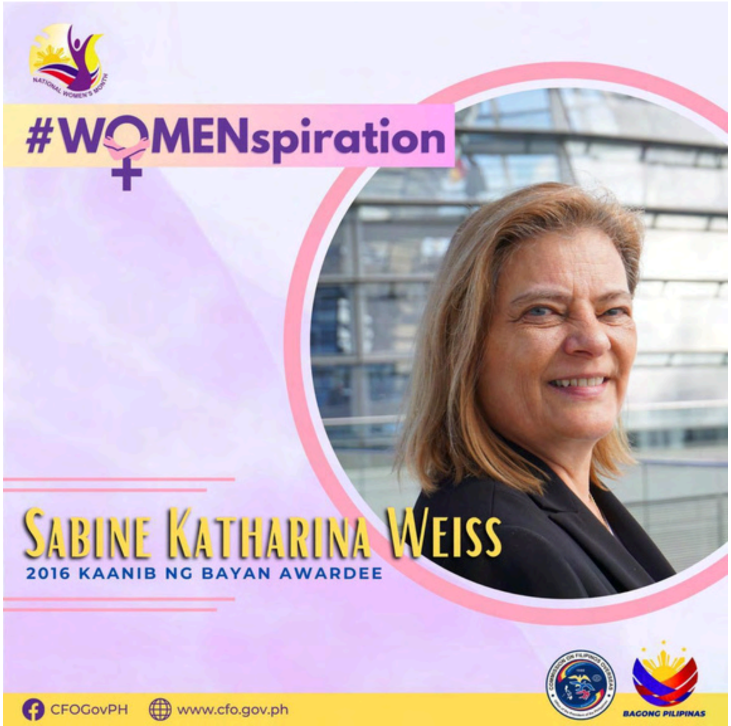
***#JuanaSays** featured inspirational statements from successful women leaders who excelled and contributed significantly in their chosen fields.*

SOCIAL MEDIA CAMPAIGN
#JuanaSays

CFO Women Leaders

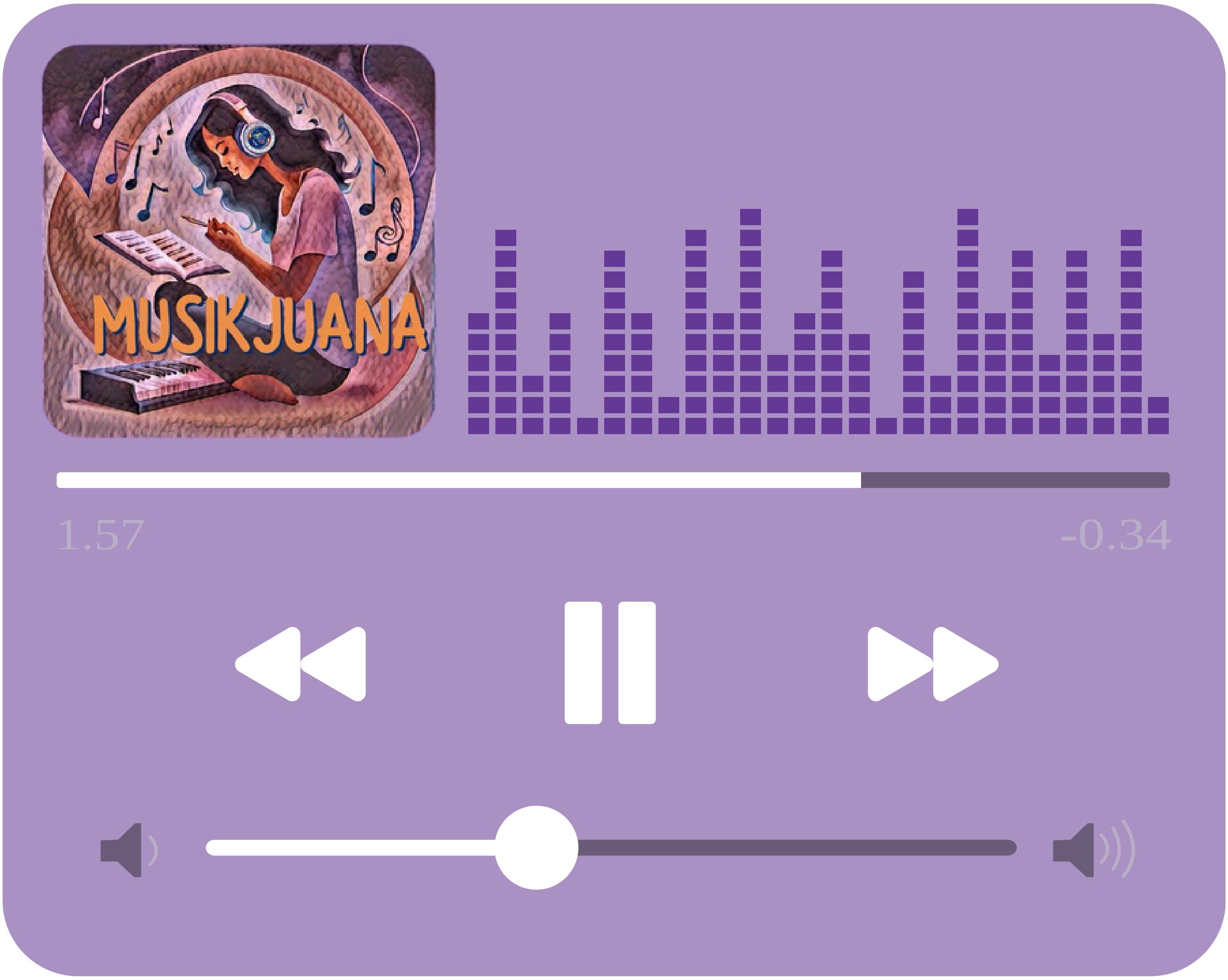
The CFO provided a platform for the voices of successful and influential Juanas in the country, including its very own Undersecretary Valery Joy A. Brion, Head Executive Assistant Atty. Alma C. Royandoyan-Alli, and Dir. Marita del Rosario-Apattad.

