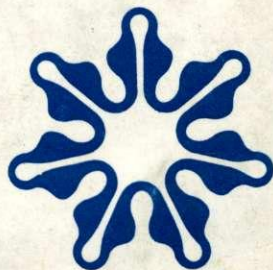


**National Commission  
on the Role of Filipino  
Women**

**1978**  
annual report



# TABLE OF CONTENTS

NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN . . . . .	3
<b>M E S S A G E S</b>	
H.E. PRESIDENT & PRIME MINISTER FERDINAND E. MARCOS . . . . .	4
FIRST LADY IMELDA ROMUALDEZ-MARCOS . . . . .	5
<b>I ACTION PROGRAM &amp; ACHIEVEMENTS</b>	
INTRODUCTION . . . . .	6 - 9
RATIONALE . . . . .	10
KEY POLICIES . . . . .	11
GOALS . . . . .	12
UN PLAN OF ACTION GOALS . . . . .	13
<b>II S U M M A R Y</b>	
A. FIELD OPERATIONS -- FOCUS ON BALIKATAN . . . . .	14 - 17
B. RESEARCHES . . . . .	18
C. PUBLICATIONS . . . . .	19
D. LEGAL REFORMS . . . . .	19
E. NATIONAL ACTIVITIES . . . . .	19
F. REGIONAL AND INTERNATIONAL AFFAIRS . . . . .	20 - 22
G. STAFF DEVELOPMENT . . . . .	22 - 23
<b>III APPENDICES -- FIELD OPERATIONS FOCUS ON: BALIKATAN</b>	
A. LIST OF PROVINCES AND CITIES . . . . .	28 - 36
B. LIST OF PARTICIPANTS IN WORKSHOPS ON DEVELOPING MANAGERIAL SKILLS FOR INCOME-GENERATING PROJECTS . . . . .	37 - 42

OFFICE OF THE PRESIDENT  
**THE NATIONAL COMMISSION ON THE ROLE  
OF FILIPINO WOMEN**

Created by Presidential Decree No. 633  
January 6, 1975

Chairman  
IMELDA ROMUALDEZ MARCOS

Vice-Chairman  
Dr. Irene R. Cortes

Commissioners

Minister Carlos P. Romulo  
Minister Blas F. Ople  
Minister Jose A. Roño  
Minister Vicente T. Paterno  
Assemblywoman Helena Z. Benitez  
Assemblyman Fred J. Elizalde  
Ambassador Leticia R. Shahani  
Ambassador Rosario G. Manalo  
Deputy Minister Sylvia P. Montes  
Justice Cecilia M. Palma Ret.  
Mayor Adelina S. Rodriguez  
Dr. Gloria T. Aragon  
Dr. Belen E. Gutierrez  
Dr. Lucrecia R. Kasilag  
Dr. Minerva G. Laudico  
Miss Sylvia J. Muñoz  
Mrs. Carmen G. Nakpil  
Mrs. Nora Z. Petines  
Hadji Fatima M. Plang  
Mrs. Santanina T. Rasul  
Mr. Jovito A. Rivera  
Atty. Carolina B. Salazar  
Dr. Mona D. Valisno

Executive Director  
Dr. Leticia Perez de Guzman

## MESSAGE

Chairman  
MELBA ROMUALDEZ MARCOS



We are a developing country. And in all developing countries how can womanhood rise up in hostility and in a position adversary or against that of the man, seek such exalted positions like equality when there are more important goals like freedom. When a man is fighting for the freedom of his country, what position can a woman take other than to stand beside him and offer her life as well as her talents, her courage and spirit.

But you can go back to the Western world which has attained the status of affluence where the women see the men engage in other activities than those which involve survival. There is perhaps reason, time and opportunity for the women to aspire for things other than the mere elemental purposes in life.

But in the developing world and in the Third World countries, one sees that the drive is still toward mere survival. And in such a drive the women had taken it upon themselves not merely to be the equals but in some instances to be the initiators to attain the objective and the dream of freedom.

A handwritten signature in black ink, which appears to be 'F. Marcos'. The signature is fluid and stylized, with a long horizontal stroke extending to the right.

**FERDINAND E. MARCOS**  
*President*  
*Republic of the Philippines*



## THE RISING ROLE OF FILIPINO WOMEN

“As Chairman of this Commission, I am pleased that it was made clear that feminism in the Philippines – or the women’s movement in the Philippines – is not a divisive but a unifying force. Indeed our women have been animated by a wholesome and all-healing with their menfolk.

“Today, humankind journeys precariously between destruction and despair. Values have been sadly dislocated and the need for noble visions is imperative. At no time in the world’s history has there been such an urgent demand for a re-assessment of fundamental truths that should make humankind more humane.

“In this regard, the concepts of bayanihan, sanggunian and balikatan underline the participatory responsibilities of women in establishing the kind of society that develops the total human being: a society that does not discriminate against class, color, creed or sex; a society that integrates the whole community in the efforts at development; a society that pursues excellence in mind and spirit; a compassionate society that alleviates suffering and extends love.

“But it is not only a matter of integrating women in the task of creating this ideal society. For the women’s role has already been identified; as that of a man’s authentic partner in the struggle for life, indeed, in the making of a civilization.”

A handwritten signature in black ink, reading "Imelda Romualdez Marcos". The signature is written in a cursive, flowing style.

IMELDA ROMUALDEZ MARCOS  
*First Lady and Metro Manila Governor*

# 1978 Action Program – Achievements

## Part I

### Introduction:

The multi-faceted action program of the National Commission on the Role of Filipino Women (NCRFW) covers various concerns and activities involving government and semi-government agencies; organized groups and individuals in the private sector working together “shoulder to shoulder” in the *Balikatan* way. The program may be summed up as: greater integration of women in development; simple in concept but quite complex in its implementation. The utilization of human and natural resources; and processes used vary widely. The program reaches out to individuals, particularly the women whose attitudinal change has to be projected to the family and the community.

It is difficult to set a unit of work measurement for the inputs and outputs cannot be scientifically quantified as yet. The activities pursued have drawn financial support and free services from the private sector; at the same time coordinating with existing government agency programs. With private sector efforts and resources, government programs have been amplified and outputs optimized and vice-versa. This has been evident in the many projects accomplished and on-going of the *Balikatan Groups* all over the country.

### Highlights and Figures: (Details in the appendices)

- A. Among the more outstanding projects of the *Balikatan Groups* are:
  - 1. *Gintong Yaman ng Quezon\** – A Museum, joint project of the Quezon Provincial Government and the Quezon *Balikatan* group under the leadership of Mrs. Magdalena Nicolas – estimated initial cost . . . . . ₱ 500,000

*\*Balikatan collected artifacts and whatever voluntary contributions the women would give. The building (Governor's Mansion) housing the Museum is owned by the Government.*

2. *Malward* – for undernourished children in San Fernando, Pampanga; a joint project of the Provincial Government of Pampanga, Ministry of Health and Balikatan Group under Mrs. Rosario Silva – estimated cost of building and equipments, medicines, etc. . . . . ₱ 800,000

The building was constructed by the government; equipment and medicines were solicited by Balikatan; Volunteers from the private sector are rendering service to this malward.

3. Socio-economic projects carried out through linkages with government agencies or fully funded by the private sector are on-going in *Zambales Province* organized by Balikatan under the leadership of Mrs. Rosellyn Magsaysay.

These projects include pig dispersal, poultry raising, cottage industries, recycling of cloth remnants, etc. All the municipalities have been reached.

Estimated investment – mostly from government service agencies; Estimated income from the many projects . . . . . ₱ 200,000

4. Artesian wells for the rural folks of *Ozamiz City in Mindanao* undertaken by Balikatan, led by Mrs. Remedios Javier Ramiro. These wells were fully funded by the private sector. More artesian wells will be dug and constructed . . . . . ₱ 40,000

5. A multi-purpose center for women is the project of Masbate Balikatan headed by Atty. Lily Pujol. Funds raised by the private sector so far amount to . . . . . ₱ 114,000

6. Governor Teresa Dupaya, Chairman of the *Balikatan* in Cagayan Province organized community development programs in all the municipalities covering beautification nutrition and income-generating projects. Cagayan Province was the first to respond to the *Balikatan* call. The estimate of the multiplying effects is tremendous. An estimate of joint funding and resources initially amounts to . . . . . ₱ 700,000

7. *Cavite Balikatan* headed by Mrs. Corea Camarino has put up a mess hall for the Mental Hospital in Trece Martires at an estimated cost of . . . . . ₱ 50,000

*Balikatan* is also starting a project on the growing of mushroom to give the farmers another source of livelihood. The pilot is being funded by *Balikatan*.

