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# National Commission on the Role of Filipino Women



**Our First Year  
1975**



*His Excellency, President Ferdinand E. Marcos bats strongly for the further advancement of women.*

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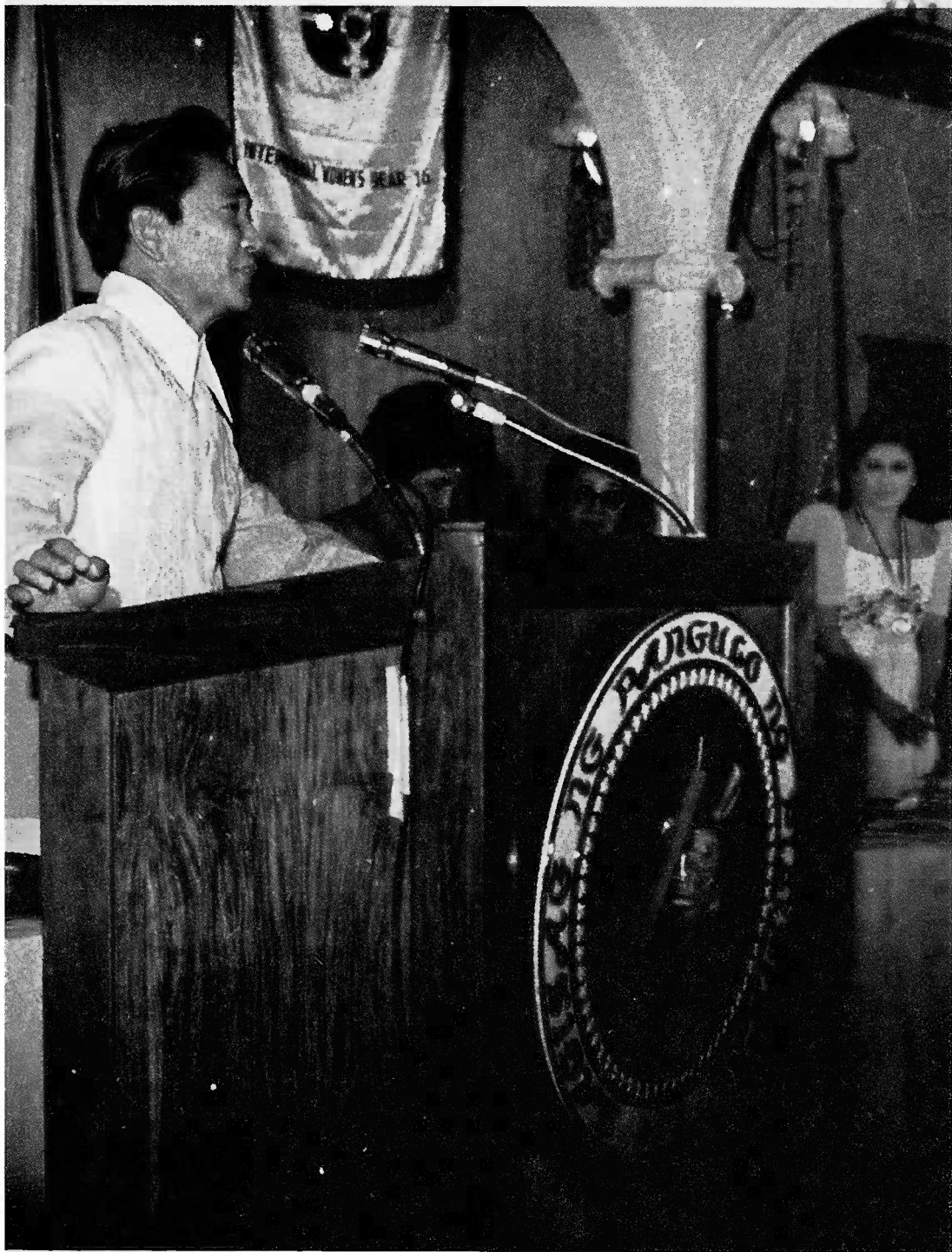
## FOREWORD

The creation of the National Commission on the Role of Filipino Women is a highlight of International Women's Year and a major milestone in Philippine history. For there has been set up this machinery that can maximize Filipino Women's efforts and potentials for nation building.

The Commission with its multi-sectoral composition and multi-disciplinary functions is in effect a coordinating body for the advancement of women and their more effective participation in national development. It is not a supra-structure that sets up its programs exclusively for women. For this would be contrary to the basic principle of nation building — the unified approach involving all the people regardless of sex, creed and age.