SOCIAL MEDIA CAMPAIGN
#WOMENspiration



#WOMENspiration *showcased the remarkable accomplishments and success stories of female recipients of the Presidential Awards for Filipino Individuals and Organizations Overseas (PAFIOO) conferred by the Philippine President.*

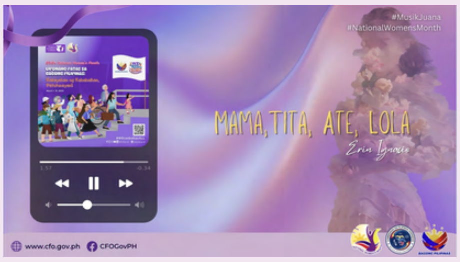
MUSIKJUANA
SONGWRITING CONTEST



MUSIKJUANA SONGWRITING CONTEST

CFO employees were given the opportunity to express their support for women's empowerment through music. The ***#MusikJuana Songwriting Contest*** *aimed to promote the values of advocating and recognizing women's rights, gender equality, and accomplishments.*

Ms. Jarina Joyce Billones' song entry, ***"Juana, Tanyag Ka,"*** *secured the top spot in the contest.*



Ms. Marianne Dayne Alcaraz' ***"Babae Lang,"*** *Ms. Erin Denyse Ignacio's* ***"Mama, Ate, Tita, at Lola,"*** *and Mr. Allan Paul Ducusin's* ***"Pakundangan"*** *won second, third, and fourth place, respectively.*

MUSIKJUANA
SONGWRITING CONTEST

Winners

1ST PLACE
JARINA JOYCE BILLONES

2ND PLACE
MARIANNE DAYNE ALCARAZ

3RD PLACE
ERIN DENYSE IGNACIO

4TH PLACE
ALLAN PAUL DUCUSIN

Juana, Tanyag Ka!

Halina't ipakita natin ang
kakayahan mo
Lakas ng kababaihan sa mundo
Ikaw ay may karapatan at
paninindigan
May patutunguhan sa lipunan

Babae ka, 'di babae lang
May lawak ang diwa
Malaya na puso
'Di lamang basta ang anyo

'Di lamang basta katawan
Hindi lang kagandahan
Taglay ang sariling kinang
Hindi ka hawak ng iba

Babae ka, 'di babae lang
may boses na matapang
Tinig ng kalayaan
Matalinong mamamayan

Malayo na ang narating
karapatan ngayon
ay naangkin
May pangarap, adhikain
May pusong dakila

Koro

Juana, tanyag ka
Sa hilaga, timog, silangan,
at kanluran
Kahit sa'n man mapunta

Juana, tanyag ka
Batid mo ay liwanag ng pag-
asa
Ika'y biyaya Niya

Coda

Biyayang kay ganda!

Jarina Joyce Billones
Administrative and Finance Division

Babae Lang

I.

Nakakapagod,
Nakakabalisa
Ang mga bagay na laging iniinda
Mula paggising sa umaga
Hanggang sa pag-uwi
Iyong iniisip

Hook

Mga bagay na sinasabi nila
Hindi mo raw kaya kasi mahina pa
Ang 'yong puso sa mga hamon,
Sa mga pagsubok ng buhay
Hindi mo raw kaya kasi babae ka

Chorus

Ang buhay ay hahamunin ka
Pero dapat mas malakas ka
Ang tao ay may limitasyon
Pero hindi roon natatapos lang 'yon
Hindi ka babae lang;
Babae ka.
Oh, babae ka

II.

Maraming pagsubok ang 'binibigay
Mga bagay na kailangan daw ng katunghay
Ngunit ito'y hindi kinakailangan
Alam mong walang dapat patunayan

Hook

Mga bagay na sinasabi nila
Hindi mo raw kaya kasi mahina pa
Ang 'yong puso sa mga hamon,
Sa mga pagsubok ng buhay
Hindi mo raw kaya kasi babae ka

Final Chorus

Ang buhay ay hahamunin ka
Pero dapat mas malakas ka
Ang tao ay may limitasyon
Pero hindi roon natatapos lang 'yon
Hindi ka babae lang;
Hindi ka babae lang;
Oh hindi ka babae lang,
Babae ka.

Marianne Dayne Alcaraz
Project Management Division

Mama, Tita, Ate, at Lola

Sa buhay ba'y nangangapa
Problema ay 'di nawawala
Andyan si Mama, Lola at Tita
Si Ateng napakaganda

Ang swerte 'pag andyan sila
Minsan man malungkot, pero hindi
mabibigo

Chorus
Si Mama walang patid na paghanda
ng almusal sa umaga
Andyan si Tita at si Ate
mapagkukuhaan, mauutangan
Mahal kong Lola, katuwang sa paglago
ng kabuhayan
Maraming pangarap ang
maisasakatuparan

Ano mang pagsubok sa buhay
May Juanang umaalalay
Kumapit ka at magtiwala
Lahat naman kaya nilang magawa

Ang swerte 'pag andyan sila
Minsan man malungkot pero hindi
mabibigo

Sa patas na pagtrato, tayo'y uunlad
Proyektong kamustahan nararapat
Hindi man makita ang resulta agad
Kapit bisig tayo sa pag-angat

Wala namang mawawala
Respeto sa kababaihan ay ilahad
Abot-kamay ang kapayapaan

Coda
Maraming pangarap ang
maisasakatuparan
Salamat Juana,
Yaman ka ng ating bayan.

Erin Denyse Ignacio
Migrant Integration and Education Division

Pakundangan

Intro
May isang lalakeng, panay ang sipol sa kalye
Kay ganda palang babae, nagdaan sa tabe
Wala na bang maginoo, sa 'ting mga tao
Sadya bang ganito, palaging pagtrato

Chorus
"Pakundangan!" sigaw ng kababaihan
"Pakundangan!" ituro sa kabataan
(Repeat Chorus)

Ganyan kang talaga, 'pag tumingin sa akin?
Puno ka ng malisya, sinaktan pa'ng damdamin
Magtratrabaho lang naman ako
Ngunit 'di patas ang pagtrato mo

Chorus
"Pakundangan!" sigaw ng kababaihan
"Pakundangan!" ituro sa kabataan
(Repeat Chorus)

May isang lalakeng, panay ang sipol sa kalye
Kay ganda palang babae, nagdaan sa tabe
Wala na bang maginoo, sa 'ting mga tao
Sadya bang ganito, palaging pagtrato?

Chorus
"Pakundangan!" sigaw ng kababaihan
"Pakundangan!" ituro sa kabataan
(Repeat Chorus)

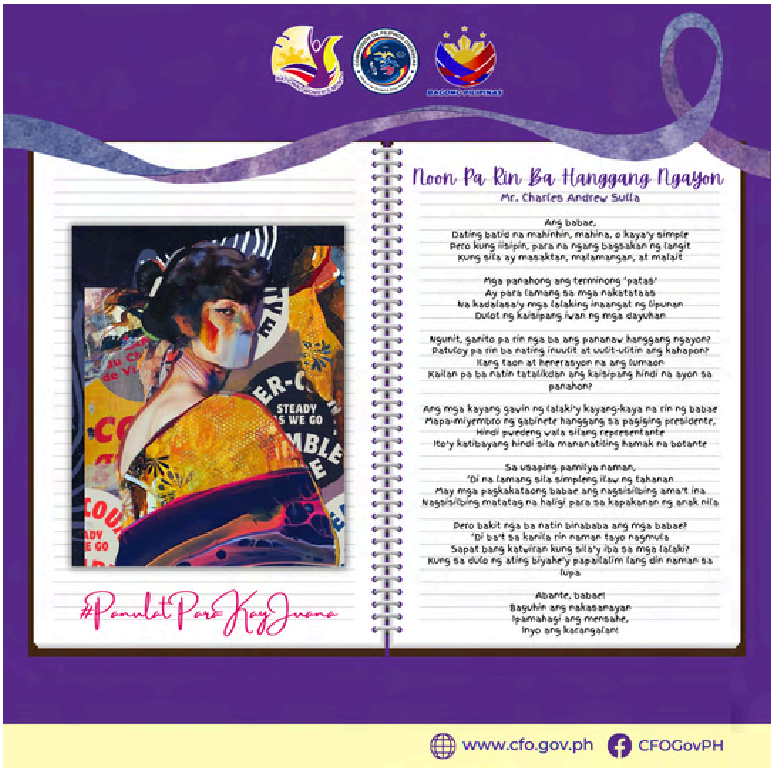
Allan Paul Ducusin
Migrant Integration and Education Division

