



PROCEEDINGS OF THE 3RD NATIONAL CONFERENCE OF MUSLIM WOMEN PEACE ADVOCATES



EMPOWERED WOMEN OF FAITH, REBUILDING PEACE

(Human Rights, Economic and Political Empowerment as Dividends of Peace)



March 31 to April 3, 2012
Lantaka Hotel, Zamboanga City
Philippines

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TABLE OF CONTENTS

Messages	1
Executive Summary	6
Conference Proceedings	8
<i>Day 1</i> – Opening Program: International Women’s Day	
<i>Day 2</i> – Opening Plenary Session: “Empowered Women of Faith, Rebuilding Peace”	
<i>Day 3</i> – “Noorus Salam Updates and Readiness to Respond to Challenges”	
<i>Day 4</i> – Regional Consolidation, Action Plans & Ratification of Constitution & By-Laws	
Collaborating and Participating Organizations/ Individuals	15
Conference Outcomes and Action Plans	17
Photo Gallery	24
Program of Activities	39
Profile of Implementing Organizations	45
Profile of Partner Organizations	46
Profile of Speakers	48
List of Participants	58
Noorus Salam SEC Registration and its Constitution and By-Laws	61
Acknowledgement	67

Message



Assalamu alaikum wa rahmatullahi wa barakatu!

Without peace, we cannot achieve inclusive growth and development. This is the harsh reality we face in the ARMM. Grappling with this reality has compelled us to search for viable options for peace advocacy and conflict resolution that could be implemented at the community level.

This conference is the third of a series of regional consultative workshops for Muslim women peace advocates. During the 1st National Conference of Women Peace Advocates held in January 2010 in Davao City, over 150 participants indicated their desire to formalize the creation of national network of women peace advocates which they named Noorus Salam: Women of Faith, Light of Peace.

Taking off from the 2nd National Conference of Women Peace Advocates, this shared vision has been transformed into action as the regional caucuses focus their attention to organizing themselves for peace and development.

With an organized network of dedicated peace advocates, a multitude of possibilities await our participants in their pursuit of our advocacies. We are confident that the leadership and membership of the national network of Noorus Salam will extract from the very relevant workshop discussions and presentations on Islamic Peace Education, UN Security Resolution 1325, Responsibility to Protect, Human Trafficking, Health, Adult Literacy and Disaster Risk Reduction, implementable action plans for the communities they serve at the grassroots level.

Our efforts are bolstered by the full support of our friends from the donor community and our partners from government and civil society. The enthusiasm of over 150 Muslim women religious scholars, women civil society leaders, and women peace advocates augurs well for the realization of the conference objectives.

A handwritten signature in cursive script that reads "Santanina T. Rasul".

Dr. Santanina T. Rasul

Chairperson

Magbassa Kita Foundation Inc.

Message



Salaam!

Greetings of Peace!

The Noorus Salam (Light of Peace) has become a national network of women of faith from all sectors of the community. We take pride in the fact that the Noorus Salam is the first organization of Muslim religious women scholars and women civil society leaders, affording Muslim women a more active role in addressing the many problems faced by our community.

At this third national conference, our sisters will discuss Economic and Political Empowerment as Dividends of Peace. Presentations on vital issues such as human rights, human trafficking, women's health issues, Islamic peace education, women peace table and climate change would be tackled in separate workshops. From these discussions, we anticipate effective action plans addressing these critical issues.

We wish to thank our partners: Japan Foundation, Global Network of Women Peacebuilders, Asia Pacific Centre for the Responsibility to Protect, Visayan Forum Foundation, UN Women, Office of the Presidential Adviser on the Peace Process, USAID's Sustainable Health Improvements for Empowerment of Local Developments (SHIELD) and DepEd's Literacy Coordinating Council.

This publication documents the proceedings of the 3rd National Conference of Muslim Women Peace Advocates including the aspirations of Muslim women who want to take part in transforming their communities through the development and implementation of localized action plans addressing issues of concern to the Muslim ummah.



MS. AMINA RASUL-BERNARDO

President
Philippine Center for Islam and Democracy
Managing Trustee
Magbassa Kita Foundation Inc

Message

On behalf of The Japan Foundation, I would like to congratulate the Philippine Center for Islam and Democracy for successfully hosting the three conferences, namely "Noorus Salam: Women of Faith, Light of peace" in 2010, "Noorus Salam: from Vision to Action, From Conflict to Peace" in 2011, and "Empowered Women of Faith, Rebuilding Peace: Economic and Political Empowerment as Dividends of Peace" in 2012.



JAPAN FOUNDATION

It is certain that these projects gave rare opportunities to bring relevant stakeholders together, support Muslim women religious teachers and scholars and civil society leaders to gather from the Philippines, Indonesia, Malaysia, and other regions and countries, exchange the ideas, and build their friendship and network.

I wish that the established friendship and network will become deeper and wider with efforts of all concerned persons for justice and peace in our communities.



Mr. Shuji Takatori

Director

The Japan Foundation, Manila

Message



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MESSAGE

History discloses that women have parted with the traditional role as homemakers. This has been demonstrated by the rise into power of the first woman President of the Philippines – Corazon Cojuangco-Aquino.

At present, thousands of women are successful heads of government agencies, corporation, legislative, executive and judicial branches of government. We also have several women entrepreneurs as well as organizations of the women sector.

The Philippine Center for Islam and Democracy (PCID) is one organization whose leadership had organized the Noorus Salam and the 2nd National Conference of Muslim Women Peace advocates. I believe that the gathering achieved modest strides in advancing the cause and plight of Muslim women.

On this, it is very fitting and timely to publish the proceedings of the conference which will inspire women from all walks of life to achieve greater heights. Others may draw motivation from the experiences and opportunities gleaned from the conference.

Therefore, I encourage other concerned stakeholders to extend equal support to this laudable initiative.

Congratulations!

PARISYA HASHIM-TARADJI
Undersecretary
Operations and Programs Group

Message



Republic of the Philippines
MINDANAO DEVELOPMENT AUTHORITY

Statement of Solidarity
SEC. LUWALHATI R. ANTONINO
Chairperson, Mindanao Development Authority (MinDA)

The 3rd National Summit of Noorus Salam
March 31 to April 2, 2012

I am honored to greet our Muslim women leaders and religious scholars or Aleemat as you hold your 3rd National Summit of Noorus Salam.

This network of light of peace bearers has defined the kind of women sector Mindanao must thrive to engender in order to advance not just women welfare, but the larger call for peace and development.

This endeavor is a testament and a celebration of a Mindanao pride that securing peace and social progress, and the full enjoyment of human rights and freedoms require the active participation, equality and development of women.


The goals being pursued individually and collectively by members of Noorus Salam are shaped by larger meanings—that women can go as far to achieve peace and promote development, and seize every opportunity to unite and mobilize for meaningful change.

In Mindanao, our guiding principle for achieving transformation underpin the crucial and meaningful roles played by women in bringing about lasting peace and sustainable progress. In same breadth, it endeavors to uphold the welfare of Mindanao women, while fully tapping their potentials to actively contribute to development and nation building.

I commend the Philippine Council for Islam and Democracy (PCID) and the Magbasa Kita Foundation, Inc. (MKFI) for supporting the growth of this network and the activities it had initiated.

Towards this end, I wish you great success in your quest to forge solidarity, in promoting women empowerment and in building a better and more humane society for Mindanao's future generations.

Mabuhay!


Luwalhati R. Antonino
Secretary

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EXECUTIVE SUMMARY

Recognizing women's unique roles especially during conflict and their capacities for peace building and conflict resolution, the Philippine Center for Islam and Democracy (PCID) has endeavored to develop Muslim women – particularly the religious teachers - as leaders to advance peace in Mindanao. Since 2001, PCID and the Magbassa Kita Foundation, Inc. (MKFI) have been conducting workshops, focus group discussions and training sessions for Muslim women religious teachers. In collaboration with Muslim women civil society leaders, these initiatives were to dispel the detachment of the Aleemat from more secular concerns, and encourage them to join forces with other women, to become peace advocates as well as agents of change.



Noorus Salam Board of Trustees, representing different provinces from all over the country showed their unity for the launching of the Women's Peace Table led by the Mindanao Commission on Women Chair Irene Santiago supported by Sen. Santanina Rasul, OPAPP Asst. Secretary Jehanne Mutin-Mapupuno, MinDA's Camila Inete and PCID President Amina Rasul during the opening dinner ceremonies of the 3rd National Conference Muslim Women Peace Advocates at Lantaka Hotel, Zamboanga City.

In 2009, the PCID and MKFI organized a series of training for the Aleemat and Muslim women leaders on conflict prevention, peacemaking, and civic education while building their network.

With support from Japan Foundation and One Woman Initiative (OWI), PCID and MKFI hosted the *National Conference of Muslim Women Peace Advocates* for three consecutive years, (2010, 2011, and 2012) to culminate each year of training.

The first conference was held in January 2010 with the theme, *Noorus Salam: Women of Faith, Light of Peace*.

The second, held in February 2011, carried the theme, *Noorus Salam: From Vision to Action, From Conflict to Peace*.

The third, and subject of this report, was held from March 31 to April 3, 2012 in Zamboanga City with the theme, *Empowered Women of Faith, Rebuilding Peace*.



More than 130 Aleemat women leaders, from different region mostly coming from Mindanao, gathered for the conference in Zamboanga City. Noorus Salam leaders with PCID Pres. Amina Rasul, MKFI Chair Santanina Rasul and Resource persons from OPAPP and MinDA during the opening dinner ceremonies of the conference.

A total of 133 aleemat and women peace advocates from Luzon, Visayas, and majority from Mindanao gathered for this 3rd national conference to discuss *Economic and Political Empowerment as Dividends of Peace*. The conference was held at the Lantaka Hotel in Zamboanga City, Philippines. Forty-two delegates were from the provinces of Maguindanao, North Cotabato, Sultan Kudarat, and Cotabato; 30 from Lanao del Sur and Lanao del Norte; and five from Visayas and Metro Manila. The Zambasulta delegation comprised of 20 participants from Zamboanga, 14 from Sulu and 11 each from the island provinces of Tawi-Tawi and Basilan (*the complete list of participants is provided in this publication*).



CONFERENCE PROCEEDINGS

DAY 1 – Opening Program: International Women’s Day

At the opening ceremonies, the participants were welcomed by women champions from different sectors of the society. The program also commemorated the observance of the International Women’s Month. In her opening statement, MKFI **Chair Sen. Santanina Rasul** urged the women to interact and work together with the male community leaders for advocacies and reforms they want to introduce in their communities. She advised the participants to be steadfast and to remain firm in their commitment to the reforms they seek. The senator recounted how she won in male-dominated provinces when she was running for a seat in the Senate. Her electoral triumph should be seen as a victory for all women. She further noted that the protection of women’s rights will ensure that the country’s democracy is safeguarded.



