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**UP MANILA CENTER FOR WOMEN/GENDER STUDIES**

**UNIVERSITY OF THE PHILIPPINES  
Quezon City**

**Excerpt from the Minutes of the 1131st Meeting of the  
Board of Regents held on 27 May 1999**

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**V. POLICY MATTERS FOR APPROVAL OF THE BOARD**

Matters recommended for approval by the President the action of the Board being indicated at the end of each item

D. Establishment of a Center for Women/Gender Studies in U.P. Manila

**Background and Rationale**

Society shapes the roles that men and women play. From birth, being "male" or "female" immediately downloads a script that is automatically lived by the individual. Gender shapes almost everything an individual does or gets to have—i.e. work, income, clothes, lifestyle, etc. Gender analysis reveals that the responsibilities and rewards for men and women are inequitable, the power relations between them usually resulting in marginalization, subordination, and gender stereotyping. An emerging major issue is the previously unrecognized rights of gay men, gay women, and the transgender.

There is a need to understand how macro-level political and economic structures, as well as micro-level experiences of the different genders interact to create the present realities of inequality and marginalization.

In health, a gender approach examines how gender differences determine differential exposure to risk, access to the benefits of technology, information, resources and health care, and the realization of reproductive and sexual rights and responsibilities.

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A gender perspective for health policies and programs requires attention to the different needs of the different genders not only with respect to their biological and physiological differences but also taking into consideration the interaction of biological and socio political and cultural factors that lead to inequality.

Within the health sector, there is a need to look at data through the lens of gender and gender inequality. There is a need to develop protocols and tools to be able to respond to the emerging health needs of each gender. There is a need to disaggregate health data according to age and gender and to analyze how gender inequity contributes to the poor health of an individual at risk. There is a need to develop gender sensitive indicators and research paradigms for neglected and emerging issues in women's health, among them, violence against women, mental health, and occupational health; lifestyle and behavior of gay men, gay women, and transsexuals that put them at risk for certain diseases, i.e. HIV-AIDS, partner violence, etc.

## **Functions**

Toward engendering U.P. Manila as a key stakeholder within the health sector, the Center will:

1. make available programs and courses on gender, health and development, and gender perspectives for the health sector;
2. contribute modules that will mainstream gender studies in the existing curricula of U.P. Manila, specifically those related to the health sciences;

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3. conduct activities to promote awareness and understanding of gender issues in the health and social sciences; and
4. collaborate with other health science centers of learning toward the development of a common plan of action to engender the health sector.

### **Organizational Structure**

From 1993 to 1997, the U.P. Manila Committee on Women's Health and Development operated on a voluntary basis with representatives from the different units of U.P. Manila.

With this proposal, the Center for Women/Gender Studies will be headed by a Program Director who will be directly responsible for implementing programs and projects under the Office of the Chancellor.

The Director of the program will be assisted by four program coordinators namely, the 1) Coordinator for Curriculum Development and Training; 2) Coordinator for Clinical Services; 3) Coordinator for Research and Publications and; 4) Coordinator for Policy Development and Strategic Planning.

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The Director and all the Program Coordinators will get the equivalent of 3 ETUs. A University Research Associate will assist each Deputy Director. A University Research Associate and a clerk will support the Program Director.

Total Budget Requirement: P2,223,820 for first year

(Please see **Appendix J** for the full text of the proposal.)

Board action: Approval

**CERTIFIED CORRECT:**

HELEN E. LOPEZ  
Secretary of the University  
and of the Board of Regents

NOTED:

PERLA D. SANTOS OCAMPO, M.D.  
Chancellor

27 May 1999

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cc

The Vice President for Academic Affairs	_____	_____
The Vice President for Finance and Adm.	_____	_____
The Vice President for Planning and Dev.	_____	_____
The Vice President for Public Affairs	_____	_____
The Vice President for Info. and Comm. Systems	_____	_____
The Chancellor, U.P. Manila	_____	_____
The University General Counsel, OLS	_____	_____
The University Auditor	_____	_____

\* The Chancellor will please see to it that copies of this excerpt are furnished to all the units concerned

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**UP Manila****Center for Women/Gender Studies**

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## **BACKGROUND AND RATIONALE**

Society shapes the roles that men and women play. From birth, being "male" or "female" immediately downloads a script that is automatically lived by the individual. Gender shapes almost everything an individual does, i.e. work, income, clothes, lifestyle, etc. Gender analysis reveals that the responsibilities and rewards for men and women are inequitable. The power relations between men and women usually result in the marginalization, subordination, and gender stereotyping. An emerging major issue is the previously unrecognized rights of gay men, gay women, and the transgender.

We need to understand how macro-level political and economical structures as well as micro-level experiences of the different gender interact to create the present realities of inequity and marginalization.

