



DIPLOMACY TRAINING PROGRAM

AFFILIATED WITH THE FACULTY OF LAW UNIVERSITY OF NEW SOUTH WALES
A training program for peoples of the Asia-Pacific region

Human Rights Training for Indigenous Civil Society in the Philippines in cooperation with the Philippines Association for Intercultural Development

11—22 August 2003

REPORT

September 2003

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Introduction

This is the report of a two-week training program conducted 11—22 August 2003 in Subic Bay, Philippines by the Diplomacy Training Program in partnership with the Philippines Association for Intercultural Development (PAFID). The Program was made possible with funding from New Zealand Aid, the Myer Foundation, The Friedrich Naumann Stiftung and Caritas Australia.

The report provides a background to the training program, contextual information about the human rights challenges facing program participants, information on the participants, the training content and trainers and some recommendations for the Diplomacy Training Program to consider for future trainings.

En-route to the training the Executive Director, Patrick Earle and Board Member, Dr Sarah Pritchard, paid a courtesy visit to the Australian Ambassador to the Philippines, H.E. Ruth Pearce.

The training was formally opened by His Excellency, New Zealand Ambassador Terry Baker, Ambassador Howard Dee, President of the Tabang Mindanao and Assisi Foundation and Kapitan Bonifacio Tolentino – elder of the local Aeta indigenous landowners of Subic Bay.

Ambassador Baker was warm and eloquent in his opening remarks in relating the indigenous experience in New Zealand and internationally to the challenges facing indigenous people in the Philippines. In wishing the training program and participants well, he emphasised that promotion of indigenous human rights was a priority for the New Zealand Government domestically and in its foreign and international development policies. Ambassador Howard Dee provided the participants with an insight into some of the urgent challenges facing indigenous people in many different parts of the Philippines. He highlighted the relationship between violations of civil and political rights and lack of security for economic, social and cultural rights for indigenous peoples in the Philippines.

The training course took place over two-weeks and covered much ground. Training in existing human rights standards and UN mechanisms was complemented by a focus on practical skills and discussion of emerging human rights issues around the environment and intellectual property rights. Participants worked hard, often starting before 9.00am and working through until after 6.00pm. On their one-day off from formal training sessions, participants were invited to share food and experiences in the rainforest with the local Aeta community and were given a tour of the Subic Bay area.

The feedback from anonymous participant evaluation forms was universally positive, both about the quality of the training and trainers, and about the program content and its practical usefulness. All the participants identified specific ways that the training would either enhance their work or ways that they would apply and share the knowledge and skills gained with their organisations and communities. At the conclusion of the training the participants established an “e-group” so that they could continue to stay in touch and support each other.

Five former Diplomacy Training Program alumni were involved in this training as resource people or organisers and all reaffirmed the value of their initial Diplomacy Training Program experience. Acquaintance was also renewed with Professor Raul Pangilangan, Dean of the Law

Faculty at the University of the Philippines who had taught on the DTP course in Manila in 1997. Professor Paul Redmond, the Chair of the DTP board paid a courtesy visit to Professor Pangilangan en route to the training and discussed the possibility for future collaboration between the Law School and the Diplomacy Training Program.

A highlight of the training for participants was to be present to witness the Indigenous land owners of the region receiving formal ancestral domain title to 30% of the Subic Bay area.

Background

The training program came about at the suggestion of Dave Devera, a Diplomacy Training Program alumni and Executive Director of PAFID. PAFID is a long established organisation that works with indigenous communities and representatives from across the Philippines.

Through its work PAFID is acutely aware that many indigenous communities across the Philippines are vulnerable to a range of human rights violations and of the need to build the capacity of community advocates to defend and promote their human rights and rights as indigenous people.

An example of the need that Dave cited in the lead-up to the training was the sense of powerlessness of local community representatives when confronted with the killing of four indigenous children, allegedly by individuals associated the security guards and the military in a dispute over land.

The considerable work of PAFID in making the training possible needs to be acknowledged. It was a true partnership, but as in many partnerships the work was not always evenly distributed. PAFID worked with DTP on the program and on identifying and selecting both participants and trainers, but undertook most of the logistical work in the Philippines including arranging the venue and ensuring that all participants and trainers made their journey safely by boat, bus and plane. PAFID's Director, Dave Devera in particular was always there day and night to fix problems, look after participants needs and to find participants/trainers who were mistakenly deposited by bus somewhere in Zambales province.

Funding

An initial grant from the Myer Foundation and subsequent funding from the Philippines country program of New Zealand Aid made the program possible and supplemental funding from Friedrich Naumann Stiftung and Caritas Australia made extra spaces for additional participants.

The Myer Foundation needs to be acknowledged for its outward-looking perspective in providing funding to a program on indigenous rights outside of Australia. Over the years the Myer Foundation has gained a deserved reputation for supporting indigenous people in Australia in many different ways. The Diplomacy Training Program believes that funding for this program was recognition of the relationship between indigenous rights in Australia and internationally. Some of the issues facing indigenous people in the Philippines and Australia, such as negotiations over land and cultural property rights are common, even if the contexts are very different. Emerging international human rights standards and principles provide an important common ground to discuss these issues and there is clearly great potential for all in exploring avenues for experience sharing between indigenous peoples in the region.

While the Diplomacy Training Program has previously received funding from New Zealand Aid, on this occasion the funding was pivotal and NZAID support made this program possible. NZAID is giving priority in its Philippines program to situation of indigenous peoples and recognise the importance of capacity building among indigenous NGOs and advocates and those working with indigenous communities.

This training initiative clearly complemented NZAID strategy and programming priorities in the Philippines and the NZAID staff were flexible and supportive throughout. The presence of the New Zealand Ambassador at the opening ceremony was a powerful symbol of this commitment to indigenous rights and to indigenous communities, and was greatly appreciated by DTP, PAFID and by the indigenous participants.

The Friedrich Naumann Stiftung and Caritas Australia also provided valuable support by assisting with the participation costs of five individual participants.

The Venue

The training was held at the Subic International Hotel in the Subic Freeport Zone, a three to four drive from Manila. Since the US Military left its base at Subic Bay in the 1990's the area has been administered by the Subic Bay Marine Authority and attempts have been made to attract manufacturing, textile and technology industries. A fence, canal and guard posts separate Subic Bay from neighbouring Olongapo City and Zambales province. Much of Subic Bay remains forested, having being used by the US military for jungle survival training. Pressures of urban development were kept outside the base area by the perimeter barriers, which were retained when the Freeport zone was created.

The venue proved most appropriate as the Subic Bay area has been the subject of an uncontested ancestral domain land claim by the local Aeta indigenous people. A local leader of the Aeta people, Kapitan Bonifacio Tolentino, officially welcomed the participants to ancestral Aeta land. A field trip was arranged for participants to witness the hand-over of ancestral domain title deeds to the Aeta people and for a sharing of experiences with the indigenous participants of the training.

Twin-share accommodation was provided to participants in former US military barracks converted into a hotel in the 1990's after the US armed forces left Subic Bay. The main training venue was located a short distance from the hotel, at what was once the Naval Officers Mess. The hotel arranged a shuttle service for participants between the hotel and the training venue. All the arrangements worked well.

The Context

Civil conflict, corruption, lack of accountability and pressures of poverty and economic development have been identified by observers¹ as providing the broad context in which there have been ongoing human rights violations committed against indigenous people in the Philippines.

¹ US State Department 2002, Amnesty International 2003 Annual Report; Report of the Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous people - Mission to the Philippines

There is considerable political instability with a recent military rebellion/coup attempt and presidential elections planned for 2004. There is a vibrant press and an active and experienced human rights NGO community.

The Philippines Government is a party to most of the major human rights instruments and is currently in the process of submitting periodic reports to the Committee on Elimination of Discrimination Against Women and the Committee on the Rights of the Child. It has recently submitted its report under the International Covenant on Civil and Political Rights and will appear before the UN Human Rights Committee in October/November. The government is overdue in submitting its report under the Covenant on Economic, Social and Cultural Rights, although one NGO is currently in the process of preparing a parallel report to submit.

Indigenous advocates have celebrated the passage of the Indigenous People's Rights Act (IPRA) as a landmark legal recognition of indigenous rights by the government, but they have also, along with the UN Special Rapporteur and others, pointed to the challenges of implementing the Act. Community representatives on the ground have highlighted the difficulties in gaining recognition for ancestral domain title, the lack of awareness of indigenous rights in government departments and among government officials and the conflicting legal regimes governing indigenous rights and regulating mining and other economic activities that impact on indigenous people's rights. Indigenous communities who have won recognition of title to their land face major challenges in successfully negotiating the implications of this recognition. The capacity of communities to negotiate effectively with other stakeholders is one of these challenges. Violence and intimidation around contested ownership, use of and access to land is a pressing issue facing many communities.