In a welcome message, **Noorus Salam Vice-Chair Albaya Badrodin of Cotabato City** noted that though there was no female prophet, all the divine messengers came from a mother’s womb, grew up under the care of a woman, and that the first martyr in the name of Islam was a woman. She stressed that women play a vital role and urged the participants to unite because they serve as a bridge to peace.

The opening dinner ceremony was graced by heads of government agencies. **Mindanao Development Authority (MinDA)** Sec. Luwalhati Antonino, represented by Camila Ineta, emphasized the significance of Women’s Month and the importance of women in securing peace, social progress and the attainment of equitable human rights. She asserted that gender sensitivity has been highlighted in the Human Development and Social Cohesion, one of the key strategies of Mindanao 2020. The program was designed to protect and uphold the welfare of Mindanao women, while fully tapping their potential to contribute to nation-building and securing peace and development in Mindanao.





Office of the Presidential Adviser on the Peace Process (OPAPP) Assistant Secretary Jehanne Mutin-Mapupuno referred to the month of March as not just for women but for the Bangsamoro as well. The Women's Month and the Bangsamoro Month, both commemorated in March, are celebratory events that mark the courage of women and men of faith. She observed that women have proven themselves to be essential agents of peace-building through faith empowerment and not simply through political or economic means.

Responsibility to Protect

Asia Pacific Centre for the Responsibility to Protect and Ateneo de Manila's Prof. Lourdes Veneracion-Rallonza discussed the concept of *Responsibility to Protect*. Under the *Right to Protect*, the state is duty-bound to protect its citizens and should hold this obligation sacred. When the state itself violates this sacred duty, the professor declared the international community is obligated to take action. She asserted that women are most affected during conflict, thus, the importance of including women with the issues of peace and security under the UN Security Council Resolutions 1325 and 1820.



Prof. Veneracion-Rallonza facilitated a workshop to present the concept of Responsibility to Protect (R2P) and Women, Peace and Security within the context and perspectives of the grassroots. In the workshop, participants shared their own experiences in conflict-affected areas of Maguindanao, Lanao, Basilan and Sulu. The issues raised included risks for women, the

prevention of such risks, and forms of assistance needed to support their aspirations as women leaders of their respective communities.

The program ended with various cultural presentations from each major group: traditional Maranao dance from the Lanao group, the *Pangalay* dance from the Tausug tribe, a Yakan song from the women of Basilan, a rendition of a popular Maranao song from the Marawi group, a drama showcase from the Zamboangeños, and a *Teduray* dance from the Indigenous Peoples (IPs) group.

DAY 2 – Opening Plenary Session: “Empowered Women of Faith, Rebuilding Peace”

The opening plenary session featured presentations from various women leaders from government and civil society groups, who advocate for women, peace, security, environment and disaster risk reduction, and human rights issues. They manifested their fervent support for the network of the Aleemat and women peace advocates. Plenary speakers urged the women’s network to assert their perspectives in the discussion of issues affecting Muslim communities in the Philippines.



The conference was supported by women champions from leading government agencies. From left: Philippine Commission on Women (PCW) Chair Remmy Rikken, Sen. Santanina Rasul, DSWD Usec. Parisya H. Taradji



The keynote speech was delivered by **Department of Social Welfare and Development (DSWD) Undersecretary Parisya Hashim-Taradji**. She stressed that the government recognizes women’s significant role in the home, the community and the nation. She observed that government continues to protect Filipino women from abuse and discrimination, and additionally, has institutionalized mechanisms that support women’s contributions to lasting peace and progress. She mentioned government has comprehensive and inclusive laws, policy strategies, programs and services to uphold women’s rights and welfare.

The undersecretary concluded her speech by commending her fellow Muslim women for their role as peace crusaders in Mindanao. She declared, “Peace can not be achieved alone by peace pact. Peace can be achieved when we are able to address the most basic needs of people, food, education, health, and clothing. Peace is manifested when people are happy and satisfied.”

Philippine Commission on Women (PCW) President Remedios Rikken enlightened the participants about environment and climate change. In her presentation, “Women Weathering Climate Change: Government Accountability, Everyone’s Responsibility”, she stated that reducing risk is everyone’s concern, and that urgent action is needed to address the abuse by man of the environment.

In linking gender and climate change, she stressed that the empowerment of women should be one of the priorities in adopting risk reduction strategies. She indicated that Noorus Salam should be a source of empowerment since the network is composed of committed leaders. Ms. Rikken likewise stated that women are powerful agents of change and their leadership is critical in community revitalization and natural resources management.



Miriam College’s Women and Gender Institute Executive Director Aurora de Dios emphasized that, “women and peace must be contextualized within democratic governance and leadership. Democratic governance must be gender responsive and the only way to peace and democracy is if all respect human rights and observe the law of the land.” She stated that social change is not always easy. In Arab countries, for instance, people want democracy but largely neglect women.

She presented statistics that show the continuing exclusion or serious under representation of women in peace negotiations, peace building, and disarmament processes. Since 1992, women representation, on average, was just 7% of official delegations, and only 2% percent of the signatories in peace agreements. To date, very few women have been made formal mediators. Prof. De Dios stated that the government should pay attention to Mindanao women due to the conflict and poverty situation. While government is preoccupied with peace, inclusive growth and development, she stressed that it is up to women to pressure the state to address women’s issues.

The conference included international speakers from Japan thereby linking Noorus Salam to the network of regional women advocates. **Hiroshima University’s Prof. Megumi Kegawa Sakamoto** discussed the “Bangsamoro Conflict Transformation: Women and Possibilities for Sustainable Peacebuilding”, which is part of her research work under Hiroshima University’s Project for Peacebuilding and Capacity Development (HiPeC). From the research, the lack of equal economic and political opportunity and freedom to



express identity has resulted in the sluggish economic growth, poor governance capacity, worsening poverty, poor and unhealthy living conditions, and even religious extremism.

Prof. Megumi related that in Japan, economic participation of women is stronger than political participation, making it difficult to conceive of women as political leaders. She also recommended that more effort should go to educating men to effect a paradigm shift to dispel the notion that women should be relegated to the home. Lastly, she stressed the importance of maintaining stakeholders' dignity in peace building.



Former GRP-MILF peace panel member Irene "Inday" Santiago, the current Chairman Emeritus of the Mindanao Commission on Women took part in the conference. Santiago observed that by crafting a resolution on women, The UN Security Council elevated women's issues to the level of security, thus making it all the more important. She further stated that the Philippines is the first country in Asia to develop the *National Action Plans* that gave more attention to the welfare of women. Both the UN resolution and the NAP

call for more participation from women in peacemaking, peace building and peacekeeping.

She stressed that their efforts have resulted to the *Women Peace Table*, which will be open to all women from all sectors and all walks of life. Through this mechanism, a broad peace constituency will be built not only in Mindanao but more importantly throughout the Philippines for women, children and the youth. The Women Peace Table was created to connect the peace negotiations table with the "tables" of the women in the communities, especially those who have been affected by war and who have been longing for peace. The initiative is intended to provide inputs on possible options as well as feedback to the negotiators and the women. Moreover, it will serve as a bridge among different sectors and groups, including those whose support for the final peace agreement will be crucial.

Ms. Santiago urged the Noorus Salam to organize Women's Peace Tables in their respective communities, hold consultations on key items on the negotiating table, build a constituency among children and youth to support peace using the "Imaging the Future" exercise she developed.



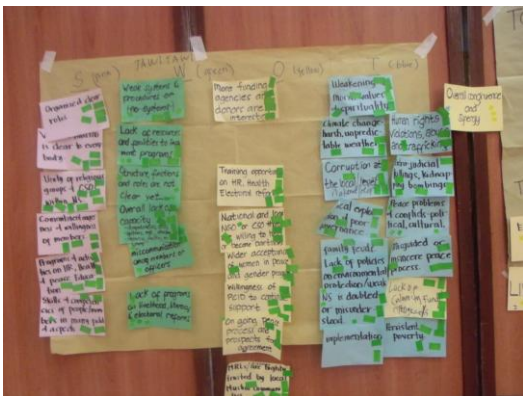
ARMM Governor Mujiv Hataman requested the women leaders to examine the situation of the Autonomous Region of Muslim Mindanao and sought their support for his reform agenda. He decried the malpractices in the region and asked the women's cooperation in monitoring their respective

communities in areas such as governance, peace and order, delivery of social services in the barangay level.

He also urged the delegates to observe and monitor their barangay chairmen, mayors and provincial governors who serve as project implementers. The ARMM Governor professed it was time to redeem dignity and honor in ARMM. He proceeded to challenge the women peace advocates to monitor and report to the Office of the Regional Governor any corruption or malpractice cases committed by local government officials.

After the plenary, concurrent workshop sessions were held to afford the participant a venue to learn and discuss important issues. These included sessions on Human Rights, Human Trafficking, Health & Women in Muslim Mindanao, Islamic Peace Education, Women’s Peace Table, and Women Weathering Climate Change. The workshops on the Responsibility to Protect and the International Law on Human Rights were held earlier.

DAY 3 – “Noorus Salam Updates and Readiness to Respond to Challenges”



PCID President Amina Rasul provided a brief history of the Muslim Mindanao, focusing on the Bangsamoro struggle, the liberation movements, the peace processes and the current state of affairs in the region. She discussed the role of Muslim religious leaders and Muslim women peace advocates on the road back to peace. Ms. Rasul also presented the various partner government agencies, institutions, civil society groups and funding agencies which supported Noorus Salam and helped the network implement its priority programs, action plans and achieve its accomplishments in the past years.

Noorus Salam representatives presented their provincial and regional updates for the past year. The group also reported on the concurrent workshop outputs, indicating their priority programs’ current status, current intervention, gaps and proposed action.

Lead Facilitator Prof. Robert Bastillo

orchestrated the discussion on SWOT and Readiness to Respond to Thematic Challenges and Organizational Development. He informed the participants on the various means to increase the capacity of the organization, and thus effectively achieve their identified and desired provincial and regional goals through implementation of concrete programs and strategies, given their limited resources and membership.



The key points for this discussion are planning framework for a purpose-driven organization, appropriate strategy and programs and defined function and structure of the organization. Linkages, partnership and networks can also help the organization grow. Based on the identified statements gathered, he guided the groups in categorizing similar ideas together, summarized the statement cards and provincial inputs.

Prof. Bastillo said that overall congruence and synergy is vital for the organization's effective operations. If all critical components are complete and properly assembled/configured, then the organization would run smoothly and achieve organizational capacity to implement programs

DAY 4 – Regional Consolidation, Action Plans & Ratification of Constitution & By-Laws

The general assembly of the Noorus Salam was held on the last day of the conference. The day's sessions included discussion on the organizational structure, the review, finalization and ratification of the Noorus Salam Constitution and By-Laws providing the network's purpose, membership rules, meetings, Board of Trustees, committees, amendments and transitory provisions.



