



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

**1984 ANNUAL REPORT**





# National Commission on the Role of Filipino Women

## 1984 ANNUAL REPORT

### Contents

Foreword .....	3
The Year in Review .....	4
Research Projects .....	6
Clearinghouse and Information Center on Women .....	16
Highlights of Balikatan sa Kaunlaran Achievements .....	18
Pilot Projects for Women .....	20
Other NCRFW Projects/Activities .....	22
UN-Assisted Projects For Women .....	32
Participation in Regional Meetings and Conferences .....	34
Meetings With Foreign Visitors .....	36
Appendices .....	38



# NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN

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## FOREWORD

. . . The problems that women face in society are profoundly human problems, inseparable from the political, economic, social, and cultural problems that face a developing nation. They are political problems in the sense that they require the exercise of political will; they are economic problems in that they require changes in the economy; they are social problems in that they involve the age old issues of agrarian reform, feudalistic throw backs; in general, the restructuring of the social order, to which our New Society is committed and they are cultural problems since they involve moral values and attitudes. The question of women is thus a question of humanity and they merit the concern of men as well as women, for both are committed to the making of a new social order.

Only the most somnolent consciousness would now characterize societies as either patriarchal or matriarchal. The human order requires both aspects in the same manner as any human being must have a mind and heart, a body and spirit. As eastern philosophy has postulated and modern science has confirmed, the universe is Ying and Yang, male and female principles merging into a functioning whole.

It is in this light that women are regarded as natural leaders, or nature's leader's for being the womb and school of the human race. We say, school, for starting in the home, women pass on from one generation to the next the moral and spiritual memory of the race. Indeed, it has been observed that the breakdown of the home presages the collapse of civilizations.

We try to be whole as much as we can: Most acutely in the case of women, we are mother, wife and citizen. We dare not abandon one role for the other, unless at certain stages, the demands of motherhood have naturally passed. But even then, vestiges remain: we are after all, mother to the race.



IMELDA ROMUALDEZ MARCOS  
Chairman, National Commission  
on the Role of Filipino Women

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*Excerpts from the Policy Statements of Madame Imelda Romualdez Marcos, delivered before World Conference of the United Nations Mid-Decade for Women.*



## THE YEAR IN REVIEW

1984 was a year marked by struggles and challenges. Despite the economic, social and political problems which beset the country, NCRFW was in the height of its preparation for the closing of the Decade in 1985. In our ninth anniversary celebration, the theme "Kababaihan: Bayani ng Tahanan" was adopted to pay tribute to the Filipino woman's resiliency and endurance in this time of crisis.

Major activities which stood out in the year's list of accomplishments in preparation for the Conference were the completion of a 112-page questionnaire to serve as basis for the country report on the review and appraisal of progress achieved during the Decade; and the participation of the NCRFW Executive Director as chairperson of the Committee of the Whole of the ESCAP-sponsored Intergovernmental Preparatory Meeting of the Asia Pacific Region held in Tokyo from March 26 to 30, 1984. It was the first of a series of regional meetings worldwide to appraise women in the region as well as to propose post-decade strategies for the continued advancement of women. Output of the Regional Meetings will form part of the basic documentation of the World Conference in 1985.

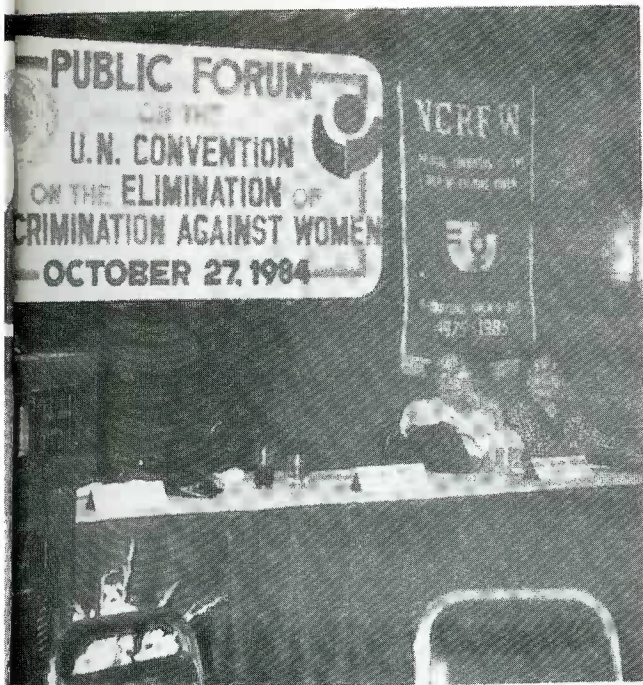
The first half of the year was marked by vigorous campaigns for women to exercise their right and duty of suffrage. The celebration of the International Women's Day, the Woman Suffrage Day, and awareness campaigns for the Batasan Pambansa elections were manifestations of NCRFW's eagerness to harness the potentials of our women for participation in political and decision-making activities.



Dialogues for Peace between the student demonstrators and peace-keeping force (military) were organized by NCRFW in order to bring about a significant meaning to the celebration of International-National Peace Day last September. The conduct of a Public Forum on the Elimination of All Forms of Discrimination Against Women last October provided significant insights to lead agencies working for the equality and advancement of women in the fields of Health, Education, Employment and Political Participation.

Programs for women during the year were strengthened and expanded. As in past years, *Balikatan sa Kaunlaran* served as the structure and vehicle for women's participation. The Brick Industry Project which was formerly pilot-tested in San Mateo had been replicated in San Jose City. The Quirino BSK Council had been tapped by UNICEF to undertake a child survival project called: "*Balikatan sa Kabataan*" in view of the prevailing high percentage of malnutrition and depressed economic condition in the area. In cooperation with other government agencies, BSK further undertook technology development and transfer programs such as the setting up of experimental/demonstration farms in Bulacan and the charcoal production in Quirino. In recognition of group effort and





strengthening of the Philippine Clearinghouse and Information Center on Women.

In addition to the 112-page questionnaire to review and appraise the Decade, the Philippines is required to submit at least three more documents. Since the second half of the year, NCRFW officers have been mobilized to conduct data-gathering activities for the completion of the following documents: 1) Country Report on the Philippines with full sectoral reports in the fields of Employment, Education, Health and Public Participation; 2) Forward Looking Strategies for the Advancement of Women; and 3) Development of Statistical Indicators.

The world has never been the same again after 1975 International Women's Year. The UN Decade for Women has undoubtedly aroused the concern over the fuller utilization of the potentials of women who represent 50% of the world's population. The discrimination against women in the statutes has become a major issue and the elimination of that discrimination has been one of the targets of all national programs. Admittedly however, legal reforms alone cannot effectively eliminate the many forms of discrimination.

Considering the deeply-seated attitudes, values, traditions and religious devotions which directly or indirectly favor discriminatory conditions, much more has to be done to work out the changes. Centuries and centuries of the existing conditions and biases cannot be changed in a lifetime — much less in a decade especially when decision-making is well entrenched in the men.

In this time of crisis and massive transformation, the NCRFW is tasked with maximizing the contribution of Filipino women to nation-building. This is the challenge beyond the decade.

Dr. Leticia Perez de Guzman  
Executive Director

civic spirit, NCRFW launched the "Lingon-Tanaw" contest during its ninth anniversary celebration on January 6, 1984. It aimed to award outstanding livelihood projects operationalized in 1984 in response to the economic survival challenge.

Three significant researches were completed in 1984. These concern the values of Filipino women and their implications for education, national policy and social actions, quantification of housework, and a study on Women in the Philippine Bureaucracy: as an alternative approach to the study of women political participation. Targetted to be completed by the first quarter of 1985, in time for the closing of the Decade these researches include: a) Effects of the Integration of Concepts Concerning Roles of Men and Women on the Values and Attitudes of Students; b) Women Workers in Transnational Corporations; The case of the Bataan Export Processing Zone; c) Women in Different Professions; and d) Assessment of the BSK Program.

Continuing activities of NCRFW are the monitoring of LOI nos. 974 and 1066; monitoring implementation of the provisions of the UN Convention on the Elimination of All Forms of Discrimination Against Women; and the expansion/



### Effects of Integration of Concepts Concerning Roles of Men and Women on the Values and Attitudes of Students

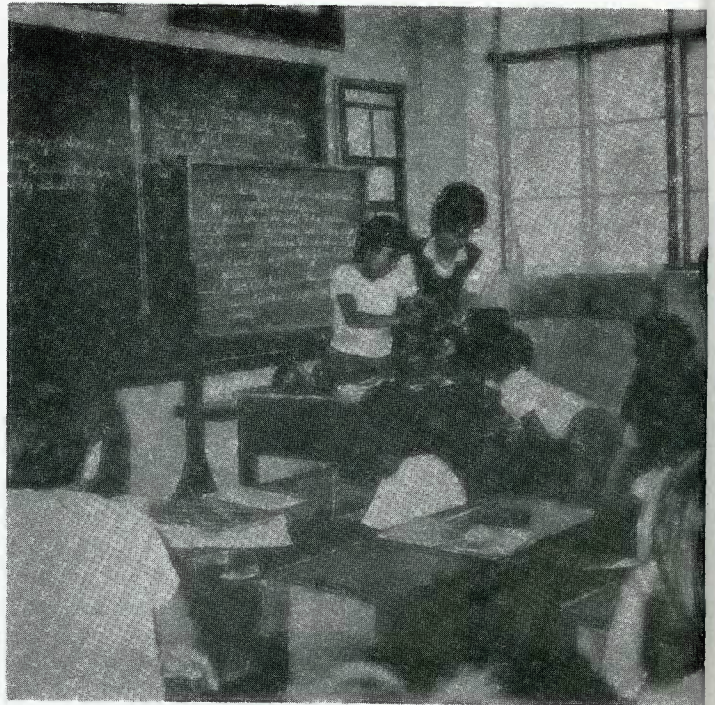
If woman's role in development ought to be enhanced, it becomes imperative to develop attitudes that are supportive of the idea of partnership of man and woman for development and progress. Along this line of thought, the National Commission on the Role of Filipino Women (NCRFW) in cooperation with the Ministry of Education, Culture and Sports (MECS) undertook a project aimed at effecting attitudinal and value change among the students through integration of concepts concerning roles of men and women in the syllabus.

Phase I used the pre-experimental design referred to as the pretest-posttest one-shot case design and Phase II used the classical pretest-posttest control group design. The study, which was carried out in two phases was conducted in two schools each, one public and one private, in the elementary, secondary and tertiary levels.

Specifically, the study sought to answer the following questions:

- 1) What specific attitudes and values are developed/enhanced in the students by integrating the concepts of role of men and women into the curriculum?
- 2) To what extent are these attitudes and values acquired by the students?
- 3) What other attitudes/values besides those targetted are being developed in the students?
- 4) What are the students' reactions to the materials?
- 5) What is the extent of effectiveness of the materials at the different levels?
- 6) Is there an interaction between the integration of sex role concepts in the curriculum and some student variables?

It can be gleaned from both the phase I and phase II experience that integrating sex role concepts in the syllabus could affect/influence students' values and develop favorable attitudes toward the roles of men and women. In fact, data from both phases reveals that the experimental classes in all the three levels responded positively to the integration of role concepts as



indicated by their significantly higher posttest scores compared to the control classes and likewise shown by their gains (difference between pre- and post-test scores) which are also significantly bigger than the corresponding improvement of scores in the control classes (where no integration was made). Moreover, the results of the study show the favorable response, albeit in varying degrees across levels, of students to the constructs *equality*, *complementarism* and *emerging role* of women. Furthermore, in the course of observations of classes involved, some behavioral changes, as manifestations of corresponding attitudinal/value changes, were observed and noted among students exposed to the integration lessons/materials. In addition to this, some student and teacher variables were also found to have a bearing in effecting attitudinal change among the students.

From the aforementioned findings, the role of education in attitude and value formation/development can never be overemphasized. The findings of the study further show that the classroom as a center for learning, offers appropriate and adequate opportunities in effecting desirable changes in attitudes and





values of the citizenry, particularly the young, concerning man/woman roles.

The study has also proven that deliberate intervention can be very effective in bringing about attitude and value changes among the students. Thus, educating the people to maximize women's involvement and contribution to nation-building through a total abandonment of stereo-typed roles of woman and full recognition of and support for her emerging roles, may be realized. To begin with, this may be done by utilizing the results of the study as springboard towards institutionalizing the role concepts and taken up as part of the regular program for each of the subjects taught in schools. Subsequently, curriculum planners and teachers as well should be given orientation in the sex role concepts to bring about a more effective implementation of integrating concepts on the optimization of women's potential in the curriculum. Such goal demands that the teachers themselves recognize the basic right of woman to human dignity and worth which should strengthen the whole process of optimizing women's potentials for development.





## An Assessment of Women's Participation in Development Projects: The BSK Experience

In 1977, the National Commission on the Role of Filipino Women (NCRFW) adopted "Balikatan sa Kaunlaran" (BSK) as the strategy for the fuller integration of women in nation building. The program is a timely response to the government's vigorous call for people's participation in programs which are aimed towards achieving self-reliance and economic productivity among the Filipinos.

Since its inception, the movement continues to expand its activities all over the country. Groups of women or councils comprising the movement have been implementing socio-economic, cultural and spiritual projects through self-reliance and through resources generated from both the government and the private sector. With membership of approximately three million, the movement has 132 provincial and city councils all over the country leaving only one province and one city not yet organized.

