WOMEN IN THE PHILIPPINES
A Country Report
REVIEW AND APPRAISAL OF PROGRESS MADE IN ATTAINING THE OBJECTIVES OF THE UNITED NATIONS DECADE FOR WOMEN

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I. BACKGROUND INFORMATION: PHILIPPINES

A. Location and Topography

The Philippines, an archipelago of some 7,100 islands located north of the equator, is bounded by the China Sea on the west and north, the Pacific Ocean on the east and the Sea of Celebes and the coastal waters of Borneo on the south. It extends about 1,841 kilometers north to south, and approximately 1,062 kilometers east to west. The Batanes Islands, which are about 128 kilometers from the southernmost tip of Taiwan, form its northernmost portion; the Tawi-Tawi group of islands, approximately 65 kilometers from British North Borneo, form the southernmost.

While the interior topography of the country is generally mountainous, its coastal plains are narrow but fertile. Its mountain peaks, the highest of which are Mt. Apo in Mindanao (2,954 meters) and Mt. Pulog in Luzon (2,685 meters), are mostly of volcanic origin.

According to the Statistics and Election Records Division of the Commission on Elections (COMELEC) there are at present 13 regions, 73 provinces, 2 subprovinces, 60 cities, 1,504 municipalities and 2 municipal districts in the country as of March 1979. There are 42,212 barangays as of the latest report of the Ministry of Local Governments and Community Development. Manila, the official capital of the Philippines, is the premier city and the nucleus of the newly created metropolis of four cities and the thirteen municipalities known as Metropolitan Manila which constitutes a separate region.

B. Land Area and Population

On May 1, 1975, the Philippines registered a total population of 42,070,660 indicating an increase of approximately 5,386,174 persons over the 1970 census figure. With a total land area of 300,000 square kilometers, the population density (number of persons per square kilometers of land area) of the country has increased by 14.7 per cent from 122.3 in 1970 to 140.2 in 1975. Likewise, during the five-year span, the Philippine population grew at an annual rate of 2.78 per cent, confirming a growth rate decline of 0.23 per cent when compared with the 1960-1970 decade average of 3.01 per cent.

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2 Presidential Decree 86 created the barangay, the basic political unit, to serve as the consultative base for citizen participation in government affairs in the grassroots. The word barangay is a corruption of the Malay term “balangay” denoting the sturdy vessels on which the Philippine seafaring ancestors sailed when they migrated to the Philippines. By tradition, the term now signifies settlements or villages. Suarez, Pablo. The Role of Women in Development, 1976.

3 NCSO, p. xix.
The 1975 sex composition of the Philippine population marked by a preponderance of males over the females, reversing the trend established in the previous censal year. Of the total population, 50.6 percent of 21,276,224 were males and 49.4 per cent or 20,794,436 were females. Thus, the country’s 1975 sex ratio (number of males per 100 females) stood at 102, or a net male population excess of about 481,788. Of the total rural population of 28,764,579 or 68.42 percent of the total Philippine population, 14,722,900 (51.2%) were males while 48.8% percent or 14,041,679 were females. On the other hand, 50.6% of the total urban population of 13,306,081 were women.

Medium assumption by the UNFPA-NCSO Population Research Project is that by 1980, the population of the Philippines shall have grown to 49,136,853. Population density has increased from 140.2 in 1975 to 163.8 in 1980. The proportion of females has increased by 0.005 or from 49.4 to 49.9 percent.

1980 POPULATION PROJECTION 49,136,850

C. Urban-Rural Population

As of 1975, of the total population, 30.8 percent were urban residents, a decrease of 0.3 percent from the 1970 proportion and 69.2 percent were rural residents, a corresponding 0.3 percent increase. The female population followed the same trend, the propor-
tion of its urban population decreasing from 32.6 percent in 1970 to 32.5 percent in 1975. An increase of 0.1 percent was thus registered in its rural population or from 67.4 percent to 67.5 percent.

The succeeding table shows the comparative urban-rural distribution of the population for 1970 and 1975:

Table 1: Urban-Rural Population by Sex, Philippines: 1970 and 1975

<table>
<thead>
<tr>
<th>Residence and Sex</th>
<th>1970</th>
<th>1975</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
</tr>
<tr>
<td>Both Sexes</td>
<td>36,684,486</td>
<td>100.0</td>
</tr>
<tr>
<td>Urban</td>
<td>11,677,820</td>
<td>31.8</td>
</tr>
<tr>
<td>Rural</td>
<td>25,006,666</td>
<td>68.2</td>
</tr>
<tr>
<td>Male</td>
<td>18,250,351</td>
<td>100.0</td>
</tr>
<tr>
<td>Urban</td>
<td>5,673,570</td>
<td>31.1</td>
</tr>
<tr>
<td>Rural</td>
<td>12,576,781</td>
<td>68.9</td>
</tr>
<tr>
<td>Female</td>
<td>18,434,135</td>
<td>100.0</td>
</tr>
<tr>
<td>Urban</td>
<td>6,004,250</td>
<td>32.6</td>
</tr>
<tr>
<td>Rural</td>
<td>12,429,885</td>
<td>67.4</td>
</tr>
</tbody>
</table>

D. Political Structure

The Philippines became an independent state in 1946 after 377 years of Spanish rule (1521 – 1896) followed by 48 years of American sovereignty (1898 – 1946).

The Constitution adopted in 1935 established a highly centralized unitary government of the American presidential type. The powers of government were vested in three independent branches: the executive, legislative and judicial positions. Women held executive as well as judicial positions and a small but increasing number were elected to the national legislature as well as to various positions on the local level.

The ten year preparatory period known as the Commonwealth regime was interrupted by the outbreak of World War II when the Japanese occupied the Philippines for a period of 3 years. The damage done by the war to the Philippines was incalculable.

When the Philippines became an independent Republic on July 4, 1946, it faced the difficult task of restoring peace and order and of rehabilitating the devastation wrought

by the war. Some progress was made but turbulent days followed in the late 1960's and by 1972 conditions in the country had so deteriorated that the provision of the constitution authorizing the imposition of martial law in case of "invasion, insurrection or rebellion or imminent danger thereof when public safety requires it" was utilized. Under the emergency government set in operation, the President exercised both executive and legislative powers.

The Constitution adopted in 1973 and amended in 1976 provides for the establishment of a parliamentary type of government. In the transition from the presidential to the parliamentary government, a national election was held in 1978 for an interim parliament (Batangang Pambansa) and a local election was held on January 30, 1980.

Under the present government, popular participation from the grassroots, i.e., the barangay, is emphasized. The voting age has been reduced to eighteen and suffrage without literacy or property qualifications is made compulsory. Referenda and plebiscites have been conducted on vital national issues. Participation of citizens in the referenda is from age 15.

E. Socio-Cultural and Religious Background

The Philippine culture is multifaceted with Indo-Malayan and Sino-Arabic as its Asian base. Western culture introduced through 377 years of colonial rule and American influence for close to five decades of American sovereignty is discernible. Three years of Japanese occupation during World War II left hardly any imprint on Philippine culture. There are more than eighty languages and dialects. Filipino, which is based on Tagalog, is an official language together with English and Spanish.

The Philippines is predominantly Catholic with more than 85% of its people professing the Catholic faith. Other Christian denominations account for 10.8% and Islam, 4.2%. Smaller groups include some of the cultures of their ethnic origin.

F. Filipino Women in Perspective Up to 1975

The Philippine version of the creation which relates that the first man and woman emerged simultaneously from one section of the bamboo presaged the early relationship of equality between Filipino women and men.

According to historians, Filipino women in pre-colonial days held a position equal with the men in the family and community. Daughters could succeed to become chiefs of the barangays (originally composed of the captain of the boat called balangay, members of his family and relatives who settled in the islands now making up the Philippines). Among other things, women engaged in business activities and wielded power as priestesses.
But colonial rule changed this. Spanish laws relegated women to a subordinate position. The Americans opened to women equal access to education but also introduced measures which though intended to protect working women resulted in discriminatory practices against them. The change in their legal status has nevertheless proved to be no serious handicap to the Filipino women's participation in community and national activities nor has it lowered their positions in society. They formed organizations and worked for political rights. With the support of all-male legislatures, they secured an amendment to the Paraphernal Law to enable married women to manage and dispose of their own property; they won the right to vote and be voted for, exercising suffrage for the first time in 1937.

"The Filipino women have always been in the mainstream of the Philippine history; they have contributed their share in the most challenging tasks of nation building."\(^5\) Their contributions varied according to the conditions of the particular era.

In preparing for the Philippine participation in the International Women's Year Conference in Mexico City in 1975, a serious review of laws and practices\(^6\) relating to unequal treatment of Filipino women was made. Even then, the not unusual reaction to the subject of women's liberation was the facetious remark that in the Philippines, "it is the men who need liberating." In support of this, it was pointed out that in the Filipino family the wife holds the purse; the husband hands over his pay checks and gets an allowance and the wife manages the household.

The high position of the woman in society, her activities in the social, religious, educational, political and other fields were referred to and the achievements of individual women in the professions, in government service, in business, politics and other fields were cited. A statement attributed to Leonard Wood, a former American Governor General, was repeatedly quoted: "In the Philippines, the best man is the woman."\(^7\)

However, a careful review of laws affecting women revealed that the laws particularly relating to marriage and family relations under the Civil Code contain numerous articles discriminatory to women.

The Penal Code and some special laws have provisions with the same effect. Discriminatory practices in employment were also brought to light.

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II. POLICIES AND NATIONAL DEVELOPMENT PLANS (1978–1982)

A. Philippine Development Plans

Before the adoption of the UN World Plan of Action in the IYWY Conference in Mexico in July 1975 and its subsequent approval by the UN General Assembly, the National Economic and Development Authority (NEDA) had formulated the Philippine Development Plan for 1974 – 1977. An examination of these two documents shows common concerns and targets. The basic difference lies in the emphasis of the UN World Plan of Action on the cause and greater involvement of women, their fuller integration in national and international development, whereas the Philippine Development Plan considered development en toto regardless of sex. The 1974 – 1977 Plan was general in its formulation of programs and strategies. It made no reference to women. This plan was addressed to the Filipino people in general, women included.

In the 1978 – 1982 Philippine Development Plan, however, there is an explicit recognition of the importance of women in development, to wit:

Section 6.6 on Social Welfare Policy:

The State will pursue an integrated social development to promote total human development. Consequently, the national social welfare policy will cover the areas of land reform, health, nutrition, housing, education and culture, manpower development, youth and sports development, children, women and welfare workers, cultural minorities, social security and other social concerns.

The Plan likewise recognizes the changing role of women in modern society, stating:

Whereas previously the traditional role as wife and mother was expected and rewarded, now women are clearly among those pressured to succeed in modern and competitive society. More time is available for the mother to engage in professional activities as the community takes over some of her original functions in the care of children.

The policy framework of the 1978-1982 Philippine Development Plan covers not only economic concerns but also social development which cogently stresses the improvement of the quality of life of the Filipino family.

The strategy for development in the next decade, particularly in the first five years, i.e., 1978–82, is two-pronged: 1) attainment of a dynamic and balanced economy, particularly through increased agricultural and industrial production, trade diversification and rationalization, transformation of the energy structure, application of science and technology and proper management of natural resources and environment; and 2) more equitable access
to social development opportunities and fuller utilization of human resources in nation-building.

The country's population is an important resource with a great productive potential. Thus, human resource development is viewed more as an investment than as a final consumption. The strategy for developing the human resource base calls for the improvement of its physical, intellectual and material well-being.

To promote the physical aspect of human resource development, health, nutrition and housing services especially for the low-income population will be expanded. The efforts of the government and the private sector will be coordinated and integrated to upgrade these services and broaden their coverage, particularly in the rural areas.

Meanwhile, the educational system will be reoriented to make it more relevant to the country's development requirements. Likewise, the system will be restructured to inculcate a change in the people's attitudes and values. Educational and training opportunities will be democratized to allow more people to participate productively in the development process. Standards in education and manpower development will be upgraded.

Manpower will be employed under just terms and conditions. Labor-intensive activities in agriculture, industry and services during the Plan years will provide more productive and better income-earning opportunities for the people. In addition, entrepreneurship will be promoted for small-scale projects; skills for middle-level and rank-and-file position will be upgraded. Women will be accorded equal opportunities to work in areas traditionally occupied by men.8

The 1978 — 1982 Philippine Development Plan serves as the frame of reference and guide for the programs of the different government ministries and agencies. While a program for women has not been singled out or specified, the plans cover the entire populace — women, men and youth, both in the government and private sector.

Filipino women have always been actively involved in the most challenging tasks of nation-building. Their response to these tasks is not limited to their capacities as homemakers. Women are called on to be active agents of change and development at all levels and sectors of the society.

They are in the professions, in government, in business, in education and they have raised themselves to the same level as their menfolk in terms of responsibilities and needs of their community.

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Women's organizations too, a number of them national in scope, have emerged and secured popular support for important social reforms and significant movements for intellectual and artistic progress.

There is also a continuing motivation for the involvement of NGO women's organizations generated by their leaders.

B. National Mechanisms for Development

In general, the regular Ministries of the government are charged with the responsibility of carrying out the development plan. Their activities undoubtedly redound to the benefit of women although these are not specifically set up for women. New Ministries have been created to intensify the implementation of the plans. Among these are the Ministries of: Youth and Sports Development and Human Settlements. The Department of Social Welfare was expanded into the Ministry of Social Services and Development. In the Ministry of Education and Culture, a new office was created for non-formal education and a Deputy Minister of Education and Culture for Non-Formal Education was appointed.

The Commission on Human Settlements was elevated to a Ministry in 1978. This greatly accelerated the national development program. This Ministry, headed by the First Lady Imelda Romualdez Marcos, is designed to:

promote growth and renewal in human settlements both urban and rural. Underlying this is the policy to promote an innovative system of land and community development to solve the growth and improvement needs of new, depressed, and impoverished areas.9

The government's policy on human settlements emphasizes (1) optimum land use; (2) adequate shelter; (3) environmental protection; (4) use of appropriate technology; and (5) interdependence among self-reliant communities. These are intended to meet eleven basic needs identified as follows: (1) Water; (2) Power; (3) Food; (4) Clothing and Cottage Industries; (5) Shelter; (6) Economic Base (livelihood); (7) Medical Services; (8) Education and Technology; (9) Ecological Balance; (10) Sports and Recreation; and (11) Mobility.

The Human Settlements Program is carried out in every barangay. Each barangay provides 17 brigades, eleven of which attend to essential needs. Of the other six brigades, one is the women's brigade devoted primarily to social welfare services. However, women participate in all the other brigades. Through the eleven brigades, the community development program is effected. Not only are existing communities improved but new communities

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9Primer on Human Settlements.
are set up in strategic areas to serve as model communities providing for the eleven basic needs. The acronym BLISS stands for: Bagong Lipunan (new society) Improvement of Sites and Services

The Ministry of Human Settlements pools the best resources of both government and private sectors in programs and projects directed to community welfare, stressing people’s participation.

Other government agencies below the Ministry level, within or independent of Ministries, have programs for women. Among these are:

1. The National Manpower and Youth Council under the Ministry of Labor has Human Resources Development and Training Centers in the different regions of the Philippines. The training program covers vocational training courses in technology, electronics, etc. where employable skills are learned. The extent of women’s participation in the training program is described thus:

Only in recent years were women taken in. Unlike most training schemes where the main concern is on the learning of employable skills, programs designed for women are multi-functional. They cover a whole range of activities including vocational skills training, nutrition and family planning and orientation to government thrusts and legislation affecting them. 10

2. The Bureau of Agricultural Extension (BAEX) under the Ministry of Agriculture has a rural development program carried out by 2,500 extension workers that work directly with Rural Improvement Clubs (RIC) on multi-functional programs for homemakers and women workers covering nutrition, community sanitation, income-generating projects, etc.

3. The Bureau of Cooperatives has an on-going program which is presently being evaluated for needed improvements to facilitate the organizational process of setting up cooperatives.

4. University of the Philippines Institute of Small-scale Industries and the Cottage Industry Development Enterprise serve as training agencies for small-scale and cottage industry. They help provide facilities for the marketing of products.

5. The Technology Resource Center in the Ministry of Human Settlements has a research and technology training program where new resources to facilitate development are

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experimented on. It has introduced innovative approaches to community development. The latest are: the conversion of the coconut trunk into lumber and the recycling of garbage.

6. The Cultural Center of the Philippines has a program on the preservation of Philippine folk arts, developing and encouraging artists, and reaching out to the countryside with cultural presentations to enrich the life of the folks in the rural and depressed areas.

C. Government Mechanisms and Programs for Women

1. The Bureau of Women and Minors

Created in 1960, the Bureau acts as a central coordinating body for efforts directed towards the training and employment of women. It is in charge of policy-formulation and the promulgation of rules, orders and regulations pertaining to the general welfare of all working women and minors.

This Bureau has a mass lifelong education program which delivers a package of services aimed at increasing the productivity of working women in rural and depressed areas. The program includes family life and citizen education and vocational training in economic activities such as: cottage industries, farming, rural development and cooperatives. Mobile multiservice centers are being set up in rural and depressed areas.

By virtue of Presidential Proclamation No. 1984 (full text at back cover) declaring July 2 of every year as “Working Women’s Day” in recognition of their contribution to nationbuilding, the Bureau was authorized to “take the initiative and assume leadership in the celebration of the working women’s day every year.”

2. The National Commission on the Role of Filipino Women

The creation of the National Commission on the Role of Filipino Women (NCRFW) by Presidential Decree No. 633 in 1975 was the result of some eight years of agitation by women’s organizations under the umbrella of the Civic Assembly of Women of the Philippines (CAWP), the NGO National Council of Women. The Commission fittingly ushered in the International Women’s Year in the Philippines. It is significant to note that the presidential decree was proclaimed on January 6, 1975, the birth anniversary of Tandang Sora, Mother of the Philippine Revolution.

The NCRFW is attached to the Office of the President. It aims to achieve the integration of women as full and equal partners with men in the total development effort. The NCRFW coordinates with all organizations in the government and the private sector to promote the advancement of women in all levels of society.
Considering the background and development process of Filipino women and the existing socio-economic conditions, cultural values and constraints resulting from these, the NCRFW mapped out a five-year program which took into account the UN World Plan of Action approved in the 1975 International Women's Year Conference in Mexico and coordinated its objectives with those of the Philippine Development Program. The thrust is on rural women.

Because education is a springboard of development and progress, the first phase of the program was on the education of rural women on three K's: Kakayanan, meaning potentials, Karapatan, rights, Katungkulan, obligations. The emphasis of the government on non-formal education is a boost to the education of youth, men and women in the rural area. NCRFW has established linkages with the Ministry of Education and Culture, Ministry of Social Services and Development and other agencies for a more extensive and effective approach. Media is being used to disseminate the appropriate information.

To heighten the interest of the rural women in the NCRFW program, five major concerns were chosen: care of children, conservation of values and resources, consumer protection, concern over environment and commitment to justice. It is in the area on care of children where family life and family planning are covered.

Realizing that no program, no matter how excellent it may be, can be sustained and continued unless a structure is provided, NCRFW came up with "Balikatan" a strategy for fuller integration of women in national development. The Balikatan idea has been taken up by women all over the country who have organized themselves to undertake various projects for their community. The reports of the Balikatan units attest to the contribution of women to national development through volunteerism and self-reliance. In furtherance of the policy to integrate women fully in the national development efforts, NCRFW has conducted seminar-workshops in organizational skills and income-generating projects. NCRFW continues to establish linkages with agencies in the government and private sectors particularly for the advancement of women.

The target is to establish Balikatan both as a working structure and strategy in every barangay in the country.

3. Special Government Programs

In addition to those mentioned, there are special government programs in which women are invariably drawn.

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11Balikatan sa Kaunlaran was launched by the NCRFW as a concerted effort to bring together the public and the private sectors in undertaking common projects. Balikatan means shoulder-to-shoulder. Kaunlaran signifies development. As conceived for women, it is intended to involve them shoulder-to-shoulder with the men in economic, social and cultural development. An assessment of the Balikatan is made, infra.
a. **Rural electrification** as a government program has been intensified to reach the remote parts of the country. It is claimed that rural electrification will not only accelerate development but will also aid in the family planning program.

b. **Rural Service** is a requirement for students in Nursing and Medicine before they graduate.

c. All students in the tertiary level have to render community service under the **Youth Community Action Program (YCAP)** as a requirement for graduation.

d. **Tanglaw ng Pangulo** (Light of the President) is a regular program in the barangays which features community forums on issues relevant to community needs.

e. The Ministry of Public Information, the National Media Production Center and private media agencies have television, radio programs and publication for rural folks. **Periodikit** (a word combination meaning “newspaper” and “paste it”) is a large news sheet pasted in conspicuous places in the community so people may be informed of national and local issues.

f. The Kabataang Barangay has community service programs involving the youths and their parents.

D. **Private Sector: Non-Governmental Organizations**

A study was sponsored by the NCRFW to identify the contribution of NGO’s towards national development in relation to the implementation of the World Plan of Action (1975-1980), particularly in the fields of Education, Health and Employment.

The program activities of sixty-one NGOs were classified using as framework the eleven needs delineated by the Ministry of Human Settlements.

Activities related to developing the economic base/livelihood/cottage industry represent the NGOs’ contribution to employment. Medical service activities are deemed contributory to health. **Education** comprises all activities related to education/culture/technology.

In **Employment**. To improve the quality of life through income-generating projects, rural homemakers are exposed to food production, food processing and food trades, such skills as tailoring, needle-craft, embroidery, weaving, basketry, community resource utilization, hog raising and scrap recycling; war windows, to doll making; taxi dancers, to alternative occupations; military personnel and dependents, on ways of earning additional income;
the physically handicapped (paraplegics specially), to wheel chair manufacture, knitting and sewing; and socially oriented organizations, to marketing center operations as bazaars and fairs.

To better one’s status in life, out-of-school youths and the jobless are being employed; some organizations screen the members for proper overseas placement, and conduct researches for better job classifications.

To develop responsible and self-reliant individuals, loan assistance is extended to poor women and students; to indigent families, for hog fattening business; to deserving fishermen, for acquisition of motorized bancas and, to farmers, in the raising of peanut, mango and corn. Women in the hospitality industry are briefed on labor and social legislations as well as on the art of entertainment and self-development.

To achieve the aforementioned activities which have benefited at least a quarter of a million individuals annually for the past five (5) years (1975—79), the different organizations studied have utilized some ₱30,000 to ₱500,000 each year raised through fees, fund raising projects, donations/contributions and membership dues. For the period 1980—85, the sixty-one (61) NGOs have as their annual target at least one-third of a million individual beneficiaries at an estimated yearly project cost of ₱750,000.