Participants raised specific cases of forced displacements of communities to make way for dams and mines, and of the catastrophic social and environmental impact of some large foreign funded mine projects. Some participants had spent time in gaol as a result of peaceful protests against mine projects. Other participants had witnessed the killing of relatives and community members by armed groups associated with the military in the course of disputes over land and land title issues. The issue of bio-prospecting on indigenous land by companies and of the need to take special measures to protect the intellectual property rights of indigenous communities was also raised by participants.

Participants at the training highlighted that the international "war on terrorism" has brought a new atmosphere for repression for Muslims in the Philippines, with members of the Muslim community feeling further stigmatised in the eyes of wider Filipino society and whole communities being targeted by the armed forces in the hunt for individual suspects. This situation is particularly keenly felt on the island of Mindanao.

For some indigenous communities in Mindanao, claims for independence for Mindanao and the operation of the Autonomous Region of Muslim Mindanao (ARMM) can be seen as a threat to rights newly recognised by the Philippines Government in IPRA. Tensions and conflict between the majority communities and indigenous peoples on Mindanao have emerged over these broader issues as well as around local issues of land ownership and use.

Indigenous communities in other parts of the Philippines have also found themselves caught in the cross-fire of renewed conflict between the Philippines military and the New Peoples Army (NPA). The number of reported "disappearances" and extra-judicial executions in the context of this conflict has been on the rise and a number of specific cases were highlighted in the course of the training. The renewed conflict is fuelled by the growing development gap between rich

and poor. To a degree this renewed conflict is also affected by the global “war on terror” with NPA being recently designated a terrorist organisation by the US administration and Philippines government.

Participants

The call for applicants was distributed widely in May and June. DTP in consultation with PAFID selected 30 successful applicants from over 60 eligible applications, seeking to ensure balance between the regions and balance between genders. The final number participating in and completing the training was 27, drawn from three main areas of the Philippines – Cordillera, Visayas and Mindanao. Most of the participants were indigenous people, and all but one participant worked on indigenous rights issues on a daily basis. See Appendix I Participant Biographies.

There was considerable diversity among the participants, in cultural identity, in background, in skills and experience, in familiarity with English and in knowledge of human rights standards and lobbying and advocacy skills.

There were young indigenous women from Mindoro for whom this was the first such opportunity to learn about human rights. There were older men, veterans of the conflict in Mindanao and who are currently involved in efforts to find peaceful solutions to the long running conflict there. There were Christians, Muslims and followers of traditional indigenous belief systems.

The gender balance achieved was almost exactly 50% with 13 female and 14 male participants.

Most of the indigenous participants were from grassroots NGOs working directly with indigenous communities in different parts of the Philippines. A number of the other participants are currently working with the National Commission on Indigenous Peoples, a government agency, and had worked with Presidential Task Force 63 addressing violations of indigenous rights. The remaining participants came from networks or advocacy NGOs that work on land or mining, resource and environmental issues.

Many of the participants have witnessed, have experienced, or are confronted on a regular basis with, serious human rights violations. To ground the human rights training in reality, participants identified a list of ten issues that had occurred in their communities that they were familiar with. These issues included displacement of villagers by development projects, extra-judicial killing of indigenous leaders and of children, environmental destruction and conflict over mining projects. Over the course of the training, participants returned to these issues in the context of particular sessions.

Training Content

The training was adapted from the standard content of the Diplomacy Training Program schedule. It applied the DTP formula of providing knowledge of human rights law and standards, practical knowledge of how the UN system works and the diplomatic and advocacy skills to enhance effective NGO work to meet the particular circumstances of the indigenous participants in the Philippines.

The schedule provided an intense introduction to human rights law and the UN system and to indigenous rights within the broader UN framework. Considerable time was given to the place of

indigenous people, indigenous rights and indigenous forums within the UN system. This covered some of the current debates around the Draft Declaration on the Rights of Indigenous Peoples, the Working Group on Indigenous Populations and the new UN Permanent Forum.

The program was tailored to take into consideration the fact that the Philippines has ratified most of the major human rights treaties and that the reporting regime under these treaties is the most accessible way for many NGOs and advocates to engage with the UN system.

There was therefore a particular focus on working with the human rights treaty monitoring bodies and on interaction with the UN's special mechanisms such as the Special Rapporteur on Extra-Judicial Executions and the UN Working Group on Enforced and Involuntary "Disappearances". These sessions emphasised the importance of clear and credible information and documentation. Practical group sessions helped to build skills in human rights monitoring, report writing and presentation.

Building knowledge and skills for effective advocacy and lobbying was the focus of one session, but perhaps more importantly was emphasised in many of the other individual sessions. The need for clear objectives, for good preparation, for understanding the role of the individuals and organisations being lobbied, for making positive recommendations and understanding the importance of timing came through repeatedly in exercises, role-plays and simulations set by the trainers and in feedback sessions.

The training also acquainted participants with some of the current key and emerging issues relevant to indigenous communities such as bio-prospecting and intellectual property rights and provided the space for participants to explore the relevance of human rights standards and instruments to these issues.

For the first time the program also addressed the issue of corporate accountability to human rights standards with sessions on the OECD Guidelines on Multinational Enterprises and the new UN Norms on the Responsibilities of Transnational Corporations with regard to Human Rights. This is the first time these instruments have been on the course curriculum for the Diplomacy Training Program and they were very well received.

An important aspect to the training was the opportunity to share experiences and learn from each other. This was facilitated by an emphasis on group work, role-plays and other exercises focussing on specific cases and situations in the Philippines.

At a special evening session, a recent DTP alumni, Abhoud Syed Lingga, presented his experiences of going to lobby at the UN Commission on Human Rights in Geneva

A complete training schedule is attached as Appendix III.

Trainers

DTP and its partner PAFID arranged for specialist input to the training by expert trainers from academia, the law, the United Nations and local and international NGOs.

These included

- Professor Virginia Dandan from the University of the Philippines in Manila, who is Chair of the UN Committee on Economic, Social and Cultural Rights.
- Minnie Degawan, a Kankanaey Igorot woman from the Cordilleras with extensive UN experience.
- Dr Aurora Parong a Marcos era detainee who is Executive Director of Task Force Detainees Philippines.
- Ms Jana Grace P. Ricasio who is currently Assistant Resident Representative for the UN Development Program in the Philippines.
- Ms Luz Rimban, Director Philippines Centre for Investigative Journalism
- Joey Lozano, journalist and film maker based in Mindanao and board member of *Witness*.

It is an indication of the regard in which the Diplomacy Training Program is held that all of the trainers provided their services on a pro-bono basis. Three of the trainers were alumni of previous Diplomacy Training Program courses. In addition there were sessions from three international trainers from the Diplomacy Training Program and the University of New South Wales. There were 17 trainers in total; 10 female, 7 male. A full list of the trainers is provided in Appendix II.

The mix of local knowledge and international experience was very valuable and was commented on by participants.

Evaluation of Trainer presentations

At the end of each day participants were asked to complete a short evaluation questionnaire focused on the day's presentations. The questionnaire asked seven questions about the trainer presentation including: clarity of presentation, knowledge provided, usefulness of teaching aids provided, pace of presentation, level of English used, general interest created by the presentation, and an overall rating of the presentation. Participants were asked to assess these categories according to five choices offered: excellent, good, average, poor, very poor. Participants were also given the opportunity in the evaluation questionnaire to make general comments about the trainer and their presentation, a selection of which follows below.

Summary Table of Average Participant Responses

Feedback from participants was universally positive, with all trainers evaluated as being in the good to excellent range. Below is a summary table based on the average (mean) responses of participants to the seven questions in the evaluation form.