PANULAT PARA KAY JUANA

CREATIVE WRITING CONTEST

PANULAT PARA KAY JUANA
CREATIVE WRITING CONTEST

Parallel to the #MusikJuana Songwriting Contest, an internal creative writing competition, ***#PanulatParaKayJuana****, was also initiated to encourage CFO employees to convey their support and recognize women's accomplishments through literature.*



Noon Pa Rin Ba Hanggang Ngayon
Mr. Charles Andrew Sulla

Ang babae,
Dating batid na mahinhin, mahina, o kaya'y simple
Pero kung iisipin, para na ngang bagsakan ng langit
Kung sila ay masaktan, malamangan, at malait

Mga panahong ang terminong 'patas'
Ay para lamang sa mga nakatataas
Na kadalasa'y mga lalaking inaangat ng lipunan
Dulot ng kaisipang iwan ng mga dayuhan

Ngunit, ganito pa rin nga ba ang pananaw hanggang ngayon?
Patuloy pa rin ba nating inuulit at uulit-ulitin ang kahapon?
Ilang taon at henerasyon na ang lumaon
Kailan pa ba natin tatalikdan ang kaisipang hindi na ayon sa panahon?

Ang mga kayang gawin ng lalaki'y kayang-kaya na rin ng babae
Mapa-miyembro ng gabinete hanggang sa pagiging presidente,
Hindi puedeng wala silang representante
Ito'y katibayang hindi sila mananatiling hamak na botante

Sa usaping pamilya naman,
'Di na lamang sila simpleng ilaw ng tahanan
May mga pagkakataong babae ang nagsisilbing ama't ina
Nagsisilbing matatag na haligi para sa kapakanan ng anak nila

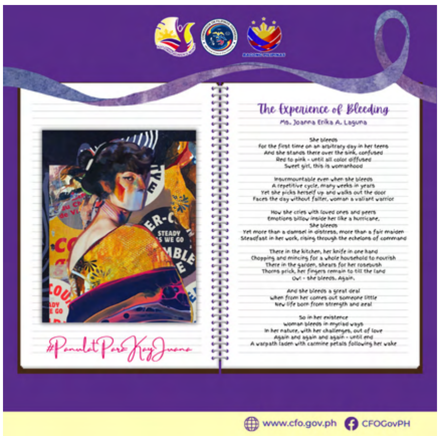
Pero bakit nga ba natin binababa ang mga babae?
'Di ba't sa kanila rin naman tayo nagmula
Sapat bang katwiran kung sila'y iba sa mga lalaki?
Kung sa dulo ng ating biyahe'y papailalim lang din naman sa lupa

Abante, babae!
Baguhin ang nakasanayan
Ipamahagi ang mensahe,
Inyo ang karangalan!

#PanulatParaKayJuana

www.cfo.gov.ph CFOGovPH

Mr. Charles Sulla demonstrated great literary prowess, bagging first place in the contest with his poem, **"Noon pa rin ba Hanggang Ngayon?"**



The Experience of Bleeding
Ms. Joanna Erika A. Laguna

#PanulatParaKayJuana

www.cfo.gov.ph CFOGovPH

Ama-Zayne-Na
Ms. Rozelle D. Carrera

#PanulatParaKayJuana

www.cfo.gov.ph CFOGovPH

Kababaihan
Mr. Allan Paul N. Ducusin

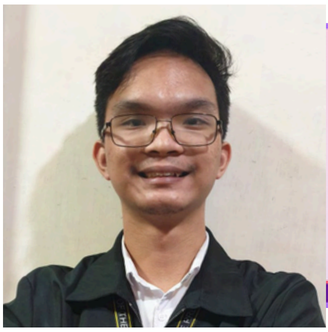
#PanulatParaKayJuana

www.cfo.gov.ph CFOGovPH

Ms. Joanna Erika Laguna's ***"The Experience of Bleeding,"*** *Ms. Rozelle Carrera's* ***"Ama-Zayne-Na,"*** *and Mr. Allan Paul Ducusin's* ***"Kababaihan"*** *also won second, third, and fourth place, respectively.*

PANULAT PARA KAY JUANA
CREATIVE WRITING CONTEST

Winners



1ST PLACE
CHARLES ANDREW SULLA

2ND PLACE
JOANNA ERIKA LAGUNA

3RD PLACE
ROZELLE CARRERA

4TH PLACE
ALLAN PAUL DUCUSIN

Noon pa rin ba Hanggang Ngayon?

Ang babae,
Dating batid na mahinhin,
mahina, o kaya'y simple
Pero kung iisipin,
para na ngang bagsakan ng langit
Kung sila ay masaktan,
malamangan, at malait

Mga panahong ang terminong 'patas'
Ay para lamang sa mga nakatataas
Na kadalasa'y mga lalaking
inaangat ng lipunan
Dulot ng kaisipang
iwan ng mga dayuhan

Ngunit, ganito pa rin nga ba
ang pananaw hanggang ngayon?
Patuloy pa rin ba nating
inuulit at uulit-ulitin ang kahapon?
Ilang taon at henerasyon
na ang lumaon
Kailan pa ba natin tatalikdan ang
kaisipang hindi na ayon sa panahon?

Ang mga kayang gawin ng lalaki'y
kayang-kaya na rin ng babae
Mapa-miyembro ng gabinete
hanggang sa pagiging presidente,
Hindi pwedeng
wala silang representante
Ito'y katibayang hindi sila
mananatiling hamak na botante

Sa usaping pamilya naman,
'Di na lamang sila
simpleng ilaw ng tahanan
May mga pagkakataong
babae ang nagsisilbing ama't ina
Nagsisilbing matatag na haligi
para sa kapakanan ng anak nila

Pero bakit nga ba natin
binababa ang mga babae?
'Di ba't sa kanila rin naman tayo nagmula
Sapat bang katwiran
kung sila'y iba sa mga lalaki?
Kung sa dulo ng ating biyahe'y
papailalim lang din naman sa lupa

Abante, babae!
Baguhin ang nakasanayan
Ipamahagi ang mensahe,
Inyo ang karangalan!

