



**INTER-COUNTRY  
ADOPTION BOARD**

**FY 2009  
ACCOMPLISHMENT  
REPORT**

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## **INTER-COUNTRY ADOPTION BOARD ACCOMPLISHMENTS FOR CY 2009**

The Inter-country Adoption Board (ICAB) is the agency of the National Government mandated to act as the Central Authority in matters relating to the inter-country adoption of Filipino children and the policy making body for purposes of carrying out the provisions of the **Inter-country Adoption Act of 1995 (RA 8043)**.

### **1. Policy Formulation**

- 1.1. Approved the following Board Resolutions:
  - 1.1.1. Resolution clarifying the income requirement for prospective adoptive parents
  - 1.1.2. Resolution for non-specification of sex preference of child to be adopted
  - 1.1.3. Approved the Amended Guidelines on Liaison Services Program
  - 1.1.4. Amendment of the minimum Marriage Requirement for the PAPs
  - 1.1.5. Recognition of the Affidavit of Consent to Adoption in lieu of the DVC for relative adoption in specific cases.
  - 1.1.6. Approved the Terms of Reference for the ICAB Research and Development Technical Working Group.
  - 1.1.7. Resolved that request for Liaison Service by an FAA will only be considered by October 2009 when the accreditation of the current Liaison Service Agencies expires.
  - 1.1.8. Resolved that no new Child Caring Agencies will be accepted for accreditation as Liaison Service Agencies until October 2009
  - 1.1.9. Approved the "Orphan Home Express Program" of an ICAB accredited USA-based FAA (Int'l Christian Adoption of California) to bring aid to support different Child Caring Agencies.
  - 1.1.10. Approved the continuation of the Adoption Ambassador Program.
  - 1.1.11. Approved the proposed procedure for legalization of adoption of trafficked children.
  - 1.1.12. Modified guidelines on escort-guardian for the Spring/Summer and Winter Hosting Program
  - 1.1.13. Established moratorium in accepting new applicants wanting to adopt 0-2 year old child.
  - 1.1.14. Approved the appointment of additional consultants in the Inter-country Adoption Placement Committee (ICPC) to review placements of children.
  - 1.1.15. Approved three priority research agenda for 2009: Summer/Winter Program, Medical Mission and Disruption Placements.
  - 1.1.16. Approved the Policy on Photolisting of Children in the internet.
  - 1.1.17. Approved the request of the Office of Migrant Workers Affairs, DFA for an Inter-Agency Task Force for the drafting of a Memorandum of Agreement between the Philippines and Singapore in inter-country adoption.
  - 1.1.18. Approved the policy on the appropriate age for an adoptee to start search and reunion process: age of majority applicable under the laws of the Receiving Country.
  - 1.1.19. Amending the maximum age gap between the child and adoptive parents from 47 to 45 years.
  - 1.1.20. Provisional moratorium on accrediting new FAAs.