Contributions from both the government and the private sectors are in the form of manpower, cash given or loaned, in the form of equipment like sewing machines and the use of their facilities.

In Health. For a full physical and mental development of the individual, children are served with annual health examinations, deworming, physical fitness program and annual calisthenics competition. For malnourished children, supplementary feeding is provided and the mothers are trained in the art of proper feeding. For the indigent family, medical and dental clinics are made available, with free consultation, free immunizations, free surgery and free medicines.

To increase competence and improve professional capability, seminars are held for health, medical and para-medical personnel and nutrition students. Barangay health workers are exposed to the development and production of nutrition information materials. To take care of the sick, malwards and furnished pavilions are constructed, used eyeglasses and blood donated, and iodized salt distributed. To prevent death in cases of emergency, gadgets indicating hidden defects, allergy, blood types and handicaps are promoted.

To maximize the health campaigns, researches are conducted for baseline data to guide project priorities in the light of the prevailing culture. Establishment of mothercraft nutrition centers and of day-care centers are encouraged.
To achieve the aforementioned activities which have benefited millions of individuals annually for the past five (5) years (1975–79), some eight million pesos (₱8M) have been spent yearly. For the period 1980–85, while target beneficiaries are set higher, the corresponding amount to be budgeted is covered by the qualification “as per approved appropriation.”

**On Education.** As a key factor for social progress, educational activities are greatly encouraged. Thus, we have diverse informational materials, as books on nutrition, newsletters of the various organizations, a brochure on women’s association, a bibliography on therapeutic food source; clubs for working youths, women pilot centers for leadership training, rural school houses for children; training for senior citizens from cooking to Ikebana to bag making and guitar playing; indigent women on dressmaking; vocational training of out-of-school youth; seminar of volunteer teachers in pre-school education; information campaign on the menace of drugs, alcohol and tobacco, about the electoral code, the role of the child and youth in the family and society, rights of women; scholarships of various forms; cultural shows and exhibits as a means of leadership training; and participation in local and international conventions, conferences, and workshops, covering various topics.

To achieve the various activities mentioned above which benefited thousands of people, millions of pesos have been spent yearly during the past five (5) years (1975–79). For the period 1980–85, most of the projects lined up are without accompanying cost estimates as yet.

As previously stated, the NGOs have played a significant role in nation-building and are increasingly doing so as a result of their exposure to international issues, modern concepts, and innovative approaches to community development.

Some NGOs are composed of male members, e.g. Rotary Club, Jaycees, Lions, Kiwanis, Knights of Columbus, etc. and they have a women’s organization counterpart. Others are open to both men and women. Examples of these are the Integrated Bar, Philippine Medical Association, other professional organizations, the Consumer Unions, etc. Some NGOs are strictly women’s organizations.

Seventy-four women’s organizations engaged in community work are affiliated with the Civic Assembly of Women of the Philippines. A special mention may be made of Katipunan ng Bagong Pilipino, a dynamic organization composed of rural women now numbering 30,000. Its program covers citizenship education, legal education, family life, organizational skills and income-generating projects.

Church-related organizations constitute a powerful group with programs for character-building, family life, etc.

Another non-governmental organization which extends training and services to rural people is the Philippine Rural Reconstruction Movement (PRRM) located in San Leonardo, Nueva Ecija. An affiliate of the International Institute of Rural Reconstruction (IIRR),
its mission is to help develop rural villages that are fit for human habitation. To solve the interlocking problems of the rural areas, the PRRM has evolved a four-fold integrated program of livelihood, health and nutrition, education and self-government. The program is being tested and validated in many areas of the country.

*Project Compassion* is an integrated program covering nutrition, green revolution, family planning, environmental management, and sports and culture. It has pilot communities all over the country.

The *Philippine Business for Social Progress* (PBSP) is a non-stock, non-profit private foundation which serves as a systematic response of the private sector to the country’s socio-economic problems. Its member-companies contribute funds which are channeled to self-help community projects. As an effective compliment to government efforts, PBSP has piloted developmental schemes in nutrition, housing and rural community development, has contributed to the enlargement of the body of knowledge about social development through its action research program, and has been instrumental in the promotion of the concept and practice of social development by encouraging as well as assisting in the formation of organizations which can function as agents of change in rural areas and slum pockets of urban cities.

Projects sponsored by both government agencies and NGOs receive assistance from United Nations agencies like the UNESCO, UNICEF, UNDP, ILO, FAO, UNIC and from other agencies like USAID, CIDES, and Church Organizations. Women’s programs benefit from this assistance. One specific project funded by UNICEF is the Learning Modules for attitudinal change towards sexism discussed in the succeeding topic under education. UNICEF projects have been undertaken for children and mothers. The other agencies focus on population, water, etc.

Some organizations have international linkages and receive funding from external sources. One such organization is the *Foundation for the Advancement of Filipino Women* which has been set up for the social, cultural and political development of women. It has been incorporated and has received funding for approved projects from the UN Voluntary Fund through ESCAP in Bangkok and by its own business and investment operations. The FAFW is authorized to set up chairs and scholarships for women.

Some of the projects operated by the Foundation are swine fattening and dispersal and mushroom raising piloted in Bulacan. Similar projects have been initiated in Jolo and in 14 towns of Rizal province.
III. APPRAISAL OF THE PHILIPPINE PERFORMANCE TOWARDS
ACHIEVING IWY OBJECTIVES (1975—1980)

The objectives of the International Women’s Year (now the decade) is “to define a society in which women participate in a real and full sense in economic, social and political life and to devise strategies whereby such societies could develop.”

To carry out this objective, a World Plan of Action was adopted at the 1975 IWY Conference in Mexico City. Its purpose is “mainly to stimulate national and international action to solve the problem of underdevelopment and of the socio-economic structure which places women in an inferior position, in order to achieve the goals of International Women’s Year.”

The plan provides guidelines for national action over the ten-year period from 1975 to 1985, which recommend the main areas for priority within the decade.

The Philippines, through the National Commission on the Role of Filipino Women (NCRFW), presents this review and appraisal of the Philippine achievement within the first five-year period (1975—1980) in the priority areas identified in the Plan.

These achievements are to be viewed in the context of Philippine society, where the multiple roles of women including those of mother, homemaker, worker and citizen are generally recognized. The national development plan, as discussed earlier, is directed to all citizens, making no distinction as to sex.

It must nevertheless be admitted that certain discriminatory provisions against women have remained in the Civil Code which is patterned on foreign models. A thorough review has commenced, and Filipina militants will no doubt work for truly equal rights and opportunities with men in law and in fact.

Another area of inequality is evident in the economic sphere, as actual cash earnings of women continue to fall below their male counterparts in the same job categories. This economic dimension also explains the need for stronger programs for women in the rural areas as well as in urban pockets of poverty.

The areas of education and health apparently pose no equality problems. Filipino women have yet to fully utilize suffrage as a power base.

The objectives of the World Plan of Action are, on the whole, being pursued in the Philippines. The momentum gained in this first half of the decade may be used by both government and private sectors to meet both short-range and long-range targets in the full integration of women in national life.
A. Equality before the Law

"Governments should ensure for both women and men equality before the law."\(^{12}\)

Equality before the law is an essential condition for developing the full potentials of women as participants in the total development effort and in the quest for peace. An achievement target for the first half of the decade is the provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce.

1. Steps Taken

Some activities undertaken, to achieve for woman equal rights under the law were:

a) The Law Center of the University of the Philippines initiated the drafting of proposed amendments to the Civil Code, Labor Code, the Child and Youth Welfare Code, Revised Penal Code and other laws in order to accord equal rights to women. In cooperation with the NCRFW, it launched an informational campaign all over the Philippines from 1976 to 1978 to disseminate information and conduct surveys among a broad cross section of the population. The conclusion reached is that a special code for women would be counter-productive in the effort to achieve for women a status of legal equality, the objective being not special but equal treatment. For this reason proposals have been submitted for incorporation in revision projects. That of the Penal Code is almost completed and the Civil Code revision project has been started.

b) The following agencies/organizations conducted fora to make women aware of their rights and responsibilities:

- National Commission on the Role of Filipino Women, in its "Balikatan" or "shoulder to shoulder" program throughout the country, aims to raise the level of awareness of the people in general and women in particular regarding the potentials of females in various fields of endeavor.

- Civic Assembly of Women of the Philippines (CAWP), the mother federation of some 74 national women's organizations, represents various sectors of the female population including those in the rural areas.

- Non-governmental organizations (NGOs) have been conducting without let-up, programs and projects on women's concerns beamed to men and women alike.

\(^{12}\) Item 17, UN WORLD PLAN OF ACTION adopted at IWY Conference, Mexico City.
c. Countless articles have been published in newspapers and magazines, and an exchange of such publications has been initiated with other countries.

d. In order to insure that women who may be without financial means may have access to legal services, the following institutions offer free services:

- Citizens Legal Assistance Office (CLAO), which extends legal assistance to indigent parties.

- Free Legal Assistance Office (FLAO) of the Ministry of Labor, which provides legal assistance to parties in labor cases.

- The Integrated Bar of the Philippines (IBP), the national organization of lawyers where membership is compulsory both at the national and the local levels (local chapters scattered all over the Philippines number 77), readily gives assistance to women in need thereof.

- Women Lawyer Organizations with Legal Aid Offices such as those offered by the University of the Philippines Women Lawyers Circle (U.P. WILOCI), Federacion Internacional de Abogadas (FIDA), Women Lawyers Association of the Philippines (WLAP) have been engaged in this kind of legal aid work for over 20 years now.

- Other voluntary lawyer's organizations like the Philippine Bar Association.

- Law schools have clinics which extend legal aid to indigents, notably the College of Law of the University of the Philippines. These projects serve as laboratories for the law students.

2. Developments

a. On Nationality

Prior to 1973, the law provided that a female citizen who marries an alien shall lose her Philippine citizenship if this is so provided under the law of her husband's country. However, under the New Constitution of the Philippines (1973), Article III, Section 2 provides that:

A female citizen of the Philippines who marries an alien shall retain her Philippine citizenship, unless by her act or omission, she is deemed under the law to have renounced her citizenship.

Article III, Section 1 provides that women have the same rights as men to acquire, change or retain nationality. They are now in the same position as men with regard to trans-
mission of their nationality to their children through jus sanguinis. Article III provides also that those whose mothers are citizens of the Philippines are themselves citizens.

Under the 1935 Constitution, they are citizens of the Philippines whose mothers are citizens of the Philippines and, upon reaching the age of majority, elect Philippine citizenship,

Under this provision, therefore, unless the minor children of Filipino mothers elect Philippine citizenship upon reaching the age of majority, they are not citizens of the Philippines. However, illegitimate children follow the citizenship of the mother.

With the amendment introduced by the 1973 Constitution, it is possible for minor children of the same Filipino mother to be differently situated as regards their citizenship. Those born after the effectivity of the 1973 Constitution, are citizens of the Philippines.

b. On Family Law

As a general rule, parents have equal rights and duties in matters relating to their children. The mother and father shall exercise jointly just and reasonable parental authority and responsibility over their legitimate or illegitimate children. However, in case of disagreement, the father’s decision shall prevail unless there is a judicial order to the contrary. Before June 10, 1975, the Civil Code provided that if a widow contracted a subsequent marriage, she lost parental authority over her children, unless the deceased husband expressly provided in his will that his widow might marry again and could continue to exercise parental authority over their children.

Upon representation made by the women, this provision was amended in an article incorporated in Presidential Decree No. 603, otherwise known as the Child and Youth Welfare, which provides; “In case of the absence or death of either parent, the present parent shall continue to exercise parental authority over such children, unless in case of the surviving parent’s remarriage, the court, for justifiable reasons, appoints another person as guardian.”

However, under the Muslim Code, “the widowed mother who contracts a subsequent marriage shall lose parental authority and custody over all children by the deceased husband, unless the second husband is related to them within the prohibited degree of consanguinity.”

c. Others

1. The law making marriage a cause for automatic termination of employment of women in the armed forces has been amended, and married women in the service enjoy maternity benefits under stated conditions.
2. The Labor Code provisions making stipulations against marriage unlawful have been applied to nullify conditions in collective bargaining agreements providing for termination of women's employment in case of marriage.

3. Maternity benefits have been integrated into the Social Security System for the better protection of the health and welfare of women.

4. Letter of Instructions No. 974 was issued by the President of the Philippines on January 5, 1980. This seeks to fully integrate women in partnership with men in the national development effort. The LOI directs all government “to take affirmative steps to implement the constitutional, treaty and statutory mandates for the promotion, regardless of sex, of equality in employment, equal work opportunities, and equal pay for work of equal value; to afford women equal opportunity to participate in planning, policy and decision-making...; to eliminate practices — discriminate against women where there are no reasonable bases; to report to the Office of the President on actions taken pursuant to the Letter of Instructions...”

This measure though primarily directed to government agencies and instrumentalities reaches out to private enterprises falling under the jurisdiction of these government offices or dealing and transacting business with government.

5. The National Commission on the Role of Filipino Women (NCRFW) and the Philippine Society of International Law (PSIL) conducted a seminar-workshop for the UN Convention on the Elimination of All Forms of Discrimination Against Women. The workshop sought to analyze the Convention and determine the consequences that would follow should the Philippine Government decide to ratify or accede to its provisions.

The body, in a resolution approved at the Workshop, recommended the immediate signing and ratification by the Philippine Government in order to be among the original twenty signers.

3. Political Rights

Filipino women enjoy on equal footing with men the right to vote and get elected or appointed to public office.

The 1973 Constitution, Article VI, Section I, provides that:

“Suffrage shall be exercised by citizens of the Philippines not otherwise disqualified by law, who are eighteen years of age or over, and who shall have resided in the Philippines for at least six months preceding the election. No literacy, property or other substantive requirements shall be imposed on the exercise of suf-
frage. The National Assembly shall provide a system for the purpose of securing the secrecy and sanctity of the vote.”

The right of suffrage was acquired by the Filipino women even before the 1935 Constitution was ratified. However, the Constitutional Convention adopted a conditional provision, i.e., the right to vote was to be granted to women only if 300,000 of them voted affirmatively for the provision at a plebiscite. This took place in 1936 upon the ratification of the 1935 Constitution.13

B. Filipino Women in Public Affairs

"... enlighten the public at large on the indispensable role of women in the political processes, and on the need to promote their greater political participation and leadership."14

The increased participation of Filipino women in public affairs can be noted in various sectors of society. She has, in fact, entered areas or professions previously occupied solely by men.

In local affairs, President Ferdinand E. Marcos himself noted a marked change in the involvement of women. In his keynote address to the International Seminar on Leadership Training for Rural Women in Socio-Economic Development, President Marcos said:

"I, for one, see the growth and participation of women in the barangays. I have gone to the barangays and I would see 15 years ago, whenever I would call a meeting of the barangay it would be 90% men and 10% women. Today, whenever I go to the barangays, I notice that at least half of the audience are women."

Similarly, Director Ramon Binamira of Project Compassion, reported that whereas five years ago, the women in the rural areas were mostly indifferent to and hesitated to be involved in Project Compassion, an integrated project stressing community participation, the women now number at least 70% of their volunteers.

Deputy Minister Rosendo Marquez of the Ministry of Local Governments and Community Development, in his speech during the Balikatan Management Workshop held in Ja-

14Item 52, UN World Plan of Action.
uary 1978, had this to say: "Filipino women no longer wait to be asked to serve they come up to volunteer."

From the time the Filipino women gained the right to vote in 1937, they have involved themselves in Philippine politics.

- There was a higher turnout of women voters compared to the men in eleven national elections and one regional elections held in 1978.

Table 2: Percentage of qualified electors who voted, male and female, 1953–1978.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>MALE Per Cent</th>
<th>FEMALE Per Cent</th>
<th>DIFFERENCE (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1953</td>
<td>77.00</td>
<td>77.5</td>
<td>.5</td>
</tr>
<tr>
<td>1955</td>
<td>77.37</td>
<td>77.39</td>
<td>.02</td>
</tr>
<tr>
<td>1957</td>
<td>75.86</td>
<td>75.05</td>
<td>.81</td>
</tr>
<tr>
<td>1959</td>
<td>81.5</td>
<td>82.00</td>
<td>.5</td>
</tr>
<tr>
<td>1961</td>
<td>79.45</td>
<td>79.41</td>
<td>.04</td>
</tr>
<tr>
<td>1963</td>
<td>79.14</td>
<td>80.11</td>
<td>.97</td>
</tr>
<tr>
<td>1965</td>
<td>75.19</td>
<td>76.63</td>
<td>1.44</td>
</tr>
<tr>
<td>1967</td>
<td>81.29</td>
<td>82.09</td>
<td>.8</td>
</tr>
<tr>
<td>1969</td>
<td>79.09</td>
<td>80.29</td>
<td>1.22</td>
</tr>
<tr>
<td>1970</td>
<td>68.19</td>
<td>68.02</td>
<td>.17</td>
</tr>
<tr>
<td>1971</td>
<td>80.03</td>
<td>81.62</td>
<td>1.59</td>
</tr>
<tr>
<td>1978</td>
<td>85.08</td>
<td>85.97</td>
<td>.89</td>
</tr>
</tbody>
</table>

Source: Commission on Elections

Of the 21,464,213 registered voters in 1978, 10,667,766 were females and 10,796,437 were males. 9,171,354 women voted or 85.97% while 9,185,495 males voted or 85.08%. It is significant to note that 49.96% of the total voters in the 1978 Regional Election were females.

However, while the percentage ratio of women voters is higher than the men voters, this does not carry through in the ratio of women elected to office. Women voters do not necessarily vote for women candidates and only a few are willing to run for office. A number of them have been elected to public office, the highest of which was the rank Senator or Assemblyman under the present government. However, they are small in number as compared with men.
Comparative data on men and women who are occupying top level positions in public office are presented here.

1. Elective Position

In the National Assembly, (Batasang Pambansa, the law-making body of the Philippines), there are at present 10 Assemblywomen including the First Lady, Madame Imelda Romualdez Marcos. Others elected are Mercedes C. Teodoro, and Felicita G. Bernardino, Region III, Helena Z. Benitez, Carmencita O. Reyes, and Soledad Dolor, Region IV; Dolores Sison, and Socorro de Castro, Region V; Potri Ali Pacasum representing industrial sector and Julie Carunungan, Youth sector.

Based on the final results from the Commission on Elections on the recent local elections held in January 1980, 6.94% in the gubernatorial and vice gubernatorial posts were occupied by women, and 6.1% and 5.6% in the mayoral and vice mayoral posts respectively.

In the total number of positions in the Sangguniang Panlalawigan (Provincial Consultative Body), 6.0% are occupied by women and 8.7% in the Sangguniang Bayan (Municipal Consultative Body are women).

Comparative data on the 1971 and 1980 elections show an increase in the number of women elected mayor by 3.16% and vice-mayors by 1.69%.

It is also significant to mention that the elected National President of the Pambansang Katipunan ng mga Barangay (National Federation of Barangays) is a woman-NCRFW Commissioner Nora Z. Petines.

<table>
<thead>
<tr>
<th>Year</th>
<th>Position</th>
<th>Women</th>
<th>No. of Position</th>
<th>Percent Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1961</td>
<td>Senator</td>
<td>1</td>
<td>8</td>
<td>12.5</td>
</tr>
<tr>
<td></td>
<td>Representative</td>
<td>2</td>
<td>104</td>
<td>1.92</td>
</tr>
<tr>
<td>1965</td>
<td>Senator</td>
<td>1</td>
<td>8</td>
<td>12.5</td>
</tr>
<tr>
<td></td>
<td>Representative</td>
<td>6</td>
<td>104</td>
<td>5.76</td>
</tr>
<tr>
<td>1967</td>
<td>Senator</td>
<td>2</td>
<td>8</td>
<td>25.0</td>
</tr>
<tr>
<td></td>
<td>Governor</td>
<td>5</td>
<td>67</td>
<td>7.46</td>
</tr>
<tr>
<td></td>
<td>Vice-Governor</td>
<td>6</td>
<td>67</td>
<td>8.95</td>
</tr>
<tr>
<td></td>
<td>Board Member</td>
<td>11</td>
<td>179</td>
<td>6.14</td>
</tr>
<tr>
<td></td>
<td>Mayor</td>
<td>53</td>
<td>1,450</td>
<td>3.65</td>
</tr>
<tr>
<td></td>
<td>Vice-Mayor</td>
<td>72</td>
<td>1,449</td>
<td>4.96</td>
</tr>
<tr>
<td></td>
<td>Councilor</td>
<td>720</td>
<td>10,695</td>
<td>6.73</td>
</tr>
<tr>
<td>1969</td>
<td>Senator</td>
<td>0</td>
<td>8</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Representative</td>
<td>3</td>
<td>109</td>
<td>2.75</td>
</tr>
<tr>
<td>1971</td>
<td>Senator</td>
<td>1</td>
<td>8</td>
<td>12.5</td>
</tr>
<tr>
<td></td>
<td>Governor</td>
<td>6</td>
<td>68</td>
<td>8.82</td>
</tr>
<tr>
<td></td>
<td>Vice-Governor</td>
<td>5</td>
<td>68</td>
<td>7.35</td>
</tr>
<tr>
<td></td>
<td>Board Member</td>
<td>14</td>
<td>199</td>
<td>7.03</td>
</tr>
<tr>
<td></td>
<td>Mayor</td>
<td>44</td>
<td>1,488</td>
<td>2.95</td>
</tr>
<tr>
<td></td>
<td>Vice-Mayor</td>
<td>61</td>
<td>1,430</td>
<td>4.26</td>
</tr>
<tr>
<td></td>
<td>Councilor</td>
<td>662</td>
<td>11,110</td>
<td>6.73</td>
</tr>
<tr>
<td>1978</td>
<td>Assemblywomen</td>
<td>10</td>
<td>180</td>
<td>5.55</td>
</tr>
<tr>
<td></td>
<td>Sectoral Rep.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Youth</td>
<td>1</td>
<td>6</td>
<td>16.66</td>
</tr>
<tr>
<td></td>
<td>Industrial</td>
<td>1</td>
<td>4</td>
<td>25.00</td>
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<tr>
<td>July’79</td>
<td>Provincial Governor</td>
<td>6</td>
<td>72</td>
<td>8.33</td>
</tr>
<tr>
<td></td>
<td>City Mayor</td>
<td>3</td>
<td>61</td>
<td>4.91</td>
</tr>
<tr>
<td></td>
<td>Municipal Mayor</td>
<td>52</td>
<td>1,474</td>
<td>3.52</td>
</tr>
<tr>
<td></td>
<td>Barangay Captain</td>
<td>1,550</td>
<td>39,768</td>
<td>3.89</td>
</tr>
<tr>
<td>Jan. ’80</td>
<td>Governor&lt;sup&gt;a&lt;/sup&gt;</td>
<td>5</td>
<td>72</td>
<td>6.94</td>
</tr>
<tr>
<td></td>
<td>Vice-Governor&lt;sup&gt;a&lt;/sup&gt;</td>
<td>5</td>
<td>72</td>
<td>6.94</td>
</tr>
<tr>
<td></td>
<td>Sangguniang Panlalawigan</td>
<td>37</td>
<td>436</td>
<td>6.19</td>
</tr>
<tr>
<td></td>
<td>Mayor&lt;sup&gt;b&lt;/sup&gt;</td>
<td>80</td>
<td>1,309</td>
<td>6.11</td>
</tr>
<tr>
<td></td>
<td>Vice-Mayor&lt;sup&gt;b&lt;/sup&gt;</td>
<td>78</td>
<td>1,309</td>
<td>5.95</td>
</tr>
<tr>
<td></td>
<td>Sangguniang Bayan&lt;sup&gt;b&lt;/sup&gt;</td>
<td>868</td>
<td>9,988</td>
<td>8.69</td>
</tr>
</tbody>
</table>

<sup>a</sup>Results of January 1980 Elections (does not include NCR)
<sup>b</sup>Does not include Regions 9 and 12.
2. Judiciary

In the Judiciary, the Philippines has the distinction of having a woman member in the Supreme Court since 1973 with the appointment of Justice Cecilia Muñoz Palma, the first woman Associate Justice of the Supreme Court. With her retirement in 1978, another woman was elevated to her position, Associate Justice Ameurfina Melencio Herrera, formerly of the Court of Appeals.