Charles Andrew Sulla
Migrant Integration and Education Division

1st

The Experience of Bleeding

She bleeds
For the first time
on an arbitrary day in her teens
And she stands there over the sink,
confused
Red to pink – until all color diffused
Sweet girl, this is womanhood

Insurmountable even when she bleeds
A repetitive cycle, many weeks in years
Yet she picks herself up
and walks out the door
Faces the day without falter,
woman a valiant warrior

How she cries
with loved ones and peers
Emotions billow inside her
like a hurricane,
She bleeds
Yet more than a
damsel in distress,
more than a fair maiden
Steadfast in her work, rising through
the echelons of command

There in the kitchen, her knife in one hand
Chopping and mincing
for a whole household to nourish
There in the garden,
shears for her rosebush
Thorns prick, her fingers
remain to till the land
Ow! – she bleeds. Again.

And she bleeds a great deal
When from her comes out someone little
New life born from strength and zeal

So in her existence
Woman bleeds in myriad ways
In her nature,
with her challenges, out of love
Again and again and again – until end
A warpath laden with carmine petals
following her wake

Joanna Erika Laguna
Policy, Planning, and Research Division

Ama-Zayne-Na

"Tug-tug-tug" – tunog ng aparato,
Wari'y tibok din ng yaring puso.
Nang sa ospital, kasaria'y makapareho,
Pangamba'y lumukob sa pagkatao.

Pakinggan! Inang nananaghoy,
Luhang hindi mapigil ang pagdaloy.
Oh, Ama! Huwag sa'king supling
magpatuloy,
Sakit at ala-ala ng pambababoy!

"Uwa-uwa-uwa" – iyak ng paslit,
Bangungot na winawaksing pilit.
Dalangin ko sa'king pagpikit,
Kapalaran huwag sa'yo maulit!

Lumaki sa takot ng nagdaan –
Kung saan, tinig ko'y hindi
napakinggan.
Pinagkait sa'king kaliwanagan –
Sa'yong mata, aking natagpuan.

"Tok-tok-tok" – aking kinakatok,
Puso ng mga tao'y hinihimok.
Nawa'y magkaroon na ng tuldok,
Sapagkat lalaban si Eba sa pagsubok.

Asahan sa'yong bawat pagyapak,
Nasa likuran mo lamang
ang Inay, Anak.
Sa hamong ito, ako'y magiging pakpak,
Panatang kailanma'y di ka
mahahamak.

"Boogsh-boogsh-boogsh"
– sasabog nguso
Ng mga taong halang at mapang-abuso.
Ama-Zayne-na,
nawa'y lumaki kang may dunong at puso,
Ipagtanggol kapwa-tao
laban sa mga tuso.

Anumang harapin na hamon,
Kamay mo'y hawak ko sa dali't malaon.
Gagawing pantay sa habang panahon,
Ang tingin ng mundo sa'yo, aking layon.
"Blag-blag-blag" – madapa man ilang
beses,

Kahit mula Lunes hanggang Biyernes,
Huwag mag-agam na gamitin ang boses,
Maririnig ka din, galak, walang kapares!

Oras na para sirain ang tanikala,
Tapang mo'y buong mundo makakakita,
Sapagkat ika'y nakatadhana,
Itaguyod ang kababaihan sa madla!

Alay ng isang ina para sa kanyang sintang anak.

Rozelle Carrera
Project Management Division

Kababaihan

Nilikha ng Maylalang
Mula sa tadyang ni Adan
Marikit, mayumi,
kay gandang pagmasdan.

Tunay kang kapupunan
Sa lalaking nilalang
Karapat-dapat ka,
sa matinding paggalang.

‘Di dapat maliitin
Ang iyong kakayahan
Kasama kang humubog
ng ating kasaysayan.

Kay daming tungkulin
ang iyong ginampanan
‘Di ‘to matututulan,
kahit ng ating lipunan.

Lahat tayo’y may ina,
Ate, lola’t asawa
Na palaging nariyan
sa hirap at ginhawa

Inang sa ati’y nagluwal
Nawa’y huwag pighatiin
Nang dalangin sa ‘ting Diyos ,
Palaging diringgin

Halina’t bigyang pugay
ang ating kababaihan
Sila’y kabalikat,
sa pag-unlad nitong bayan

‘Di nga ba’t mga bansa’y
tinatawag na “inang-bayan”?
Dahil pag-ibig ng ‘sang ina’y,
Sadyang ‘di mapantayan.

Sa kapuwa ko kalalakihan na ‘di
marunong magpakundangan
Respeto sa kababaihan,
Palaging isaalang-alang!

Kaya patuloy nating mahalin
“Juana” sa ating buhay
Hatid nila’y pag-ibig
At isang mundong makulay.

Allan Paul Ducusin
Migrant Integration and Education Division

Babae, Ikaw ang Pinakamahalagang Tao

Ikaw daw ang Ilaw ng Tahanan
Ngunit para sa amin,
ikaw ang Loud Speaker
Ang iyong boses
ay simbolo ng pagmamahalan
Na hinahanap-hanap namin,
now and forever.

Ikaw daw ay simbolo
ni Maria Clara
Ngunit para sa amin,
ikaw ay Tigre na Matapang
Dahil pawang pagmamahal
ang iyong mga sinasalita
At ang tinig mo ay lagi
naming pinakikinggan.

Ikaw daw ay
Taga-Budget sa Bahay,
Ngunit para sa amin, ikaw ang
Pinakamatatag na Bangko
Napagkakasya mo
ang sahod ni Tatay
Daig mo pang mag-allocate
ng pera ang taong Bilyonaryo.

Ikaw daw ay Banidosa
at laging Nagpapaganda
Ngunit para sa amin,
ikaw ang tunay na Dyosa
Kahit walang make-up
ay nakabibighani ka
Babeng marikit na
hinahanap-hanap sa tuwina.

Ikaw daw ay Babae,
simple at sakto
Ngunit para sa amin,
ikaw ang pinakamahalagang
tao
Kung wala ka ay
wala rin kami sa mundo
Dahil kaming lahat ay
nanggaling sa sinapupunan mo.

Warner Dawal
Project Management Division
Participant

Para sa Nag-iisa kong Ina

Mula pagkabata ako'y iyong inalagaan
anumang pag-subok
sa tabi ko'y hindi ka nawala.
Nakaalalay ka at inaalala mo palagi
Ang batang makulit
na nagngangalang budoy.

Kahit madalas laging problema
ang aking inuuwi
hindi pinabayaan kahit isang sandali.
Ikaw ang nagsilbing
sandalan at takbuhan
sa tuwing hindi ko alam sagot saking
katanungan..

Walang katumbas ang
binigay mong pagkalinga
hangga't ika'y nandyan
malabo akong manghina.
Hindi mababayaran
ang sakripisyo mo sakin,
Hanggang pag-tanda ay aking
daldalhin...

Kahit anong mangyari,
hindi maalis sa 'king isip
Na ang aking ina ay lagi akong iniisip.
Nag-iisa ka sa mundo,
hindi ka mapapantayan
Mahal kita, Mama,
Alam mo 'yan.

