



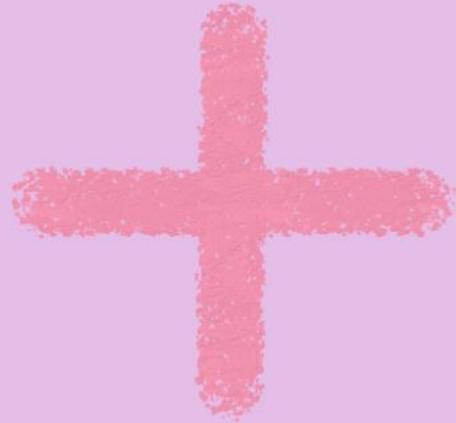
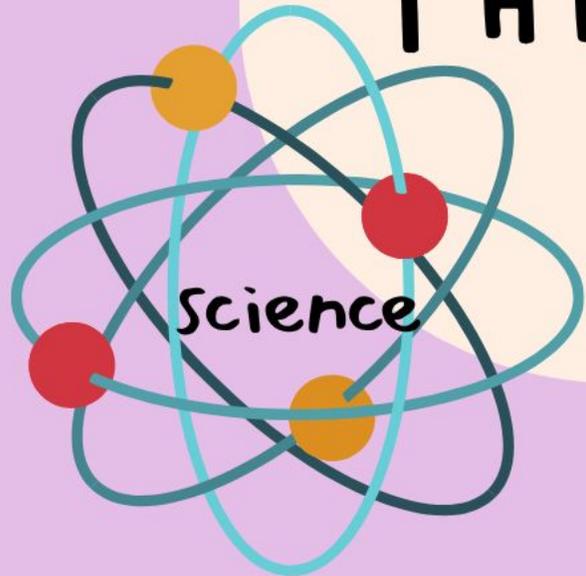
# Blueprint for Change: Women, Leadership & Good Governance

**CALD AWE Mentorship Program 2025**  
**August 8–11, 2025 | Taipei, Taiwan**

**CONCEPCION “CHIT” C. ASIS**  
**REGIONAL CHAIRPERSON**  
**PEOPLE POWER VOLUNTEERS FOR REFORM-CARAGA**

# Women Work

THEORY



PRACTICE



**“Women power is the  
power by women, for  
women, and of women.”  
*(inspired by Lincoln)***



# WOMEN ARE

selfless

multitasking

street-smart

better  
managers

great  
warriors

steadfast

multi-  
faceted

hardworking

decisive





The quality of women's leadership matters.  
The totality of their personality includes  
their leadership abilities, communication  
skills, resourcefulness, integrity, and  
trustworthiness.



# BARRIERS TO WOMEN'S POLITICAL PARTICIPATION

PERSONAL  
CONSTRAINTS / SELF-  
CONFIDENCE



FINANCIAL RESOURCES



SEXISM AND  
CULTURAL  
STEREOTYPES /  
RELIGION



STATE  
REPRESSION /  
INSTITUTIONAL



VIOLENCE  
AGAINST WOMEN  
IN POLITICS



# Pathways to Women in Power and Leadership

Networker – clan/  
family/ business  
connection

Trailblazer- chart  
your way to  
leadership

Activist– sustained  
by efforts for  
political change



# Sustainable Development Goals 5 (SGD5): Gender Equality

## STATUS OF WOMEN



At the current rate, the world will attain equality in 286 years to remove discrimination.

Women hold 1/3 of positions in local policy-making bodies.

1 in 10 girls aged 15 to 19 experience sexual abuse or physical violence.

Glass ceiling is intact – only 1 in 3 women reach top or executive positions.

There are 4,475 public declarations to eliminate violence (under codes and laws).

Only 26% of countries have comprehensive systems and gender budget allocations



## SNAPSHOT IN ASEAN REPRESENTATION



There is a higher level of women representation and participation in local assemblies than parliaments or Congress (Taiwan, Singapore, Philippines).



In majority of Asian countries, women are underrepresented. (ADB)



Underrepresentation is higher in rural areas than urban areas.



Underrepresentation is caused by traditional gender norms, political dynamics, resources, violence.



There is an increasing number of women in politics.