At present there are three women Justices in the Court of Appeals namely: Justice Corazon Agrava, Justice Milagros A. German and newly appointed Justice Carolina G. Aquino. Incidentally, Justice Lourdes P. San Diego who retired last April 21, 1980, was the first woman presiding officer of the Court of Appeals. There are nineteen (19) District Judges at the Court of First Instance, and seven of the ten judges at the Juvenile and Domestic Relations Court are women. The Court of Agrarian Relations has 6 women judges while there are 38 woman municipal judges.

Table 4: Number of Males and Females with Ranking Positions in Judiciary 1975–1980

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M :</td>
<td>F :</td>
<td>%F</td>
<td>M :</td>
<td>F :</td>
<td>%F</td>
</tr>
<tr>
<td>1. Supreme Court Associate Justices</td>
<td>10 :</td>
<td>1 :</td>
<td>9.0</td>
<td>10 :</td>
<td>1 :</td>
<td>9.0</td>
</tr>
<tr>
<td>2. Court of Appeals Associate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Court of First Instance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Juvenile and Domestic Relations Court</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Court of Agrarian Relations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Municipal Judges</td>
<td>900 :</td>
<td>48 :</td>
<td>5.0</td>
<td>758 :</td>
<td>38 :</td>
<td>5.0</td>
</tr>
</tbody>
</table>

Data for 1975 on Nos. 3 and 5 not available
Source: Administrative Division, Supreme Court of the Philippines.

Table 4 shows that the Filipino women are represented at all levels in the Judiciary although they are still outnumbered by men. The appointment of qualified women to important positions in the Judiciary confirms that the Philippine government recognizes the potentials of Filipino woman judges.
3. Diplomatic Service

It is significant to note that at present there are three woman Chiefs of Mission, Class I: Ambassador Leticia Ramos Shahani, Canberra Australia; Felicidad Gonzales, Consul-General for Hongkong; and Ambassador Rafaelita Soriano in the home office. Five out of forty three Chiefs of Mission, Class II are women: Ambassador Rosario Manalo assigned in EEC, Brussels; Ambassador Consuelo Arranz, Director—General for Political Affairs (Home Office); Luz del Mundo, Acting Director—General for Political Affairs (Home Office); Julia Palarca as Deputy Permanent Representative to Geneva; and Rosalinda Santos, Deputy Director—General for Policy Planning (Home Office).

Of the 36 Counsellors, 22% are women and eight of them are in the foreign service. 33% of 152 Foreign Service Officers are women. It is noted that the 6 women FSO, Class I are all assigned in the foreign service.

The number of women Foreign Service Staff Officers is equal with that of men. However, under Class I, women accounted for 60% and 51% under Class II. Of the 537 Foreign Service Staff Employees, women constitute 37% only.

Generally, women's participation in the diplomatic service is visible as they are represented in all ranks. And there are levels wherein they dominated their male colleagues.

The following table shows the participation of women in the diplomatic service from the rank of Ambassador down to Foreign Service Staff Employees:
Table 5: Ranking MFA Personnel in the Foreign Service and Home Office as of May 22, 1980.*

<table>
<thead>
<tr>
<th>RANK</th>
<th>Foreign Service</th>
<th>Home Office</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>M</td>
</tr>
<tr>
<td>Chief of Mission,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Class I</td>
<td>25</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>Chief of Mission,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Class II</td>
<td>33</td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>Counsellors</td>
<td>25</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Foreign Service</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Officers</td>
<td>62</td>
<td>26</td>
<td>40</td>
</tr>
<tr>
<td>Class I</td>
<td>21</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Class II</td>
<td>15</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Class III</td>
<td>20</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>Class IV</td>
<td>6</td>
<td>4</td>
<td>26</td>
</tr>
<tr>
<td>Foreign Service</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Officers</td>
<td>133</td>
<td>129</td>
<td>71</td>
</tr>
<tr>
<td>Class I</td>
<td>41</td>
<td>45</td>
<td>12</td>
</tr>
<tr>
<td>Class II</td>
<td>45</td>
<td>53</td>
<td>21</td>
</tr>
<tr>
<td>Class III</td>
<td>47</td>
<td>31</td>
<td>38</td>
</tr>
<tr>
<td>Foreign Service</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Employees</td>
<td>153</td>
<td>54</td>
<td>216</td>
</tr>
<tr>
<td>Class I</td>
<td>58</td>
<td>23</td>
<td>34</td>
</tr>
<tr>
<td>Class II</td>
<td>67</td>
<td>22</td>
<td>89</td>
</tr>
<tr>
<td>Class III</td>
<td>28</td>
<td>9</td>
<td>93</td>
</tr>
</tbody>
</table>

Source: Administrative Division, MFA

4. Civil Service

a. Results of the CSC Survey

Partial results of the survey conducted by the Civil Service Commission covering government agencies and controlled corporations reveal that 47.87% or 1,449 out of 1,578 emplo-
yees in the third level Career Service are females. The third level covers positions in the Career Executive Service (Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, Chief of Department Services and other officers of equivalent rank as may be identified by the Career Executive Service Board, all of whom are appointed by the President).

On the second level which includes professional, technical and scientific positions involving professional, technical or scientific work in non-supervisory or supervisory capacity requiring at least 4 years of college work up to Division Chief, female employees occupy 41.94% or 14,911 out of 20,644 positions.

The first level which includes clerical, trade, crafts, and custodial service positions which involve non-professional or sub-professional work in a non-supervisory or supervisory capacity requiring less than 4 years of collegiate studies, female employees comprise 37.55% or 18,825 out of 31,313 employees in this level.

In summary, 39.57% of employees in the career service (all levels), and 32.06% in non-career service are females. For total career and non-career employees 37.94% are women. It can be noted in the table below that female employees have a higher participation rate in the total career service, specifically in the third level.

Table 6: Frequency and Percent Distribution of Males and Females in Career and Non-Career Service positions in Government Offices and Corporations, January, 1980

<table>
<thead>
<tr>
<th></th>
<th>TOTAL</th>
<th>MALE</th>
<th>FEMALE</th>
<th>%FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAREER SERVICE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First Level</td>
<td>88,677</td>
<td>53,587</td>
<td>35,090</td>
<td>39.57</td>
</tr>
<tr>
<td>Second Level</td>
<td>50,138</td>
<td>31,313</td>
<td>18,825</td>
<td>37.55</td>
</tr>
<tr>
<td>Third Level</td>
<td>35,555</td>
<td>20,644</td>
<td>14,911</td>
<td>41.94</td>
</tr>
<tr>
<td>NON-CAREER SERVICE</td>
<td>3,027</td>
<td>1,578</td>
<td>1,449</td>
<td>47.87</td>
</tr>
<tr>
<td>TOTAL CAREER AND NON-CAREER</td>
<td>113,297</td>
<td>70,314</td>
<td>42,983</td>
<td>37.94</td>
</tr>
</tbody>
</table>

15Career Service shall include open career for appointment to which prior qualification in an appropriate examination is required. Closed career positions which are scientific or highly technical in nature include the faculty and academic staff of state colleges and universities and scientific and technical positions in scientific or research institutions which shall establish and maintain their own merit systems, career executive positions (third level), career officers other than in the Career Executive Board, who are appointed by the President such as the Foreign Officers in the Ministry of Foreign Affairs, Commissioned Officers and enlisted men of the AFP which shall maintain a separate merit system on personnel of government-owned or controlled corporations whether performing government or proprietary functions who do not fall under this non-career service, and permanent laborers, skilled, semi-skilled and unskilled.

16Non-career service shall include elective officials and their personal or confidential staff, department heads and other officials of cabinet rank who hold positions at the pleasure of the President and their personal or confidential staff, chairman and members of commissioners and boards with fixed terms of office and their personal or confidential staff, contractuals and emergency and seasonal personnel.

17Partial results of the survey conducted by the Civil Service Commission, Office of Research and Planning.
5. Results of the NCRFW Survey

Based on partial results of the NCRFW survey on the participation of women in different occupational levels, a general increase in the participation rate in all sectors is indicated. From 38.2% in 1975 it increased to 44.6% as of June 1980 data.\(^{18}\)

It is significant to note that a general increase of 6.4% in women participation in all sectors in the span of 5 years is an indication that women are beginning to gain recognition in their participation in the different sectors. They no longer constitute a minority, but an equal and in some levels, bigger percentage than the men in the various positions. Areas dominated by women are areas which may be considered as an extension of the home which include general services, social services, media education and to a lesser degree, health services. In terms of positions occupied, peak participation of women is in the clerical, messengerial and support services and administrative and non-technical position, where they rate higher than the men; and in the technical positions where they share the same percentage with the men. A big improvement in women's participation in the highest, second highest and middle management positions can also be noted. (Table A. 1)

Examples of women elected to top-level positions are Atty. Lilia Bautista as Governor of the Board of Investments for Project and Legal Department and concurrent Assistant Secretary, Ministry of Industry; Alicia Llamado Reyes, the First Lady Governor of the Development Bank of the Philippines; Escolastica Bince; and Carlota P. Valenzuela, Deputy Governor, in-charge of Supervision and Examination Sector of the Central Bank of the Philippines; Albina Manalo Dans, first woman Commissioner of the Civil Service Commission; and Felisa Pangan, the newly appointed Executive Director of the Commission on Elections. The top position at the Insurance Commission is occupied by a woman in the person of Gregoria Cruz Arnaldo.

These appointments are an indication that the Filipino women are gaining headway in higher levels of planning and decision-making.

C. Education and Training

"Access to education and training is . . . a key factor for social progress and in reducing the gaps between socio-economic groups and between the sexes."\(^{19}\)

The Philippine educational system provides equal access to education at every level and "shall maintain a system of free public elementary education, and in areas where finan-

\(^{18}\)Based on 201 survey questionnaires retrieved by NCRFW from different government and private offices as of June, 1980.

\(^{19}\)The New Philippine Constitution, Art. 15, Sec. 8 No. 5
ces permit, establish and maintain a system of free public education at least up to the secondary level." The Constitution also stipulates that the "state shall provide training to adult citizens and out-of school youths, and create and maintain scholarship to poor but deserving students." In compliance, NEDA, in its 5-Year Development Plan 1978—1982 stresses that:

"Central to the development of human resources, the educational system will be oriented towards equalizing educational opportunities, achieving universal literacy and promoting the economic, social cultural and political goals of the country. Education . . . will not be confined within the time-bound and place-bound traditional type of formal education, but will embrace all learning processes and life activities . . . The educational system will be designed to enable every Filipino to be more fully integrated at any stage with the nation's economic and social life."21

1. Literacy

In spite of being a developing country, the Philippines has a relatively high literacy rate. From 1960 to 1970, the rate went up from 72% to 83.4%. Over the five-year period 1970—1975, the literacy rate rose to 89.27%.22 What is even more significant is that sex difference in literacy rate is minimal.

Literacy rate for females increased from 70.6% in 1960 to 82.2% in 1970. It increased further to 88.48% in 1975. By 1980, literacy rate is expected to reach 88.9 percent. The following table shows the projections by the NCSO of the rate of literacy level of males and females from 1981 to year 2000.

Percentage-wise, literate females are expected to overtake their male counterparts starting in 1983, the difference steadily increasing up to the turn of the century.

20 National Economic Development Authority, Five Year Philippine Development Plan 1978—1982
21 Item 54, UN World Plan of Action
22 Ministry of Education and Culture, 1979 Statistical Bulletin
Table 7: Projected Literacy Rates, By Sex: 1981–2000

<table>
<thead>
<tr>
<th>Year</th>
<th>LITERATE</th>
<th>ILLITERATE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>1981</td>
<td>89.5481</td>
<td>89.4216</td>
</tr>
<tr>
<td>1982</td>
<td>89.9883</td>
<td>89.9479</td>
</tr>
<tr>
<td>1983</td>
<td>90.4121</td>
<td>90.4511</td>
</tr>
<tr>
<td>1984</td>
<td>90.8201</td>
<td>90.9319</td>
</tr>
<tr>
<td>1985</td>
<td>91.2127</td>
<td>91.3919</td>
</tr>
<tr>
<td>1986</td>
<td>91.5901</td>
<td>91.8290</td>
</tr>
<tr>
<td>1987</td>
<td>91.9530</td>
<td>92.2469</td>
</tr>
<tr>
<td>1988</td>
<td>92.3018</td>
<td>92.6453</td>
</tr>
<tr>
<td>1989</td>
<td>92.6368</td>
<td>93.0250</td>
</tr>
<tr>
<td>1990</td>
<td>92.9586</td>
<td>93.3867</td>
</tr>
<tr>
<td>1991</td>
<td>93.2675</td>
<td>93.7310</td>
</tr>
<tr>
<td>1992</td>
<td>93.5639</td>
<td>94.0587</td>
</tr>
<tr>
<td>1993</td>
<td>93.8484</td>
<td>94.3704</td>
</tr>
<tr>
<td>1994</td>
<td>94.1212</td>
<td>94.6669</td>
</tr>
<tr>
<td>1995</td>
<td>94.3828</td>
<td>94.9487</td>
</tr>
<tr>
<td>1996</td>
<td>94.6336</td>
<td>95.2164</td>
</tr>
<tr>
<td>1997</td>
<td>94.8738</td>
<td>95.4708</td>
</tr>
<tr>
<td>1998</td>
<td>95.1040</td>
<td>95.7124</td>
</tr>
<tr>
<td>1999</td>
<td>95.3246</td>
<td>95.9417</td>
</tr>
<tr>
<td>2000</td>
<td>95.5357</td>
<td>96.1594</td>
</tr>
</tbody>
</table>

2. Formal Education

The comparative enrolments in the elementary levels show that while there continues to be a higher percentage of male over the female student population, the difference is small. In 1975–76, the enrolment in both the public and private schools had 51.25 per cent for the males and 48.75 per cent for the females. These percentages did not significantly change for school year 1978–1979 where males and females comprised 50.29 and 48.71 per cent, respectively, in public elementary schools.

In the secondary level for both public and private schools in 1975, the percentage ratio was 49.02 per cent for the females and 50.98 per cent for the males. In SY 1978–79, the enrolment rate among the females increased to 49.51 per cent. It can be noted that female enrolment is increasing as the year or level goes up. (Table A.2 and A.3)
Table A.4 shows the percent of females enrolled in various courses in the tertiary level from SY 1975–76 to SY 1978–79. It is significant to note that females consistently manifested higher percentages through the school years. They have dominated fields which are traditionally regarded as masculine vocations such as agriculture. Similarly, they are gaining headway in engineering, technical and vocational courses, while medical and social sciences as well as education continue to be their dominion.

The National College Entrance Examinations (NCEE) which seeks to determine the scholastic aptitudes of high school graduates seeking admission to college show that in 1977, females performed better than the males as evidenced in the higher GSA mean scores at the last column of Table A.5.

The Youth Civic Action Program, popularly known as YCAP, is a civic education program included in school curricula designed to orient and train the youth towards civic consciousness and civic involvement. Included in the curriculum of schools from elementary to college, YCAP covers a broad range of activities such as educational reform, animal care, tree-planting, non-formal science and literary education.

In 1978–1979, a total of 13,249 YCAP participants from different schools joined in the following activities:

<table>
<thead>
<tr>
<th>Activity</th>
<th>YCAP Participants</th>
<th>School Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Reform</td>
<td>8,654</td>
<td>9</td>
</tr>
<tr>
<td>Animal Care</td>
<td>40,634</td>
<td>182</td>
</tr>
<tr>
<td>Tree Planting</td>
<td>139</td>
<td>3,752</td>
</tr>
<tr>
<td>Nonformal science and</td>
<td></td>
<td></td>
</tr>
<tr>
<td>literary education</td>
<td>102</td>
<td>8,771</td>
</tr>
<tr>
<td>Kabataang Barangay</td>
<td>18,239</td>
<td>21</td>
</tr>
<tr>
<td>ABCD (Adopt a barrio community</td>
<td>62,481</td>
<td>514</td>
</tr>
<tr>
<td>development)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>130,249</td>
<td>13,249</td>
</tr>
</tbody>
</table>

3. Educational Assistance

Government and private institutions grant various scholarships to male and female students who are selected either on the basis of their performance in oral and/or written examinations or based on some other criteria which the sponsoring agency or individual may specify.

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23 Data were obtained from the MEC Statistical Bulletin, 1979.
In 1978, a total of 78,716 students enjoyed high school and college enrolment with either partial or full assistance from the sponsor. A total of P24,082,926 was spent for the schooling of these students. Scholarships granted by provision of law constituted 18.46 percent of the total number of students subsidized, while the private sponsors, in sending 7,220 students to school, spent about P6,096,376 during the school year.

<table>
<thead>
<tr>
<th>Sponsor</th>
<th>Recipients</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>By Provision of Law</td>
<td>14,533</td>
<td>P 5,155,527</td>
</tr>
<tr>
<td>Private Funded</td>
<td>7,220</td>
<td>6,096,376</td>
</tr>
<tr>
<td>Institutionally Funded</td>
<td>56,963</td>
<td>12,830,826</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>78,716</strong></td>
<td><strong>P 24,082,826</strong></td>
</tr>
</tbody>
</table>

The State Scholarship Program of the Ministry of Education and Culture (MEC) awarded scholarships to some 1,904 college freshmen and the National Integration Study Grant supported a total of 3,369 high school and college students. The distribution of examinees and awardees by type of scholarship is as follows:

<table>
<thead>
<tr>
<th>Type</th>
<th>Examinees</th>
<th>Awardees</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Scholarship</td>
<td>48,508</td>
<td>1,904</td>
<td>3.90</td>
</tr>
<tr>
<td>National Integration Study Grant</td>
<td>16,961</td>
<td>3,369</td>
<td>31.70</td>
</tr>
<tr>
<td>Presidential Memo Order No. 516</td>
<td>3,683</td>
<td>1,270</td>
<td>34.50</td>
</tr>
<tr>
<td>Special Ethnic Group Educ. Assistance</td>
<td>3,229</td>
<td>151</td>
<td>4.68</td>
</tr>
<tr>
<td>Teijin Limited Scholarship</td>
<td>54</td>
<td>13</td>
<td>22.03</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>72,435</strong></td>
<td><strong>6,881</strong></td>
<td><strong>9.50%</strong></td>
</tr>
</tbody>
</table>

The government's "Study Now, Pay Later Plan" assisted 1,853 male and female students in 1976–77; 1,964 in 1977–78; and 2,380 in 1978–79, totalling 6,197 over the three-year period.

Educational loan assistance was also extended to students in the resettlement areas of Carmaena, San Pedro, Sapang Palay, Dasmarinas and Metro Manila. These students, most of whom enrolled in vocational and technical schools, received loans from the Development Bank of the Philippines (DBP), the Land Bank of the Philippines (LBP) and the Philippine National Bank (PNB).
4. Non-Formal Education

Partners in the efforts to eliminate illiteracy are the government and its various agencies as well as the private sector through their non-formal education programs - functional literacy and continuing education. These programs aim at the acquisition of literacy integrated with other learning activities of direct interest and value in the daily lives of the people.

a. Office for Non-Formal Education (MEC)

The creation two years ago of the Office for Non-Formal Education in the Ministry of Education and Culture under the leadership of Assemblywoman Felicita Bernardino, Political Deputy Minister of Education and Culture, has boosted the cause of literacy and functional education.

In 1978, Non-Formal Education classes and/or courses were organized and conducted by the schools including state and private colleges and universities in the 13 educational regions of the country. The kind of classes/courses organized with the corresponding number of graduates are as follows: 24

<table>
<thead>
<tr>
<th>February 1979</th>
<th>March 1980</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Functional literacy and continuing education</td>
<td>37,040</td>
</tr>
<tr>
<td>2. Vocational/Occupational skills training</td>
<td>276,076</td>
</tr>
<tr>
<td>3. Technical courses</td>
<td>6,786</td>
</tr>
<tr>
<td>4. Socio-civic-citizenship</td>
<td>347,176</td>
</tr>
<tr>
<td>5. Sports</td>
<td>4,800</td>
</tr>
<tr>
<td>6. Cultural</td>
<td>7,138</td>
</tr>
<tr>
<td>7. Leadership Training</td>
<td>35,045</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>714,068</strong></td>
</tr>
</tbody>
</table>

A report from the Bureau of Elementary Education indicates that a big number of girls and women avail themselves of programmes in non-formal and life-long education. Out of 728,803 graduates from all NFE courses from March 1978 to February 1979 under the Ministry of Education and Culture, more than one-half are girls and women. They outnumber the men in such courses as functional literacy, vocational courses such as dressmaking, cosmetology, hair science, handicraft, knitting and weaving, cooking and food processing.

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b. Selected Non-Formal Education Programs

1. The Joint Literacy Project of the NCRFW with the private sector and the Balikatan

Originally proposed by Commissioner Santanina Rasul for two regions with the lowest literacy rates in the country, this project may be cited as an example:

- Region IX composed of: IX-A — Sulu, Tawi-Tawi, Basilan, IX-B — Zamboanga del Norte and Zamboanga del Sur are the venues for “Magbassa Kita” the mono-syllabic method developed by NCRFW Commissioner Santanina T. Rasul. Trainors and trainees numbered 2,000. Echo work-shops are being conducted under the auspices of the Office of the Regional Commissioner, Region IX and its successor, the Regional Autonomous Government of the region.