Thus it is that with minimum funding from NCRFW if at all, its program has been projected to the provincial and city areas that in turn develop their projects utilizing local resources and human power. *Self-reliance is the basic tenet* in all these projects. Government projects and programs have been shared with and by the people, thus the multiplying effect and increased outputs at a minimum cost.

B. The figures drawn from the membership of the *Balikatan* Groups are indicative of the extent of coverage and intensity of the impact of the NCRFW program.

In Zambales alone, there are approximately 50,000 women who are actively involved; in Lucena City – 10,000; in Masbate – 30,000; in Cagayan – 30,000; in Cebu Province and Cebu Cities – 50,000; in Cavite – 20,000; Cotabato – 10,000, etc. It is safe to estimate that there are at least 1,000,000 men



and women who have been reached by the NCRFW program but as stated the work units of measurement cannot as yet be applicable scientifically for quantification.

The detailed reports are available for examination

- C. Participation of NCRFW in national, regional and international affairs is likewise immeasurable in terms of work units and effect.

I, therefore, submit the 1978 NCRFW report on its achievements to be considered in its totality and the effects on the women who in turn affect others – their family, their community, both the government and the private sector. It has been said that: “The Filipino women today do not just sit by and wait to be called; they are ever ready and willing to serve”.

Respectfully Submitted:

*Leticia P. de Guzman*

DR. LETICIA P. DE GUZMAN  
Executive Director



Mrs. Marita Gala Tagarao, Chairperson of Lucena City Balikatan sa Kaunlaran presiding over the Planning Committee Meeting

and women who have been reached by the NCRFW program but as stated the work units of measurement cannot as yet be applicable scientifically for quantification.

The detailed reports are available for examination

- C. Participation of NCRFW in national, regional and international affairs is likewise immeasurable in terms of work units and effect.

I, therefore, submit the 1978 NCRFW report on its achievements to be considered in its totality and the effects on the women who in turn affect others – their family, their community, both the government and the private sector. It has been said that: “The Filipino women today do not just sit by and wait to be called; they are ever ready and willing to serve”.

Respectfully Submitted:

*Leticia P. de Guzman*

DR. LETICIA P. DE GUZMAN  
Executive Director



Mrs. Marita Gala Tagarao, Chairperson of Lucena City Balikatan sa Kaunlaran presiding over the Planning Committee Meeting

# REPORT ON THE 1978 ACTION PROGRAM – ACHIEVEMENTS

## I. The Rationale

“The achievement of a much improved quality of life for every Filipino” the supreme goal of the Five Year Philippine Development Plan 1978-1982, has been the rationale of the NCRFW Five-Year Action Program.

The 1978 NCRFW Action Program is an extension of the 1976-1977 program with focus on the second and third phases of the integration of women in national development.

- Phase I – Arouse the consciousness of women of their potentials – their rights and responsibilities as mothers, professionals or workers and citizens with emphasis on the strengthening of family and community life (Continuing in some areas with emphasis on Metro Manila This was primarily an information drive).
- Phase II – Motivate women to take deeper interest in their community needs for more active involvement in community development projects and programs. For concrete action, they were organized into groups in the local level down to the barangay in several provinces and cities.
- Phase III – Establish linkages with service institutions, training centers for the improvement of women’s socio-economic skills for better coordination; set-up projects and programs aimed at improving women’s socio-economic life enlisting the support and cooperation of the private sector’s human and material resources. This phase III is the major thrust for 1978.

## **B. Key Policies:**

In consonance with the key policies set forth in the Five-Year Philippine Development Plan, the NCRFW is guided by the following key policies:

1. The private sector will continue to be the prime mover of development activities. It must and will remain the backbone of our economic life. The public sector is to engage in activities which are capital-intensive, pioneering, high risk and vital to national development.

Coordinate the efforts of the government and private sector and broaden the coverage, particularly in the rural areas.

P.P 1609 on *Balikatan sa Kaunlaran* underscores this relationship – with government reaching out to the private sector.

2. The administration of government operations will be guided by the principles of simplicity, efficiency and economy.
3. The Evolution of more responsive developing institutions and various organizations particularly at the lower level – work in greater harmony with the barangay which is being relied upon as basic political unit should be encouraged.
4. Strengthen the cooperative movement for accelerated expansion and better coordination of government extension services.
5. Accord women equal opportunities to work in areas traditionally occupied by men.

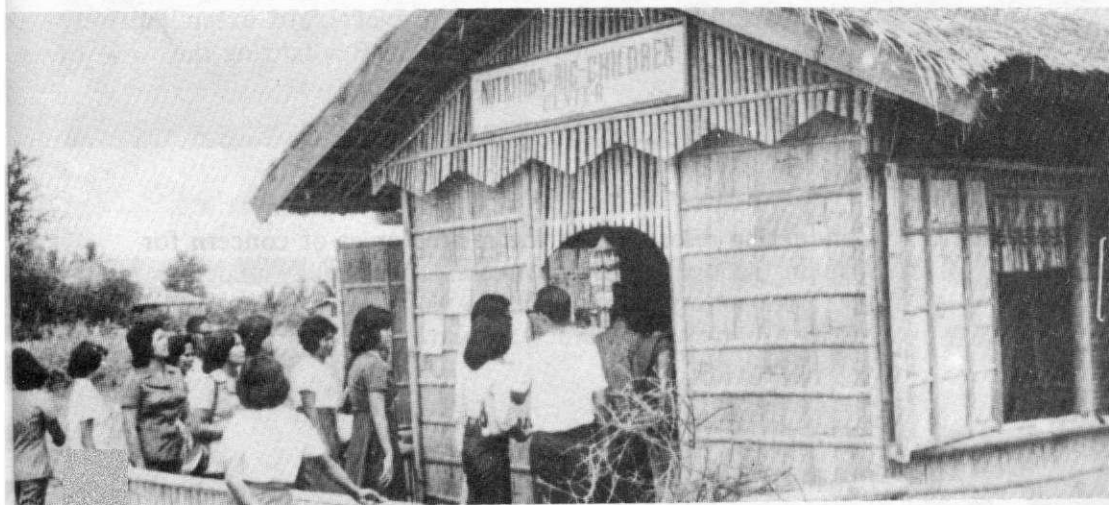
**General Goal:** To accelerate the involvement of women in the main stream of our social, economic, cultural and political life and to give more meaning to the equality between women and men.

### Specific Goals:

1. To continue clarifying and implementing the **Balikatan** five areas of concern which in effect aim at educating the women in their basic responsibilities to improve family and community life and to motivate communities into setting up their programs and projects to meet the needs of their respective communities utilizing the available resources.
2. To prepare simple learning modules for each of the five areas of concerns with emphasis on the modules for mothers' aids in the training program carried on by NCRFW primarily by the **Balikatan** chapters.
3. To strengthen the coordination and integration of the NCRFW program with Ministry for Local Government and Community Development (MLGCD), MSSD, Ministry for Education and Culture (MEC), Ministry of Health (MOH), Ministry of Labor (MOL), and Ministry of Human Settlement (MHS), and other institutions rendering services to the communities through the *Barangay* as the basic unit venue.
4. To reach out to women in agriculture industry, cultural communities, naturalized Filipinos, domestic and factory workers and widows; to determine their needs to serve as the basis of the action program for these women.
5. To continually involve the organized private sector which has limitless potentials in the true spirit and practice of **balikatan**; to work closely with the organized private sector and support its programs if warranted.



TAILORING CLASS – A joint project of the MSSD, Olongapo and Balikatan Olongapo City.



South Corabato Balikaran assisted RIC – Children Center



Dr. Wah Wong, UNICEF representative with members of steering committee visit Cataggaman Nursery and Vegetable garden – Balikatan Cagayan Chapter.