The Commission looks ahead to International Women's Decade up to 1985 and further on into the future with optimism, confident that with such an organized government and private support, it can carry out its integrated action program — "to ensure the full integration of women for economic, social and cultural development at national, regional and international levels and to ensure further equality between men and women."\*

\* Presidential Decree 633



*His Excellency, President Ferdinand E. Marcos bats strongly for the further advancement of women.*

## **PRESIDENT FERDINAND E. MARCOS FOR – THE FURTHER ADVANCEMENT OF WOMEN\***

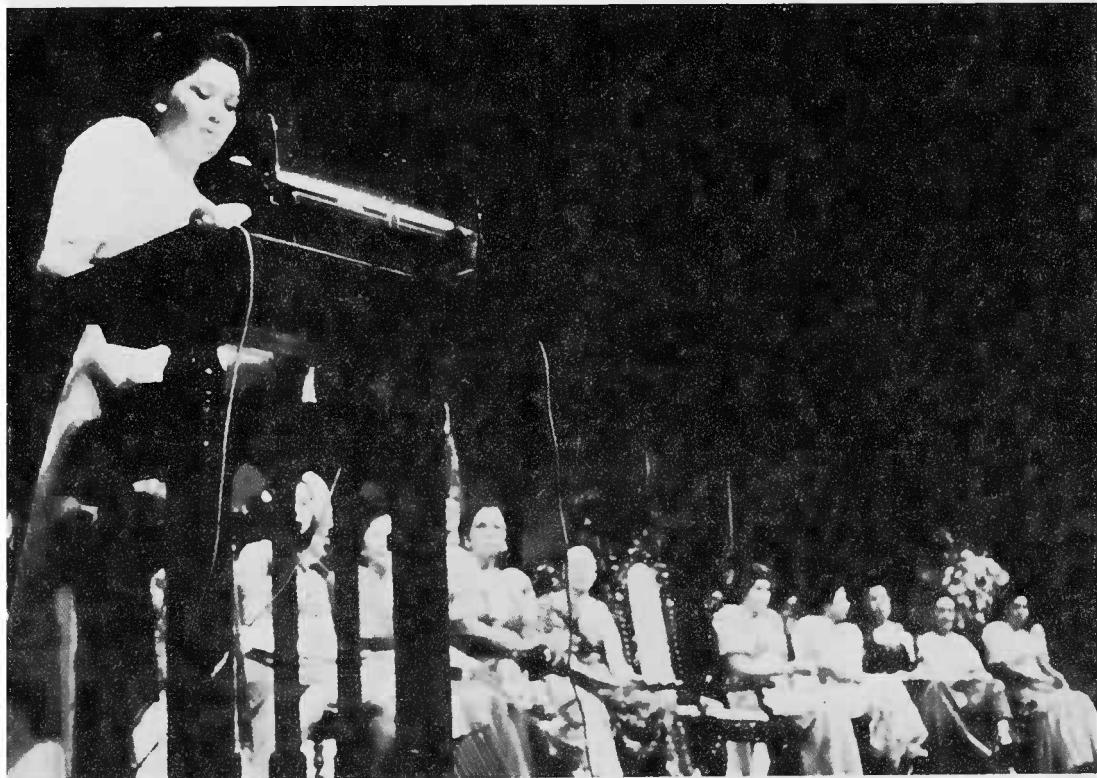
It is a source of pride among many Filipinos that women in the Philippines have always been held in high esteem, not only in the romantic but in the political and social sense. As a matter of fact, some Filipino men are disposed to say that it is only a matter of form to give everything that our women want; they take all of it. But this is granted without the supposedly typical masculine resentment. Filipino women have always been in the mainstream of Philippine history; they have contributed their share in the most challenging task of nation building.

It seems to me, then, and for many Filipinos, that the further advancement of the Filipino Women will lie in their increased participation in national development. I say increased participation for, with the current status of Filipino women, they are already felt in the national scene.

The Philippines is a proud beneficiary of the harnessed talents, skills and energies of Filipino womenfolk. We recommend the policy to our Asian neighbors as a definite goal for developing societies like ours.

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\*Excerpts from the speech of President Ferdinand E. Marcos at the UN Commission on the Status of Women Regional Seminar held in Manila, December 6, 1966.



*First Lady Imelda Romualdez Marcos delivering the Keynote address. Members of the Executive Committee in the background.*



*Women from all walks of life and ages listening to Mrs. Marcos. Extensions of the sound system for the hundreds who could not be accommodated in the Cultural Center Auditorium had to be provided so that they could listen to the launching proceedings. A mass officiated by His Excellency, Archbishop Jaime L. Sin opened the Launching Ceremony.*



January 6, 1975\*

Launching of International Women's Year with First Lady Imelda Romualdez Marcos as Keynote Speaker at a mammoth rally held at the Cultural Center of the Philippines.