With Constitution and By-Laws as the bases, a number of resolutions were adopted. These included the imposition of membership fees, creation of Standing Committees and Election of Committee Chairs and Members, as well as official requests for assistance to strengthen the organization (i.e. request for PAHRODF Consultant Robert Bastillo to study the provincial structure of NS and make recommendations on its composition, request the DepEd National Office to adopt the "Islamic Peace Education Model).

During the Closing Ceremonies of the 4-day conference, members of the Noorus Salam showcased their talents thru performances of different groups.

COLLABORATING AND PARTICIPATING ORGANIZATIONS/INDIVIDUALS

The Conference was enriched by the participation of champions and advocates of women's issues and human rights. Partner institutions and organizations inspired and provided the group with their expertise in organizational development, women, peace and security, human rights, human trafficking, concept of the responsibility to protect, environment and disaster risk reduction. Below is the list of the collaborating and participating organizations and individuals who contributed to the success of the 3rd National Conference of Muslim Women Peace Advocates.

Organizations/Institutions

The **Asia-Pacific Centre for the Responsibility to Protect** is guided by the principle of the responsibility to protect in the Asia Pacific region and worldwide, and support the building of capacity to protect populations from genocide, war crimes, ethnic cleansing and crimes against humanity. The Asia-Pacific Centre for the Responsibility to Protect (APCR2P) is an Associate of the Global Centre for the Responsibility to Protect, based in New York. **Prof. Lourdes Veneracion-Rallonza from the Department of Political Science, Social Sciences Division of the Ateneo de Manila University served as the resource person for R2P.**

The Commission on Human Rights (CHR) works for the prevention of human rights violation and abuses, empowerment of victims and their families, other vulnerable sectors, and all stakeholders, and provides recommendation and advocacy for appropriate rights-based legislative, administrative and judicial policies, programs and measures. PCID partnered with CHR for the implementation of the Empowering the Aleemat, Muslim Women, and their Communities as Human Rights Defenders Project. The

Project was supported by the Australian Government under the Human Rights Grants Scheme (HRGS) designed to develop the capability of the Aleemat, Muslim women civil society and community leaders for human rights advocacy, monitoring and reporting of human rights violations. **CHR Education and Research Office Director Ana Elzy Ofreneo** together with **Ms. Vicenta Basilio** represented the CHR in the Conference and served as resource persons and facilitators.

The Visayan Forum Foundation, Inc. (VFFI) works for the protection and justice of marginalized migrants, specifically the trafficked women and children and the domestic workers or *kasambahays*. VFFI is recognized for its pioneering efforts in advocating the recognition, development and full legal protection of domestic workers in the Philippines. Its **Zamboanga Chapter facilitator Ms. Gloria Patayan represented the VFFI and acted as a resource person and workshop facilitator.**

Office of the Presidential Adviser on the Peace Process (OPAPP)—PCID has been partnering with OPAPP since 2009 for the Empowering the Aleemat Project (and currently under the Aquino administration,). The OPPAP pursues the four-pronged National Security Policy: governance; delivery of basic services; economic reconstruction and sustainable development; and security sector reform. OPAPP's vision is geared towards "a just and lasting peace for the nation and for all Filipinos;" while its mission is "to oversee, coordinate and integrate the implementation of the comprehensive peace process.

The Women and Gender Institute (WAGI) of Miriam College, led by former National Commission on the Role of Filipino Women (NCRFW) Chair **Aurora Javate de Dios** has partnered with MKFI-PCID in providing the organizational development and leadership training, peace and conflict studies as well as in surfacing gender issues, as part of the capacity-building component of the Empowering the Aleemat Project in 2009.

Mindanao Development Authority (MinDA) is an agency mandated to coordinate, integrate, and harmonize all development plans and programs for Mindanao's peace and socio-economic development. PCID's finds its advocacies in Muslim Mindanao attuned with MinDA's plans, particularly the pursuit of a roadmap to lasting and inclusive peace and progress in Mindanao, called Mindanao 2020 Peace and Development Framework Plan, or M2020. MinDA was represented by **Ms. Camila Ineta** in the 3rd Conference.

Department of Health–ARMM collaborated with PCID to capacitate a core group of Aleemat to become effective community health partners. Dr. Tato Usman, Chief Medical Officer of the Non-Communicable Diseases Department of the DOH-ARMM facilitated the concurrent workshop session on Health in Muslim Mindanao.

Individuals

Women leaders who spoke before the conference include **Ms. Irene Santiago**, Chair Emeritus of the Mindanao Commission on Women and a former member of the government peace panel, and **Philippine Commission on Women President Remedios “Remy” Rikken**. Both served as resource persons in the Conference.

Zamboanga City Asst. Prosecutor Atty. Darlene Pajarito serves as Special Prosecutor for Anti-Trafficking of Persons cases, conducts all preliminary investigation of cases involving human trafficking, and prosecutes all human trafficking cases filed before any of the Regional Trial Courts in Zamboanga City. Atty. Pajarito acted as resource person for the concurrent workshop on Human Trafficking.

International speaker from Hiroshima University, Japan Prof. Megumi Kagawa Sakamoto shared her respective experiences in support for the aspiration of women peace advocates. .

ARMM Regional Governor Mujiv Hataman provided insights to the discussion on the ARMM and the role of women in peace and transparent and accountable governance. **Ustadz Esmael Ebrahim** co-facilitated with Noorus Salam Vice-Chairperson Ustadza Albaya Badrodin the workshop session on Islamic Peace Education.

PAHRODF Consultant Prof. Robert Bastillo facilitated the discussion on SWOT and Readiness to Respond to Thematic Challenges and Organizational Development.

CONFERENCE OUTCOMES AND ACTION PLANS

The four-day National Conference made possible the thorough and intensive organizational development sessions, providing both the Noorus Salam leaders and members, at provincial and regional levels, the opportunity to discuss extensively their priority and concrete programs as well as give them a holistic perspective of one’s functions and its contribution to the success and capacity of organization. The Conference also provided a venue for sharing of experiences regarding regional initiatives, integrating and concretizing their programs thereby improving the Noorus Salam’s capacity as an organization to move forward in one direction. The project strengthened and consolidated the different regional initiatives in the development of common strategies to promote the advancement of democratic processes in their communities.

The conference was able to generate the following outcomes:

1. Identification of issues, gaps and challenges in the community;
2. Formal Ratification of Noorus Salam Constitution and By Laws;
3. Formulation of Regional Action Plans on priority issues which serves as strategies in responding to identified challenges of the community;
4. Discussion of Proposed Actions and Next Steps to strategically organize Noorus Salam;
5. Approval of a set of resolutions essential to the network's development and activity-implementation in provincial and regional levels.

The conference also provided the opportunity for Noorus Salam to serve as a network to address issues of women, peace and security, human rights, human trafficking, health, governance and climate change and disaster risk in Muslim communities. Proposed programs and future interventions are based on the following agenda:

A. The Responsibility to Protect (R2P) and United Nations Security Council Resolution 1325 & 1820 on Women, Peace and Security convened by the Asia Pacific Centre for the Responsibility to Protect.

1. Noorus Salam recognizes the relevance of R2P to their own peace and security since it relates to the human rights of all citizens, and group can act as a bridge and help for the protection of their communities from mass atrocities. The lack of government engagement and lack of community awareness were identified as the most critical gaps in ensuring adequate protection against mass atrocities in the communities.

To address these gaps, the participants identified the following recommendations and action plans:

- Examine existing actions and programs within their communities relevant to the prevention and response to mass atrocities.
- Introduction to the history of the ongoing conflict through training and capacity building programs, and group support for those who may speak out in the event of conflict.
- Engagement in media management for greater reach across their regions and even other countries of factual local situation in the

ARMM provinces thus avoidance of magnifying incidents of Muslim crime or drama.

- Information drive or awareness program through people awareness day, or days of remembrance that might include presentation of documentaries of past violence.

2.) The need to educate the stakeholders through trainings and workshops on UNSCR 1325 and 1820, as well as on gender sensitivity, CEDAW, and other national laws and policies related to women, peace and security, both among state and non-state actors. Noorus Salam's action plan involves the following:

- Paying courtesy calls to the local government unit, advocating UNSCR 1325 and 1820
- Conduct of symposium for training and workshops on 1325 and 1820 in madrassas and public schools
- Promoting women's rights by participation, prevention and protection thru tri-media and networking.

3.) The need to continuously monitor and document the impact of armed conflict on women and children and for Noorus Salam to gather baseline data on the impact of armed conflict on women and children, and develop appropriate action plans addressing this issue.

B. Human Trafficking in Muslim Communities conducted by the Visayan Forum Foundation, Inc.

The Muslim Mindanao region is particularly vulnerable to human trafficking and similar forms of abuse. Invasive poverty, illiteracy and lack of opportunities for economic, and social advancement, and cultural discrimination are some of the identified root causes of their vulnerability. It has been recommended that all the members of this conference join the full-scale war against trafficking.

For the Fight Against Human Trafficking, Noorus Salam would pursue the following agenda:

- Formation of core groups within Noorus Salam that will provide support and assistance to trafficked victims and survivors

- Generate massive awareness on the issue of human trafficking among those who are most vulnerable thru linkages and networking with like-minded organizations.
- Integrate and strengthen the issue of human trafficking into Madaris and into the teachings of spiritual leaders
- Lobby for the enactment of local ordinance and programs that will establish and strengthen local, community-based inter-agency action against human trafficking

C. Human Rights convened by the Commission on Human Rights

Building on the gains of the one-year Empowering the Aleemat, Muslim Women, and their Communities as Human Rights Defenders Project under the Human Rights Grants Scheme (HRGS) of the Australian Embassy, the conference served as a venue for discussions on maximizing the role of this women's network to sensitize and mobilize their communities, and strengthen their collaboration with like-minded organizations and government agencies. These efforts contributed towards the strengthening of local coordinative mechanisms, including referral systems and community-based monitoring mechanisms.

The proposed actions are as follows:

- Strengthen of the role of community members in safeguarding their children through orientation and training on children's rights, human rights, basic laws, intervention services.
- Intensify advocacy campaign and development of IEC materials for **Family Code of the Philippines RA9262** or the **Anti-Violence Against Women and Children Act (VAWC)**.
- Encourage community monitoring of vulnerable groups and action readiness with direct compliance to Violence Against Women and Children (VAWC) Act.
- Training of Aleemat to educate parents in the Convention on the Rights of the Child (CRC) in the Muslim communities.
- Protect and defend the human rights of Muslims by strengthening the CHR and by empowering communities in terms of human rights monitoring, reporting and advocacy
- Training of women, children and indigenous groups and grassroots level on conflict prevention/resolution.

D. Health in Muslim Mindanao convened by the Department of Health - ARMM

With the objective of improving health services following the members' training on maternal-child and health care and nutrition under the USAID-funded **Strengthening Health Improvements through Empowerment of Local Developments (SHIELD)** and UNICEF-funded **Nurturers of Faith and Health (N-Faith) - Breastfeeding Advocates and Educators (BAE) Project**, the participants formulated action plans that aim to support the Department of Health-ARMM in intensifying community efforts on maternal and child health, and family planning.

