

THE SEARCH COMMITTEE FOR COMELEC NOMINEES

c/o Transparency and Accountability Network
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January 5, 2011

HIS EXCELLENCY BENIGNO SIMEON AQUINO III

President
Republic of the Philippines
Manila

Dear President Aquino,

Greetings of Peace!

The vacancies in February this year in the chairmanship and for two commissioners represent a timely opportunity to rebuild the Commission on Elections. Committed towards helping in the realization of this worthy legacy, we, the undersigned, and the organizations¹ we represent, would like to suggest that, given the wide public interest in the future of the Comelec and of automation, an open and transparent selection and appointment process be conducted with full disclosure of the criteria, nominator(s) and credentials of the nominees.

In this regard, we have taken the liberty of conducting a search process and are providing for the President's consideration a shortlist of names of men and women that we believe exceptionally fit the criteria of independence, competence and integrity - qualities that all Comelec commissioners should possess.

Beyond these basic requirements, we believe that for the position of Chair, the nominee must not only be a highly respected member of the legal profession but must also be a younger and more dynamic individual who has been actively involved in electoral reform, has a long-term developmental vision and can face the rigorous challenges of managing a modernization process down to the field level. The sudden retirement of Chairman Jose A.R. Melo points to the need for an individual who can stand up to the many demands of the job. The Comelec has too often been used in the past to provide a second career for retired members of the judiciary.

¹ Ateneo School of Government, Bishops-Businessmen's Conference for Human Development (BBC), CBCP-NASSA, Coalition Against Corruption, Financial Executives Institute of the Philippines, Integrated Bar of the Philippines, Lawyers Network for Truthful Elections (LENTE), Makati Business Club, Management Association of the Philippines, National Citizens Movement for Free Elections (NAMFREL), PUGADLAWIN of Ateneo de Manila, Social Weather Stations (SWS), and Transparency and Accountability Network.

For the position of commissioners, we urge the President to consider appointing only non-lawyers to the two vacancies, as allowed for by the Constitution. We realize that there are many younger lawyers who have outstanding legal qualifications. They may very well be considered in the future and we, ourselves, have a shortlist of them. But given the critical transition to a new system and as shown by the experience of the recent elections, the electoral process is primarily about management rather than about law, and expertise and depth in administration, information technology and other disciplines are called for in the Comelec at this time. Appointing persons with these credentials would be a bold and timely move in rebuilding and professionalizing the Comelec.

For the position of Chairman, we respectfully recommend for the President's consideration **Atty. Carlos P. Medina Jr.**, who is a unanimous choice of our Committee and **Atty. Antonio C. Pastelero**. For the position of Commissioner, we respectfully recommend **Ms. Ma. Caridad Manarang**, **Mr. Baltazar N. Endriga** and **Dr. Edna Estifania A. Co**.

FOR CHAIRMAN

Atty. Carlos P. Medina Jr.

Atty. Medina is a recognized leader of the electoral reform community. He is the National Co-Convenor, together with the Integrated Bar of the Philippines as Lead Convenor, of the Legal Network for Truthful Elections (LENTE), an accredited citizens arm of the Comelec, and has been its main organizer and spokesperson since its inception. He is very knowledgeable with the challenges of automation, having led LENTE's involvement in the ARMM elections that pilot-tested automation and in the 2010 national elections. Moreover, Atty. Medina is an expert on and experienced in handling election offenses, including electoral cheating. His expertise ranges from prevention to prosecution. Under his leadership, LENTE published a Manual for Lawyers on the top election offences, which is used as a valuable reference by many election watchdogs. More than 40 law schools and law student organizations are part of LENTE.

Atty. Medina is currently a Member of The Philippine Truth Commission of 2010 and the Executive Director of the Ateneo Human Rights Center (School of Law, Ateneo de Manila University). He teaches Constitutional Law and International Humanitarian Law at the Ateneo Law School and is Vice-Chairperson of the International and Human Rights Law Department of the Philippine Judicial Academy of the Supreme Court.

Atty. Medina is from Davao City. He is a graduate of the Ateneo de Manila University (A.B. Philosophy and LL.B.); the London School of Economics and Political Science of the University of London (LL.M.); and the Kennedy School of Government of Harvard University (M.P.A.).

He started his law practice as a defense counsel of detention prisoners. In 1989, he assumed the leadership of the Ateneo Human Rights Center, organizing legal aid centers in provincial law schools nationwide, and educating government personnel and members of NGOs and grassroots organizations on issues concerning access to justice, peace, human rights and

humanitarian law. He has also acted as legal counsel in numerous cases in behalf of marginalized groups and those involving issues of national importance like impeachment and executive privilege, and was co-lead counsel before the Supreme Court of the Oppositors to the so-called People's Initiative for Charter Change.

He is the former Secretary of the Human Rights Committee of the Law Association for Asia and the Pacific (LAWASIA), a convenor of the Alternative Law Groups, and was a Senior Legal Consultant of the Senate Blue Ribbon Committee. He is Founding Chair of the GRP-Monitoring Committee (OPAPP), which is part of the Joint Monitoring Committee created under the Comprehensive Agreement on Respect for Human Rights and International Humanitarian Law (CARHRIHL) between the government and the CPP-NPA-NDF. He was also a member of the government delegation to the High Level Panel, which negotiated and drafted the Terms of Reference of the ASEAN Intergovernmental Commission on Human Rights.

His other present positions include the following: Chairperson of the Philippine Human Rights Information Center (PhilRights), Secretary-General of the Working Group for an ASEAN Human Rights Mechanism, and Chief Legal Counsel of OneVoice .

Atty. Antonio C. Pastelero

Atty. Pastelero heads a law firm bearing his name. He has practiced his profession continuously for more than thirty-five (35) years, and has extensive experience in litigation and corporate law.

As a litigator, Atty. Pastelero has appeared and personally argued cases before the Supreme Court, the Court of Appeals, Sandiganbayan, Regional Trial Court, City Courts, Municipal Courts, the Securities and Exchange Commission, National Labor Relations Commission, Housing and Land Use Regulatory Board, HIGC, Office of the Ombudsman, various fiscals' offices, and numerous other government departments and/or agencies, including the Senate Blue Ribbon Committee.

Among the cases he argued and won before the Supreme Court was the case involving the Automated Counting Machines purchased by the Comelec from MegaPacific.

He also successfully defended Brother Andrew Gonzales, FSC before the Senate Blue Ribbon Committee and the Office of the Ombudsman, when Brother Andrew was the Secretary of the Department of Education, Culture and Sports (DECS).

As a corporate lawyer, Atty. Pastelero sits in the board, acts as consultant, or otherwise represents various firms listed with the Philippine Stock Exchange, as well as corporations engaged in mining, shipping, insurance, hotel, recreational complexes, financing, real estate, construction, heavy equipment distribution, power generation, real estate, travel and tourism, car dealerships, management, consulting, theater productions, schools, foundations, associations, and others.

His other present positions of responsibility include the following: Founding President of the Ateneo Foundation of Resident Students; Founding Director of the La Salle Bacolod Alumni Association in Metro Manila; Incorporator and Director of E-Lagda, Inc.; Founder of Centerstage Musical Theater; and Founder of the Company of Players.

Atty. Pastelero is from Bacolod City. He is a graduate of the Ateneo de Manila University (B.S. Economics) and the University of the Philippines (Bachelor of Laws).

FOR COMMISSIONER

Ms. Ma. Caridad P. Manarang

Ms. Ma. Caridad Manarang earned her Master of Business Administration at the University of the Philippines, where she also finished her elementary and secondary schooling, and where she earned a Bachelor of Science in Mathematics. During the early part of her career, she focused her practice on both the academic and research sectors. She started out as a mathematics instructor at the University, and then later became a research analyst and programmer at the National Computer Institute.

The depth of her work experience on information technology and systems design and management includes a stint at the firm SGV & Co./Arthur Anderson & Co., where she became a principal with the SGV Business Systems Consulting Group providing assistance to clients in strategic systems planning, software package selection and implementation, and middleware application development and implementation.

In the late 1990s, she decided to embark on a new direction, so she quit regular work and focused instead on volunteer work for church and non-governmental organizations. On a continuing basis, she privately performs charity work in various church and hospital activities, as well as in outreach programs in prison/correctional centers for women and in hospitals. These outreach programs include education and training, and providing basic needs and financial aid.

In early 2004, she joined the IT group of NAMFREL. She participated actively in designing, documenting, and implementing the parallel count system of NAMFREL. Her dedication to the task earned her the respect of not only the other volunteers located at La Salle Greenhills, but also of many of the NAMFREL volunteers in the field.

She was also heavily involved in designing and documenting an automated election system that was offered to Comelec, free of charge, as a less expensive and simpler and more auditable alternative to the Smartmatic system.

Among her scores of professional assignments are: regional coordinator of the Institute of Advanced Computer Technology (I/ACT), engagement partner for the information systems planning and software package selection for the Department of Health; for the computerization of the accounting system of the Government of Indonesia; and for the installation of a

customer information system for Carolina Power & Light, North Carolina, U.S.A. She was project manager for the development of a management information system for four Philippine government offices namely: Department of Transportation and Communication, Office of Transportation Cooperatives, Department of Labor and Employment, and the National Census and Statistics Office.

She also held the post of country principal for the Unisys Corporation where she had overall responsibility for the delivery of services to many Unisys clients, which include the Bureau of Customs.

She was a senior lecturer at U.P.'s Department of Computer Science. She also taught computer courses at the training facility of AA & Co. in St. Charles, Illinois.

When not engaged in a project, she broadens her perspective by traveling to places she has not been before.

Mr. Baltazar N. Endriga

Mr. Endriga is not only the Committee's nominee as an IT expert but is also the top nominee as a management practitioner, including on electoral reform. His involvement with elections and citizen election counts dates back to 1984.

Mr. Endriga finished his elementary education in a public school in Libagon, Leyte. He took the first three years of his secondary education at Libagon Academy, a Catholic High School in Libagon, Leyte and the final year at the University of Santo Tomas where he received an award for the Most Outstanding Alumnus in Business in 2008. He graduated Magna Cum Laude with a degree in Bachelor of Business Administration Major in Accounting at University of the East and placed 6th in the national board exams for CPAs. Endriga took his graduate studies in Economics at the Ateneo de Manila University and got a degree in Master of Business Administration at Harvard Business School in 1968 as a Johnson Foundation Scholar and Peter Deuticke Fellow.

While a partner at the auditing firm SGV & Co. in 1984, he volunteered as a Unit Chairman of NAMFREL responsible for voter education, precinct voting watchdog, in hot spots of Makati, i.e. *barangays* in Makati- Palanan, San Isidro, San Antonio, Bangkal.

As President of the Philippine Computer Society and in cooperation with NAMFREL, formally organized the first Operation Quick Count – harnessing the resources of the private sector (the Phil. Institute of CPA's, computer hardware and software companies, schools, auditing firms and computer professionals) to ensure that the vote counting would be done "fast", accurately and honestly.

The "Operation Quick Count" was a permanent fixture in Philippine elections for 26 years until the election voting, counting, canvassing was fully automated in 2010 but many of its features are still relevant today as a parallel count or as a random manual audit (RMA) to validate the automated count. In fact, Mr. Endriga prepared Guidelines for the RMA under the new law,

which the Comelec and PPCRV chose not to adopt. And as is believed by many experts, the RMA in the last elections was a complete failure.

As President of Andersen Consulting, Inc. (now Accenture and not to be confused with Arthur Andersen & Co., now defunct) served as the Chairman of the private sector counterpart under the aegis of the Philippine Computer Society in the Comelec project MODEX under then Chairman Christian Monsod which had for its objective the full computerization of Philippine elections by 1998. He served pro bono as consultant to the Comelec team that observed the use of different automated election processes in various states in the United States.