"In this International Women's Year, we aim not, for the immodest exaltation of women, for we are exalted enough as the givers and nourishers of life. Rather we women must aim to be authentic partners in the exaltation of humanity. Let us address our faculties and endowments to the ~~urgent~~ mission of making this planet habitable and responsive to life in a world of enduring peace and happiness."

"All our pursuits — political, economic, social and cultural — have but one purpose: the welfare of the human being — his totality rather than his fragmented material self."

"In speaking about development, we should not only seek to integrate women in all sectors of the national economy; it is also necessary that the government and private sector undertake effective ways and means to maximize women's contribution to national development."\*\*

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\* Birth Anniversary of Tandang Sora (Melchora Aquino) Mother of the Philippine Revolution

\*\* Excerpts from the Keynote address of Mrs. Marcos at the Launching Ceremony



January 7, 1975

Presidential Decree 633 on the Creation of the National Commission on the Role of Filipino Women was promulgated.

**Office of the President**  
**PRESIDENTIAL DECREE NO. 633**  
**CREATING A NATIONAL COMMISSION**  
**ON THE ROLE OF FILIPINO WOMEN.**

WHEREAS, the General Assembly of the United Nations has designated 1975 as International Women's Year with its central theme of "Equality, Development and Peace";

WHEREAS, the United Nations will convene during International Women's Year an International Conference in which, *inter alia*, will be launched an international action-program including short and long term measures aimed at achieving the integration of women as full and equal partners with men in the total development effort;

WHEREAS, the Government of the Republic of the Philippines recognizes the significant contribution of Filipino women as citizens, homemakers, workers, volunteers, as well as their increasing participation in the development of friendly relations and cooperation among nations, and the promotion of world peace; and

WHEREAS, there is a need for a body to review, evaluate and recommend measures, including priorities, to ensure the full integration of women for economic, social, and cultural development at national, regional and international levels and to ensure further equality between men and women;

NOW, THEREFORE, I FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution do hereby create under the Office of the President The National Commission on the Role of Filipino Women. The membership shall be as follows:

Chairman — Mrs. Imelda Romualdez Marcos

Members:

- (1) Members of the Cabinet whose respective departments directly or indirectly affect the participation of women in national development and their integration therein;

- (2) The heads of women's organizations as the President may designate;
- (3) The heads of the different chambers of commerce and industry;
- (4) Representatives of government and private sectors as the President may designate who would be in a position to help implement the aims of International Women's Year;
- (5) Others as may be deemed necessary by the Commission.

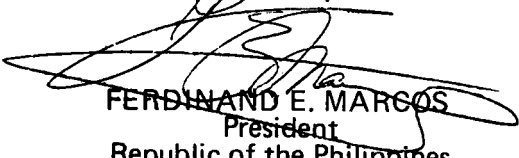
The members of the Commission may designate qualified and competent representatives to act in their stead. The Commission may create such committees as it may deem necessary to carry out its functions:

The Commission shall have the following functions:

- (1) ✓ To advise the President in formulating policies and implementing programs on increased contribution by women in national development;
- (2) ✓ To ensure that the gains which Filipino women have achieved because of Philippine culture and tradition will be preserved and enhanced in the process of modernization;
- (3) To continuously review and evaluate the extent to which women are integrated in all sectors of economic and social life at all levels on a basis of equality with men;
- (4) To make recommendations which could guarantee the enjoyment by women and men of full equality before the law in all fields where it does not exist;
- (5) To prepare a national program for International Women's Year which can be implemented throughout the Philippines.

This decree shall take effect immediately.

Done in the City of Manila, this 7th day of January, in the year of Our Lord, nineteen hundred and seventy-five.

  
FERDINAND E. MARCOS  
President  
Republic of the Philippines



*"Puting Tahanan" – Malacañang Executive Office Extension  
Commission on the Role of Filipino Women; 1145 J.P. Laurel Street, Manila.*

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

Chairman	: Mrs. Imelda Romualdez Marcos	
Members	: Secretary Carlos P. Romulo	Foreign Affairs
	Secretary Blas Ople	Labor
	Secretary Estefania Aldaba-Lim	Social Welfare
	Secretary Jose Roño	Local Governments
	Secretary Vicente Paterno	Economics/Industries
	Justice Cecilia Muñoz Palma	*NGO's/Law
	Ambassador Leticia Ramos Shahani	UN Commission on the Status of Women
	Ambassador Rosario Manalo	International Affairs
	Dr. Gloria Aragon	Science
	Ex-Senator Helena Z. Benitez	Human Environment
	Dean Irene Cortez	Law
	Mr. Fred Elizalde	Youth/Industry
	Dr. Belen Enrile Gutierrez	Youth and Finance
	Miss Natividad Ignacio	Youth
	Dr. Lucrecia R. Kasilag	Arts and Culture
	Dr. Minerva G. Laudico	NGO's/Education
	Miss Sylvia Muñoz	Youth
	Mrs Carmen Guerrero Nakpil	History/Media
	Mr. Onofre Pagsanjan	Humanities
	Mrs. Nora Zeta Petines	Pambansang Katipunan ng mga Barangay
	Hadji Fatima Matabay Plang	Muslims and other Cultural Groups
	Mr. Jovito Rivera	International Trade
	Mrs. Adelina Santos Rodriguez	Socio-Civic Work
	Dr. Mona Dumlao Valisno	Education
Executive		
Director	: Dr. Leticia Perez de Guzman	