- 1.1.21. Approved the following requirements of PAPs with medical or psychological issues:
    - 1.1.21.1. PAPs with following medical concerns will no longer be accepted: diabetes mellitus, cancer, Hepa C, blind/with mobility problems or wheelchair bound, multiple sclerosis, medical condition caused by drug use, kidney or any major organ transplants, pacemaker/stroke/myocardial infarction, obese II and above (BMI should be 35 and below)
    - 1.1.21.2. Standard set of psychological tests which are generally available in all countries will be required for PAPs with psychological issues.
  - 1.1.22. Clarification that step-child adoption will no longer be processed by ICAB as this violates the existing laws.
  - 1.1.23. Approved the conduct of the 2010 Pilot Summer Program in North Carolina, USA sponsored by Christian Adoption Services.
  - 1.1.24. Approved the conduct of Fall for Kids by Holston, Tennessee, USA
  - 1.1.25. Approved the Amended Guidelines on Liaison Services.
  - 1.1.26. Instituted the Liaison Service Fee to be charged – required the Liaison Service Agencies to charge US\$500 per month
- 1.2. Approved the working relationship with the following Adoption Agencies:
    - 1.2.1. Central Authorities
      - 1.2.1.1. General Directorate of Welfare and Social Services, Families and Children of the Ministry of Labor and Social Solidarity of Portugal
      - 1.2.1.2. International Legal Protection of Children, Czech Republic
      - 1.2.1.3. Department of Social Welfare Standards of Malta
      - 1.2.1.4. Ministry of Justice and Ecclesiastical Affairs, Iceland
      - 1.2.1.5. Ministry of Labor and Social Insurance, Cyprus
    - 1.2.2. Foreign Adoption Agencies
      - 1.2.2.1. Sunrise Family Services Society of British Columbia, Canada
      - 1.2.2.2. AC International Child Support, Denmark
      - 1.2.2.3. International Social Services, Japan
      - 1.2.2.4. Madison Adoption Associates, Delaware USA
      - 1.2.2.5. Sunny Ridge Family Center, Illinois, USA
      - 1.2.2.6. Great Wall of China, Austin, Texas USA

## **2. Networking and Advocacy**

- 2.1. The ICAB participated in the 10<sup>th</sup> National Adoption Consciousness Day . “Legal Adoption: Pagmamahal sa Batang Pinoy” which aims to call public attention and generate awareness about legal adoption for the Filipino children. Adoption Forums were held in all DSWD Regional Offices and on February 20, 2009, ICAB Secretariat Social Workers manned the Adoption Help Desks that were set-up in strategic places in SM Malls (North EDSA, Fairview, Marikina, Megamall, Sta. Mesa, and San Lazaro) where queries on the procedures and requirements for Domestic Adoption and Inter-country Adoption were responded to.
- 2.2. The Inter-country Adoption Board held dialogues with the Association of Child Caring Agencies of the Philippines (ACCAP); Department of Social Welfare and Development (DSWD) Bureau Directors, Field Office Directors and Social Workers; Reception and Study Center Heads and Social Workers; Department of Foreign Affairs (DFA) Consular Services, DFA Legal Affairs, Department of Justice Inter-Agency Committee on Child Trafficking, European Union Republic, Diplomatic Corps of the Philippines, Embassy personnels and Foreign Immigration officials; local and international partner adoption agency coordinators/directors.
- 2.3. The Executive Director and the Planning Officer met with the Philippine Embassy Officers in Singapore to discuss and thresh out issues and concerns about trafficked Filipino children placed for adoption in Singapore courts without passing through the ICAB. The meeting also facilitated the return to the Philippines of a three (3) year old

Filipino child trafficked to Singapore and placed for adoption with an Australian couple. The Executive Director met with the officials of the Singapore Ministry of Community, Youth and Development Services to clarify the procedures required for Prospective Adoptive Parents wanting to legalize the adoption of children trafficked to Singapore. A Memorandum of Agreement (MOA) was drafted to emphasize the process and procedures of adoption of Filipino children. Singapore has not signed the MOA.