The foregoing did not make reference to the other goals specified in the UN Plan of Action but these goals were continually pursued to wit:

1. Elimination of discrimination against women. Appointment of more women to top level, decision-making positions.
2. Promotion of understanding and goodwill with other countries especially the Asia-Pacific countries through participation in regional seminars, projects, etc. extending to international relations if warranted. Revitalizing the exchange of persons (women) program.
3. Conducting researches in the related areas of concern for women through collation of researches already undertaken and interpretation and the engagement of qualified research bodies to conduct the same.
4. Expanding the Library and building up a data bank on women.
5. Publication of monographs, learning modules directed towards the achievement of the goals.
6. Sponsorship of the Colloquium of Experts on Rural Women followed by the first International Seminar for Rural Women on: Leadership Training for Income-Generating Projects in 1979. Preparations were started this year. This is a project sponsored jointly with the International Council of Women and the Civic Assembly of Women of the Philippines.



Rural women perform an "Angklung Number" for their guests.



**ZAMBALÉS BALIKATAN SA KAUNLARAN MOVEMENT  
FIRST ANNIVERSARY CELEBRATION  
SEPTEMBER 23, 1978**

Commissioner Carmen Guerrero Nakpil, answering a question during the open forum. Vice-Chairman Irene R. Cortes, Assemblywomen Helena Z. Benitez are shown to her left. Commissioner Bai Matabay Plang, Executive Director Leticia Perez de Guzman and Dean Gloria Santos, consultant for Newsletter, left to right.



## II. Summary –

### A. Field Operations

1. Escalation of the national program that optimizes the potentials of Filipino women to maximize their contributions to national development has been the major thrust for the 1978 action program.

*Balikatan sa Kaunlaran* has been the strategy and approach used effectively to carry out the program that reaches out to the rural areas. Concentration has been the rural areas. Presidential Proclamation No. 1609 on *Balikatan sa Kaunlaran* launched on January 6, 1977 followed by Memorandum Circular No. 907 on the implementation of the same has greatly facilitated the integration of women in development and the coordination of the private sector and the government agencies in the pursuit of local and national goals. Please refer to Appendices A, for details.

In Metro Manila, the program was carried out by the KABAPA (Katipunan ng Bagong Pilipina), organized Study Clubs, with NCRFW funding. Barangays and schools were motivated and involved. The Cultural Center of the Philippines has an on-going program for the Metro Manila women – having fifty to one hundred of them as guests at every cultural presentation.

- 1.1 The evaluation of the program up to December 31, 1977 showed that Phase I – the arousing of the consciousness among women of their potentials, rights and responsibilities as wives, mothers, professionals/workers and community volunteers was adequately achieved in the provinces and cities. Phase II – the organization of community groups led by women establishing linkages with private sector and government agencies was also adequately achieved. At the close of 1978 only ten provinces and cities had not been covered.

1.2 The five objectives for Phase I, namely:

- a. conservation of values and resources
- b. care for children
- c. concern over environment
- d. consumer protection
- e. commitment to justice

were redefined as follows:

- a. strengthening family life
- b. promoting national solidarity
- c. accelerating economic productivity

The re-defined objectives became the thrusts for the 1978 program.

2. The projects have been geared to the aforementioned three objectives. These projects fall into two categories: those undertaken directly by the Commission and those funded and monitored jointly and the cooperating agencies. Among the most notable joint projects are: the Farmers' Forum carried on with NASAC (National Social Action Council); the Popularization of the Law with the University of the Philippines College of Law and the Law Center; the recycling of cloth scraps into undergarments with Triumph Philippines and Balikatan units in Cavite, Zambales, Laguna by the Commission. Please refer to Appendix A for the projects.
3. **Phase III, the acceleration of economic productivity is the major objective for the year 1978 with provisions for Phase I and II in provinces and cities as may be warranted. To achieve this, workshops on development of managerial skills for income-generating projects have been conducted; contacts with proper agencies have been facilitated.**

For the detailed data on the organized Balikatan groups and their projects, and attendance at the workshops please refer to appendix B.

## **B. Researches - Evaluation - Data Collection**

1. A continuing evaluation of Balikatan has been undertaken in order to insure the effectiveness of the strategy and strengthen it further by eliminating weaknesses.
2. To support the program on accelerating researches on the Socio-economic profile – local and national reports have been analyzed and collated to serve as guidelines. Likewise, the women in the different provinces and cities have been motivated and directed into studying their local socio-economic profile.
3. Further, studies on possible funding agencies for small businesses are being conducted to serve as references for those who will go into income-generating projects.
4. Continuing researches on Filipino women; collation of the same and publication relevant to women's roles, problems, etc.
5. Collecting materials on women all over the world for comparative study and building the data bank has been started.
6. Presently conducting research on the proposed divorce law.
7. Continuing maintenance/improvement of the library capacity –
  - a. Procurement of books/materials references (Please see Annex A for library holding)
  - b. Servicing library user's needs
  - c. Filing (indexing periodicals)
  - d. Gathered and compiled clipping on matters relevant to women and the NCRFW.
8. Preparation of a directory of organizations and leaders involved with women's interest and welfare development. A questionnaire has been made and circulated to pertinent agencies (Annex I). Responses have started to come in.
9. Preparation of a statistical handbook on Filipino women.
10. Assessment of the various agencies thrusts and accomplishments regarding the World and Philippine Plan of Action is being made. Providing assistance to NCRFW units, officials, commissioners and committees.

### C. Publications

1. Materials on the government programs, Presidential Decrees, speeches of the President, the First Lady as Minister of Human Settlements were published by NCRFW and distributed all over the country during the local forums of Balikatan Groups.
2. Negotiations are still being made for the publication of the learning modules aimed at the elimination of stereotyping of roles for boys and girls. These modules, prepared during the workshop of the then Department of Education and Culture with NCRFW and funded by UNICEF were tested in pilot schools and have been re-edited for publication.
3. The publication of a *Balikatan Newsletter*, was approved as a regular publication of NCRFW which features the activities of the different Balikatan groups – to serve as incentives for the achievers and challenge for other groups. The newsletter would be a good resource for ideas and projects.

### D. Legal Reforms

1. The Maternity Leave Decree whereby the SSS shares with the Employer the cost of the Maternity Leave pay was issued and implemented effective January, 1978.
2. The amendments to existing laws for the elimination of discrimination against women have been drafted and are being finalized for submission to the proper authorities.

### E. National Activities

1. NCRFW has participated in national events among which are: Family Life Week observance, Family Development Colloquium, Farmers' Training Program (Bulacan Farmers' Institute), Non-Formal Education Seminars, Popularization of the Law, National Social Action programs, Mabuhay ang Filipino Movement, Asian Ecumenical Foundation, Decade of the Filipino Child program.
2. NCRFW has hosted meetings of national volunteer organizations among them: Civic Assembly of Women of the Philippines, Philippine Sociological Society, Family Development Council.

**Through this involvement of NCRFW, its goals and programs are projected through the different activities and groups.**

## F. Regional and International Affairs

1. Preparations for the first International Seminar for Rural Women preceded by a Colloquium of Experts on February 18-27, 1979 have been on-going throughout this year ushered in by the visit of Princess Prem Purachatra, President of the International Council of Women, prime mover of this seminar and one of the sponsors. The National Commission on the Role of Filipino Women (NCRFW) and the Civic Assembly of Women of the Philippines (CAWP) are the other two sponsors. Diwata Aldaba Baluyut represented the Philippines in the preparatory meeting held in New York, March, 1978.

2. NCRFW had two delegates (Rebecca Pestaño and Virginia Real) to the Leadership Training Seminar sponsored by the Asia-Pacific Center for Women and Development held in Bangkok, July to August, 1978.

Efigenia Lagman attended as NCRFW Delegate to the follow-up seminar also in Bangkok, October to November, 1978.

3. Counsellor Dolores Benavides Sales represented the Philippines at the meeting of unaligned countries on Preparations for the Mid-Decade of the International Women's Decade held in Bhagdad, Iraq in June, 1978.

4. NCRFW sent representatives in response to invitations from German Democratic Republic and Soviet Russia: Dr. Estrella Solidum, Ms. Rosalinda P. Ofreneo and Ms. Corazon Belmonte.