- Region XII composed of Lanao del Norte, Lanao del Sur, North Cotabato, Maguindanao (Cotabato City) and Sultan Kudarat has an on-going “Matiya Tanu”, a replication of “Magbassa Kita”, which is presently being used by the Balikatan for 1,000 Maguindanaoans. This literacy project has been picked up by civic organizations like the Jaycees, Rotary, etc. for echo in the whole region.

2. Lingap ng Pangulo sa Barangay (School on the Air Program)

It is the first integrated educational broadcast in the Philippines accentuating the different developmental programs of the government to improve the quality of life of the people.

The program aims to develop in the barangays proper values, attitudes and appreciation of the Philippine cultural heritage and to instill love of country and fellowmen; to bring to the barangays developmental messages and technical advances on various projects of the government; and to inform the barangays about the various developmental progress of the New Society.

3. The Mobile School (School-on-Wheels)

Housed in a large van with various training facilities, the Mobile School is designed to penetrate the remote barrios, villages and other parts of the rural areas to bring the benefit of non-formal schooling. It is directed to the out-of-school youths and jobless adults in the locality who have urgent need for skills training.

4. The Palawan National Agricultural College Bayanihan Program

This program hopes to develop a wide base of trained agricultural manpower for national/country-side development and to prepare students for college or higher education. It
has trained 3395 in the vocational, agricultural and other practical arts. It has already accredited 916 as secondary vocational agriculture graduates, 16 percent of whom are pursuing college education while the rest are in their farms.

5. BAEX Home Extension Program*

The program for the development of women clientele of the Bureau of Agricultural Extension, an educational arm of the Ministry of Agriculture, is the major concern of the Home Economics Extension Division, which is composed of degree holders in Home Economics. They are assigned in the provinces, providing homemakers with the technology of home management, improved practices in home food production and nutrition, desirable family relations, better child-care, and practical guides in profitable home projects.

The Rural Improvement Clubs (RIC) organized all over the Philippines by the Home Management Technicians of BAEX have developed many ways of improving the life of the farm families and help homemakers attain a better quality of family life. To date, there are 7,100 organized RIC with a total membership of 215,302.

They undertake projects on innovative non-formal education for rural women. These projects are later to be owned and managed by the members. The women are also encouraged and developed to be leaders of the community.

Demonstration classes and non-formal education classes are held on preparation of coco water vinegar, production of corn cereals, rad peanuts, peanut brittle, peanut butter and salted peanuts, poultry and swine raising, and home craft which usually serve as a take-off into income-generating projects.

To develop the technical expertise and to enhance local leadership of the rural women involved in extension activities, 351,930 training sessions were conducted for about 1,486,212 homemakers throughout the Philippines as of 1979. These sessions were composed of homemaking classes, special classes, RIC meetings, community assemblies, and RIC Children’s Center sessions.

For 1979—1980, the NFE focused on the following activities:

1. Gradual eradication of illiteracy especially in the rural areas;
2. Strengthening linkages with local and foreign agencies;
3. Increasing the number of skills training and income-generating courses;
4. Strengthening the “Lingap ng Pangulo sa Barangay”
5. Developing and producing relevant curriculum materials for functional literacy classes and skills training courses;

*Data taken from BAEX
6. Securing and providing materials and equipment for non-formal education classes;
7. Continuing the information campaign of non-formal education;
8. Evaluating and monitoring NFE programs and progress.

5. Assessment for Non-Formal Education With Special Reference to Rural Development

The Philippine government, aware that more than 70 percent of our people are in the rural areas and that they comprise the bulk of the country’s poor, has directed major efforts to enhance rural development and has adopted as strategy of development, raising the level of self-sufficiency and the production of the masses of the people in the rural areas. In the endeavor of placing a high priority on rural development in the overall programs of national development, it must be admitted that education has a major role to play towards stimulating, accelerating, and sustaining the process.

Valisno (1979) stated,

"... in achieving the social goal of equality as enunciated in a democracy, people who could not go on participating in the formal school system due to financial constraints should be given every opportunity to benefit from education. The first basic assumption is: learning is a life-long process, and as such, is not limited to what actually occurs within the school premises, not what is imbibed from the printed word. Every experience of the persons gathered from whatever source and/or whatever manner adds up to his total learning. In this context, the formal, non-formal and informal types of education may be considered as equally reinforcing on the person."25

His Excellency, President Ferdinand E. Marcos of the Republic of the Philippines said,

"... for those outside of the school system, we should expand our programs to make them return to school and implement fully our flexible accreditation system to allow evaluation and credit of experiences in the community the place of work, and tutorial arrangements.

Every child should actually learn to read, write and work with numbers."26... there will be examinations, that after such examinations, we will credit the drop-outs for such capabilities and skills they have learned."26


26His Excellency, President of the Republic of the Philippines Ferdinand E. Marcos, Keynote Address, International Year of the Child, National Convention, Phil. International Convention Center, Manila, Phil., December, 1978.
In accord with the country’s goal for national development, the Accreditation and Equivalency Program (AEP) is envisioned to make a significant contribution to the total development of the total person. It is a long-range program set to attain the following objectives:

1. to retrieve school leavers and place them in the formal system, if they so desire;

2. to accredit and validate knowledge and skills in academic areas gained through formal, non-formal and informal ways;

3. to accredit and validate work experiences for purposes of job promotion, entry to job training, employment and self-fulfillment;

4. to continue the development and validation of instruments used to measure work skills in the various areas of practical arts as well as in other occupational fields;

5. to develop a set of criteria for establishing equivalency and to prepare a table of equivalence together with instructions for computations.

To achieve these objectives, the Philippine Educational Placement Tests were developed by the National Educational Testing Center of the Ministry of Education and Culture in 1978. There were 9091 out-of-school youth who participated in the test in 1978, and 22,000 in 1979.

In 1978, there were, however, less females (42.4%) who manifested a desire to re-enter the formal system of education against 56.6% males. The male-female performances in the tests were observed to be comparable.

The reasons given by both male and female dropouts wanting to go back to school clearly indicate that the desire to prepare for life, to improve one's quality of life is the strongest motivation factor for going back to school. It is noteworthy to observe that the very reason for dropping out of school, which is economic, is also the very reason for wanting to go back to school.

From the Philippines' pioneering experience of evaluating and accrediting non-formal education with special reference to rural development, a dent is made towards the presentation of some information on a problem that could easily pass as a learning need—the recognition of the potential of male-female school leavers or drop-outs and the accreditation of work experiences acquired outside of the formal school system. With these as a springboard, out-of-school youth and adults are afforded a second chance in the world of work.
The fruits of this primordial endeavor will hopefully serve to pave the way for a deep consciousness and a more feasible achievement of the basic priorities in the development of the total man and woman in the total society.

6. Vocational Training

According to the 1978 National Manpower Report on Income-Generating Skills for Women⁷⁷, there were approximately 629,104 male and female trained in vocational courses all over the country. This is an expression of the government’s growing concern with the training and development of human resources. The female trainees’ participation was concentrated in courses which are traditionally-female oriented courses. It included handicraft, handicraft, foods, nutrition and community beautification.

As of May 1980, the National Manpower and Youth Council registered an enrolment of 14,092 male and female in the different vocational (occupational) training courses they offered. Of this number, 4,190 or 29.73% are females, while 9,902 or 70.27% are males.

Statistics from the same source showed a higher female percentage of enrollment in the following courses: ladies’ and men’s garments production, food trades, nadicrafts, comestology, secretarial/clerical, home industries, health and nutrition, and poultry and swine fattening.

In the same data, it is interesting to note that in courses exclusively for men (radio and tv mechanics, electronics, industrial electricity, appliance servicing, machine processes and inland fishing), a number of women are enrolled.

7. The University of Life⁷⁸

The University of Life, a project of the First Lady, is an answer to the need of “new learning, new educational approaches, new, positive outlook to meet problems and challenges that confront the Filipino. It is an education relevant to the prevailing national situation and that prepares the students to face “actual existing conditions by incorporating real-life situation in the learning process.”

The University of Life will initially accommodate a total 2,000 students for school year 1980-1981. They will be admitted in batches of 500 for the whole of July. The enrollees all picked form nominations made by all governors, city and municipal mayors, will each represent the 1,600 municipalities and chartered cities, plus 400 from Metro Manila.

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⁷⁷ Figures presented are only approximations and are limited to the study on vocational/occupational training programs of the primary training institution/agencies of the Philippines.

⁷⁸ The University of Life, Philippine Panorama 9 (25), June, 1980, 57-61
In the first of three main programs of the university the human development and community management program — the initial enrollees, in the start of the two-year curriculum, will have to live in the campus for six months. This phase orients the learner on the goals and philosophies of the university and involves formal, non-formal discussions, and group sessions. There are a total of 11 learning modules which are divided into three phases. Phases II deals on changes and the community; Phase III the application of what the student has learned. After a year, the student goes back to his community as a development inducer.

The second, management services program, has a common service to organize interaction processes that deal with the 11 basic needs of man and six auxiliary services of human communities. This program provides a continuing research and monitoring system of education and a pool of directory experts here and abroad.

The main facility of the continuing education program, the third program, is an educational radio-television station. The radio shall maintain 12-hour to 14-hour regular broadcasts on the 11 basic needs. As such, this will engage in correspondence, and will require a microwave backbone, at least one television channel for backbone.

In sum, the University of Life will be entirely different not only because of the unique curriculum, teachers, its very name and all that it stands for, but also because its founding Chairman, Mrs. Imelda Marcos, likes to see that the entire campus becomes an “arboretum to serve as a refuge for birds, butterflies — even fireflies.”

8. Re-evaluation of the Roles of Filipino Men and Women in Education

Just as Juan de la Cruz has typified the common Filipino man, so has Maria Clara, the heroine of Rizal’s Noli Me Tangere, been taken as personifying the best in Filipino womanhood.

Today, however, Maria Clara would have to undergo some changes. She is no longer the appealingly timid young lass who answered in monosyllables when addressed. The modern Filipina, though still lovely and outwardly demure, is more outspoken . . .

This illustrative point of view expressed by George Malcolm in his book, the first Malayan Republic, stemmed from the verdict that women are on equal footing with men in the social, cultural and political aspects of the Filipino lifestyle.

In recent years and with the onset of the International Year of Women (now the decade), studies have revealed the predominating influence of the Filipina in the socio-economic development of the country.
One distinct example is the success of the activities spurred by the National Commission on the Role of Filipino Women geared toward maximizing the Filipino women's potential and harnessing it for nation-building.

The first major activity of the Commission was its participation in the United Nations International Women's Year Conference in Mexico from June 19 to July 2, 1975.

Cognizant of the need to review the roles of men and women as an offshoot of the implied sexisms in textbooks, references and curricula, NCRFW Commissioner for Education Mona D. Valisno offered a three-pronged solution. The goal is to achieve the desired attitudinal changes thereby maximizing the potential of the Filipino women as man's complement in progress and development. Approved in principle by the NCRFW and submitted to the Ministry of Education and Culture (MEC), the proposal underscored: energizing the identical curricula for both sexes, raising the literacy level of women, and providing opportunities for recurrent education with the introduction of innovations in structure, content, and method.

The MEC created an Ad Hoc Committee headed by Dr. Mona D. Valisno which prepared and submitted a project proposal for a Seminar Workshop in Instructional Materials Writing on the Role of Filipino Women.

On May 9, 1976, the seminar workshop commenced at the La Salette Shrine in Biya, Silang, Cavite under the auspices of the Ministry of Education and Culture, UNICEF and the NCRFW with the end in view of achieving the following objectives:

- derive learning content for the integration of the role of Filipino women into the curriculum;
- analyze existing curriculum materials and textbooks to determine feasible points of integration of the role of Filipino women; and
- prepare instructional materials on the role of Filipino women.

Twenty-four (24) modules were prepared using the concepts derived from the learning continuum on the topic: Optimizing the Potential of the Filipino Woman as Man’s Complement in Development and Progress. The continuum has been designed for the use of all levels from elementary to the tertiary levels.

The modules, which were particularly designed to assist instructors of social sciences, entailed the implementation of the activities to a group of students. The scheme required the following steps to be administered to the groups:
— pre-requisite behavior test
— pre-test
— progress checks and feedbacks
— post test

As a whole, the implementation scheme covered four phases:

**Phase I** — Orientation of administrators and supervisors and training of try-out teachers. It is envisioned that at the end of a 5-day orientation and training program the participants should be able to:

1. actively participate in the implementation of the program.
2. effectively use the try-out materials.

**Phase II** — Actual try-out of instructional materials. During the try-out period, participants are expected to:

1. use the instructional materials in their respective classes.
2. observe and record student-reactions and gather the necessary feedback.

After completion of the try-out, the participants are also expected to:

1. give their reactions and recommendations to supervising teams.

**Phase III** — Revision of instructional materials as per feedback. After 6-week revision period, curriculum writers are expected to:

1. come up with a revised set of instructional materials for all levels based on feedback.

**Phase IV** — Full implementation.

1. after having distributed the instructional materials, the participants are expected to adapt these materials.
2. after at least a year of implementation, teachers and students are expected to:
   a. manifest changes in attitude toward stereotyped sex roles for women
b. encourage and support maximization of women's participation and leadership activities at home, the school and the community.

c. get actively involved in projects which directly and indirectly contribute to the country's progress and development.

Instructional materials used included teaching kits consisting of handbooks, primers, self-instructional modules.

The plans finalized at the seminar-workshop were integrated in a report titled "Proposed Implementation Scheme for the Integration of Instructional Materials on the Role of Filipino Women into the Curriculum," submitted by the Ministry of Education and Culture Ad Hoc Committee.

Finally it is hoped that these learning experiences will "unshackle men and women from the chains of traditional norms" and thus realize partnership of man and woman towards development and progress.

9. Consumer Education

Consumer education has been given impetus over the past five years. The government and the private sectors have cooperated closely in pursuing consumer education and protection through media, fora, observance of Consumer Week and publications. Institutions too are joining the government and the private sector in their pursuit to increase consumer literacy by sponsoring seminars and symposia. Their efforts brought about the formulation of the Consumers' Protection Code which has been submitted for legislative action.

As defined, Consumer education is the preparation of the individual in the concept and understanding of everyday living in order to attain within the framework of her own values, maximum satisfaction and utilization of her resources. Women, especially the housewives, are made aware of the changing needs and demands and their privileges as consumers such that they do not fall victims to misleading advertisements, substandard manufactured goods, and mislabeled products. Furthermore, through consumer education it is hoped that both individual and family standard of living will be raised, thereby improving the quality of life of the whole community.

No figures are available but it has been assumed that over the last five years consumer education has benefitted more people especially the women who constitute the majority of the membership and organizing groups.

D. HEALTH AND NUTRITION

"Improved access to health, nutrition and other social services are essential to the full participation of women in development activities, to the strengthening of family life." 30

Health and nutrition have always been a special concern of the woman, for her role as homemaker requires that she be nurse and home economist to her own family. In this decade the woman is called on to expand the scope of her role to the community. At the same time, there is a continuing concern that women should receive special care during pregnancy, delivery and lactation. Furthermore, women themselves should take care that they do not put their own health needs aside in favor of their menfolk and children.

1. The Health Situation

Life expectancies of Filipino men and women are higher than in many developing countries. In 1975, it was 62.92 years for women and 59.02 for men. Filipino women outlive their men by 3.9 years.

The latest report from NCSO placed the total number of deaths at 271,136 in 1975, significantly lower by 4.5% from the preceding year.

The report also indicated that only 43.4% of total deaths occurred to women. Crude death rate was estimated to have declined from 10.6/1000 population in 1976 to 10.4 in 1978.

A survey by the Food and Nutrition Research Institute (FNRI) indicates that pneumonia, tuberculosis and heart diseases are the leading causes of mortality in the Philippines.

Infant mortality was registered at 74/1000 live births in 1976, the leading causes being pneumonia, gastro-enteritis and colitis, avitaminosis and other nutritional deficiencies. 31 This dropped to 72/1000 in 1978.

Related to infant mortality is maternal mortality which was found to have decreased from 1.6 to 1.4 for every 1000 live births from 1974 to 1977. The most common causes of maternal mortality are hemorrhage and toxemias of pregnancy, and childbirth.

30 Item 97, UN World Plan of Action adopted at IWY Conference, Mexico City, June – July 1975.
Malnutrition has been a vitally urgent problem in the Philippines. The most vulnerable groups are infants, pre-school children, pregnant women and nursing mothers. Causes of malnutrition are traceable to poverty, maldistribution of food within the family and among the various regions; inadequate food availability at both household and farm levels; large families; lack of information on correct food habits and poor dietary practices; and infectious diseases.

The NEDA-UNICEF\textsuperscript{33} study on the situation of children in the country shows that the Philippines' most common nutritional problems are protein calorie malnutrition, Vitamin A, B\textsubscript{2} and iron and iodine deficiencies. The same study also reveals that in 1978, the mean nutrient intake per person per day was as follows: food energy, 1804 calories or 87.1\% sufficient; protein, 53.0 grams or 101.2\% sufficient; iron, 11.0 mg. or 89.5\% sufficient; and vitamin A, 2481 I.U. or 67.4\% sufficient. These figures indicate that in terms of nutrient intake, Filipinos have a high sufficiency level except for vitamin A.

Biochemical assessment of a sample of pregnant mothers point to a "deficient to low" intake of Vitamin A, serum carotene and Vitamin C. As for dietary intake, maternal nutrition was found to suffer from insufficiency of iron and vitamin C.

Iron deficiency anemia is shown to affect 62.4\% of 0—3 year olds as against 22.4\% of the 4—4 year olds; 48\% of pregnant mothers and 36\% of non-pregnant mothers as against 7\% of males. With endemic goiter, FNRI surveys showed a prevalence of 12\% among pregnant women and 8\% among lactating mothers. In known goiter endemic regions, the Ministry of Health has found the prevalence to run as high as 60\%.

2. Investments in Public Health

There were a total of 1,552 hospitals in the Philippines in 1978 with a total bed capacity of 71,907; 31 per cent of these are found in Metro Manila. With an estimated 45.6 million Filipinos in 1978, there were only 15.77 beds available for every 10,000 population.

Statistics on the distribution of health institutions show that these are unevenly distributed throughout the archipelago, with Regions III (Central Luzon) and IV (Southern Tagalog) and Metro Manila already accounting for 36 per cent of the total.

The disparity in the distribution of health facilities is being minimized by the establishment of rural health units (RHUs), of which there were 1,582 in 1975 and of Barangay

\textsuperscript{33}NEDA-UNICEF, loc. cit.
Health Stations (BHS). These health units were organized primarily to provide basic medical services to the people especially the rural folks.

On the other hand, the difficulty of providing adequate medical personnel especially in rural areas is being solved by the training of paramedical personnel who are fielded in the barrios to provide the basic medical services. Another measure taken is the requirement among allied medical students and practitioners to render rural service equivalent to a full semester.

<table>
<thead>
<tr>
<th>Region</th>
<th>Institutions</th>
<th>Beds</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>Private</td>
<td>Gov't</td>
</tr>
<tr>
<td>1</td>
<td>89</td>
<td>41</td>
</tr>
<tr>
<td>2</td>
<td>59</td>
<td>42</td>
</tr>
<tr>
<td>3</td>
<td>132</td>
<td>43</td>
</tr>
<tr>
<td>4</td>
<td>143</td>
<td>70</td>
</tr>
<tr>
<td>MM</td>
<td>146</td>
<td>27</td>
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<tr>
<td>5</td>
<td>105</td>
<td>32</td>
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<tr>
<td>6</td>
<td>43</td>
<td>40</td>
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<tr>
<td>7</td>
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<td>8</td>
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<td>37</td>
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<td>9</td>
<td>39</td>
<td>21</td>
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<tr>
<td>10</td>
<td>92</td>
<td>38</td>
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<tr>
<td>11</td>
<td>114</td>
<td>23</td>
</tr>
<tr>
<td>12</td>
<td>62</td>
<td>15</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1093</td>
<td>459</td>
</tr>
</tbody>
</table>

Source: Evening Post, Nov. 24, 1978

Dental health is another indicator of a nation's health status. Reports in 1977 revealed that on the national level, 95% of children in urban areas had decayed, missing and filled teeth (DMFT), while in the rural areas, the incidence is only 87%.

46
3. The Philippine Nutrition Program

The Philippine Nutrition Program (PNP) is the sum total of individual and collective efforts planned and organized to reduce the prevalence of malnutrition in the country. The National Nutrition Council (NNC) and the Nutrition Center of the Philippines (NCP) are the chief cooperating agencies in carrying out the objectives of the program.

The National Nutrition Council under the Office of the President of the Philippines was created by Presidential Decree No. 491 revised on June 25, 1974. It is chiefly responsible for formulating an integrated national nutritional plan and in coordinating the implementation of the Philippine Nutrition Program (PNP).

The Nutrition Center of the Philippines is a private foundation established by the First Lady on July 2, 1974 in recognition of the need for a joint government and private effort to ease the malnutrition problem in the country. The center seeks to mobilize the resources of the private sector to the mainstream of the Philippine Nutrition Program. The Center is supportive of the National Nutrition Council (NNC).

The ultimate objective of the Philippine Nutrition Program (PNP) is to improve the nutritional status of the Filipino people, particularly the infants, pre-schoolers, school children, pregnant women and nursing mothers through special programs.

a. Food Assistance

Food assistance intervention is an emergency measure aimed at improving the nutritional status of the malnourished child, especially the third degree malnourished, by providing him adequate food to save him from dying.

Food supplement for food assistance may be in different forms and from different sources. One such form is the nutri-pak which is in powdered, packaged form and may be obtained from community centers. The nutri-pak preparation is a high protein, high calorie package (rice, fish, beans and oil) used educationally to stress the value of locally available food items. Since the program started in 1978, 131 nutri-pak plants have been established by the PNP.

Other food sources are non-local food items such as skimmed milk, rolled oats and others which may be repacked in convenient ready-to-mix or ready-to-eat packets, or processed into easily acceptable and common food items like biscuits and cookies which can be sold to children at highly subsidized prices.
b. Health Protection

Health protection in the form of curative and rehabilitative medical services is extended to all children especially the 2nd and 3rd degree malnourished children, who are particularly susceptible to infections aggravating their malnourished state. Malwards or Nutriwards (Nutrition Rehabilitation Wards) are established in hospitals to serve the severely malnourished pre-schoolers and especially complicated cases referred for confinement. Nutrihuts or nutri-units and nutri-villages, nutribuses, Barangay Nutrition Scholars are also put up/fielded to augment the limited facilities of malwards which capacities range from 5 to 10 beds only.  