The joint Public/Private Sector team with the assistance of an automation expert from UNDP submitted its analyses, findings, and recommendations to the Comelec, which adopted the recommendations in its totality. Unfortunately, the study and its recommendations were disregarded or altered by subsequent Comelec.

Mr. Endriga is presently a member of National Executive Council – National Movement for Free Elections (NAMFREL) and a Board Member of CIBI Foundation and Miriam College Foundation. He is currently the managing partner of Endriga, Managu, Aguilar & Associates, a group of Certified Public Accountants. At present, he is the President and CEO of Meridian College of Business, Arts and Technology and at the same time the President of Libagon Academy Foundation, Inc., a Catholic secondary level institution of learning in Libagon, Leyte. He is also current affiliated with the Institute of Corporate Directors, Institute for Solidarity in Asia, and Advisor to the Board of the Cultural Center of the Philippines. He is a former Chairman of Cultural Center of the Philippines.

Among his other affiliations are: Chairman for Quality Assurance Board for the Accounting Profession, Philippine Institute of Certified Public Accountants (PICPA) from 2002-2006, where he also received an award for Most Outstanding CPA in Professional Development PICPA (1985); Federation of Asian Cultural Promotion from 1998-1999; Association of Asia Pacific Performing Arts Centre from 1998-1999; Advisory Council of the Philippine High School for the Arts from 1995 -1999. Endriga is also the former Commissioner of National Commission for Culture and the Arts from 1995-1999. He was a partner in SyCip, Gorres, Velayo & Co. (SGV), CPA's from 1974-1992. SGV started its computer consulting practice in 1974 and developed it into a 150-man strong Group by 1986 and is now a member of Ernst and Young. Endriga set up the firm's computer audit capability.

Mr. Endriga was also a former faculty member of the University of the Philippines Graduate School of Business Managerial Accounting, Asian Institute of Management--Management Information Systems, De La Salle University Graduate School of Business. He has attended several trainings including various intensive courses on corporate governance seminars and workshops on Philippine Financial Reporting Standards (PFRS), Philippine Standards on Auditing (PSA), BIR Updates, Corporate Governance, and Professional Ethics. Endriga was hailed Most Outstanding CPA in Public Accounting by PICPA in 1994, and Most Outstanding Alumnus in Business Management by UE Alumni Association in 1991.

Dean Edna Estifania A. Co

Dr. Edna Estifania Co, the current Dean of the National College of Public Administration of the University of the Philippines, represents a much needed multi-disciplinary approach to electoral reform because she will bring to the Commission the perspective of a political scientist who is grounded in Philippine political conditions and is knowledgeable on urgent specific reforms such as the flawed implementation of the party-list system. She has worked extensively as resource person with the electoral reform community in both the public and private sectors.

She is presently the Deputy Secretary General of the Eastern Regional Organization for Public Administration (EROPA), Secretary General of the Association of Schools of Public Administration in the Philippines (ASPAP). She is the head of the Political Science and Public Administration Section of the Social Science Division-National Research Council of the Philippines (NRCP) –DOST. She is the Dean and a professor in National College of Public Administration and Governance at the University of the Philippines Diliman and conducts lectures at Ateneo School of Government in Loyola Heights Quezon City and Ateneo School of Law in Rockwell, Makati City. She is also a Faculty member of UP NCPAG since 1998.

She currently works as a Consultant to the International Institute for Democracy and Electoral Assistance on Democracy and Accountability Tools in Stockholm Sweden; Consultant to the Mayor of Quezon City, Hon. Herbert Constantine M. Bautista, and consultant to various international and national development organizations since 1990 on organization and management, development programs, and impact study which includes Asian Development Bank, UNESCAP Bangkok, EED Germany, ICCO and Novib Netherlands, Swiss Inter-church Aid, and Christian Aid, London. Other short-term consultancy works include the following: Transparency and Accountability Network and The Asia Foundation for Campaign Finance Laws and Policies (2009-2010); International Institute for Democracy And Electoral Assistance in Sweden (2008-2009); International Foundation for Electoral Systems - Money and Politics Working Group in 2007.

Dr. Co has authored a number of books and to name a few includes “Is there a Party in the House?” Institutional Reform Papers, an analysis on the Party List Law published by Ateneo School of Government and the Konrad Adenauer Stiftung, Philippines in 2008 where she was awarded professorial chair by Metro Bank Foundation and the Ateneo School of Government; “Beating the Drums. Advocacy for Policy Reforms in the Philippines” jointly published by Christian Aid, Oxfam Great Britain, Oxfam America, and NCOS Belgium in 1999; “Civic Service in East Asia and the Pacific” in Non-Profit and Voluntary Sector Quarterly, Supplemental Issue, December 2004 Sage Publications, England (refereed international journal), which received the International Publication Award at the University of the Philippines, Office of the UP President in 2005.

She is a graduate of Bachelor of Arts in English Literature and Master of Public Administration, finished her doctorate degree in Public Administration at the University of the Philippines, Diliman and had her post-doctoral Fellowship at the University of Manchester, Institute for Development Policy and Management.

Closing

Mr. President, we thank you for the opportunity to submit our recommendations for the Chair and two Commissioners of the Comelec. We earnestly hope that you will give these nominees serious consideration. The peaceful transfer of power last June 30, 2010 is a reaffirmation by our people of the ways of democracy and we look forward to working with you and a new Comelec in further strengthening the modernization of our electoral system.

With all our best wishes for the New Year.

Very truly yours,

THE SEARCH COMMITTEE FOR COMELEC NOMINEES



CHRISTIAN S. MONSOD
Bishop Businessman's Conference

+ Broderick S. Pabillo as
+ MOST REV. BRODERICK S. PABILLO, D.D.
*CBCP – National Secretariat for Social Action,
Justice and Peace*



DAVID L. BALANGUE
Coalition Against Corruption



GREGORIO NAVARRO
*Financial Executives Institute of the
Philippines*



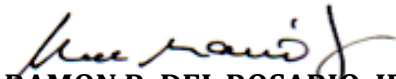
ROAN I. LIBARIOS
Integrated Bar of the Philippines



ROSE REYES
LENTE



ONA CARITOS



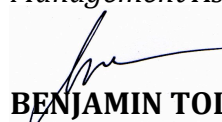
RAMON R. DEL ROSARIO, JR.
Makati Business Club



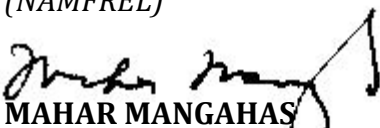
FELINO PALAFOX JR.
Management Association of the Philippines



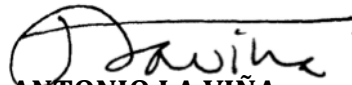
JOSE CUISIA, JR.
*National Movement for Free Elections
(NAMFREL)*



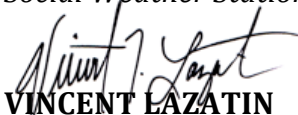
BENJAMIN TOLOSA
PUGADLAWIN of Ateneo de Manila



MAHAR MANGHAS
Social Weather Stations



ANTONIO LA VIÑA
Ateneo School of Government



VINCENT LAZATIN
Transparency and Accountability Network

Curriculum Vitae of CARLOS P. MEDINA JR.

PERSONAL DATA

Born in Manila on Feb. 28, 1959. Grew up in Davao City, Mindanao. Married to Beatrice Caunan-Medina, with a 12-year-old son named Andres Paolo. Residing at Block 9, Lot 1, Ateneoville, Nangka, Marikina City, Philippines.

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Tel./Fax No. (632) 8994342; mobile phone - 09178957001
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PRESENT OCCUPATION AND WORK EXPERIENCE

Sept. 2010 – present: Member, The Philippine Truth Commission of 2010

The Philippine Truth Commission of 2010 was created by President Benigno Simeon C. Aquino III in July 2010 to seek and find the truth and investigate reports of large-scale graft and corruption during the previous administration (2001-2010). As a member of the Commission, mainly responsible for the work of the Commission relating to public inquiries, external relations, and public information.

1989 - present: Executive Director, Ateneo Human Rights Center (AHRC)

The AHRC is an auxiliary unit of the Ateneo de Manila University and based at the Ateneo Law School. It is engaged in the promotion and protection of human rights in the Philippines. It aims to: form human rights lawyers, make justice accessible to the poor, monitor government compliance with human rights instruments, and empower civil society towards peace, democracy, good governance, gender equality and the rule of law. AHRC has programs which focus on the rights of children, women, migrant workers, indigenous peoples, and refugees.

Work as Executive Director involves the following: administration, networking, fundraising, and supervision of programs; organizing law school-based legal aid centers around the country; litigation of cases affecting vulnerable groups; policy research and analysis (on human rights, constitutional, peace, local governance, rule of law and administration of justice issues); editing of publications; organizing and facilitating national and international seminars; drafting proposed legislation and advocating for legislative reforms; and delivering talks on constitutional, legal, governance, human rights, peace, rule of law, justice and development issues to local and national officials, military/police personnel, legislative staff, judges, prosecutors, lawyers, law students, non-governmental organizations (NGOs), religious groups, teachers, and vulnerable groups throughout the country. Also provides advice/briefings to government officials, legislators, foreign groups and funding

agencies on human rights, administration of justice, peace, political and constitutional issues.

Other activities (selected):

- Initiated and presently supervises the project on the establishment of Multi-Sectoral Quick Reaction Teams, involving government agencies and civil society groups, to address extrajudicial killings and enforced disappearances in selected provinces around the country where incidents of such human rights violations are prevalent.
- Supervised the formation program of the Alternative Law Groups involving law students and legal aid units of around 30 law schools nationwide for the purpose of producing developmental or alternative lawyers and paralegals (2004-2008).
- Engaged in curriculum development for law schools to include courses on human rights and laws affecting vulnerable groups (2005 – 2007).
- Headed the AHRC research project and wrote the research paper on how indigenous peoples cope with violations of human rights and international humanitarian law by state and non-state actors in selected areas around the country (2005).
- Assists the Open Society Justice Institute, an international NGO, in setting up a network of clinical legal education programs in Southeast Asia (2005-present).
- Member of the AHRC consultancy team which evaluated the implementation of the UNDP-Philippines Project on Strengthened Capacity of Institutions to Promote and Protect the Right to Development to include a Gender Perspective to Development (November 2003 to January 2004).
- Led the AHRC team in implementing the USAID-funded project entitled: “Promoting Local Initiatives for Democracy and Justice” (PRODEM) in partnership with Ayala Foundation, Association of Foundations, Evelio Javier Foundation and Center for Community Transformation. Under the project, AHRC conducted human rights/legal education seminars and helped conceptualize and set up Barangay and Municipal Human Rights Action Centers in target municipalities around the country (1994-1997).

1996 - present: Secretary-General, Working Group for an ASEAN Human Rights Mechanism (Working Group)

The Working Group aims to have an intergovernmental human rights system in the ASEAN region. It is a regional organization with associated national working groups in ASEAN countries and is composed of human rights advocates in government institutions, parliamentary committees, the academe and civil society organizations around the Southeast Asian region. It regularly meets with officials of ASEAN states. Largely due to its efforts, ASEAN agreed in 2004 to set up human rights mechanisms for women, children and migrant workers, and in 2009 established the ASEAN Intergovernmental Commission on Human Rights.

Initially convened and organized the Working Group in 1996. As Secretary-General, mainly responsible for the implementation of Working Group activities in Southeast Asia. Work involves: managing Working Group programs; fundraising; writing for and editing publications; engaging ASEAN officials and civil society groups; organizing and facilitating regional conferences jointly with ASEAN governments; assisting in setting up national working groups in ASEAN countries; and giving talks and writing papers on the regional mechanism initiative. Actively participated in the

drafting of the non-governmental Declaration on Human and Peoples' Rights of the Philippines.