- 2.4. The ICAB participated in the Technical Working Group that drafted of RA 9523 and its Implementing Rules and Regulations. RA 9523 was signed on March 12, 2009 while its Implementing Rules and Regulations was signed on June 1, 2009. The law requires that all children for adoption be cleared as such by the DSWD. An administrative procedure for declaration of abandonment has been added as an option to the court Declaration of Abandonment (DA).
- 2.5. Consultative sessions with different CA/FAA Adoption Coordinators and Executive Directors from the USA, Australia, Canada, Denmark, Italy, Japan, Germany, and Spain. The sessions clarified issues on the Summer Program, Medical Mission, placement proposals, ICA process and procedures.
- 2.6. The ICAB celebrated its 14<sup>th</sup> Anniversary last June 4, 2009 which was attended by the Board Members, ICPC Consultants, COA, and the Secretariat. Two (2) Secretariat personnels were Loyalty Awardees for having worked with the ICAB for the past 10 years.
- 2.7. On-going consultative sessions with the UP Computer Center were undertaken for the development of secure and scalable web-based information system designed to provide automation tools necessary to consistently and efficiently deliver ICA services and programs.
- 2.8. Consultative sessions with the Congress and Senate Committee on Children were carried out to thresh out ways and means to facilitate the case movement of children for adoption and also to determine areas for amendment in the existing RA 8043.
- 2.9. Advocacy visits were made to the different Child Caring Agencies in Baguio, Bataan, Bicol, Bulacan, Cavite, Davao, Laguna, Quezon, Pampanga, Tacloban, Zamboanga, Cagayan de Oro, Cagayan Valley, Calbayog, Cebu City, and Vigan. These visits were aimed primarily to determine the number of children cared for in each Child Caring Agencies, provide technical assistance for the case movement of children and to assess Special Needs Children cleared for ICA.
- 2.10. The Global National Organizing Committee held several meetings to plan out activities for the 10<sup>th</sup> Global Consultation on Child Welfare Services and Post Legal Adoption.
- 2.11. The Alternate Chairperson, Executive Director and key personnel staff of the Secretariat met with the COA representatives to discuss audit observations and findings as well as recommendations.
- 2.12. The Executive Director met with the Liaison Service Agency representative to tackle amendments on the Guidelines on Liaison Services Program.
- 2.13. Focal person of the Special Projects Unit and the Planning Officer conducted orientation and briefing session with the escorts and children participants to the Spring and Summer Hosting Program in Baguio, Bataan, Bulacan, Cavite, Pampanga, and NCR.
- 2.14. The ICAB conducted its Regional Consultation Dialogue for Regions I, II, III, IV-A, IV-B, VI, VIII, X, XI, XII, CAR and NCR. This was participated in by 585 social workers from the DSWD Regional Offices, Reception and Study Center for Children, NGO Child Caring Agencies, Regional Trial Court and Local Government Units. The consultation dialogue was a venue to disseminate the different policies, processes and procedures of the ICAB as well as the different immigration and adoption requirements of the Receiving Countries. It likewise was an opportunity to help the social workers systematize the conceptualization of important/integral facts, features, information and circumstances that are basic inputs in the CSR in accordance to adoption category.

- 2.15. A Board Member and an Inter-country Placement Committee Consultant conferred with the officials of the US Central Authority on ICA (Department of State in Washington, DC) on children's welfare and adoption issues especially so since the USA has recently ratified the Hague Convention. They also participated in the 2009 Council on Accreditation to discuss inter-country adoption and best practices in the Philippines.
- 2.16. Another Board Member and the Executive Director conferred with foreign partners in The Netherlands, Germany and Denmark on inter-country adoption matters particularly relating to the prevention of child trafficking of Filipino children and observed the situation of children adopted by foreign families. They also accredited a new foreign adoption agency in Denmark.
- 2.17. The Executive Director attended a training seminar for Advance Studies in Public and Private International Law for Practitioners sponsored by The Hague, The Netherlands from June 11-20, 2009.
- 2.18. The DSWD NCR Assistant Regional Director and ICAB's SWO V travelled to Singapore last April 25-27, 2009 to bring back a child who was illegally transported to Singapore for purposes of adoption. The child upon his return to the country was placed with a foster family.
- 2.19. Two Board Members were authorized to travel to the USA from June 3-17, 2009 to undertake the inherent function of ICAB of accrediting/re-accrediting adoption agencies in Illinois, and Delaware. Likewise they observed the situation of children adopted by American families especially those who have been placed through the Summer Hosting Program in Maryland as part of ICAB's research agenda for 2009.
- 2.20. Dr. Aida Muncada (Board Member) attended the conference on adoption in Florence Italy sponsored by the UNICEF from March 16-20, 2009. She maximized her visit by meeting adoption coordinators/officers of adoption agencies in Italy and France as well as meet adopted children and their adoptive families.
- 2.21. The ICAB SWO V and SWO III met with the social work students from Bicol University and gave an orientation on the inter-country adoption program, ICAB as an organization and its programs and services.
- 2.22. Submission of paper for inclusion in the Guidelines on Good Practices for inter-country adoption of the Hague Conference on Private International Law, volume II.
- 2.23. Participation in the Technical Working Group Sessions in Congress and Senate transforming abandonment procedure into an administrative process, amendment to the provision of the Domestic Adoption in Simulation of Birth, SBN 3309/3310/3440.
- 2.24. A Board Member and the Executive Director were tapped as consultants for the ICA Technical Assistant Program of The Hague Conference International Center for Judicial Studies and Technical Assistance in Cambodia last December 2009.
- 2.25. Hosting and conduct of the 10<sup>th</sup> Global Consultation on Child Welfare Services held last August 18-20, 2009 attended and participated in by 251 delegates:

Foreign – 63

Andorra	Finland	Japan	Spain
Australia	France	Netherlands	Sweden
Belgium	Guam	New Zealand	Switzerland
Canada	Hawaii	Norway	United Kingdom
Denmark	Italy	Portugal	USA

LGU	-	1	NGOs	-	72
DSWD	-	60	RTCs	-	9
ICAB	-	46			

- 2.26. Members of the Board, the Executive Director and some Senior Social Workers were invited as Resource Speakers in the orientation training on inter-country adoption (ICA):
  - 2.26.1.1. Consulate of the Republic of San Marino, Makati City
  - 2.26.1.2. New Faith Children's Home, Rizal
  - 2.26.1.3. Tita de Guzman Angel's Home, Cavite
  - 2.26.1.4. DSWD NCR Case Management Seminar
  - 2.26.1.5. National Council for Social Development
  - 2.26.1.6. European Union Republic Forum
  - 2.26.1.7. Diplomatic Corps of the Philippines
  - 2.26.1.8. Law Students of San Beda College

### 3. Program Development and Implementation

- 3.1. A total of 1,392 inquiries were received and responded to on 2009 which clarified the policies and procedures of the ICAB, immigration requirements of the receiving country and adoption documentary requirements.
- 3.2. Nine hundred twenty one (922) adoption applications were assessed on 2009 of which 504 (54.66%) was endorsed by European-based Central Authorities/Foreign Adoption Agencies, 210 (22.78%) were from USA Foreign Adoption Agencies (FAAs), 147 (15.94%) from Canada and 61 (6.62%) from Asia Pacific Central Authorities/FAAs.
- 3.3. Of the total 921 adoption applications, 810 (88%) were for non-related adoption and 112 (12%) applied for relative adoption. Seven hundred eighty five (785) opted to have a child of either sex while 79 preferred a female child and 58 indicated a preference for a boy child.
- 3.4. Among those assessed during the year in review, 850 were approved by the Board of which 415 received their child referral during the year. Two hundred sixteen (216) were matched to children with medical problems and negative background while 94 were given a child referral with medical problems only. Ninety two (92) were given a healthy child as indicated in their child preference while 13 approved applicants were matched to a child with negative background only.
- 3.5. For CY 2009, there were 482 children cleared for inter-country adoption with 364 or 75.52% belonging to the Regular Adoption category, 269 or 55.81% were males, 206 or 42.74% in the age range of 0-2, 338 or 70.12% were voluntarily relinquished by their birthmother/parents/guardians. Among the 482 children cleared for ICA, 316 or 66% were cared for by Non-governmental Child Caring Agencies (CCAs) and 166 or 34% were from Governmental Agencies of which 235 or 48.76% were under the care of NCR based Child Caring Agencies.
- 3.6. There were 492 children matched and approved during the year in review of which 232 (47%) were matched to USA-based Prospective Adoptive Parents, 165 (34%) referred to Europe based PAPs, 59 (12%) to Canada based PAPs and 36 (7%) were matched to Asia-Pacific based PAPs. Among the 492 children matched, 381 were voluntarily surrendered by their birthparent/s while 111 children were declared abandoned through the court. Two hundred ninety three (293) were boy children and 199 were girl children. There were 15 sibling groups matched during the year under review composed of 39 children.
- 3.7. Summer Hosting Program in the USA has been found to be an effective strategy for finding adoptive parents for older children or sibling groups. This program is in cooperation with 3 ICAB accredited foreign adoption agencies and an NGO partner. Eleven children participated in the Spring Program held in Temecula, California from May-June. Another group of children participants (32) travelled to Indiana, Colorado, and Montana (Bozeman and Hamilton) for the Summer Hosting Program scheduled from July 10-August 11, 2009. Eight children (8) participated in the Winter Program held in Temecula California on November 5-December 1, 2009.