January 7, 1976

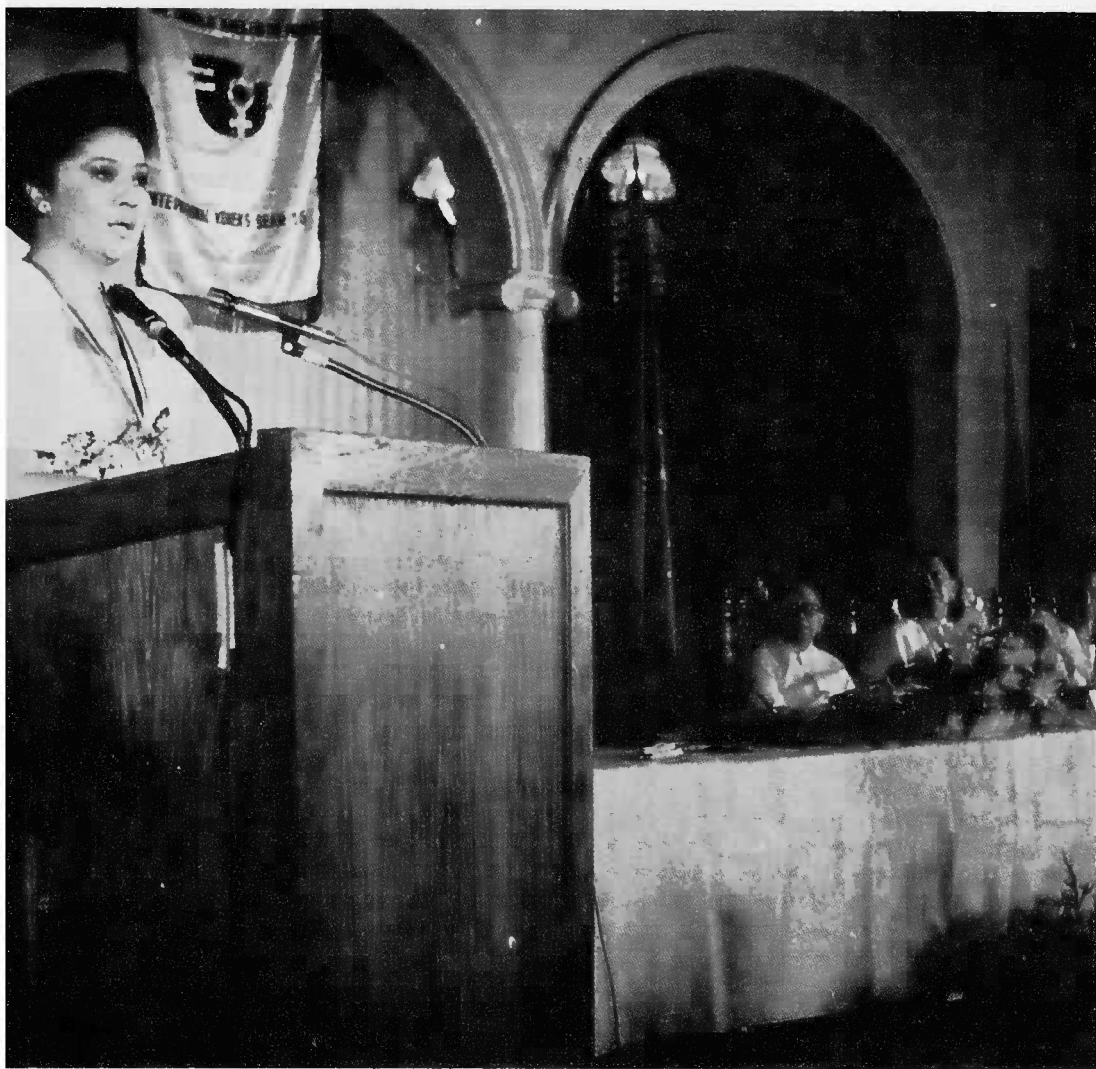
First Anniversary of the Creation of the Commission on  
the Role of Filipino Women

Commission Executive Director, Dr. Leticia Perez de  
Guzman reports on its one year of operation: achievements,  
on-going programs and projects; long-range plans