As of September 1979, 238 nutribhuts, 158 malwards, one nutri-village (consisting of 17 nutri-huts) have been set up and 5 nutri buses, 3 Metro Manila Barangay Mobile Teams and 3701 Barangay Nutrition Scholars have been fielded for this purpose. “Botica sa Barangays” (Drugstores in the Barrio) are in operation in 261 barangays. From 1974 to 1979, the health protection program of the PNP has served about 10 million pre-school children, 1.3 million school children, 8,096 pregnant and lactating mothers and 55,288 other persons not belonging to these groups. (Please see Table A.6).

The Ministry of Social Services and Development, through its day care centers, cooperates in the implementation of the nutrition program. As of 1979, it has a total of 5000 day care centers and has served a total of 1.4 million children.

c. Nutrition Information and Education

The aim of this program is to improve the knowledge, attitudes, and practices of the family members on food values, effects of malnutrition, breast feeding and supplementary feeding, environmental hygiene and sanitation, intra-family planning. A massive nutrition education campaign involving all participating agencies was launched on a nationwide scale. This makes use of a two-pronged attack in education.

The first method is the personal approach thru homemakers’ classes, community assemblies, and feeding and cooking demonstrations. Achievements of the nutrition information and education program may be gleaned from Table (A.7).

The second method is the indirect approach through the mass media (print, broadcast, films/slides).

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34 The Philippine Nutrition Program 1978–1982
35 Nutrition Center of the Philippines Data Bank
4. Food Production

The maintenance of health standards often depends on the size of the family in relation to average income. Average weekly per capita earning in 1975 was P 60.00 and this rose to P 70.00 in 1979. Of the average annual family income amounting to P 5,840,0036, about 53% is spent on food. This allot a daily food allowance of about P 9.00 to feed about 6 persons, the average household size.

Improvement in rice production was registered during the past five years. The Philippines has become a rice exporting country. A total of 113,200,900 sacks of 50 kg. rice was produced in 1975. To meet local demands, a total of 1.9 million bags of 50 kg. was imported. In 1979, however, production of rice soared to 163,580,700 sacks of 64 kg., 69% more than the 1975 yield. A surplus production of 3,800,000 bags of 50 kg. was exported to other countries.

In the Five-year Development Plan 1978 – 1982, self-sufficiency in selected food products such as rice, fish and other marine products, fruits, vegetables and meat has been given priority.

Table 9: Domestic Supply and Demand for Selected Food Commodities, (1978 and 1979) (In thousand metric tons)

<table>
<thead>
<tr>
<th>COMMODITY</th>
<th>1978</th>
<th>1979</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Demand</td>
<td>Supply</td>
</tr>
<tr>
<td>Rice</td>
<td>4140</td>
<td>4166</td>
</tr>
<tr>
<td>Corn &amp; Feed-grains</td>
<td>2240</td>
<td>2930</td>
</tr>
<tr>
<td>Fish &amp; other products</td>
<td>1580</td>
<td>1571</td>
</tr>
<tr>
<td>Fruits</td>
<td>2030</td>
<td>3580</td>
</tr>
<tr>
<td>Vegetable</td>
<td>3330</td>
<td>3450</td>
</tr>
<tr>
<td>Meat</td>
<td>706</td>
<td>859</td>
</tr>
</tbody>
</table>


5. The Philippine Population Program

Health, nutrition and family planning are closely interrelated and applicable to the Filipino woman for her immediate concerns center around children's health and nutrition and rising economic costs of maintaining large families. It is for this reason that President Marcos, in a national population conference, stated that:

"...our population program goes beyond fertility regulation. It encompasses human settlement and resettlement, urbanization and urban planning, internal and external migration, land reform, human resources development and utilization, health and nutrition, and other aspects of economic and social development... towards a common undisputed goal: the evaluation of the quality of human life."

Guided by the Philippine Development Plan signed by President Marcos in 1977, which states that national development activities are directed towards the "conquest of mass poverty," the Philippine Population Program (PPP) is moving towards the achievement of the national aspiration for "a much improved quality of life for every Filipino."37

The PPP, which began primarily as a family planning program was implanted in partnership with agencies of the government and the private sector such as the Ministry of Health (MOH), the Ministry of Social Services and Development (MSSD), the Ministry of Education and Culture (MEC), the Institute of Maternal and Child Health (IMCH), and the Family Planning Association of the Philippines (FPOP), among others.

The National Population and Family Planning outreach program was initiated by the Commission on Population (POPCOM) to answer the need for bringing family planning information and services to all married couples of reproductive age (MCRA) regardless of where they live. It intends to strengthen the population program's capability to reach out to the remote areas through its Full Time Outreach Workers (FTOW) and Barangay Supply Points (BSP). It has to date about 2,596 FTWOs, 31,592 BSPs and 3,612 family planning clinics which are making family planning information and services readily available to the people. Beefing up this force are the partner agencies and local government officials who are involved in the planning and implementation of the population program.38

As of December 1978, the project had covered 36.4 per cent of the total number of MCRA's estimated at 5-6 million and had registered a prevalence rate of 39.6 per cent. Cur-

39 De Leon, loc. cit.
rent users increased from 780,183 in 1977 to 815,061 in March 1979. More sterilization acceptors are getting into the program: from 68,630 in 1977, to 105,689 in April 1979. Knowledge of family planning was estimated at 94.2% in 1978\textsuperscript{39}. Aside from these, more and more doctors, nurses and midwives and paramedics are trained in family planning technology.

These accomplishments have contributed much to the decline in the population growth rate from 3.01% in 1960–1970 to 2.78% in 1970–1975. As of 1978, the population growth rate is estimated at 2.5%. By 1980, the Philippine population is expected to grow at the rate of 2.3 per cent annually.

During the next decade, the Population Commission has set the following objectives:

a. Increase the average life expectancy of Filipinos — Filipinos born in 1976 can look forward to an average life span of 60 years, 64.4 years by 1982, and 64.4 years by 1987.

b. Reduce the annual population growth rate from an estimated 2.5 per cent in 1978 to 2.3 per cent by 1982 and to 2.1 per cent by 1987.

c. Reduce the rate of mortality (infant and pre-school) and of morbidity.

The special committee to review the Philippine population program which was created in 1978 has recommended that the concept of family planning be redefined to include family welfare.

This means that the ultimate goal is not simply the reduction of fertility but the overall welfare of the family. Family planning in this context becomes a means to achieve family welfare. It is therefore towards this end that all current programs, projects and activities are addressed.

6. The Philippine Human Settlements Program\textsuperscript{40}

It is generally recognized that adequate shelter, side by side with health and nutrition, is one of the basic factors essential for human dignity. It is not enough that people have food; it is also necessary that they live in comfortable dwellings worthy of human dignity. In its program for the promotion of general well-being, particularly for the masses of the people, the government has directed major effort to housing as one of the priority services that the national or local government should provide.

\textsuperscript{40}Ministry of Human Settlements Annual Report 1978, 1979.
The Philippine Human Settlements Program has been evolving over the years although the period of rapid development began with the advent of the New Society in 1972. Among the significant milestones in the evolution of the concept and the institutionalization of the program in 1978 are:


2. Elevation of the Task Force to the Human Settlements Commission in 1976 to attend to human settlements problems.

3. Institutionalization of the human settlements program with the creation of the Ministry of Human Settlements in 1978.

1. The Bagong Lipunan Improvements of Sites and Services (BLISS)

Institutionalizing the humanistic, coordinative and integrative approach required by the type of human settlements program suited to the problems and conditions obtaining in the Philippines, the BLISS program was launched by the government in early 1979.

Initially, the program will set up model communities in each of the 1,500 cities and towns of the country over a period of five years. The models are designed to exert a “spread effect” on surrounding areas for them to emulate the type of development show-cased in the models.

Rural Bliss

Level I model is a neighborhood community of 50–100 families in an area of 2.5 hectares, complete with basic services, for every locality.

Prototype Level I communities now in existence are Purok Madera Imelda in Tadlac, a fishing village in Los Baños, Laguna; and Triangulo Uno, a nipa community in Tolosa, Leyte.

As of June 1980, a total of 4,670 houses covering a total area of 1339.455 hectares have been erected in 545 municipalities throughout the country. About 6,882 families have been benefited by this program.

Level II model is an agro-industrial community of 100–500 families in an area of 50–200 hectares, complete with basic services as well as a viable industry to serve the economic needs of every province. A total of 19 sites have been established for Level II.
A prototype Level II community is now established in Suba, in Paoay, Ilocos Norte.

Level III model is a watershed-based community with land area of more than 200 hectares and 500 resident families, complete with the basic services and multi-purpose irrigation facilities, designed to intensify agricultural production.

A Level III community is now built around a 3.5 hectare reservoir in Pagudpud, Ilocos Norte. Under construction are two small Water Impounding projects; for pre-construction are 37 Mini-Hydro projects and 32 Dendro Thermal projects.

Urban BLISS

With the centralization of development and human problems in the capital region of Metro Manila, a separate type of improvement of sites and services relevant to the physical and human conditions in the premier metropolis has been worked out.

Medium rise apartment buildings are being constructed in selected sites - in each of the four core cities and 13 suburban municipalities that compose Metro Manila — designed to provide housing and livelihood for residents of the identified blighted areas in the metropolis.

As of latest report of the Ministry of Human Settlements, there are now 85 urban BLISS buildings with a total of 2,085 units.

2. Urban Renewal

Through its corporate arm, the Human Settlements Development Corporation, the Ministry of Human Settlements develops new communities through innovative urban land mechanisms and self-financing schemes.

Some of the projects being developed are:

— The Lungsod Silangan Townsites consisting of 20,313 hectares in the municipalities of Antipolo, San Mateo and Montalban, province of Rizal;

— The Recto Central Park Development Project which intends to establish a modern pedestrian mall at the site of the Old Bilibid Prison after phasing out the unsightly structures;

— The Barrio Magsaysay Project which is the development of a one hectare property into a cottage industry display and commercial center.
3. Biglang Bahay

The Biglang Bahay Project affords Filipino families a chance to win a house and lot worth ₱100,000.00 at the site and in the design of their choice.

Biglang Bahay bonds are sold by commercial, industrial and savings banks in ₱10 and ₱20 denominations which have one and two serial numbers, respectively. Bondholders earn participation in a continuing raffle that gives away houses and lots in weekly draws. Bonds may be exchanged for cash at the banks when the holder no longer wishes to participate in the raffle.

4. Environmental Renewal Project

This project was launched to remedy poor environmental management. It envisions the creation of a clean and beautiful environment fit as a dignified habitat of people. At the same time, the project makes the citizens aware of their responsibilities as far as environmental upkeep is concerned.

The project has been launched in three key cities of the country — Baguio, Cebu and Davao and in the town of Koronadal, South Cotabato.

A number of Metro Aides were trained and fielded with corresponding pushcarts and t-shirts. Activities completed in these cities include the planting of trees along roadsides, bermuda and ornamental plants in parks and other public places; construction of guardhouses and waiting sheds; leveling of streets; etc.

5. Metro Manila Wide Resource Recovery Program (MMWRP)

The MMWRP was put up by the government as an optimal solution to the garbage problem. One of its objectives is to promote the reclamation of raw materials from households and institutional wastes in the national capital region. For this purpose, it has put up the “Pera sa Basura” project.

To date, 335 scavengers, itinerant scrap buyers, unemployed and out-of-school youths have been transformed into a disciplined group of trained and licensed Ecology Aides (Eco-Aides). Rather than scavenge in dumps and trash heaps or garbage receptacles, they go house-to-house purchasing some 150 different items that are ordinarily thrown away. They are given “seed” money of ₱50 per trip for this purpose. Each Eco-Aide is provided with a pushcart, an arm-type weighing scale, a set of three t-shirt uniforms, a hat, a raincoat, and a pair each of gloves and rubber sandals.
International Cooperation on the Refugee Situation

The administration of refugees in the Philippines is under the leadership of a woman—the First Lady, Mrs. Imelda Romualdez Marcos. She was designated by the President as chairperson, in her capacity as Human Settlements Minister, of the Task Force on refugee assistance and administration on August 9, 1979 to coordinate all efforts and activities of the government relative to the assistance of refugees. Mrs. Marcos, during the opening session of the Round Table of Asian Experts on Current Problems in the International Protection of Refugees and Displaced Persons, stressed that the protection of refugees should be the primary concern of the experts, for though refugees have no legal rights in another country, they have every right, in the human sense, “to our justice and compassion.” It was because of this commitment that the First Lady, with the assistance of the other members of the task force, adopted a rehabilitation and training program for the displaced people.

The Refugee Center in Barangay Sabang, Morong, Bataan, as of March 6, 1980, was housing 6,693 refugees. The 400-hectare area has 168 buildings which give shelter to 10 families each with 6 members. Complete with bunkerhouses, lighting facilities, sewerage system, potable water supply, and the requirements of a modern community such as school houses, dispensary and recreation areas, the Center seeks to meet not only the basic physical needs but also the mental needs of its occupants.

Refugees, mostly Vietnamese, Cambodians and Laotians, who are received at the Bataan refugee processing center are given rehabilitation training and processing prior to their departure to prepare them as adjusted, worthy citizens in the countries of final destination. They are also taught English as a “survival language.”

Special concern is devoted to the training of refugee children. The First Lady has urged the Center’s Project Director, General Gaudencio Tobias and Public Works Deputy Minister Aber Canlas to install additional facilities for them and also to organize sports and cultural activities as well as children’s games for the refugees. Most of whom have selected Canada, Netherlands, Switzerland and the United States as their future home.

The Jose Fabella Memorial Center in Mandaluyong is a transit center for refugees who are ready for resettlement in third countries. As of June 30, 1980, there are exactly 1,032 refugees, 547 males and 485 females. The children number 387, the youth, 286, and the adults, 349.
The Ministry of Social Services and Development (MSSD) is in-charge of the Center, assisted by such agencies as the Catholic Women’s League, the Philippine National Red Cross, CARITAS, Far East Relief Development Services (FERDS), Embassies, American and Canadian Ladies Associations and private individuals.

Programs for the refugees, aside from providing the basic needs such as food, clothing, and shelter, include practical skills training, especially among females in cosmetology, dressmaking, and tailoring, in addition to the teaching of English and socio-cultural orientation.

Other services being given include a day-care center for the 3–6 year old children, religious services for Buddhists, Catholics and Protestants and recreational services like movies and television.

E. Employment and Related Economic Roles

“... women’s contribution to the national economy and development is substantial but has not been fully recognized.”

1. Labor Force Participation and Employment Status

The proportion of females to the total population eligible for membership in the labor force fluctuated from 1970 to 1977. They constituted about one half of the total population 10 years and above.

<table>
<thead>
<tr>
<th>Year</th>
<th>% of Population 10 yrs. and above</th>
<th>% of Total Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970</td>
<td>49.0</td>
<td>32.0</td>
</tr>
<tr>
<td>1971</td>
<td>51.8</td>
<td>32.8</td>
</tr>
<tr>
<td>1972</td>
<td>53.2</td>
<td>32.4</td>
</tr>
<tr>
<td>1973</td>
<td>49.3</td>
<td>32.1</td>
</tr>
<tr>
<td>1974</td>
<td>49.4</td>
<td>32.4</td>
</tr>
<tr>
<td>1975</td>
<td>51.0</td>
<td>34.1</td>
</tr>
<tr>
<td>197642</td>
<td>50.7</td>
<td>39.7</td>
</tr>
<tr>
<td>197742</td>
<td>50.3</td>
<td>37.1</td>
</tr>
</tbody>
</table>

Their representation in the total labor force similarly manifested an irregular pattern with slight increases noted from 1973 to 1975.

Table A.8 shows the distribution of males and females by area and employment status in 1976 and 1977.

41 Item 89, World Plan of Action
42 Figures given for 1976–1977 include population 15 and above; 1970–1975 include 10 and above.
**Employment Status of Males/Females: Urban and Rural, 1977**

### Total Population 15 Years and Over

<table>
<thead>
<tr>
<th></th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>47.78%</td>
<td>52.22%</td>
</tr>
<tr>
<td>Urban</td>
<td>49.73%</td>
<td>50.27%</td>
</tr>
</tbody>
</table>

### In the Labor Force

<table>
<thead>
<tr>
<th></th>
<th>R.P.</th>
<th>Rural</th>
<th>Urban</th>
</tr>
</thead>
<tbody>
<tr>
<td>R.P.</td>
<td>24.22%</td>
<td>75.78%</td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>30.16%</td>
<td>69.84%</td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>20.51%</td>
<td>79.49%</td>
<td></td>
</tr>
</tbody>
</table>

### Not in the Labor Force

<table>
<thead>
<tr>
<th></th>
<th>R.P.</th>
<th>Rural</th>
<th>Urban</th>
</tr>
</thead>
<tbody>
<tr>
<td>R.P.</td>
<td>69.90%</td>
<td>30.10%</td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>63.87%</td>
<td>36.13%</td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>72.71%</td>
<td>27.29%</td>
<td></td>
</tr>
</tbody>
</table>

### Employed

<table>
<thead>
<tr>
<th></th>
<th>R.P.</th>
<th>Rural</th>
<th>Urban</th>
</tr>
</thead>
<tbody>
<tr>
<td>R.P.</td>
<td>39.70%</td>
<td>60.30%</td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>42.30%</td>
<td>57.70%</td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>32.98%</td>
<td>67.02%</td>
<td></td>
</tr>
</tbody>
</table>

### Unemployed

---

**Legend:**

- R.P.
- Rural
- Urban
For every ten females in the labor force, nine are actually employed.

**Philippines**

- Not in the labor force: 63.98%
- In the labor force: 36.02%

**Urban**

- Not in the labor force: 61.84%
- In the labor force: 38.16%

**Rural**

- Not in the labor force: 65.19%
- In the labor force: 34.81%

**Total Filipino female population 15 years and over, 1977**
Females comprise more than one-half of the total population who are potential members of the labor force. However, they represent only 31.4 per cent of the total labor force; 37.07 per cent in the rural and 28.76 per cent in the urban areas. Actual employment averages only 30.10 per cent. This means that there is one female for every three workers in 1977, with the ratio among the urban workers much lower than the rural workers.

The picture is reversed for the unemployed constitute about two-thirds of the inactive labor force.

Over a period of five years, the number of employed females increased by over a million from 1971 to 1975. The 1977 figures likewise registered additional female workers totaling 296,000 or a percent increase of the actively employed from 91.18 to 91.45 per cent. This is particularly true in the urban areas where female employment rose from 88.72 to 91.56 per cent. (Table A.9).

The increase in female unemployment in rural areas from 7.28 to 8.65 per cent is attributed to the lesser job opportunities in the area and the greater propensity of females to stay home and attend to domestic tasks. A high proportion of females in rural areas come under the category of unpaid family workers (Table A.10).

On the other hand, the increase in the participation rate of females is explained by the fact that urban females have a greater tendency to join the productive work force due to a number of factors. One is the accessibility to urban females of educational institutions. Another is the high cost of living in the urban areas which prompts housewives and even nursing mothers to look for a job to help meet the day-to-day needs. Fortunately, more job opportunities are available to the urban job seekers because of the concentration of industries, offices (government and private), business and service establishments in the urban areas.

2. Type of Employment

Of every three women in the labor force, one is a wage/salary worker, another is a self-employed or is herself an employer, and a third is an unpaid family worker.

Of the female wage and salary workers, about 25 per cent work for the government while more than 70 per cent receive wages and salaries from private employers. Almost 92 per cent of the "Own Account" workers are self employed. This is especially true for rural women of whom 95 per cent operated their own businesses in 1977 (Table A.10).
3. Cash Income

Average weekly cash earnings of male and female workers increased from 1974 to 1977 as the figures below indicate.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Both Sexes</td>
<td>59</td>
<td>68</td>
<td>80</td>
<td>228</td>
</tr>
<tr>
<td>Male</td>
<td>69</td>
<td>80</td>
<td>88</td>
<td>296</td>
</tr>
<tr>
<td>Female</td>
<td>44</td>
<td>49</td>
<td>65</td>
<td>160</td>
</tr>
</tbody>
</table>

However, a great disparity between the two is evident, with the female getting an average of P80 for the male’s P133.

The differences in the average weekly peso earnings of males and females is found in Table 9. The disparity in cash income is markedly evident in agriculture and related activities where the men presumably perform the heavier burden of plowing the fields, felling the trees and mining, while the females perform the lighter tasks. The female share in the cash earning is only 22.4 per cent.

Table 9: Differences in Average Weekly Peso Earnings of Males & Females, 1977

<table>
<thead>
<tr>
<th></th>
<th>1977 MALE</th>
<th>1977 FEMALE</th>
<th>DIFFERENCE</th>
<th>% FEMALE SHARE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>396</td>
<td>160</td>
<td>136</td>
<td>35.1</td>
</tr>
<tr>
<td>Professional, technical &amp; related workers</td>
<td>586</td>
<td>361</td>
<td>225</td>
<td>38.1</td>
</tr>
<tr>
<td>Administrative, executive &amp; managerial workers</td>
<td>1798</td>
<td>742</td>
<td>1056</td>
<td>29.2</td>
</tr>
<tr>
<td>Clerical &amp; related workers</td>
<td>369</td>
<td>318</td>
<td>51</td>
<td>46.3</td>
</tr>
<tr>
<td>Sales workers</td>
<td>407</td>
<td>178</td>
<td>229</td>
<td>30.4</td>
</tr>
<tr>
<td>Service workers</td>
<td>295</td>
<td>129</td>
<td>166</td>
<td>30.4</td>
</tr>
<tr>
<td>Agricultural, animal husbandry, forest &amp; mine workers</td>
<td>249</td>
<td>72</td>
<td>177</td>
<td>22.4</td>
</tr>
<tr>
<td>Production and related workers, transport equipt. operators and laborers</td>
<td>270</td>
<td>126</td>
<td>73</td>
<td>31.8</td>
</tr>
<tr>
<td>Occupation not adequately defined</td>
<td>273</td>
<td>122</td>
<td>151</td>
<td>30.8</td>
</tr>
</tbody>
</table>
FOR EVERY PESO PAID TO A FILIPINO WORKER, ONLY 35% GOES TO A WOMAN WORKER.
4. Employment by Industry Group

Table A.11 indicate Filipino women’s participation in different industries. The high incidence of female employment in agricultural and related work is indicative of the nation’s economy. Changes in the proportion of female engaging in agriculture from 1976 to 1977 are on the whole, slight. The percentage of women working in agriculture declined by 3.25 per cent but there was a corresponding increase among urban women workers.