# WOMEN, LEADERSHIP AND GOOD GOVERNANCE



“EFFECTIVE  
LEADERSHIP and  
GOOD GOVERNANCE  
are two sides of  
the same coin.”

-Addisu Legas (WEF-2015)

# LEADERSHIP: Process of Relations

ADDISU LEGAS (WEF) defines leadership as a “process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent towards a common goal.” Leadership is about relationships. It is about working with and guiding people in new directions; it is about integrity and trust; achieving the most positive interaction between leaders and followers, customers, employees, stakeholders, etc.



# Qualities of EFFECTIVE Leadership

Competence

Accountability

Openness/  
Integrity

Language/  
Relationship

Values/  
Community

Perspective/  
Balance

Power/  
Influence

Humility

## **GOVERNANCE is for & by all**

UNDP defines **governance** as the exercise of economics, political & administrative authority to manage a country affairs at all levels. It comprises the mechanisms, processes and institution through which citizens and groups articulate their interest, exercise their legal rights, meet their obligations and mediate their differences.

**GOOD GOVERNANCE** is participatory, transparent and accountable. It is also effective and equitable. And it promotes the rules of law. Good governance ensures that political, social and economic priorities are based on good consensus in society and that the voices of the poorest and the most vulnerable are heard in decision –making over the allocation of development resources.

Governance has three legs: economic, political and administrative

# GOVERNANCE



**Corruption and poverty** are related to poor governance.

Increased corruption reduces governance capacity, which, in turn, increases poverty conditions.

# CIVIL society : comparison with political parties/organizations

		<b>Civil Society</b>	<b>Political Parties</b>
<b>1</b>	<b>Role in democracy</b>	<b>Participation of citizens</b>	<b>Representation of citizens</b>
<b>2</b>	<b>Source of power</b>	<b>Trust / Purity of purpose capability</b>	<b>Election / mandate</b>
<b>3</b>	<b>Accountability</b>	<b>To stakeholders</b>	<b>To constituents</b>
<b>4</b>	<b>Organization</b>	<b>Autonomous &amp; Flexible</b>	<b>Structures laws/ Rules</b>
<b>5</b>	<b>Decision making</b>	<b>Consensus / principled</b>	<b>leaders</b>
<b>6</b>	<b>Advantage</b>	<b>“Hand on” Real- world</b>	<b>Top Level</b>
<b>7</b>	<b>Information</b>	<b>Open/ direct and exchange</b>	<b>Channel / filters</b>
<b>8</b>	<b>Political action &amp; reform</b>	<b>Support/advocacy/lobby</b>	<b>Direct executive/ parliamentary</b>

# CITIZENSHIP

**Citizenship involves people working together to make positive differences to the society in which they live – locally, nationally and globally. This process is good for individuals, and essential for strengthening and safeguarding our society and democratic way of life.**



# CITIZENSHIP EDUCATION



**Citizenship education involves developing the knowledge, skills and confidence to enable people to make their own decisions and to take responsibility for their own lives and communities. And in many countries – where democratic society and its institutions are facing threats – citizenship education is becoming increasingly important.**



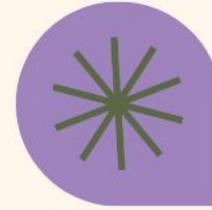
# Essential Elements of Citizenship Education



Knowledge and  
understanding



Skills and  
aptitude



Values and  
dispositions

## Effective Form of Learning Citizenship Education

active

**interactive**

relevant

critical

**collaborative**

**participative**

# Tips for Leaders

1

Know what you can and cannot do, and do not assume to know everything.

2

Know when to lead and when to follow.

3

Know when you are mistaken and acknowledge it.

4

Give credit where credit is due.