Total Number of trainers	17	
Average Number of trainers per rating		%
QUESTION 1: Clear presentation		
Excellent	14	82
Good	3	18
QUESTION 2: Knowledge and skills taught		
Excellent	15	88
Good	2	12
QUESTION 3: Usefulness of teaching aids		
Excellent	12	71

Good	5	29
QUESTION 4: Pace of the presentation		
Excellent	11	65
Good	6	35
QUESTION 5: Understandable level of English used		
Excellent	12	71
Good	5	29
QUESTION 6: Interest created in the training		
Excellent	13	76
Good	4	24
QUESTION 7: Overall rating of the presentation		
Excellent	13	76
Good	4	24

Short comments about trainers from anonymous participant evaluations

- *Prof Dandan gives constructive comments and suggestions for effective strategies e.g. drafting and submitting of NGO parallel reports to the UN Treaty Bodies*
- *Excellent trainer on the UN and Human Rights Standards.*
- *The actual experience/story-telling of the lobbying campaigns in the UN is an effective way of the speaker for the participants to learn from the training session.*
- *Perhaps in the words of Minnie Degawan, we are a people of oral tradition. While I could have easily read about the history, mandate, composition, etc of the UN bodies for Indigenous Peoples, the “insider” stories and real engagements she shared helped put/situate Indigenous Peoples in UN IP Forums more concretely and vividly for me.*
- *The practical experience in lobbying is really useful*
- *Excellent, interesting and very challenging.*
- *The topic is easy to grasp and presented in an understandable manner*
- *It’s a nice perspective to see from the point of view of a media practitioner. It shows how and what we advocates have to access.*
- *Very interesting and useful, especially in our line of work.*
- *The capacity of the facilitator to balance and weigh different views is excellent.*

Materials

All participants were presented with an edited version of the Diplomacy Training Program Manual. In addition participants were provided with further resource and reference materials to support each session. Each participant is being provided with mini-CD copy of the various power-point presentations made by various presenters.

At the end of the training each participant received a certificate from the Diplomacy Training Program and the Law Faculty of the University of New South Wales.

Applying the Training to Practice

Participants were asked to think about how they would apply the training to their work when they returned to their organisations and communities. Each was asked to keep a personal daily journal to help them reflect on each day's program and how it might be applied.

In the evaluation form at the conclusion of the training participants were asked about the usefulness of the training and how they would apply the training in their organisations and communities. Following are some examples:

It puts me into a clearer perspective where Indigenous People lie in local and International sphere and pertinent to Human Rights issues. Information will be used as a tool in the refocusing of our centre's development framework for Indigenous People.

It is very vital and indispensable in the type of work I'm doing right now. With this training, my views on greater advocacy have been widened. It just opened up and created broader horizons and fields for us to weave in and move in order to defend our rights. As a member of a body created to address emergency situations affecting IP's, the idea of lobbying and advocacy appealed greatly to me.

Yes, DTP is the first detailed and comprehensive training on human rights. It helped me in my work by conducting small group discussion in the village on the aspect of human rights, its basic concept.

It's really perfect and it will help a lot in assisting my work as a human rights advocate; through the different topics/inputs, workshops which we undertook and the hand outs which were given to us we now have references for giving seminars and training in our various communities

DTP training will definitely be of great help to my work particularly in the advocacy of women's rights. Further, sharing of co-participants on the issue of IP women in their areas will be useful in analysing the plight of Filipino women.

Yes. Tools, mechanisms, venues, networks, and measures are all valid ideas imparted by this training. Knowing the basic available possibilities enables advocates, communities and Indigenous People's options to use. The challenge lies in the decision of which to use or if to use any at all. In this aspect, the candid sharing of the resource speakers on the actual experience helped give a handle to this process of strategizing and planning for both communities and advocates alike. Networks were opened.*

In regards to methodologies taught and learned, these have provided me with alternative and effective ways to lobby and strategise especially during negotiations with military authorities

The knowledge I gained was very practical and technical, relevant, essential and substantial in policy advocacy, networking and lobbying strategies.

Specific Outcomes

- The Muslim participants from Mindanao are planning to hold an orientation on human rights with women in the coming months.
- One participant will be using the information in preparation for an international meeting on rivers and dams in Thailand in December and will collaborate with one of the trainers to prepare a short video production to present at the international meeting.
- Establishment of an e-mail group among participants.
- One participant will make contact with children's NGOs to ensure that the situation of *Ameriasians* children is included in the Philippines reporting process to the UN Committee on the Rights of the Child.
- Most participants will initiate human rights training/orientation programs in their organisations and with their communities.
- Participants are contributing to a follow-up document outlining issues of concern and draft strategies for action

Recommendations for Future Training Programs

- While the focus of the training was on the Philippines indigenous experience and this is already diverse and challenging from a training perspective, it would have been useful to have had indigenous peoples input from New Zealand or Australia and elsewhere – particularly around the issues of negotiating land use and negotiating agreements with corporations. This should be considered when organising future in-country and regional trainings on indigenous rights.
- There is clearly a continuing need for human rights capacity building among indigenous advocates and networks in the Philippines and DTP should explore with its Advisory Council and local partners its role in meeting this need.
- While the diversity of trainers brought considerable expertise and a range of valuable experiences, a smaller number of trainers might have enabled more in-depth exploration of particular issues and areas and provided greater continuity between sessions.
- The session on women's rights and gender was perhaps the most controversial of the individual sessions. A number of evaluations commented that it would have been more appropriate to have an indigenous woman presenting on this session. It would probably also have been valuable to have more time dedicated to this vital yet highly sensitive topic.
- DTP needs to explore how it can improve the impact and sustainability of its training, reflecting on comments made by participants at this training about the need for ongoing communication and information.
- DTP should consider holding further regional training programs in the Philippines as it has rich resources of human rights expertise to draw on and DTP can build on its past record of contributing to and collaborating with the human rights community in the Philippines.

APPENDIX I | Participant Biographies

Paisal Abdul – Institute of Bangsamoro Studies, Cotabato City

Paisal works as a Legal Officer in the Office on Muslim Affairs at the Institute of Bangsamoro Studies (IBS). It is a Human Rights program in-charge of human rights education. Paisal helps conduct trainings on Human Rights education and is in-charge of the IBS radio program on Human Rights education and advocacy. He is attending the DTP because he would like to know more about Human Rights education. He would like to be equipped with knowledge of Human Rights laws and procedures and learn how to address human rights violations to be better prepared to investigate Human Rights violations impartially and objectively and assist the victims with legal services. Specifically he would like to know more about human rights aid and counselling, visitorial services to victims of human rights violations, public information and education services, action line and referral, and rights of indigenous people. Paisal has a Bachelor of Law and a Bachelor of Arts. He has also attended a Seminar/Workshop on Documentation of Human Rights Violations.

Ruth Adornado – Samahan ng mga Kanbataang Katutubo sa Sierra Madre, Quezon

Ruth works for the organisation Samahan ng mga Kanbataang Katutubo sa Sierra Madre. She has completed a Bachelor of Science in Education and has taken part in a Leadership Training program conducted by UNICEF.

Mr Romulo E. Agbulos – Mindadao Indigenous Peoples Consultative Council, Inc

Romulo Agbulos works as a Technical Operations Officer for the Mindadao Indigenous Peoples Consultative Council in Davao City. He has worked as a Development Worker with Indigenous Peoples over the last six years. His work includes technical narrative write-ups, proposal development, lectures, training, research, conflict resolution/negotiations, Peace and IP Rights Advocacy. Romulo has a degree in Business Management and is presently undertaking a further degree in Sociology.

Susan P. Aniban – Task Force Detainees of the Philippines (TFDP)

Susan currently works for the TFDP regional staff in Northern Luzon. She has helped in organising human rights seminars for Indigenous people in Northern Luzon, as well as the Organisation of Concern Loacan – Indigenous People for Justice, Peace and Development (OCLIP). She further helped organise the Shakilan Niikulos (SNI), under the office of the Social Action Centre (SAC), Vacariate of Bagio/Benguet. Susan belongs to the Ifugao tribe, and hopes to gain more knowledge on human rights laws and principles through the training. She would like to share the knowledge gained through the training with her fellow workers, and with those less fortunate than herself.

Maura Almoza – Volunteer and Paralegal area Coordinator, Benguet

Maura volunteers for an organization assisting her fellow Indigenous People's in any legal concerns and coordinates with other NGOs and other concerned government agencies. At the moment she is involved with attending the organizations civil case filed by a mining company in the Regional Trial Court in Benguet. Maura is an Ibaloi, from the Cordillera Region. She has a Bachelor of Science in Elementary Education. Maura has also a basic course in Human Rights and has training in Indigenous People's Rights and paralegal training in Civil and Political Rights. She is participating in this course in order to learn about Indigenous People's Rights in the international arena and relate it to local laws. She also would like to become more aware of the specific things currently happening with Indigenous People's Rights. She hopes to establish networks with international NGOs so as to be able to better serve her people.