In order to assist DOH-ARMM fulfil its mandate, the following proposed actions were identified by the participants:

- Members of the Noorus Salam network, that have received or participated in health trainings or seminars, can facilitate information sharing with other members. They can conduct capability building sessions among other potential health workers or volunteers in their respective communities.
- Members can serve as health advocates, lobby for maternal health care, and conduct on-air advocacy through the local radio stations and tapping the local media. Members can lobby policy makers for support under the LGU Development Priority Programs. Also, the aleemat can encourage MRLs, especially the ulama, to be partners in health education and advocacy.
- Setting up of "Botika sa Madrasah" is identified as one activity that can help attain the objective of Noorus Salam as a self-reliant network, especially considering the lack of health centers with properly trained health workers in the region.
- As health assistants, the aleemat can assist the DOH-ARMM especially in conducting health survey or mapping in their communities. They can serve as the health support group who are trained to assess and facilitate referrals of health cases.

E. Climate Change and Disaster Risk Reduction convened by the Philippine Commission on Women

Climate change has increasingly been seen as one of the most critical challenges facing the world today. The Mindanao region is particularly vulnerable to climate change because of the effects of rising sea levels, and

its impact on Muslims living in coastal communities. Drought and rainfall are also expected to change, with enormous consequences for human populations. Noorus Salam leaders and members committed to support the initiatives of the government and civil society groups in collectively addressing the challenges of climate change faced by Muslim communities.

In response to the growing significance of environmental issues, climate change and reduce disaster-risk facing the region, the participants committed the following programs:

- Conduct of massive information campaign on the importance of environmental protection and climate change as enjoined by Islam.
- Integrate and strengthen the issue of climate change into Madaris and khutbah or teachings of spiritual leaders
- Coordinate and network with the local officials in the communities with the involvement of NGOs and government agencies in monitoring of environmental protection such as mangrove reforestation and climate change
- Assist in the identification of vulnerable areas and also in the conduct of environmental mapping in coordination with the local office of DENR and local NGOs.

Noorus Salam was able to establish linkages with international and national service-oriented and peace and development based organizations and agencies. The Aleemat group is now able to access a network of government and non-government organizations providing community assistance.

At the national level, the conference helped Noorus Salam to establish links with the following:

- Department of Social Welfare and Development (DSWD)
- Department of Health – ARMM (DOH-ARMM)
- Office of the Regional Governor – ARMM (ORG-ARMM)
- Office of the Presidential Adviser on the Peace Process (OPAPP)
- Commission On Human Rights (CHR)
- Mindanao Development Authority (MinDA)

- Philippine Commission on Women (PCW)
- Women and Gender Institute (WAGI)
- Visayan Forum Foundation Inc. (VFFI)

Through the national conference, Noorus Salam was able to establish international links with following:

- Asia-Pacific Centre for the Responsibility to Protect (APCR2P)
- Hiroshima University Peacebuilding and Capacity Development (HiPeC)

Finally, the aleemat were able to raise funds during the 3rd National Conference of Women Peace Advocates. The Conference also served as a venue for women to showcase their own products ranging from locally made food products to accessories, i.e. bag and clothing made up of glass or indigenous materials. This is part of enhancing their livelihood skills and access to economic opportunities.

PHOTO GALLERY PHOTO GALLERY

Awarding Ceremonies

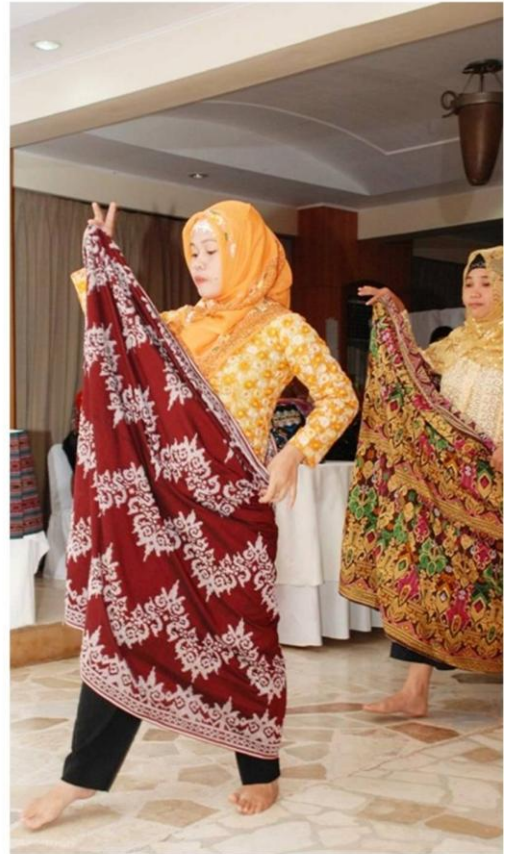


Distinguished leaders and partners from the ARMM government participated in the conference. ARMM Governor Mujiv Hataman (top), DOH ARMM's Dr. Tato Usman and Philippine Commission on Women Pres. Remmy Rikken showed their support to the 3rd National Conference. They were awarded with a plaque of appreciation and Noorus Salam souvenir by PCID's Amina Rasul and Noorus Salam Vice-Chair Albaya Badrodin.



Women leaders from leading government agencies MinDA and OPAPP participated in the conference with representatives Camila Inete and Asst. Sec. Jehanne Mutin-Mapupuno; WAGI's Aurora De Dios; CHR's Vicenta Basilio and Mindanao Commission on Women Chair Irene Santiago. They were awarded with a plaque of appreciation and Noorus Salam souvenir by PCID's Amina Rasul, Noorus Salam Vice-Chair Albaya Badrobin and RLA and PCID Convenor Samira Gutoc-Tomawis.

Cultural Presentations





Concurrent Workshop Sessions



During the Regional Workshop on Linking International Norms: **Responsibility to Protect and Women, Peace and Security** conducted by Dr. Lourdes Veneracion-Rallonza of the Ateneo de Manila University and Co-Coordinator of the Philippine program of the Asia-Pacific Centre on the Responsibility to Protect.



WAGI's Executive Director Prof. Aurora De Dios discussed the **UN Security Council Resolution 1325** and the Beijing Platform for Action on the Strategic Objectives for improving the situation of women in armed conflict.



Workshop session on **Women Weathering Climate Change: Government Accountability, Everyone's Responsibility** facilitated by Mr. Mex Allian with focus on linking Gender and Climate Change and the role of women in Disaster Risk Reduction especially in Muslim Mindanao.



MCW's Chair Irene Santiago together with WAGI's Oyie De Dios facilitated the workshop on **Women's Peace Table** which aimed to bring the voices of women into the peace negotiations and in peace building in Mindanao.



The Visayan Forum Zamboanga Chapter group facilitated the Workshop Session on **Anti-Human Trafficking** and discussed the local situation, current intervention, gaps and coordination with Noorus Salam on their proposed actions.



Noorus Salam collaborated with DOH-ARMM on how to become effective community health partners in the region during the workshop Session on **Health and Women in Muslim Mindanao** facilitated by Dr. Tato Usman.



Workshop sessions on (top photo) **Islamic Peace Education** facilitated by Ustadz Esmael Ebrahim and Noorus Salam Vice-Chair Albaya Badrodin and (bottom photo) session on **Human Rights** in collaboration with the Commission on Human Rights (CHR)'s Ms. Ana Elzy Ofreneo and Vicenta Basilio.

Provincial Workshop Sessions





More Photos...











PROGRAM OF ACTIVITIES
OF THE 3RD NATIONAL CONFERENCE
of the **MUSLIM WOMEN PEACE ADVOCATES**



EMPOWERED WOMEN OF FAITH, REBUILDING PEACE

(Human Rights, Economic and Political Empowerment as Dividends of Peace)



March 31- April 3, 2012
Lantaka Hotel, Zamboanga City

March 31, 2012

Opening Program

6:00 – 6:05pm

Du'a (Prayer)
Ustadz Esmail Ebrahim
Executive Director – NUCP

6:05 – 6:15pm

Welcome Remarks
Dr. Santanina T. Rasul
Chairperson, Magbassa Kita Foundation, Inc.

6:15 – 6:25pm

Ustadza Albaya Badrodin
Vice-Chairperson, Noorus Salam

Messages

6:25 – 7:20pm

Hon. Celso Lobregat
City Mayor
Zamboanga City

Hon. Luwalhati Antonino
Mindanao Development Authority (MinDA)

Ms. Jehanne Mutin-Mapupuno

Assistant Secretary

Office of the Presidential Adviser on Peace Process

7:20 – 8:20pm

Dinner with Audio-Visual Presentation

The Noorus Salam Story

Introduced by **Ustadza Anisa Taha-Arab**

Project Director, Noorus Salam

Cultural Presentation

April 1, 2012

6:00 am	Breakfast
7:00 am	Registration
8:15 am	Du'a/Prayer Preliminaries
8:30-9:00am	Keynote Message Usec. Parisya H. Taradji Dept. of Social Welfare and Development
9:00 – 9:45am	UN Security Council Resolution 1325 Prof. Aurora 'Oyie' De Dios Executive Director, Women and Gender Institute Miriam College
9:45 - 10:00am	Open Forum
10:00-10:45am	Prof. Megumi Kagawa Sakamoto Hiroshima University Hiroshima, Japan
10:45 – 11:00am	Open Forum
11:00 – 11:45am	Women Weathering Climate Change: Government Accountability, everyone's Responsibility Ms. Remedios Rikken President, Philippine Commission on Women (PCW)
11:45 -12:00pm	Open Forum

12:00 – 1:30pm	Lunch/Prayer Break
1:30 – 2:30 pm	<p>Women’s Peace Table Ms. Irene ‘Inday’ Santiago Chairperson, Mindanao Commission on Women</p>
2:30 – 3:00pm	Open Forum
3:00 – 5:30 pm	<p>CONCURRENT WORKSHOPS ON PRIORITY ISSUES:</p> <p>CWS I: Human Rights Lessons Learned/ Evaluation</p> <p>Resource Persons / Facilitators: Ms. Ana Elzy Ofreneo Ms. Vicenta Basilio Education and Research Office, Commission on HR</p> <p>CWS II: Human Trafficking</p> <p>Resource Persons Atty. Darlene Pajarito Zamboanga City Prosecutor</p> <p>Ms. Gloria Patayan Visayan Forum-Zamboanga</p> <p>CWS III: Health & Women in Muslim Mindanao</p> <p>Resource Person/Facilitator Dr. Tato Usman Chief Medical Officer – Non-Communicable Diseases Department Department of Health - ARMM</p> <p>CWS IV: Islamic Peace Education</p> <p>Resource Person Ustadza Albaya Badrodin Supervisor - Department of Education</p> <p>Facilitator Ustadz Esmail Ebrahim Executive Director – NUCP</p>