- 3.8. The DSWD Secretary or the Undersecretary for Policy and Programs issues the Affidavit of Consent to Adoption (ACA) if the existence of a reciprocal child-adoptive family bonding is proven. The outcomes of the three (3) post placement reports done every two months during the 6 months trial custody period are the bases for the issuance of this legal document. A total of 377 ACAs were endorsed to the CAs/FAAs during CY 2009. This means that the placements completed the required supervisory trial custody period to a satisfactory degree and therefore the legalization/finalization of the adoption of the child/ren by the prospective adoptive parents must now be pursued.
- 3.9. Three hundred thirty three (333) Adoption Decrees were received during the year in review which indicated that the erstwhile Filipino child finally became an integral and legal part of the family. The Adoption Decrees received during the year were for the children whose placement occurred from 2007-2008.
- 3.10. The ICAB has established a program for post legal adoption services in cooperation with the local Child Caring Agencies, Central Authorities and the FAAs. The ICAB assists the adoptive child/ren and their adoptive family (and even birth family/relatives who desire to know their child's situation) in tracing their birth family/relatives in the hope of completing the missing link in their life. For the year in review, there were thirty one (31) adoptive children who came home to touch base with their Motherland and returned to the institutions/orphanages where they spent the early years of their life. Two adult adoptees have written the ICAB and requested for a search and reunion with their birthmothers. The birthmothers were located and agreed to meet with the adult adoptees. The reunions proved successful as the adult adoptee not only met their birthmothers but also their half-siblings.

#### **4. Regulatory Function**

- 4.1. The ICA Board Members, an ICPC Consultant and a Secretariat social worker met and conferred with the officials of Central Authority on Inter-country Adoption as well as Adoption Coordinators of Foreign Adoption Agencies in Europe and the USA. They conferred with the officials on the different inter-country adoption policies and procedures, met with PAPs and discovered in which environment Filipino children might grow once adopted by European families. They conducted and completed its accreditation/authorization visits to the following Central Authorities and foreign adoption agencies:
  - 4.1.1. Central Authorities: Europe
    - 4.1.1.1. Federal Central Authority, Germany
    - 4.1.1.2. Commission for Inter-country Adoption Rome, Italy
  - 4.1.2. Foreign Adoption Agencies – Europe and USA
    - 4.1.2.1. Wereldkinderen, The Netherlands
    - 4.1.2.2. AC International Child Support, Denmark
    - 4.1.2.3. I Cinque Pani, Prato, Italy
    - 4.1.2.4. Associazione Famiglie Nuovo ONLUS, Turin, Italy
    - 4.1.2.5. Am ici di Don Bosco, Turin, Italy
    - 4.1.2.6. CIFA, Turin, Italy
    - 4.1.2.7. Les Amis Enfants du Monde, Montrouge, France
    - 4.1.2.8. Lifelink/Bensenville Hoem Society, Illinois, USA
    - 4.1.2.9. Our Children's Homestead, Illinois, USA
    - 4.1.2.10. Sunny Ridge Family Center, Illinois, USA
    - 4.1.2.11. Madison Adoption Associates, Delaware, USA
    - 4.1.2.12. Associated Catholic Charities, Maryland, USA
- 4.2. Throughout FY 2009:
  - a. The ICAB worked with 67 Local Partners (CCAs/CPAs) and it ensured that a total of 56 or 83% Child Caring/Placing Agencies (GOs and NGOs) conformed not only to the ICAB guidelines, rules and regulations, policies and procedures but also to the provisions of The Hague Convention.