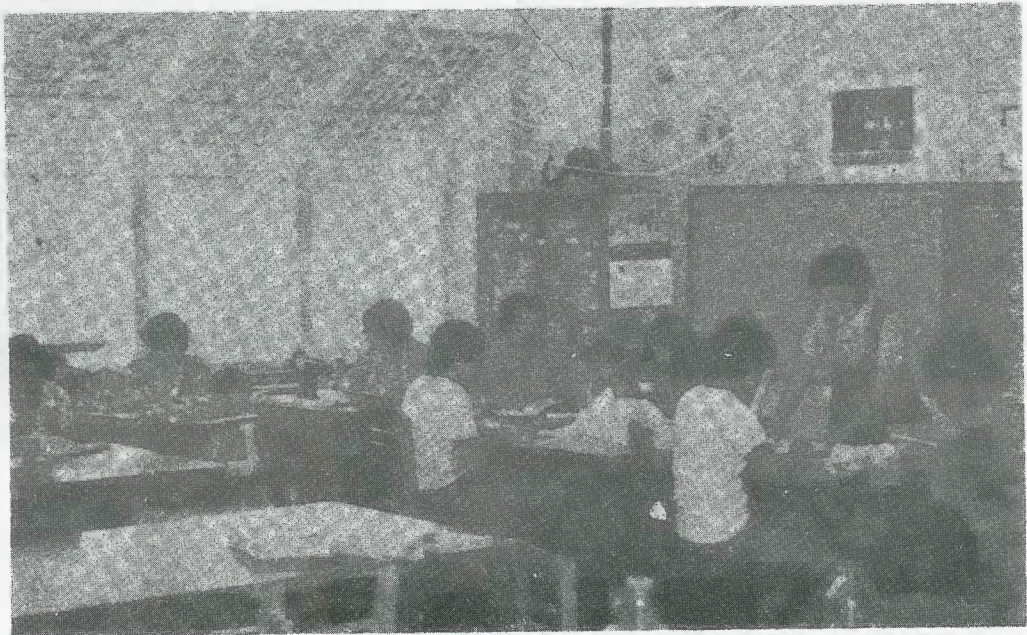
A study was conducted by the UP Institute of Social Work and Community Development (ISWCD) in 1981 to assist NCRFW in identifying outstanding BSK projects. This was the first of a series of assessment undertaken by NCRFW to determine the extent to which program goals are effectively carried out by various BSK groups. However, this initial assessment was mainly descriptive and could not be said as an analytical study of BSK, so much so that a second assessment entitled "An Assessment of Women's Participation in Development Projects: The BSK Experience" was commissioned by NCRFW to determine the factors affecting



organizational effectiveness and to assess the impact of BSK on the target communities. Results of the study provide helpful insights to policymakers and program administrators in identifying viable individual/community projects which the people themselves will and can undertake; and in deciding whether to strengthen and suitable strategies that will promote women's participation in livelihood endeavors and other development-oriented activities.

Specifically, the study evaluated the BSK Program as to its content, organization and mode of service. From this assessment – analysis, case studies of active and inactive BSK councils were developed. In analyzing survey results, five demographic variables were correlated with participation, namely: age, educational attainment, number of pre-school children, total family income and length of stay in the area. On the other hand, measures of participation included those activities falling under planning and decision-making, as follows: identifying community needs or problems; formulating plans of action; sharing in decision-making;





identifying GOs/NGOs that may render assistance to the project; evaluating results or accomplishments of BSK; giving feedback to the community regarding evaluation results; and giving recommendations for future BSK activities.

The case studies reflected a deeper level of analysis with regard to the nature and extent of participation between respondents and between council types. Findings gathered from the active councils, for example, reveal that participation was much more evident on the part of the lower ranks. A common approach used by active BSK Council was the formation of working committees or core groups which were tasked to plan or map out specific modes of operations in pursuit of the set objectives of the BSK Council. Delegation of tasks and conduct of periodic assessment of BSK projects/activities were done by the council officers. Linkages with other organizations were also established. And these factors seem to account for their organization's viability and effectiveness in carrying out BSK goals or objectives.





### Monitoring Implementation of Letter of Instructions No. 974

As the national body on women's affairs, the NCRFW is tasked with monitoring compliance to the provisions of LOI 974, a major policy statement affecting women. Specifically directed to all government ministries and offices including government-owned or controlled corporations to afford equal opportunities to women in terms of employment, remuneration and promotion to decision-making positions where they are qualified, the LOI was issued on January, 1980. Since then, the NCRFW has conducted two surveys, one in early 1982 and another in August to December 1983.

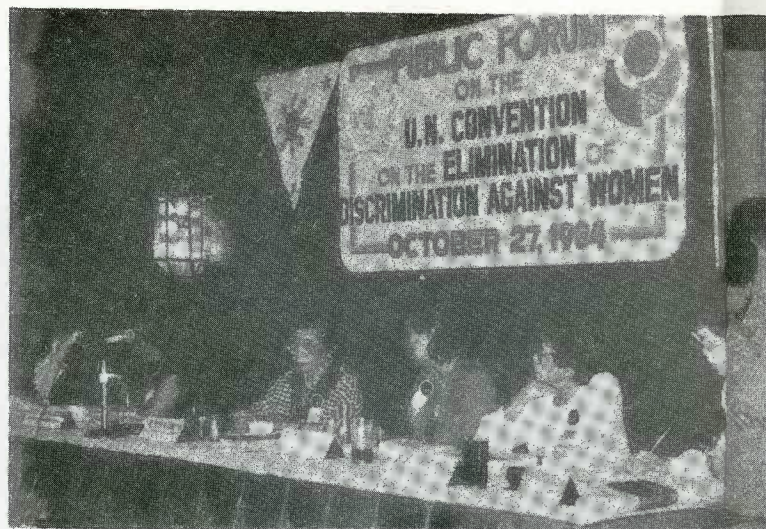
The latter survey covered all ministries/offices of government and 500 private companies identified through a systematic stratified sampling technique from the list of top 1000 corporations of 1980 with gross revenues of at least 50 million pesos.

Data from the survey reveal that in terms of representation and promotion, women's status was consistently better in the government than in the private sector during the survey period from 1979 to 1982. While female representation in government averaged 48% in 1979 increasing to 50% in 1982, they were definitely a minority in most private sector industry groups except in the Financing/Insurance/Real Estate Industry.

In terms of financial conditions, however, women in the private sector enjoy a much better deal than their government sector counterparts. In 1980 particularly, women's income distribution showed 68% of them falling into the P1,000 to P2,999 income bracket, a much better picture compared to the government sector.

The LOI seem not to have affected significant influence with respect to training of female government employees, indicated by a decrease in female participation rate in training programs from 1979 to 1982. Significant, however, was the remarkable increase in the number of females who trained in the technical/professional fields in 1982 compared to their very negligible participation in this field from 1979 to 1981.

Generally, the survey indicates a still very evident sex-stereotyping of jobs, both in government and private offices, i.e., women are hired for secretarial/clerical jobs, personnel and public relations; the same stereotyped jobs ascribed to



women when asked where they best excel in.

The survey clearly shows that much remain to be desired in the status of working women and that the LOI particularly, seem not to have really caused much significant changes.

### Monitoring UN Convention on the Elimination of All Forms of Discrimination Against Women

On April 24, 1980, a seminar-workshop on the UN Convention on the Elimination of All Forms of Discrimination Against Women was convened under the joint auspices of the National Commission on the Role of Filipino Women and the Philippine Society for International Law (PSIL). The purpose of this gathering was to discuss and to examine carefully the provisions of the Convention and more importantly to decide whether the Philippines should ratify it.

The Philippines' ratification in August 1980 was but another step in the continuing effort towards achieving for women equality of status.

On the part of NCRFW, the national machinery designated to monitor progress in the implementation of the treaty, it undertook an annual monitoring survey among public and private entities of the implementation of the provisions of the UN Convention in all fields since it entered into force on September 3, 1981.

In 1984, a public forum on the UN Convention on the Elimination of All Forms of Discrimination Against Women was conducted at the





Quezon City Sports Club in preparation for the country's next reporting to the UN Committee on the Elimination of Discrimination Against Women (UN CEDAW) in 1986. The date of the forum was set on October 27 to coincide with the United Nations Week, a timely reminder of the Philippines being a member of the family of nations with which it shares common aspirations like the legitimate desire for women to achieve for themselves human dignity on the basis of equality with men. Aimed at developing fuller awareness and a sense of involvement among the participants on the obligations of the Philippines as a party to this Convention, its provisions and implications on their agencies' programs and policies, the forum was also set to facilitate data gathering for the Philippine reports to the Nairobi Conference.

The forum was participated in by distinguished men and women including NCRFW Commissioners representing the academic, economic, legal, health and other sectors of society. Deliberations and discussions on this delicate issue led to recommendations on ways of eliminating discrimination against women.

Among the recommendations brought up during the sectoral workshops are as follows: the need to review existing employment policies in order to check their suitability to the present needs of women; to provide special legislations for disadvantaged women; and to continually provide alternative employment opportunities for women to avoid resorting to prostitution leading to their further exploitation. In the field of law, the NCRFW Committee on Legal Reforms and the UP Law Center teamed up to



formulate recommendations on the amendments of the present Civil Code including Family Law. In the field of education, there seems to be no existing discrimination whatsoever against women as beneficiaries of education. However, in terms of women as educators and administrators, they continue to be inequitably represented in top management positions. The importance of educating the students at an early age on changing their attitudes about certain traditional beliefs and myths was also emphasized.

The proceedings of the Forum will form part of the progress report of the Philippines to the CEDAW in 1986.



## Quantification of Housework

Generally, earnings of female members represent an important, if not indispensable contribution to the family income especially in low-income households. The extent, however, to which women are free to contribute to economic production depends in large part upon the compatibility of their economic and family life. With the family being the center of activity, a woman may likely occupy dual roles or labor force statuses (i.e., housekeeping and working at the same time). The multiplicity of her roles and responsibilities cannot be taken for granted especially if she starts to work or continues to work outside the home after marriage.

The Philippines follow the UN definition of measuring market activity. 1982 NCSO data reveal that more than 70 percent of unemployed women are housekeepers. It implies therefore that a major part of the country's economic activity is omitted from the calculation of the Gross National Product (GNP). In the labor force approach of the NCSO, housewives have always been classified as "not in the labor force" since the approach is based on a clear behavioral distinction between being economically active (directly contributing to the production of economic goods) or inactive. Women's work have always been explained as if it were a measure of welfare rather than an element in production by international statistical authorities. Since their non-market activities carry no price tags, their contributions to household welfare have remained non-monetized, unrecorded and therefore, unrecognized.

To redress this state of affairs, NCRFW launched a study on the quantification of housework in cooperation with the National Accounts Staff of NEDA. As reflected in the thrusts and objectives of the Women's Decade, the study's primary objective was to assess the available statistical information generated from the quarterly surveys of households of NCSO to determine whether or not the detailed labor force statistics regularly operated could provide an adequate basis for the quantification of unpaid housework; and should gaps exist, whether or not it is feasible to generate the required information utilizing the same quarterly survey of households as a vehicle for filling up



the identified gaps. Specifically, the study came up with an income model using the opportunity cost approach as a methodology to quantify housework. This method requires the development of a model that gives housework the equivalent wages the unpaid housewife would earn if she chooses to give up housework and take up employment.

The study also came up with a proposed modification in the NCSO quarterly survey of households to support data requirements for the monetization of housework using the market valuation approach, a method that requires imputing monetary values on unpaid housework on the basis of prevailing wages in the labor market.

The study concluded that estimates of unpaid housework by imputing prevailing wage rates of domestics to time spent for these non-market activities could easily account for 10-11 percent of GNP. If the monetary value of unpaid work, in turn, were estimated by the aggregate value of foregone income of non-working women, assuming there is no constraint on the absorptive capacity of the labor market, the imputed value could easily account for about 30 per cent of GNP.

As a follow up to this study, the NCRFW is planning on a nationwide survey to determine the applicability of the methods devised.



## Women in Transnational Corporations: The Philippine Case

In an attempt to look into the situation of women workers in transnational corporations (TNCs), a highly female-dominated work setting where controversial cases of exploitation and poor working conditions have been reported, the NCRFW in early 1984 commissioned the Institute of Labor and Manpower Studies to undertake a re-analysis of an earlier conducted survey in the Bataan Export Processing Zone (BEPZ). Aimed at establishing the profile of women workers, including working and living conditions, the study also intended to explore possible recommendations as to policy decisions in order to protect the welfare of women workers in the Zone, and possibly, in all other transnationals in the country.

The study reveals that the women workers in the BEPZ are young, single, inexperienced and unskilled. They work long hours, eight hours of regular work plus an average of two hours daily overtime, six days a week. Worst, they are allowed to work two shifts with some extending up to three successive shifts. Although equal to or higher than the minimum wage, the women-dominated industries especially electronic and garments pay lower than male jobs in the metal and transport industries.

Among others, therefore, the study recommends the need for a policy decision on the long working hours of these young, rural women workers in the zone using results of various firm level experiments on compressed work week as basis for any working hour adjustments. The study also recommends a further investigation of the employment situation in the zone especially with regards some informal report of sexual harassment by recruitment personnels. There is also the problem of reported cases of co-habitation among workers due most probably to the unwritten preference for single women workers.