5. Commissioners Carmen Guerrero Nakpil and Sylvia Muñoz were members of the advance party of the First Lady's Mission to Soviet Russia in June.

6. Commissioner Minerva G. Laudico was invited by the German Democratic Friendship League in Berlin from December 1-8, 1978.

7. NCRFW participated officially in the International Conference for the Rehabilitation of the Disabled; International Population Congress, the Regional Consultation on the International Year of the Child.

a. Fourth International Population Conference (October 24-30, 1978) – Commissioners Carmen Guerrero Nakpil and Gloria Aragon were official delegates.

- b. Commissioners Sylvia Pascual Montes, Bai Matabay Plang and Executive Director Leticia Perez de Guzman attended as Delegates to the Pre-Consultation on International Year of the Child; Commissioner Montes was elected Chairman. The three ladies are members of the Philippine Executive Committee for the International Year of the Child.
8. NCRFW entertained women leaders with whom meetings were held and visits to women's projects were conducted.

Mr. Narong Nitayaphorn	– Bangkok, Thailand
Ms. Dorothy Goodrick	– Asia Pacific Centre for Women and Development (Iran)
Pari Soltan Mohammadi	– Tehran, Asia Pacific Centre Iran for Women and Development (Visited NCRFW and CAWP Projects)
Mr. Somwang Amawan	– Adult Education Division, Ministry of Education, Thailand
Mr. Pinai Julprana	– Adult Education Division, Ministry of Education, Thailand (Visited NCRFW Projects)
Mr. Nipon Denlana	– Adult Education Division, Ministry of Education, Thailand (Visited NCRFW Projects)
Mr. Ovachum Mana	– Adult Education Division, Ministry of Education, Thailand (Visited NCRFW Projects)
Mr. Uther Nubeaw	– Adult Education Division, Ministry of Education, Thailand (Visited NCRFW Projects)
Miss Sumalee Ralanalev	– Adult Education Division, Ministry of Education, Thailand (Visited NCRFW Projects)

Miss Densin Plubnil	– Adult Education Division, Ministry of Education, Thailand (Visited NCRFW Projects)
Wild Knowles	– ILO, Thailand
Leela Dube	– New Delhi (UNESCO)
Dr. Nadia Osman	– University of El Aghar, Cairo, Egypt Visited Quezon Province
Dr. Nenet Mohammed Ali Elhaci	– University of El Aghar, Cairo, Egypt (Visited Lucena City Projects)
Dr. Atef A. Fovad	– University of El Aghar, Cairo, Egypt (Visited the NCRFW-UNICORP Project in Dasmariñas, Cavite)
Dr. Patricia Hutar	– Director, Office of International Medicine, American Medical Association
Rano H. Abdullaeva	– U.S.S.R. (Visited NCRFW Balikatan Projects with emphasis on Zambales)
Albina P. Dotsenko	– do –

### G. Staff Development:

To ensure the growth of NCRFW Staff, a continuing staff development program is maintained. Training needs are identified and specific personnel are sent to the various seminars, training and workshops conducted by the Civil Service Commission and other government agencies.

Four senior officers have just finished the Junior Executive training – Supervisory Training for Effective Administrative Management (JET - STREAM) program of the Civil Service Commission.

Other selected staff members availed of the following government training programs:

1. Workshop on Appointments and other Personnel Actions – Civil Service Commission
2. Secretarial Course – Philippine Psychological Center
3. Seminars on the Budgetary Techniques and Procedures – Commission on Audit
4. Seminar-Workshop on Social Welfare Strategy for Rural Women UNDP – SWADCAP
5. Popularizing the Law – MPI-NCRFW-UPLC
6. Seminar on Personnel Testing – Philippine Psychological Center
7. AFA Seminar-Workshops – Philippine Institute of Certified Public Accountants and Asean Federation of Accountants
8. Standardization, Professionalism and Compensation – Philippine Libraries and Librarians

## 9. Performance Appraisal System – Civil Service Commission

It is of interest to note that 90% of the Staff who took the Career Service Examination passed with flying colors and thereby qualified for permanent appointments.

The NCRFW Staff is also involved in the Physical Fitness Program of the President. The NCRFW Basketball Team won the highest award, "Most Disciplined."

PHOTOGRAPH BY THE BUREAU OF LAND RECLAMATION AND CONSTRUCTION, MALDEN, MASSACHUSETTS



Tree Planting Project sponsored by Lucena City Balikatan Chapter – Sept. 11, 1978.





OPERATION CLEANLINESS – Painting of Balikatan Trash Cans sponsored by Lucena City Balikatan Chapter.



Cleanliness and Beautification Drive – Sta. Teresita Cagayan.



South Cotabato Balikatan sponsored Mushroom Production.



Distribution of water sealed bowls to depressed families in Barangay Silway, Polomolok, South Cotabato.



Commissioner Helena Z. Benitez Awards Certificate of Participation to Zambales Balikatan Members with Vice-Chairman Irene Cortes, Commissioners Bai Matabay Plang, Santanina Razul, Mona Valisno, Carmen Nakpil, Executive Director Leticia P. de Guzman, Governor Vic Magsaysay and Dean Gloria Santos. Not in the picture: Commissioners Belen Enrile Gutierrez, Carolina Basa Salazar and Gloria T. Aragon.



Visit of Commissioners Gloria Aragon, Bai Matabay Plang, Belen E. Gutierrez, Carolina Basa Salazar, Exec. Director Leticia P. De Guzman and other Balikatan Members with Olongapo Mayor Geronimo Lipumano to confer with Balikatan Activities, September 23, 1978.



South Cotabato Balikatan sponsored Feeding Center in Tampakan.



**Status of Balikatan Organizations  
as of December, 1978**

REGION	PROVINCE	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
I	Mt. Province	Mrs. Josephine Dominguez	- Organized
I	Ilocos Norte	Dr. Michaela Andres	- Organizational Meeting - Capitol, Library, Ilocano Heroes Hall and the Provincial Museum. - Publication of Balikatan Newsette - Cleanliness Drive - Rural Youth Development Program (BAEX)
I	La Union	Mrs. Elena Asprer	- Campaign against unfair practice such as cheating in weight measurements, unfair labelling and high prices of commodities.
I	Pangasinan	Mr. Ben Galang	- Organized - Free hospitalization, medicines to indigent families.
I	Ilocos Sur	Mr. Winston Favis	- Organized
I	Abra	Mary Jane Villamor	- Initiated
I	Benguet	Mrs. Baban	- Initiated
II	Cagayan	Mrs. Balbina Fermin	- Development of cottage industry (basket weaving, knitting and other woven crafts) - Pigery Project - Green Revolution Project - Conduct Information Drive - Food preservation and preparation - Organized feeding centers through the assistance of DSSD.
II	Ifugao	Mrs. Geronima Baguilat	- On-going project is hand weaving industry which produces placemats, blankets, table runners, curtains and others (In coordination with BAEX) - They intend to put knitting machine to produce more quality products. - Cleanliness drive.
II	Nueva Viscaya	Mrs. Concepcion Cadiente	- Re-echo seminar into into the different municipalities and constructed NCRFW logo marker in every municipal boundary. - They are continuing with their cleanliness and beautification campaign. - They also plan to sponsor popularity contest to solicit funds for launching of new project.