29 taon nang ako'y isinilang,
Panganay na lalaki, laging una sa bilang.
Matigas man ang bungo,
lagi parin sinasabihan
Salamat, ako'y hindi mo sinukuan.

Lahat ng gusto ko, iyong sinusunod,
Kahit wala ako sa hulog,
lagi kang naka sunod.
Kahit madalas hindi kita nasusunod,
Ikaw nag-aangat sa 'kin
tuwing ako'y hilahod.

Labis pasasalamat ko,
ikaw ang naging Mama
Tanging dasal ko,
humaba pa ang pagsasama.
Ng ating pamilya, kayong dalawa ni Papa
Kakayanin natin 'to
kahit madaming problema.

Ang mahalaga lagi tayong masaya,
at lagi tayong magkakasama
Nag-iisa ka sa mundo,
hindi ka mapapantayan
Mahal kita, Mama,
Alam mo 'yan.

William Jacinto
Administrative and Finance Division
Participant

SERBISYO PARA KAY JUANA

#SERBISYOPARAKAYJUANA

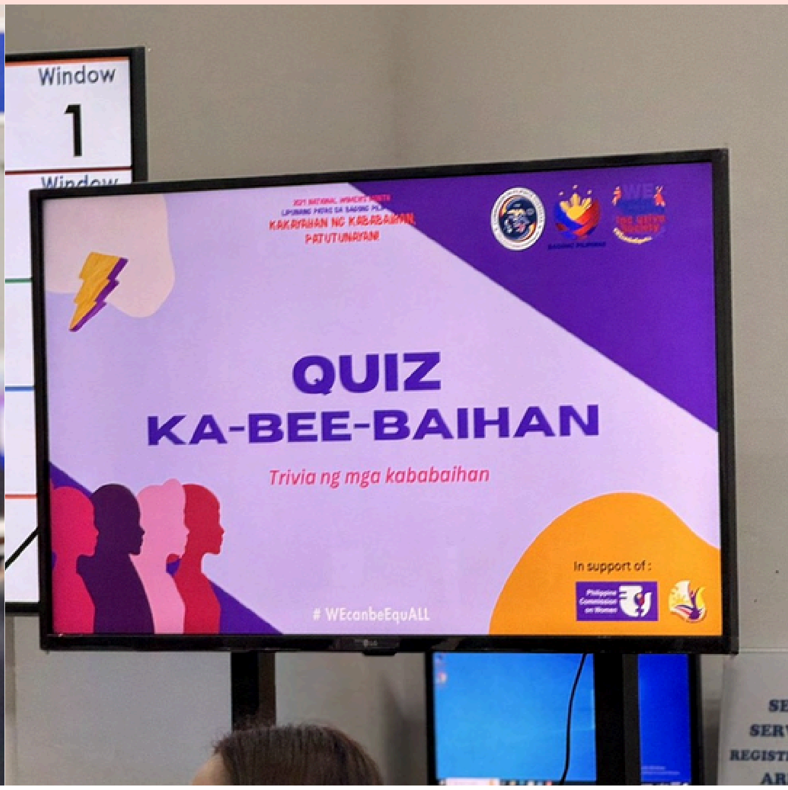
On 11 March 2024, the CFO conducted a program for walk-in registrants, where Secretary Arugay expressed his utmost respect to all Filipino women and expressed the Commission's commitment to addressing the root causes that perpetuate gender gaps in society through its services and advocacies.

He emphasized the need to continue taking significant strides in protecting the rights and well-being of vulnerable groups, including women, children, and individuals of diverse sexual orientations and gender identities, as well as continuously recognizing their positive contributions to society and nation-building, not only this March.

#SERBISYOPARAKAYJUANA

During the program, Secretary Arugay, Undersecretary Brion, Atty. Alli, and Division Heads distributed pink roses and kits to female clients registering at the CFO Manila. A NWMC-themed photo booth was set up for Juana clients and employees.

#SERBISYOPARAKAYJUANA



*Ms. Mia Bisa hosted a game called "**Quiz Ka-bee-baihan**," challenging the registrants' knowledge of Philippine history and current policies related to women.*

#SERBISYOPARAKAYJUANA

*Winners of **Quiz-Ka-Bee-Baihan** received CFO merchandise, including shirts, calendars, and notebooks. Following the quiz bee, clients were treated to free ice cream, while CFO women employees enjoyed a complimentary lunch.*

#SERBISYOPARAKAYJUANA

*The CFO satellite offices in **Cebu** and **Davao** also joined the celebration in honoring Juana clients originating from Visayas and Mindanao by providing Juana kits.*

#SERBISYOPARAKAYJUANA

#SERBISYOPARAKAYJUANA

KAKAYAHAN NG KABABAIHAN, PATUTUNAYAN! WORKSHOP SERIES

KAKAYAHAN NG KABABAIHAN, PATUTUNAYAN! WORKSHOP SERIES

To wrap up the month-long celebration, the CFO GFPS-Technical Working Group (TWG) conducted another short quiz bee for walk-in registrants on 27 March 2024.

Juana walk-in registrants received CFO's NWMC purple advocacy shirts after participating in a short quiz bee hosted by Mr. Apattad.

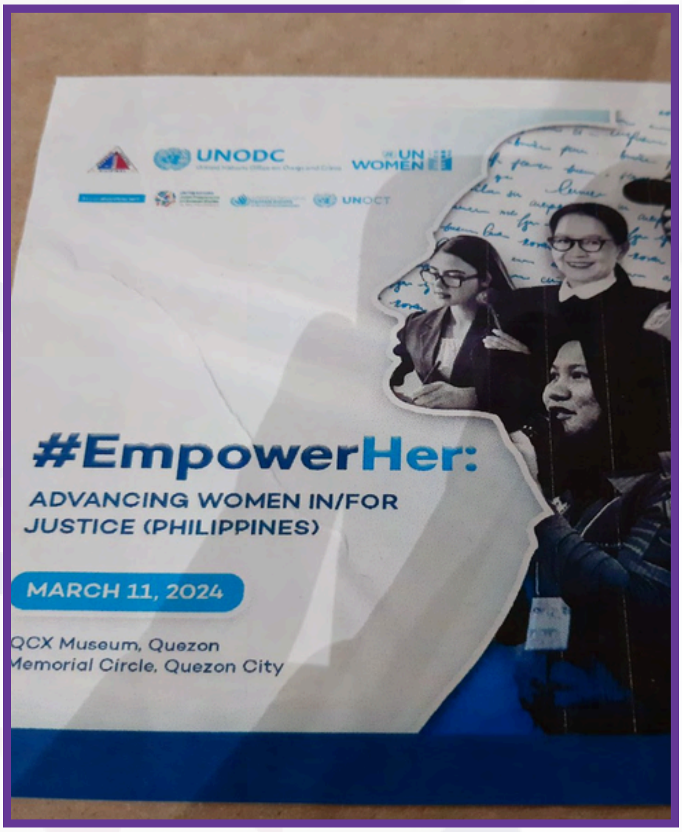
COMING SOON

The CFO plans to host a series of workshops for employees in the second quarter of 2024. The sessions will focus on economic empowerment, the Violence Against Women and Children (VAWC) Act, and other laws related to Gender and Development (GAD).