Other activities (selected):

- Served as a resource speaker/consultant to the United Nations Office of the High Commissioner for Human Rights during the 13th Annual Workshop on Regional Cooperation for the Promotion and Protection of Human Rights in the Asia-Pacific Region, held in Beijing, China, in August 2005.
- Conducted seminars for and provided advice to government officials in Malaysia (2006) and Indonesia (2004) on the organization and management of human rights workshops, in Laos on international human rights laws and issues (2003), and to government officials and civil society groups in Cambodia on human rights and national human rights commissions (2000).
- Provides briefings to international, regional and national organizations on the human rights situation in Southeast Asia.
- Helps international organizations and funding groups plan their human rights programs in Southeast Asia.

2007 – present: National Co-Convenor and Executive Director (2008-present), Legal Network for Truthful Elections (LENTE).

LENTE is a national network of lawyers, paralegals and trained volunteers organized in 2007 to monitor Philippine elections and work for electoral reforms. As Co-Convenor and Executive Director, acted as the main organizer and spokesperson of LENTE since its establishment in 2007; in partnership with other election monitoring groups, organized and trained thousands of LENTE volunteers nationwide for the 2007, 2008 and 2010 elections; conducted election monitoring work in the May 14, 2007 elections in Quezon City and Marikina, and in the May 26, 2007 special elections in Lanao del Sur. Also mobilized LENTE volunteers to monitor the August 11, 2008 elections in the Autonomous Region for Muslim Mindanao (ARMM) and personally monitored the elections in Basilan. Supervised and led LENTE's work nationwide in monitoring the May 2010 automated elections, including the special elections in Lanao del Sur, and pushed for the accountability of violators of election laws and regulations. Presently engaged in electoral reform work.

2004 - 2007: Founding Chairperson (March 2004-Feb. 2006) and Vice-Chairperson (March 2006-2007), Government of the Republic of the Philippines Monitoring Committee (GRP-MC), Office of the Presidential Adviser on the Peace Process, Office of the President

The GRP-MC is the government component of the Joint Monitoring Committee created under the Comprehensive Agreement on Respect for Human Rights and International Humanitarian Law (CARHRIHL) entered into between the Philippine Government and the Communist Party of the Philippines-New People's Army-National Democratic Front of the Philippines (CPP-NPA-NDFP) on March 16, 1998 as a result of peace negotiations.

As Chairperson: participated in the peace negotiations for the Government with the CPP-NPA-NDFP in Oslo, Norway; managed the programs of the GRP-MC; attended top-level government meetings; and provided advice, orientation, education and training to military and police officers and personnel, national and local government officials, and civil society groups nationwide on issues concerning peace, conflict management, human rights and international humanitarian law.

From 2006 to 2007, as Vice-Chairperson, responsible for the research and education program of the GRP-MC. As such, regularly lectured and provided advice to various police and military units around the country on human rights and international humanitarian law. Also wrote the GRP-MC's research paper on how indigenous peoples cope with violations of human rights and principles of international humanitarian law.

2008 – 2009: Member, Philippine Government delegation to the High Level Panel on the Drafting of the Terms of Reference (TOR) of an ASEAN Human Rights Body

The High Level Panel was tasked by ASEAN Foreign Ministers to draft the Terms of Reference of the ASEAN human rights body pursuant to the ASEAN Charter before the end of 2009. The body was established in 2009 and is now known as the ASEAN Intergovernmental Commission on Human Rights (AICHR). As member of the Philippine Delegation to the High Level Panel, provided advice to the Philippine Government (Department of Foreign Affairs) and participated in the negotiations and drafting of the TOR.

1989 - present: Professorial Lecturer, School of Law, Ateneo de Manila University

- Subjects taught: Political Law, Constitutional Law, Human Rights Law, and International Humanitarian Law.
- Holder of a Professorial Chair in Constitutional Law and Human Rights.
- Chair, Human Rights and Other Social Advocacies Department, and International Laws Department; Vice-Chair, Political Law Department.
- Regularly conducts lectures on international law, human rights, constitutional issues, and alternative dispute resolution to lawyers around the country in connection with the Mandatory Continuing Legal Education Program.

2002 - present: Professor, Philippine Judicial Academy (PHILJA), Supreme Court of the Philippines; Vice-Chairperson, PHILJA Department of International Law and Human Rights

- Subjects taught: International Human Rights Law, International Humanitarian Law, and Alternative Dispute Resolution.
- Vice-Chairperson, Department of International Law and Human Rights. As Vice-Chairperson: involved in curriculum development and in the training of judges and court personnel on human rights law, international humanitarian law and alternative dispute resolution; helped conceptualize and implement the Supreme Court Summit on Extrajudicial Killings (July 2007); and engaged in the regular training of judges, prosecutors, law enforcement personnel, and civil society groups nationwide on addressing cases of extrajudicial killings and enforced disappearances.

2002 - 2008: Professorial Lecturer, School of Government, Ateneo de Manila University

- Subjects taught: International Relations and Public Dispute Resolution.

2007 – 2008: Professorial Lecturer, School of Business, Ateneo de Manila University

- Subjects taught: Policy Analysis and Advocacy (a course under the Leaders for Health Program as part of the requirements for a Master in Community Health Care Management Program).

2005-present: Visiting Professor, Faculty of Graduate Studies, Mahidol University, Salaya, Thailand

- Subjects taught: International Human Rights Standards, Human Rights Advocacy, and International Humanitarian Law.
- Regularly gives lectures in the international training seminars and conferences organized by Mahidol University on human rights-related topics and conflict resolution.

June 2010: Adjunct Professor, Academy on Human Rights and International Humanitarian Law, School of Law, American University, Washington, D.C., USA

- Subject taught: Regional Approaches to Human Rights Law (Summer 2010 Course Offering)

1991 - 2003: Secretary, LAWASIA Human Rights Committee

The Law Association for Asia and the Pacific (LAWASIA) is a professional association of lawyers in the Asia-Pacific region. It aims to promote the administration of justice, protect human rights, maintain the rule of law, and advance legal education and the legal profession in the region. The Human Rights Committee is specifically concerned with setting up an Asia-Pacific human rights system, the protection of human rights, the promotion of judicial independence, and the ratification of international human rights instruments by Asian states.

As Committee Secretary, responsible for the administration and implementation of LAWASIA's regional programs. Work involved: policy research and analysis; editing publications; fundraising; organizing, facilitating and participating in international conferences, including UN meetings; monitoring trials as an international observer; organizing a legal aid system for the Asia-Pacific region; giving talks in international meetings on issues concerning human rights and the rule of law in Asia; and networking with local, regional and international NGOs, lawyers' groups, government officials and the UN.

Past activities include the following:

- international observer at the elections for the First Legislative Council of the Hong Kong Special Administrative Region (May 1998);
- international observer at the trial of former Deputy Prime Minister of Malaysia, Anwar Ibrahim (Nov. 1998);
- speaker at the World Conference on Governance (June 1999, Manila); participant at the World Conference on Human Rights (1993, Vienna) and speaker at the parallel NGO activities; and
- participant at the First Regional Consultation of NGOs in Asia and the Pacific, organized by UNESCO (March 1994, Hanoi).

Dec. 2000 – Jan. 2001: TV Show Host

Hosted *Ang Paghahatol*, a daily national television show in IBC Channel 13. The show discussed and analyzed the constitutional, political and justice issues in the impeachment trial of former President Joseph Estrada.

1998 - 1999: Legal Consultant, Office of the Senate President

Rendered legal services and wrote opinions for the late Senate President Marcelo B. Fernan (also former Chief Justice of the Supreme Court). Drafted legislative proposals and committee resolutions, conducted policy analysis, and gave advice on legal, constitutional, political and human rights issues.

July - Aug. 1989: Intern, International Labour Organization (ILO), Geneva

Conducted research on labor issues and on the rights of migrant workers. Also observed official proceedings at the United Nations in Geneva, Switzerland.

1987 - 1989: Research Associate, Institute on Church and Social Issues (ICSI)

ICSI is a think tank of the Society of Jesus (the Jesuits). Work involved policy research and analysis of socio-economic and political issues, with focus on political movements, the insurgency, the urban poor, human rights, rule of law and the administration of justice. Drafted legislative proposals for the urban poor. Founded and edited the ICSI newsletter (Intersect) and wrote a column for a daily national newspaper (The Manila Chronicle). While with ICSI, worked as a researcher of the Government Negotiating Panel for Peace in the 1987 Peace Talks with the National Democratic Front of the Philippines. Also served as a resource person of the 1988 Presidential Task Force on the Improvement of the Administration of Justice.

1987-1989: Lecturer, Department of History and Political Science, College of Arts and Sciences, Ateneo de Manila University

Subject taught: The 1987 Philippine Constitution (in English and Pilipino).

1985: Junior Attorney, San Antonio Legal Aid Corporation (SALAC)

Served as defense counsel for detention prisoners at the Manila City Jail. Handled criminal cases before the trial courts of Manila.

1982: Legal Researcher, Baker and Mckenzie (Guerrero and Torres) Law Office

Assisted in research, investigation and litigation of corporate, criminal, civil and labor cases.

1981: Legal Assistant, Legal Aid Office of the Prelature of Malaybalay, Province of Bukidnon

Assisted in research, investigation and litigation of criminal cases for the benefit of indigent litigants in Bukidnon.

OTHER CONSULTANCY WORK (selected)

August 2008 – February 2009: Senior Legal Consultant, Committee on Accountability of Public Officers and Investigations (Blue Ribbon Committee), of the Senate of the Republic of the Philippines. Before the formal Senate consultancy, argued orally before the Supreme Court as legal counsel of the Philippine Senate in the landmark case of Neri v. Senate (2008) on executive privilege.

November 2006 – 2009: Consultant of the Supreme Court-Philippine Judicial Academy, Department of Justice, and the Philippine Public Safety College for the *Access to Justice for the Poor Project* of the Government of the Philippines and the European Commission. This was an inter-agency project (involving SC-PHILJA, DOJ, PPSC, DSWD, and DILG) that sought to strengthen the capabilities of key players in the justice system to enable the poor to have access to justice in selected target areas around the country. As consultant, was responsible for the training on human rights (especially the rights of women and children) and barangay justice of Police Officers, Prosecutors, Judges and Court Personnel, and the development of Police municipal action plans, in the target areas.

June-Dec. 2007: Consultant for Human Rights Education of the Association of Schools of Public Administration in the Philippines (ASPAP) on the project entitled: *Local Mainstreaming of Gender and Human Rights* (in partnership with CHR, NEDA, DILG and LGUs around the country). As consultant, conducted trainings nationwide for ASPAP members.

August 2006 – Feb. 2007: Consultant for The Asia Foundation on the project entitled: *Study on the Establishment of Mobile Legal Clinics in the Philippines.* As consultant, looked into the feasibility of setting up law school-based mobile legal clinics particularly in Muslim Mindanao.

April 2005 – May 2006: Consultant for the International Labour Organization (ILO) on the case study on: *Towards Greater Protection of the Human Rights of Indigenous Peoples.* As consultant, looked into how indigenous groups living in conflict areas around the country cope with violations of human rights and of international humanitarian law.

August 2004: Consultant for The Asia Foundation to evaluate the effectiveness of the *Martus Project in the Philippines* (i.e., a computerized reporting system for human rights violations used by the Commission on Human Rights and several human rights NGOs around the country).

2002 -2003: Consultant for Management Sciences for Health on the training of local officials and civil society groups in target areas around the country on conflict resolution, negotiation and mediation.

EDUCATION and TRAINING

- Master of Public Administration, Kennedy School of Government, Harvard University (2001-2002). Field of study: executive management, conflict management, negotiation and community building, social marketing, policy analysis, leadership/mobilizing group resources, macro-economics and micro-economics.
- Master of Laws, London School of Economics and Political Science, University of London (1985-1986). Field of study: comparative constitutional laws; parliamentary systems.