---

**REGION PROVINCE PRESIDENT/CHAIRMAN ACTIVITIES/STATUS**

---

II	Isabela	c/o Mrs. Violeta Oandasan	- Organized
II	Quirino	Mrs. Azucena Sarandi	- Organized
II	Batanes	Miss Syra Mirabueno	- Initiated
II	Kalinga-Apayao	c/o Mrs. Almazan	- Organized
III	Tarlac	Mrs. Candida Castro	- Projects on food production like piggery, poultry raising and others. - Green revolution, backyard gardening. - Beautification project by planting trees along the highways and growing orchids. - Sports development.
III	Nueva Ecija	c/o Mrs. Milagros S. Cruz Mr. Isidro Villaflores	- Organized -
III	Bulacan	c/o Mrs. Nora Bate	- Initiated
III	Bataan	Mrs. Pagasa Pascual	- Sponsored mass wedding for unmarried couples. - Finished their first stage of beautification and cleanliness and still going on organizing the municipalities which are still unorganized.
III	Pampanga	Mrs. Rosario Silva	- Finished plans to work for the construction of Bio-Gas plant. - They are coordinating with Nutrition Program Project for out-of-school youth, and feasibility study of organizing "Home for the Aged". - They plan to utilize animal waste to combat pollution and also uplift the conditions of hospitality girls.
III	Zambales	Mrs. Roselynn Magsaysay	- Had projects on pig dispersal, poultry raising, cottage industries, recycling of cloth remnants, food preservation, nutrition hospitality girls, Scholarship Program, job placement. - Work closely with government service programs. - They launched programs for their sports development. They also sponsored programs for their fund raising.
IV	Batangas	Mrs. Cecilia Barretto	- Initiated interactions of individual groups to a more informal interaction which resulted in better working relation. They had action programs on: Finance Social Actions, Health, Nutrition, Responsible Parenthood, Youth Development. Out-of-School Youth, Special Education for Children, Manpower Development, Human Settlement, Recreations, Consumer Protection, Public Relations, Art and Culture, Conservation of energy and value

REGION	PROVINCE	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
IV	Cavite	Mrs. Corea Camerino	<ul style="list-style-type: none"> <li>- Had workshop on effective motherhood               <ol style="list-style-type: none"> <li>1. Worker</li> <li>2. Leader</li> </ol> </li> <li>- Programs like food production and programs for out-of-school youth. Special Project: Mess Hall for Mental Hospital.</li> </ul>
IV	Laguna	Mrs. Felicidad San Luis	<ul style="list-style-type: none"> <li>- Organized cleanliness and beautification drive, Day Care Center and Green Revolution.</li> </ul>
IV	Palawan ✓	Mrs. Veronica M. Rafols	<ul style="list-style-type: none"> <li>- Organized</li> </ul>
IV	Quezon	Mrs. Pacencia Daleon	<ul style="list-style-type: none"> <li>- Cleanliness and beautification drive, established Day Care Centers, Integrated their efforts with Bureau of Reforestation Administration for their nursery and Green Revolution Projects.</li> <li>- Established museum where their historical memorabellas are displayed.</li> </ul>
IV	✓Mindoro Oriental	Mrs. Virginia Cataquis	<ul style="list-style-type: none"> <li>- They requested Balikatan members to submit to mother organizations their immediate problems in the community for proper programming like putting up additional water supply and others.</li> </ul>
IV	Mindoro Occidental	c/o Mrs. Ramona Rañeses	<ul style="list-style-type: none"> <li>- Initiated</li> </ul>
IV	Marinduque	c/o Cesaria Zoleta	<ul style="list-style-type: none"> <li>- Initiated</li> </ul>
IV	Aurora	c/o Mrs. Magdalena Nicolas	<ul style="list-style-type: none"> <li>- Initiated</li> </ul>
V	Camarines Sur	Mrs. Victoria Enojado	<ul style="list-style-type: none"> <li>- Seminar on Bio-Gas, Recycling of garbage, Nutrition and Responsible Parenthood.</li> </ul>
V	Catanduanes	Dr. Gloria de Vera	<ul style="list-style-type: none"> <li>- Role of Women in Community Development</li> </ul>
V	Masbate	Atty. Lily Pujol	<ul style="list-style-type: none"> <li>- Constructed waiting sheds, repaired school building; beautification of town Plaza, Fencing project and Seminar on Income Generating Projects. Construction of Barangay Community Center.</li> </ul>
V	Sorsogon	Mrs. Bennie Lorenzo	<ul style="list-style-type: none"> <li>- Organized</li> <li>- Activities geared with improvement of family living, emphasis on care of children.</li> </ul>
V	Albay	Mrs. Ramona Rañeses	<ul style="list-style-type: none"> <li>- Had re-echo seminars in the different municipalities.</li> <li>- Development of cottage industry</li> <li>- Information Dissemination</li> <li>- Cleanliness and beautification drive</li> <li>- Giving free medical treatment in coordination with Mayon Lions Club.</li> </ul>

REGION	PROVINCE	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
V	Camarines Norte	c/o Mrs. Ramona Rañeses	- Initiated
VI	Aklan	Mrs. Erlinda S. Belayro	- Initiated
VI	Guimaras	c/o Mrs. Emelina Masangkay	- Initiated
VI	Negros Occidental	Mrs. Elvira Guanzon	- Beautification and food production thru planting yellow camote along the road. - Organization of local Balikatan -- Municipal and Barangay levels.
VI	Antique	Ms. Precious Javier	- Organizational Meeting, Community Development - Project for the women and Out-of-School Youth.
VI	Capiz	Mrs. Matilde Belo	- Campaign program for breast feeding for mothers. - Checking of Weight and Scale E - Cleanliness and beautification drive.
VI	Iloilo	Dr. Celia Robles Plama	- Seminar Workshop on National Beautification and Green Revolution, Youth and Sports Development and Cultural Centers. - Leadership Seminar on the Role of community leaders in socio-economic development. - Health and Sanitation - Income producing project and printing of calendars, T-shirts, pendants. - Central University Philippines has integrated its community program with Balikatan.
VII	Cebu	Mrs. Gloria Escaño	- Cleanliness drive especially in the market; Participated in the nutrition program. Organized units in all the municipalities down to Barangay level.
VII	Bohol	Mrs. Teodula Chatto	- Organized - Projects with linkages Health Beautification Vocational Training Mothers class Information Drive Sports and Athletics Cultural activities Green Revolution Toilet Construction Apprenticeship of out-of-school youth
VII	Negros Oriental	Fiscal Coleta Aranas	- Organized Beautification, income generating projects such as fish preservation, etc., established linkages, cattle dispersal. and a project on Pre-school to be run by the Private Sector.



REGION	PROVINCE	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
VII	Siquijor	Mrs. Margarita Asok	- Organized
VIII	Samar	c/o Mrs. Lucita Amosco	- Initiated
VIII	Leyte	c/o Mrs. Emelia M. Domingo	- Initiated
VIII	Southern Leyte	Mrs. Virginia P. Gonzales	- Initiated
IX	Sulu	Mrs. Jubaira Esquirdo	- Seminar and Organizational Meeting - Organized newly formed groups and laid out plans.
IX	Tapul	Com. Santanina Razul	- Initiated
IX	Basilan		- Initiated
IX-T	Tawi-Tawi	Mrs. Daisy Seinz	- Organized
IX-B	Zamboanga del Sur	Mrs. Juanita Enriquez	- Projects on conservation of energy and resources; they check weight and scales of private and public markets and groceries; they also check gasoline consumption in all vehicles that fly the roads and cut down unnecessary trips. They also launched their beautification and cleanliness campaign; established Day Care Center for feeding mal-nourished children.
IX-B	Zamboanga del Norte	Gov. Virgilio Lacaya	- Organized - Project Compassion
X	Agusan del Norte	Gov. Consuelo Calo	- Nutrition Project like food production thru community and backyard gardening.
X	Misamis Oriental	Mrs. Didi Dongallo	- Management Seminar Conference
X	Surigao del Norte	Miss Candida Silay	- Organized
X	Bukidnon	Miss Herulina Antipasado	- Organized
X	Misamis Occidental	Mrs. Eva Regalado	- Encourage Labor - Investment of capital for adult education - Manpower training for out-of-school youth - Conduct benefits for fund raising - Construction of juvenile court for sport and recreation.
X	Agusan del Sur	Gov. Valentina Plaza	- Organized - Beautification and Sanitation - Continuation of completed project
XI	Davao del Norte	Mrs. Yolanda Dujali	- Organized
XI	South Cotabato	Mrs. Gregoria Morales	- Beautification drive and sanitation, continuation of projects. - Training Center for: a. Out-of-School Youth b. Rebel returnees c. Evacuees d. Members of cultural communities in technical skills e. Food preservation and bamboo craft