Daniel Arias – Mainland Development Center Inc. (MDC), Davao City

Daniel works as the Area Manager in the Municipality of Montevista, Compostela Valley Province under the Mainland Development Center Inc (MDC). The MDC works with both the lowland and upland farmers on the issue of Sustainable Integrated Area Development. Strategies adopted include the documentation of human rights violations, the use of mass media (print and broadcast) to advocate human rights, human rights education sessions, networking with other social development organizations in Mindanao, and the development of a strategy to assist the resolution of human rights cases. Daniel is responsible for strengthening the People's Organization in 20 barangays, providing training and seminars on Human Rights, Land Tenure Improvement, Sustainable Agriculture, Organizational Development and People's Participation in Local Governance to Indigenous Peoples organizations in the entire province. Daniel is excited to engage in an in-depth discussion on human rights, case studies and the relevancy of this issue in our country and particularly to his region. The knowledge he gains about the advocacy of human rights will be passed on to his organization and the network to which MDC belongs. Daniel has a Bachelor of Science in Sociology and has training ranging from Leadership and Speaker's training, to an International Law seminar, and paralegal training on Human Rights.

Samuel Balinhawang – Alliance of Community Development Advocates (ACDA), Vizcaya

Samuel is a community organizer with the organisation Alliance of Community Development Advocates. He is a full-blooded Ikalahan and one of the few people to finish school from his village. As a result his community depends on him for assistance and advice whenever they transact or negotiate with the lowland communities. His community lives in a tribal reserve, one of the few areas in the country where the Indigenous People have been successful in negotiating with local management. However, others who have interests in the land (such as mining companies) try endlessly to influence the government through money to pursue their own ends. These new challenges, along with the ever-changing times, require new skills and networking with others with similar interests. As the legal officer and community worker of his group, Samuel intends to share his learning from DTP with other organizations as well as with community village heads. He has an AB in Sociology and a Bachelor of Arts. He also has training in paralegal, popular journalism, and research and documentation.

Lydia Bunglay – Mangyan Mission / Indigenous People's Development

Lydia is currently the Area Coordinator for the Hanunuo Mangyan Tribe Mangan Mission. She coordinates social development activities with the Hanunuo Mangyan tribe of the Municipality of Bulalacao in Oriental Mindoro Province. Lydia has undertaken leadership training; basic trainer's training as well as religious education. She is interested in knowing more about Indigenous peoples international rights, and wishes to share what she gains from this course with the members of her tribe.

Rebecca Bumahit – Kataguan Center, Lagawe Catholic Mission, Ifugao

Rebecca is currently a Project Superintendent and a Community Development Worker for the Kataguan Center at the Lagawe Catholic Mission. She does administrative work at the center and is also involved in the processing of the Ancestral Domain Title application of the Ayangan Tribe in Lagawe Ifugao. She also volunteers as a technical advisor to the Ayangan Youth Solidarity Movement and the Ayangan Sponsored Families Development Association. In addition she works for the "Save Mount Binahagan Watershed". She supervises the campaign for the restoration of the Ifugao Rice Terraces. Rebecca has a Bachelor of Arts and a Bachelor of Secondary Education. She has also taking courses on Counselling for the Poor, Developing Programs for the Indigenous Peoples, and a basic course on Human Rights.

Rodolfo Canam – Nueva Vizcaya Environmental and Rural Development (NVERD), Nueva Vizcaya

Rodolfo is the Project Officer of the Nueva Vizcaya Environmental and Rural Development (NVERD). In this position he provides technical assistance to target beneficiaries, supervises project implementation, monitors and evaluates projects implemented by project beneficiaries and prepares reports of activities which are submitted to the funding agencies. As vice Mayor of Kayapa, Nueva Vizcaya, Rodolfo also supervises the overall implementation of projects in the municipality, coordinates with other government agencies on other programs, and presides over meetings. By attending the Diplomacy Training Program

Rodolfo hopes to become better equipped to help his community and other communities. His organization is involved with processing claims for ancestral domains. They also have implemented small livelihood projects in different communities and are planning to organize the Indigenous Cultural Communities for the whole municipality of Kayapa, Nueva Vizcaya. Rodolfo has had many previous jobs such as a technical assistant for Region 02, Presidential Task Force on Indigenous Peoples, Commodity Specialist for the Central Cordillera agricultural program (CECAP), Zone Agriculturalist for CECAP, and various other positions. He has a Bachelor of Science in Agriculture and a Masters in Rural Development. He also has training in many areas ranging from Slope Agricultural Land Technology to Personal and Interpersonal effectiveness.

Obil Dahap Jr – National Commission on Indigenous Peoples (NCIP), Quezon City

Obil is Attorney IV of the Legal Affairs Office of the National Commission on Indigenous Peoples (NCIP). The NCIP is the primary government agency responsible for the formulation and implementation of policies, plans and programs to promote and protect the rights of the ICC's/IP's and the recognition of their ancestral domains as well as their rights thereto. In this position he handles cases which involve claims for ancestral domains of Indigenous Peoples and all cases whether incident thereto or not. Most of these cases include violation of their rights as humans and as part of society. However Obil is also a member of the Special Transition Team of the NCIP. This team is establishing a procedure to assure the smooth transition of cases involving the interests of Indigenous Peoples and communities handled by Task Force 63, which being transferred to the president of NCIP. Obil is a Subean native, an indigenous tribe the majority of whom can be found in the Zamboanga peninsula, in the southern part of Mindanao. Obil sees this training program as a way to enhance his knowledge on the issues affecting the rights of Indigenous Peoples and how to assert them in the most effective way both in the national and international perspective. He also believes the training will help him to be better able to address the concerns and issues of Indigenous People as Attorney IV. Obil has a Bachelor of Arts in Political Science from Western Mindanao State University in Zamboanga City and a Bachelor of Laws from the University of San Carlos in Cebu City.

Ms. Elena J. Damaso – UNDP National Commission on Indigenous Peoples Project Management Office / Empowerment of Indigenous Peoples for Governance and Sustainable Development of Ancestral Domains

Elena is currently a Governance Specialist with the UNDP – NCIP PMO, PHI/01/007. She considers herself to be a human rights advocate for Indigenous peoples' rights, a peace advocate in the Southern Philippines, and a humanitarian service practitioner in post-conflict situations such as East Timor. She is currently involved in creating social constructs and encouraging social processes towards the formulation of culture-sensitive policies. She has participated in the lobby for the enactment of the Indigenous Peoples Rights Act and the Organic Act for the Autonomous Region of Muslim Mindanao, and holds both a Bachelor of Arts majoring in English, and a Master of Arts in Philippine Studies (Society and Culture). Elena wishes to become further equipped in the concepts and operations of human rights in realistic settings through the training

Ms. Ana Maria A. Galacia – Mangyan Mission / Indigenous Peoples and Ancestral Domain Rights

Ana has worked as a Mangyan Culture Research and Documentation Officer, and Land Tenure Program Officer, and she currently works as the Area Coordinator for Alangan Mangyan Tribe, Mangyan Mission. Her current activities include coordinating social development activities with the Alangan Mangyan Tribe, in which she is seen as a leader. Ana has had previous training in Leadership, Para-legal training and Human Rights. She looks forward to improving her knowledge in indigenous human rights through the training.

Ms. Marites Landone – Mangyan Mission, Oriental Mindoro

For the past five years Marites has been working as the Community Organizer for the Tadyawan Mangyan Tribe for the Mangyan Mission. She works with Tadyawan mothers organizing community-

based health development, particularly with the integration of indigenous and western health practices. She also assists patients and gives first aid treatment. Marites additionally facilitates community meetings and workshops regarding issues and projects concerning Mangyan communities. Furthermore, she assists Tadyawan communities in writing letters and resolutions and in networking with different offices (government, non-government, people's organizations, etc.) In completing the DPT Marites hopes to develop her knowledge and skills concerning Indigenous People's Rights, to interact with other people and groups working with Indigenous Peoples. She will bring this knowledge, skill and insight to her work and her people, the Tadyawan, Mangyan tribe. Marites has a degree in midwifery and training in community organizing and primary health care.

Marj Marilou – Executive Director, Special Task Force for Indigenous Peoples Facing Emergency Situations (Task Force 63), Office of the President Manila

Marj has worked with the indigenous peoples sector over the past nine years in both the NGO sector and the government. Her previous work with NGOs involved facilitating the building of networks and linkages for advocacy, research, information dissemination and capability-building. Her current position with the government is to facilitate inter-agency solutions to difficult situations. This involves the management of conflict in land situations being faced by indigenous peoples where violence has become predominant as a result of unresolved overlaps in claim of land rights. She believes the program will assist her to become more effective in her current work and her future engagement with indigenous peoples groups.