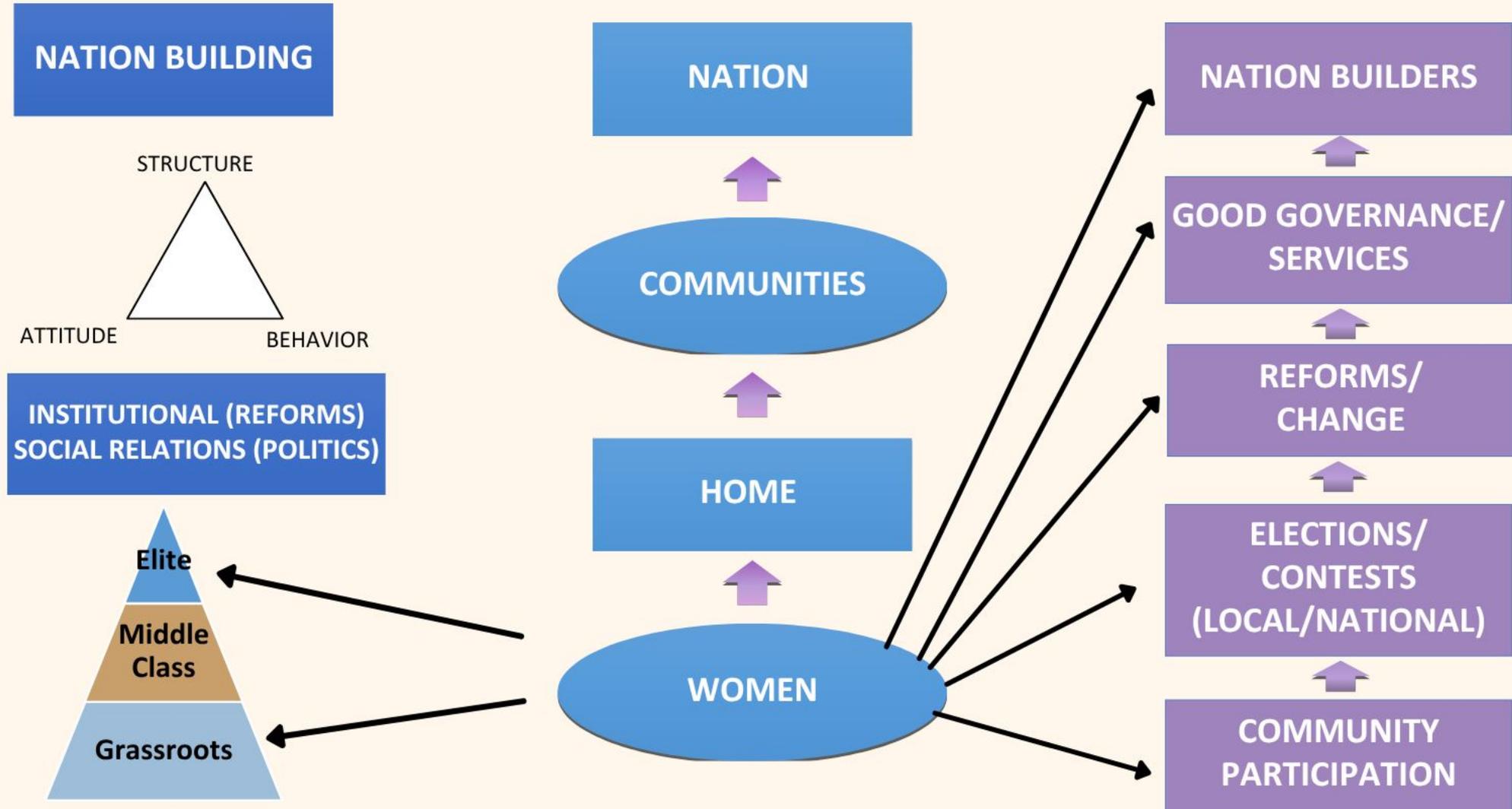
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Lead by example with honesty, integrity, and transparency.