---

**REGION PROVINCE PRESIDENT/CHAIRMAN ACTIVITIES/STATUS**

---

XI	Davao del Sur	Mrs. Bienvenida Saceda	<ul style="list-style-type: none"> <li>- Beautification of the Plaza</li> <li>- Representation of school building for Agpao</li> <li>- Artesian well for Agpao</li> <li>- Campaign against goiter</li> <li>- Free operation with the ff.               <ul style="list-style-type: none"> <li>a. Ligation</li> <li>b. Vasectomy</li> <li>c. Big Scrotum</li> </ul> </li> </ul>
XI	Davao Oriental	Atty. Felicidad Santos	<ul style="list-style-type: none"> <li>- Initiated</li> </ul>
XII	Maguindanao	Miss Bai Noria Baraguir	<ul style="list-style-type: none"> <li>- Organized</li> <li>- Beautification and Sanitation Drive</li> <li>- Green Revolution</li> <li>- Civic Action Work</li> <li>- Nutrition Campaign and Operation Timbang</li> <li>- Mothers Class Clubs</li> </ul>
XII	North Cotabato	Mrs. Aurora Masbad	<ul style="list-style-type: none"> <li>-- Agro-Industrial Fair</li> </ul>
XII	Sultan Kudarat	Miss Josefina Bacongco	<ul style="list-style-type: none"> <li>- Organized</li> </ul>

---

**CITIES PRESIDENT/CHAIRMAN ACTIVITIES/STATUS**

---

Manila	c/o Katipunan ng Bagong Pilipina	- Initiated
Las Piñas	Leonora Cabading	- Initiated
Angeles City	Evansuida Ocampo	- Organized
Bacolod	c/o Mrs. Ester Ampil	- Organized
Bago City	Miss Llanet Torres	- Organized
Baguio City	Judge Heila Philipps	<ul style="list-style-type: none"> <li>- Organized</li> <li>- Family Planning Campaign</li> </ul>
Bais	c/o Mrs. Presentacion R. Montesa	- Organized
Batangas	Mrs. Cecilia Barretto	<ul style="list-style-type: none"> <li>- Action Programs on: Finance Social Action, Health, Nutrition, Responsible Parenthood, Youth Development, Out-of-School, Special Education for Children, Manpower Development, Human Settlement, Recreations, Consumer Protection, Public Relations, Art and Culture, Conservation of energy and values.</li> </ul>
Butuan	Mrs. Charito Plaza	<ul style="list-style-type: none"> <li>- Holding guidance and counselling lectures, open forums with parents and children in every Barangay with the coordination of Barangay officers.</li> </ul>

CITIES	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
		<ul style="list-style-type: none"> <li>- Holding seminars and cooking demonstrations in selected depressed areas.</li> <li>- Holding symposiums in schools with regards to parent-child relationship.</li> <li>- Cleanliness drive</li> <li>- Nutrition drive</li> <li>- Conservation of energy</li> <li>- Consumer Protection</li> </ul>
Cabanatuan	Mrs. Angelina Padilla	- Organized
Cadiz	c/o Mrs. Greta C. Villaluna Fiscal Corazon P. Diploman	- Organized
Cagayan de Oro City	Mrs. Sofia Hizon Velez	<ul style="list-style-type: none"> <li>- Organized</li> <li>- Consumer Protection</li> <li>- Coordination with existing government agencies</li> </ul>
Calbayog	Mrs. Remedios Quisumbing	- Initiated
Caloocan	c/o Katipunan ng Bagong Pilipinas	- Initiated
Kanlaon	Mrs. Florita Bautista	- Organized
Cavite	c/o Mrs. Corea Camerino	- Organized
Cebu	Mrs. Cristina Ybañez	<ul style="list-style-type: none"> <li>- Food Production and Beautification</li> <li>- Cleanliness Drive</li> <li>- Nutrition</li> <li>- Organization of Balikatan sa Kaunlaran Movement down to Barangay level</li> <li>- To build a Balikatan sa Kaunlaran Center</li> </ul>
Cotabato	Mrs. Candida Ortuoste	<ul style="list-style-type: none"> <li>- Organized</li> <li>- Nutrition drive</li> <li>- Handicrafts Project</li> </ul>
Dagupan	Atty. Alvin U. Gonzales	- Initiated
Danao	c/o Mrs. Gloria Escaño	- Organized
Dapitan	c/o Atty. Jean Ramos	- Initiated
Davao	Atty. Felicidad Santos	- Organized
Dipolog	Dr. Socorro Samson	- Organized
Dumaguete	Mrs. Epifania Ebarle	<ul style="list-style-type: none"> <li>- Organized</li> <li>- Re-echo Seminar on Development of Managerial Skills on Income Generating Project</li> <li>- Fund Raising Campaign</li> </ul>
General Santos City	Mrs. Remedios Azicate	- Organized
Gingoog	c/o Mrs. Remedios Ramiro	- Organized

CITIES	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
Iligan		- initiated
Iloilo	c/o Dr. Celia Robles-Palma	- Organized
Iriga	c/o Mrs. Ramona Rañeses	- Initiated
La Carlota	c/o Mrs. Elvira Guanzon	- Organized
Laoag	Dr. Micahela Andres	- Organized - Publication of Balikatan Newsette - Cleanliness Drive - Development of Capitol, Library, Ilocano Heroes Hall and Provincial Museum. - Rural Youth Development Program (BAEX)
Lapu-Lapu	Mrs. Dolores Abellanos	- Health and Sanitation - Beautification and Cleanliness - Information Drive - Educational Training - Cottage Industries - Mothers Class - Sports and athletics - Green Revolution - Toilet Construction
Legaspi	c/o Mrs. Ramona Rañeses	- Organized
Lipa	c/o Mrs. Cecilia Barretto	- Organized
Lucena	Mrs. Marita Tagarao	- Organized - Nutrition Drive - Cleanliness Drive - Green Revolution - Project Compassion Linkage
Mandaue	Mrs. Susana Cabahug	- Organization of Balikatan down to Barangay level - Sanitation Drive - Beautification and Cleanliness - Food Production - Children's Care - Cultural revival
Marawi	Dr. Emily Marohamsbar	- Organized
Naga	c/o Mrs. Ramona Rañeses	- Organized
Olongapo	Mrs. Luz Lipumano	- Cosmetology Class - Tailoring Class - Bags and baby dresses made of remnants - Care for out-of-school youth
Oroquieta	Mrs. Eva Regalado	- Periodic checking of scales to prevent cheating - Health and sanitation drive - Care for children
Ozamis	Concepcion Hernandez	- Organization of Balikatan down to the barangay level - Leadership training - Beautification and cleanliness drive

CITIES	PRESIDENT/CHAIRMAN	ACTIVITIES/STATUS
		- Nutrition
		- Health and Sanitation
		- Adult Education
		- Fund Raising
Pagadian	Mrs. Aleli A. Sagun	- Organized
Palayan, Nueva Ecija		- Initiated
Puerto Princesa	Mrs. Veronica Rafols	- Organized
Quezon City	c/o Mayor Adelina S. Rodriguez	- Organized
Roxas	Mrs. Matilde Belo	- Organized
San Carlos (Negros Occ.)	Mrs. Corazon Layumas	- Organized
		- Cleanliness and Beautification
		- Health and Sanitation
		- Information Dissemination
San Carlos (Pangasinan)	c/o Ms. Amy Acosta	- Organized
San Jose	c/o Mr. Isidro Villaflor	- Initiated
Silay	c/o Mrs. Elvira Guanzon	- Organized
San Pablo	c/o Mrs. Felicidad San Luis	- Organized
Surigao	Mrs. Carmen Geotina	- Organized
		- Mental Feeding Seminar
Tacloban	Mayor Obdulia Cinco	- Organized
Tagaytay	c/o Mrs. Corea Camerino	- Organized
Tagbilaran	Enriqueta Butalid	- Organized
		- Cleanliness and Beautification
		- Tree Planting
		- Hygiene and Sanitation
		- Information Dissemination
Tangub	Com. Santanina Razul	- Initiated
Toledo	c/o Mrs. Gloria Escaño	- Initiated
Trece Martires	c/o Mrs. Corea Camerino	- Organized
Zamboanga	Mrs. Juanita Enriquez	- Organized
		- Malnutrition Program
		- Income Generating Projects