CWS V: Women's Peace Table

Resource Persons / Facilitators

Ms. Irene 'Inday' Santiago

Mindanao Commission on Women

Prof. Aurora 'Oyie' De Dios

Executive Director – WAGI-MC

CWS VI: Women Weathering Climate Change: Government Accountability, Everyone's Responsibility

Resource Person / Facilitator

Ms. Remedios Rikken

Philippine Commission on Women (PCW)

5:30pm

Maghrib Prayer

6:30 – onwards

Fellowship Dinner

(NS Trustees Dinner Meeting)

April 2, 2012, Monday

6:00 am

Breakfast

8:00 am

Registration

8:15 am

Du'a/Prayer

8:30 – 9:00am

Putting the 3rd National Conference in Perspective

Ms. Amina Rasul

President – PCID

9:00 – 9:30am

Regional Updates (Audio-Visual)

Lanao Areas

- **Prof. Sagola Tago**

Zambasulta

- **Ms. Carolina Tarang**

Central Mindanao

- **Ms. Noraida Chio**

9:30-10:30pm

Presentation of Concurrent Workshop Outputs

10:30 – 11:00 am	Open Forum																		
11:00 12:00pm	<p>SWOT and Assessing Readiness to Respond to Thematic Challenges</p> <p>Mr. Robert Bastillo Lead Facilitator/Consultant, PAHRODF</p>																		
12:00- 1:30pm	Lunch/ Prayers																		
1:30am – 4:30pm	<p>Provincial Workshops:</p> <p>Lessons Learned Gaps/Challenges/ NS Organizational Development & Assessment Ways to Move Forward (Provincial Plan)</p> <p>Facilitators:</p> <table border="0"> <tr> <td>Ms. Fatima Allian</td> <td>Tawi-Tawi</td> </tr> <tr> <td>Ms. Fatima Yusah</td> <td>Sulu</td> </tr> <tr> <td>Ms. Noraida Chio</td> <td>Maguindanao</td> </tr> <tr> <td>Mariam Daud</td> <td>Cotabato city</td> </tr> <tr> <td>H. Rugaya Daud</td> <td>North Cotabato and Sultan Kudarat</td> </tr> <tr> <td>Ms. Mariam Barandia</td> <td>Lanao Norte</td> </tr> <tr> <td>Prof. Sagola Tago</td> <td>Lanao Sur and Marawi</td> </tr> <tr> <td>Rashid Bangcolongan</td> <td>Basilan</td> </tr> <tr> <td>Selahuddin Hashim</td> <td>Zamboanga</td> </tr> </table> <p>Continue</p> <p>CWS I: Mobilizing Aleemat as Human Rights Community Educators</p> <p>Lessons Learned and Feedback / Assessment</p> <p>Facilitator: Ms. Vicenta Basilio Education and Research Office Commission on HR</p>	Ms. Fatima Allian	Tawi-Tawi	Ms. Fatima Yusah	Sulu	Ms. Noraida Chio	Maguindanao	Mariam Daud	Cotabato city	H. Rugaya Daud	North Cotabato and Sultan Kudarat	Ms. Mariam Barandia	Lanao Norte	Prof. Sagola Tago	Lanao Sur and Marawi	Rashid Bangcolongan	Basilan	Selahuddin Hashim	Zamboanga
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Prof. Sagola Tago	Lanao Sur and Marawi																		
Rashid Bangcolongan	Basilan																		
Selahuddin Hashim	Zamboanga																		
4:30 – 5:30pm	Presentations of Provincial Workshop and Open Forum																		
5:30 – 6:30pm	Break – Prayers																		

6:30 – Onwards Fellowship Dinner
(NS Trustees Dinner Meeting)

April 3, 2012, Tuesday

6:00 am	Breakfast
8:00 am	Registration
8:15 am	Du'a/Prayer
8:30 – 9:00am	BRIEFING ON NS VISION, MISSION AND BY-LAWS
9:00 – 10:00am	SWOT REGIONAL CONSOLIDATION Regional Planning for Organizational Strengthening Mr. Robert Bastillo Lead Facilitator/Consultant, PAHRODF
10:00 – 12:00pm	CWS: Regional Workshops Zambasulta Lanao Central Mindanao
12:00 – 1:30pm	Lunch/Prayer
1:30 – 4:00	Consultation Meetings
4:00 - 5:00am	Regional Presentation
5:00 – 6:00pm	Noorus Salam General Assembly
6:00- 7:00pm	Break
7:00pm Onwards	Closing Program

PROFILE OF IMPLEMENTING ORGANIZATIONS



PHILIPPINE CENTER FOR ISLAM AND DEMOCRACY (PCID), a non-partisan, non-profit organization established as a Council in 2002, is dedicated to the study of Islamic and democratic political thought and the search for peace, democracy and development in Muslim communities. Its incorporation as a Center in June 2010 signifies its vision to become the premier think tank on Muslim Mindanao issues in the country. Today, PCID is increasingly seen as an objective party with a track record

of bringing together all sectors in the democratic dialogue for peace and development. The forging of strong links between and among the stakeholders has been one of the successes of PCID. All of its activities have been marked by strong representation of the key parties: civil society groups local and international, government, the ulama and aleemat, women, the military, the international community, academe, media, the business community, and political leaders.



The **MAGBASSA KITA FOUNDATION, INC. (MKFI)**, is a non-stock, non-profit, non-government organization dedicated to the promotion of literacy, poverty alleviation, and peace especially in Mindanao. MKFI was registered with the Securities and Exchange Commission in 1991 and launched that same year. The Magbassa Kita Foundation got its name from the "Magbassa Kita" literacy project, which former Senator Santanina T. Rasul launched in

1966. "Magbassa Kita is a Tausug phrase which means "let us read". Its mission is anchored in the philosophy that literacy, education and economic empowerment are preconditions for the meaningful participation of individuals in society. While maintaining literacy promotion as its major area of concern over the years, MKFI expanded its activities to include livelihood skills training, capability building among farmers, and other economic empowerment initiatives. MKFI realized that changing the quality of life in Mindanao requires addressing the armed conflict and the unstable peace and order situation, thus in 2001 it launched its peace advocacy program by training women from the areas of conflict as peace advocates and agents of change.



The **NOOR-US SALAM** is a national network of Aleemat or Muslim women religious scholars and leaders, peace advocates and women organizations with the principal aim of mobilizing and strengthening the unity, cooperation and coordination among Muslim women sector in advancing the desired peace and development in Muslim Mindanao.

PROFILE OF PARTNER ORGANIZATIONS



JAPAN FOUNDATION

THE JAPAN FOUNDATION, which was established in 1972 as a special legal entity to undertake international cultural exchange, became an independent administrative institution in 2003. The Japan Foundation aspires to the role of catalyst for international exchange throughout the world, transmitting what is valuable and appealing in Japanese culture and deepening mutual understanding with other peoples around the globe.

The Japan Foundation, Manila is the 18th overseas office to be established and became operational in June 1996. An integral part of its undertaking is the further encouragement of Japanese Language Education and the promotion of programs for the introduction and appreciation of Japanese culture through cooperation with local groups; the JFM's regular activities include lectures, workshops, film festivals, exhibitions and performances.



The ASIA-PACIFIC CENTRE FOR THE RESPONSIBILITY TO PROTECT (APCR2P)'s mission is to advance the Responsibility to Protect principle within the Asia-Pacific Region and worldwide, and support the building of capacity to

protect populations from genocide, war crimes, ethnic cleansing and crimes against humanity. Launched by Assistant Secretary-General of the United Nations, Edward Luck and former Foreign Minister of Canada, Lloyd Axworthy in Bangkok on 20 February 2008, The Asia-Pacific Centre for the Responsibility to Protect (APR2P) is an Associate of the Global Centre for the Responsibility to Protect, based in New York. Housed at the prestigious University of Queensland in Australia and with programs situated across the region, the Centre is funded by the Australian Government's overseas aid program, AusAID, to conduct research, policy work and outreach aimed at furthering acceptance of R2P within the Asia-Pacific Region.



The **OFFICE OF THE PRESIDENTIAL ADVISER ON THE PEACE PROCESS (OPAPP)** is mandated to oversee, coordinate and integrate the implementation of the comprehensive peace process. Under the Aquino administration, OPAPP pursues the four-pronged National Security Policy: governance; delivery of basic services; economic reconstruction and sustainable development; and security sector reform. OPAPP's

vision is geared towards "a just and lasting peace for the nation and for all Filipinos;" while its mission is "to oversee, coordinate and integrate the implementation of the comprehensive peace process".



DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT (DSWD)'s mission is to develop, implement and coordinate social protection and poverty reduction solutions for and with the poor, vulnerable and disadvantaged and values respect for Human Dignity, integrity and service excellence.

As the lead agency in social welfare and development, the Department formulates policies and plans which provide direction to intermediaries and other implementers in the development and delivery of social welfare and development services. It also develops and enriches existing programs and services for specific groups, such as children and youth, women, family and communities, solo parents, older persons and Persons with Disabilities (PWDs); registers, licenses and accredits individuals, agencies and organizations engaged in social welfare and development services, sets standards and monitors the empowerment and compliance to these standards; provides technical assistance and capability building to intermediaries; and provides social protection of the poor, vulnerable and disadvantaged sector, DSWD also gives augmentation funds to local government units so these could deliver SWD services to depressed municipalities and barangays and provide protective services to individuals, families and communities in crisis situation.



VISAYAN FORUM FOUNDATION, INC. (VFFI) is a non-profit, non-stock and tax-exempt non-government organization in the Philippines established in 1991, licensed and accredited by the Department of Social Welfare and Development (DSWD) to provide "residential care and community-based programs and services for women and children in especially difficult circumstances." VFFI works for the protection and justice of marginalized migrants, specifically the trafficked women and children and the domestic workers or *kasambahays*. VFFI is recognized for its pioneering efforts in advocating the recognition, development and full legal protection of domestic workers in the Philippines. It is also in the forefront of providing services to trafficking victims by managing Halfway Houses constructed by the Philippine Ports Authority in major Philippine ports and the Manila International Airport Authority.

PROFILE of SPEAKERS



COMMISSIONER MIRKARL ALLIAN has been recently appointed in the National Commission on Muslim Filipinos (NCMF). He was a member of the Special Investigation Committee, Office of the Secretary of the Department of National Defense (DND). He also served as Deputy Executive Director (Assistant Secretary rank) at the Office on Muslim Affairs (OMA) from 2008-2009.

He obtained his Master in National Security Administration from the National Defense College of the Philippines and Master of Science in Biology, Major in Environmental Management at the De LaSalle University.



SECRETARY LUWALHATI ANTONINO, Chairperson of Mindanao Development Agency (MinDA), performs a broad range of responsibility, including taking decisive roles in addressing critical issues involving Mindanao especially those that require at the least, national representation and at best, Presidential intervention.