In health, a gender approach examines how gender differences determine differential exposure to risk, access to benefits of technology, information, resources and health care, and the realization of reproductive and sexual rights and responsibilities.

A gender perspective for health policies and programs requires attention to the different needs of the different genders not only with respect to their biological, physiological differences but also taking into consideration the interaction of biological and socio-political and cultural factors that lead to inequity.

Within the health sector there is a need to look at data and information through the lens of gender and gender inequity. There is a need to develop protocols and tools to be able to respond to emerging health needs of each gender. There is a need to disaggregate health data according to age and gender and analyze how gender inequity contributes to the poor health of an individual at risk. There is a need to develop gender sensitive indicators and research paradigms for neglected and emerging issues in women's health, among them, violence against women, mental health, and occupational health; lifestyle and behavior of gay men, gay women, and transsexual that put them at risk for certain diseases, i.e. HIV-AIDS, gay partner violence, etc.

### **UP Manila's Commitment to a Gender Responsive health and development**

Historically, the movement for gender responsiveness stemmed from the women's movement. This has been highlighted in several international and national conferences. Reflecting this movement, different units

within UP Manila, have several initiatives to bridge the gaps in research and delivery of service to traditionally neglected areas such as the treatment of sexually tortured women, psychosocial problems of women in resettlement sites, research on osteoporosis, rehabilitation of menopausal women, pain conditions in women, common sports injuries in women among others.

Through the UP Manila Committee on Women's Health and Development there have also been initiatives to develop a framework and data base for responding to gender issues as they are related to health. Among these are research and advocacy projects on a national situationer on preventive health services for women, 'gold standards' for preventive health care of women as well as advocacy and networking activities with various NGOs and private organizations.

### ***Child Protection Unit***

The Child Protection Unit (CPU), a collaboration between UP Manila and The Advisory Board Foundation, was established in January 22, 1997. Providing round-the-clock evaluation and intervention for abused children, pediatricians, psychiatrists, and social workers link with government and non-government agencies in implementing a workable case plan for children and their families. At the start of its third year of operation, a thousand children and their families have been served, 70% of which are sexually abused girls.

The CPU has played a key role in the training of physicians, social workers, judges, lawyers, policemen and other key players in the recognition and management of abused children. It is actively involved in the formulation of policies through its membership in different government and non-government task forces. Collaborating with international organizations like the International Clinical Epidemiology Network and United Nations—E.S.C.A.P, the CPU has participated in several nationwide studies as well as cross-cultural studies on domestic violence.

### ***Women's Desk***

Recognizing that violence against women (VAW) is a violation of human rights and a public health concern, the PGH Women's Desk was established on March 1998. It provides comprehensive and gender-responsive services to VAW survivors. It advocates for a

gender sensitive health worker in all areas of the hospital. Barely a year old, the Women's Desk averages 1–2 patients each day. It has conducted several gender sensitivity training within the hospital and envisions to enlarge the present care of trained volunteers and professionals working with VAW survivors.

### ***Office of Anti-Sexual Harassment***

The Office of Anti-Sexual Harassment was established this year to serve the student population, non-academic staff, REPS, and other personnel in UPM, majority of which are women. It has come up with a protocol for filing a complaint and the algorithm of steps to reach a resolution. It plans to increase the awareness of UP Manila constituents on sexual harassment, the law, the implementing rules and regulations, office procedures and policies.

### ***Engendering the Curriculum***

Realizing the paucity of degree offerings and resources for a gender-responsive academic community, the UPM College of Arts and Sciences established the BAI program last year in order to fast track this development. Building on existing subjects such as sex and culture and gender and development (a new subject of the recently approved B.A.

Behavioral Science degree program). BAI plans to reproduce existing materials and modules, which could mainstream gender concepts, issues and problems in as many subjects possible. Activities in campus that would empower the individual on sexuality issues are planned i.e. self-defense for young women. The Learning Resource Center of the UP College of Arts and Sciences will also add a gender sensitivity component to the Summer Bridge Program and Psycho-social Development Program for freshmen.

But with the growing demand to expand and to coordinate activities among the different units as well as the perceived need to participate in the articulation of gender-related issues in health science education beyond the UP Manila campus, the UP Manila Committee on Women's Health and Development should evolve into a program proposed as the UP Manila Center for Gender Studies (UPM-CGS) under a formalized structure, with a mandate to spearheaded activities and set directions for strategic growth and expansion for the UP Manila campus.

Related to this, Section 27 of the 1997 General Appropriations Act mandates the allocation of a minimum of 5% of the appropriation of all government agencies to be used to gender responsive programs, activities and projects in accordance with guidelines provided by the National Economic and Development Authority and the National Commission on the Role of Filipino Women.