# WORKSHOP ON DEVELOPING MANAGERIAL SKILLS FOR INCOME GENERATING PROJECTS

Royal Palms Hotel, Iloilo City  
November 15-19, 1978

## DIRECTORY OF PARTICIPANTS

PROVINCE/CITY	NAME	ADDRESS
Kalibo	MISS MELANIE F. YARIS	Aklan Capitol Subdivision
	MRS. ERLINDA S. BELAYRO	Governor's Office, Capitol Bldg., Kalibo, Aklar
Antique	MRS. EDNA A. GALUEGO	San Pedro, San Jose Antique or c/o Office of the Governor Taringting, San Jose, Antique
	MISS MERCY JOY A. CASUMPANG	Taringting, San Jose, Antique
Capiz	MRS. VICTORIA P. QUIRAO	Sigma, Capiz
	MRS. JOSEFINA D. DEQUINÁ	Panitan, Capiz
Iloilo	MRS. ELDA M. MEDEZ	31 Del Carmen St., Jaro, Iloilo City
	MISS BESE B. TUPAZ	Tupas St., Btac. Viejo, Iloilo
	DR. MA. CELIA R. PALMA	198 Hechanova St. La Paz, Iloilo City
Cebu Province	ATTY. FE A. GEOTINA	483-H Kinasang-an, Cebu City
	ATTY. VIRGINIA R. RICAÑA	40 Echavez St., Cebu City
Cebu City	MISS EULOGIA C. ENRIQUEZ	129 B. Aranas St., Cebu City
Lapu-Lapu City	MRS. DOLORES P. ABELLANOSA	Lapu-Lapu City
Davao City	MISS ANTONIETTA S. MENDEZ	Mabini St., Davao City
Negros Occidental	DR. LYDIA C. MOGUL	F. Maravilla, E.B. Magalona
	MISS AURORA G. SUELO	Escalante, Negros Occidental
Bacolod City	MRS. ESTER M. AMPIL	Erereco Subdivision, Bacolod City
	MISS REMEDIOS P. MORTA	Escalante, Negros Occidental
Cadiz City	MRS. GRETA C. VILLALUNA	Cadiz City, Negros Occidental
Negros Oriental	FISCAL CORAZON P. DIPLOMA	Cadiz City, Negros Occidental
	ATTY. LUISA A. VILLEGAS	Tanjay, Negros Occidental
Dumaguete City	FISCAL COLETA M. ARANAS	59 San Jose St., Dumaguete City
	MRS. EPIFANIA L. EBARLE	Daro, Dumaguete City
Bago City	MISS AMELIA M. TORRES	Bago City
Bais City	MRS. MA. PRESENTACION R. MONTESA	Bais City
Siquijor	MRS. MARYLIN M. DELA PEÑA	Larena, Siquijor
	MRS. EBITHA P. OMICTIN	Larena, Siquijor
Bohol	MRS. TEODULA CHATTO	Balilihan, Bohol
	MRS. ENRIQUETA B. BUTALID	4-A Luna St., Tagbilaran City
Tagbilaran City	MISS ESPERANZA E. BRUÑIDOR	113 CPG North Ave., Tagbilaran City <sup>1</sup>
	MRS. FRANCISCA BALUYOT	Tagbilaran City
	MRS. PAULITA R. VALLES	Maribojoc, Bohol
Southern Leyte	MRS. VIRGINIA R. GONZALES	Maasin, Southern Leyte
Northern Leyte (Tacloban City)	MRS. EMILIA M. DOMINGO	Barangay, Nulatula, Tacloban City

Western Samar	MRS. LUCITA M. AMOSCO	Office of the Governor, Catbalogan, Samar
	MISS ASUNCION A. MOLON	696 Artech Blvd., Catbalogan, Samar

**NCRFW Facilitators**

VI	Iloilo	MRS. EMELINA G. MASANGKAY	Sta. Barbara, Iloilo
		MRS. MARCELINA ARELLANO	343 Arguelles' St., Jaro, Iloilo City
VII	Cebu	MRS. GLORIA L. ESCAÑO	94 Juan Osmeña St., Cebu City
	Bohol	MRS. ESPERANZA L. RELAMPAGOS	Tagbilaran City
VIII	Samar (Calbayog City)	MRS. REMEDIOS A. QUISUMBING	Calbayog City, Samar

**WORKSHOP ON DEVELOPING MANAGERIAL SKILLS FOR  
INCOME GENERATING PROJECTS  
November 22-26, 1978 Pilar College, Zamboanga City**

**DIRECTORY OF PARTICIPANTS**

<b>CITY/PROVINCE/ REPRESENTED</b>	<b>N A M E</b>	<b>A D D R E S S</b>
Ozamis City	MRS. REMEDIOS J. RAMIRO	Ozamis City
Ozamis City	MRS. MILA T. SINAS	Maningcal, Ozamis City
Oroquieta City	ATTY. PURITA BOLIGOR	Oroquieta, Misamis Occidental
Misamis Occidental	MRS. IRENE TAC-AN DANO	Jimenez, Misamis Occidental
Bukidnon	MISS HERULINA ANTIPASADO	Malaybalay, Bukidnon
	MRS. MARJORIE DUHAYLUNGSOD	Malaybalay, Bukidnon
	MRS. FE ANTIPASADO	Malaybalay, Bukidnon
Misamis Oriental	ASST. GISCAL FAUSTINA S. GENTILES	135 Victoria Ext. Camanon-An Cagayan de Oro City
Misamis Oriental	ATTY. ELVIGIA A. PAREL	9 Antonio Luna, Cagayan de Oro City 35-16
Misamis Oriental	ATTY. BELEN A. TIRO	12th St. Nazareth Cagayan de Oro City
	MRS. MINDA S. CASIÑO	Puerto, Cagayan de Oro City
Sulu	MRS. NORMA ABDULLA	Jolo, Sulu

CITY/PROVINCE/ REPRESENTED	N A M E	A D D R E S S	
Tawi-Tawi	MRS. SAKINURAIN I. DAWILA	Bongao, Tawi-Tawi	
	MISS SARAH JOWAK	Tawi-Tawi	
Zamboanga del Norte	DR. SOCORRO V. SAMSON	Salug, Zamboanga del Norte	
Zamboanga del Norte	MAYOR ANGELITA L. BALISADO	Sibutal, Zamboanga del Norte	
Zamboanga del Sur	ALELI A. SAGUN	Pagadian City	
Zamboanga del Sur	NENITA C. TAGSIP	1204 Bonifacio St., Pagadian City	
Zamboanga City	ESTRELLA SACEDA	Zamboanga City	
	JANE BERNARDO	- do -	
	JOSEFINA LIANG	- do -	
	LILIA PATIÑO	- do -	
	MERCY ARANETA	- do -	
	VIRGINIA SAN AGUSTIN	- do -	
	ATTY. VIRGINIA RAMOS	Zamboanga City	
	MRS. JUANITA J. ENRIQUEZ	Zamboanga City	
	Iligan City	MRS. DELFINA DELA RAMA	73-C Quezon Ave. Iligan City
		PASCUAL	

**WORKSHOP ON DEVELOPING MANAGERIAL SKILLS FOR  
INCOME GENERATING PROJECTS**  
Venee's Hotel, Davao City  
November 29 to December 3, 1978

**DIRECTORY OF PARTICIPANTS**

PROVINCE/CITY	N A M E	A D D R E S S
Agusan del Sur	THELMA R. OCLARIT	San Francisco, Agusan del Sur
Agusan del Sur	CARMELITA C. LABASTILLA	Bayugan, Agusan del Sur
Surigao City/Surigao del Norte	AIDA E. TRINIDAD	Barangay Luna, Surigao City
	VICKY E. MORA	Surigao City
	SOL F. CORTES	022 Diez St., Surigao City
Davao del Norte	SALVACION B. SORIANO	Panabo, Davao del Norte
	MINNIE B. JAMPAYAS	Lot 45 Block D Ecoland, Matina, Davao City
	SOCORRO C. SALARDA	Tagum, Davao del Norte
Davao del Sur	BIENVENIDA G. SACEDA	Digos, Davao del Sur
	CLARA R. ALCASABAS	New Argao, Malita, Davao del Sur
	HERMENEGILDA G. MONTEJO	Malalag, Davao del Sur
Davao City	SITTI ZOHARA, YAHYA PARDO	682 San Roque St., Davao City
	AZUCENA P. ILUSTRE	610 Kasoy St., Davao City
	ROSALINA L. MONTEJO	Bangcal, Davao City