- Bachelor of Laws, School of Law, Ateneo de Manila University (1980-1984).
- Bachelor of Arts (Philosophy), Ateneo de Manila University (1976-1980).
- High School, Sauk Centre, Minnesota, USA (1975-1976).
- High School, Ateneo de Davao University (1971-1975).
- Elementary School, Ateneo de Davao University (1965-1971).
- Course on International Criminal Law, at the Hague Forum for Judicial Expertise, The Netherlands (February 2007).
- Course on Negotiation and Mediation, Harvard Mediation Project (Nov. 2001).
- Study Visit to the USA on Federalism, International Visitors Program, USIS (Sept-Oct. 1999).
- Program for Development Management, Asian Institute of Management, Manila (Nov. 1991).
- 20th Study Session of the International Institute of Human Rights; and 17th Training Session of the International Center for University Human Rights Teaching, Strasbourg, France (June 28 - July 28, 1989).

WRITINGS / PUBLICATIONS (selected)

- “Caught in the Crossfire – How Indigenous Peoples Cope with Human Rights Violations”, *The Road to Empowerment: Strengthening the Indigenous Peoples Rights Act*, Vol. 1, 2007. Published by the International Labour Organization.
- *ASEAN and Human Rights* (ed.). Published by the Working Group for an ASEAN Human Rights Mechanism, 2003.
- “The Human Rights Impact of Charter Change Proposals”, *Ateneo Law Journal*, Vol. XLIV, No. 2, June 2000. Published by the Ateneo Law School.
- *Towards an ASEAN Human Rights Mechanism: Proposals, Declarations and Related Documents* (ed.). Published by the Working Group for an ASEAN Human Rights Mechanism, 1999.
- “Towards the Establishment of an Asia-Pacific Human Rights Mechanism”, *The Human Rights Journal*, Vol. 1, No. 1, 1996. Published by the Commission on Human Rights.
- *East Timor Trials* (ed.). Published by the LAWASIA Human Rights Committee. Manila, 1995.
- *In Custody of the Law: The Law and Practice of Administrative Detention in the Philippines* (ed.). Published by the LAWASIA Human Rights Committee. Manila, 1994.
- “Human Rights and the Urban Poor”, *Human Rights and the Grassroots*. Published by Structural Alternative Legal Assistance for Grassroots, Manila.
- “The Human Rights System in the Philippines”, *Ateneo Human Rights Law Journal*, Vol. I, 1992. Published by the Ateneo Human Rights Center.
- “Law Schools and Legal Aid in the Philippines”, *National Law School of India University Journal*, Vol. 2, 1990. Published by Bharat Law House, New Delhi, India.

CIVIC AND PROFESSIONAL AFFILIATIONS / INVOLVEMENTS

- Asian Institute of Management (AIM) Alumni Association, 1991-present.
- Alternative Law Groups (ALG), Founding Member, 1993-present. Convenor, 1999-2000. The ALG is a coalition of about 20 legal services organizations in the Philippines engaged in promoting and protecting the rights of marginalized groups through policy analysis, research, education, litigation, monitoring, and law reform advocacy. As past convenor, initiated the process of ALG engagement with the Supreme Court on judicial reforms. Supervised the internship program of the ALG involving 30 law schools around

the country and the ALG project on curriculum development on human rights in law schools.

- Ateneo de Davao University Alumni Association, 1975-present.
- Ateneo de Manila University Alumni Association, 1980-present.
- Bansang Nagkaisa sa Diwa at Layunin (BANDILA), Executive Council Member and Chairperson of the Education Committee, 1988-1992. Conducted grassroots political education seminars nationwide.
- Bishops-Businessmen's Conference for Human Development (BBC), Member of the Committee on Urban Poor Affairs, 1990-1993.
- British Alumni Association, 2000.
- Center for Child Advocacy, Member of the Board of Directors, 1994-2000..
- Center for Development Initiatives, Member of the Board of Directors, 1990-1995.
- Coalition Against Death Penalty, 1996-2006.
- Coalition for Peace (CfP), 1987-2008. As CfP member, conducted grassroots peace education seminars in armed conflict areas nationwide and campaigned for the establishment of peace zones. Involved in past CfP mediation efforts to foster peace negotiations between the government and communist rebels.
- East Timor Coalition, 1992. Successfully litigated and secured a Supreme Court order lifting a lower court's Temporary Restraining Order on the holding of an international conference on East Timor in Manila in 1992.
- Foundation for Clean Elections, 1995-2000. Participated in meetings of the Board of Directors. Campaigned against electoral fraud, especially *dagdag-bawas*.
- Foundation for Development Alternatives, Executive Board Member, 1990-2000.
- Gathering for Peace, 2002-present. Conducted lectures on human rights, peace and terrorism issues for peace groups, students and teachers.
- Global Alliance for Justice Education, Member of the Steering Committee (representing East Asia), 2005-2009.
- Integrated Bar of the Philippines, Lifetime Member, 1985-present.
- International Humanitarian Law Network for Peace, 1991-present.
- International Platform of Jurists for East Timor, 1991-1995.
- International Third World Legal Studies Association, Member of the Board of Directors, 1993-1998.
- International Visitors Program-Philippines Alumni Foundation, 2001-present.
- Konsensyang Pilipino, 1994-2007. Campaigned against graft and corruption, death penalty, ill-gotten wealth, traditional politics, and electoral fraud.
- LAWASIA (The Law Association for Asia and the Pacific), 1992-2003.
- LAWASIA, Philippines, Member, 2003-present, Vice-President, 2004.
- London School of Economics and Political Science (LSE) Alumni Association, 1986-present.
- One Voice, Chief Legal Counsel, 2006-present. Campaigned against charter change. Co-Chair of the legal team, and successfully argued orally before the Supreme Court, against revising the constitution through people's initiative in the case of Lambino v. COMELEC (2006).
- Philippine Coalition for the International Criminal Court, Member of the Board of Trustees, 2006-present.
- Philippine Human Rights Information Center (PHILRIGHTS), Chairperson of the Board of Directors, 2004-present. PHILRIGHTS is the think-tank of the Philippine Alliance of Human Rights Advocates.
- Pugadlawin, Founding Member and Co-Convenor, 2006-present. Campaigned for democratic and electoral reforms in the 2007 and 2010 elections.
- Southeast Asian Human Rights Network (SEANET), 1994-1996.
- Structural Alternative Legal Assistance for Grassroots, Inc. (SALAG), Founding Member; Chairperson of the Board of Trustees, 1992-2001.
- Task Force on National Security, Peace and Order, Member: set up by civil society groups in November 2000 to draft a program of government for then Vice-President

Gloria Macapagal Arroyo in view of the possible resignation or conviction of former President Estrada in his impeachment trial.

AWARDS / HONORS / ACHIEVEMENTS / RECOGNITIONS (selected)

- Edward Mason Fellowship, Kennedy School of Government, Harvard University, 2001-2002.
- British Council Fellowship, London School of Economics and Political Science, University of London, 1985-1986.
- Passed the 1984 Bar Examinations conducted by the Supreme Court (rating: 88.9%).
- Awarded the Second Honors Silver Medal on graduation from the Ateneo Law School, ADMU, 1984.
- Justice Jose Bengzon Honors Scholarship, Ateneo Law School, ADMU, 1980-84.
- Graduated with honors, College of Arts and Sciences (Philosophy), ADMU, 1980.
- President, ADMU Student Catholic Action, 1980.
- Founding Chairman, Socially-Oriented Activities (SOA), ADMU, 1980.
- Student Representative to the School Council (the highest policy-making body of the College of Arts and Sciences, ADMU), 1979 and 1980.
- Chairman, Department of Academic Affairs, ADMU Student Council, 1979.
- Member, High School Varsity Sports Team (cross country, swimming, track and field), Sauk Centre Senior High School, Minnesota, USA, 1975-76.
- Rotary International Student Exchange Program Scholarship, 1975-76.
- Boy Scouts of the Philippines Leadership Gold Medal, 1975.
- Gerry Roxas Leadership Gold Medal, 1975.
- Mt. Apo Climbers, 1974.
- Guest Speaker in various local, national, regional and international symposia, workshops, conferences and seminars on issues concerning human rights, peace and conflict management, political and constitutional law, international humanitarian law, international relations, elections, rule of law, governance and development.

Language: Fluent in English, Tagalog and Visayan.

Travel: Almost all provinces in the Philippines, and over 30 countries around the world.

CURRICULUM VITAE OF

ANTONIO C. PASTELERO

FOUNDING PARTNER Pastelero Law Office, 1503B East Tower
Philippine Stock Exchange Centre Exchange
Road, Ortigas Center, Pasig City Tel. Nos.
634-6486 to 88 Fax No. 634-6489 e-mail :
acplaw@gmail.com

Atty. Pastelero heads a law firm bearing his name. He has practiced his profession continuously for more than Thirty Five (35) years, and has extensive experience in litigation and corporate law.

As a litigator, Atty. Pastelero has appeared and personally argued cases before the Supreme Court, the Court of Appeals, Sandiganbayan, Regional Trial Courts, City Courts, Municipal Courts, the Securities and Exchange Commission, National Labor Relations Commission, Housing and Land Use Regulatory Board, HIGC, Office of the Ombudsman, various fiscals' offices, and numerous other government departments and/or agencies, including the Senate Blue Ribbon Committee.

Among the cases he argued and won before the Supreme Court was the case involving the Automated Counting Machines purchased by the COMELEC from MegaPacific.

He also successfully defended Brother Andrew Gonzalez, FSC before the Senate Blue Ribbon Committee and the Office of the Ombudsman, when Brother Andrew was the Secretary of the Department of Education Culture and Sports (DECS).

As a corporate lawyer, Atty. Pastelero sits in the board, acts as consultant, or otherwise represents various firms listed with the Philippine Stock Exchange, as well as corporations engaged in mining, shipping, insurance, hotel, recreational complexes, financing, real estate, construction, heavy equipment distribution, power generating, real estate, travel and tourism, car dealership, management, consulting, theater productions, schools, foundations, associations, etc.

PRESENT CIVIC AFFILIATIONS

Ateneo Foundation of Resident Students -Founding President La Salle
Bacolod Alumni Association in Metro Manila -Founding Director E-Lagda,
Inc. – Incorporator, Director Centerstage Musical Theater, Founder
Company of Players, Founder

PREVIOUS CIVIC/RELIGIOUS/POLITICAL ACTIVITIES AND AFFILIATIONS

Ateneo Schools Parents Council – President (2003-2004) Liberal Party
Deputy General Legal Counsel for the 1992 Presidential
elections Liberal Party Chairman, 3rd District Quezon City, 1992 elections
Namfrel -During Elections of 1984 and 1986 Corinthian Gardens Homeowners
Association – President (1980-84),

Director (1980-87)

Rotary Club of Makati-North – President 2005-2006, Vice-President 2004-2005,
Secretary 2003-2004 and 1991-1992, Director (1982, 1990-92, and 2001-2005),
Most Outstanding Rotarian Awardee (1981-82), Extension Chairman for the
Rotary Club of Makati-Guadalupe
Confrerie de la Chaine des Rotisseurs with rank of Chevalier
Cheese Club of the Philippines Lay Minister of the Holy
Eucharist, Christ the King Parish Couples for Christ (1982)
American Chamber of Commerce Philippine National Shooting
Association National Rifle Association of America Assumption
Convent – Lecturer 1974 to 1978

EDUCATIONAL BACKGROUND

Bar Examination Average	-	85.5%
Bachelor of Laws (1971)	-	UNIVERSITY OF THE PHILIPPINES Diliman, Quezon City
Bachelor of Science in Economics (1966)	-	ATENEO DE MANILA Loyola Heights, Q.C.
High School (1962)	-	LA SALLE COLLEGE Bacolod City
Grade School (1958)	-	LA SALLE COLLEGE Bacolod City

EXTRA CURRICULAR ACTIVITIES AT THE UNIVERSITY OF THE PHILIPPINES

Political

Chairman – U.P. Student Council 1968-1969
Chairman – U.P. Council of Leaders 1969
Chairman – International Student Action Committee 1971 (ISAC)
Chairman – Philippine Student Action Committee 1970
University Councilor – U.P. Student Council 1967-1968
Co-Chairman – Public and National Affairs Committee of the U.P. Student Council 1967-1968
Chairman and Member of other various committees in the U.P.
Student Council 1967-1968 Delegate – NUSP Annual Conference held in Dumaguete City
Delegate – NUSP Annual Conference held in Iloilo City

Forensics

Captain – Philippine International Debating Team sent to the U.S. in 1969 against universities such as U.C. Berkeley, Purdue, Duke, George Washington, etc.
Captain – Champion Debating Team in the National Union of Student of the Philippines (NUSP) 1966
Captain – Champion Debating Team of the U.P. College of Law Annual “Night Meets Day Debate” 1967
Captain – Champion Debating Team of the U.P. Student Council Open Debate 1966

Awards

President of the Philippines Trophy for Excellence in Debating 1966
President of the Philippines Trophy for Excellence in Debating 1967
President of the University of the Philippines Gold Medal for Excellence in Debating 1966
NUSP Gold Medal for Excellence in Debating in 1966
U.P. Student Council Plaque for Leadership 1967-1968

Others

Host and Moderator – Weekly T.V. Program entitled “Students in Action” over Channel 13 1970.