A wage-related recommendation is for a tripartite agreement standardizing various positions in such female-dominated electronics and garments industries along with other positions in male-type industries which pay highly.

Also, an intensive dissemination program is recommended to enlighten the women workers on their rights and privileges and on labor laws and regulations.



## Women in the Philippine Bureaucracy: Toward An Alternative Approach to the Study of Political Participation

While the Filipino woman has been presented in many studies as an active and accomplished woman in various fields without losing her domesticity, results of other studies, however, show passive participation of women in politics.

Considering the Filipina's achievements in many fields, why not that much in politics? Is she really totally uninvolved or is her involvement in politics not readily ascertained through studies using traditional electoral indices? Are there other ways of assessing the role of the Filipina in politics aside from the usual indicators of leadership in political organizations or involvement in political campaigns?

To provide the answers to these questions which are of interest to the NCRFW, financial assistance for data collection was extended to Prof. Proserpina D. Tapales of the UP College of Public Administration for her doctoral dissertation entitled "Women in the Philippine Bureaucracy: Toward An Alternative Approach to the Study of Political Participation". It was agreed that data from this study may be utilized by NCRFW for further analysis regarding the participation of women in various aspects of life.

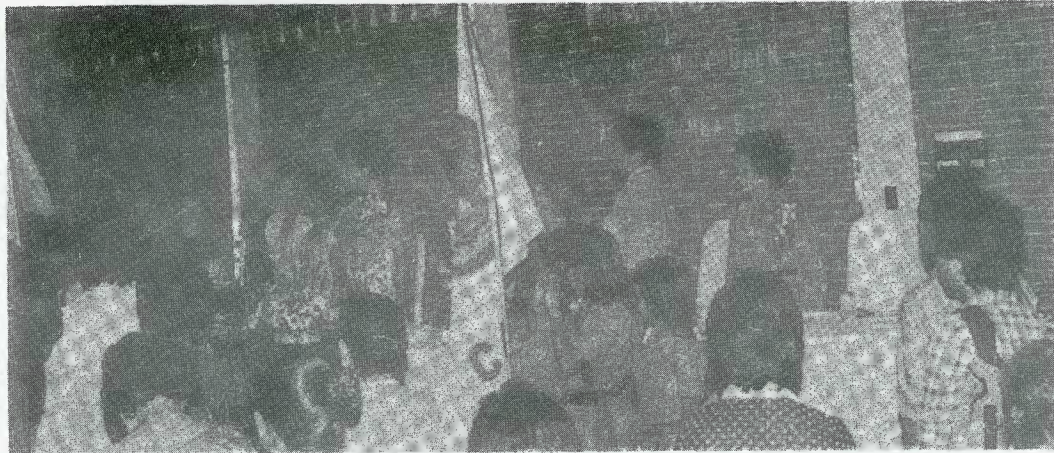
The study approached the issue of Filipino woman's political participation from the perspective of her role in the bureaucracy, the fourth branch of the government which she has been able to penetrate and participate actively. Aimed at proving that Filipino women particularly the female higher civil servants do perform political roles through direct participation in policy-making, this study was also conducted to determine their socio-economic background, attitudes and perceptions of their roles and their manner of role conflict resolution.



Salient findings of the study were incorporated in the sectoral report on the participation of women in public affairs which the NCRFW prepared for the Nairobi Conference. Aside from its significance to policy formulation, the findings provide several leads for further studies by political scientists and public administrators, as for instance, a study on higher civil servants in other selected regions on whether they have the same socio-economic backgrounds and role perceptions as their Metro-Manila counterparts, as well as comparative studies extended to the ASEAN region to determine differences in the degree of political participation and perception of policy influence, among the women.



NCRFW-CAWP PARANGAL FOR ELECTED  
ASSEMBLYWOMEN TO BATASAN PAMBANSA



Opening Ceremonies



MP Cecilia Muñoz Palma



MP Helena Z. Benitez



MP Eva Estrada Kalaw



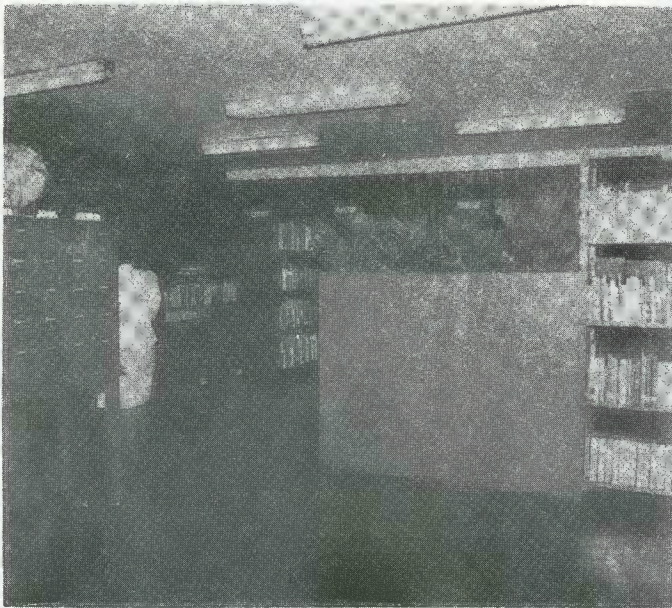
MP Amelia Gordon



From l-r: MP Juanita Nepomuceno, MP Eva Estrada Kalaw, MP Edith Nakpil Rabat, Dr. Minerva G. Laudico, MP Helena Z. Benitez, MP Cecilia Muñoz Palma, MP Amelia Gordon, and Dr. Leticia P. de Guzman.



## PHILIPPINE CLEARINGHOUSE AND INFORMATION CENTER ON WOMEN



To be able to perform its major role as the focal point for acquisition, exchange and dissemination of information on women, the Clearinghouse apart from carrying out its regular functions continued implementing projects started in 1983 and launched new ones in 1984. The Clearinghouse also focused its data gathering activities in preparation for the World Conference to Review and Appraise the Achievements of the UN Decade for Women.

### *Special Projects*

#### **Final Edition of National Union Catalog of Literature on Women in Philippine Libraries and Documentation Centers**

This National Union Catalog covers printed books, conference proceedings, pamphlets, reprints, microfilms, theses and some important manuscripts on women which could be found in 40 participating libraries in the Philippines. It contains 2,142 titles which includes those published or produced up to December 1983.

Through the NUC, the Clearinghouse users will be able to know wide array of information on women available in different libraries and consequently gain access to. It is also expected that with such a compendium, the data/information generation activities of the NCRFW may be redirected to fill the gaps and strengthen the weak links for a truly wider and more substantive participation of women in development.



Draft report has been completed in December 1984 and it is expected that final report will be completed in January 1985 and can be used as a tool of Clearinghouse users starting February 1985.

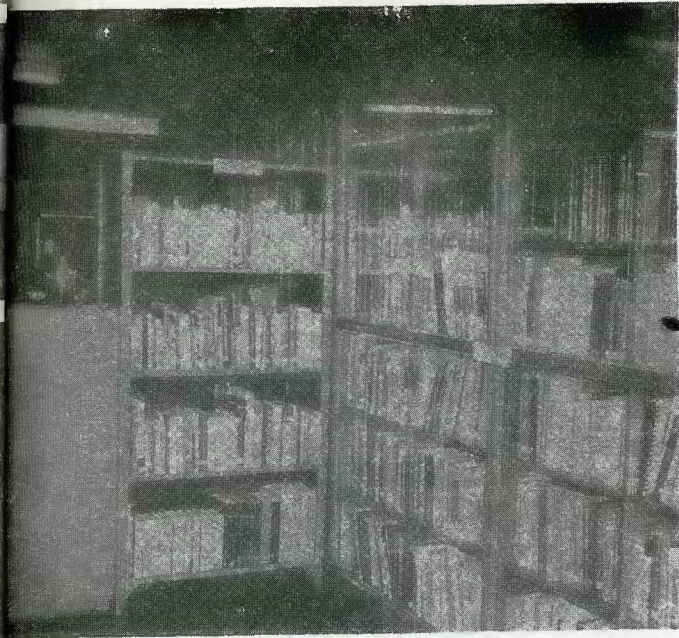
#### **Directory of Development Agencies and Programs Related to Women**

This Directory which was prepared in recognition of the need to identify linkages for the NCRFW's programs and projects presents a consolidation of government and non-government organizations located in Metro Manila where programs and services are directed towards the welfare of women. A total of 91 organizations are included in this volume of which 17 are government and 74 are non-government agencies.

The Organization/project profiles contain basic information regarding the agency objectives, history, membership, services and relevant data about its various development projects implemented between 1980 and 1982. Types of projects are categorized as Action and Research. On the one hand, areas of concern are categorized as Education, Health, Employment, Political Participation, and Internal Cooperation.

Final output of this project which consists of two parts, Organization Profile and Project Profile was completed in December 1984.





### Index to Periodical Literature on Women

This Index which will serve as a tool in providing speedy access to periodical literature published in local and foreign periodicals which were acquired by the NCRFW from 1975-1983 contains 733 entries.

It is now available to users who are interested to gain access to periodical literature on women.

### Other Projects/Activities

The setting up of INFOBANK on Women has not been implemented in full blast in 1984 as the Center concentrated in gathering data specifically to provide inputs for the preparation of reports for the forthcoming World Conference on Women come 1985. However, some data gathered will be considered as inputs already to the INFOBANK.

The Bio-Data File of Filipino Women in different fields are continuously updated to enable the NCRFW to nominate qualified women to different awards, conferences, and scholarships as well as to top level positions in the government.

A new project on Women in Different Professions which is designed to correct the emerging negative impression about Filipino women abroad has been started (preparatory activities) in October 1984.



Similarly, updating of Women Awardees File and Women in Government Service as well as the Directory of Women Organizations has been attended to.

For 1984, the Center acquired 134 materials, 69 journals, 491 magazines, 141 newsletters, proceedings/papers from 11 conferences/seminars on women (national and international); catalogued books and indexed periodical articles from 1,440 copies of leading daily newspapers; provided information services to 53 agencies and organizations; and distributed copies of informational materials on women.

In addition, the Clearinghouse provided information support to several reports/papers prepared by the NCRFW Staff and Commissioners which includes: Review and Appraisal of the Achievements of the UN Decade for Women: Government Reply to UN Questionnaire (consisting of 14 sectors). The Center took charge in completing the sections on Women in Rural Development and Science and Technology; Sectoral reports on the achievements of UN Decade for Women in the Philippines: education, health, employment and women in politics and decision-making positions; Philippine papers for the AWP-ACWO Meeting on Maximizing and Equalizing Familial, Political, and Civic Responsibilities of Women which was held in Yogyakarta, Indonesia; A Study of Some Philippine Ethnic Women and Their Status; Coping with Economic Crisis — The Challenge Facing Today's Women.

The Clearinghouse also coordinated the production of: NCRFW Annual Report for 1983; Filipino Women: Facts and Figures; Flyers/Brochures about the NCRFW, BSK and Clearinghouse and in distribution of the same to concerned organizations and individuals.



## HIGHLIGHTS OF BALIKATAN SA KAUNLARAN ACHIEVEMENTS

The Balikatan Sa Kaunlaran which serves as an extension of the NCRFW to test and implement programs/projects that will contribute to policy formulation and implementation as well as program development to achieve the fuller integration of women in national development has been undertaking four major programs on education, economic or employment, health and socio-civic/political.

Based on the submitted reports, a total of 22 major projects and activities were implemented by 70 organized BSK councils in the different provinces and cities. The estimated cost they have inputed for these projects is P68,593,805 with beneficiaries of around 4,415,595 women, men and youth.

### Education

For its education program, its goals are: a) to escalate the educational program for women for their total development and fuller integration in the national plan of action; and b) to reach out to women especially those in the rural areas as catalysts for strengthening the families, improving their communities and promoting national solidarity. Several activities under this program have been implemented by various councils throughout the Philippines as shown in the following table:

Activity	Number of Implementing BSK Councils
Meetings/Seminars/ Lectures/ Workshops	68
Skills development and training	35
Literacy Project	20
Scholarships	13
Distribution/Solicitation of Educational Facilities	10
Others (radio, program, film showing)	10



### Economic

Under the economic program, its goal is to uplift economic status of women through improved management capabilities and working conditions, optimizing women's potential, providing access to resources, for the fuller integration of women in economic development. Four major projects were undertaken under this category. One is on food production which includes production and marketing of saleable goods/products such as preserved fruits, processed milk, meat vegetables, eggs and fish. It also includes animal or livestock raising, dispersal, breeding or fattening, fish culture, orchard, green revolution, backyard gardening, and such other similar IGP's. Fifty two (52) BSK Councils got involved in these types of IGP's. Involvement consists of direct implementation, management supervision and provision of funding or capital aid.

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Thirty eight councils implemented cottage industry projects which include production and marketing of garments, baskets, fans, hats, pottery bricks, and other novelties as well as cloth weaving, embroidery, crocheting, cloth painting, jewelry/shoe making and other crafts with an average membership participation of 31.7%. On the one hand, 32 councils reported that they conducted trainings on specific IGP Skills and Employment Assistance which covers skills development, extension of capital loans, and referrals for employment.

Likewise, operation of small businesses which include renting of equipment, sari-sari store operation, vending and other IGP's were undertaken by 38 BSK councils.