She has served thrice during the 9th to 11th Congress of the Philippines, as Representative of the First District of South Cotabato and General Santos City from 1992 through 2001, where she also held consecutively the vice-chairmanship and chairmanship of the Committee on Foreign Affairs and vice-chairmanship of the powerful Appropriations Committee. She also actively took part in working for legislative measures on various key issues while being a dynamic member of such key Committees as Muslim Affairs, Good Government, Women, Agriculture, Labor and Employment and EAGA.

She has a degree in B.S. Chemical Engineering at the University Sto. Tomas and a Masters in Business Administration (MBA) in Economics at the prestigious New York University. After obtaining her masters, she was hired as an economic and statistical analyst at the United Nations Conference on Trade and Development in New York, and assigned to gather and consolidate economic indicators from South American countries.



ALEEMA MAIRA ASILIN is elected Treasurer of the Noorus Salam Inc. representing Zamboanga City. She finished her Bachelor of Arts degree in Arabic Language and Islamic Studies from the Islamic Call College in Tripoli, Libya. She has more than 10 years of teaching experience at the Islamic Call Institute in Zamboanga City. She is also doing volunteer work teaching religion for Mothers once a week.



USTADZA ALBAYA BADRODIN is Education Supervisor of Private Madaris of the Department of Education Region XII and also currently Coordinator of Arabic Language and Islamic Values Education (ALIVE) DepEd-Cotabato City Division. She earned her Master of Arts in Education major in Teaching and MA in Public Administration and Islamic Management. She's also a candidate for PHD in Educational Administration.

She is currently the elected Vice-Chairperson of Noorus Salam Inc. representing the province of Maguindanao.



MS. VICENTA ROSALES-BASILIO as Information Officer III of the Commission on Human Rights has more than 15 years of experience in the conduct of Human Rights trainings, seminars, advocacy courses, lectures, orientations and conferences to various sectors of government such as the military, police, teachers, students, professionals, government organizations, non-governmental organizations.

She received a Full Fellowship on The Human Right to Food and Nutrition: Principles and Policies from the Central European University Summer University (CEU-SUN) in Budapest, Hungary. She obtained her Master of Arts in Education Major in Administration and Supervision from the University of Eastern Philippines Catarman, Northern Samar where she also finished her Bachelor of Arts in English.



PROF. ROBERT "BOBBY" BASTILLO is President of Global Changes Management Consultancy Services and a major partner in Eye Level Marketing, a PR firm. He also currently serves as Consultant for the Philippine-Australian Human Resource Organization Development Facility (PAHRODF).

Twenty years of management consultancy work, 7 years of academic work at the Asian Institute of Management and 8 years of hands on experience as an executive and a businessman sum up the resume of Mr. Bastillo in the past 24 years.

Mr. Bastillo occupied executive positions in the private sector prior to his consulting work. At the Asian Institute of Management, he was Associate Professor from 1993-1999 and taught Program and Project Development and Management, Strategic Planning for Development Organizations and Social Marketing. He was Program Director of the Master in Development Management degree from 1995-1996 and of various short-term programs from 1994-1997.

Mr. Bastillo graduated from the University of the Philippines at Los Banos in 1982 with a Degree in Agricultural Economics, Cum Laude. He also holds a Diploma in Agribusiness Management from UPLB-TLRC, and an MBA from the Asian Institute of Management (1988), where he was a consistent dean's lister.



MS AMINA RASUL-BERNARDO is President of the Philippine Center for Islam and Democracy (Council) and a Managing Trustee of the Magbassa Kita Foundation, Inc. (MKFI).

She is also appointed as Board Member of the Mindanao Development Authority. She has written and edited several books on the Mindanao conflict, Islam and democracy. She was a columnist with Manila Times but is now writing for Business World. She has lectured at Harvard, Yale, Georgetown University, University of Michigan, Notre Dame University, Australian National University, Nanyang Technological University and many others.

She was a member of the Philippine Cabinet under former President Fidel V. Ramos, as Presidential Advisor on Youth Affairs, appointed concurrently as the first Chair of the National Youth Commission (NYC), which she organized. During her term, the national government focused on and committed resources to the National Youth Entrepreneurship Program (YEP). Under her leadership, the NYC's Medium Term Youth Development Plan was cited by United Nations Economic and Social Commission for Asia and the Pacific

(ESCAP) as one of the best practices in the preparation of a youth development plan.

Ms. Rasul was appointed by the late President Corazon C. Aquino as Commissioner of the National Commission on the Role of Filipino Women representing Muslims (1990 to 1998). She was a member of the Board of Directors of the Philippine National Oil Corporation (PNOC), the Development Bank of the Philippines (DBP) and Founding Director of the Local Government Guarantee Corporation (LGGC).



USTADZ ESMAEL W. EBRAHIM has recently been appointed as Commissioner of the National Commission on Muslim Filipinos (NCMF). He was Program Manager of USAID's HealthPro Project. He was also regional coordinator for the Empowering the Ulama Project and also a convenor of the Darul Ifta of the Philippines as well as the Philippine Center for Islam and Democracy (PCID.) He is also the President of the Muslim Chamber of Commerce and Industry of Kutawato, Inc.

He received his Masters Degree in Public Administration in 2005 from Cotabato City State Polytechnic College and is working towards a PhD in Public Administration from the same institution.



PROF. AURORA "OYIE" JAVATE DE DIOS is a women's rights activist leader and educator. She was Chairperson of the National Commission on the Role of Filipino Women (NCRFW). One of her greatest achievements in the women's movement is helping in the legislation of two important laws: the Republic Act No. 9208 Anti-Trafficking in Persons Act of 2003 and the RA 9262 Anti-Violence Against Women and Children (VAWC) Act of 2004. It was also in her term when the Framework Plan of Women which focused on three core areas: human rights, economic empowerment and gender responsive good governance, was established. The framework plan was widely accepted and used by both the government and NGOs.

Presently, she is the Executive Director of Women and Gender Institute (WAGI) of Miriam College, the Gender Adviser of the National Commission on the Role of Filipino Women (NCRFW), and the President of Board of Trustees of the Coalition Against Trafficking in Women - Asia-Pacific (CATWAP).



MS. SAMIRA GUTOC-TOMAWIS has recently been appointed as Regional Legislative Assembly for the ARMM Government. Noted as one of 500 Most Influential Muslims by Georgetown University's Center for Muslim Christian Understanding, Samira Gutoc-Tomawis, 36, has worked with an array of stakeholders for the past 17 years as a journalist, manager, consultant, environmentalist, trainer, activist and organizer. She was nominated to The Ten Outstanding Women in the Nation's Service (TOWNS) and awarded by Junior Chamber International (JCI) as one of the country's The Outstanding Young Men (TOYM) for Leadership.

She obtained her degrees in Communication and Master in International Studies at the University of the Philippines (UP)-Diliman, law degree from the Arellano School of Law and obtained a fellowship at the Oxford Center for Islamic Studies. She aims to work for the United Nations or CNN.



HON. MUJIV SABBIBI HATAMAN is serving as the Regional Governor of the Autonomous Region in Muslim Mindanao (ARMM). He was party-list representative of Anak Mindanao (AMIN) in the House of Representatives (2001-2011).

Hataman was born in 1972 in Buli-Buli, Sumisip. In 1994 he graduated from the AMA Computer University, where he was the leader of the Muslim Youth and Students Alliance.

He served as President and Executive Director of the Kahapan Foundation-Moro Human Rights Center (Kahapan-MHRC). He sponsored the Anti-Discrimination Bill in the Congress in affirmation of International Convention against All form of Racial Discrimination. Further, he was Community Organizer and Coordinator of the Al Fatitah Foundation Inc.



PROF. MEGUMI KAGAWA is Research Fellow at Hiroshima University Partnership Project for Peacebuilding and Capacity Development (HiPeC), Visiting Researcher at UP Mindanao.

Educated at the International Studies (focused on Euro-US security issues) at West Virginia University (BA), USA, the Institute for Conflict Analysis and Resolution at George Mason University (MS), USA, and a PhD candidate for the Osaka School of International Public Policy at Osaka University, Japan. Her field research has been conducted in Northern Ireland, Cyprus, Palestine,

Israel, Timor-Leste, Democratic Republic of Congo (DRC), Nepal and Philippines.

Worked at the Atlantic Council of the United States (Security think-tank), Washington DC. as Project Assistant; a Secretary for the former Japanese Parliament member; the Capacity Building Unit, the Rector's Office at United Nations University as Programme Assistant; the Secretariat of the International Peace Cooperation Hq., Cabinet Office, the Government of Japan, as Programme Advisor, and the International Election Observation Operations to DRC-Timor Leste-Nepal (Cabinet approved Japanese Official Missions) as Mission Coordinator.



SITTIE JEHANNE MUTIN-MAPUPUNO is the Assistant Secretary of Office of the Presidential Adviser on the Peace Process. She is the head of the Bangsamoro Peace and Development Unit – Policy and Institutional Partnerships, which seeks to converge policy guidelines, political considerations and development initiatives for the Bangsamoro especially in the Autonomous Region in Muslim Mindanao (ARMM).

Before she joined the national government, Asec. Jehanne was a consultant of the Philippine Council for Islam and Democracy and the Asian Development Bank-Japan Poverty Reduction Fund for Smallholder in Mindanao. She also taught in the Mindanao State University King Faisal Center for Islam, Arabic Studies, in her Alma Mater, where she graduated as a Salutatorian with a degree of Bachelor of Science in International Relations and Bachelor of Laws. In 1996, she was awarded as one of the recipient of the Ten Outstanding Students of the Philippines.



ANNA ELZY OFRENEO is currently the Director IV, Human Rights Education and Research Office of the Philippine's Commission on Human Rights. She has been a UN Technical Advisor-Human Rights Education/AIHRC in United Nations Assistance Mission in Kabul, Afghanistan. Presently, she is a trustee and founding member of International Movement of reproductive Health Managers and Advocates.

Her areas of expertise include: human rights education; organization development; training and education management; curriculum and materials development; project research and development; strategic planning and programming; and program implementation, monitoring and evaluation.

She graduated from the University of the Philippines, Diliman, Quezon City, with a degree in Bachelor of Science (Major in Psychology). She obtained her

Master of Development Management in Asian Institute of Management, Makati City.



ATTY. DARLENE REYES PAJARITO is Zamboanga City's 3rd Assistant City Prosecutor. She serves as Special Prosecutor for Anti-Trafficking in Persons cases and conducts all preliminary investigation of cases involving human trafficking and prosecutes all human trafficking cases filed before any of the Regional Trial Courts in Zamboanga City. She also conducts lectures in seminars or trainings whenever

necessary to provide assistance to law enforcement agencies, social workers, specialized agents, government entities, social workers, specialized agents, government entities and other duty holders about Anti-Trafficking in Persons Act of 2003, Anti-Violence Against Women and Their Children Act of 2004, Human Security Act of 2007 and other criminal and special laws.

She finished her Masters in Business Administration from the Ateneo de Zamboanga University and obtained her Bachelor of Laws at Western Mindanao State University in 2002. She is also currently faculty of the Xavier University College of Law Zamboanga.