EXTRA CURRICULAR ACTIVITIES AT THE ATENEO DE MANILA

Political

President – Ateneo Debating Society 1965 – 1966
Secretary – Ateneo Debating Society 1964 –1965
President – Ateneo Sophomore Class 1963 – 1964
Secretary – Ateneo Junior Class 1964 –1965

Forensics

Captain – Champion Debating Team in the Annual Ateneo Open Debate 1963 – 1964
Captain – Freshman Debating Team 1962 –1963
Captain – Sophomore Debating Team 1963 – 1964
Captain – Junior Debating Team 1964 –1965
Captain – Senior Debating Team 1965 –1966

Others

Champion – Cervini Hall Open Chess Tournament 1966
Member – ACIL 1963 – 1964 (Ateneo Catechetical Instruction League)
Member – Ateneo Glee Club 1963 –1965
Member – St. Robert's Bellarmine Sanctuary Society 1962 -1963

NAME : **MA. CARIDAD P. MANARANG**

NATIONALITY : Filipino

EDUCATION : Master of Business Administration,
1982, University of the Philippines

Bachelor of Science in Mathematics,
1970, University of the Philippines

High School,
1966, University of the Philippines

Elementary School,
1962, University of the Philippines

EMPLOYMENT RECORD

- **University of the Philippines** (1997). Senior lecturer in the department of computer science.
- **Unisys Corporation** (January 1995 to September 1996). Country principal for the Information Services Group. As such, was responsible for selling, managing and delivering information technology services of Unisys Philippines.
- **SGV & Co./Arthur Andersen & Co.** (1978 to January 1994). A principal with the Business Systems Consulting Group which provides assistance to clients in strategic systems planning, software package selection and implementation, and middleware application development and implementation.

Until January 1992, she was with the Consulting Division (now Accenture) specializing in the planning for, analysis, design and implementation of computer-based management information and control systems, and in computer programming and training.

While with the SGV/Arthur Andersen group, taught a number of computer courses both locally and at the training facility of AA & Co. in St. Charles, Illinois.

Earlier, was an instructor and regional coordinator of the Institute of Advanced Computer Technology (I/ACT), a computer training school set up by SGV & Co. and the U.S.-based Control Data Institute.

- **Summa Computer Services Corporation** (1976 to 1978). Marketing assistant in the software division and subsequently analyst and training administrator in the information and management systems division.

- **National Computer Center/National Computer Institute** (1974 - 1976). Research analyst then later, programmer at the project management office. Was also an instructor at the National Computer Institute, the center's training arm.
- **University of the Philippines** (1970 to 1974). Instructor in the department of mathematics.

EXPERIENCE SUMMARY

- As Information Services principal with Unisys Philippines, had overall responsibility for the delivery of services to Unisys clients which include the following:
 - **Bureau of Customs**
 - **Banco Filipino**
 - **Pilipinas Bank**
 - **Bank of Southeast Asia**
 - **Philippine Bank of Communications**
 - **Philippine National Bank**
 - **Rizal Commercial Banking Corporation**
 - **ACI Insulation**
- As principal with the SGV Business Systems Consulting group, was in charge of the Office Automation (OA) planning and implementation at the **SGV & Co.** in coordination with the Arthur Andersen Worldwide office automation program. Was also the engagement partner of various projects for clients which include the following:
 - **Bank of Ghana**
 - **Wenphil Corporation**
 - **American Wire & Cable Co., Inc.**
 - **CIBA-GEIGY (Phil.), Inc.**
 - **Matrix Realty Development Corporation**
 - **Planters Products, Inc.**
- Engagement partner for the information systems planning and software package selection of a Hospital Information System for the **Department of Health** (1992 - 1993). The study covered 4 pilot hospitals including the Jose R. Reyes Memorial Medical Center, the intention being to implement the system in all government hospitals.
- Engagement partner for the computerization of the accounting system of the government of Indonesia (November 1990 to January 1992). This World Bank funded project, undertaken for the **Ministry of Finance, Indonesia**, standardized the accounting system in the various ministries and agencies and was implemented in all regions of Indonesia.

- Engagement partner for the participation of the Andersen Consulting (AC) Manila office in the installation of a customer information system for **Carolina Power & Light, North Carolina, U.S.A.** (June 1990 to August 1991). The project was undertaken with the AC office in Raleigh, North Carolina.
- Project manager for the project definition and planning, preliminary systems design, and systems installation phases of the development of a training conduct support system for **Arthur Andersen & Co., U.S.A.** (December 1986 to November 1989). The system is an integrated system designed to support all functions related to firmwide training. Among the functions are scheduling of sessions, reservation of resources, registration and billing of participants. Also engagement partner for the project definition and planning phase of the development of the computer support of evaluation systems for the training facility of AA & Co.
- Systems analyst for a World Bank funded project to develop a management information system for the **Ministry of Public Works, Indonesia** (March to September 1985, January to April 1986). Took charge of the design of the legal information system and general services information system.
- Systems analyst for the evaluation of the computerization program of the **Sabah Bank Berhad, Malaysia** (October 1985). Improvements to the computerization program were developed as a result of the evaluation study.
- Project manager for the development of a management information system for the entire **Department of Transportation and Communication, Philippines** (January to September 1984). The study involved the 17 bureaus and agencies of the department.
- Project manager for the development of a computer-based management information system for the **Office of Transportation Cooperatives, Philippines** (1984). Was also in charge of the development of a computerized system for the monitoring of the operations of transport cooperatives in the country.
- Project manager for the development of a management information system for the entire **Department of Labor and Employment, Philippines**, including its ten bureaus and attached agencies (1984). Was also in charge of the MIS training and workshop conducted for ministry officers and bureau/agency heads.
- Project manager for an operations review and an information planning study for the **National Census and Statistics Office, Philippines**, (1983).

- Project manager for an information planning study for the **United Coconut Oil Mills, Inc. (UNICOM)** group and a computer selection study for **San Pablo Manufacturing Corporation**, a UNICOM subsidiary (1983). Also took charge of the development of the group's operation monitoring system, a computerized system monitoring the daily operations of the various oil mills.
- Project manager for the development of a computerized sales analysis system and provision of general consulting assistance in the EDP operations of **A.H. Robins (Phils.) Co., Inc.** (1983).
- Project manager for the planning and organization of an **Institute of Advanced Computer Technology (I/ACT)** facility in **Kuala Lumpur, Malaysia** (1982).
- Systems analyst for computer feasibility studies for the **Sabah Development Bank, Malaysia** and the **Sabah Economic Development Corporation, Malaysia**, as well as the selection of appropriate computer hardware and software (January to May 1981).
- Consultant in charge of determining feasible computer applications and implementing a computerized financial package for the **Philippine Associated Smelting and Refining Corporation** (1980).
- Assisted in the evaluation and selection of computer hardware and software for **Zenco Sales Inc., Philippines** (1980).



BALTAZAR N. ENDRIGA

BIO-DATA

As of November 2010

Present Positions

Managing Partner, Endriga, Manangu, Aguilar & Associates,
Certified Public Accountants

President and CEO, Meridian International College of
Business, Arts & Technology

President, Libagon Academy Foundation, Inc., Libagon
Southern Leyte, a Catholic secondary level institution of
learning

Private Sector Champion:
National Competitiveness Council – for Efficient Public
and Private Sector Management

Member – National Executive Council – National Movement
for Free Elections (NAMFREL)

Board Member, CIBI Foundation, Inc.

Fellow, Institute of Corporate Directors (ICD)

Fellow, Institute for Solidarity in Asia

Board Member, Miriam College Foundation

Adviser to the Board, Cultural Center of the Philippines

Past Affiliations Chairman, Quality Assurance Board for the Accounting Profession, Philippine Institute of Certified Public Accountants (PICPA) (2002-2006)

Chairman, Federation of Asian Cultural Promotion (February 1998 to January 1999)

Chairman, Assn. of Asia Pacific Performing Arts Centre (November 1998 to January 1999)

Chairman, Advisory Council, Philippine High School for the Arts (September 1995 to January 1999)

Board Member, Film Development Foundation of the Phils. (August 1995 to January 1999)

Commissioner, National Commission for Culture and the Arts (September 1995 to January 1999)

Previous Positions

President and Chief Academic Officer
University of the East (Up to June 28, 2005)

Board Member, UE Board of Trustees (Up to June 28, 2005)

Board Member, UE-Foundation for Research & Advanced Studies, Inc (UE-FRASI) – (Up to June 28, 2005)

President, UE-Center for Review & Special Studies, Inc. (Up to June 28, 2005)

Chairman, Cultural Center of the Philippines (July 13, 2001 to July 27, 2003)

President, Cultural Center of the Philippines(1995-2001)

President & CEO, Phil. Central Depository (August 1, 1998 to January 15, 1999)

President, Andersen Consulting, Inc. (now Accenture) (February 1, 1993 to August 31, 1995)

Partner, Sycip, Gorres, Velayo & Co. (SGV), CPA's
(1974 to January 31, 1992)
(SGV & Co. is now a member firm of the Ernst and Young
Worldwide.)

Started its computer consulting practice in
1974 and development it into a 150-man strong
Group by 1986.

Set up the firm's computer audit capability

In-charge of Information Technology Consulting
Division, the Advanced Systems Division, Computer
Audit Group

In-charge, the Financial Services Industry Division
and the SGV Computer Center

President, Institute of Advanced Computer Technology
(I/ACT), (1993-1995)

President, Financial Executives Institute of the Philippines
(FINEX) (January-December 1997)

Board Member, Institute of Advanced Computer Technology
(1978-1992)

Member, Advisory Board – Metropolitan Bank & Trust Co.
(April 1998 to April 2004)

Consultant to the Board, Manila Doctors' Hospital
(April 1998 to 2004)

Board Member, FINEX Research and Development
Foundation, Inc.