## Health

With the belief that a healthy people makes a healthy nation, Balikatan with its health program has aimed to develop among women the need to integrate a comprehensive health program based on the needs of the community and adopt meaningful and scientific health concepts, methods, values, attitudes and sound health practices. For 1984 BSK Councils have engaged in the following specific activities.

Activity	Number of Implementing BSK Councils
Food and Nutrition	12
Health and Sanitation	23
Health Seminars and Information Dissemination	45
Health Protection and Delivery Services	63

## Socio-Civic and Political Involvement of Women

The socio-civic and political involvement of BSK has always been felt in the community. With the goal of accelerating the involvement of women in social, political and spiritual life, Balikatan has conducted the following projects which cover varied areas:

Activity	Number of Implementing BSK Councils
Community Services	45
Conduct of Public Meeting and Fora	65
Cultural Programs	30
Construction of Public Facilities	10
Promotional Activities	40
Sports & Recreation	30
Legal Assistance	15
Linkages & Networking	48

For Balikatan Sa Kaunlaran, all these programs and projects are just but a beginning. There are plenty of work to be done by women in order to help the country recover from the present crises it is experiencing. As partners in progress, the Balikatan women are keeping themselves open in keeping with the signs of the times through its multi-faceted undertakings in order to reach to as many Filipinos as possible regardless of age, sex and beliefs.



In pursuance of one of the goals of the UN World Plan of Action for Women's Decade on "increasing employment opportunities for women, the NCRFW continued to extend support to 21 pilot income generating projects for women in selected areas of the country using *Balikatan sa Kaunlaran* as primary structure. This was also pursued to enable the NCRFW to gather empirical data that could assist the Commission develop policies and programs to improve the welfare of women.

Simultaneous with the implementation of these projects, the NCRFW likewise seeks the development of human infrastructure, or the organization of women into active networks that would ensure their accelerated participation in the various dimensions of the nation's development. Income generating activities were used as strategy to attract women participation in community development activities. In all these pilot projects, payback of loans was emphasized to instill credit responsibility and to change the people's belief that all financial support coming from the government are mere "dole-outs".

Three new projects launched this year brought to 24 the total NCRFW-assisted pilot projects for women. Potential for utilizing women's capacities and converting untapped local resources into additional family income was again applied as basic consideration in the extension of technical support and capital loans. The new projects are:

### *1. Iloilo BSK Banana Chips Production Project*

This project aims to generate employment opportunities for women in support to the attainment of the livelihood objectives of NCRFW and BSK. It involves the manufacture and sale of banana chips through the use of simple manufacturing processes.

The project is located in the municipalities of Anilao, Guimbal, Bingawan, and Janiway of Iloilo Province. NCRFW extended a capital loan of P57,090.00 which was expended for the acquisition of raw materials, labor, utilities, and as defrayment for transportation, monitoring, and evaluation components.

### *2. Needlecraft Project by Caloocan Council*

This project aims to improve the productive capability through undertaking a small scale income-generating project.

It involves the participation of 400 members of the Caloocan BSK Council. The project was able to generate P5,000 additional income for the council over a period of one and a half months.

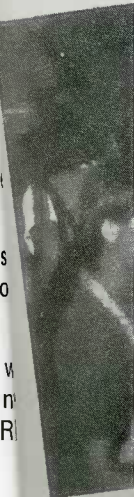
NCRFW supported this project in the form of raw materials donated by the South Seas Trading Corporation.

### *3. Knitting Project of San Juan BSK Chapter*

This project aims to provide the disabled BSK members and residents in the depressed barangays of San Juan with supplemental income through utilizing of the available resources in their respective localities.

Some women members who have the skills in dress-making and knitting were able to increase their income to at least P100/month.

The NCRFW provided the Chapter with threads and knitting materials as its counterpart. These materials were donated to NCRFW by the South Seas Trading Corporation.





## BSK Projects



Spiritual Uplift Project



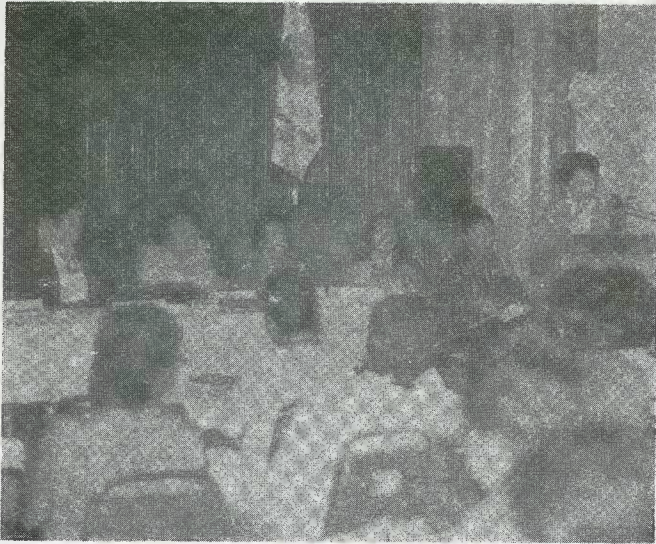
Skills Training



Medical and Dental Care Services



## OTHER PROJECTS AND ACTIVITIES



### National Training Workshop

In collaboration with the National BSK, Inc. and Independence Day Committee, the NCRFW conducted a 3-day training course on *Community Organization and Development Planning for Women* last June 13-15, 1984 at Teacher's Camp, Baguio City.

The training was designed to orient and teach women the basic lessons on community organization, resource mobilization developmental planning. It also came out with an amended BSK-By-Laws and new set of Regional Trustees Elected by the Body were: Mrs. Teresita Dulay - Region II; Atty. Elvira Guanzon - Region VI; Mrs. Juanita Enriquez - Region IX; and Fiscal Lea Castelo - NCR. This new set of Trustees are to serve for a period of three years.

Keynote speaker was Assemblywoman Helena Z. Benitez who dealt on the socio-political participation of women. Other resource persons were: Director Andres Cristobal Cruz from Office of Media Affairs who discussed the Filipino Ideology; Dr. Minerva Laudico from the Civic Assembly of Women of the Philippines; Dr. Priscilla Santos Manalang, Mr. Luis Morales



and Dr. Evelina Pangalangan presented their respective studies on education, economic and community participation of women. A structured learning activity was handled by Mr. Alexander Mallare and Mr. Nicanor Luna of Ateneo de Manila University.

The training was attended by 155 women leaders from the 13 regions of the country.





### Evaluation of NCRFW- Assisted Projects

The NCRFW conducted a Forward Looking Evaluation of NCRFW assisted projects sometime in February 1984. These fact finding activities were undertaken by the Program Development and Evaluation Office of NCRFW.

Experiences and findings of these projects were documented and analyzed to be able to establish scientific basis for recommending economic programs and policies for women to concerned governmental agencies and non-governmental organizations involved in similar undertakings.

Some of the findings include those problems encountered by women in relation to: leadership; viability of the project; management/supervision; participation of members; monitoring; marketing; credit awareness of members; criteria for beneficiaries; training; record-keeping.

In spite of all the difficulties encountered, the women gained and improved their knowledge and skills in: participation in community development; project planning and implementation; problem-solving; interpersonal relationship; resource mobilization and coordination with other agencies, organizational functioning.

Based on the findings, some operational policies were formulated which include: a) participation of members in the identification and planning of projects should be required as a major pre-requisite to the approval of any project; b) duties and responsibilities of each person who would be actively involved in the project should be thoroughly explained and written-up as part of project documents, organizational and project objectives and mechanics should be made clear; c) feasibility of the project should be endorsed by cooperating agency; d) credit and background investigation of proponents should be conducted as a pre-requisite to the approval of the project; and e) the strength and activeness of the proponent organization should be a major requisite in the approval of the project.

### Lingon-Tanaw Survival Contest

The National Commission on the Role of Filipino Women (NCRFW) launched the Lingon-Tanaw Survival Contest in January 1984 to select outstanding BSK livelihood projects. The Contest focused on BSK's initiated efforts in countervailing the external economic pressures and the schemes used to sustain the projects. The activity was aptly coined "Lingon-Tanaw Survival Contest" meaning "looking back and finding out" – whether one of the programs, the the *Balikatan sa Kaunlaran*, had made a substantial headway in stirring people's participation towards economic development.

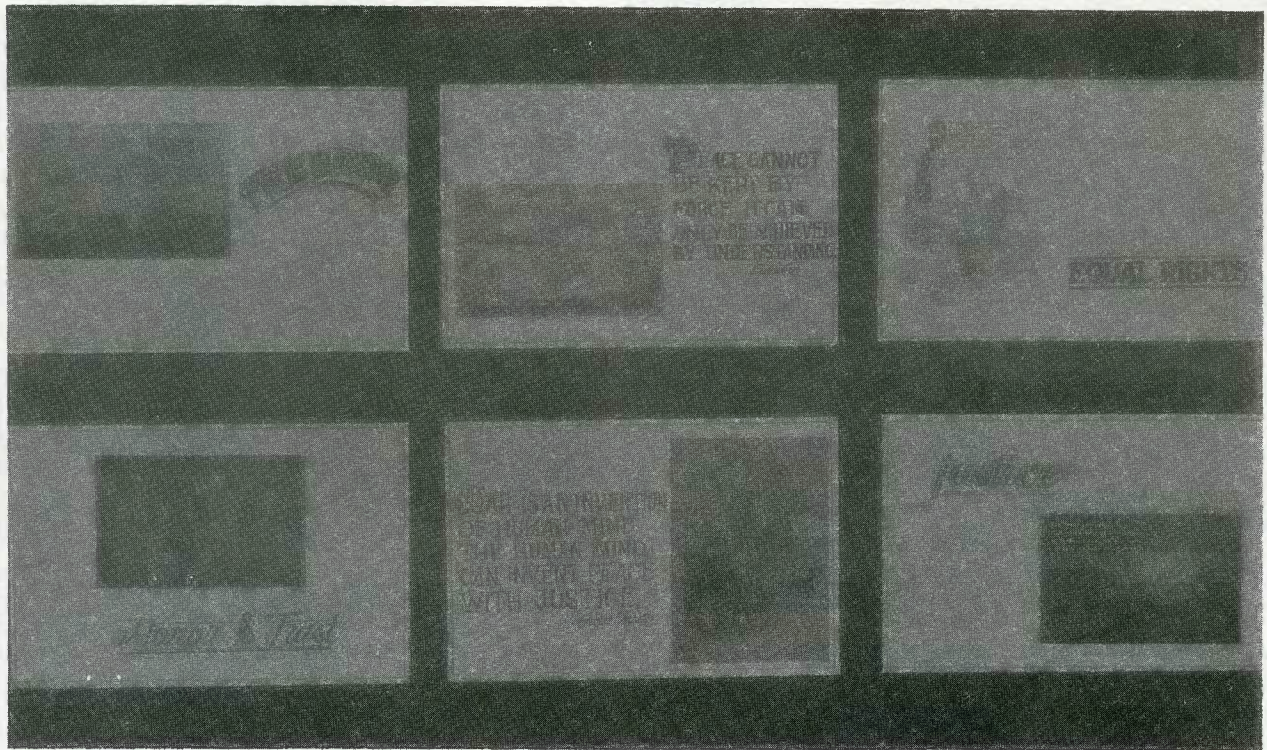
The preliminary screening of project entries yielded twelve (12) qualified projects (four each from Luzon, Visayas and Mindanao) which were submitted to a more rigid evaluation by an independent group of evaluators.

There will be four major awards plus eight special awards to be given to projects because of their unique features and characteristics.

Four major areas of assessment were identified to guide evaluation: a) project operation (25%); b) role in the promotion of productivity (25%); c) role in the promotion of community welfare (25%); and d) role in the promotion of women's welfare (25%).



## International-National Peace Day Celebrations



The Philippines observed the 2nd International Day of Peace with several activities in keeping with the spirit of strengthening the ideals of peace worldwide as contained in the United Nations Resolution No. a/37/63. The International Day of Peace celebrated every third Tuesday of September fell on 18 September of this year.

Among the activities undertaken by NCRFW were:

**Sponsorship of Poster Slogan Contest for College Students on the theme:**

**"Role of Women and Youth in the Promotion of Peace".**

The contest was launched in all Metro Manila colleges. Entries were submitted to NCRFW and were judged by a committee composed of Commissioner Lucrecia R. Kasilag as chairperson and Dr. Rosa Santos Munda and General Rene Cruz as members.

A cash prize of P1,000.00 was set for the first prize winner. (Since no entry qualified for the first prize, it was donated to the calamity fund).

The second prize went to Jerome Posadas of Adamson University (P750.00); the third to Victor Emmanuel Carmelo Nadera, Jr. of the University of Sto. Tomas. Consolation prizes of P200.00 each were given to four other entries and another P100.00 to one entry.