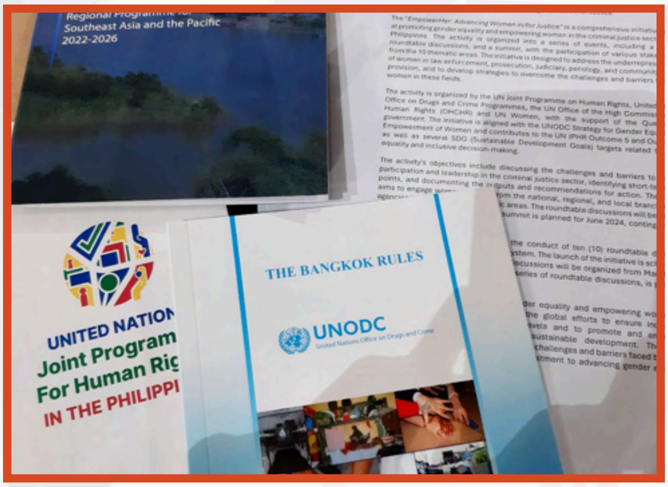
KAKAYAHAN NG KABABAIHAN, PATUTUNAYAN! WORKSHOP SERIES

Organized by the Interagency Council Against Trafficking-Violence Against Women and Children (IACAT-VAWC 7) and Department of Social Welfare and Development, the CFO-Cebu personnel attended the ***Regional Culminating Activity of the National Women's Month celebration.*** *The said event was hosted by Mr. Mike Aton.*

#EMPOWERHER: ADVANCING WOMEN IN/FOR JUSTICE



The CFO, represented by Mr. John Nichols G. Ruelos, attended the launching of the ***#EmpowerHer: Advancing Women in/for Justice (Philippines)*** *on 11 March 2024.*



The initiative focused on advancing women's representation and leadership in the criminal justice sector; improving the existing knowledge base, remedying gaps in data collection and analysis; and celebrating women leaders in justice and for justice.

Republic of the Philippines • Office of the President
COMMISSION ON FILIPINOS OVERSEAS
KOMISYON SA MGA FILIPINO SA IBAYONG DAGAT

BAGONG PILIPINAS

MEMORANDUM

FOR : **SECRETARY ROMULO V. ARUGAY**
Chairperson

[redacted]

THROUGH : **ATTY. ALMA ROYANDOYAN-ALLI**
Head Executive Assistant

[redacted]

MR. RODRIGO V. GARCIA, JR.
Officer-in-Charge
Policy, Planning, and Research Division

[redacted]

FROM : **MICHAEL A. APATTAD**
Head, GFPS-Technical Working Group &
Senior Emigrant Services Officer, PPRD

SUBJECT : **REQUEST FOR PROCUREMENT OF MATERIALS FOR THE UPCOMING 2024 NATIONAL WOMEN'S MONTH CELEBRATION**

DATE : 06 February 2024

On behalf of the CFO GAD Focal Point System (GFPS) Technical Working Group, may we respectfully request for the procurement of the following materials in preparation for the upcoming 2024 National Women's Month Celebration (NWMC):

Item	Qty.
Advocacy t-shirt for CFO employees	200 pcs
Roll-up banner to be put up in the Sct. Reyes entrance, 20th, and 21st floors, respectively	3 pcs

These promotional materials will be crucial during the month-long celebration of National Women's Month. The budget for this request will be charged against the 2024 GAD Plan and Budget (GPB).

Furthermore, the Secretary is kindly requested to select among the shortlisted designs outlined in Annexes A and B.

Tel: (+632) 8552-4700 (connecting all depts.) • Fax: (+632) 8561-8332
Email: info@cfo.gov.ph • Website: cfo.gov.ph • Facebook: www.facebook.com/CFOGovPH
20th and 21st Floors, The Upper Class Tower, Quezon Ave. cor. Scout Reyes St., Diliman, Quezon City 1103

Republic of the Philippines
Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS
KOMISYON SA MGA PILIPINO SA IBAYONG DAGAT

MEMORANDUM

[redacted]

FOR : SECRETARY ROMULO V. ARUGAY
Chairperson

THROUGH : ATTY. ALMA ROYANDOYAN-ALLI
Head Executive Assistant

[redacted]

MR. RODRIGO V. GARCIA, JR.
Officer-in-Charge
Policy, Planning, and Research Division

[redacted]

FROM : MICHAEL A. APATTAD
Head, GFPS-Technical Working Group &
Senior Emigrant Services Officer, PPRD

SUBJECT : REQUEST FOR THE CELEBRATION OF INTERNATIONAL WOMEN'S DAY DURING THE 2024 SPORTSFEST CULMINATING EVENT

DATE : 26 February 2024

In view of the forthcoming celebration of the International Women's Day on 8 March 2024, which coincides with the culminating activity for the CFO Sports Festival, may we kindly request the approval of the Secretary to include the following suggested activities of the GFPS-TWG as part of the program of the Sportsfest:

a. All personnel will be required to wear the CFO 2024 NWMC polo shirt for a portion of the event to symbolize their support for women empowerment and gender equality on this significant day, in addition to the required team color shirt for the sports fest.

b. A 20 minute Zumba workout that was previously approved as an activity for the 2024 National Women's Month Celebration.

21st Floor, The Upper Class Tower, Quezon Avenue cor. Sct. Reyes St., Brgy. Paligsahan, Diliman, Quezon City, 1103 Metro Manila, Philippines
Tel: (+632) 8552-4700 | Email: info@cfo.gov.ph

POLICY ISSUANCES

Republic of the Philippines • Office of the President
COMMISSION ON FILIPINOS OVERSEAS
KOMISYON SA MGA FILIPINO SA IBAYONG DAGAT

MEMORANDUM

FOR : SECRETARY ROMULO V. ARUGAY
Chairperson

THROUGH : [redacted]
ATTY. ALMA ROYANDOYAN-ALLI
Head Executive Assistant

[redacted]
MR. RODRIGO V. GARCIA, JR.
Officer-in-Charge
Policy, Planning, and Research Division

FROM : TECHNICAL WORKING GROUP
CFO GAD FOCAL POINT SYSTEM (CFO-GFPS)