Ms. Olivia Melendrez – Women's Education, Development, Productivity and Research Organization, Inc. (WEDPRO), Quezon City

Olivia is a Community Mobilization Officer for WEDPRO, an organization working for Women's education, development, productivity and research. She links government agencies, NGOs and other members of civil society in Angeles City. Meetings and activities she attends deal with women's issues such as prostitution, sex trafficking, migration, HIV/AIDS, women's health, and legislative advocacy. In addition some mixed networks deal with areas such as debt and development, environment and Amerasian children's issues and concerns. Olivia also assists other organizations like the Nagkakaisang Kababaihan ng Angeles City (United Women of Angeles City), a socio-cultural organization of women survivors of prostitution. Olivia sees the Diplomacy Training Program as a valuable tool to further her work in women's rights and Amerasian children's rights and concerns. Women in environment and gender mainstreaming of Indigenous Peoples are emerging concerns in her organization in which she personally will be highly involved and she sees this course as a good opportunity to become more educated in these issues. Olivia has a Bachelor of Science in Forestry.

Frederick Mikhail Farolan – Task Force 63, Office of the President of the Philippines, Quezon City

Frederick is the Technical/Legal Officer for a special Presidential Task Force working to address the emergency situations adversely affecting Indigenous Peoples. In this position he undertakes case research, analysis, assessment, review, strategy formulation and recommendation, and directive implementation. He also directly handles emergency cases in provinces in all three major island groups of the Philippines. The nature of the cases ranges from Human Rights abuses against IPS and their communities, evacuation cases/IPs in armed conflict areas, conflicts between ancestral land claimants and resource use instrument holders, establishment of IP reservations and conflict between ancestral domains and government reservations. He is also involved in community consultations, interagency coordination (local and national; civilian and military) and networking with community and other non-government organizations and local government units. Once the term of Task Force 63 is up, Frederick will be transferring to the Legal Rights and Natural Resources Center (LRC), an NGO concerned with IP rights and welfare. In the near future he hopes to set up an NGO that would focus on community capability building for empowerment and development. Frederick is attending DTP partially so that he can pass on the information he gains to communities and advocates at the grassroots. In addition taking a course such as this will help him to further pursue his interest in grassroots education, giving him more credential so that he may be taken seriously by those in higher positions. Frederick has a Bachelor of Arts

in Public Administration and a Bachelor of Law. He has also completed training in Governance and Legislative Advocacy, Technologies for Adult Learning, and various Paralegal trainings.

Maxine Tanya M. Hamada – Task force 63: Special Presidential Task Force to Address Emergency Situations Adversely Affecting Indigenous Peoples

Maxine is currently Presidential Assistant V, of the Technical Officer of Task Force 63 Secretariat. Maxine's work is currently focused on the Southern Philippines, and she deals with the immediate interim response coordination to address reported violence and conflict affecting the communities. Before taking this position, Maxine worked with the Legal Rights and Natural Resources Centre (Kasama sa Kalikasan – LRC KsK), dealing with campaigns and support as well as project development. Maxine holds a Bachelor of Science in Molecular Biology and Biotechnology, and hopes to further her human rights knowledge relevant to the Indigenous Community through this course.

Dr. Gilbert P. Hoggang – Koalisyon ng Katutubong Samahan ng Philipinas (KASAPI), Inc.

Gilbert is a veterinarian and farmer by profession. Gilbert has previously been a member of the Standing Committee of the Katutubong Samahan sa Cagayan Valley (KASACAV), or the Regional Federation of Indigenous peoples organisations in region 02. He then became chairman of KASACAV for 2 years, and was further chosen as the chairman of the Koalisyon ng Katutubong Samahan ng Philipinas (KASAPI). Gilbert is a community leader who is involved with many complaints, requests and resolutions, as well as the mediation of conflicts. He also facilitates participation of Indigenous people in forums and consultations conducted by Government and Non-government Organisations. Gilbert holds both a Bachelor in Animal Science and a Doctorate of Veterinary Medicine. He has further completed training on sustainable development and related issues, as well as campaign management and communications through Oxfam. Gilbert is from the Ayangan tribe from Ifugao, and believes that attending the training would enhance his knowledge and skills in community organising, conflict resolution and management, and the diplomatic processes customarily used by Indigenous people.

Yolanda Lilawan – Quezon Manobo Tribes Association, Inc. (QUEMTRAS), Valencia City

Yolanda works for Quezon Manobo Tribes Association (QEUSMTRAS), a community-based organization that is aimed at promoting the cultural rights of Indigenous People, helping to revitalize culture and traditions. The organization also works towards regaining ancestral domain territory, gives people access to social services, and helps to conserve natural resources. Yolanda works in Indigenous Peoples communities where there is a lack of social services, discriminatory treatment, and neglect by the government. She works as a community organizer, addressing the needs in the communities, for example processing the required Certificates of Ancestral Domain Titles. She assists in the facilitation of access to basic social services from various government agencies and other concerned institutions. In addition, she assists with the communities' strategic planning of activities and the implementation of projects to strengthen their sustainable development and management. Yolanda is attending the Diplomacy Training Program in order to gain more insight into how to engage in diplomatic approaches in advocacy work and to learn strategies for lobbying and Human Rights as related to her work. She also hopes to learn more about the intervention, protection and promotion of the cultural rights of Indigenous People. Yolanda has a Bachelor of Science in Agriculture. She also has training in leadership, research and documentation, community organizing, and health related information.

Dr. Juanito Pio L. Lledo – Tribal Council of Calacuit

Juanito is the Tribal Chieftan of the Tribal Council of Calacuit, and is a Doctor of Veterinary Medicine (DVM). In 1986 he empowered the displaced Indigenous Peoples (IP) of Calacuit Island, beginning the longest legal battle in the Philippines. Juanito has further filed claims at the National Commission on Indigenous Peoples (NCIP), for the recognition of the rights of the Indigenous people of Calacuit to their ancestral land, and is actively involved in the conservation and preservation of natural resources and tribal cultures, traditions and practices. He also provides relief clothes and food, and provides mobilized rescue operations to Indigenous people in times of danger in his local province. Juanito is trained in

Artificial Insemination in swine and cattle, animal disease and epidemiology, as well as team building and leadership training. He has further completed training in effective radio broadcasting and media practice. Juanito looks forward to participating in the course as a way to increase his ability to identify problems for the Indigenous community, as well as to learn from the experiences of other participants.

Artiso Mandawa – Nagkakaisang mga Tribu ng Palawan, Palawan

Artiso is a Community Organizer for the organization Nagkakaisang mga Tribu ng Palawan (United Tribes of Palawan). He works to advocate for the rights of Indigenous People and helps to strengthen the IP community so that they can protect their ancestral domain. He attended Palawan State College (aka Palawan State University) and completed a Bachelor of Arts in Political Science.

Maria Caryl Montales – Vicariate Social Action Center of Calapan, Inc. (VISACC), Oriental Mindoro

Maria is the Executive Assistant of the Social Action Center Director. She attends to the office communications and she coordinates with the various organisations that VISACC interacts with. At the moment she implements the political education program for VISACC and she conceptualizes the general directions of the program in consultation with the director. As her office is the social action arm of the Apostolic Vicariate of Calapan (Roman Catholic Church) in Oriental Mindoro, she attends meetings of the multisectoral groups that have been formed to address particular issues such as anti-mining campaigns, human rights violation, and other concerns pertaining to justice and peace. Specifically, Maria is an advocate of Mangyan rights. She is also involved in the radio and video productions aimed at minimizing the prejudice of lowlanders on the Magyans and their culture. Maria feels that in order for her to provide assistance to the other Church workers who are based in the communities it is very important that she enhance her knowledge in human rights laws and principles. She feels that by attending the DTP she will gain knowledge needed about the procedures and mechanisms to protect the rights of indigenous groups and marginalized sectors so that her office can effectively address issues on social concerns. This will also help her in implementing the political education and advocacy program. Maria has an AB in English literature and has recently participated in an Advocacy Management Training.

Guinaid Paduman - Institute of Bangsamoro Studies, Cotabato City

Guinaid is a Shariah Lawyer Practitioner at the Institute of Bangsamoro Studies (IBS). As a volunteer he is in-charge of the documentation and monitoring of Human Rights violations, especially in conflict-affected areas in Mindanao. By taking this course he hopes to become more efficient as a volunteer in the Human Rights domain. Knowing the UN Human Rights mechanisms is important to him so that he can help to effectively deal with Human Rights violations in conflict-affected areas. Guinaid has a Bachelor of Law and a Bachelor of Science in International Relations. He has also attended a Seminar/Workshop on Documentation of Human Rights Violations.