DR. LOURDES VENERACION-RALLONZA is a political scientist whose research interests and personal advocacy are in the areas of women in politics, women's human rights in armed conflict situations, transnational women's movements, international norms against wartime rape and sexual violence, and women's politics at the margins.

Dr. Rallonza is an Associate Professor at the Department of Political Science of the Ateneo de Manila University. She currently serves as the co-coordinator of the Philippine program of the Asia-Pacific Centre on the Responsibility to Protect (University of Queensland, Australia) and an active member of the Women Engaged in Action on 1325 (WE ACT 1325), a network of women's human rights and peace workers established to implement and monitor the Philippine NAP. She also assists Sulong CARHRIHL in their gender program. Currently, she is conducting a research on "Women and Armed Conflict in the Philippines: Lived Narratives of Victimization, Participation and Agency" funded by Conciliation Resources (London, United Kingdom) and the Royal Norwegian Government.

Dr. Veneracion-Rallonza obtained her PhD in Political Science from the University of the Philippines Diliman in 2010 where she also finished her AB in Political Science and MA in International Studies. She is a member of the Philippine Political Science Association (PPSA) and recently, a part of the Women Empowered to Act on UNSC 1325 (WE Act 1325).



DR. SANTANINA TILLAH RASUL is the Chairperson of the Magbassa Kita Foundation, Inc. (MKFI). She obtained her Bachelor's degree in Political Science (Cum laude) from the University of the Philippines and her Masteral degree in National Security Administration from the National Defense College of the Philippines. In 1991, she was awarded the "Most Distinguished Alumni of the Year Award" by the UP Alumni Association.

She was elected Senator of the Republic of the Philippines in 1987 and re-elected in 1992, the first Muslim woman so elected, and the first Muslim re-elected to the Senate. She is credited with a number of landmark legislations among which were laws that sought to provide security of tenure in government service; level the playing field for those seeking government service; removing all vestiges of discrimination against women and opening the Philippine Military Academy to women.



MS. REMEDIOS "REMY" RIKKEN is Chairperson of the Philippine Commission of Women. She is also a Board Member of the Center for Asia Pacific Women in Politics. She has affiliation with the National Commission on the Role of Filipino Women, Christian Churches, Global Network of Women, Philippine Education Theater Association.

In 1986, President Corazon C. Aquino appointed her Executive Director of the national machinery for women, gender and development of the Philippine government. In her eight years in government, she re-oriented the Commission's role from project execution to influencing and monitoring government policies and programs to benefit women. She spearheaded the Philippine Development Plan for Women (PDPW), the first ever-blueprint to mainstream women's concern in development. She resigned in 1994 to help implement the Second Decade National Thrust of PILIPINA, the National Organization of Filipino Women she helped organized in 1981 – Women and Public Power - to advocate the need for women to be present in different levels of decision-making from community organizations, NGOs, POs and other Civil Society groups to appointed and elected positions in government. She is fully committed to the building of the culture of peace and transformative leadership and citizenship towards gender responsive governance.



MS. IRENE SANTIAGO, Senior Adviser to the Presidential Adviser on the Peace Process in the Philippines, and Chair and Chief Executive Officer of the Mindanao Commission on Women, has had decades of work in peace and gender. She has been at the forefront of efforts to improve the status of

women in the Philippine, Asia/Pacific and international levels for more than three decades. Her pioneering work on gender issues has had a wide impact not only in the Philippines but also internationally. She was the executive director of the NGO Forum on Women held in China in 1995.

She facilitated the formation of numerous Muslim women's and grassroots organizations, and continues to organize "peace circles" under the Mothers for Peace Movement (Philippines). From 2001-2004, she was a member of the Philippine Government panel negotiating peace with the Moro Islamic Liberation Front (MILF). She is largely credited with raising gender issues in peacemaking and peace building in Mindanao.

Ms. Santiago holds a master's degree in journalism from the Columbia University Graduate School of Journalism where she was a Fulbright/Smith-Mundt scholar. She is an alumna of the Philippine Women's College of Davao where she graduated with an A.B. degree, major in English, summa cum laude.



MS. ANISA TAHA ARAB is the Project Director of the Empowering the Aleemat and Muslim Women Peace Advocates Project and their Communities as Human Rights Defenders Project of Human Rights Grant Scheme implemented by the Philippine Center for Islam and Democracy and supported by the Australian Embassy.

She has actively organized women in Muslim communities in Central Mindanao. Before joining PCID, she was Program Coordinator of the Campus Ministry Notre Dame University-Cotabato City. She has a Bachelor of Arts Degree in Islamic Studies. She is also currently a recipient of the In-Country Scholarship Program (ICSP) of the Australia's PAHRODF currently taking up Masters in Public Administration at the Ateneo de Davao University.



USEC PARISYA HASHIM-TARADJI of the Operations and Programs Group of the Department of Social Welfare and Development (DSWD) Undersecretary. She is Assistant Secretary for Operations, (Luzon Cluster & Bicol Region), Deputy Project Director for Operations, Pantawid Pamilyang Pilipino Program (4Ps), DSWD.

Her areas of specialization include Program Implementation and Management, Administration and Supervision, Disaster Risk Reduction and Management, Casework, Groupwork and Community Organizing and Networking and Resource Mobilization.

A graduate Bachelor of Science in Social Work in Western Mindanao State University.



MS. IRENE TILLAH from the city of Zamboanga has recently been appointed in the Regional Legislative Assembly for the ARMM Government.

She is the President of the Muslim Professionals and Business Women Advocate for Peace (MPBWAP) Zamboanga Chapter. Tillah is former Dean of the Miriam School of Nursing in Lamitan, Basilan and also President of the Pink Ladies Association Sulu Chapter.

Ms. Tillah earned her BS Nursing degree from the University of Sto. Tomas and her MA in Nursing from the Western Mindanao State University in Zamboanga City where she also completed her units in Ph.D. in Education.



DR. TATO USMAN is the Chief Medical Officer of the Non-Communicable Diseases Department of the Department of Health-ARMM. He is also Chairman and President of the Bangsamoro Malaysian Training Cooperation Program (MTCP) Alumni Association, Inc. and Medical Advisor of the Society for Family Development of the Philippines Incorporated (SOFDEPI). He served as Clinical Physician at Tayyibah Clinic and Bansuan Clinic in Cotabato City.

He is also a member of the core of trainers of the Department of Agriculture and Fisheries and served as resource person for the UNICEF- funded Nurturers of Faith and Health (Breastfeeding Training) Project implemented by PCID in ARMM.

He obtained his Medical studies from Bicol Christian College of Medicine and his Master of Public Administration and Islamic Management from the Kutawato Darussalam College Inc. in Cotabato City.

LIST OF PARTICIPANTS

TAWI TAWI (11)

1. Aisa Bud
2. Auna Alawi
3. Hashima Taalal
4. Arsita Tadjurie
5. Melodina Hairol
6. Carolina Tarang
7. Nurain Idjirani
8. Ninang Ukad
9. Jhulijan Abdulsani
10. Evelyn Martinez
11. Shalom Allian

SULU (14)

1. Hja. Nurmina Injani
2. Nur in Hapas
3. Nurjaida Rosmi
4. Sittie Amla Esmael
5. Saida Maharan
6. Vilma Mohammad
7. Munira Isnirul
8. Mariam Undikan
9. Aida Jumadil
10. Apia Igasan
11. Fatima Yusah
12. Norma Abdullah
13. Soraya Imlan
14. Saphia Ahadani

BASILAN (11)

1. Samdaiya Sawalal
2. Nurhuda Adam
3. Suraida Tuqul
4. Nurin Bud
5. Nuraija Mahmod
6. Fatima Alano
7. Mariam Abdullah
8. Sarha Ibrahim
9. Isnaira Mannan
10. Maimuna Jamaludin
11. Hadiguia Sucor

ZAMBOANGA (20)

1. Maira A. Asilin
2. Nursia B. Bacuak
3. Rohaida Taning
4. Hadja Normina Hassan
5. Sittisham Mohammad
6. Ummu Calthum Alibasa
7. Mona Jammahari
8. Harcia Samson
9. Elsada Lali
10. Nurhina Kurais
11. Raida Omar
12. Nurdina Samson
13. Rozena Jalilullah
14. Rowena Balaton
15. Narisa Sahi
16. Alcida Jumilail
17. Irene Tillah
18. Mayra Apion
19. Jamda Sappayani
20. Khadija Kurais

LANAO SUR (10)

1. Sapia H. Omar-Mitmug
2. Faridah Manalasa
3. Raida S. Saipodin
4. Diamond Lampa
5. Mariam Pundogar
6. Aliyah Aloyodan
7. Rahma Amonodin
8. Farida Amanodin Usman-
9. Norain Khatib
10. Zahra Abdulaziz

MARAWI (9)

1. Wedad R. Minodar
2. Arefah G. Naga
3. Saira Basher
4. Fatima Aragasi
5. Jamela Ali
6. Sagola S. Tago
7. Sakira Manalocon
8. Minombao Dimacaling
9. Amal Arimao

LANAO NORTE (13)

1. Ramla A. Musor
2. Sittie Aisah A. Adting
3. Norshida G. Macaumbang
4. Asnea Dimapunong
5. Mariam B. Barandia
6. Sarifah A. Makie
7. Hedjriah A. Cana
8. Rasheeda L. Salong
9. Noronsalam A. Sulog
10. Rohanisa S. Alawi
11. Aisah S. Macaalin
12. Saida U. Abubacar
13. Omisalam C. Disomimba

MAGUINDANAO (17)

1. Shaira Dimaporo
2. Noraisa Mamokhan
3. Maimona Haron
4. Jamelah Tarusan
5. Arlene Catuyan
6. Pahmia Didatu
7. Tarhata Didatu
8. Asna Dimaporo
9. Saada Maulana
10. Rosalia Sanggama
11. Mariam Musa
12. Esnaira Erojo
13. Pindaulan Balambag
14. Marieta Daingan
15. Editha Dolfredo
16. Arlene Diansing
17. Fatima Kanakan

COTABATO CITY (14)

1. Aisa C. Aragasi
2. Maimona Didatu Bayan
3. Nishran Candao
4. Albaya Badrodin
5. Norain Lambitan
6. Hadiguia Haron
7. Vilma Puasa
8. Juliet Sali
9. Morsheda Abdul
10. Baingan Candao
11. Maimona Hashim
12. Shalimar Candao
13. Sittie Ulfat Mamokan
14. Arabia Langgui

NORTH COTABATO (5)

1. Hasana Balabagan
2. Umulher Mosiba
3. Faidzah Mama
4. Anisa Pagabangan
5. Bai Jehan Taha

SULTAN KUDARAT (4)

1. Hafsa T. Arab
2. Norhaina Mama
3. Monawara Abdulbadi
4. Rhugaya Daud

MANILA (3)

1. Omuhani Mabandes
2. Anna Marcelita Shakil
3. Fatima Nacario

VISAYAS (2)

1. Onawal Hasan
2. Aminah Disangcopan



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION
 SEC Building, EDSA, Greenhills
 City of Mandaluyong, Metro Manila

COMPANY REG. NO. CN201110946

COMPANY TIN 008-072-111

CERTIFICATE OF INCORPORATION

KNOW ALL PERSONS BY THESE PRESENTS:

This is to certify that the Articles of Incorporation and By-Laws of

NOORUS SALAM INC.

were duly approved by the Commission on this date upon the issuance of this Certificate of Incorporation in accordance with the Corporation Code of the Philippines (Batas Pambansa Blg.68), and copies of said Articles and By-Laws are hereto attached.