Many urban and rural women also find themselves engaged in retail trade, in manufacturing and in various kinds of services. They are, however, rarely found in industries involving mining and quarrying; electricity, gas and water; construction; transportation storage and communication.

5. Participation in Labor Unions

One good indication of female performance in the labor force is their membership and involvement in labor organizations. According to the Bureau of Women and Minors of the Ministry of Labor and Employment (MOLE), of the 284 labor union reports processed, 53.87 per cent have women members covering about 20,219 women workers; the reported list of officers reveals that 9.86 per cent of the presidents and 13 per cent of the vice-presidents are women (Please see Table 10).

Female Membership In Labor Organizations

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Total Labor Unions Processed</td>
<td>284</td>
<td>100.00</td>
</tr>
<tr>
<td>1. Unions with women members and officers</td>
<td>153</td>
<td>53.87</td>
</tr>
<tr>
<td>2. Reports without women members</td>
<td>65</td>
<td>22.90</td>
</tr>
<tr>
<td>3. Unions without women officers</td>
<td>57</td>
<td>20.07</td>
</tr>
<tr>
<td>4. Reports with abbreviated names of members (Sex cannot be determined)</td>
<td>9</td>
<td>3.16</td>
</tr>
<tr>
<td>II. Total Union Members</td>
<td>68,831</td>
<td>100.00</td>
</tr>
<tr>
<td>1. Total women union members</td>
<td>20,219</td>
<td>29.4</td>
</tr>
<tr>
<td>2. Total male union members</td>
<td>48,612</td>
<td>70.6</td>
</tr>
<tr>
<td>III. Positions Occupied by Women Members</td>
<td>556</td>
<td></td>
</tr>
<tr>
<td>1. President</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>2. Vice President</td>
<td>38</td>
<td></td>
</tr>
<tr>
<td>3. Board Members</td>
<td>68</td>
<td></td>
</tr>
<tr>
<td>4. Secretarial</td>
<td>113</td>
<td></td>
</tr>
<tr>
<td>5. Treasurer</td>
<td>124</td>
<td></td>
</tr>
<tr>
<td>6. Others</td>
<td>185</td>
<td></td>
</tr>
</tbody>
</table>

*Source: Bureau of Women and Minors
Ministry of Labor and Employment
6. Female Share in Agriculture

"Women in Agriculture: A Social Accounting of Female Workshare" by Emmanuel Santiago, presents the female share in agriculture households. Data presented in the following paragraphs which are from the study based on a survey of 530,530 respondents from Bulacan and Batangas provinces.43

Table A. 12 gives the relative share of females as family and hired workers in different farm operations in man-days per year. Females contribute about 21% of farm labor, 36% of hired labor and 17% of family (unpaid) labor. They also devote much of their time as post-harvest activities. On the other hand, hired female workers participate in almost all type of farm operations except for land preparation and weeding.

A comparison of wages of hired workers for rice production in the table below shows the differences in pay, with females getting slightly higher amounts for harvesting and threshing.

Wage payments of workers for rice production (₱ per day/person)

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land preparation</td>
<td>8.16</td>
<td>5.78</td>
</tr>
<tr>
<td>Transplanting and related tasks</td>
<td>9.43</td>
<td>8.72</td>
</tr>
<tr>
<td>Weeding</td>
<td>10.36</td>
<td>9.51</td>
</tr>
<tr>
<td>Other pre-harvest</td>
<td>-</td>
<td>3.28</td>
</tr>
<tr>
<td>Harvesting</td>
<td>12.86</td>
<td>14.32</td>
</tr>
<tr>
<td>Threshing</td>
<td>14.69</td>
<td>15.73</td>
</tr>
<tr>
<td>Other post-harvest</td>
<td>9.78</td>
<td>9.45</td>
</tr>
</tbody>
</table>

7. Contribution of Women to Home and Family

Unpaid family workers, defined by the NCSO as "members of the family who assist another member in the operation of the family farm or business enterprise and who do not receive any wage or salary for their work" constitute a large portion of the country's labor force. This is especially true among Filipino women in rural areas where they form close to 35% of the population eligible for membership in the labor force.

In the absence of precise indicators for the assessment of the economic contribution of women workers to the home and family, the imbalance in the wage and salary scales of males and females remains and the unaccounted share of women in the earnings continues to pull the country's GNP down.

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43 This is one component of the Economic and Social Impact Analysis/Women in Development (ESIA-WID) Project being undertaken by the Philippine Institute of Development Studies, with funds from the Philippine government and USAID.
The National Commission on the Role of Filipino Women (NCRFW) is undertaking a research to fully assess the economic value of the contribution of women and girls to home and family.

8. Expansion of Economic Roles

Employment and development of human resources receive top priority in government planning. Measures are being adopted to increase the people’s capacity for productive employment, to improve the availability of labor opportunities and to implement various employment-generating activities.

The shifting of Philippine government from a policy of import substitution to that of export promotion necessitated the establishment of more industries resulting in the shortage of skilled manpower. Manpower development as an integrated government program was recognized through the creation of the Manpower Development Council (MDC) on December 8, 1966 through Executive Order No. 53. The creation of Manpower Development Council called for the integration of all skills-training programs.

However, development of income-generating skills for women has not been emphasized. It was only in the mid-1970’s that the policy directions may be said to favor the enhancement of income-generating skills among the female labor force especially in the rural areas. This came as a result of the Comprehensive Employment Strategy Mission of the International Labor Office. The mission recommended the adoption of a two-pronged strategy: mobilization of the rural sector and the expansion of the industrial sector’s export component. To achieve this strategy, the government encouraged the diversification of exports from traditional products into agro-based and non-farm commodities. The organization of small and medium scale industries was given importance through the creation of the Commission on Small and Medium Scale Industries attached to the Ministry of Industry. Bringing the industries to the rural areas meant additional alternatives from women in the allocation of their time without necessarily neglecting their household activities. The training of women folk then became a deliberate government undertaking.

The creation of the Non-Formal Education Office of the Ministry of Education and Culture is another measure adopted by the government to systematize and accelerate basic job training.

Through the non-formal education program more than 2 million out-of-school people have benefitted from courses organized in each of the 13 regions of the country. Most of the trainees have found gainful employment.44

The apprenticeship and learnership programs encourage on-the-job training mainly carried out with the cooperation of employers, workers in the government and private

44FOCUS, June 14, 1980.

64
sectors. The Bureau of Apprenticeship in the Ministry of Labor is charged with the development and implementation of this program.

Apprenticeship training is divided into on-the-job training and theoretical instruction. Any entity with a recognized apprenticeship program is entitled to technical and other assistance from the Bureau. As an incentive, a company which conducts training has a corresponding training expense deduction from the income tax amounting to one-half of the value of labor expenses incurred. The training given includes service skills, welding, craftsmanship, electronics and handicrafts.

Although apprenticeship programs for women are usually geared towards the training of spinners, weavers, knitters, dyers, sewers embroiderers, sales workers and service workers, there is an increasing trend towards the training of women in electronics and other electrical trades. Of the total number of apprentices trained from 1966 to 1976 by the Bureau of Apprenticeship, about 34.8 per cent are females; 78.5% are craftsman and production process workers.

**Special Programs for Disadvantaged Working Women** are also undertaken in line with the provisions of the Labor Code which considers women working in night clubs, cocktail lounges, bars or similar establishments as employees for purposes of labor and social legislation. A cooperative credit union was established to give economic stability to women in the entertainment world, particularly when they become old in the business. Under the scheme, hospitality girls contribute to a general fund as savings and borrow from that fund without collateral for investments.

The Bureau of Women and Minors requires these girls to attend seminars where they are given lectures on the proper way of exercising their profession. They are also taught handicraft skills to enable them to spend their off-hours more productively.

**Day Care Centers** have been established by the Ministry of Social Services and Development. There are about 5,000 day-care centers all over the country. From the period July 1975 to December 1979, the centers served 1.5 million malnourished children as well as their working mothers who attend mothers’ classes. Day-care centers, creches and pre-school teaching put up by the government and private sectors are gaining momentum.

The Ministry of Social Services and Development also maintains a Self-Employment Assistance program. The thrust of this is to develop, strengthen, and support the family as the basic unit of society to become self-reliant so that even in crises, it may be able to rally
its members for psychological and economic self-maintenance. Under SEAP, each member of the family has a chance to develop himself and contribute to the enhancement and economic maintenance of the family. Of the 424,951 beneficiaries of the program 286,721 are females.

9. Legislation Concerning Women Workers

a. Discrimination Against Women

The Constitution of 1935 made a special provision for the protection of women workers but classed them with minors: "The State shall afford protection to labor, especially to working women and minors. . . ."45

Equality of treatment is emphasized in the 1973 Constitution. It is provided that the State shall "afford protection to labor, promote full employment and equality in opportunities regardless of sex, race or creed."46

This policy is codified in the Labor Code of 1973 under Title III "Working Conditions for Special Groups of Employees,"47 some of the provisions being:

Art. 135 — Discrimination prohibited. No employer shall discriminate against any woman with respect to terms and conditions of employment on account of her sex. Equal remuneration shall be paid to both men and women for work of equal value.

Art 136. Stipulation Against Marriage. It shall be unlawful for an employer to require as a condition of employment or for continuation of employment that a woman employee shall not get married, or to stipulate expressly or tacitly that upon getting married a woman employee shall be deemed resigned or separated, or to actually dismiss, discharge discriminate or otherwise prejudice a woman employee merely by reason of her marriage.

Art. 137. Prohibited Acts. — (a) It shall be unlawful for any employer:
1. To deny any woman employee the benefits provided for in this Chapter or to discharge any woman employee by him for the purpose of preventing her from enjoying any of the benefits under this Code;

2. To discharge such woman on account of her pregnancy, while on leave or in confinement due to her pregnancy; or

45 Constitution, Art. XIV, s. 6.
46 Constitution, Art II, s. 9.
3. To discharge or refuse the admission of such woman upon returning to her work for fear that she may be again pregnant.

"These provisions were tested recently when an international flight stewardess sued the Philippine Airlines, Inc., for discharging her because she got married. This airline apparently had a policy or regulation which provided that flight attendant applicants must be single, and that the employment of flight attendants would be automatically terminated in the event they subsequently were married.

"The Secretary of Labor, assuming direct jurisdiction over the case, found for the complainant and held that the company rule contravened the constitution and the Labor Code. To justify the rule, the respondent company had contended that pregnancy was an inevitable consequence of marriage and that service would be adversely affected. The Secretary of Labor totally rejected the claim:

'The position of respondent company is based on a tradition-bound but actually inaccurate assumption. Clearly, to get married does not necessarily mean to get pregnant. On the other hand, getting married or remaining single is not a guarantee against pregnancy. One can get pregnant without being married;

'In fact, in this age of family planning, a married flight attendant should have even if not better chances of not getting pregnant than an unmarried one, if she so desires..........

'Therefore, the fear of respondent company that its flight attendants will get pregnant upon getting married with all its implications need not have any basis. This fear, though commendable, is a product of a tradition-based imagination.'

"According to the Secretary, if married flight attendants become inefficient, a valid basis for dismissal would then be available. However, no award for back wages was made in this case. The Secretary indicated that the complainant was not entirely faultless, since neither she nor her union protested against the regulation when she joined the company, and the company had enforced the policy in good faith for many years. Nevertheless, this case represents a major gain in women's rights, and the complainant is currently appealing the back wages issue.

"In a previous case decided by the Supreme Court, the issue of discrimination based on sex was squarely presented, but the courts withheld relief on the technical ground that the wrong party had been sued. In this earlier case the contract included a clause which stated:
I understand that I am being hired as a single female employee. In the event of my marriage you may terminate this employment in which case I shall be entitled to no other benefits except my salary through the last day on which I worked.

"The plaintiff started work with the Manila branch of the National City Bank of New York in June, 1952. Because she intended to get married, she filed a written resignation on July 7, which was accepted effective August 15, 1952. The marriage took place on July 13. On August 18, 1952 she sued the manager of the bank, asserting that the defendant had forced her to sign a letter of resignation pursuant to the Bank’s policy against employment of married women. The trial court held that the plaintiff had no cause of action against the bank manager who was only acting as agent of the bank. On appeal, the Supreme Court upheld the decision, finding it unnecessary to decide the issue, discussed extensively in the briefs, of whether the employment clause was in restraint of marriage and/or contrary to public policy.

"Thus, it has taken more than 23 years to obtain an adjudication concerning this restrictive clause regarding marriage in an employment contract. Even so, an administrative officer and not a court of justice has made the ruling."48

b. Maternity Benefits

Employers are required by the Code to grant pregnant woman employees who have rendered "an aggregate of at least six (6) months for the last twelve (12) months maternity leave of at least two (2) weeks prior to the expected date of delivery and another four (4) weeks after normal delivery or abortion with full pay based on her regular or average weekly wages. The employer may require from any woman employee applying for maternity leave the production of a medical certificate stating that delivery will probably take placed within two weeks. (Art 133 (a)).

c. Family Planning Services

The 1973 constitution, in its declaration of principles and state policies, provides that the state shall establish, maintain, and ensure adequate social services in the field of education, health, housing, employment, welfare, and social security to guarantee the enjoyment by the people of a decent standard of living. Provision is explicitly made that "It shall be the responsibility of the State to achieve and maintain population levels most conducive to national welfare.49

49Cortes, op. cit. p. 254
Pursuant to these provisions, Art. 134 of the Labor Code stipulates: "Establishments which are required by law to maintain a clinic or infirmary shall provide free family planning services to their employees which shall include, but not limited to, the application or use of contraceptive pills and intra-uterine devices."

The provision directs the Secretary of Labor to develop and prescribe incentive bonus schemes to encourage family planning among female workers.

d. Women in the Entertainment Business

The Labor Code of the Philippines established an employer-employee relationship between female entertainers and similar workers and owners of night clubs and related establishments where they are working. This particular provision was brought about by the growing reluctance of employers to consider these women as regular workers under their employ, resulting in the denial to them of the protection extended by existing labor laws.

E. Equal Opportunities for Employment and Promotion

Women workers receive full recognition and equality for employment and promotion as partners of men in development in Letter of Instructions No. 974 which directs all government offices and private organizations:

1. To take affirmative steps within your respective offices to implement the constitutional, treaty, and statutory mandates for the promotion, regardless of sex, of equality in employment, equal work opportunities, and equal pay for work of equal value;

2. To afford women opportunity to participate in planning, policy and decision-making in your respective offices by appointing or recommending for appointment and promotion qualified women to local, national or international positions with planning, policy and decision-making functions,

3. To eliminate, in government or private enterprise subject to your jurisdiction or with which you deal or transact any business, practices which contrary to the provisions of the Constitution, laws and international conventions and other agreements entered into by the Philippines, discriminate against women where no reasonable bases for classification on the basis of sex exists; and
4. To make periodic reports to the Office of the President on actions taken pursuant to this Letter of Instructions.

10. Projections

Medium projections by the National Census and Statistics Office placed Philippine population by 2000 to be 83.4 million. This figure represents 98.4 per cent increase over the 1975 population. On the other hand, the projected size of the labor force will be 34.7 million, or an increase over the 1976 labor force by about 18 million. The female labor force is expected to grow at a much faster pace as seen in the table below:

<table>
<thead>
<tr>
<th>Projected Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Both Sexes</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>% Female</td>
</tr>
</tbody>
</table>

In this projected growth of the labor force, the main source of gain is expected to come from the female population, which requires a different set of jobs from the male labor force. In order, therefore, to absorb this additional labor power, the economy must be able to create a demand for the growing labor force, especially for the rapidly expanding female group of workers.
IV. THE NCRFW's FIRST FIVE YEARS

The recent upsurge of interest in advancing the development of women and increasing their participation in socio-economic and political endeavors resulted in the realization that they can and should become effective partners of men in development goals.

In the Philippines, women constitute half of the population — a potential manpower that if harnessed properly can contribute significantly to the pursuance of national development.

The myth that women’s role should only be that of a homemaker and a mother continues to be disproved: the emerging concept of women as effective planners and implementors vis-a-vis that of the role men in development is supported by the General Assembly of the United Nations, 1975 has thus been designated by the UN Assembly as International Women’s Year with its central theme of equality, development and peace.

A. Creation of the NCRFW

Concomitant with this international undertaking, the Philippine Government created a body to review, evaluate and recommend measures, including priorities to ensure the full integration of women for economic, social and cultural development of national, regional and international levels, ensuring further equality between men and women.

On January 7, 1975, this body known as the National Commission on the Role of Filipino Women by virtue of Presidential Decree 633 began operations — a governmental machinery which shall make possible the increased participation of Filipino women in national development.

The Commission has the following functions:

1. To advise the President in formulating policies and implementing programs on increased contribution by women in national development;

2. To ensure that the gains which Filipino women have achieved because of Philippine culture and tradition will be preserved and enhanced in the process of modernization;

3. To continuously review and evaluate the extent to which women are integrated in all sectors of economic and social life at all levels on a basis of equality with men;

4. To make recommendations which could guarantee the enjoyment by women and men of full equality before the law in all fields where it does not exist.
B. Policies

The NCRFW programs and projects are conceived to embody the 6 C’s as principles in effectuating its objectives and functions:

<table>
<thead>
<tr>
<th>Coordination</th>
<th>Consultation</th>
<th>Cooperation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consolidation</td>
<td>Compassion</td>
<td>Commitment</td>
</tr>
</tbody>
</table>

In its major role as a policy and advisory body, the NCRFW develops programs and projects to provide information for policy recommendations, legislation materials, remedial reports and such others which would meet the needs and requirements of women and the community.

Its programs and projects have been developed alongside the national development plan – characteristically “typical” and not “unique”. This complementing objective desires to provide for possible replication, expansion and utilization of multiplier effects by previously identified agencies charged with similar activities, and funding.

The emphasis on economy and self-reliance is a provision for the continuity and maintenance of viable programs and projects.

The private sector has been assigned a major role by the NCRFW in that NGOs have been continually tapped to participate in existing government programs and projects and to initiate more of these activities.

The continuous monitoring and evaluation of the programs and projects have been devised to ensure effective implementation and provisions for improvement as well as to maximize the outputs of these various programs and projects.

C. NCRFW Accomplishments

1. Balikatan Movement

A major achievement of the NCRFW is its Balikatan sa Kaunlaran movement which effectively mobilized Filipino women in the task of nation building.

The concept of Balikatan was evolved in 1976 when representatives of 92 private organizations wholeheartedly endorsed the project. The project, embodied in a manifesto, gained the approval of the board of NCRFW on January 3, 1977 and was officially recognized by the Philippine government on January 6, 1977 through Presidential Proclamation 1609.
Thereafter, January 6 of every year was declared Araw Balikatan. All government officials and employees and all civic, charitable and other private organizations and all residents of the country are enjoined to participate in or conduct a "Balikatan sa Kaunlaran Pulong Pulong" in their respective localities.

Balikatan sa Kaunlaran, which literally means working together for progress shoulder-to-shoulder in a synergized action has become the potent groundwork of the multi-faceted program of the Commission.

The main areas of concern of BSK are: conservation, care of children, concern for environment, consumer protection and commitment to justice. It also responds to the major thrusts enunciated by the Ministry of Human Settlements in the fulfillment of the eleven basic needs of man.

The main targets of BSK are women who comprise 49.4% of the Philippine population. The strategy of this project is to catalyze the Balikatan spirit among existing government and private agencies and encourage women to be self-reliant in the pursuance of major projects toward national growth.

Based on statistics available and on a median assumption, the Balikatan movement is now operational in 78% of the provinces and 70% of the cities with the supporting structure also referred to as Balikatan unit or chapter. Some of these units have reached the barangay and purok levels over a period of three years since 1977. Registered members number more than one million. With the organization of the ladies’ brigade in every barangay, it can be assumed that the percentage of women involved in community activities and the number of members is much higher.

The Balikatan units have successfully launched, assisted and completed multi-faceted programs for women. Projects range from socio-economic to spiritual and cultural endeavors. Financial support and free services are generated from the private sector and various government agencies to facilitate and implement these projects and programs.

Notable among these are those which seek to enhance the eleven basic needs of man. (Water, power, food, economic base, livelihood, shelter, medical services...):

- irrigation canals
- artesian and deep wells
- spring water system
- water conservation
- installation of biogas plant
- energy conservation measures
- construction of kiln
- installation of a solar dryer
- communal gardening
- food preservation and food production
- rolling stores
- animal dispersal
- handicraft
- garment production
- cooperatives
- horticulture
- job placements
- cosmetology
- furniture making
- food processing and food trade
- vermiculture
- ceramics and pottery
- resettlement
- medical services
- health education
- education such as training, scholarships, literacy programs, information campaigns, cultural shows and exhibits, daycare centers, techno bus, etc.

A common activity undertaken by the NCRFW through Balikatan units is community cleanliness and beautification. These units also actively engage in food production.

In pursuance of community activities, Balikatan units have also boosted health care in their respective localities. Among the projects are:

- mental feeding project in Agusan del Sur
- conduct of an anti-goiter campaign in collaboration with the Ministry of Health
- construction of a mess hall for the Cavite mental hospital
- distribution of milk, soya powder and oats to families in depressed areas

As a whole, a sum total of 31.6 million pesos was spent for BSK projects. From this total, ₱580,814 or 1.8% represents the assistance from the Commission while ₱31,014.452 or 98.2% was generated by the Balikatan units through fund raising and linkages with government and private organizations as well as international organizations and UN bodies. It is estimated that almost seven million people (6,905,098) were directly benefited by these projects.
While the figures and listing of programs and projects of NCRFW are indicative of its achievements, a greater part have not been quantified: the degree of the social consciousness aroused in women; the change in their attitudes of complacency and indifference; the change in the attitudes of men particularly their machismo attitude; and the growing strength in linkages among private individuals and organizations, government and semi-government agencies and significantly, that of the private sector and the government.

2. Specific Projects

In consonance with the goals of the New Society for innovative social service schemes and strategies, the NCRFW, in its five-year plan, initiated complementary projects to further develop community concerns and encourage community involvement.

A majority of these programs laid emphasis in the areas of education, health and economic productivity as spelled out by the U.N. Decade on Women.

Education:

1) Literacy Projects —
   a) Magbas Kita — (Let us Read)

   This project seeks the delivery of non-formal educational literacy services to adult Muslim men and women in the areas of Region IX in Western Mindanao. The total cost of this project was P 200,000 met by donations solicited, while MEC made available its facilities and human resources. Those who completed the NCFRW classes number 1,018.

   b) Matiya Tanu — Region XII — Central Mindanao

   This is the Maguindanao adaptation of Project “Magbas Kita”. Implemented in 11 public school centers within Cotabato, the present enrollment is approximately 1,000 students.