Lagtum Pasag – Sadik-Habanan Buhid Inc, Quezon City

Lagtum works as a Community Organizer with Sadik-Habnan Buhid Inc. He assists in the documentation and filing of claims over land. He also assists the Mangyan tribe in their human rights. Lagtum himself is a Hanunuo Mangyan tribe of Barangay Batabgan, Bongabong, Oriental Mindoro. Since 1989 he has been working with different Indigenous Peoples Communities on how to recognize and protect their rights over their ancestral domain – land and water. Lagtum has training in Basic Organizing, Basic Leadership, and on Legislative Development. He hopes that this DTP will help him to evaluate his knowledge and strategies on how to become an effective and assertive IPs human rights advocate in terms of international human rights law and principles. He is eager to learn about UN agencies and procedures, including how to become effective in lobbying, working in media, and People Diplomacy.

Samson Pedragosa – Pambansang Kilusan ng mga Samahang Magasaka (PAKISAMA) or National Federation of Peasant Organisations

Samson currently works as the Program Coordinator of the Legal and Policy Advocacy Department (LPAD) of PAKISAMA. This allows him to be involved in media relations, policy advocacy, legislative lobbying and advocacy training for leaders of peoples' organisations. Samson has previously been a Public Education Specialist of the World Wildlife Fund (WWF) Philippine program, as well as a College Instructor with the Bicol University College of Agriculture and Forestry. These experiences have allowed him to conduct policy studies and research on traditional land ownership among Indigenous people, as well as environmental impact assessment. Samson holds a Bachelor of Science in Forestry, as well as a Master of Art in Urban and Regional Planning. He has also completed training in advocacy training and legislative lobbying. Samson believes that the training will further improve his advocacy skills, as well as helping to reinvigorate the intellectual energy needed to push policy change and reform.

Parido Pigkaulan – Institute of Bangsamoro Studies, Cotabato City

Parido is the Director at the Institute of Bangsamoro Studies Human Rights Center (IBS). He supervises the human rights program of the IBS, and assists victims of human rights violations in reporting and filing complaints to authorities. Parido is participating in the DTP in order to learn the United Nations mechanism on monitoring human rights and documentation of human rights violations. He thinks that it is important that he enrich his knowledge about human rights in general since he is living in Mindanao and is in-charge of the human rights program IBS. He feels that knowing more about the specific rights of Indigenous People will also be of great help in the quest of the Bangsamoro people for their right to self-determination. Parido has a Bachelor of Law, a Bachelor of Science in Criminology and a Masters in Public Administration. He has also attended a Seminar/Workshop on Documentation of Human Rights Violations.

Romeo Saliga – Lumad Development Center, Inc. (LDCI)

Romeo has had much experience in working in the areas of human rights, concentrating largely on the plight of Indigenous people. He has volunteered for the Kutawao Council for Justice and Peace, has been a board member of the Board of Trustees representing Indigenous people at the Philippine Alliance of Human Rights Advocates, as well as being a founding consultative body member to the Katutubong Samahan ng Philipinas (KASAPI), a national coalition of Indigenous people in the Philippines. Romeo is currently the Administrative Officer at the Lumad Development Centre, as well as LDCI Program Coordinator on Research, Documentation, Education and Training. Romeo holds a Bachelor of Science in Education (BSEd), and has completed training in such areas as Student Leadership, Para-legal work, and Mediation. Romeo believes that the training will benefit him in his quest to assist the Indigenous people of the Philippines.

Mutalib Saway Tagtagan - Institute of Bangsamoro Studies, Cotabato City

Mutalib is a Shariah Lawyer Practitioner at the Institute of Bangsamoro Studies. He is a volunteer worker in-charge of Human Rights research and documentation. In taking the Diplomacy Training Program he wants to gain further knowledge and skills in Human Rights research and documentation. He would like to also gain knowledge about the specificities of the rights of Indigenous People in order to help him in his work with the Bangsamoro - working for self-determination. Mutalib Saway has completed a Bachelor of Law and a Bachelor of Arts.

Florence Umaming – UNDP

Florence is presently the Programme Coordinator of the Empowerment of Indigenous Peoples for Governance and Sustainable Development of Ancestral Domains within the UNDP. Florence believes that Indigenous peoples' rights are human rights that require the utmost sensitivity in order to win the fight against human rights abuses. She believes that it is a multi-dimensional issue that requires working with people in authority, whose job is to protect its citizenry, but which often find themselves in the crossroad of protecting the interest of powerful groups who are allies of people in the high seats of government. Florence hopes to learn the best practice of effective monitoring of human rights violations through the training.

APPENDIX II | Trainer Biographies

Emmanuel C Amistad

Emmanuel is currently the National Program Coordinator of the Research, Documentation and Information Program at Task Force Detainees Philippines. He writes the quarterly and bi-annual human rights situation released by TFDP to the public. He is currently part of the team writing an NGO report to be submitted to the United Nations Human Rights Committee. He has been involved with various non-governmental organizations such as PENTECOST, Promotion of Church Peoples Rights, Friends of the Slum Dwellers, Association of Major Religious Superiors in the Philippines and the National Secretariat for Social Action of the Catholic Bishops Conference of the Philippines.

Jean Serraris

Jean Serraris works for Legal Rights and Natural Resources Centre (LRC) in the Philippines. The organisation currently sits as one of the convenors of the NGO-Working group on the ADB, a Civil Society sounding board of the ADB which it regularly consults. The LRC group is highly credible and has been very successful in the campaign against development aggression and mining in particular. They acted as the main legal counsel when the Indigenous Peoples Rights Act was sued before the Supreme Court and also currently lead the class suit against the Mining Act of the Philippines along with Climax ARIMCO an Australian company. Jean Serraris is the Campaigns and Advocacy officer for LRC and is currently based in Davao, Mindanao. She is presently leading the LRC campaign and advocacy against the largest mining project in the Philippines by the Australian Western Mining Company.

Professor Virginia B Dandan

Professor Virginia Dandan is based in the University of the Philippines College of Fine Arts where she is the incumbent Dean. She completed her undergraduate education in the fine arts major in sculpture and her graduate degrees in cultural anthropology also in the same university. She is presently the Chairperson of the United Nations Committee on Economic, Social and Cultural Rights (UNCESCR), where she has been a member for the past twelve years in her capacity as an independent expert. Professor Dandan's enduring commitment to human rights education as a tool for social transformation has been the impetus in her activities in the human rights field whether as member of the UNCESCR or as the head of her own fledgling non-governmental organization, the Asia Pacific Learning Institute for Human Rights Education. One of her projects in this regard is the establishment of a human rights city in Bucay, Abra. She is presently crafting a general comment on article 3 of the International Covenant on Economic, Social and Cultural Rights on the equal right of men and women to enjoy economic, social and cultural rights, and on article 15 (1)(a) on the right to take part in cultural life. She has conducted extensive research and published on the dimensions of the right to take part in cultural life and convened an international roundtable on this topic held at the University of the Philippines in 2002 under the sponsorship of UNESCO headquarters in Paris. In spite of her full schedule as an academic leader and human rights expert, Professor Dandan continues her career as a practicing artist and has exhibited her art through solo and group exhibitions here and abroad. She is preparing for an exhibition of new paintings scheduled for 2004 in Manila.

Minnie Degawan

Minnie, a Kankanaey, Igorot from Sagada, Mountain Province. A student activist prior to joining the Cordillera Peoples Alliance, a federation of indigenous peoples organizations in the Cordillera, Philippines, served as its secretary general for six years. As CPA Secretary General had the chance to experience first hand the WGIP and other UN meetings. Moved on to DINTEG, a non-governmental organization offering legal services to indigenous peoples and worked on analyzing governmental policy on indigenous peoples. She was with the ILO as Regional Coordinator for Asia for the Project to Promote ILO Policy on Indigenous and Tribal Peoples for one year. She is currently working as the Migrant Rights Groups (MRG) South East Asia programs officer. MRG is a London-based NGO working for the promotion of minority rights. She is currently based in Baguio City, Philippines.

Elenita Dano

Elenita Daño serves as the Executive Director of the South East Asia Regional Institute for Community Education (SEARICE). She has formal training in Development Studies and Community Development where she holds a Masters Degree. Since 1995 she has actively led the Philippine Civil Society in the on-going campaign against Genetic Engineering in food and Agriculture and was instrumental in the establishment of the Network opposed to Genetically Modified Organisms (NO GMOS). She has been named as one of the 50 most influential people in development in the Philippines by the country's biggest broadsheet eh Philippine daily Inquirer. Ms. Daño is also a current Director of the Integrated Participatory Agricultural Research (IPAR). She has also consistently written papers on Women, Biotechnology, Intellectual Property Rights, and Community-based Agricultural Research.