The UP Manila Center for Women/Gender Studies seeks to actualize and demonstrate the UP Manila's commitment to the provision of support mechanisms amended to strengthen institutional capabilities for addressing gender-related issues and concerns provided by RA 7192 throughout the autonomous units. Apart from the academic thrusts that will be undertaken, UPM-CGS seeks to develop tools and protocols and working models of health care that will enable health workers in other parts of the country to operationalize gender-sensitive programs and services, and ultimately to influence policy-development within the national health sector.

## **GOALS**

1. Institutionalization of a gender-sensitive perspective and framework in the curriculum and in teaching and training programs of students, teachers and researchers at UP Manila.
2. Development and institutionalization of gender-responsive health services in all health sector units specifically clinical and public health training programs for health professionals.
3. Development of gender-responsive health policy, research paradigms and information systems under a systematic and strategic plan of action for engendering the health sector through health science education, research and training.

## **OBJECTIVES**

1. To develop a common framework for a gender-sensitive curriculum at UP Manila through training, education, research, service programs and networking
2. To encourage the participation of women and other gender in their health and development and to formulate and integrate policies that will correct gender inequity in teaching, training and policy-making activities in UP Manila

3. To develop the technical basis for policy and action on gender and women's health by improving the collection of sex disaggregated data by the health sector, developing capabilities to analyze health data from a gender perspective and formulating action plans to respond to gaps in health services for women.
4. To develop knowledge and test interventions to address specific emerging health needs of women, men, and other genders and to promote the use of gender-sensitive tools, protocols and health service delivery models for other health science education systems outside of UP Manila;
5. To advocate and disseminate information on health situation of women, men and other genders from a gender perspective.

## **FUNCTIONS**

Toward engendering UP Manila as a key stakeholder within the health sector, the program works to:

1. Make available programs and courses on gender, their health and development and gender perspectives for the health sector;
2. Contribute modules that will mainstream gender studies in the existing curricula of UP Manila specifically those related to the health services;
3. Conduct activities to promote awareness and understanding of gender issues in the health sciences and social sciences;
4. Collaborate with other health science centers for learning toward the development of a common plan of action for engendering the health sector.

## **ACTIVITIES**

1. Curriculum Development
  - a. Developing teaching and training modules on gender issues and health science education
  - b. Development of new courses on gender issues and health
  - c. Development of undergraduate and graduate degree programs in women's health and development and other gender perspectives

2. Research and Publications
  - a. Disaggregation of health data according to age and gender.
  - b. Analysis of health data utilizing gender sensitive indicators and tools.
  - c. Developing new knowledge and testing interventions to address emerging health needs of women, men and other genders through clinical and public health research.
  - d. Publishing findings and recommendations and disseminating information that contribute to policy reforms to address gender inequity in health.
3. Training
  - a. Institutionalize training and orientation programs for the faculty, administrative staff and employees of UP Manila
  - b. To mainstream gender-sensitive health care programs in the training of health professionals in the service units of UP Manila
  - c. To mainstream gender-responsive frameworks for health in the curriculum of all UP Manila students.
4. Extension Services and Networking
  - a. To initiate activities to promote a gender perspective in health science education training and services among other institutions and organizations.
  - b. To participate in the development of standards, tools, protocols and methods that will operationalize gender-sensitive programs and services.
  - c. To contribute to the development of a gender sensitive research agenda for the health sector.
  - d. To share information, knowledge and skills in gender-sensitive research agenda for the health sector.
  - e. To provide direct services that address emerging health needs of women, men and other genders, where these services are inaccessible or unavailable.

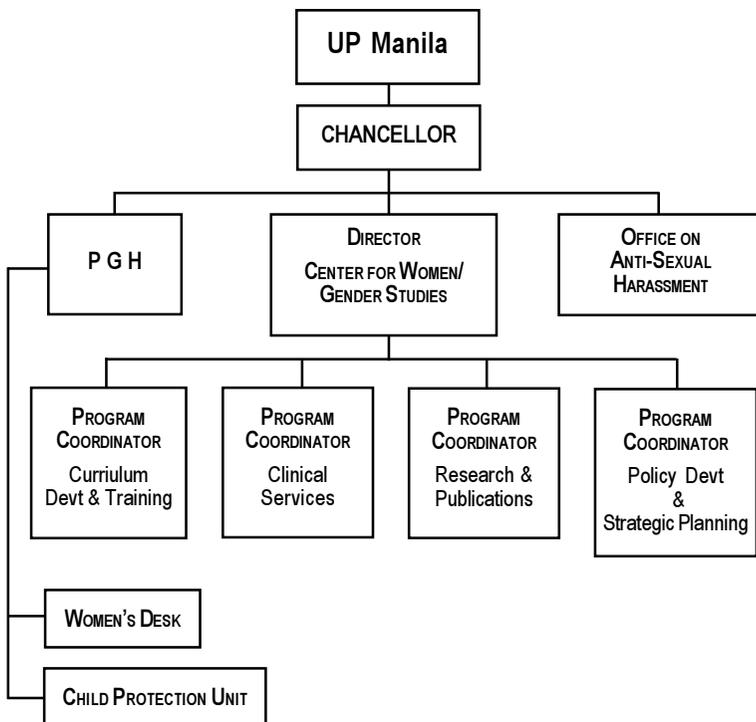
## ORGANIZATIONAL STRUCTURE

From 1993 to 1997, the UP Manila Committee on Women's Health and Development operated on a voluntary basis with representatives from the different units of UP Manila