2) Learning Modules that would do away with sexism implied in textbooks and supplementary materials at all levels, were produced in 1976 and pilot tested in 1977.

3) Scholarships
   a) Teacher’s Training Program —

   In collaboration with the Alumni Chapter of Pi Lambda Theta, ten full scholarship grants for future teachers were designed to develop poor but deserving students from depressed rural areas to become good teachers for their respective areas. This project was
conceived with a view to increasing the quality of education and to help ease the foreseen shortages of teachers in the country in the future.

b) Scholarship

For a very talented young girl, NCRFW, with Commissioner Lucrecia Kasilag, granted a scholarship which will help harness her talents in arts. She is now enrolled at the Philippine High School for the Arts in Makiling, Laguna.

4) Cultural Programs

a) “Gintong Yaman Ng Quezon” a museum inaugurated during the Quezon Centenary, is home to the memorabilia of the late President Manuel L. Quezon as well as antique articrafts bearing the history, art and culture of Quezon Province.

b) Assistance to Cultural Troupes


2) Folk dance Group of Jolo – for their annual presentation at Folk Arts Theater.

c) NCRFW – Cultural Center of the Philippines Tie-Up.

NCRFW, together with the CCP Community Outreach Program, is planning to enhance the cultural life of the Filipino masses by bringing art, drama and song to the local areas of the different regions of the country.

5) Publications:


This handbook was produced as a resource material and informative literature on disability prevention and rehabilitation. It provides parents of the disabled children, as well as the public in general, with highly informative materials on the practical, technical and professional assistance to be given to those affected by the rehabilitation process.

b) “The Filipino Women as Portrayed by the Filipino Artists”.

Aware of the Filipino’s ingenuity to express his aspirations and feelings in art, this project involves the production of 2,000 copies of art books which will present existing
works of noted Filipino artists depicting the changing role of Filipino women thru the times. This is in cooperation with the Artists’ Village.

c) Documentary Film on Filipino Women

NCRFW and the National Media Production Center have joined hands to produce a documentary film on the significance of women’s contribution to the development of the country.

Economic Productivity:

Recognizing the role of woman-power as a potent force in development, NCRFW embarked on skills training for vocational competence of women and stimulated their interest for income-generating projects. Among the major programmes undertaken by the Commission are:

1) Dumaguete — Balikatan Poultry Industry Development Program

Based on the need expressed by the families of Barangay Daro, the BSK Movement of Dumaguete City conceived of a project to enhance the contribution of rural women to economic development by providing them with a kiln with which to produce beautiful and useful pottery products.

2) Scrap Recycling Projects

To conserve material resources and to creatively use them for productive endeavors, NCRFW coordinated with Triumph International. Cloth scraps from their factory are gathered at the NCRFW main office and are being distributed to the Balikatan units of the different regions for recycling.

Many women have helped to augment their family income thru small-scale industries using these cloth scraps. Examples are:

a) Kalibo — Balikatan Low-Cost Garments Project

To supplement their husband’s earning, resourceful BSK women of Kalibo who are skilled in sewing came up with a project on low-cost production of garments from cloth scraps.

b) Escalante—Magalona Low-Cost Garments Production

Some 260 housewives from these two towns in “Sugarland” banded together to pro-
vide additional income for their families by producing low-cost garments for the clothing needs of the sugarfield workers and fishermen of Negros Occidental.

3) Bais-Balikatan Fish Processing Project

To reinforce their dream of playing a vital role in promoting self-reliance and improving the quality of their lives, the women of Bais, Negros Oriental submitted a project proposal to NCRFW by which they can tap one of the major sources of their rich natural resources. They have practically organized themselves into a fish product marketing cooperative and have assumed responsibility for promoting the fish industry potentials.

Specifically, the project aims to enhance the management capability of women thru skills training and actual operation of a Fish Processing Center using appropriate technology in the manufacture of marine products.

4) Taluksangay Driftwood Furniture Project

Taluksangay, a muslim community located in the east coast, has a population of 7,000 — three thousand of whom are evacuees. The women leaders of Zamboanga City conceived the idea of establishing a cottage industry as a most logical solution to these hundreds of unemployed, disadvantaged migrants of the place.

Prospective recipients underwent 26 working days' training period to improve their skills in furniture making after which they were given a capital of P500.00 each to start her own furniture making. Given this impetus, the beneficiaries are enabled to improve their earning capacity and uplift their socio-economic lot.

5) Jolo Sari-Sari Store

The problem of inflation caused by international economic trends, and the civil strife in Southern Philippines, spurred the women of the area to engage themselves in an income-generating project. The project, locally called "Pagdagang-dagang Pagkain", aims to generate self-employment and thus uplift living conditions of low-income families.

6) Albay-Legaspi City Balikatan Sa Kaunlaran Rolling Store

Cognizant of the need to help rural women improve their earning capacity, the Legaspi City BSK, in coordination with Bicol University, has established an integrated food processing and homecraft industry that serves to stimulate the resourcefulness of rural and unemployed women. The program aims to provide rural women in the depressed barangay of Legaspi City with supplemental income thru skills-training and self-employment. At the
same time, low-cost products are made available to residents of distant barrios via “rolling stores” which serve as marketing outlets for food preserves, homecrafts, vegetable and ornamental plants produced by the women.

7) Upgrading the Vocational Competence of Rural Women

The NCRFW, in cooperation with the University of Southern Mindanao, is undertaking a program geared principally towards economic self-sufficiency thru formal and informal education. This project has already completed the first of three phases. Training for specific skills makes use of lectures and demonstration classes on food preservation, plant propagation, orchard management, etc. At the end of the training period, those who acquired the skills are extended loans to finance their IGP’s.

8) Economic Development for the Rural Women of Bulacan

Women in five barangays of Malolos, Bulacan were selected and trained in sewing and crocheting as well as in entrepreneurship. Sewing machines were purchased and given to qualified participants to enable them to continue production in their own homes.

9) FAFW Swine Fattening and Dispersal

One significant contribution of the NCRFW is the assistance rendered in the preparation of a project proposal on swine fattening and dispersal submitted to the UN Voluntary Fund. The proposal was approved and the project is now being managed by the Foundation for the Advancement of Filipino Women.

Health and Related Activities

1) Coordination with civic organizations with regards to projects involving mass inoculations, dental service, etc.

2) The promotion of physical fitness took the form of activities like tournaments, leagues, mass athletics, calisthenics, games and festivals.

3) Special Projects
   Regional centers have been set up as the converging points of local Balikatan units for their training seminar needs. Apt examples of such centers which have been constructed through the efforts of the Balikatan units are the Imelda Youth and Women’s Center in Davao and the Bulwagon ng Balikatan at Dasmariñas.
Other special projects are in the form of services such as relief, operations, legal and gift distributions.

The maintenance of ecological balance resulted in massive tree planting, construction of waiting sheds, repair and painting of street lamps and sidewalks, the improvement of parks and government buildings, production of garbage cans and the construction of drainage systems.

4) Workshops for Women

Pre — Congress Workshop For The Balikatan Sa
Kaunlaran Women

A multi-regional workshop was held from December 5 to 22 in a seven different regions of the country to analyze and record the contribution of women to national development. These series of workshops was attended by some 300 hundred women representing both the private and the government sectors. As a result, the multifarious contributions of women were documented and a Plan of Action for the second half of the decade was formulated.

National Women’s Congress

To evaluate what the NCRFW has done since its creation in 1975, a National Women’s Congress was called on January 6, 1980, the fifth Anniversary of the Commission.

The Congress was convened in preparation for the 1980 Mid-Decade International Conference in Copenhagen. The need to involve women in the task of evaluating the implementation of the U.N. World Plan of Action within the context of the Philippine Development Program (NEDA), was also recognized. It was also envisioned that the evaluation results that would surface from the seminar be made as take-off ground for the five year program from 1980-1985.

Workshop on Developing Managerial Skills for Income-Generating Projects

One of the major needs of women that must be met is organizational skills especially geared towards income-generating projects. In every developing community, there are available local resources, necessary manpower, and organizations both government and non-government agencies to back up any potential on-going projects to meet the socio-economic needs of the people. There are likewise those concerned citizens who would like to share and offer their services along these undertakings. Thus, the need to tap them to
develop their potentials, and to give them the chance to pour out their energies into guided activities. In view of this, a workshop on developing managerial skills of women was conducted on November 15 – December 17, 1978. This was designed to develop their management capabilities particularly on income generating projects.

5) International Activities

An initial activity of the Commission was its participation in the International Women’s Year in Mexico in 1975. No less than the First Lady, Mrs. Imelda Romualdez Marcos, headed the Philippine delegation which was responsible for the sponsorship of the resolution extending the women’s year to a decade.

Filipino literature on women was disseminated to the conferees. These were: The Filipino, Humanizing Force in Development, a Treatise by Carmen G. Nakpil; and the Status of Filipino Women by the NCRFW Executive Director Dr. Leticia P. de Guzman.

In its objective to widen its participation in international affairs, the NCRFW sponsored the following international seminars and colloquium:

- Seminar on the Role of Women in Development: Implications for Higher Learning — joint sponsorship with the Association of Southeast Asian Institutions for Higher Learning (ASAIHL), December, 1975;


Meanwhile, the Commission has also continuously provided assistance to Philippine delegates to international conferences, seminars and workshops.

It has also extended financial assistance to the United Nations International Research and Training Institute for the Advancement of Women.

6) Research Activities

Supportive of the nationwide programs and projects of the NCRFW are the internal activities that the Commission conducts and implements. Intensive researches are conducted primarily to develop in-house information on the involvement of women in national, regional and international endeavors. These data form part of the information disseminated through the regions in support of the mechanism that measures to certain degrees the strengths and weaknesses of implemented projects and programs.
Some of these projects are:

a) Establishment and Maintenance of a National Data File on Women

The main objective of this project is the establishment of a monitoring arm for storage, retrieval and dissemination of information on women to serve as basis for policy formulation.

b) Participation of Women in the Planning Process and in Other Occupational Levels

This project aims to assess the extent and progress of women’s participation in the planning process, including the structure and specificity of their participation in government and private offices.

c) Directory of Outstanding Filipino Women in Various Fields such as Medicine, Service, Health and Nutrition, Social Work and Community Development.

d) Handbook of Information on Filipino Women.

This is a compilation of statistics and other information on women in education, health, employment and others.

e) Directory of Women’s Organizations and Officers

This project is carried out in coordination with the Civic Assembly of Women of the Philippines (CAWP), government agencies, and other professional, civic and honorary organizations.

f) Secondary data gathering including Annotation of Selected Studies/Books on Filipino Women

g) Library Activities

An NCRFW Special Library is being maintained where statistics, books, periodicals, research materials and other references about women are housed.

The NCRFW has funded researches on Rural Women’s Awareness of and Attitudes Towards Selected Government Projects; the Image of Filipino Women in the Philippine Mass Media; and Women Leaders of the Philippines: Changing Social Backgrounds.

To support the over-all national development plan and to uphold the concerns expressed by the United Nations on the Decade of Women, the NCRFW hereby sets forth its 1980–1985 Plan of Action.

1. Premises

   a. Women who constitute half of the population, a valuable human resource in national development, are called upon to participate in that total effort; they should have equal opportunity and be accorded equal treatment.

   b. It is essential to integrate women in rural development through expanded opportunities of employment.

   c. The family is the basic foundation of society where moral values are gained to ensure the stability of individuals and the community.

2. Targets

   a. Attitudinal changes through curricular reform and textbook revision in order to eliminate prejudices, stereotyping, etc.

   b. 93% literacy for women.

   c. Improved health education and increased health care delivery systems; sanitation, water supply, housing, nutrition, family planning and other welfare services.

   d. Full equality in the law.

   e. Accelerated integration of women in the economic development to further strengthen and improve family and community life.

   f. Upgraded employment opportunities and conditions for women with provisions for appropriate technology to lighten their burden in the home.

   g. Increased participation in policy and decision-making positions in the government on national and local levels to at least 20%.

   h. Non-Exploitation of women particularly in media, domestic employment, etc.
ACTION

- Improved Health Care Delivery Systems
- Policies/Measures for a More Effective NRPW
- Non-Exploitation
- Upgraded Employment Opportunities/Conditions
- Changes in Attitudes of Men and Women Toward Stereotyped Sex Roles
- 93% Literacy
- 20% Decision and Policy-Making Participation on National/Local Level
- Repeal of Discriminatory Laws
i. Balikatan movement to reach 100% of the provinces and cities to the smallest political unit, the barangay with its program involving the participation of people, shoulder to shoulder with one another and together with the government.

j. Measures/Policies to make NCRFW (the national machinery for women’s affairs) more effective in carrying out programs and projects.


The NCRFW Plan of Action was developed in line with recent international developments and concerns as spelled out in the UN Decade for Women with emphasis on the areas of employment, health and education.

Specifically, the programs are:

a. Literacy upgrading, particularly for women in the rural areas. Some 124 projects on education, culture and technology have been lined up. Projects range from non-formal education to various skills training programs, cultural activities to transfer of technology, etc.

b. Elimination of sexism in the curriculum through the use of learning modules that will introduce new roles for girls and to bring about attitudinal change towards the role of women and men in the society.

c. Repeal or revision of provisions of the law that are discriminatory to women.

d. Promotion of equal opportunity and treatment for women workers by operationalizing LOI 974. (A measure that promotes equality in employment and work opportunities; equal pay for work of equal value; and equal opportunity to participate in planning, policy and decision-making).

e. Implementation of projects that can broaden women’s economic role. These projects include establishment of cooperatives, small-scale industries and other self-help endeavors. A total of 144 projects consisting of animal dispersal, handicraft and garment production, food processing, etc. have been projected at a cost of ₱1,691,548 to benefit provinces and cities with organized Balikatan units.

f. Implementation of comprehensive but simple community health services accessible to all members of the community, provision of safe and improved water supply, sewage disposal and other sanitation schemes; organization of women to promote a massive program of health education and services; and training of women and other community leaders as paramedics at the cost of ₱695,297 for 3,000 people.
g. Development of sound and wholesome individual thru sportsmanship, camaraderie and sports consciousness among people, as designed in the 62 proposed sports and recreation programs at a cost of P3,482,140.

h. Continuous updating of the data bank for better and more effective coordination of women’s activities.

i. Campaign against the exploitation of women, particularly in media, domestic employment, etc.

j. Improvement and intensification of the Balikatan programs.

4. Strategies

To achieve the programs, the NCRFW has mapped out implementation strategies such as:

a. Conduct researches and exchange of information for inputs in a data bank on women as ready reference for program planners and policy makers.

b. Coordinate services and projects for women to achieve more effective and economical program implementation. Firm up linkages among working groups both in the government and private sector and other major social structures and institutions that influence the direction of development and social change.

c. Package services for the delivery system and set up priorities in the implementation scheme in relation to local needs and resources with the involvement of the people, women in particular, in the local level.

d. Continue holding fora on popularization of the law as joint projects of the NCRFW, UP College of Law, UP Law Center, Integrated Bar of the Philippines and the Women Lawyer’s Group.

e. Strengthen and expand the Balikatan Units to coordinate with the government and the private sector to help carry out programs for the improvement of communities.

f. Escalate the education program for the rural people through expanded non-formal education in cooperation with volunteer organizations for the total development that redounds to the strengthening of the families, national solidarity and progress of the communities.

g. Establish linkages with international organizations and other countries, both governmental and non-governmental, for exchange of strategies, methods and experiences.
REFERENCES


Bureau of Women and Minors, Ministry of Labor and Employment


Civil Service Commission

Commission on Elections

Commission on Population


Evening Express, November 24, 1978.

Focus, June 14, 1980.

Foreign Affairs, Ministry of. Administrative Division.


Labor Code of the Philippines


National Education Testing Center, MEC.

National Manpower and Youth Council


Nutrition Center of the Philippines, Data Bank, 1979.


Philippine Nutrition Program, 1978-82

Primer on Human Settlements.


Santiago, Emmanuel, “*Women in Agriculture: A Social Accounting of Female Workshare,*” Ateneo de Manila University.

Social Services and Development, Ministry of.

Social Indicators, Vol. III, NEDA; 1977

Supreme Court of the Philippines, Administrative Division.

United Nations World Plan of Action

U.P. Law Center, Law and Population; 1975.

**APPENDIX A**

### Table A.1

**PERCENT OF FEMALES IN DIFFERENT LEVELS IN GOVERNMENT AND PRIVATE OFFICES, 1975 and 1979**

**LEVELS **

<table>
<thead>
<tr>
<th>GOVERNMENT OFFICE</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Office of the President</td>
<td>22</td>
<td>21</td>
<td>27</td>
<td>36</td>
<td>42</td>
<td>56</td>
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<tr>
<td>2. Banking and Finance Offices</td>
<td>21</td>
<td>24</td>
<td>30</td>
<td>36</td>
<td>46</td>
<td>76</td>
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<td>3. Local Government</td>
<td>0</td>
<td>12</td>
<td>19</td>
<td>23</td>
<td>29</td>
<td>32</td>
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<td>4. Trade/Industry</td>
<td>17</td>
<td>12</td>
<td>37</td>
<td>38</td>
<td>45</td>
<td>47</td>
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<td>5. Ministry of Health</td>
<td>4</td>
<td>22</td>
<td>23</td>
<td>32</td>
<td>69</td>
<td>69</td>
</tr>
<tr>
<td>6. Ministry of Foreign Affairs</td>
<td>-</td>
<td>-</td>
<td>12</td>
<td>14</td>
<td>28</td>
<td>30</td>
</tr>
<tr>
<td>7. Ministry of Gen. Services</td>
<td>-</td>
<td>-</td>
<td>46</td>
<td>52</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>8. Military Offices</td>
<td>-</td>
<td>13</td>
<td>25</td>
<td>41</td>
<td>15</td>
<td>21</td>
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<td>9. NEDA</td>
<td>32</td>
<td>15</td>
<td>39</td>
<td>48</td>
<td>58</td>
<td>55</td>
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<tr>
<td>10. Social Services</td>
<td>100</td>
<td>92</td>
<td>93</td>
<td>91</td>
<td>87</td>
<td>83</td>
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<tr>
<td>11. Agriculture</td>
<td>3</td>
<td>7</td>
<td>15</td>
<td>15</td>
<td>38</td>
<td>41</td>
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<td>13. Law/Justice</td>
<td>10</td>
<td>12</td>
<td>14</td>
<td>14</td>
<td>14</td>
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<td>14. Labor</td>
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<td>22</td>
<td>24</td>
<td>43</td>
<td>44</td>
<td>45</td>
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<td>15. Media</td>
<td>2</td>
<td>0</td>
<td>42</td>
<td>51</td>
<td>40</td>
<td>42</td>
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<tr>
<td>16. Bataan Pambansa</td>
<td>-</td>
<td>6</td>
<td>-</td>
<td>48</td>
<td>-</td>
<td>-</td>
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<tr>
<td>17. MBC</td>
<td>25</td>
<td>41</td>
<td>50</td>
<td>67</td>
<td>50</td>
<td>58</td>
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<td>18. Schools</td>
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<tr>
<td>Private</td>
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<td>28</td>
<td>41</td>
<td>49</td>
<td>54</td>
<td>58</td>
</tr>
<tr>
<td>Public</td>
<td>11</td>
<td>22</td>
<td>32</td>
<td>34</td>
<td>45</td>
<td>47</td>
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<td>Total</td>
<td>20</td>
<td>26</td>
<td>36</td>
<td>40</td>
<td>47</td>
<td>50</td>
</tr>
<tr>
<td>19. Corporations: Private</td>
<td>9</td>
<td>6</td>
<td>14</td>
<td>10</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td>TOTAL</td>
<td>19</td>
<td>24</td>
<td>33</td>
<td>42</td>
<td>41</td>
<td>50</td>
</tr>
</tbody>
</table>

**A** - Includes policy formulating functions, highest and second highest positions

**B** - Middle Management positions

**C** - Technical Positions

**D** - Administrative and non-technical positions

**E** - Clerical, messengerial and support services
<table>
<thead>
<tr>
<th>CLASSIFICATION</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>Total</th>
<th>% Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>GOVERNMENT</td>
<td></td>
<td></td>
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<tr>
<td>a. Male</td>
<td>208,221</td>
<td>158,343</td>
<td>126,469</td>
<td>103,368</td>
<td>596,401</td>
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<tr>
<td>b. Female</td>
<td>180,805</td>
<td>145,434</td>
<td>123,024</td>
<td>104,058</td>
<td>553,321</td>
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</tr>
<tr>
<td>PRIVATE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Male</td>
<td>182,850</td>
<td>161,844</td>
<td>136,766</td>
<td>123,899</td>
<td>605,359</td>
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<tr>
<td>b. Female</td>
<td>178,548</td>
<td>158,107</td>
<td>138,726</td>
<td>126,921</td>
<td>602,302</td>
<td></td>
</tr>
<tr>
<td>GOVERNMENT/PRIVATE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Male</td>
<td>391,071</td>
<td>320,187</td>
<td>263,235</td>
<td>227,267</td>
<td>1,201,760</td>
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<tr>
<td>b. Female</td>
<td>359,353</td>
<td>303,541</td>
<td>261,750</td>
<td>230,979</td>
<td>1,155,623</td>
<td></td>
</tr>
</tbody>
</table>

Percent Female: 47.89% : 48.67% : 49.86% : 50.40% : 49.02%

SOURCE: Ministry of Education and Culture, Research and Statistics Division.
Table A.3
Secondary Enrolment by Sector, Session, Sex and Year Level
SY 1978 - 1979

<table>
<thead>
<tr>
<th>CLASSIFICATION</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
<th>Total</th>
<th>% Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>GOVERNMENT</td>
<td>370,157</td>
<td>323,021</td>
<td>268,944</td>
<td>224,697</td>
<td>1,186,819</td>
<td>48.86%</td>
</tr>
<tr>
<td>a. Male</td>
<td>189,983</td>
<td>167,403</td>
<td>138,261</td>
<td>335,935</td>
<td>606,885</td>
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<tr>
<td>b. Female</td>
<td>180,174</td>
<td>155,618</td>
<td>130,683</td>
<td>113,459</td>
<td>579,934</td>
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<td>PRIVATE</td>
<td>203,597</td>
<td>186,273</td>
<td>161,245</td>
<td>139,648</td>
<td>690,763</td>
<td>50.61%</td>
</tr>
<tr>
<td>a. Male</td>
<td>102,121</td>
<td>95,116</td>
<td>75,700</td>
<td>68,239</td>
<td>341,176</td>
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</tr>
<tr>
<td>b. Female</td>
<td>101,476</td>
<td>91,157</td>
<td>85,545</td>
<td>71,409</td>
<td>349,587</td>
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<tr>
<td>GOVERNMENT/PRIVATE</td>
<td>573,754</td>
<td>509,294</td>
<td>430,189</td>
<td>364,345</td>
<td>1,877,582</td>
<td>49.51%</td>
</tr>
<tr>
<td>a. Male</td>
<td>292,104</td>
<td>262,519</td>
<td>213,961</td>
<td>179,477</td>
<td>948,061</td>
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</tr>
<tr>
<td>b. Female</td>
<td>281,650</td>
<td>246,755</td>
<td>216,228</td>
<td>184,868</td>
<td>929,521</td>
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</tr>
</tbody>
</table>