*The Commissioners, L to R – Dr. Mona Valisno, Mrs. Nora Petines, former Senator Helena Z. Benitez, Secretary Blas Ople, Director de Guzman, Ambassador Rosario D. Manalo, Dean Irene Cortes, Dr. Belen E. Gutierrez, Miss Sylvia Muñoz, Miss Naty Ignacio, Atty. Lilia Bautista, representing Secretary Vicente Paterno and on left foreground, Dr. Minerva G. Laudico. Also present at the Sanggunian with Media were Secretary Estefania A. Lim and Mrs. Carmen G. Nakpil, Chairman of the activity.*



*Imelda Romualdez Marcos "Woman Exemplar for International Women's Year"*

## The First Year in Brief

### At the UN International Women's Conference in Mexico

The first major activity of the Commission was its participation in the UN International Women's Year (IWY) Conference in Mexico in June 19 to July 2, 1975 where the Commission Chairman, Mrs. Imelda Romualdez Marcos was one of the Speakers at the Plenary Sessions. The report of this Philippine Delegation submitted by its Chairman, Secretary Estefania Aldaba Lim is appended. (Appendix B)

The Commission prepared two publications on Filipino Women which were distributed at the UN IWY Conference and at the World Tribune, held simultaneously in Mexico City: *The Role of Women in the Philippines* and *the Filipino Woman, A Humanizing Factor in Philippine Society*.

### Singular Achievements of Filipino Women – 1975

Several Filipino Women won recognition for their distinguished performance nationally and internationally. *Most outstanding is the Commission Chairman, Imelda Romualdez Marcos, voted unanimously as the "Woman Exemplar for International Women's Year."*

She is the recipient of awards from other countries – the award for her contributions to peace from Japan, being one of them.

She has very ably and successfully represented the President in establishing diplomatic relations with Russia, Socialist Countries, People's Republic of China, etc; renewed diplomatic ties with Cuba. She has undoubtedly been the Philippines' number one Ambassador of Goodwill and Action for international understanding and peace.

Her international involvement in 1975 was climaxed by her delivering an address to the United Nations General Assembly at its 30th Session on September 25, 1975 – an address that has made history. Excerpts follow:

"The new international economic order confronts not only our instinct for survival, or our natural desire for material well-being, but also the deep-





*Philippine Delegation to the UN IWY Conference in Mexico*

est values of our civilization. The challenge, therefore, is ultimately addressed to the conscience of humanity. We are called upon to create a new moral image of man.

At the threshold of action, we should pause and reflect on the kind of world we want for a world of co-existence, of minimum give-and-take, of nothing more than live-and-let-live-until the next conflict.

But we could raise our sights and aspire for the kind of world envisioned in our own Charter: a world of compassion, a world without borders where basic human needs are concerned, a world of tolerance, of dignity, of respect and reverence for life –

A just world, an authentic human community.”

Even more distinguished and spectacular are her many vital contributions to national development in its varied aspects: strengthening of moral values, production and conservation; health, sanitation and nutrition;

population education, preservation of Philippine culture and its promotion; science and technology, human environment, flood control, beautification, tourism, etc. Her dynamic leadership and systematic follow-through have accelerated and escalated national development projects and programs for improving the quality of life and giving true meaning to human dignity.

Because of her multi-facted record of excellent performance, she was unanimously "drafted" Governor of Metro-Manila on October 31, 1975, a draft she accepted.

"that as a woman, the draft was a clear homage, in the spirit of International Women's Year, to the Filipino woman's capacity for cooperation – for authentic partnership rather than competition – with man."

Other Filipino women have also won international recognition among them being: former Senator Helena Z. Benitez, elected Chairman of the Governing Council of the United Nations Environment Programs (UNEP) composed of 57 countries; and elected first woman member of the Administrative Board of the International Association of Universities;

Secretary of Social Welfare, Dr. Estefania Aldaba Lim, elected Member of the UNESCO Executive Board; chosen as one of the Vice-Chairmen of the UN International Women's Year Conference in Mexico and elected Chairman of the Social Development Committee of ESCAP (Economic and Social Committee for Asia and the Pacific(ESCAP).

★ Ambassador Leticia Ramos Shahani, elected Chairman of the Drafting Committee which formulated the draft declaration of Mexico 1975 on the Equality of Women with Men and their contribution to Development and Peace. She also presided at Pre-Consultation Meeting of the IWY Conference. In January, 1975 she was named Philippine Ambassador to Romania, the first woman Ambassador accredited by the Romanian Government.

Dean Lucrecia R. Kasilag elected Chairman of the League of Asian Composers and Mrs. Nora Z. Petines, elected President of the "Pambansang Katipunan ng mga Barangay" composed of more than 33,000 barangays. All of the four women are members of the Commission.