### *Participation in the "Dialogue for Peace".*

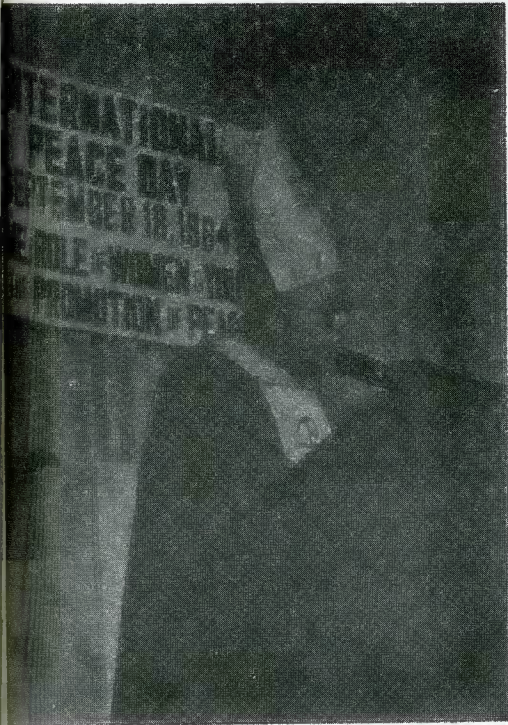
The dialogue was held at the Manila Hilton last 17 August where the students and the military talked about the peace and order situation and how they can work together towards the achievements of peace in the country.

A result of this dialogue in a program named "BUKAS" which stands for "Buklod sa Kapayapaan ng Sambayanan", one of the objectives of which is to unite the student leaders and the law enforcers to formulate community development projects.

### *A Peace Day Programme at the Plenary Hall of the Philippine International Convention Center*

The NCRFW and the CAWP spearheaded the National Peace Day celebration in a morning's



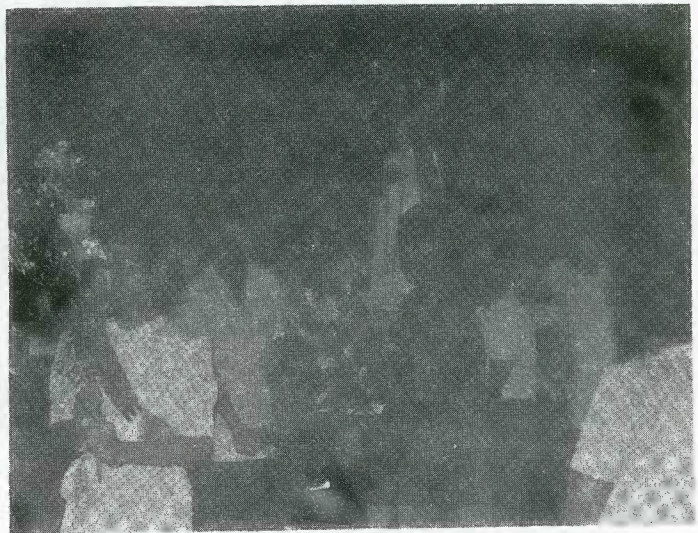


programme on 18 September 1984 as a culminating activity.

As part of the celebration, messages of peace were delivered by various people representing different sectors. Among them were: Dr. Mehelinda Gaborne Sison, Chairman, Academy for the Development and Peace representing the professional group; Ms. Estelita Mendoza, President of the Ateneo Student Council, representing the Studentry; Mr. Felimon Mendoza, District Governor, Rotary International, and Dr. Angelita Ago, Vice President for Luzon. Balikatan sa Kaunlaran Incorporated representing the socio-civic group and Major Gen. Prospero Olivas, representing the Military sector.

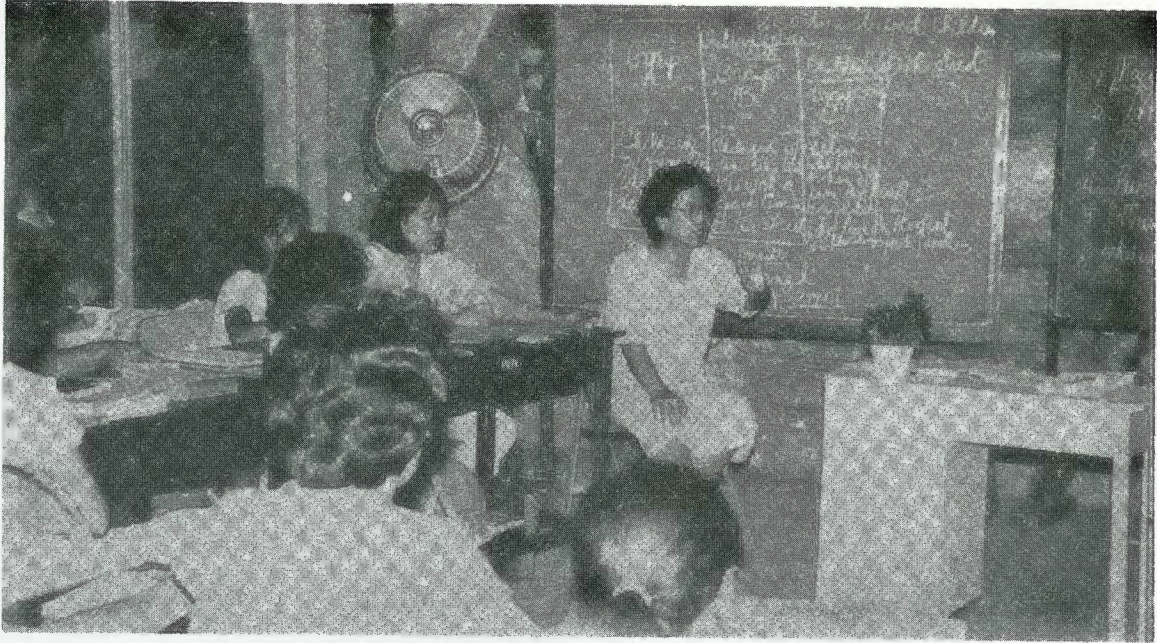
Adding color to the morning's programme were the announcement and awarding of prizes to the winners of the Poster-slogan contest and the musical numbers rendered by guest singers Heber Bartolome and Lito Garcia.

Highlighting the morning's affair was the Procession in honor of the Miraculous Lady of Peace and Good Voyage, otherwise known as "Ina ng Poon Bato" which was followed by a Holy Mass officiated by His Eminence Jaime Cardinal Sin.





## STOP (Stop Trafficking of Pilipinas)



Project STOP, an acronym for STOP TRAFFICKING OF PILIPINAS is a campaign against the pimps, protectors, agents, recruiters and managers and brothel owners from all sectors behind the trafficking/exploitation of girls, boys and women. The campaign also includes other forms of sexual abuse such as assault of women workers in factories, offices and while in confinement in military prisons.

The task force against exploitation of women and children was created last November 25, 1983, under the chairmanship of NCRFW Commissioner Minerva G. Laudico.

It has recently enforced a full blast campaign against Child Prostitution.

Consultative meetings were conducted, where representatives from various government and non-government organizations as well as students from different colleges and universities were invited to discuss the ever-growing problem of child prostitution. Action plans developed during these meetings include:

1. the creation of a Mass Media Committee that would plan for ways and means to effectively use the media as a tool for the campaign.
2. the creation of a Legal Committee that will review existing policies, legislations and specific provisions of the law concerning children.

3. the creation of a committee that would conduct researches and identify persons and task forces who are active in their campaigns against child prostitution and to be able to have a dialogue with these people and find out what strategies have they adopted that are successful that could also be adopted in other areas.
4. the creation of a Social Services Committee that would study ways and means to eventually provide job/income generating opportunities for the families of these children.

This special concern is being undertaken by non-governmental organizations with NCRFW as coordinator.

### Women's Suffrage Day

April 30 of every year was declared by President Marcos through Proclamation No. 2346 as Women's Suffrage Day with the National Commission on the Role of Filipino Women and the League of Women Voters of the Philippines, Inc. as coordinators to make the celebration of the day fruitful and meaningful.

Pursuant to this proclamation, the National Commission on the Role of Filipino Women and the League of Women Voters of the Philippines,





Inc. observed for the first time "Women's Suffrage Day" with the theme "Women for National Survival" at the Quezon City Public School Teachers Multi-Purpose Hall last April 30, 1984.

The program was also held in connection with the Golden Jubilee of the First Law granting Woman Suffrage in the Philippines.

A concelebrated mass was officiated by His Eminence, Jaime Cardinal Sin after which followed the floral offerings for the deceased and living Filipino women suffragettes.

Speeches from a distinguished panel of speakers and musical entertainment from the Himig Pag-asa Choral Group and the PC Band contributed to the celebration's success.



### Pre-Christmas Balikatan Bazaar

The National Commission on the Role of Filipino Women (NCRFW) in coordination with the Coca-Cola Bottling Corporation sponsored a 4-day Pre-Christmas "Balikatan" Bazaar last November 15-18, 1984 at NCRFW compound. One of the objectives of the affair was to create awareness among the people of the innovative methods to alleviate the present economic crisis.

The Bazaar was participated by 14 BSK Councils/Chapters from NCR, Regions I, III and IV. It showcased the types of products produced by the different BSK Provincial and City Councils and the level of craftsmanship and technology availed by our women in the implementation of their various livelihood projects.

Series of demonstrations on the preparation of low-cost nutrition foods, arts and crafts were conducted by Mrs. Dominga Santiago of Mandaluyong BSK Chapter and Ms. Lea Doctor of the Philippine Women's University.



## International Women's Day

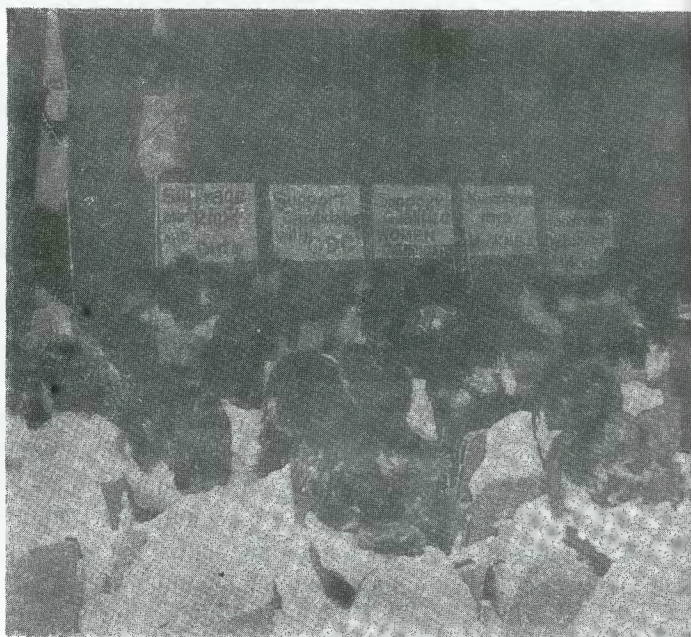


Economic survival and election '84 were the themes in this year's forum to celebrate the International Women's Day, 8 March 1984 at the Philippine International Convention Center.

Sponsored by the National Commission on the Role of Filipino Women (NCRFW) together with the Bureau of Women and Minors, the Civic Assembly of Women of the Philippines and the National Balikatan sa Kaunlaran Inc., the gathering proved to be a showcase of the present day Filipina in action — involved, concerned and willing to actively take part in national programs and in the ensuing election.

In her opening address Dr. Irene R. Cortes, Vice-Chairman of the NCRFW observed that none could be more fitting for the forum to address to than these two issue "so vital that they threaten the very survival of the nation."

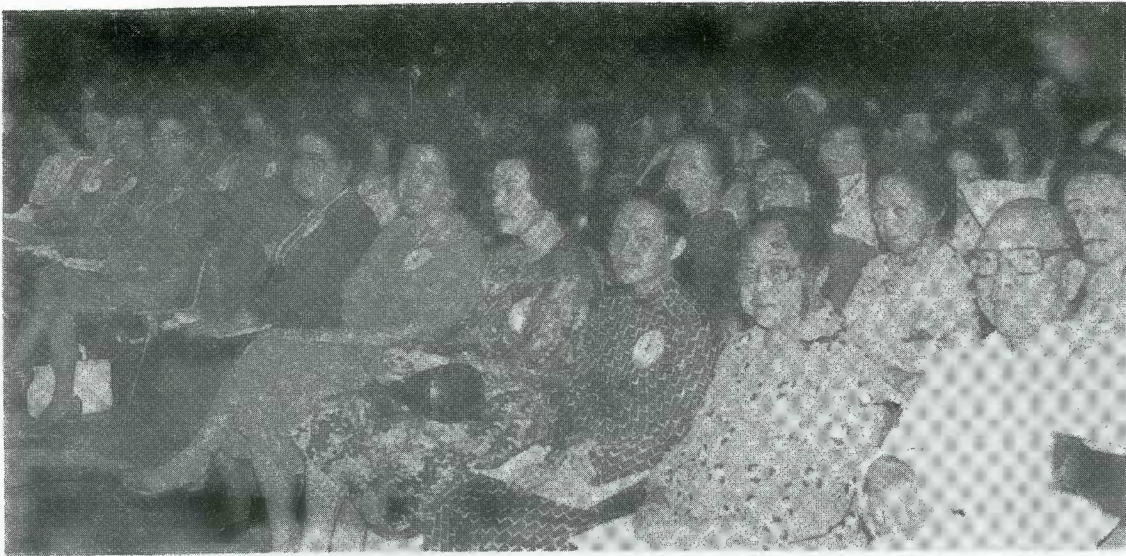
Chairman Jose Concepcion, Jr. of the National Citizens Movement for Free Elections (NAMFREL) elicited strong reactions from the audience especially when he touched on the safeguards which NAMFREL has successfully worked out for inclusion in the new election code. On the other hand, General Pedro Dumol and Director Lilia de Lima of the Sariling Sikap and the Price Stabilization Council, respectively, each gave a brief talk on their respective concerns as they relate to the present economic situation.