Percent Female : 49.09% : 48.45% : 50.26% : 50.74% : 49.51%

NOTE: Enrolment figures based on reporting schools only
       Government - 2,192
       Private    - 1,078
       Total      - 3,270

Source: Ministry of Education and Culture - Educational Statistical Data Bank.
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>AGRICULTURE</td>
<td>54.17</td>
<td>60.73</td>
<td>52.32</td>
<td>51.38</td>
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<td>EDUCATION</td>
<td>77.59</td>
<td>78.10</td>
<td>74.49</td>
<td>51.38</td>
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<tr>
<td>FINE ARTS</td>
<td>52.51</td>
<td>34.26</td>
<td>42.57</td>
<td>50.90</td>
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<tr>
<td>HUMANITIES</td>
<td>52.51</td>
<td>54.55</td>
<td>52.39</td>
<td>47.46</td>
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<tr>
<td>MEDICAL SCIENCE</td>
<td>86.85</td>
<td>88.30</td>
<td>88.39</td>
<td>89.88</td>
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<tr>
<td>NATURAL SCIENCE</td>
<td>70.22</td>
<td>70.77</td>
<td>73.89</td>
<td>75.74</td>
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<td>SOCIAL SCIENCE</td>
<td>64.69</td>
<td>65.30</td>
<td>67.22</td>
<td>57.70</td>
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<td>COMMERCE AND BUS. ADM.</td>
<td>62.00</td>
<td>67.54</td>
<td>61.17</td>
<td>65.81</td>
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<td>TECHNICAL/VOCATIONAL</td>
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<td></td>
<td>54.06</td>
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</tbody>
</table>

| TOTAL AVE. %           | 59.44     | 59.35     | 58.13     | 59.02     |

Source: Ministry of Education and Culture
Table A.5
Means and Standard Deviations in the Various Areas of the NCEE, by Sex, by Year

<table>
<thead>
<tr>
<th>YEAR</th>
<th>SEX</th>
<th>NO.</th>
<th>RA: Mean</th>
<th>SD</th>
<th>MA: Mean</th>
<th>SD</th>
<th>VA: Mean</th>
<th>SD</th>
<th>RC: Mean</th>
<th>SD</th>
<th>GSA: Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>1975*</td>
<td>M</td>
<td>185,029</td>
<td>501.8</td>
<td>92.2</td>
<td>507.5</td>
<td>99.6</td>
<td>489.5</td>
<td>89.0</td>
<td>505.8</td>
<td>90.0</td>
<td>501.3</td>
<td>84.2</td>
</tr>
<tr>
<td></td>
<td>F</td>
<td>207,687</td>
<td>494.0</td>
<td>88.2</td>
<td>497.6</td>
<td>95.5</td>
<td>506.6</td>
<td>93.0</td>
<td>519.6</td>
<td>87.0</td>
<td>504.6</td>
<td>83.0</td>
</tr>
<tr>
<td>1976</td>
<td>M</td>
<td>19,925</td>
<td>519.1</td>
<td>85.8</td>
<td>519.0</td>
<td>102.1</td>
<td>497.6</td>
<td>80.9</td>
<td>505.2</td>
<td>81.0</td>
<td>510.3</td>
<td>73.2</td>
</tr>
<tr>
<td></td>
<td>F</td>
<td>21,824</td>
<td>513.8</td>
<td>85.3</td>
<td>507.1</td>
<td>96.4</td>
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<td>83.4</td>
<td>520.5</td>
<td>83.7</td>
<td>513.1</td>
<td>73.9</td>
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<td>1977</td>
<td>M</td>
<td>24,547</td>
<td>505.7</td>
<td>89.4</td>
<td>507.8</td>
<td>103.4</td>
<td>503.7</td>
<td>82.6</td>
<td>514.6</td>
<td>84.4</td>
<td>507.9</td>
<td>75.1</td>
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<tr>
<td></td>
<td>F</td>
<td>26,140</td>
<td>506.4</td>
<td>86.6</td>
<td>499.4</td>
<td>96.3</td>
<td>515.6</td>
<td>84.3</td>
<td>528.7</td>
<td>83.9</td>
<td>512.5</td>
<td>73.6</td>
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</tbody>
</table>

*Total Sample Used

Source: National Educational Testing Center
### Table 6
PHILIPPINE NUTRITION PROGRAM - HEALTH PROTECTION

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</thead>
<tbody>
<tr>
<td>1. Pre-school Children</td>
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<td>a. Under-Six Clinic - MOH</td>
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<td>4,320,542</td>
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<td>5,238,136</td>
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<tr>
<td>b. Anemia Surveillance - MOH</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. OPT - MOH</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Kapithahayan - NCP</td>
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<td></td>
<td></td>
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<tr>
<td>e. MM Barangay Mobile Team - NCP</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>f. Birthweight Study - MOH</td>
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<td></td>
<td></td>
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<tr>
<td>g. Malwards/Nutrients/Nutriunits</td>
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<td>School Children</td>
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<td>a. Deworming - MOH - MEC</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Immunization - MOH - MEC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Deworming, Malnutrition</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Medical, Nursing &amp; Health</td>
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<tr>
<td>Educ. Service - MEC</td>
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<td></td>
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<tr>
<td>e. Dental Services - MEC</td>
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<tr>
<td>Pregnant and lactating mothers</td>
<td>7,452</td>
<td>61</td>
<td>583</td>
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<td></td>
</tr>
<tr>
<td>a. MM, Barangay Mobile Team - NCP</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Iron Supplementation - FNRI</td>
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<td>422</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>c. Anemia Surveillance - MOH</td>
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<td>4. Other Groups - MOH</td>
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<td>47,836</td>
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<td>46,906</td>
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<tr>
<td>b. Diabetes Mellitus Prevalence - MOH</td>
<td></td>
<td>930</td>
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</table>

Source: National Nutrition Council
<table>
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<tr>
<th></th>
<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>No. of Clubs Org'd.</td>
<td>Members</td>
<td>Clubs Org'd.</td>
<td>Members</td>
<td>Clubs Org'd.</td>
</tr>
<tr>
<td>DAX</td>
<td>4,992</td>
<td>6,790</td>
<td>179,026</td>
<td>13,040</td>
</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
<tr>
<td>B. HOMEMAKERS' CLASSES</td>
<td>No. of Classes</td>
<td>Reached</td>
<td>Classes</td>
<td>Reached</td>
</tr>
<tr>
<td>DAX</td>
<td>695</td>
<td>3,474</td>
<td>49,004</td>
<td>565</td>
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<tr>
<td>MLOCP</td>
<td>21</td>
<td>1,029</td>
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<td>MER</td>
<td>3,387</td>
<td>43,580</td>
<td>22</td>
<td>2,238</td>
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<td>NCF</td>
<td>32</td>
<td>18,469</td>
<td>22</td>
<td>2,866</td>
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<tr>
<td>PBS</td>
<td>57</td>
<td>4,965</td>
<td>636,580</td>
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</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
<tr>
<td>C. PRESCHOOLER'S CLASSES</td>
<td>No. of Centers</td>
<td>Students</td>
<td>Centers</td>
<td>Students</td>
</tr>
<tr>
<td>DAX</td>
<td>2,499</td>
<td>402</td>
<td>33,097</td>
<td>7</td>
</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
<tr>
<td>D. NUTRITION SCHOOL ON THE AIR</td>
<td>No. of Centers</td>
<td>Classes Conducted</td>
<td>Reached</td>
<td>Classes Conducted</td>
</tr>
<tr>
<td>DAX</td>
<td>10,800</td>
<td>150</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
<tr>
<td>E. SCH. NUTRITION EDUCATION ACT.</td>
<td>Classes Conducted</td>
<td>Reached</td>
<td>Classes Conducted</td>
<td>Reached</td>
</tr>
<tr>
<td>DAX</td>
<td>52</td>
<td>3,199</td>
<td>10</td>
<td>644</td>
</tr>
<tr>
<td>MRR</td>
<td>799</td>
<td>28,143</td>
<td>2</td>
<td>100</td>
</tr>
<tr>
<td>F. NUTRITION CLASSES FOR OTHER GROUPS</td>
<td>Classes Conducted</td>
<td>Reached</td>
<td>Classes Conducted</td>
<td>Reached</td>
</tr>
<tr>
<td>DAX</td>
<td>3,391</td>
<td>73</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
<tr>
<td>G. FAMILY PLANNING</td>
<td>Classes Conducted</td>
<td>Reached</td>
<td>Classes Conducted</td>
<td>Reached</td>
</tr>
<tr>
<td>DAX</td>
<td>3,391</td>
<td>73</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
<tr>
<td>H. IC MATERIALS DISTRIBUTED</td>
<td>Classes Conducted</td>
<td>Reached</td>
<td>Classes Conducted</td>
<td>Reached</td>
</tr>
<tr>
<td>DAX</td>
<td>3,391</td>
<td>73</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MAR</td>
<td>GBP</td>
<td>MRR</td>
<td>MCF</td>
<td>NFC</td>
</tr>
</tbody>
</table>

### Table A.8

**HOUSEHOLD POPULATION 15 YEARS AND OVER BY EMPLOYMENT STATUS, BY SEX, URBAN AND RURAL, 1976-1977 (IN THOUSANDS)**

<table>
<thead>
<tr>
<th></th>
<th>1976</th>
<th>1977</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BOTH : MALE : FEMALE</td>
<td>BOTH : MALE : FEMALE</td>
</tr>
<tr>
<td><strong>PHILIPPINES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total population 15 &amp; over</td>
<td>24,837 : 12,241 : 12,596</td>
<td>26,047 : 12,954 : 13,093</td>
</tr>
<tr>
<td>In the labor force</td>
<td>15,018 : 9,964 : 5,054</td>
<td>14,992 : 10,276 : 4,716</td>
</tr>
<tr>
<td>Employed</td>
<td>14,238 : 9,630 : 4,608</td>
<td>14,322 : 10,010 : 4,312</td>
</tr>
<tr>
<td>Unemployed</td>
<td>780 : 334 : 446</td>
<td>57.18 : 670 : 266</td>
</tr>
<tr>
<td>Not in the labor force</td>
<td>9,819 : 2,277 : 7,242</td>
<td>76.81 : 11,055 : 2,678</td>
</tr>
<tr>
<td><strong>URBAN</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total population 15 &amp; over</td>
<td>8,561 : 4,002 : 4,559</td>
<td>9,042 : 4,320 : 4,722</td>
</tr>
<tr>
<td>In the labor force</td>
<td>4,973 : 2,996 : 1,977</td>
<td>4,861 : 3,059 : 1,802</td>
</tr>
<tr>
<td>Employed</td>
<td>4,548 : 2,794 : 1,754</td>
<td>4,567 : 2,917 : 1,650</td>
</tr>
<tr>
<td>Unemployed</td>
<td>424 : 202 : 222</td>
<td>52.36 : 294 : 142</td>
</tr>
<tr>
<td>Not in the labor force</td>
<td>3,589 : 1,007 : 2,582</td>
<td>71.94 : 4,181 : 1,261</td>
</tr>
<tr>
<td><strong>RURAL</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total population 15 &amp; over</td>
<td>16,276 : 8,239 : 8,037</td>
<td>17,005 : 8,634 : 8,371</td>
</tr>
<tr>
<td>In the labor force</td>
<td>10,045 : 6,968 : 3,077</td>
<td>10,131 : 7,217 : 2,914</td>
</tr>
<tr>
<td>Employed</td>
<td>9,689 : 6,836 : 2,853</td>
<td>9,755 : 7,093 : 2,662</td>
</tr>
<tr>
<td>Not in the labor force</td>
<td>6,231 : 1,271 : 4,960</td>
<td>79.60 : 6,874 : 1,417</td>
</tr>
</tbody>
</table>

### Table A.9
LABOR FORCE STATUS OF FEMALES, URBAN/RURAL, 1976-1977*

<table>
<thead>
<tr>
<th></th>
<th>1976</th>
<th>%</th>
<th>1977</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PHILIPPINES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total 15 years and above</td>
<td>12,506</td>
<td>100.0</td>
<td>13,092</td>
<td>100.0</td>
</tr>
<tr>
<td>In the Labor Force</td>
<td>5,054</td>
<td>40.12</td>
<td>4,716</td>
<td>36.02</td>
</tr>
<tr>
<td>Employed</td>
<td>4,608</td>
<td>91.18</td>
<td>4,312</td>
<td>91.43</td>
</tr>
<tr>
<td>Unemployed</td>
<td>446</td>
<td>8.82</td>
<td>404</td>
<td>8.57</td>
</tr>
<tr>
<td>Not in the Labor Force</td>
<td>7,542</td>
<td>59.88</td>
<td>8,377</td>
<td>63.98</td>
</tr>
<tr>
<td><strong>URBAN</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total 15 years and above</td>
<td>4,559</td>
<td>36.19</td>
<td>4,722</td>
<td>36.06</td>
</tr>
<tr>
<td>In the Labor Force</td>
<td>1,977</td>
<td>43.36</td>
<td>1,802</td>
<td>38.16</td>
</tr>
<tr>
<td>Employed</td>
<td>1,754</td>
<td>88.72</td>
<td>1,650</td>
<td>91.56</td>
</tr>
<tr>
<td>Unemployed</td>
<td>222</td>
<td>11.23</td>
<td>152</td>
<td>8.44</td>
</tr>
<tr>
<td>Not in the Labor Force</td>
<td>2,582</td>
<td>56.64</td>
<td>2,920</td>
<td>61.84</td>
</tr>
<tr>
<td><strong>RURAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total 15 years and above</td>
<td>8,037</td>
<td>63.80</td>
<td>8,371</td>
<td>63.93</td>
</tr>
<tr>
<td>In the Labor Force</td>
<td>3,077</td>
<td>38.28</td>
<td>2,914</td>
<td>34.81</td>
</tr>
<tr>
<td>Employed</td>
<td>2,853</td>
<td>92.72</td>
<td>2,662</td>
<td>91.35</td>
</tr>
<tr>
<td>Unemployed</td>
<td>224</td>
<td>7.28</td>
<td>252</td>
<td>8.65</td>
</tr>
<tr>
<td>Not in the Labor Force</td>
<td>4,960</td>
<td>61.71</td>
<td>5,457</td>
<td>65.19</td>
</tr>
</tbody>
</table>

*Source: National Census and Statistics Office.
Table A.10
FEMALE WORKERS BY TYPE OF EMPLOYMENT, 1976-1977

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>100.0</td>
<td>38.06</td>
<td>61.94</td>
<td>60.80</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wage and Salary Workers</td>
<td>49.91</td>
<td>73.49</td>
<td>35.44</td>
<td>34.79</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private</td>
<td>71.65</td>
<td>72.77</td>
<td>70.13</td>
<td>67.13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own Family enterprise</td>
<td>3.70</td>
<td>2.04</td>
<td>5.93</td>
<td>7.45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>24.65</td>
<td>25.21</td>
<td>23.94</td>
<td>25.42</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own Account Workers</td>
<td>25.15</td>
<td>18.53</td>
<td>29.45</td>
<td>30.49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Self-employed</td>
<td>91.80</td>
<td>89.85</td>
<td>92.45</td>
<td>94.78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer</td>
<td>8.20</td>
<td>10.15</td>
<td>7.55</td>
<td>5.10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unpaid Family Worker</td>
<td>24.24</td>
<td>7.47</td>
<td>34.60</td>
<td>34.34</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Reported</td>
<td>.69</td>
<td>.57</td>
<td>.77</td>
<td>.37</td>
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<td></td>
</tr>
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Table A.11

TRENDS IN FEMALE EMPLOYMENT BY INDUSTRY GROUP, 1975-1977

<table>
<thead>
<tr>
<th>Industry Group</th>
<th>TOTAL</th>
<th>URBAN</th>
<th>RURAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
<tr>
<td>Agriculture, fishery, hunting, etc.</td>
<td>34.4</td>
<td>35.9</td>
<td>33.6</td>
</tr>
<tr>
<td>Mining and quarrying</td>
<td>0.04</td>
<td>0.04</td>
<td>0.04</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>15.7</td>
<td>14.6</td>
<td>15.4</td>
</tr>
<tr>
<td>Electricity, gas and water</td>
<td>0.1</td>
<td>0.1</td>
<td>0.1</td>
</tr>
<tr>
<td>Wholesale and retail trade</td>
<td>19.0</td>
<td>20.0</td>
<td>18.5</td>
</tr>
<tr>
<td>Transportation, storage and communication</td>
<td>0.5</td>
<td>0.4</td>
<td>0.3</td>
</tr>
<tr>
<td>Financing, Insurance, Real</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State and business services</td>
<td>12.9</td>
<td>13.1</td>
<td>2.7</td>
</tr>
<tr>
<td>Personal and other services</td>
<td>16.9</td>
<td>15.3</td>
<td>28.1</td>
</tr>
<tr>
<td>Construction</td>
<td>0.1</td>
<td>0.2</td>
<td>0.2</td>
</tr>
<tr>
<td>Industry not reported</td>
<td>0.3</td>
<td>0.4</td>
<td>0.7</td>
</tr>
</tbody>
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Table A.12
AVERAGE WORKSHARE OF MALES AND FEMALES PER HOUSEHOLD
(MAN - DAYS/YEAR) BY TYPE OF FARM OPERATION

<table>
<thead>
<tr>
<th>TYPE OF FARM OPERATIONS</th>
<th>FAMILY</th>
<th>HIRED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Man-days/year :</td>
<td>Man-days/year :</td>
<td>Man-days/year :</td>
</tr>
<tr>
<td></td>
<td>MALE : FEMALE : %F</td>
<td>MALE : FEMALE : %F</td>
<td>MALE : FEMALE : %F</td>
</tr>
<tr>
<td>LAND PREPARATION</td>
<td>20.71 : 0.67 : 3</td>
<td>2.94 : 0.05 : 2</td>
<td>97 : 0.73 : 3</td>
</tr>
<tr>
<td>PLANTING/TRANSPLANTING &amp; REPLANTING</td>
<td>1.73 : 0.67 : 29</td>
<td>1.07 : 1.03 : 49</td>
<td>2.8 : 1.72 : 38</td>
</tr>
<tr>
<td>WEEDING</td>
<td>11.02 : 2.32 : 17</td>
<td>1.16 : 0.41 : 26</td>
<td>12.18 : 2.73 : 19</td>
</tr>
<tr>
<td>OTHER PRE-HARVEST</td>
<td>9.73 : 0.45 : 4</td>
<td>1.02 : 0.09 : 8</td>
<td>10.75 : 0.54 : 5</td>
</tr>
<tr>
<td>HARVESTING</td>
<td>3.74 : 1.48 : 30</td>
<td>3.93 : 3.60 : 48</td>
<td>7.4 : 5.08 : 41</td>
</tr>
<tr>
<td>PILING</td>
<td>0.58 : 0.25 : 30</td>
<td>0.8 : 0.68 : 46</td>
<td>1.38 : 0.93 : 40</td>
</tr>
<tr>
<td>THRESHING</td>
<td>0.97 : 0.52 : 35</td>
<td>1.07 : 0.84 : 44</td>
<td>2.04 : 1.36 : 40</td>
</tr>
<tr>
<td>OTHER POST HARVEST</td>
<td>5.48 : 4.37 : 44</td>
<td>0.98 : 0.69 : 41</td>
<td>6.46 : 5.06 : 44</td>
</tr>
</tbody>
</table>
Table A.13
AVERAGE WORKSHARE IN ON-FARM ACTIVITY OF MALES & FEMALES
PER HOUSEHOLD (MAN-DAYS/YEAR) BY ECONOMIC CLASS

<table>
<thead>
<tr>
<th></th>
<th>FAMILY MAN-DAYS/YEAR</th>
<th>Hired MAN-DAYS/YEAR</th>
<th>TOTAL MAN-DAYS/YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>NO. OF HOUSEHOLDS</td>
<td>MALE</td>
<td>FEMALE</td>
</tr>
<tr>
<td>Owner</td>
<td>116</td>
<td>41.3</td>
<td>12.15</td>
</tr>
<tr>
<td>Leasehold</td>
<td>106</td>
<td>67.2</td>
<td>9.84</td>
</tr>
<tr>
<td>Share Tenancy</td>
<td>174</td>
<td>60.0</td>
<td>9.55</td>
</tr>
<tr>
<td>Mixed Tenure</td>
<td>32</td>
<td>72.4</td>
<td>10.28</td>
</tr>
<tr>
<td>All</td>
<td>428</td>
<td>57.8</td>
<td>10.38</td>
</tr>
</tbody>
</table>
MALACAÑANG
Manila

LETTER OF INSTRUCTIONS NO. 974

TO: All Ministries, Offices, Agencies
Instrumentalities, Local Governments
and Government-Owned and Controlled
Corporations

INTEGRATION OF WOMEN IN NATIONAL DEVELOPMENT

Pursuant to the provisions of the Philippine Constitution
and laws and to international conventions and other agreements
to which the Philippines is a party, relating to the elimination
of discrimination against women and their integration in part-
nership with men in the national development effort, you are
hereby directed as follows:

1. To take affirmative steps within your respective offices
to implement the constitutional, treaty, and statutory
mandates for the promotion, regardless of sex, of equality in
employment, equal work opportunities, and equal pay for work
of equal value;

2. To afford women opportunity to participate in planning,
policy and decision-making in your respective offices by
appointing or recommending for appointment and promotion
qualified women to local, national or international positions
with planning, policy and decision-making functions;

3. To eliminate, in government or private enterprise
subject to your jurisdiction or with which you deal or trans-
act any business, practices which contrary to the provisions
of the Constitution, laws and international conventions and
other agreements entered into by the Philippines, discriminate
against women where no reasonable bases for classification on
the basis of sex exists; and

4. To make periodic reports to the Office of the Presi-
dent on actions taken pursuant to this Letter of Instructions.

Strict compliance herewith is enjoined.

Done in the City of Manila, this 5th day of January, in
the year of Our Lord, nineteen hundred and eighty.

FERDINAND E. MARCOS
President
Republic of the Philippines

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Vice-Chairman: Dean Irene R. Cortes

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