Patrick Earle

Patrick Earle is the Executive Director of the Diplomacy Training Program. He has over fifteen years of experience working in the human rights movement in Australia and internationally. Patrick worked for the last number of years for the Human Rights Council of Australia on its groundbreaking project on the relationship between human rights and development and co-authored "The Rights Way to Development – Policy and Practice". Before this he worked for Amnesty International in Australia and London and produced Amnesty International's first international manual on campaigning and coordinated Amnesty International campaigns in the Asia-Pacific.

Georgina Isbister

Georgina Isbister is currently the Program and Admin Manager at the Diplomacy Training Program. She has a Bachelor of Arts (Honours) Degree in Sociology/Gender Studies from the University of New South Wales, Sydney. She is presently undertaking a further degree in Psychology at Macquarie University, Sydney. Georgina has previously worked for the Australian Domestic and Family Violence Clearinghouse and with the Social Relations of Disability Resource Network, both based at the UNSW. Georgina has always been involved and interested in human rights having been a volunteer with several human rights organizations in Australia such as, Amnesty international and Building the Voices of Elsalvador. She plans to use her psychology degree to work as a psychologist in the field of human rights, specifically in issues relating to gender.

Abhoud Syed M. Lingga

Abhoud is Chairman of the Bangsamoro People's Consultative Assembly. He is in charge of the planning and supervision of the campaign for self-determination for the Bangsamoro People. He also manages the networking and lobbying work of the BPCA. As Executive Director of the Institute of Bangsamoro Studies (IBS), he also manages its programs, particularly in the area of human rights education, research and monitoring. His participation in the 13th session of the DTP program had increase his knowledge of human rights and international law that is needed for the promotion of the human rights of the Bangsamoro people. It also provided him with the knowledge on procedures to access United Nations human rights agencies, the necessary step when the local mechanisms fail. He found this knowledge very useful when he participated in the 20th and 21st sessions of the United Nations Working Group on Indigenous Populations in Geneva. The practical skills he learned in lobbying, people's diplomacy and using the media had enhanced his capacity as leader of the Bangsamoro civil society. In recognition of his leadership, the Institute of Islamic Studies of the University of the Philippines- where he finished his master's degree- awarded him the Alumni Service Award "for advancing the cause of the Moro People's struggle through his various activities as Director of the Institute of Bangsamoro Studies and as Chairman of the Bangsamoro People's Consultative Assembly.

Rizal B. Lozano

Rizal Lozano (or 'Joey' as he likes to be called) is a Mindanao-based

Correspondent of the Philippine Daily Inquirer. He is a partner and board member of WITNESS, a New York-based organization that equips individuals and organizations with digital cameras for human rights advocacy. He currently works closely with two other partners of WITNESS in Mindanao. To date, he had produced at least 8 short films that deal mainly with indigenous peoples rights and assaults against the environment. Joey was a recipient of an Activist Fellowship at the Human Rights Program of the Center for International Studies at the University of Chicago (September 2000 to March 2001). He was also given a plaque of recognition by the J.V. Ongpin Awards for Investigative Journalism for a two-part story that was included in the top- ten list of investigative articles for 1997. He is married to Renee. They have five children aged 13 to 24 years.

Maria Paz G. Luna

Maria Paz Luna has a Bachelor of Arts Degree in Psychology (1996) from the University of the Philippines in Diliman and a Bachelor of Laws (1990) degree from the same University. In 2002, she finished an environment and culture fellowship at the University of California Berkeley's Institute of International Studies where she studied common property regimes and natural resource management systems by communities. She was the Executive Director of the Babilonia Wilner Foundation. As Executive Director, she continued to assist communities in access to justice issues through law and media, specifically in relation to environmental rights. Ms. Luna is currently doing free lance consulting with environmental institutions and government agencies. Her most recent work has to do with survey guidelines for ancestral domains and intellectual property rights for indigenous peoples. She does not do environmental law and policy work for for-profit corporations to avoid conflict of interest situations with communities who might seek her assistance. She has published extensively in numerous international and national publications.

Max M. de Mesa

Is currently a legal officer with Task Force Detainees of the Philippines (TFDP) once the lead Philippines organisations documenting violations of human rights, especially in relation to torture, extrajudicial killings, disappearances etc and he regularly trains on the UN mechanisms available for addressing these human rights issues.

Dr. Michael Mustura

Michael Mustura is a lawyer now based in Mindanao. He has formerly been an indigenous representative in the Philippines Congress and currently works as a peace negotiator seeking to bring an end to the long running civil conflict between the rebels and the Government of the Philippines. He holds a Master's Degree in International law and has regularly had to deal with CERD and other non treaty mechanisms. He has both academic and working knowledge about issues relating to racial discrimination and international mechanisms for redress.

Dr. Aurora Parong

Aurora A. Parong is currently Executive Director of the Task Force Detainees of the Philippines (TFDP) with 20 years human rights work behind her. TFDP is one of the oldest human rights organizations in the Philippines, having its beginnings in 1974 during martial law. Dr. Parong graduated from the University of the Philippines (UP) College of Medicine. She is an activist doctor whose commitment to peoples' dignity and human rights was strengthened by life in prison for 1 ½ years during the Marcos dictatorship. She has assisted torture survivors and victims of human rights violations in the country at detention centers, evacuation centers, and makeshift clinics throughout the country and has developed a bio-psychosocial approach to assist torture survivors which she has written about in two books published in the US and UK. From focused work on health rights, she broadened her concerns to comprehensive human rights including civil, political, economic, social and cultural rights when she joined TFDP in 1996. She works with the grassroots, including indigenous peoples, and shares with them knowledge and skills towards empowerment of peoples to assert their rights and build institutions for human rights. She is a member of

the Philippine Working Group for an ASEAN Regional Human Rights mechanism. She is also a member of the leadership bodies of the Philippine Alliance of Human Rights Advocates (PAHRA) and Philrights.

Dr. Sarah Pritchard

Dr. Pritchard is an experienced international human rights lawyer. She is currently practicing as a Sydney Barrister, following a distinguished academic career at the University of NSW and a decade of training at DTP courses. She is a Board Member of the DTP and her human rights work, both in Australia and internationally, have primarily been in relation to indigenous affairs and East Timor. She addressed the UN Commission on Human Rights in Geneva when it held a special session on East Timor and has played an important supportive role in the development of indigenous issues at the UN.

Professor Paul Redmond

Paul Redmond is a Professor of Law at the University of New South Wales and a former Dean of the Faculty. He is Chair of the Board of the Diplomacy Training Program. His field of expertise is corporate law. He has been a member of a number of important professional and government bodies in Australia concerned with corporate law reform and development. He has been a member of the Corporations Committee of the Business Law Section of the Law Council of Australia for over a decade. He was a foundation member of the Business Law Advisory Committee of the Specialist Accreditation Program of the Law Society of New South Wales, a member of the Legislative Review Sub-Committee of the Commercial Law Association and a consultant to the Companies and Securities Law Review Committee. His research interests include the development and implementation of human rights standards governing international business in developing countries.

Jana Grace P. Ricasio

Jana Ricasio is currently Assistant Resident Representative and Programme Coordinator/Policy Adviser of the United Nations Development Programme (UNDP) Philippines Country Office (Philippines). She is responsible to mainstreaming UNDP's corporate policies in the country cooperation programme and cross-cutting concerns such as human rights and gender and lead within UNDP, support to the Millennium Development Goals campaign. Previously, she headed the Empowerment of the Poor/Social and Human Development Unit which is responsible for the UNDP Country Office' Poverty portfolio, and has assisted the government, and other national partners in such work as enhancing systems for poverty measurement and monitoring, including the development of the Annual Poverty Indicators Survey and the Community-based Poverty Monitoring and Indicators System; strengthening agrarian reform and rural development; building sustainable microfinance institutions; and development of programmes for indigenous peoples and the informal sector workers, and a range of other human development initiatives. Mrs. Ricasio is the UNDP focal point for the Philippines Human Development Report jointly published by the Human Development Network and the UNDP

Luz Rimban

Luz Rimban currently heads the Broadcast Desk of the Philippine Center for Investigative Journalism, an independent media organization that specializes in investigative reporting. As manager of the Broadcast Desk, she is in charge of the Center's broadcast reports--video documentaries and TV reports aired on various current affairs programs of local TV networks. Ms Rimban has a degree in Communication, major in Journalism, from the University of the Philippines (UP). She started her career as a correspondent of the national broadsheet Manila Standard. She spent most of her professional life in television, as reporter for GMA Channel 7 and ABC Channel 5, and then as executive producer of the noontime cable news program "The Midday Report." She taught for five years at the UP, and is also trainer for PCIJ seminars and workshops. She has been connected with PCIJ for the past nine years. Her work has been cited by the prestigious Jaime V. Ongpin Awards for Excellence in Journalism. She recently won first prize for the four-part series "Trail of Power Mess Leads to Ramos" co-written with Sheila Samonte-Pesayco.