Board Member and Treasurer, Management Association of
the Philippines (2007-2008)

Past Employment

Senior Consultant – Touche Ross & Co. (New York)
(Now part of Deloitte, Touche)

Management Services Div., involved in Computerized Information Systems (June 1, 1969 – December 31, 1970)

Supervisor and Associate – L.C. Diaz & Co., CPAs Auditing and Management Consulting (1961-1966)

Faculty Member – U.P. Graduate School of Business
Managerial Accounting (1971)

Faculty Member – Asian Institute of Management
Taught Management Information Systems (1971)

Faculty Member, De La Salle University Graduate School of Business (2000)

Bookkeeper and Private tutor (while in college)

Educational Background

Master of Business Administration
Harvard Business School (1968)
(Johnson Foundation Scholar and Peter Deuticke Fellow)

Graduate Studies in Economics
Ateneo de Manila Graduate School of Economics

Bachelor of Business Administration
Major in Accounting, Magna Cum Laude
University of the East

Certified Public Accountant, placed sixth in Board Exams

High School Education – Libagon Academy, a Catholic High School in Libagon, Southern Leyte (1st to 3rd Year)

UST High School - 4th Year

Elementary Education – Public School in Libagon, Southern Leyte

Leadership Positions/Membership in Organizations

President, Financial Executives Institute of the Philippines (FINEX) (Jan – Dec 1997)
Executive Vice President, FINEX (Jan – Dec 1996)

Chairman, Cultural Committee, Rotary Club-Mkti West, 1986
Organized a Natl. Open Competition for the Arts, Apr. 1986

President, MANINDIGAN (1994-1995)
(a cause-oriented organization of young business leaders)

Market Area Adviser for NAFTA – appointed by DTI for the Philippine Export Development Plan

President, Information Technology Assn. Of the Phils. (ITAP) (1993 and 1994)

President, Philippine Computer Society (1985 and 1986)

Private Sector Representative to the National Information Technology Council (1994-1995)

Chairman, Committee on Environment
Bishops-Businessmen's Conference (BBC)
(1992-1995)

Head of Mission, Phil. Software Export Mission to the U.S.
(Sept, 1987)

President, Philippine Computer Society
(1985-86, 1986-87)

President, Phil. Assn. Of Management Accountants
(PAMA) (1978)

Vice-President, National Assn. Of Accountants-Philippine International Chapter (1976)

Chairman, Committee on Computer Technology, ASEAN Federation of Accountants (1982 to 1989)

Chairman, Annual National Convention, Philippine Institute of Certified Public Accountants (1972)

Chairman, PICPA Committee on Electronic Data processing (1978-1981)

Vice-President, Harvard Business School Association of the Philippines (1972)

Recent Professional Training (selected)

Philippine Institute of Certified Public Accountants (PICPA)

Various seminars and workshops on Philippine Financial Reporting Standards (PFRS), Philippine Standards on Auditing (PSA), BIR Updates, Corporate Governance, Professional Ethics

Institute of Corporate Directors (ICD)

Various intensive courses on corporate governance.

Awards

Most Outstanding CPA in Professional Development
PICPA (1985)

Most Outstanding Alumnus in Business Management, UE
Alumni Association (1991)

**Most Outstanding CPA in Public Accounting PICPA
(1994)**

Most Outstanding Alumnus in Business, University of Santo
Tomas, 2008

CURRICULUM VITAE

Name EDNA ESTIFANIA A. CO

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National College of Public Administration
& Governance
Diliman, Quezon City
Philippines 1101
Business E-mail : ednaco@up.edu.ph or
Co.edna@gmail.com
Telephone : 00 632 9261453 (Office)
Mobile no. : 0919 6364445 or 09088983220

Current Positions Dean and Full Professor
National College of Public Administration &
Governance
University of the Philippines Diliman
Quezon City, Philippines 1101

Project Leader, Philippine Democracy
Assessment, 2004-
Affiliated with the International IDEA,
Stockholm Sweden

Lecturer, Ateneo School of Government
Loyola Heights, Quezon City

Past Positions a) Professor, Department of Political Science
Ateneo de Manila University
Loyola Heights, Quezon City, 1993; 2005-2006

b) Lecturer, Ateneo School of Law
Ateneo Professional Schools
Rockwell Center
Makati City Philippines, various years

c) Officer-in-charge, Quezon City Polytechnic
University (QCPU), August -December 2009

d) Lecturer, College of Public Administration
University of the Philippines, 1995-1997

e) Consultant to international organizations

(Christian Aid London, EED Germany, Oxfam America, Novib, ICCO Netherlands) and on culture (Japan Foundation The Manila Office), various years since 1990

f) Visiting Fellow, University of Manchester, Institute for Development Policy and Management, 2003

g) Research Fellow, Ateneo Center for Social Policy and Public Affairs (ACSP/PA) Ateneo de Manila University, 1993-1996

h) Senior Lecturer, UP – NCPAG, 1993-1995

Educational Background

Visiting Fellow, University of Manchester, Institute for Development Policy and Management, 2003

Doctor of Public Administration, University of the Philippines, National College of Public Administration and Governance, 1997, Topped the Comprehensive Examinations

Field of Specialization : Social Development Administration

Master of Public Administration, University of the Philippines, NCPAG, 1987-1989, Dean's List

- Field of Specialiation : Organization Studies

Master of Arts in Anthropology (academic units), University of the Philippines, College of Arts and Sciences (now CSSP)

Bachelor of Arts, English Literature, *Magna Cum Laude* Sacred Heart College (Daughters of Charity)

Doctoral Dissertation: *Management of Policy Formulation: The Generic Drugs Act of 1988*, University of the Philippines (now available in book form, published by the UP Office of Vice Chancellor for Research and Development and the UP-NCPAG)

Core Competencies :

Public Administration Education, Evaluation of Education Administration and Curriciulum Development related to Public Administration, Policy Reforms and Advocacy, Organization Studies, Social Development Administration, Local Governance, Electoral Administration and Reform, Democracy and democratization, and Citizenship

Work Experiences

1. Consultancy Work

1.1. Electoral Politics and Reform

Research Consultant	Campaign Finance Laws and Policies, Transparency and Accountability Network (TAN) and The Asia Foundation, 2009-2010
Advisor	Global Standards Committee, IFES Political Finance and Public Ethics Program (Experts' Group on Political Finance under the International Foundation for Electoral Systems), a global network of experts 2008-
Co-convenor	Money and Politics Working Group. USAID-IFES. Monitoring campaign expenditures in the Philippine 2007 Mid-term Election and the 2010 National Election.
Project Leader	Charter Change, Forms of Government, and Political Parties. A project of the National Democratic Institute (NDI) and the Philippine Political Science Association, December 2006. Astoria Plaza Hotel Pasig City
Convenor	“Is there Life after Elections?”. Forum among Political Parties and Party List on party life/organization and party Finance. Co-sponsored by the Philippine Political Science Association-Democracy Audit and the Friedrich Ebert Stiftung . April-September 2006, Institute for Social Order Loyola Heights, Quezon City
<i>Nature of Work</i>	<i>Initiated and brought together different political parties and party list groups toward an agenda and a discourse on Party life in the Philippines.</i>
Consultant	Office of Senator Richard J. Gordon, Senate Committee on Constitutional Amendments and Electoral Reforms, 2005, 2007

*Constitutional reforms to the legislature and
Senate Resolution 10 – Federal system
of the Republic of the Philippines*

1.2. Local Governance

Consultant	Office of Mayor Herbert Constantine C. Bautista Quezon City
Member	<i>Galing Pook</i> Foundation, a network of local governance Advocates and practitioners, Philippines, 2010-
Member	Local Government Development Foundation (Logodef) Strategic Studies Council, Philippines, January 2010-
<i>Nature of Work</i>	<i>Conducts policy studies on local government-related issues for use by policy makers</i>
Consultant	Office of Senator Richard J. Gordon on Tourism and Local Governance, 2008-
<i>Nature of Work</i>	<i>Provides advice to the Office of Senator Gordon on local governance as this is affected by the introduction of a new Tourism Bill</i>
Trainer	Department of Trade and Industry and Institute of Small Scale Industries University of the Philippines, Tagbilaran, Bohol 2008
<i>Nature of Work</i>	<i>Trained local government officials at regional level on Local Government Code and the Barangay Business and Micro Enterprise Development</i>
Consultant	Local Government Units and the Philhealth. USAID- TB Linc Program, September 2007
Consultant	AusAid and Intelligent Business Solutions (IBS) for the Provincial Government of Northern Samar (PGNS), May-June 2005

<i>Nature of Work</i>	<i>Provided inputs on “Partnership Agreements between Government and non-government organizations”, for the Provincial Governor’s Office, Northern Samar. Focus is on effective service delivery.</i>	
Consultant	Strategic Planning Workshop and Organizational Diagnosis City Government of San Fernando, Pampanga November 2004	
<i>Nature of Work</i>	<i>Facilitated the Strategic Planning of the city among its employees and drafted the Vision, Mission, Goals of the City toward re-engineering of the city government</i>	
Trainer	Strengthening Surigao de l Norte’s Government Service Delivery, project assisted by AusAid and the IBS Consulting, March 2005	
<i>Nature of Work</i>	<i>Provided inputs and comments on local government work on “Quality Service Delivery”, “Targeting Quality Service Delivery Projects”, and “Indicators of Quality Service”</i>	
Trainer	League of Vice Governors, Republic of the Philippines, Baguio Country Club, September 17-20, 2004 Baguio City	
<i>Nature of Work</i>	<i>Trained Vice Governors on Governance, Participation and Local Legislation</i>	
Resource Person	Local Assistance and Development Program Training for Local Government Officials sponsored by the NCPAG-Center for Local & Regional Governance and the Local Government Academy, Department of Interior and Local Government, Republic of the Philippines	June, July 2000
<i>Nature of work:</i>	<i>Trainer & resource person on local project development amongst local government officials (particularly Mayors, Vice Mayors and Councilors)</i>	
Facilitator	“World Congress on Governance”. EDSA Shangrila Plaza Hotel, Manila Philippines	May 1999
<i>Nature of work:</i>	<i>Served as facilitator in workshops, using the TOP (Technology of Participation) methods</i>	
Consultant	USAID-Philippine Business for Social Progress	

Promotion of the Local Government Code 1991
among non-governmental organisations 1991

Nature of work: *Wrote promotional articles and information materials on the Local Government Code for use of NGOs*

1.3. Policy and Development Administration

Organization Specialist/
Consultant

Integrative Medicine (INAM Philippines), a program on community medicine and traditional medicine, June-October 2010

Trainer

Social Development Issues and Administration Political Parties' Representatives in Asia, Konrad Adenauer Stiftung Singapore, March 2-3 and March 16-17, 2010

Consultant/Facilitator

Philippine Council for Islam and Democracy in the Conduct of the State of Local Democracy (SoLD) In the Autonomous Region of Muslim Mindanao, 2010-

Expert-member/Consultant

Democratic Accountability in Development. International Institute for Democracy and Electoral Assistance (IDEA) Sweden. November 2009-

Organization Expert/
Consultant

Road Board, Republic of the Philippines 2007, 2008

Nature of Work

Diagnosis of the Road Board Charter, its Mission Statement, Formulation of the Vision, Mission, and and the Target Goals; strengthening Road Board's capacity to perform its mandate as fund manager of the motorists' vehicle tax

Facilitator-convenor

Round Table Discussion on the Memorandum of Agreement on Ancestral Domain (MOA on AD) among Stakeholders including the Moro Islamic Liberation Front (MILF) and the Philippine Government panel on the peace

process, organized by the Konrad Adenauer Stiftung,
Linden Suites Ortigas, Pasig City, 23 October 2008

Consultant/System
Specialist

Bantay Lansangan, a World-Bank-supported
Multi-stakeholders' project on transparency
on road works and the Department of Public
Works and High ways, 2008

Nature of Work

*Project study on DPWH procedures to identify possible
Vulnerabilities in the work toward strengthening public
Works system. Supported by the World Bank and
implemented by a multi-stakeholders consortium called
“Bantay Lansangan”*

Trainer/Consultant

Naval College, Republic of the Philippines
October 2007

Nature of Work

*Prepares module and delivers lecture on Public Policy for
Navy and Marine Officers to supplement the curriculum of
the Naval College.*

Organization and
Management Consultant

Kanlungan Centre Foundation, Inc.