- b. The monitoring of these CCAs/CPAs was achieved via an evaluation of the CCAs/CPAs preparation of the Child Study Report (CSR) and its Supporting Documents (SDs), their case management skills together with the assessment of these agencies' manner of preparing a child for inter-country adoption through the pre-matching conference of the CCA/CPA social workers with the ICAB Secretariat social worker, the actual ICPC matching conference and during the Board's disposition of the case.
- c. A total of 107 international/foreign partners (CAs/FAAs/GAAs) were monitored by ICAB during the year and these were found to comply with the existing rules and regulations, policies and procedures of the Philippine Inter-country Adoption Program. The monitoring of these foreign partners was undertaken through the assessment of these agencies' quality of endorsed dossiers (e.g. Home Study Report which abides by the Board's guidelines; child preference which follows stipulated Board policy on nurturance; ages of PAPs and their number of marital years, etc.), their adherence to established time frame for their clients' accepting and fetching of the child proposed to them and their finalization of the minor's adoption.
- d. Six (6) Liaison Service Agencies representing a total of 13 Foreign Adoption Agencies (FAAs) were monitored to ensure the compliance with the standards set for the delivery of liaison service for the Inter-country Adoption Program of the Philippines.

## 5. Organizational Strengthening

The **Board**, **ICPC** and the **Secretariat** participated in and attended activities aimed at developing and improving their knowledge, skills and attitude relative to their workload. They actively participated in the following activities:

1. Adoption Consciousness Celebration
2. 58<sup>th</sup> DSWD Anniversary
3. Technical Working Group on the DSWD and Attached Agencies 2008 Annual Report
4. Senate Technical Working Group on the Declaration of Abandonment as an Administrative Procedure
5. ICAB Strategic Planning
6. FY 2010 Budget Forum
7. FY 2010 Budget Call
8. FY 2010 Technical Budget Hearing
9. ICAB 2009 Staff Development and Team Building
10. DSWD MANCOM Meetings
11. Mid-year DSWD and Attached Agency National Management Development Conference
12. Executive Director Management Course
13. Personality Development
14. Business Communication and Etiquette
15. National Archives of the Philippines "Preservation of Archival Documents/Collection
16. Training on the Formulation of a Citizens Charter
17. Forum on the Proposed Amendments to Ra 4373 or the Social Work Law
18. National Archives of the Philippines Seminar Workshop on RA 9470 and Records Disposition Administration
19. Philippine Records Management of the Philippines Seminar Workshop on Incoming/Outgoing Communications and Records Management
20. PAGC Seminar Workshop on Anti-Red Tape and Corruption
21. CSC NCR Regional Workers Consultation
22. National Workers Congress
23. Philippine Trade and Training Corporation Seminar Workshop on MS Access and Powerpoint
24. CWC Macro Monitoring Meetings
25. CWC Macro Monitoring Writeshop
26. Technical Working Group on RA 9523, Implementing Rules and Regulations and RA 9523 Guidelines.