Panel of reactors included Atty. Mary Concepcion-Bautista, Vice-President and Legal Counsel, Kilusan ng Mamimili sa Pilipinas; Dr. Angelita Ago, Vice-President for Luzon, BSK, Inc., and Miss Anatolia Alcantara of the Youth Movement for Decency.

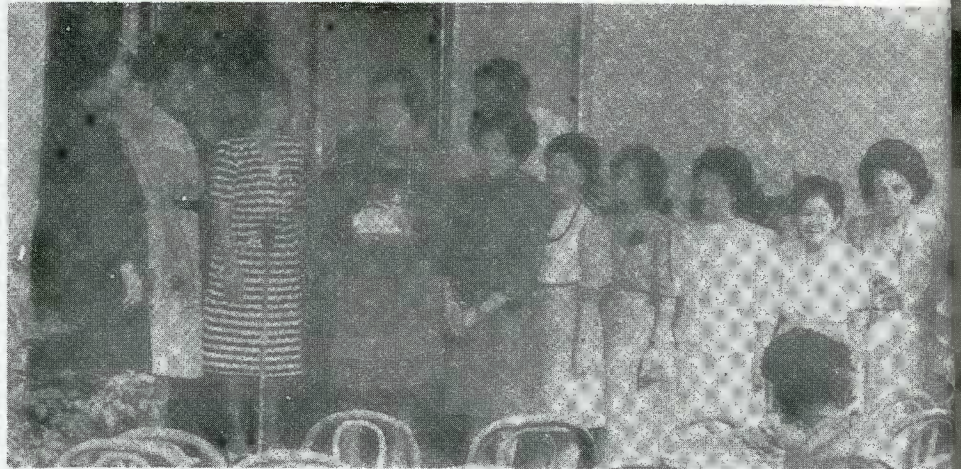
Posted to liven up the PICC meeting rooms were winning entries of the NCRFW staff in the Slogan Contest held a week before the 8 March celebration.







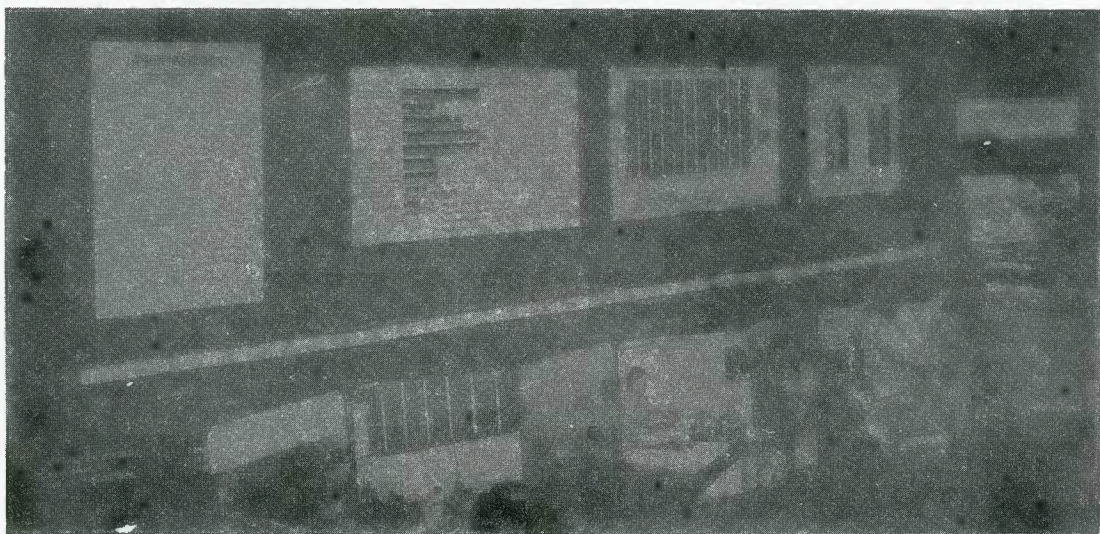
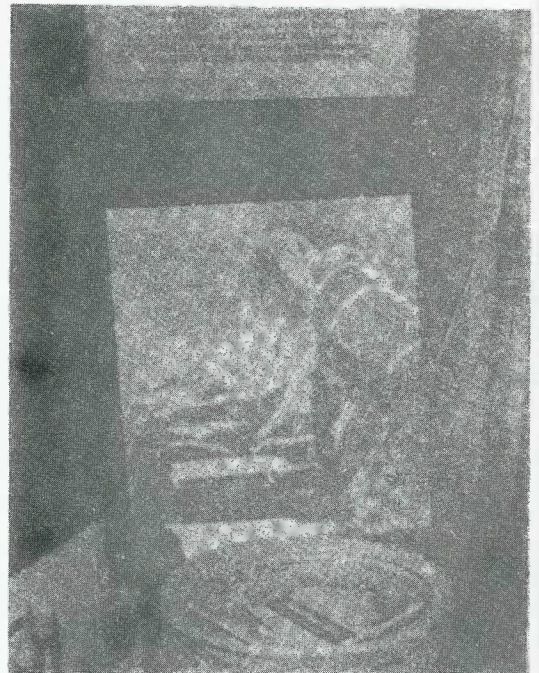
**"Lingon Tanaw" – NCRFW 9th Anniversary Celebration**



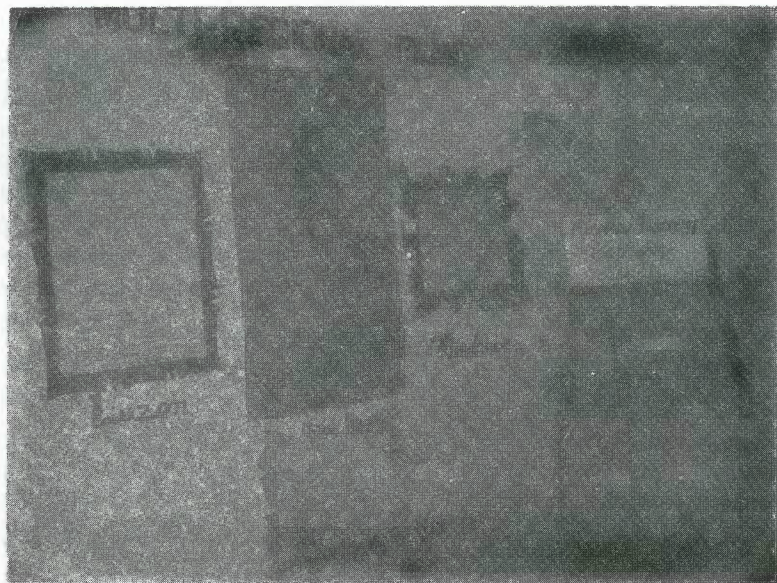
The NCRFW celebrated its 9th year on January 6, 1984 with a review of accomplishments covering the Decade 1975-1985, and the launching of BSK Scholarship Program for Women in the field of Medicine and the Lingon Tanaw Economic Survival Contest for deserving BSK projects.

The affair which was highlighted by an "exhibit" of various graphics showing NCRFW accomplishments as well as its plans beyond 1985 was attended by members of the Board of Commissioners, BSK officers and members and representatives from CAWP and other women organizations.

During the ceremonies, the NCRFW through its Vice-Chairman, Irene R. Cortes, formally accepted books on women donated by the Asia Foundation represented by Edith Coliver.









### The Balikatan Sa Kabataan Project

Increasing Rural Resources for Child Development or Balikatan Sa Kabataan Project seeks to mobilize rural women in operating income-producing ventures that would serve as steady sources of funding for child welfare services in communities where malnutrition prevalence is high.

Launched as a pilot project in Saguday, Quirino this year by NCRFW and UNICEF, the Balikatan Sa Kabataan Project has a total of 30 women beneficiaries comprising three distinct groups from three depressed barangays. These beneficiaries underwent practical small IGP management training. After the training, the participants were given a capital loan of P1,500.00 each to start income generating projects falling within the broad classification of food production program.

These women have now started to set aside some amount of their net earning to a trust fund which will be used later in aiding the operation of day care centers in the targetted barangays. Monthly health education sessions are also being conducted for mothers to upgrade the beneficiaries' home management, mothering, health and nutritional knowledge/abilities. Furthermore, a scheme for self-funded project expansion has been operational and additional 30 beneficiaries are expected to be served on the second quarter of 1985.

### Income Generation Through Livestock Development

Recognizing the rural communities' need for additional income, the Balikatan sa Kaunlaran Council of Lucena City organized the rural women to undertake a swine-breeding project because of the market demand for livestock in the city and adjacent areas in 1982.

Initially, each family involved in the project earned an additional income of P219.00 every 6 months or P438.00 per annum.

To insure the project's success, a one-year hog fattening period was piloted among 17 families. Thirty five (35) hogs were distributed to these participants and so far, all successfully



increased their income by 30% in a year's time. To date, the project has a total of 80 beneficiaries and it is anticipated that after 5 cycles more families will be benefitted.

A credit cooperative was established in order to sustain the project and ultimately support other community development undertakings. A seed capital was also provided as loan fund of the cooperative. Any member who deposited certain amount in the cooperative is entitled to borrow three times more than her total deposit. This loan which will be used to buy piglets, feeds, medicines and other related materials is payable in one year with minimal interest.

A post-evaluation seminar/workshop was conducted to enable the beneficiaries to determine the strengths or weaknesses of the project including the newly established credit cooperative, difficulties encountered, production performance and the future plans of the recipients. Through this workshop, the social impact of the project in terms of its operations, organization and economic opportunities were also determined.

Through the BSK of Lucena, other government agencies, like the Bureau of Animal Industry, Ministry of Local Governments, and Bureau of Agricultural Extension have extended their technical assistance and cooperation to the project.





A biogas tank was donated to the project by the National Environmental Protection Council through its KKK Biogas Pilot Program. The biogas which now supplies the energy and water in the farm also converts wastes into fertilizers which are used in the vegetable farm nearby. The farm is another spin off activity of the livestock project.

Funds for this came from the United Nations Voluntary Fund for Women through the National Commission on the Role of Filipino Women.

### Brick Industry Project for Rural Women

#### *San Mateo, Rizal*

The Brick Industry Project was launched in answer to the needs expressed by the rural women of San Mateo, Rizal to a) augment their income; b) enable them to avail of low-cost housing materials and household technology; c) develop skills in brick production; d) utilize the abundance of high quality clay deposit in the locality; and e) make productive use of their idle time.

Based on the revised project objectives, four rural women and a man were given training on brick production and project management. After the pre-operational phase, the five trainers in turn trained 25 beneficiaries who became part of the initial labor force who would run the brick project.

Molding tables, shelves, and firewood had been readied and more than 2,000 pieces of raw bricks had been molded but have yet to be fired. Kiln's capacity is 4,000 bricks per firing and the women are still producing bricks before initial firing takes place.

It was noted that production is quite slow but it is envisioned that this will improve as soon as the workers have gained mastery of the various aspects of manufacturing and upon installation of electricity in the site is completed.

An increase in the household income of at least 75% is projected by the end of 12 months of operation despite some problem. This was based on the criteria set by leaders that the family income is not more than P600.00 per month. It is also hoped that by then, a community cooperative which would facilitate community development, particularly programs geared towards the total development of women and children, shall have been organized.

Because of the project's uniqueness and viability, this project has been replicated in San Jose City, Nueva Ecija.

#### *San Jose City, Nueva Ecija*

The San Jose City Brick Industry Project for Rural Women is a replication of the San Mateo experience.

The plan to expand the project was born out of the reported superior quality of clay deposits in San Jose and the savings generated from the San Mateo operation.

The project which was launched on July 28, 1984 in Barangay Sto. Nino III was followed by a two-day orientation and group management training and a one-month intensive course on brick manufacturing at the National Science and Technology Authority.

Presently, procurement of the basic equipment necessary in commencing actual brick production is being undertaken by the project officers. Full operation of the project is scheduled on the initial quarter of 1985. Once operational, it will have 20 direct and around 500 indirect beneficiaries.



### Intergovernmental Preparatory Meeting for the World Conference on Women

Dr. Leticia P. de Guzman served as head of the Philippine delegation to the Regional Intergovernmental Preparatory Meeting for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace held at Tokyo from 26-30 March 1984.

The five-day Meeting brought together more than 300 participants from 31 ESCAP countries, 3 observer countries, 36 non-governmental organizations, 15 United Nations bodies and specialized agencies and 3 other intergovernmental organizations. Topics discussed during the meeting included those regional specific issues with particular pertinence to women in Asia and the Pacific: the role of women in the economy; socio-cultural and attitudinal factors affecting the status of women; the participation of women in politics; and the role of the women's movement and non-governmental organization in enhancing the status of women.

A Committee of the Whole was appointed to consider regional issues, obstacles encountered and strategies for the advancement of women towards the year 2000. The Committee was chaired by Dr. de Guzman who was elected by the delegates with Mrs. M. Wahjudi of Indonesia and Mr. R.P. Khosla of India as Vice-Chairpersons.

Members of the Philippine delegation included Dr. Minerva G. Laudico, Atty. Carolina Basa Salazar, and Dr. Trinidad Gomez.

### ACWO-AWP Joint Meeting

Dr. Leticia P. de Guzman attended as Speaker on "Woman's Familial Obligations: A Close Look" during the joint meeting of the ASEAN Confederation of Women's Organizations (ACWO) and ASEAN Women's Programme (AWP) held in Yogyakarta, Indonesia on February 21-24, 1984. Atty. Carolina B. Salazar, ACWO Secretary General headed the Philippine delegation composed of Dr. Minerva G. Laudico who was invited as Reactor, Dr. Trinidad Gomez and Mrs. Alice Tanco.