Nature of Work

*Conducted evaluation on programme impact and
Organizational deveopment of Kanlungan Centre
Foundation, an NGO involved in international migrant
labour. June – December 2006*

Member

Technical Working Group of the National Commission on
The Role of Filipino Women (NCRFW) and UNIFEM on
“Mainstreaming Gender and Development (GAD) in the
National Budget Process”, July 2004 – April 2005

Nature of Work

*Provided inputs and comments on the Technical Paper on
GAD and the National Budget Process and facilitated
Consultation process among stakeholders*

Consultant

“Program Evaluation: A View from the
Other Side”, Center for Community Services
Ateneo de Manila University, 2004

Nature of Work

Serves as consultant and member of the Steering

Committee on the project. The work entails the production of a Handbook on Programme Evaluation, involving multiple stakeholders and based upon a process-oriented learning environment. Funded by the Sasakawa Peace Foundation

Trainer	“Enhancing Competency on Advocacy”, sponsored by The British Council and Asian Development Bank, UP-NCPAG, October 11-13, 2004	
<i>Nature of Work</i>	<i>Served as resource person on the Module on “Process of Policy Advocacy, Stakeholders’ Analysis, and Environmental Scanning”, among Commission on Higher Education (CHED) supervisors and technical personnel nationwide</i>	
Co-convenor	Consultation-Workshop on Water Governance in the Philippines, May 2004, organized by Tambuyog Development Center, National Water Resource Board, And the Department of Environment & Natural Resources	
<i>Nature of Work</i>	<i>Main Convenor and Facilitator of a Regional Network Of Government and Non-government agencies involved In Water Governance, Regions 6, 7, & 8, Philippines</i>	
Project Leader	Seminar/Workshop on Public Policy and Population and Human Development Issues Philippine Legislators Committee on Population and Development & Packard Foundation June 2002	
<i>Nature of Work</i>	<i>Led planning, coordination, and management Of the seminar/workshop</i>	
Consultant	Philippine Legislators’ Committee on Population and Development (PLCPD) on Organizational Effectiveness Program under the Packard Foundation	June-December 2001
<i>Nature of work:</i>	<i>Accompaniment of PLCPD in its internal governance as a legislators’ committee doing advocacy on population and human development issues</i>	
Consultant	Philippine Peasant Institute, Inc.	July-October 2005 and October 2000 to Feb. 2001

<i>Nature of work:</i>	<i>Institutional management & effectiveness of PPI, Micro Credit and Cooperatives Development, land tenure, and rural development and advocacy</i>	
Consultant	Christian Aid-supported project on institutional aspect “Land Acquisition and Development Initiatives in the Sugar Lands (Cebu and Leyte)”	September-October 2000
Consultant	National Market Vendors’ Co-operative on “Management of Public Markets” and Co-financing public services	September, 2000
<i>Nature of work:</i>	<i>Provision of technical advice regarding partnership between co-operatives and local government units nationwide particularly on financial partnership and resource mobilization</i>	

1.4. Public Administration Education

Dean and Professor	University of the Philippines National College of Public Administration and Governance (UP NCPAG), Current	
Member	Academic Advisory Council, Ateneo School of Government, February 2010-	
Officer-in-Charge	Quezon City Polytechnic University (QCPU) and Ex-officio member of Quezon City Executive Council and the Local Literacy Council Coordinating Body, August – December 2009	
Evaluator/Consultant	Ateneo School of Government Master in Public Management Program, 2007-2008	
<i>Nature of Work</i>	<i>Evaluates the MPM Program of the Ateneo School Of Government and recommends areas of strengthening</i>	
Member, Team teaching	Elective course on “Anti-Corruption”, Ateneo School of	

Law and the American Bar Association, 2007-2008

Evaluator/Consultant Commission on Higher Education (CHED) Evaluation Of Graduate Education in the Philippines (EGEP), June 2003- June 2004

Nature of Work *Evaluates Graduate Education Program in the Field of Public Administration, among 400 colleges and universities In the Philippines; evaluation commissioned by CHED to the Fund for Assistance to Private Education (FAPE). Its Objective is to rank and classify the colleges and Universities including State Universities and Colleges according to quality of graduate programs*

Consultant/Panelist Ford Foundation International Fellowship Program, 2004

Nature of Work *Screens and selects deserving Fellowship Grantees for Post graduate Studies in the field of Public Administration; project is supported by the Ford Foundation*

2. Research and other Consultancy Work

Project Leader State of Local Democracy in the Autonomous Region In Muslim Mindanao (ARMM), sponsored by the Philippine Council for Islam and Democracy (PCID) and The International IDEA, Stockholm, 2010-

Consultant International Institute for Democracy and Electoral Assistance (IDEA), Sweden, “Developing the Democracy Accountability Tools”, November 2009
Development of Programme for Asia and the Pacific, November 2009-February 2010
(International IDEA is an inter-governmental Organization of 25 member-states)

Consultant “IDEA Needs Assessment, toward a programme for The Asia and the Pacific”, IDEA, November 2009-January 2010

Consultant PILDAT, Pakistan on “Democracy Assessment In Pakistan”, May 2010

Consultant National Research Council of the Philippines

	(NRCP) Study on Corruption, March 2010	
Organization Consultant	National Coalition of Rural Women, ICCO-funded Programme in the Philippines, May-August 2009-	
International Consultant	Forum of Collective Forms of Co-operation, (National coalition of various coalitions of lobbyists and advocates in India)	2008
<i>Nature of Work</i>	<i>Consultant of choice by the EED, Evangelische for Entwicklunshilfe, Germany which supported over 100 development and advocacy organizations in India</i>	
Project Leader	Philippine Democratic Assessment	2004-
<i>Nature of Work</i>	<i>Heads the first national assessment on Philippine democracy, using the indicators of democratic audit by the International IDEA Sweden</i>	
College Secretary and Director, Center for Public Administration & Governance Education (Academic Program)	NCPAG, UP Diliman	July 1999- November 2001
<i>Nature of work:</i>	<i>Administered the College's academic work, including curricular reviews and development; managed communication, information and student-College relations; managed teaching assignments, and related administrative responsibilities</i>	
Faculty Affiliate	Center for Leadership, Citizenship and Democracy NCPAG, University of the Philippines	November 1999-
<i>Nature of work:</i>	<i>Collaborated in researches carried out by the Center on various topics especially the studies on non-profit organizations and governance</i>	
Research Consultant	Comparative Studies on Non-profit Sector (co-sponsored by the Johns Hopkins	November 1998-

University and the University of the Philippines)

Nature of work:

In-depth study on non-profit sector: Structure, profile, impact and contributions; Case writer on the Impact of Non-profit Organizations in the Economic Field

Consultant

United Nations Development Programme “Best Practices in Local Governance and Co-operatives Collaboration”, undertaken by UNDP, Cooperative Development Authority and the Philippine Cooperative Center

August 1999

Nature of work:

Documentation of best practices on local government units-co-operatives collaboration in the promotion of local economic development and micro-credit facilities

Program Design Specialist

Children and Youth Foundation of the Philippines, Department of Social Welfare and Development (DSWD) and the World Bank on “Enhancing Economic and Social Opportunities for Filipino Out-of-school Youth: A Joint Venture for Youth Development”

June-September 1999

Nature of work:

Led the drafting of the advocacy design of the World Bank project on Out-of-school youth program

Research Coordinator

Advocacy Working Group, A special research on NGO Advocacy (a joint project of Christian Aid, Oxfam GB, Oxfam America & NCOS Belgium)

1997

Nature of work:

conducted research and wrote a book on NGOs’ Advocacy work and Policy Reform in the Philippines

Research Fellow

Ateneo Center for Social Policy and Public Affairs, Ateneo de Manila University

1996-98

Nature of Work

Led and coordinated research work on Policy advocacy, decentralization, and

Social development and which led to the Publication of two monographs on policy advocacy

Founder/
Incorporator/
Board Member

New Rural Bank of San Leonardo, Nueva Ecija 1995

Consultant

United Nations-Economic and Social Commission for Asia and the Pacific (training assistance in 4 countries) inclusive date 1995-96

Nature of work:

Served as resource person & trainer on rural development including micro-finance among government and youth agencies in 4 Asian countries (Philippines, Vietnam, Cambodia, & Thailand)

Consultant

HEKS (Swiss Inter-church Aid) Cambodia 1996

Nature of work:

Program strategy and Program Evaluation of HEKS Country Program in Cambodia

Consultant

Asian Development Bank Individual Consultant (Consultant Code 11229) 1995

Nature of work:

Supervised the institutional arrangement and the formation of local organizations to ensure the maintenance of water facilities in the communities under the Second Island Rural Water Supply Sector Project of the ADB and the Department of Public Works and Highways, Republic of the Philippines

Consultant

Evangelische Zentralstelle für Entwicklungshilfe
Bonn, Germany

Nature of work:

Provided technical advice on institutional management and program strategies as well as micro-credit facilities of EZE partners in the Philippines, China, and Cambodia

Consultant

Christian Aid, London

Nature of work:

Provided assistance in the preparation of a Country Program in the Philippines and Sri Lanka; Conducted program evaluation

of partner organizations in the Philippines, particularly Christian Aid partners involved in rural development, livelihood, and micro-finance including advocacy

Consultant Swiss Inter-Church Aid (HEKS)

Nature of work: Provided assistance in the Philippine Country Program; Conducted evaluation of the partnership between HEKS and Philippine NGOs

Consultant Japan Foundation Manila Office

Nature of work: Wrote on Philippine NGOs and Foundations for a book published by Japan Foundation.. The book is circulated in Japan as a way of forging cultural understanding between Japan and the Philippines

Consultant Development Academy of the Philippines,
Policy Research on Relocation and Resettlement 1995

Nature of work: Documentation on the management of relocation and resettlement of squatter families by the Philippine government

Consultant Policy Research , Philippine Institute for the
Alternative Futures (PIAF) under the Philippine
Council for Sustainable Development (PCSD)
NGO Counterpart 1995

Nature of work: Designed a policy program for the involvement of Philippine NGOs in the Philippine Council for Sustainable Development

Founding Partner OPTIMA Development Management Center 1990
(social auditing partnership for NGOs)

Other Work Involvements (as Resource Person/Facilitator in the fields of Population Management, Gender & Development, Local Governance, Electoral & Political Reforms)

Resource Person “Bureaucratic and Governance Reforms” in the Congressional Secretariat workshop in support of Legislative Agenda-setting for the 15th congress entitled “

Sustaining Growth, Advancing Good Governance and Achieving Social Justice”.