With this proposal, the Center for Women/Gender Studies will be headed by a Program Director who will be directly responsible for implementation of programs and projects under the Office of the Chancellor.

The Director of the program will be assisted by four program coordinators namely, 1) Coordinator for Curriculum Development and Training; 2) Coordinator for Clinical Services; 3) Coordinator for Research and Publications and; 4) Coordinator for Policy Development and Strategic Planning.

The equivalent of 3 ETUs will be afforded the Director and all Program Coordinators. A University Research Associate will assist each Deputy Director. A University Research Associate and a clerk will support the Program Director.



**RESOURCES**

## A. Human Resources

Director (Salary)	P300,000 per annum
(4) Program Coordinators (honorarium)	P144,000 per annum
University Research Associate	P144,000 per annum
Clerk	P115,200 per annum
Total for Human Resources	P703,200

B. Research Grants: P500,000 for first year

C. Training/Seminars: P300,000 for first year

D. Curriculum Development: P500,000

E. Facilities

Office Furniture <ul style="list-style-type: none"> <li>• Desk/chairs</li> <li>• Filing cabinets</li> </ul>	P30,000
Office Equipment <ul style="list-style-type: none"> <li>• Desk/chairs</li> <li>• Typewriter</li> <li>• Computer with modem</li> <li>• Printer</li> <li>• Fax machine</li> <li>• Communication (phone, internet connection, pagers)</li> <li>• Copier</li> </ul>	P154,620
Office Supplies	P24,000
TOTAL	P220,620

F. Total Budget Requirement: P2,223,820 for first year

G. Office Space

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UP Diliman, Quezon City**

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**XI. OTHER MATTERS**

C. Official Logos of the Center for Gender and Women Studies and the College of Pharmacy of UP Manila

The official logos of the UP College of Pharmacy and the Center for Gender and Women Studies were chosen among the entries submitted in their respective logo-making contest. The said logos shall be governed by the Principles and Policies on Intellectual Property Rights of the University. Under the said Policies, the University shall own these trade or service marks. The respective institutions are enjoined to register their logos with the Intellectual Property Office through the Technology Licensing Office of the University.

Center for Gender and Women Studies

The outer circle bears the name of the office and at the same time has the symbol of the female, with three females of different skin and hair color, meaning the CGWS promotes the institutionalization of gender-fair perspective and framework to the whole UP Manila Community. The contents of the inner part of the logo represent the dedication of UPM CGWS to continuously develop gender-sensitive perspective in teaching, training programs, scientific researches, patient health services in all health sector units specifically clinical and public health paradigms, information systems under a systematic and strategic plan of action for engendering the health sector through health science education, research, and training.

College of Pharmacy of UP Manila

The UP College of Pharmacy Centennial Celebration (1911-2011) is depicted by the three major groups of stylized shapes and figures that form the letters C, P and the number 100.

Inside the letter P is the Bowl of Hygeia which stands for the pharmacy profession and two Alibata characters corresponding to the letters U and P. Collectively, these figures represents the UP College of Pharmacy's leadership in pharmacy education and research.

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The Oblation inside the letter C symbolizes the self-offering of the College in the Service of the nation and its readiness to face the future challenges of the next century.

The shapes and pictures inside the 100 symbolize the Department of Pharmacy, Industrial Pharmacy and Pharmaceutical Chemistry, respectively—the solid foundations on which the College of Pharmacy firmly stands.

Maroon and forest green are the University of the Philippines' official colors and the gold color of the number 100 represents the College of Pharmacy's excellence not only for the past 100 years but for the next centuries to come.

Board action: Approval

**CERTIFIED CORRECT:**

LOURDES E. ABADINGO  
Secretary of the University  
and of the Board of Regents

29 July 2010

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cc:

The Chancellor \_\_\_\_\_

The Vice Chancellor, UP Manila \_\_\_\_\_

The Dean, College of Pharmacy, UP Manila \_\_\_\_\_

The Director, Center for Gender  
and Women's Studies, UP Manila \_\_\_\_\_

\* The Chancellor will please see to it that copies of this excerpt are furnished to all the units concerned.

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