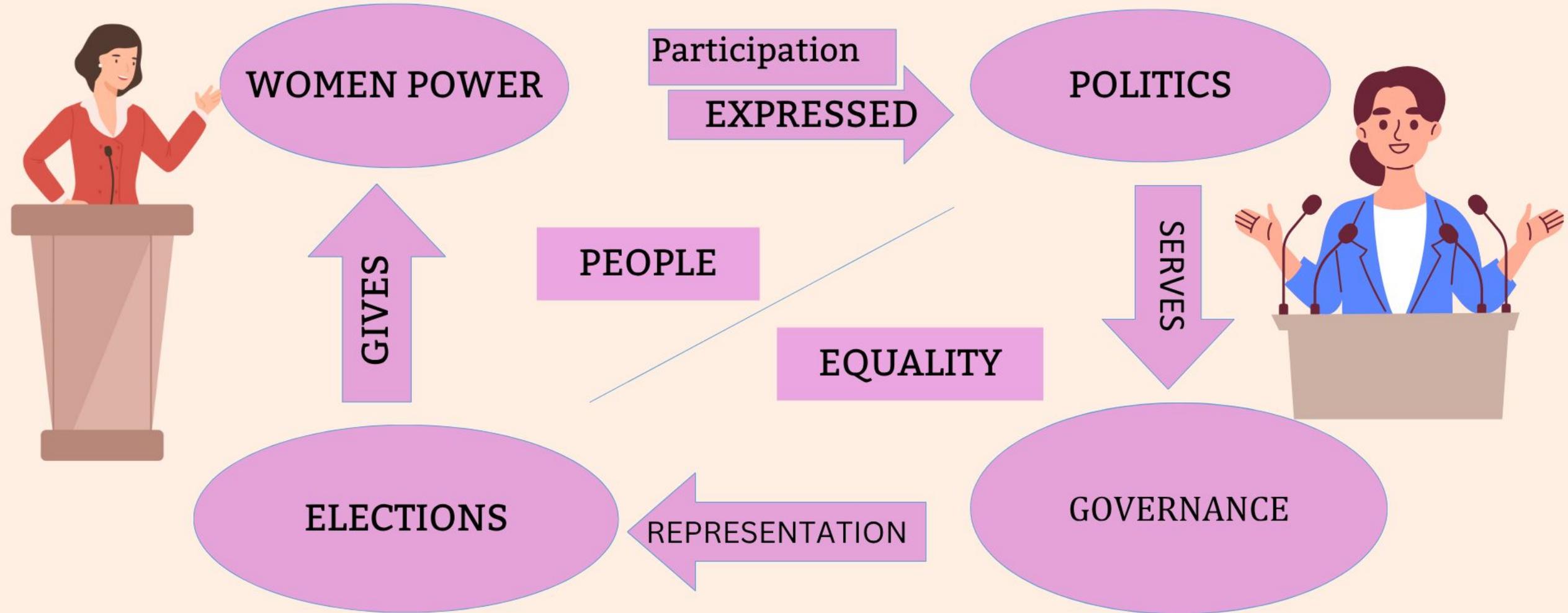
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Every member is a human resource—each has their own reasons for joining, their own talent, contribution, and network.

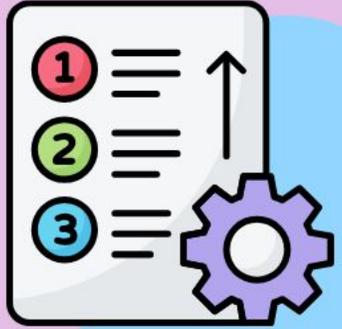
# FRAMEWORK IN INCREASING WOMEN PARTICIPATION AS NATION BUILDERS



# Women in Politics Framework



# SYNTHESIS



SET PRIORITIES



HAVE FAITH



WORK WITH OTHERS



WOMEN WORK



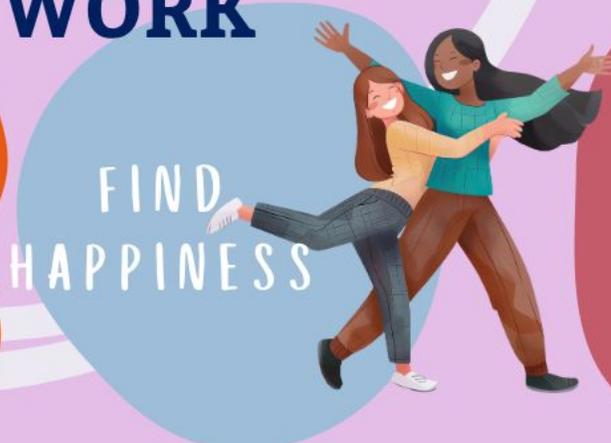
LISTEN TO UNDERSTAND



STRONG AND HEALTHY FAMILY LIFE



CHAMPION ADVOCACIES



FIND HAPPINESS



RESPECT AUTHORITY



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