House of Representatives, Republic of the Philippines

16 June 2010

- Convenor “Usapang Mayor sa Quezon City”, a multisectoral forum On political and administrative issues among mayoral candidates in Quezon City. UP – NCPAG, 20 February 2010
- Fellow Social Weather Stations (SWS), a national poll agency doing Philippine social and political poll studies and analysis. February 2009-
- Participant “Right to Know. Freedom of Information Act”. Ateneo De Manila University. Quezon City. 20 February 2009 Sponsored by the ATIN, Transparency and Accountability Network, and CCJD.
- Resource Person “Party List System Act and Elections Reform”. 17 February 2009. Rockwell Center, Makati. Convened by Legal Network for Truthful Elections.
- Participant Round Table Discussion, “ Enhancing Social Accountability in the Asia and the Pacific”, World Bank Institute, Astoria Plaza, Ortigas, Pasig City, 12 February 2009
- Participant Round Table Discussion, “The Binding Constraints. Philippine Economy Assessment”. Friedrich Ebert Stiftung and Action for Economic Reforms. Discovery Suites Ortigas, Pasay City 8 October 2008
- Participant “The Right to Suffrage and the Vulnerable Sectors” Commission on Human Rights, Task Force 2010, International Foundation for Electoral Systems, Innotech Quezon City, September 2008
- Conference Synthesizer “The Partisan Civil Society : Partisan Politics and Civil Society, Are They Strange Bedfellows?” Friedrich Ebert Stiftung . Social Development Complex. Ateneo de Manila University, 3 October 2008
- Resource Person and Guest Speaker “Natural (S)Elections. Philippine Elections and Prospects For 2010”. Sponsored by UP Linangan and PALS

(NCPAG), 19 September 2008, UP NCPAG

Participant	International Forum on “Constitutional Courts”, Konrad Adenauer Stiftung, Sofitel Philippine Plaza Hotel, Pasay City, 9 September 2008
Reactor-Participant	Round Table Discussion, “Elections and Governance in Democratic Societies: Uruguay and Brazil”. Sponsored by Friedrich Ebert Stiftung and the Third World Studies Center, University of the Philippines. 13 June 2008
Conference Synthesizer	“First Campaigners-Media Interface”, national Conference organized by the Konrad Adenauer Stiftung and Newsbreak, Hyatt Hotel Manila. 13 May 2008
Resource Person	Strengthening Gender Responsive Budgeting in National Agencies. Workshop organized by the Women in Nation Building and the NCRFW, New Manila Hotel Manila September 13-15, 2005
Facilitator/Convenor	Millennium Development Goals and Rights-Based Approach, Seminar-workshop among members of the Association of Schools of Public Administration in the Philippines (ASPAP), July 20-22,2005 UNDP and ASPAP, UP-NCPAG
Resource Person	“Corruption in the Military”. A forum organized by The Third World Studies Center, February 20, 2005 Faculty Center, University of the Philippines Diliman
Participant	Global Practice Meeting on Electoral Processes and Systems. Sponsored by the UNDP New York, 15-18 November 2004. Manila
Participant	Asian Conference on Democracy and Electoral Reforms Sponsored by UNDP, Asia Foundation, Friedrich Ebert Stiftung and USAID November 12-14, 2004 Manila
Resource Person & Lecturer	Operationalizing and Monitoring Measures of Good Governance: Partnership in Development-State, Civil Society, and Private Sector Organized by the Foreign Service Institute – Department of Foreign Affairs, Republic of the Philippines. Manila Philippines, 3 June 2004.
Resource Person &	

Consultant	Enhancing Partnership between Local Government Unit (Quezon City government) and NGO-PO-Private Sector December 2003
Organizer & Consultant	Local Resource Mobilization & Resource Generation, LGUs and UPNCPAG Alumni Association August 2003
Facilitator	Workshop on Local Resource Mobilization & Resource Generation, International Conference on Decentralization, EDSA Shangrila Hotel, Mandaluyong October 2003
Chair, Session	International Conference on Decentralization July 2002 Federalism: The Future of Decentralizing States? EDSA Shangrila Plaza, Mandaluyong, Philippines
Resource Person	Philippine Legislators' Committee on Population And Development (PLCPD), "Advanced Leadership And Management and Communications Skills in Legislative Advocacy", Batangas, Philippines July 2002
Resource Person	Philippine Legislators' Committee on Population and Development (PLCPD) "Mainstreaming Human Development Issues in Philippine Elections", 22 March 2001, Batasan Complex Quezon City

Membership in Organisations and Awards Received

Secretary-General, Association of Schools of Public Administration And Governance (ASPAP),	2010-
Deputy Secretary General, Eastern Regional Organization for Public Administration (EROPA), association of member States, academics, and practitioners of public administration	2010-
Member, Philippine Society of Public Administration	2010-
Head, Political Science and Public Administration Section Of the Social Science Division, National Research	May 2010-

Council of the Philippines (NRCP)- DOST

Member, Executive Committee of the Social Science Division (Division VIII), NRCP-DOST	May 2010-
Awardee, Centennial Professorial Chair 2010, University of The Philippines Diliman, April 19, 2010	2010
Awardee, International Publication Award for “Challenges to The Philippine Culture of Corruption” in <u>Corruption and Development. The Anti-Corruption Campaigns</u> . Sarah Bracking (ed.) Palgrave Macmillan. 2007. United Kingdom and Sierra Leone	2008
Awardee, MetroBank Foundation, Professorial Lecture on Public Service and Governance, Philippines (awarded by Ateneo School of Government)	2007
Certified Member, NAUI Worldwide, Scuba Divers International Association	2007
Awardee, International Publication Award for <i>Education as an Instrument of Democratization and Governance</i> in “ Democracy and Civil Society in Asia: Volume 2. Democratic Transitions and Social Movements In Asia”, Jayant Lele and Fahimul Quadir (eds.) Hampshire. Palgrave Macmillan Awarded by the President, University of the Philippines	2004
Awardee, International Publication Award for <i>Civic Service in East Asia and the Pacific</i> in “Nonprofit and Voluntary Sector Quarterly”, 33 (4) Supplement, 127S-147S December 2004 Awarded by the President, University of the Philippines	2004
Secretary, Board of Trustees, UP-National College of Public Administration & Governance Alumni Association	2002
Chairholder, Ellen Fajardo Foundation, Inc. <i>Working on a course syllabus & module on “Citizenship”</i>	2001-
Most Outstanding Faculty, <i>The Toast Awards</i> given by the UP Circle of Administrators, NCPAG UP Diliman	2001
Board Member, Tambuyog Development Center (NGO involved In Coastal Resource Management in the Philippines and the Region)	2001-
Associate Member, National Research Council of the Philippines	1999-

Member, Pi Gamma Mu International Social Science Honour Society	1990-
Member, UGAT (Ugnayang Agham Tao), Anthropological Association of the Philippines	1979-
Member, UP College of Public Administration Alumni Association	1989-
Member, Consultative Committee on British Voluntary Service Overseas (VSO)	1989- 1990
Member, Association for Philippine-China Understanding (APCU)	1976-
Council Member, Asian Regional Exchange for New Alternatives (ARENA), Hong Kong-based organization of Asian scholars	1991- 93

Membership in Various Committees and Organizations

Member, SubCommittee on Good Governance and the Rule of Law Committee to review the Medium Term Philippine Development Program (MTPDP), 2010-2016 (President Benigno Simeon Aquino Administration)	2010
Executive Committee member, University of the Philippines Diliman	2010-
Section Head, Political Science and Public Administration, Social Science Division, and Executive Committee Member, Social Science Division, National Research Council of the Philippines (NRCP-DOST)	2010-
Founding Member and Core Group Member, Movement for Good Governance, A multi-sectoral Movement of individuals and Organizations working on Governance, Leadership, and Reforms in the Philippines. 2008-	
Franchisee, Rocky Mountain Café and Incorporator/Treasurer, Kofiserv, Inc.	2008-
Member, Consortium on Electoral Reforms (CER), a circle of election reform advocates	2007-

Member, Qualification Standards Review Committee For the UP Diliman Campus	2005
<i>Assesses and recommends the standards of position classification of personnel in the University of the Philippines Diliman</i>	
Reviewer for <i>Kasarinlan</i> , Third World Studies Center publication	2004-
Member, Search Committee for the Deanship of the School of Urban and Regional Planning (SURP), University of the Philippines	2004
Member, Gawad Chanselor Awards Committee, Committee on Outstanding Researcher and Outstanding Research Publication, UP Diliman	2003
Academic Personnel and Fellowship Committee (APFC), UP Diliman	2003-
<i>Reviews and recommends academic personnel for promotion, tenure, fellowships and leaves</i>	
College Committee on the Selection of Outstanding Personnel	2002
College Academic Advisory Committee, member	2002-
Convenor & Organizer, NCPAG Alumni Society and Fund Campaign	2001
Chair, University Council Committee on University Governance and Administration	2001-
Member, Steering Committee of the University of the Philippines Diliman	2001-
Selection Committee for the Asian Institute of Tourism (Search for the AIT Dean)	2001
Selection Committee for the GAWAD CHANSELOR For Outstanding UP Students, UP Diliman	2000
University Curriculum Committee	1999
Academic Personnel Committee, NCPAG Vice Chair	1999- 2001
Scholarship and Admissions Committee, NCPAG	

III. RESEARCH, PUBLICATIONS, AND PROFESSIONAL ACTIVITIES

Member, Editorial Board, Asian Regional Organization for Public Administration ARPA Journal	August 2010-
Reviewer, Social Science Diliman Journal	May 2010
Technical Evaluator, National Research Council of the Philippines Projects submitted to the NRCP	April 2010
Reviewer, Philippine Political Science Journal, ISI publication	2009
Decentralization, Personnel Employment and Appointment, Professionalization And other civil service concerns in a system of devolution, LOGODEF, February 2010.	
Campaign Finance Laws and Policies. November 2009-February 2010	
Reviewer, Ateneo de Manila University Press <i>Reviewed book on "Hidden Costs of Election Reform"</i> <i>Frederick Charles Schaffer, Cornell University Press</i> <i>Intended for re-issued publication by the Ateneo de Manila University Press</i>	2008
Reviewer, <i>Ateneo de Manila University Press</i> <i>"Human Rights and Creative Leadership"</i>	2008
Member, Review Committee, Philippine Journal of Public Administration, quarterly journal of Public Administration	2008-
Reviewer, Philippine Political Science Journal, ISI Publication	2009, 2008, 2007
Co-editor, Institutional Reform Papers, Ateneo School of Government, Ateneo Professional Schools, Rockwell Makati, <i>Reform papers on various policy themes submitted to policy makers and decision makers in the public sector</i>	2007-
Contributor, <i>Yellow Pad</i> weekly column in <i>Business World</i> , Philippines	2005-
Regular Political Analyst for ANC Television	2007-

Reviewed manuscript for the *Sociology of Religion* Quarterly Journal 2007
Published by the Wake Forest University.
Winston-Salem USA

Reviewer for the Ateneo de Manila University Press 2007

Reviewed manuscript for the Textbook *Philippine Politics and Governance
An Introduction*. Noel Morada and Teresa Encarnacion (eds.) 2006
University of the Philippines Diliman Department of Political Science

Books

Co-author

(Nepomuceno Malaluan, Arthur Neame, Marlon Manuel, Miguel Musngi) “Philippine Democracy Assessment. Rule of Law and Access to Justice, International IDEA and AER, 2010 (forthcoming)

Co-author

(Ramon Fernan III and Filomeno Sta Ana III) “Philippine Democracy Assessment Economic and Social Rights. Anvil Publishing Inc. Philippines, 2007

Co-author

(M. Lim, M. Lao, L. Juan) “Philippine Democracy Assessment. Minimizing Corruption”. Ateneo de Manila University Press
Published by Friedrich Ebert Stiftung, British Council, Philippine Democracy Audit, and the Transparency and Accountability Network. Philippines. 2007

Co-author

(J. Tigno, Lao & Sayo) “Philippine Democracy Assessment Free and Fair Elections and the Democratic Role of Political Parties”. Friedrich Ebert Stiftung and UP NCPAG, 2005

Author, “Management of Policy Formulation: The Generic Drugs Act of 1988”
UP National College of Public Administration and Governance and the
UP Office of Vice Chancellor for Research and Development (OVCRD),
Quezon City Philippines 2002 externally refereed publication

Monographs

Author, “Course Syllabus on CITIZENSHIP”, with support by the Ellen Fajardo Foundation, UP-NCPAG, 2002

Author, “Beating the Drums. Advocacy for Policy Reforms in the Philippines”

Jointly published by Christian Aid, Oxfam Great Britain, Oxfam America, and NCOS Belgium, 1999

Editor, "Public Policy and Advocacy : Position and Opposition in the Calabarzon". Ateneo Center for Social Policy and Public Affairs. 1997

Book Article and Encyclopedia

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