[redacted]
MR. MICHAEL A. APATTAD
Team Leader – PPRD

[redacted]
MS. RACQUEL B. AUSTRIA
Member – AFD

[redacted]
MS. JANUARY SANCHEZ
Member – OSEC

[redacted]
MS. JANET RAMOS
Member – MIED

[redacted]
MS. CELINE DEL MONTE
Member – MIED

[redacted]
MS. ROSEMARIE JUAN
Member – MISD

[redacted]
MR. ENRIQUE CUSTADO
Member – MISD

[redacted]
MS. MARIE LINDA SANTOS
Member – PMD

[redacted]
MR. ERWIN PAUL CRISTOBAL
Member – PMD

[redacted]
MS. PATRICIA M. SALVADOR
Member – PMD

[redacted]
MS. SHAREEFA A. GADJALI
Member – OSEC

[redacted]
MS. CHRISTINA T. SILVESTRE
Secretariat – PMD

Tel: (+632) 8552-4700 (connecting all depts.) • Fax: (+632) 8561-8332
Email: info@cfo.gov.ph • Website: cfo.gov.ph • Facebook: www.facebook.com/CFOGovPH
20th and 21st Floors, The Upper Class Tower, Quezon Ave. cor. Scout Reyes St., Diliman, Quezon City 1103

POLICY ISSUANCES

Republic of the Philippines
Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS
KOMISYON SA MGA PILIPINO SA IBAYONG DAGAT

MEMORANDUM

FOR : SECRETARY ROMULO V. ARUGAY
Chairperson

[redacted]

THROUGH : ATTY. ALMA ROYANDOYAN-ALLI
Head Executive Assistant

[redacted]

MR. RODRIGO V. GARCIA, JR.
OIC, PPRD

[redacted]

FROM : MICHAEL A. APATTAD
Head, GFPS-Technical Working Group &
Senior Emigrant Services Officer, PPRD

SUBJECT : ENDORSEMENT OF THE WINNING ENTRIES FOR THE *MUSIKJUANA* SONGWRITING CONTEST AND *#PANULATPARAKAYJUANA*: CREATIVE WRITING CONTEST

DATE : 21 March 2024

In view of the *CFO MusikJuana Songwriting Contest* and *#PanulatKayJuana: CFO Creative Writing Contest* held in celebration of the 2024 National Women's Month, the GFPS-TWG respectfully endorses to the Secretary the following top 4 entries selected during the initial screening conducted by the group on 21 March 2024:

CFO MusikJuana Songwriting Contest

Rank	Entry	Prize
1	Juana, Tanyag Ka	PHP 4,000
2	Babae Lang	PHP 3,000
3	Mama, Tita, Ate, Lola	PHP 2,000
4	Pakundangan	PHP 1,000

#PanulatKayJuana: CFO Creative Writing Contest

Rank	Entry	Prize
1	Noon pa rin ba Hanggang Ngayon	PHP 2,000
2	The Experience of Bleeding	PHP 1,500
3	Panulat kay Juana	PHP 1,000
4	Kababaihan	PHP 500

The TWG likewise requests the approval of the Secretary to award the winners during the flag-raising ceremony on 25 March 2024, as well as show and play the winning entries for the *CFO MusikJuana Songwriting Contest* during the same.

For the Secretary's consideration and approval.

ACTION TAKEN:

[✓] Approved [ ] Disapproved

[redacted]

SECRETARY ROMULO V. ARUGAY
Chairperson

Date: ____________

Republic of the Philippines
Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS
KOMISYON SA MGA PILIPINO SA IBAYONG DAGAT

MEMORANDUM

FOR : SECRETARY ROMULO V. ARUGAY
Chairperson

[redacted]

THROUGH : ATTY. ALMA ROYANDOYAN-ALLI
Head Executive Assistant

[redacted]

MR. RODRIGO V. GARCIA, JR.
Officer-in-Charge
Policy, Planning, and Research Division (PPRD)

[redacted]

FROM : MICHAEL A. APATTAD
Head, GFPS-Technical Working Group, &
Senior Emigrant Services Officer, PPRD

SUBJECT : **REQUEST FOR A CASH ADVANCE OF PHP 70,000.00 FOR THE 2024 NATIONAL WOMEN'S MONTH CELEBRATION**

DATE : 26 February 2024

On behalf of the CFO GAD Focal Point System (GFPS) Technical Working Group, may we respectfully request for a cash advance in the amount of PHP 70,000.00 for the operating expenses relative to the 2024 National Women's Month Celebration (NWMC). The breakdown is as follows:

Particulars	Amount
Rollup banners, which will be put up on The Upper Class 20th floor, 21st floor, and Sct. Reyes entrance, and Cebu and Davao satellite offices	PHP 10,000.00
***MusikJuana* Prizes** 1st prize is PHP 4,000.00; 2nd prize is PHP 3,000.00; 3rd prize is PHP 2,000.00; and 4th prize is PHP 1,000.00	PHP 10,000.00

CONTROLLED COPY
FEB. 27, 2024
SIGNATURE DATE

21st Floor, The Upper Class Tower, Quezon Avenue cor. Sct. Reyes St., Brgy. Paligsahan, Diliman, Quezon City, 1103 Metro Manila, Philippines
Tel: (+632) 8552-4700 | Email: info@cfo.gov.ph

POLICY ISSUANCES

SUBJECT : **PROPOSED CFO ACTIVITIES FOR THE 2024 NATIONAL WOMEN'S MONTH CELEBRATION**

DATE : 19 February 2024

In view of the 2024 National Women's Month Celebration (NWMC) on 08 March 2024, the Technical Working Group (TWG) of the CFO GAD Focal Point System (GFPS) respectfully requests the Secretary's consideration and approval for the implementation of its proposed activities. Most of the activities outlined below align with the recommendations the Philippine Commission on Women (PCW) provided for the NWMC.

NO.	ACTIVITY	ESTIMATED COST
	PREPARATIONS	
1	**Advocacy polo shirts** Procurement of 200 advocacy polo shirts for CFO employees featuring the logos of the Commission, NWMC, and Bagong Pilipinas	PHP 80,000.00
2	**Rollup banners** Procurement of 5 rollup banners using the official design by the PCW; to be put up in The Upper Class 20th floor, 21st floor, and Sct. Reyes entrance, and Davao and Cebu satellite offices	PHP 10,000.00
	ENTIRE MARCH	
3	**NWMC Banners of support** Upload PCW posters and banners on the CFO website and social media platforms	PHP 0.00
4	***#MusikaNgKababaihan*** Play the winning compositions in the PCW's MusikJuana Songwriting Contest 2021 in the frontline registration area and within office spaces in CFO Main, Cebu, and Davao	PHP 0.00
5	**#JuanaSays2024, #WOMENspiration** Post inspirational statements by successful women migrants and success stories of female Presidential awardees, CFO stakeholders, and clients every Monday and Thursday, in collaboration with the Media Committee	PHP 0.00

Tel: (+632) 8552-4700 (connecting all depts.) • Fax: (+632) 8561-8332
Email: info@cfo.gov.ph • Website: cfo.gov.ph • Facebook: www.facebook.com/CFOGovPH
20th and 21st Floors, The Upper Class Tower, Quezon Ave. cor. Scout Reyes St., Diliman, Quezon City 1103