A number of resolutions were passed among which include working for statutes and support services enabling women to meet their dual responsibilities beyond familial obligations; reaffirming determination to achieve ASEAN principles of peace, neutrality and understanding to combat serious global threats and seeking ACWO formal representation at conference/meetings on women's concerns on both governmental and non-governmental levels that its tremendous worth as a cohesive force for the advancement of women in the ASEAN region may be fully utilized.

### Asian Regional Workshop on the Integration of Women in the Industrial Planning and Development

Mrs. Marife B. Clamor, Chief, Program Development Office of the NCRFW attended the Asian Regional Workshop on the Integration of Women in the Industrial Planning and Development Process which was held in Bangkok, Thailand on July 5-12, 1984 under the auspices of the United Nations Industrial Development Organization (UNIDO) in cooperation with UN ESCAP.

This workshop was one of a series of UNIDO workshops to promote the integration of women in industrialization through: 1) increasing awareness of the human resources available of which the women's component is largely unrealized, and understanding of their potential contribution to industrial development; and 2) identifying opportunities within an acceptable time frame from increased and more effective participation at all levels in the planning and management of industrial development, in particular increased participation of women in the development of small-scale industries.



The workshop was attended by 16 participants from Bangladesh, China, India, Indonesia, Pakistan, Sri Lanka, Thailand and the Philippines; and some observers from ESCAP/UNCTC Joint Unit on Transnational Corporations and UNDP.

### **Training Course on Sampling and Household Survey Methodology**

Mrs. Manuela M. Silva, Chief of Research and Studies Office of the NCRFW participated in the Training Course on Sampling and Household Survey Methodology held in New Delhi, India from August 5 to November 26, 1984.

The course was attended by 18 participants from 14 Asia-Pacific countries — Afghanistan, Bangladesh, Bhutan, Burma, China, Indonesia, Malaysia, Nepal, Pakistan, Papua New Guinea, Philippines, Solomon Islands, Sri Lanka and Thailand. Funded by UNDP and ESCAP, this course was organized and hosted by the Indian Government through the Central Statistical Organization, Department of Statistics, Ministry of Planning.

Participants were exposed to field work through visitation, observation and actual interviews (through a third party) in sample points where household surveys were being undertaken. Group projects further enriched the trainees on the design of surveys including sampling techniques and data processing scheme.

### **Seminar for Public Administration Officers on Women's Problems**

Mrs. Ermelita V. Valdeavilla, a Program Officer of the Commission was sent as representative to the Seminar for Public Administration Officers on Women's Problems held in Tokyo, Japan from October 11 to November 25, 1984. Ten participants representing Bangladesh, Indonesia, Mexico, Nepal, Philippines, Singapore, Sri Lanka and Thailand attended the seminar.

In this seminar, the participants were given orientation focused on Japanese culture, economic development, administrative organization and education. They were likewise given various lectures which include labor administration, priority target for the promotion of measures relating to women, working women in Japan, improvement of women's status, and other matters related to women of Japan. They also

visited several temples and shrines as well as some agencies and institutions.

### **2nd Experts' Meeting on Clearinghouse on Women in Development for the ASEAN**

Two research officers of the NCRFW Research and Studies Office namely, Mrs. Pilarcita Paz Pandato and Miss Rescaflor de Asis represented the Philippines to the 2nd ASEAN Experts' Group Meeting on Clearinghouse on Women in Development held in Malaysia on November 27 — December 1, 1984.

The meeting was attended by two delegates each from the Philippines, Singapore, Thailand, Indonesia and Malaysia. Presiding Officers include: Ms. Luwarsih Pringgoadisorjo (Coordinator of the ASEAN Women's Programme), Mrs. Nik Safiah Karim (Chairperson) and Ms. Khoo Siew Mun (Guest Speaker from the University of Malaysia). Four other delegates from Malaysia representing various women's groups were also in attendance.

Each country delivered a status report of their respective clearinghouses. All reports show a satisfactory level of progress although several problem areas were identified. From the country reports, it was noted that Indonesia and the Philippines have widened the scope of their clearinghouse functions to include information on children and information analysis respectively.

The participants agreed to undertake joint programmes for 1985 and 1986 which include Construction of a Preliminary Thesaurus on Women for the ASEAN and a Compilation of a booklet on ASEAN Women: Facts and Figures. The Philippine Clearinghouse is in charge of compiling of and printing a booklet on ASEAN Women as contribution to the closing of the Women's Decade in 1985. The booklet will also be distributed during the Nairobi Conference in July 1985.

A Technical Committee Meeting on Thesaurus Construction shall be convened sometime in November-December 1985 to be held in Jakarta, Indonesia. As agreed upon, the 3rd Experts' Meeting on Clearinghouse will be held towards the end of 1986 in the Philippines.



## MEETINGS WITH FOREIGN VISITORS

In 1984, the NCRFW met with foreign women leaders representing various organizations abroad. These meetings provided the Commission the opportunity to establish or strengthen linkages with these organizations. Some of these leaders include the following:

1. Renee Bridel  
Docteur En Droit  
Deleguee de L'Association  
Internationale des Juristes Democratres  
Aupres des Nations Unies

January 5, 1984

2. L.K. Mercado-Balbin  
Canadian Embassy

February 6, 1984

3. Amb. Magdalena Felipas  
Romanian Embassy

January 18, 1984

4. Helina Toanova  
Soviet Women's Committee

Duong Thi Duyen  
Vietnam Women's Union

March 9, 1984

5. Mdm. Loo Kwai Mui  
Chairman  
TUCP, Singapore

March 13, 1984

6. Miss Ayse G. Mitchell  
ILO Regional Adviser for Women  
and Youth  
ILO Bangkok, Thailand

April 9, 1985



7. Mr. & Mrs. Thomas Gear  
National President  
American Legion

April 9, 1984

8. Nancy Clark Reynolds &  
Shannon Sorano  
U.S. Commission to UN Status of  
Women

Nedra Huggins-Williams  
USAID

May 29, 1984

9. Prahai Nontawase  
Payap University  
Thailand

June 6, 1984

10. Mina Ben-Zoi  
Mt. Carmel University  
Haifa, Israel

November 5, 1984





### **Fellowship Social Forum for Associated Country Women of the World Delegates**

The National Commission on the Role of Filipino Women (NCRFW), Civic Assembly of Women of the Philippines (CAWP) and the Balikatan Sa Kaunlaran, Inc., (BSK, Inc.) hosted a Fellowship Social Forum in honor of the delegates to the Regional Conference of Associated Country Women of the World at the Silahis Hotel last 20 November 1984.

The occasion provided an opportunity for delegates and host organizations to meet and exchange strategies/views with volunteer women workers from participating Asian countries namely: Brunei, Indonesia, Japan, Malaysia and the Philippines.



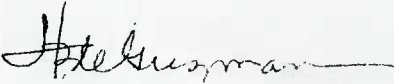


Ministry of Human Settlements  
NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN  
Manila


**STATEMENT OF OPERATIONS**  
December 31, 1984

Surplus at the Beginning of the Year		
Continuing Appropriations	—	
Overdraft Allotment	—	
Add: Allotment Released During the Year		P 3,309,490.00
Less: Obligations Incurred for the Year Ended December 31, 1984		
Personal Services	P 914,449.32	
Maintenance & Operating Expenses	<u>2,393,223.54</u>	<u>3,307,672.86</u>
Excess of Allotment Over Obligations Incurred		1,817.14
Less: Surplus Adjustments		<u>19,228.41</u>
Balance		(17,411.27)
Less: Unexpended Balance of Allotment to Unappropriated Surplus Surplus Adjustments	P 1,817.14 <u>(19,228.41)</u>	<u>(17,411.27)</u>
Surplus at the End of the Year		—o—

Approved by:

  
DR. LETICIA P. DE GUZMAN  
Executive Director

Certified Correct:

  
NIDA S. CEGUERRA  
Chief Accountant

Verified by:

  
NENA S. LEGASPI  
Auditor



**BALANCE SHEET**  
December 31, 1984

**ASSETS**

Current Assets			
Cash	P 31,841.59		
Receivables	21,410.10		
Inventories	<u>94,088.29</u>		
Total Current Assets		P 147,339.98	
Investments & Fixed Assets			
Fixed Assets – Furniture & Equipment	P1,024,300.87		
Total Investments & Fixed Assets		<u>1,024,300.87</u>	
<b>TOTAL ASSETS</b>			<b>P 1,171,640.85</b>

**LIABILITIES AND SURPLUS**

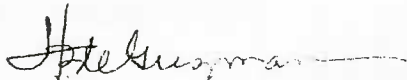
**Liabilities**

Current Liabilities			
Payables – Unliquidated Obligations	P 29,202.46		
Trust Liabilities	8,447.68		
Miscellaneous Liabilities & Deferred Credits	<u>94,088.29</u>		
Total Current Liabilities		P 131,738.43	
<b>TOTAL LIABILITIES</b>			<b>P 131,738.43</b>


**Surplus**

Current Surplus			
Per Statement of Operations	—		
National Clearing Account	P 15,601.55		
Total Current Surplus		P 15,601.55	
Invested Surplus		<u>P 1,024,300.87</u>	
Total Surplus			<u>P 1,039,902.42</u>
<b>TOTAL LIABILITIES AND SURPLUS</b>			<b>P 1,171,640.85</b>

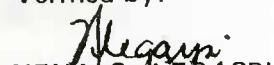
Approved by:

  
DR. LETICIA P. DE GUZMAN  
Executive Director

Certified Correct:

  
NIDA S. CEGUERRA  
Chief Accountant

Verified by:

  
NENA S. LEGASPI  
Auditor



## Participation of NCRFW Personnel in National Seminars/Workshops/Conferences/Forum 1984

TITLE	Date/Venue	SPONSOR	PARTICIPANT(S)
Mobilizing the Involvement of Women in Livelihood for Survival	143 Speaker Perez, Q.C./Feb. 18, 1984	Women in Finance and Entrepreneurship Phils. Inc. (WIFE)	E. Valdeavilla
Video Production Workshop	TRC Bldg. – Makati Feb. 20 – 22, 1984	T R C	M. Clamor
Coping with the current Economic Crisis	NPWC Bldg., Manila March 15, 1984	Consumer Union of the Philippines	E. Buenaventura V. Sabarez R. Abalon N. Cleofe C. de Borja
Merit Promotion Plan & System Workshop	CSC Building, Q.C. March 1 – 2, 1984	C S C	A. Onguda
MHS-Wide attached agency monitoring officers seminar-workshop	MHS, 4th floor Agustin Bldg., April 13, 1984	M H S	E. Valdeavilla
Annual CPAP Convention	Tagbilaran, Bohol June 1 – 4, 1984	C P A P	M. Ferrer M. Zamora
Seminar-Workshop of GACPA	Central Bank, Manila June 27, 1984	G A C P A	N. Ceguerra N. Legaspi M. Punzalan
Seminar-workshop on Appointment and other personnel	MNR Conference Room Q.C./ July 23-27, 1984	NRC – CSC	L. Espiritu, Jr.
Training Course on Sampling and Household Survey Methodology	New Delhi, India Aug. 3-Nov. 30, 1984	E S C A P	M. Silva
14th JET-STREAM	DAP – Tagaytay City Aug. 2 – 28, 1984	C S C	M. Clamor



TITLE	Date/Venue	SPONSOR	PARTICIPANT(S)
International Peace Day	PICC – Oct. 18, 1984		NCRFW Staff
1984 National Conference of CPA Association	PICC – Sept. 18, 1984	C P A A	N. Ceguerra N. Legaspi M. Punzalan
Seminar on the Elderly	FADEMNS, MSSD Bldg., Maniia Oct. 16, 1984	M S S D	M. Ferrer L. Sanchez V. Sabareza E. Carranza R. de Asis M. Navarette B. Canlas
Symposium on Community Development for Peace	BPI, San Andres, Mla. October 26, 1984		J. Senga R. Bermundo M. Zamora E. Muyot E. Torres B. Canlas A. Rebua N. Cleofe A. Onguda R. Aduviso
Annual Planning Workshop for the Network of Information Officers	RTCRD, La Trinidad, Benguet/Nov. 19-24, '84	M H S	J. Luna
5th National Literacy Forum	Teachers' Camp, Baguio City Nov. 26-29, 1984		M. Jarillas
First Law Granting Women Suffrage in the Philippines	Q.C. Public School Multi-Purpose Hall Dec. 7, 1984		L. Sanchez Z. Camiller F. Hernandez R. Bermundo A. Onguda