## SUMMARY

A Summary of the Achievements, On-Going Programs and Projects in the pursuance of *National Development goals* and in line with the *World Plan of Action* adopted by the UN IWY Conference in Mexico follows.

Due to the very limited time-span of operation, the achievements cannot as yet be quantified; moreover much of the Commission's Action Program is on long-range basis.

## PART I – ACHIEVEMENTS AND ON-GOING PROGRAMS

### A. On the Elimination of Discrimination Against Women

#### 1. *In the Exercise of Legal Rights*

The draft of the proposed Presidential Decree amending or/and deleting discriminatory provisions in Philippine statutes, prepared by the University of the Philippines (U.P.) Law Center Special Committee has been taken up with the National Commission on the Role of Filipino Women (NCRW).

The proposed changes and suggestions given by NCRW have been incorporated in the draft which is presently being "tested" at public forums with concentration on the rural areas. After an adequate sampling of the public reactions will have been gathered, the final draft will be submitted by NCRW to the President for appropriate action. Commissioner Irene Cortez, Dean of the U.P. College of Law, is following this through.

#### 2. *In Employment and Working People's Rights*

The draft of the proposed Presidential Decree amending the Labor Code, specifically covering equal rights of men and women for employment and the rights of working people, prepared by the Department Labor has likewise been taken up with the NCRW.

The NCRW proposed changes and suggestions, particularly the transfer of the funding of maternity leave benefits from the employer to the Social Security System have been incorporated. The

draft has been submitted to the President for appropriate action. Secretary Blas Ople, Commissioner of NCRW and Undersecretary Amado Inciong have kept NCRW posted and involved.

3. *In Education*

The discrimination against women is not stated categorically in rules and regulations but is implied and perpetuated by the curricula and "sexism" even in textbooks and references.

The three-pronged solution offered by Commissioner Mona Valisno and approved in principle by NCRW has been submitted to the Department of Education and Culture. The proposal underscores: energizing the *identical* curricula for both sexes, raising the literacy level of women and providing opportunities for recurrent education with the introduction of innovations in structure, contents and methods. *NCRW has emphasized the need for the appointment of women in the National Board of Education (the education policy-making body) and more women in top-level decision-making positions, especially considering that approximately 80% of the teachers are women.*

A Committee has been created by the Department of Education and Culture to study on the reforms proposed and has started its work.

**B. On Rural Women and Those in the Labor Force**

1. Commissioner Nora Petines, President of the Katiunan ng Mga Barangay, has been working for more dynamic involvement of women in the approximately 33,000 barangays by having them elected or appointed to decision-making level positions in the barangay where attendance at meetings and forums is predominantly women.

The barangay is the unit to be used as the machinery for the integrated multi-disciplinary approach to Community development.

2. Mrs. Adelina Rodriguez, NCRW Commissioner is working towards the furtherance of Models for Community development where women have been involved and integrated. The pilot models have been in operation in the Province of Rizal.

The NCRW thrust is on rural women and those in the labor force.

### **C. On the Youth**

Commissioners Belen H. Gutierrez of Girl Scouts of the Philippines, Natividad Ignacio of Four H-Clubs, Sylvia Muñoz of YSTAPHIL are working on the integration of different youth programs for a unified and more effective approach.

### **D. On the Muslims and Other Ethnic Groups**

Commissioner Bai Matabay Plang has been "pushing" on the program for orphans in Cotabato and has gotten the Commission support for this project and others that are being worked out.

The special NCRW project on a live-in Seminar for Muslim Women leaders has been finalized and will be implemented. It was noted that more women in Mindanao (social workers, nurses, teachers) are being mobilized in the drive for greater unity and peace.

### **E. On Non-Governmental Organizations**

Commissioners Cecilia Muñoz Palma and Minerva G. Laudico have been working closely with non-governmental organizations, particularly with the Civic Assembly of Women of the Philippines (CAWP) the national council of women which for the past twenty-nine years has been the umbrella organization of duly-established women's organizations working for women's rights and greater involvement in nation building.

The program involving non-governmental organiza-

tions of men and women with special concern over national development is operative.

*A major concern is the appointment of more qualified women in policy-making bodies and top level decision-making positions in the Government and private sectors.* CAWP has unremittingly worked for this over the years and has succeeded in opening the way for the appointment of more women into top positions.

#### **F. On Trade and Industry**

Commissioners Rivera and Fred Elizalde have worked for more consciousness of women's potentials in the local and international trade bodies; and the "harnessing" of more women power in trade and industry — in NACIDA, Cottage Industries, Commercial Sections in Philippine Diplomatic Missions abroad, etc.