PROVINCE/CITY	N A M E	A D D R E S S
South Cotabato	GREGORIA S. MORALES	Koronadal, South Cotabato
	FRIBERTA P. PULIDO	Koronadal, South Cotabato
General Santos City	REMEDIOS P. AZICATE	General Santos City
Surigao del Sur	VICTORIA A. CUBERO	Madrid, Surigao del Sur
	ANTONIA C. BUENAFLORES	Tandag, Surigao del Sur
Cotabato City	LOURDES V. MASTURA	28 Sero St., Cotabato City
	FREDEZVINDA A. MASUKAT	Cotabato City
	CANDIDA P. ORTUOSTE	Sinsuat Ave., Cotabato City
	MONELA M. MUA	Vito Subd. Notre Dame, Cotabato City
	TULOMBAI B. DATUKAN	Cotabato City
Sultan Kudarat	MERLITA D. LOYOLA	Isulan, Sultan Kudarat
	ANGELA C. OSORIO	Lutayan, Sultan Kudarat
	JOSEFINA D. BACONGCO	Lutayan, Sultan Kudarat

**WORKSHOP ON DEVELOPING MANAGERIAL SKILLS FOR  
INCOME GENERATING PROJECTS**

**December 6-10, 1978 Ateneo, Loyola Heights, Quezon City**

**DIRECTORY OF PARTICIPANTS**

PROVINCE/CITY	N A M E	A D D R E S S
Bulacan	NORA BATE	Bulacan
Pampanga	PACIENCIA FLORES	San Fernando, Pampanga
Olongapo	RICARDA MAGBUTAY	Olongapo
Malabon, Metro Manila	DEMETRIA GUTIERREZ	25 S. Pascual St., Malabon, Metro Manila
Metro Manila	DOLORA BALITARYO	25 S. Pascual St., Malabon, Metro Manila
Las Piñas	LEONORA CABADING	Las Piñas, Metro Manila
Batangas City	PACITA BERBERABE	1219-C Cordona St. Makati, Metro Manila
Batangas City	PURIFICACION RAYOS	Batangas
Cavite	AGRIPINA ABUCO	517 C. Abueg St. Rosario, Cavite
Cavite	SOCORRO GREY	Cavite
Lucena	SIONY FLORES	Lucena
Lucena City	SEVERINA ATIENZA	197 C.M. Recto St. Lucena City
Lucena City	MA. MINDA DAUZ	33 Capistrano Compd. Lucena City

Lucena City	ROSITA OJEDA	c/o DBP Lucena Branch, Lucena City
Laguna	TERESA NIEVA REODICA	Magdalena, Laguna
Marinduque	CESARIA ZOLETA	Sta. Cruz, Marinduque
Marinduque	OFELIA MADRIGAL	Marinduque
Palawan	EDNA ORTEGA	Puerto Princesa City, Palawan
Romblon	AURELIA SOLIDUM	Romblon, Romblon
Romblon	LORRAINE LIMOS	Romblon, Romblon
Albay	NELIA CIOCSON	Albay
Camarines Sur	CARMEN DAPILOS	Camarines Sur
Camarines Sur	FE P. SALVINO	San Vicente Pili, Camarines Sur
Catanduanes	GLORIA DE VERA	Virac, Catanduanes
Legazpi	URCISCIA DARIA	Legazpi City
Legazpi	RAMONA RAÑESES	Legazpi City
Legazpi	ANGELITA AGO	Rizal St., Legazpi City
Legazpi	AMELIA ALA	Gov. Forbes San Roque, Legazpi City
Legazpi	NICETAS ALVARADO	Legazpi City
Masbate	LILY S. PUJOL	Masbate, Masbate
Masbate	JUANITA MANZANILLA	Masbate, Masbate
Naga	ZENAIDA BABILONIA	19 Dao Road, Mariano Village Subd. Naga City
Sorsogon	BENNIE LORENZO	Sorsogon

**WORKSHOP ON DEVELOPING MANAGERIAL SKILLS FOR  
INCOME GENERATING PROJECTS  
Sun Valley Resort Hotel, Bauang, La Union  
December 12-17, 1978**

REGION	PROVINCE/CITY	N A M E	A D D R E S S
I	Ilocos Sur	WINSTON M. FAVIS	Ilocos Sur
	Ilocos Norte	MICHAELA ANDRES	Ilocos Norte
		OFELIA J. PASTOR	Ilocos Norte
		DOLORES CALAUSTRO	Ilocos Norte
	Abra	MARY JANE R. VILLAMOR	Lagangilang, Abra
	La Union	LUCIA T. VALDEZ	Caba, La Union
		NYMPHA C. DALIGUES	San Gabriel, La Union
	Pangasinan	DELIA L. MADRIAGA	Lingayen, Pangasinan
	San Carlos City	JESAMYNE A. ACOSTA	105 Roxas Blvd., San Carlos City
	Dagupan City	ALVIN U. GONZALES	Dagupan City, Pangasinan

	<b>Mountain Province</b>	<b>JOSEPHINE C. DOMINGUEZ</b>	<b>Baguio City, Mountain Province</b>
		<b>JULIA P. AGAYO</b>	<b>Baguio City, Mountain Province</b>
	<b>Baguio City</b>	<b>NOELLE L. DE CASTRO</b>	<b>154 Central Pico, La Trinidad, Benguet</b>
	<b>Baguio City</b>	<b>FLORITA A. SAMANIEGO</b>	<b>16 Hilltop Kayang St., Baguio City</b>
<b>II</b>	<b>Batanes</b>	<b>NORMA B. FABIA</b>	<b>Batanes</b>
		<b>SYRA A. MIRABUENO</b>	<b>Basco, Batanes</b>
	<b>Cagayan</b>	<b>GORGONIA S. DIAZ</b>	<b>Pangue, Tuguegarao, Cagayan</b>
	<b>Cagayan</b>	<b>ESPERANZA B. OSOLIO</b>	<b>Pamplona, Cagayan</b>
	<b>Nueva Vizcaya</b>	<b>HELENE P. ACOSTA</b>	<b>Bay, Roxas, Solano, Nueva Vizcaya</b>
		<b>LUISA C. LOGAN</b>	<b>Solano, Nueva Vizcaya</b>
	<b>Quirino</b>	<b>AZUCENA O. SARANDI</b>	<b>Maddela, Quirino</b>
		<b>ELEUTERIA C. GAFFUD</b>	<b>Maddela, Quirino</b>
<b>III</b>	<b>Bataan</b>	<b>RAQUEL C. LACSON</b>	<b>Sta. Lucia, Samal, Bataan</b>
	<b>Nueva Ecija</b>	<b>MILAGROS S. CRUZ</b>	<b>Cabanatuan, Nueva Ecija</b>
	<b>Cabanatuan City</b>	<b>VIRGINIA G. PARUNGGANAN</b>	<b>Cabanatuan City</b>
		<b>GREGORIA V. ESGUERRA</b>	<b>Caridad Village, Cabanatuan City, Nueva Ecija</b>
		<b>LEONILA A. TALENS</b>	<b>Sadiandante St., Cabanatuan City, Nueva Ecija</b>
	<b>Tarlac</b>	<b>LUZ DUCUSIN, C.</b>	<b>Tarlac</b>
		<b>ROSARIO N. SEMBRANO</b>	<b>Gerona, Tarlac</b>
	<b>Zambales</b>	<b>ROSELLYN E. MAGSAYSAY</b>	<b>Castillejos, Zambales</b>
		<b>ANITA B. BATTAD</b>	<b>Iba, Zambales</b>
		<b>LUISA M. DE LEON</b>	<b>San Pablo, Castillejos, Zambales</b>
		<b>BABY JANE A. FABUNAN</b>	<b>98-A San Miguel, San Antonio, Zambales</b>

---

**I NCRFW Facilitator**  
**Baguio City**

**ATTY. VIRGINIA O. DE GUIA** **Baguio City**

Handwritten notes and scribbles, including the word "MAY" and other illegible markings.

Office of the President  
National Commission on the Role of Filipino Women  
1145 J.P. Laurel St., San Miguel  
Metro Manila, Telephone No. 47-18-60, 47-18-88