Datu Victorino Saway

Datu Saway an Elder of the Tala-andig peoples and an Anthropologist is the founder of the School for Living Traditions (SLT), a culture-based school which aims to instill the importance of Indigenous traditions preserve it for future generations. The National Council has recognized the SLT for Culture and Arts for its exemplary work and excellence in the field of non-traditional education. He is also the current Spokesperson of the Katutubong Samahan ng Pilipinas (KASAPI) a national coalition of Indigenous Peoples.

Annie Serrano

From February 1997 to March 2003, Annie served UNDP as Programme Coordinator of its project entitled "Promoting gender equality in the Asia Pacific region." Better known as APGEN, the project supported the building of capacity of governments in policy and program development, and of civil society organizations/networks in policy advocacy and monitoring, along APGEN's areas of focus. These are (a) the CEDAW Convention, (b) gender issues in science and technology, (c) women in politics and decision making, and (d) recognition of men's and women's paid and unpaid work in national policies. Before joining UNDP, she was the Deputy Executive Director of the National Commission on the Role of Filipino Women, which is the government agency responsible for recommending national policies and programs on women, in line with the country's international commitments and with local/domestic needs. She is a member of PILIPINA, a feminist women's group. She completed B.S. Management Engineering from the Ateneo de Manila University, and is finishing M.S. Economics at the Asian Social Institute.

Romel C. de Vera

Romel spent his childhood during martial law and was educated in several private sectarian schools. He joined the League of Filipino Students when he was in high school and became a full time activist during his college days. He joined the Task Force Detainees of the Philippines in 1991 where he gained experience in human rights documentation, information, welfare, campaign and education work. He is now serving as Deputy Executive Director for Operations in Mindanao.

APPENDIX III | Program Schedule

WEEK 1	Monday 11 August	Tuesday 12 August	Wednesday 13 August	Thursday 14 August	Friday 15 August	Saturday 16 August
<i>Morning 1</i> 9:00 to 10:30	Opening ceremony- Welcome speeches Kapitan BONIFACIO TOLENTINO , Chieftain Aeta Community Subic Hon. TERRY BAKER , Ambassador, Embassy of New Zealand	Feedback session International Covenant on Civil and Political Rights (CCPR)	Feedback session Indigenous Peoples and the UN Human Rights System	Feedback session (8.30am start session-Thursday): The Rights Based Approach to Development	Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)	Using Special Procedures & Urgent Appeals to the Working Group on Enforced and Involuntary Disappearances and the Working Group on Arbitrary Detention
<i>Facilitator(s)</i>	DTP/PAFID	Dr. Sarah Pritchard	Ms Minnie Degawan-Minority Rights International	Ms Jana Ricasio- UNDP	Max de Mesa- Task Force Detainees Philippines (TFDP)	Dr. Aurora A Parong-Task Force Detainees Philippines
<i>Morning Tea 10:30-10:45</i>						
<i>Morning 2</i> 10:45-12:30	Participants introductions & training outline	Practical Session on CCPR: NGO Shadow Reporting & Making an Individual Complaint	Indigenous Peoples and the UN Human Rights System	The Rights Based Approach to Development	Review of training Local & International Lobbying and Advocacy Using CAT	Using Special Procedures & Urgent Appeals to the Working Group on Enforced and Involuntary Disappearances and the Working group on Arbitrary detention
<i>Facilitator(s)</i>	DTP	Dr. Sarah Pritchard	Ms Minnie Degawan	Mr. Emmanuel Buendia	Dr. Aurora A Parong-TFDP	Dr. Aurora A Parong
<i>Lunch 12:30-2:00</i>						
<i>Afternoon 1</i> 2:00-3:30	What are human rights? What are Indigenous Peoples' Rights?	International Covenant on Economic, Social, and Cultural Rights (CESCR)	Indigenous Peoples and the UN Human Rights System	Feedback session General Principles of Lobbying and Advocacy	Appealing to the Special Rapporteur on Extrajudicial or Arbitrary Executions	
<i>Facilitator(s)</i>	Dr. Sarah Pritchard	Professor Virginia B. Dandan- Chair, Committee on ESC Rights	Ms Minnie Dagawan	Mr Patrick Earle-DTP	Mr. Max de Mesa	
<i>Afternoon Tea 3:30-3:45</i>						
<i>Afternoon 2</i> 3:45-5:30	Public International Law & International Human Rights Law: Overview and Basic Principles(incl: Draft Declaration on the Rights of Indigenous Peoples)	Practical session on CESCR: Basic Guide and Strategies for the NGO Shadow Report	Indigenous Peoples and the UN Human Rights System	General Principles of Lobbying and Advocacy	Appealing to the Special Rapporteur on Extrajudicial or Arbitrary Executions	
<i>Facilitator(s)</i>	Dr. Sarah Pritchard	Professor Virginia B. Dandan-	Ms Minnie Dagawan	Mr Patrick Earle	Mr. Max de Mesa	

WEEK 2	Monday 18 August	Tuesday 19 August	Wednesday 20 August	Thursday 21 August	Friday 22 August	Saturday 23 August
Morning 1 9:00-10:30	General overview: Introduction to gender concepts, overview of important issues for Indigenous women and introduction to CEDAW and its Optional Protocol	Practical skills for using the Media: writing press releases and holding press conferences	Indigenous People and Globalisation: Lobbying for the Protection of Indigenous Land and Culture	International Intellectual Property Rights: Trade Related Intellectual Property Rights (TRIPS) & the Convention on Biological Diversity- the case of Bio-prospecting	Indigenous People, Human Rights and Corporate Accountability: Practical strategies for lobbying and advocacy- mining case study	Home
Facilitator(s)	Ms Annie Serrano-PILIPINA	Ms Luz Rimban- Philippine-Center for Investigative Journalism	Mr. Datu Victorino Saway-Kitanglad Integrated NGO's (KIN)	Ms. Neth Dano- Southeast Asia Regional Initiatives for Community Empowerment (SEARICE)	Ms. Jean Serraris and Professor Paul Redmond	
Morning Tea 10:30-10:45						
Morning 2 10:45-12:30	Practical session: NGO Advocacy and Lobbying for Ratification of the CEDAW Optional Protocol	Practical skills for using the Media: writing press releases and holding press conferences	Lobbying for the Protection of Indigenous Land and Culture	Indigenous Intellectual Property Rights: Strategies Against Bio-prospecting	Indigenous People, Human Rights and general principles of Corporate Accountability: Practical strategies for lobbying and advocacy- mining case study	
Facilitator(s)	Ms Annie Serrano	Ms Luz Rimban	Mr. Datu Victorino Saway	Ms. Neth Dano	Ms. Jean Serraris and Professor Paul Redmond	
Lunch 12:30-2:00						
Afternoon 1 2:00-3:30	Human Rights Monitoring	Maximizing Media and Use of Video in IP Advocacy	Human Rights, the Environment and Indigenous People	Indigenous People, Human Rights and Corporate Accountability: the OECD Guidelines, UN Draft Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises	Reflecting on the training, reviewing the training diary and thinking of future plans	
Facilitator(s)	Romel C de Vera & Emmanuel Amistad-TFDP	Joey Lozano-WITNESS	Ms Maria Paz Luna- lawyer	Prof. Paul Redmond (DTP) and Ms Jean Serraris (LRC)	Prof Paul Redmond	
Afternoon Tea 3:30-3:45						
Afternoon 2 3:45-5:30	Human Rights Monitoring	Maximizing Media and Use of Video in IP Advocacy	Human Rights, the Environment and Indigenous People	The OECD Guidelines, UN Draft Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises	Participant goal setting and plans for next 3 months Course Evaluation Closing: Hon. Pablo Santos Commissioner National Commission on Indigenous Peoples	
Facilitator(s)	Romel C de Vera & Emmanuel Amistad	Joey Lozano	Ms Maria Paz Luna	Prof. Paul Redmond and Jean Serraris	Prof Paul Redmond	