#### **G. On Human Settlements, Welfare Services, Health and Sanitation, Nutrition, Population Control, Cultural Renaissance, etc.**

Commissioner Helena Z. Benitez, Estefania Aldaba Lim, Gloria Aragon, Lucrecia R. Kasilag have presented their programs which work towards an integrated multi-disciplinary approach aimed at the improvement of the quality of life of our people and applicable to all levels of society. A major concern in the program is for resettlement areas.

#### **H. On International Affairs**

Commissioner Rosario D. Manalo has been in constant "touch" with Southeast Asian Countries (the ASEAN). Before the International Women's Year Conference in Mexico, she organized the Seminar-Workshop for ASEAN Women in Manila. This Group presented their ASEAN resolutions and proposals to the Mexico Conference — very representative of the region.

The ASEAN had another Seminar in December,

1975, also on Women in Development. The proposals for the organization of the ASEAN Federation of Women's Organizations; the Exchange Program of Persons and Standards have been submitted for consideration of NCRW.

**I. On the NCRW Information Program**

Recognizing that the different aspects of the overall NCRW program can only be effective if disseminated and implemented, NCRW has underscored the importance of media and its "dynamics". Basic to any program is *information* which lays the foundation for the build-up of all projects. All the foregoing programs have to be laid on *strong foundations* on the broad base grass-roots through the different levels and areas all over the country.

Commissioner Carmen Guerrero Nakpil is Chairman of the Committee involving not only the Commissioners but the representatives of Media whose support she has enlisted. It was noted that Media representatives have given NCRW their cooperation and that they have continually given the International Women's Year (IWY) observance the "boost" that has aroused public interest and action in support of IWY goals.

The information drive is being intensified and the "dynamics" of media being re-evaluated.

## **PART II – ON GOING SPECIAL PROJECTS**

### **A. Setting Up NCRW Information Center**

**NCRW is collecting publications on women and is collating available data and researches on Filipino women undertaken by different government & semi-government offices, colleges and universities, non-governmental organizations.**

**The goal is the centralization of information on women and related areas in NCRW.**

### **B. Comparative Study of the Status, Roles and Achievements of Women**

- 1. Printed materials pertinent to this study are being collected by NCRW to serve as background materials for the research to be undertaken.**
- 2. The reports discussed at the recently concluded Seminar-Workshop on: Women in Development: Implications on Higher Education for Women in Southeast Asian have provided the basis for this comparative study in the country involved: Indonesia, Hongkong, Malaysia, Singapore, Thailand, Philippines and Hawaii (a state of U.S.A.). NCRW was one of the Sponsors of this Seminar-Workshops, a project of ASAIHL (Association of Southeast Asian Institutions for Higher Learning) with the Philippine Women's University as the Institution Chairman.**
- 3. An exchange program with other countries for comparative study and projection into the Philippine program for the further advancement of men is under study.**



**C. Evaluation Study of Women's Performance in Government Service**

1. The study is of two parts: The ratio of women to men in supervisory and administrative positions.
2. The performance rating of women and men in government service (if any), Replies to the questionnaire sent out to all departments of the government have been very slowly coming in. Note: This study will be extended to private establishments.

**D. Evaluation Study of On-Going Development Programs**

A study of the different aspects of development programs by the Government and private sector has been started. The objective is to look into the coordination of existing programs and determine the role of NCRW; the priorities and concentration of these programs.

**E. Seminars, Workshops and Conferences**

1. Holding and Sponsorship of Seminars, workshops, etc. on women and related areas of concern. Reference was made to one such seminar-workshop with NCRW as one of the Sponsors.
2. A project study on a Leadership Seminar for Muslim Women from other Cultural groups has been written out ready for implementation.

**F. Attendance of Women at National and International Conferences**

1. NCRW sent eleven official delegates to the International Women's Year Conference in Mexico City in June - July, 1975.
2. NCRW awarded a travel grant to Commissioner Minerva G. Laudico, Vice-Chairman of the Philippine Delegation to the World's Federations of United Nations Association Conference in Moscow, October, 1975 and sponsored her attendance at the Women's Congress in Berlin, Germany as the official Philippine Delegate.
3. The NCRW Executive Director was given a grant-in-aid as the Philippine representative to the UNESCO Seminar on 'Exchange Programme of Experts on Women in Development' held in Bonn, Germany, December 1 - 7, 1975.
4. Participants in public forums, seminars, etc. are being funded.

**G. Publications and Projects on and by Women**

1. NCRW has put out two publications: The Status and Role of Filipino Women and the Filipina, Humanizing Factor in Philippine Society. Translations of these into Pilipino and major dialects have been approved.
2. NCRW is ready to fund approved projects and publications of general interest to women.