6	**#PurpleThursdays** All personnel are required to wear anything purple on all Thursdays of the month. Divisions are also encouraged to decorate their offices in purple.	PHP 0.00
	CELEBRATION WEEK	
7	**Opening**, 04 March 2024 Conduct of an NWMC-themed flag-raising ceremony	PHP 0.00
8	**CFO *MusikJuana* Songwriting Contest**, Until 18 March 2024 An internal songwriting contest; four winning entries will be posted on the CFO's website and online platforms	PHP 10,000.00
9	***#PanulatParaKayJuana*: Creative Writing Contest**, Until 18 March 2024 A creative writing contest; winning submissions will be posted on the CFO's website and online platforms	PHP 5,000.00
10	***Kakayahan ng Kababaihan, Patutunayan!* Workshop Series**, 21 March 2024 Conduct a one-day training for CFO employees in collaboration with the Learning and Development Committee; Session 1 – Economic Empowerment Workshop Session 2 – Republic Act 9262 or Violence Against Women and Children (VAWC) Act Session 3 - GAD-related Laws	PHP 150,000.00 (inclusive of rental of venue)
11	**Attendance at the onsite PCW event**, 08 March 2024 Require all CFO employees to attend the PCW event during International Women's Day	PHP 45,000.00
12	**Women's Day Celebration**, 11 March 2024 1. Photobooth setup 2. Harana 3. Game for clients 4. GAD AVP 5. *#SerbisyoParaKayJuana*: Distribution of token sets and desk calendars to female clients and token sets to CFO female employees 6. Food for CFO Juanas 7. *Sorbetes* cart	

Tel: (+632) 8552-4700 (connecting all depts.) • Fax: (+632) 8561-8332
Email: info@cfo.gov.ph • Website: cfo.gov.ph • Facebook: www.facebook.com/CFOGovPH
20th and 21st Floors, The Upper Class Tower, Quezon Ave. cor. Scout Reyes St., Diliman, Quezon City 1103

13	**CFO Juana Have Fun**, 25 March 2024 Zumba workout	
	TOTAL	**PHP 300,000.00**

For the kind information of the Secretary, the allocated budget for the NWMC is **PHP 150,000.00** and **PHP 430,000.00** for GAD-related training, as indicated in the FY 2024 GAD Plan and Budget (GPB).

Furthermore, the Chairperson is requested to temporarily suspend the mandatory wearing of the office-prescribed uniform on 11 March and 25 March 2024 during the Women's Day Celebration and Zumba workout, respectively.

For the Secretary's review and approval.

ACTION TAKEN:

[ ] Approved [ ] Disapproved

[redacted]

SECRETARY ROMULO V. ARUGAY
Chairperson

Date: ______________

Tel: (+632) 8552-4700 (connecting all depts.) • Fax: (+632) 8561-8332
Email: info@cfo.gov.ph • Website: cfo.gov.ph • Facebook: www.facebook.com/CFOGovPH
20th and 21st Floors, The Upper Class Tower, Quezon Ave. cor. Scout Reyes St., Diliman, Quezon City 1103

COMMISSION ON FILIPINOS OVERSEAS
2024 GAD FOCAL POINT SYSTEM (GFPS)

SECRETARY ROMULO V. ARUGAY
Head of the Agency & GFPS Chairperson

EXECUTIVE COMMITTEE

ATTY. ALMA C. ROYANDOYAN-ALLI
Chair

Members

UNDERSECRETARY VALERY JOY A. BRION (OED)
DIRECTOR MARITA D. APATTAD (PMD)
OIC JANET B. RAMOS (MIED)
DIRECTOR MARIO O. GARCIA (AFD)
DIRECTOR ROMEO M. ROSAS, II (MISD)
OIC RODRIGO V. GARCIA, JR. (PPRD)

TECHNICAL WORKING GROUP

MR. MICHAEL A. APATTAD
Team Leader

AFD

Ms. Racquel B. Austria
Mr. Kevin N. Ladi
Ms. Janine Irene D. Paz

MIED

Ms. Mia A. Bisa
Ms. Kimberly Joy O. Dizon
(*CFO Cebu*)
Ms. Celine Shaira M. Del Monte
(*CFO Davao*)

MISD

Mr. Enrique R. Custado
Ms. Ma. Auxilium M. Obispo II

PMD

Mr. Erwin Paul S. Cristobal
Ms. Patricia Marie M. Salvador
Ms. Maria Christina T. Silvestre

PPRD

Mr. Manolo V. Tibe

OED

Atty. Forrah Mae G. Ramos
Ms. Ethelinda M. Abarro

OSEC

Ms. Shareefa A. Gadjali
Ms. January Danielle T. Sanchez
Ms. Kathleen Ann Elaine A. Basa

SECRETARIAT

Ms. Darlene May E. San Juan
Ms. Jhunella Joy C. Rulloda

2019
GADtimpala

AWARDS & ACCOLADES

Philippine Commission on Women

awards this

GADtimpala

(Gender and Development Transformation and Institutionalization through Mainstreaming of Programs, Agenda, Linkages and Advocacies)

BRONZE

for

Outstanding Gender-Responsive Government Agency

to the

COMMISSION ON FILIPINOS OVERSEAS (CFO)

in recognition of its significant contributions to gender equality and women's empowerment especially in implementing gender-responsive programs for Filipino emigrants, and in providing interventions and services for Filipinos overseas especially those who are victims of human trafficking and gender-based violence (GBV).

Conferred during the 10th Anniversary of the Magna Carta of Women this 14th day of August, 2019 at the Philippine International Convention Center, Manila.

RHODORA M. BUCOY, PhD
Chairperson

BRONZE

Outstanding Gender-Responsive Government Agency

2023
GADtimpala

AWARDS & ACCOLADES

SILVER

Outstanding Gender-Responsive Government Agency

AWARDS & ACCOLADES

SILVER

Exemplary GAD Focal Point System (GFPS)

AWARDS & ACCOLADES

The CFO's celebration of the ***2024 National Women's Month*** *reaffirms its dedication to advancing women's rights and well-being in the country and abroad to achieve a Bagong Pilipinas where women are given equitable opportunities and not hindered by gender biases and discriminatory stereotypes.*

#WEforGenderEquality

Patuloy na makikiisa ang ***Commission on Filipinos Overseas*** *sa pagbibigay pugay sa lahat ng kababaihan sa mundo–anuman ang edad, pinag-aralan, o katayuan sa buhay–at sa kanilang kontribusyon sa ating lipunan at* ***Bagong Pilipinas****.*

BAGONG PILIPINAS

Office of the President of the Philippines
COMMISSION ON FILIPINOS OVERSEAS

Policy, Planning, and Research Division

20th and 21st Floor, The Upperclass Tower, Quezon Avenue, cor Sct. Reyes St, Brgy. Paligsahan, Diliman, Quezon City, 1003 Metro Manila

(02) 8552-4700

info@cfo.gov.ph

cfo.gov.ph

http://facebook.com/CFOGovPH

cfo.gov.ph