Place	President/Chairman	Place	President/Chairman
<b>REGION I</b>		Laoag City	Atty. Ameurfina Salenda c/o Sangguniang Panglunsod Laoag City
Abra	Mrs. Esther Bernos c/o Governor's Office Bangued, Abra	San Carlos City (Pangasinan)	Mrs. Lita Cayabyab Gana San Carlos City Pangasinan No. 24 Scout Lozcano Quezon City
Benguet	Initiated		
Ilocos Norte	Dr. Micaela Andres MEC/DIV Ilocos Norte Laoag City  No. 2 Ferrari Street Fairview, Quezon City		
Ilocos Sur	Mrs. Caridad Alcantara Office of the Governor Vigan, Ilocos Sur No. 35 Florentino St. Vigan, Ilocos Sur	<b>REGION II</b>	
La Union	Mrs. Elena Asprer Agoo, La Union	Batanes	Mrs. Juanaria Narag c/o Governor's Office Basco, Batanes No. 2114 Ilaw ng Nayon Sampaloc, Metro Manila
Pangasinan	Mrs. Bernadette Arellano Carmen, Rosales Pangasinan  No. 4 Xavier St. Greenhills West San Juan, Metro Mla.	Cagayan	Mrs. Balbina Fermin No. 34 Karitan Sur Tuguegarao, Cagayan
Mt. Province	Mrs. Josephine Dominguez Sabangan, Mt. Province No. 75 May St. Congressional Village Quezon City	Ifugao	Mrs. Olivia Paredes c/o Governor's Office Lagawe, Ifugao
Dagupan City	Dr. Nora Siapno c/o Ministry of Education, Culture and Sports Dagupan City	Isabela	Mrs. Amelita Navarro Santiago, Isabela
Baguio City	Judge Heilia Phillips Juvenile Court La Trinidad, Benguet  Capitol Building La Trinidad, Benguet	Kalinga-Apayao	Mrs. Helen Baywong Office of the Governor Tabuk, Kalinga-Apayao
		Nueva Vizcaya	Governor Natalia Dumlaog Provincial Capitol Bayombong, Nueva Vizcaya
		Quirino	Mrs. Teresita Dulay Governor's Office Cabarroguis, Quirino No. 01 Cecilleville St. White Plains, Quezon City
		<b>REGION III</b>	
		Bataan	Mrs. Pagasa Pascual c/o Governor's Office Orani, Bataan



Place	President/Chairman	Place	President/Chairman
Bulacan	Mrs. Dolores Santiago c/o Governor's Office Malolos, Bulacan	<b>REGION IV</b>	
Nueva Ecija	Mrs. Justina Diaz Acting Chairperson BSK Treasurer Provincial Capitol Cabanatuan City	Aurora	Initiated
Pampanga	Mrs. Rosario Silva No. 299 Tiomeco St. San Fernando, Pampanga	Batangas	Initiated
Tarlac	Ms. Isabel Suntay 6756 Bankmer Building Ayala Avenue, Makati Metro Manila	Cavite	Mrs. Ditas Remulla c/o Governor's Office Trece Martirez City No. 25 Juno St. Bel-Air II Makati, Metro Manila
Zambales	Mrs. Rosellyn Magsaysay Iba, Zambales No. 33 Marikit St. West Triangle Quezon City	Laguna	Mrs. Felicidad San Luis c/o Governor's Office Sta. Cruz, Laguna
Angeles City	Mrs. Corazon Vega No. 01 Gail St. Nepo Subd., Angeles City	Marinduque	Assemblywoman Carmencita Reyes Acacia St. Dasmariñas Village Makati, Metro Manila
Cabanatuan City	Ms. Angela Perez 710 Gen. Tinio St. Cabanatuan City 142 Mayaman cor. Matahimik St. U.P. Village Quezon City	Mindoro Occidental	
Olongapo City	Mrs. Katherine Gordon Mayor's Office Olongapo City	Mindoro Oriental	Initiated
Palayan City	Initiated	Palawan	Dra. Natividad Socrates c/o Governor's Office Puerto Princesa City No. 39 Legaspi Road Philamlife Homes Quezon City
San Jose City	Mrs. Perla Belena c/o Mayor's Office San Jose City Sanchez Street San Jose City	Quezon	Mrs. Lourdes Veluz MEC Division Office Lucena City
		Rizal	Mrs. Virginia Hernandez 154 Katipunan Avenue St. Ignacius Village Quezon City
		Romblon	Dr. Guatlee Ganan Looc, Romblon Lot 9 Block 15 Aster St. West Fairview Quezon City
		Batangas City	Dra. Luz Berberabe c/o Mayor's Office Batangas City GSIS Batangas Branch Office Batangas City



Place	President/Chairman	Place	President/Chairman
Cavite City	Mrs. Lilian Medina c/o Mayor's Office Cavite City  Division of City School Cavite City	<b>REGION V</b>	
Lipa City	Mrs. Yolanda Solis c/o Mayor's Office Lipa City  1936 C. Leon Guinto Malate, Manila	Albay	Dr. Ramon Raneses 115 Washington Drive Legaspi City
Lucena City	Mrs. Marita Tagarao c/o Mayor's Office Lucena City	Camarines Norte	Initiated
Puerto Princesa City	Mrs. Rafaelita Oliveros c/o Mayor's Office Puerto Princesa City	Camarines Sur	Mayor Lucy Veluz 6 Zone 4 Manubay Subd. Bagumbayan Sur, Naga City  c/o Mayor's Office Del Gallego, Camarines Sur
San Pablo City	Initiated	Catanduanes	Ms. Carmen Urgel c/o Governor's Office Virac, Catanduanes
Tagaytay City	Mrs. Nene Hernandez c/o City Hall Tagaytay City	Masbate	Judge Milagros Marcaida No. 6 Mabini St. Masbate, Masbate
Trece Martirez City	Mrs. Ditas Remulla c/o Governor's Office Trece Martirez City	Sorsogon	Mrs. Sally Lee Office of the Governor Sorsogon, Sorsogon
N C R		Iriga City	Mrs. Sylvia Villanueva c/o Mayor's Office Iriga City
Manila	Mrs. Annie Bagatsing c/o Mayor's Office Manila	Legaspi City	Dr. Angelita Ago Ago Medical Center Legaspi City
Caloocan City	Mrs. Nene Henson c/o Mayor's Office Caloocan City	Naga City	Dr. Victoria Enojado Enojado Medical Clinic Naga City
Pasay City	Mrs. Elaine Cuneta c/o Mayor's Office Pasay City	<b>REGION VI</b>	
Quezon City	Fiscal Lea Castelo No. 44 Mahusay St. U.P. Village, Quezon City	Aklan	Dr. Florentina Icamina Kalibo Puericulture Center Kalibo, Aklan
Metro Manila Municipalities	Mrs. Leonarda Camacho 82-A Midland II Washington Greenhills, San Juan Metro Manila	Antique	Mrs. Aida Uy-Kimpang c/o Governor's Office San Jose, Antique
		Capiz	Mrs. Matilde Belo Roxas City, Capiz



Place	President/Chairman	Place	President/Chairman
Iloilo	Mrs. Elda Medez c/o Hon. Cesar Militar's Office Sangguniang Panlalawigan Iloilo Provincial Capitol Iloilo City	Cebu	Mrs. Gloria Escaño 94 Juana Osmeña St. Cebu City
Negros Occidental	Atty. Elvira Guanzon Negros Occidental Provincial Council Cadiz City	Negros Oriental	Fiscal Coleta Aranas Fiscal's Office Dumaguete City
Bacolod City	Ms. Carmen Togle c/o Bacolod City Women's Club Bacolod City	Siquijor	Mrs. Margarita Asok c/o Governor's Office Siquijor, Siquijor
Bago City	Ms. Janet Torres c/o Mayor's Office Bago City	Bais City	Mrs. Angela Vicente c/o Bais City Hall Bais City
Cadiz City	Ms. Leticia Ramos c/o Mayor's Office Cadiz City	Kanlaon City	Initiated
Iloilo City	Mrs. Vilma Paredes Kagawad Sangguniang Panglunsod Iloilo City	Cebu City	Mrs. Concordia Angan Camp. Sotero Cabahug Gorordo Avenue Cebu City
La Carlota City	Initiated	Danao City	Ms. Pacita Durano c/o Mayor's Office Danao City
Roxas City	Initiated	Dumaguete City	Mrs. Epifania Ebarle Tindalo Street Dumaguete City
San Carlos City	Mrs. Corazon Layumas Ilagan Extension San Juan, San Carlos City Negros Occidental  South Elem. School San Carlos City	Lapu-Lapu City	Mrs. Dolores Abellanosa MEC Region VII Central Visayas Lapu-Lapu City
Silay City	Mrs. Fausta Gaston 23 Zulueta St. Silay City	Mandaue City	Dr. Susana Cabahug c/o MEC Division Office Mandaue City
<b>REGION VII</b>		Tagbilaran City	Mrs. Lydia Rocha c/o Mayor's Office Tagbilaran City
Bohol	Mrs. Enriqueta Butalid c/o Governor's Office Tagbilaran City, Bohol	Toledo City	Mrs. Linda Lebumfacil c/o Mayor's Office Toledo City



Place	President/Chairman	Place	President/Chairman
<b>REGION VIII</b>		Zamboanga del Norte	Dr. Nenita Lacaya c/o Governor's Office Dipolog, Zamboanga del Norte  Dipolog Medical Center Dipolog City
Eastern Samar	Hon. Nuncia Mengote c/o Governor's Office Borongan, Eastern Samar	Zamboanga del Sur	Mrs. Vicente Enerio Provincial Administrator Provincial Capitol Pagadian City
Leyte	Mrs. Lucrecia Roa MLG Region VIII Tacloban City	Dapitan City	Initiated
Northern Samar	Mrs. Alice del Valle c/o Governor's Office Catarman, Northern Samar	Dipolog City	Mrs. Luzminda Duque Dipolog City BSK Council Dipolog City
Samar	Mrs. Nilda Torrevillas c/o Mrs. Debbie Marco Governor's Office Catbalogan, Samar	Pagadian City	Dr. Elizabeth Cabahug c/o St. Martin Clinic Pagadian City
Southern Leyte	Mrs. Virginia Gonzales Prov'l Engineer's Office Maasin, Southern Leyte	Zamboanga City	Mrs. Juanita Enriquez 25 Sto. Nino Zamboanga City
Calbayog City	Mrs. Francisca Tan c/o Mayor's Office Calbayog City	<b>REGION X</b>	
Ormoc City	Dr. Alice Tugonon Lopez Jaena St. Ormoc City	Agusan del Norte	Mrs. Gloria Pabellore c/o Miss Ruth Atega Provincial Development Staff Capitol, Butuan City
Tacloban City	Dr. Resurrecion Sydiogco Asst. Superintendent of Schools Tacloban City Division Tacloban City	Agusan del Sur	Ms. Fe Tan Cebrian Government Center Prosperidad, Agusan del Sur
<b>REGION IX</b>		Bukidnon	Mrs. Reine Ocaya Malaybalay, Bukidnon
Basilan	Initiated	Camiguin	Mrs. Isidra Neri c/o Governor's Office Mambajao, Camiguin
Sulu	Mrs. Jubaira Izquierdo Governor's Office Jolo, Sulu	Misamis Occidental	Mrs. Leonor Sagrado Governor's Office Oroquieta City
Tawi Tawi	Initiated	Misamis Oriental	Mrs. Mercedes Pacana Governor's Office Cagayan de Oro City



Place	President/Chairman	Place	President/Chairman
Surigao del Norte	Atty. Consuelo Geotina Governor's Office Surigao City  19 Columbia Street Greenhills, San Juan Metro Manila	South Cotabato	Mrs. Gregoria Morales c/o Governor's Office Koronadal, South Cotabato
Butuan City	Mrs. Charito Plaza c/o Mayor's Office Butuan City	Surigao del Sur	Atty. Antonia Buenaflor Capitol Building Tandag, Surigao del Sur
Cagayan de Oro City	Mrs. Minda Casiño Puerto, Cagayan de Oro	Davao City	Atty. Julieta Feliciano 93 S. Artiaga Street Davao City  Sangguniang Panglunsod City Hall, Davao City
Gingoog City	Initiated	General Santos City	Hon. Remedios Azicate Sangguniang Panglunsod General Santos City
Oroquieta City	Mrs. Letminda Catane c/o Mayor's Office Oroquieta City  Mis. Occidental Prov'l Hospital Oroquieta City	<b>REGION XII</b>	
Ozamis City	Mrs. Remedios Ramiro Ozamis City	Lanao del Norte	Mrs. Nelieta Noval Tubod, Lanao del Norte
Surigao City	Mrs. Rama Sykimte BSK Surigao City Council Surigao City	Lanao del Sur	Ms. Emily Marahombsar Mindanao State University Marawi City
Tangub City	Dr. Elena Veloso Tan c/o Office of the Mayor Tangub City	Maguindanao	Bai Lucy Sinsuat Ortuoste Street Cotabato City
<b>REGION XI</b>		North Cotabato	Mrs. Aurora Masbad Kidapawan, North Cotabato
Davao del Norte	Mrs. Yolanda Dujali Governor's Office Tagum, Davao del Norte	Sultan Kudarat	Miss Josefina Bacungco Tamnag, Central Elem. School Lutayen, Sultan Kudarat
Davao Oriental	Mrs. Edith Rabat c/o Mayor's Office Mati, Davao Oriental  197 Wilson Street cor. P. Guevarra St. San Juan, Metro Manila	Cotabato City	Mrs. Cristeta Doria c/o Sangguniang Panglunsod Cotabato City
Davao del Sur	Mrs. Buenvenida Saceda Digos, Davao del Sur	Marawi City	Mrs. Marlene Tamano Mindanao State University Marawi City
		Iligan City	Mrs. Lenora Cabili c/o Mayor's Office Iligan City  GSP Headquarters Iligan City



**NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN**  
1145 J.P. Laurel St., San Miguel  
Manila, Philippines