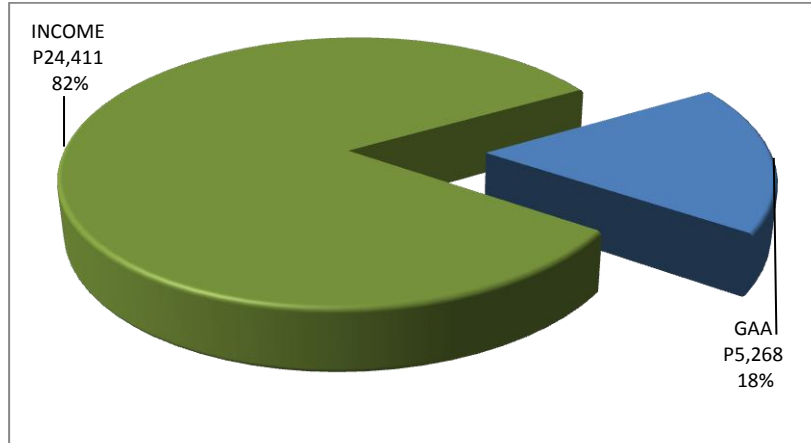
- 27. Technical Working Group on Senate Bill 3440 "Codification of Alternative Child Caring laws"
- 28. NORFIL sponsored training on Living the Great Life

**6. ICAB Budget & Expenses**

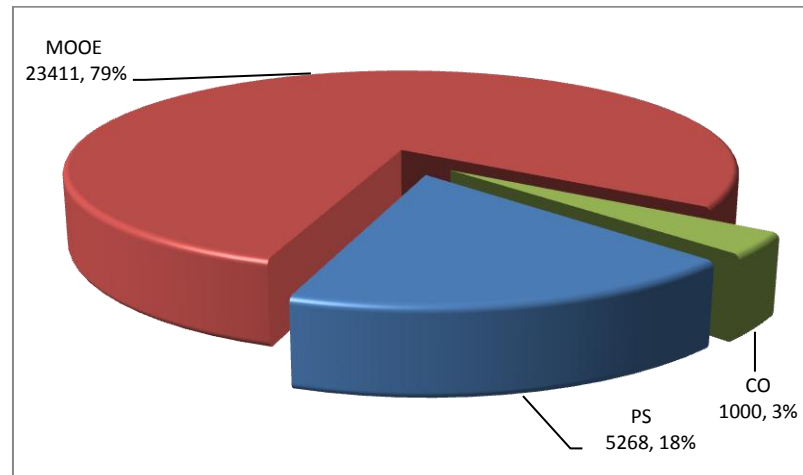
A summary of allotment/obligations and balance, as of December 31, 2009 is stated below (In Thousand Pesos):

Allotment/ Object Class of Expenditures	Allotment (RA9524)	Use of Income	Additional SARO	Total Allotment Received	Obligations Incurred	Unobligated Balance of Allotment	% of Fund Utilization
PS	₱ 4,809		P459	P5,268	₱ 5,521	(₱253)	105%
MOOE		₱ 23,411		23,411	17,946	5,465	77%
CO		1,000		1,000	489	511	49%
<b>Grand Total</b>	<b>₱ 4.809</b>	<b>₱ 24,411</b>	<b>P459</b>	<b>₱ 29,679</b>	<b>₱ 23,956</b>	<b>₱ 5,723</b>	<b>81%</b>

The Department of Budget and Management (DBM) approved P29,679 Million as ICAB's CY 2009 total budget. The funds were derived from the Regular Allotment (GAA RA 9524) of P5,268 Million and P24,411 Million representing the agency's income collected from fees/charges and assessments.