This Certificate grants juridical personality to the corporation but does not authorize it to undertake business activities requiring a Secondary License from this Commission such as, but not limited to acting as: broker or dealer in securities, government securities eligible dealer (GSED), investment adviser of an investment company, close-end or open-end investment company, investment house, transfer agent, commodity/financial futures exchange/broker/merchant, financing company, pre-need plan issuer, general agent in pre-need plans and time shares/club shares/membership certificates issuers or selling agents thereof. Neither does this Certificate constitute as permit to undertake activities for which other government agencies require a license or permit.

As a registered corporation, it shall submit annually to this Commission the reports indicated at the back of this certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of this Commission to be affixed at Mandaluyong City, Metro Manila, Philippines, this 23 day of June, Twenty Eleven.



Benito A. Cataran
BENITO A. CATARAN
 Director

Company Registration and Monitoring Department



**CONSTITUTION AND BY-LAWS
OF
NOORUS SALAM (نور السلام)**

DECLARATION OF PRINCIPLES

“We, a network of empowered Muslim religious women and civil society women leaders, exemplifying the true meaning of moral values, advocating peace, promoting sustainable socio-economic and cultural development, committed towards a just and harmonious society, do hereby adopt this constitution and by-laws.”

ARTICLE I – NAME AND PURPOSE

Section 1. – *Name*: The name of the organization shall be Noorus Salam (نور السلام). It shall be a non-profit and non-stock organization incorporated under the laws of the Republic of the Philippines.

Section 2. – *Purpose*: The Noorus Salam (نور السلام) is organized primarily for the spiritual, moral, social, cultural and economic upliftment of the conditions of women, children, youth and the communities in general. Specifically, it shall pursue the following:

1. The advancement of peace and human security;
2. The pursuit of democratic reforms such as good governance, human rights, electoral reforms and others;
3. The promotion of education, literacy and Islamic/moral values;
4. The advocacy of sustainable health policies and programs;
5. The strengthening of economic empowerment of women; and
6. Promotion of environmental sustainability and disaster risk reduction and management

ARTICLE II – MEMBERSHIP

Section 1. *Eligibility for regular membership*: Any religious and/or professional Muslim woman and any civil society woman leader who is committed to the vision, mission and core values of Noorus Salam (نور السلام);

Section 2. *Associate and honorary membership*: The Board may establish and define other categories of membership such as, but not limited to, associate and honorary memberships. These members may enjoy the same rights and privileges of regular members except the right to vote and be voted upon.

Section 3. *Rights of Members*: Every member in good standing shall have the rights to:
a.) Actively take part in the deliberations during meetings/assemblies and vote in all matters brought before such meetings/assemblies;
b.) Actively participate in the electoral process, to cast her vote and to seek elective position; and
c.) Avail of any assistance, support, aid and services where such is available from the organization.

Section 4. *Duties of Members*: Every member shall have the duties to:
a.) Uphold and support this constitution and by-laws;
b.) Abide by the policies, decisions, rules and regulations, which may be promulgated by the Board of Trustees;
c.) Pay annual and other dues; and
d.) Attend meetings and assemblies;

Section 5. *Annual Dues*: The amount required for annual dues shall be determined by the Board of Trustees after due process and consultation.

Section 6. *Termination of Membership*: A member may voluntarily terminate membership by resignation or withdrawal of membership in writing.

Section 7. *Expulsion*: Any of the following is a ground for expulsion:

- a. Commission of any act deemed contrary to moral and Islamic values;
- b. Gross violation of this constitution and by-laws;
- c. Any act inimical to the interest of the organization.

Section 8. *Expulsion Procedure*: No member shall be expelled from the organization without due process and, by a vote of at least two-thirds (2/3) of the Board of Trustees.

ARTICLE III – MEETINGS

Section 1. *General Assembly Meetings*: The members shall meet annually for the general assembly, at a time and place designated by the board of trustees.

Section 2. *Special Meetings*: Special meetings of the members may be called by the chair, or by a simple majority of the board of trustees. A petition signed by at least ten percent of the voting members may also call for a special meeting.

Section 3. *Notice of Meetings*: Notice of each meeting shall be given to each member, by mail or electronic mail, at least two weeks prior to the meeting.

Section 4. *Quorum*: A simple majority of the members shall constitute a quorum.

Section 5. *Voting*: All issues to be resolved shall be decided by a simple majority of all those present unless otherwise provided by this constitution and by-laws.

ARTICLE IV – BOARD OF TRUSTEES

Section 1. *Powers and Functions*: The Board of Trustees is responsible for overall policy and direction of the organization. It shall delegate responsibility of day-to-day operations to the executive committee.

Section 2. *Composition*: There shall be fifteen (15) members of the board of trustees composed of representatives from its constituents according to the following proportionality: Cotabato-Socsksargen-Davao Region-Maguindanao Area (3); Lanao and adjacent Areas (3); Zamboanga-Basilan-Sulu-Tawi-Tawi-Palawan Area (3), Luzon Area (1), National Capital Region (1), Visayas Area (1), Balik Islam Group (1), Indigenous Peoples (1), and the Philippine Center for Islam and Democracy (1).

Section 3. *Term of Office*: All board members shall serve two-year term of office and, are eligible for re-election for up to three consecutive terms.

Section 4. *Meetings, Rules of Procedures and Notice*: The board shall meet at least quarterly, at an agreed upon time and place. An official board meeting requires that each board member has written or electronic notice at least two weeks in advance. The board shall promulgate its own rules of procedure to govern the conduct of its business.

Section 5. *Election of Representatives to the Board*: The 15 members of the board of trustees shall be elected by the members during the annual meeting in accordance with the geographical distribution formula provided for by Article IV, Section 2 of this constitution and by-laws. Trustees will be elected by members of particular geographical or sectoral caucuses present at the annual meeting.

Section 6. *Election Procedures*: The board of trustees shall appoint an *ad hoc* committee on elections to supervise the conduct of elections during the annual meeting.

Section 7. *Quorum*: A simple majority of the members of the board shall constitute a quorum.

Section 8. *Officers and their Duties*: The board of trustees shall elect from among themselves officers, consisting of a chairperson, vice-chairperson, secretary, treasurer, and public information officer. Their duties are as follows:

- a) The Chairperson shall convene and preside over board meetings and general assembly meetings.
- b) The Vice-chairperson shall act as chair in the absence of the chairperson.
- c) The Secretary shall ensure the documentation of board minutes, safeguard all other documents.
- d) The Treasurer shall take charge of financial matters of the organization and heads the finance committee.
- e) The Public Information Officer shall ensure that information is disseminated to the general membership, the media and the public.

Section 9. *Filling up of Vacancies*: Each geographic or sectoral caucus shall select an alternate representative who may continue the unfinished term of a board member from that area.

Section 10. *Resignation*: Resignation from the board must be in writing and received by the Secretary and approved by the simple majority of the Board.

Section 11. *Special Meetings*: Special meetings of the board shall be called upon the request of the chairperson, or one-third of the board. Notices of special meetings shall be sent out by the secretary to each board member at least one week in advance.

ARTICLE V – COMMITTEES

Section 1. *Standing Committees*: There shall be standing committees as follows:

- (a) Finance
- (b) Membership
- (c) Education
- (d) Public and international relations, and
- (e) Special concerns

(2) Other committee maybe created by the board of trustees as the need arises. The board shall elect from among themselves all committee chairpersons of the standing committees.

Section 2. *Finance Committee*: The chair of the finance committee shall be the treasurer of the organization. The Finance Committee is responsible for the:

- (1) safe keeping of all funds and properties of the organization;
- (2) disbursements of funds in accordance with established accounting and auditing rules and regulations;
- (3) development of internal financial control system;
- (4) preparation of annual budget;
- (5) regular submission of financial reports to the board; and,
- (6) coordination with other committees in generating funds.

Section 3. *Membership Committee*: The membership committee shall be responsible in handling all matters pertaining to membership.

Section 4. *Education Committee*: The education committee shall, among others, be responsible for research and publication, information dissemination, and organizing seminars, trainings and forums.

Section 5. *Public and International Affairs Committee*: The public and international affairs committee shall, among others, be responsible for establishing linkages and networks locally and internationally.

Section 6. *Special concerns*: The special concerns committee shall be responsible for income generation projects, livelihood programs and other special concerns as may be determined by the board.

ARTICLE VI – EXECUTIVE COMMITTEE

Section 1. *Composition*: The executive committee is composed of the chairpersons of the standing committees and shall be headed by the Chairperson.

ARTICLE VII – AMENDMENTS

Section 1. *Amendments*: Amendments to this constitution and by-laws shall be proposed only after two years of its promulgation.

Section 2. *Manner of Amendment*: Amendments to this constitution and by-laws may be proposed by the board of trustees by a two-thirds (2/3) vote of all its members. Proposed amendments shall take effect only after the approval of the general membership by a simple majority vote.

ARTICLE VIII - TRANSITORY PROVISIONS

Section 1. Individuals officially invited to any one of the first three (3) National Noorus Salam (نور السلام) Conferences may be admitted as members subject to the BOT guidelines.

Section 2. For the first two years after the ratification of this constitution and by-laws, the Philippine Center for Islam and Democracy (PCID) shall serve as secretariat of Noorus Salam (نور السلام).

Section 3 - The first regular elections under these bylaws shall be held during the 1st National Noorus Salam (نور السلام) Conference after the ratification of these by-laws.

Section 4 - The Noorus Salam (نور السلام) organization shall temporarily hold office at the Philippine Center for Islam and Democracy office.

Article IX - EFFECTIVITY

Section 1. This constitution and by-laws shall become effective after its ratification by at least a majority of the members during the 3rd National Conference of Noorus Salam (نور السلام)

X X X X X X X

Signed and Approved:

02 April 2012, Zamboanga City

Albay B. Padro Omubani Mabandes	Maira A. Asilin Carolma J. Jarama
Anna Shakil ANNA MARCELITA C. SHAKIL	Amenza M. Macabero Amenza M. Macabero
NORAIDA S. CHICO Honeydub Monarda M. Manobra	ONAWAL M. HASSAN AMINA RASUL
Wedad Ramos - Miraday	Santaniina T Kasul SANTANIINA RASUL
ARLENE S. CATUYAN	

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