*ICAB's FY 2009 Budget Appropriations*



*ICAB FY 2009 Fund Utilization (In Thousand Pesos)*

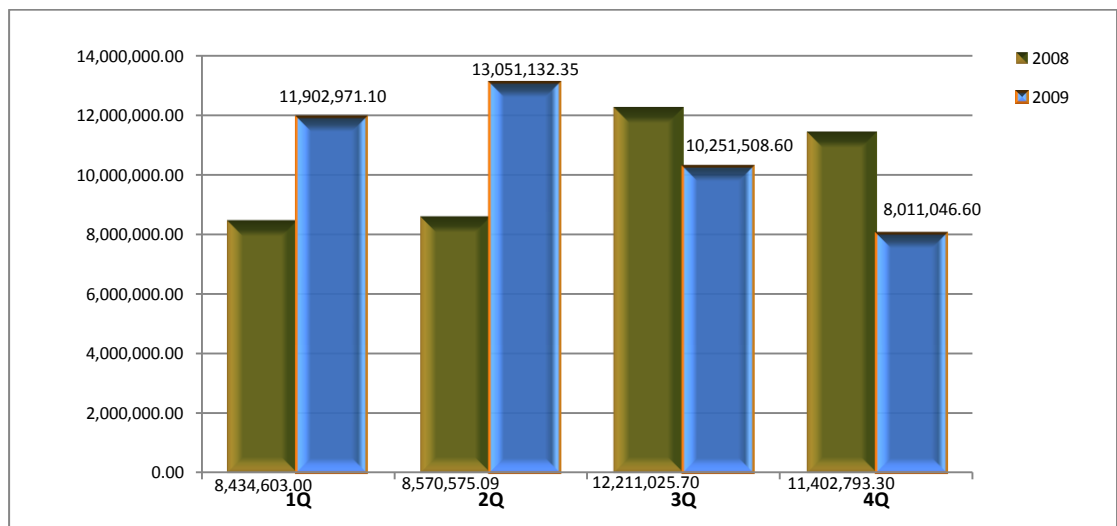
For CY 2009, the ICAB received a total of P29,679 Million allotment from the DBM of which P5,268 Million or 18% was allotted for Personnel Service, P23,411 Million or 79% was for Maintenance and Other Operating Expenses while P1,000 Million or 3% was allocated for Capital Outlay

## 7. Income Generated in CY 2009

The earnings of the ICAB which comes from fees and charges, formed part of the agency's Unprogrammed Fund which is earmarked to augment the Regular Fund Allotment for the Administrative and Operations expenses, fund to support the Board activities, programs and services of the agency.

The ICAB earned a total of P43,216,658.65 Million in FY 2009 which is 26.25% higher than the estimated target income for FY 2009 (Php34,230,000). The highest income earned during the year was in the 2<sup>nd</sup> quarter which is P13,051,132.35 or 30% of the total income.

There is an increase of 6.395% in the income earned in FY 2009 compared to the income earned by ICAB in FY 2008 of P40,618,997.09 Million.



*Comparative Table of Income earned FY 2008 vs FY 2009*

## Thrusts for CY 2009

### A. POLICY FORMULATION AND RESEARCH

1. Continue development and enforcement of guidelines and policies on inter-country adoption and post legal adoption for the compliance of partner agencies and stakeholders.
2. Enhance capability to conduct research to update informations on Philippine inter-country adoption program for policy formulation and program development.

### B. STANDARDS SETTING, LICENSING AND ACCREDITATION

1. Develop standards and performance monitoring compliance instrument/indicators for CCAs/CPAs to achieve standards for quality service delivery of children for ICA.
2. Intensify monitoring of Child Caring Agencies/Child Placing Agencies and Liaison Service Agencies in the compliance of inter-country adoption policies and procedures.
3. Review of accredited stakeholders involved in the ICA program.

**C. CAPABILITY BUILDING AND ADVOCACY**

1. Advocate key legislation in support for the amendment of ICA Law.
2. Strengthen partnership and collaboration with stakeholders through provision of relevant and quality capacity building activities along case management of children for inter-country adoption.
3. Hosting of the 10<sup>th</sup> Global Consultation on Child Welfare Services and the International Conference of Adoptive Families of Filipino Children.
4. Sustain Board's, ICPC's and Secretariat's professional and personal growth through a comprehensive and balanced personnel systems and programs designed to promote individual career needs and organizational workforce requirements.

**D. PLACEMENT SERVICES**

1. Maintain and institutionalize an integrated, functional and comprehensive Information System and Records Management.
2. Establish a functional and working post legal adoption unit with trained staff.

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