### **PART III – LONG RANGE-PROGRAMS**

1. **Community Education for all – irrespective of sex, age and creed**
  - a. **Publication of more resource materials on the ABC's of citizenship, worthy home membership, homemaking; on current concerns, Family Life Education, Health and Sanitation, Nutrition, Human Settlement, Consumer Education, Cooperatives, Food Production and Conservation.**
  - b. **Coordination with media for more effective motivation and setting up of models for further improvement of the quality of life.**
2. **Coordination relevant to the status and role of Filipino Women have been lined up. These researches will be conducted by Research Groups engaged in the related area of specialization the research may so require – on contract by NCRW.**

**Among those in the list are:**

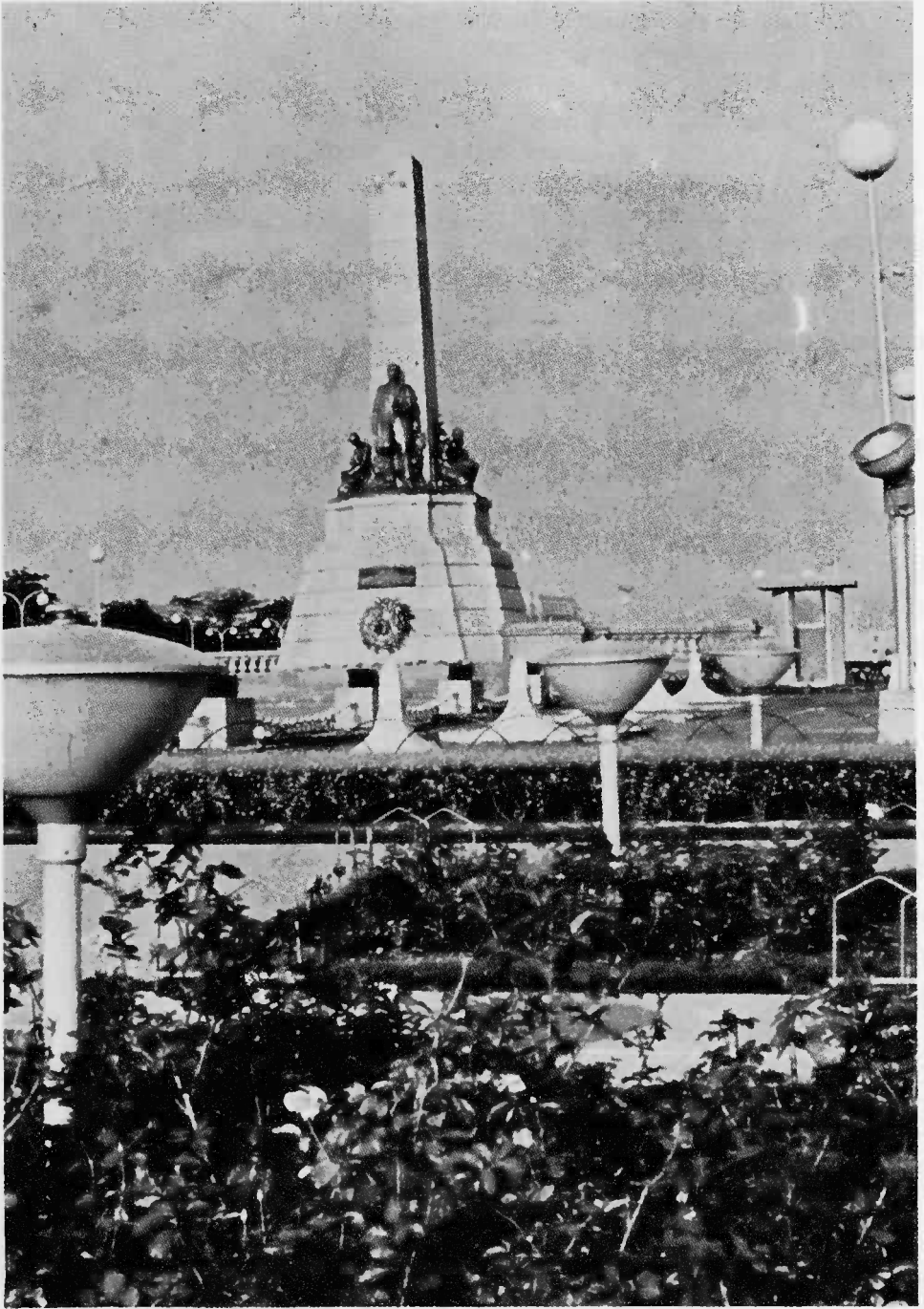
- a. **The Filipino Family in Transition, with emphasis on the Changing Roles of Husband and Wife.**
- b. **Filipino Customs, Traditions and Beliefs which relate to the Role and Place of Women in Society (This may be expanded to include Southeast Asian Countries).**
- c. **Attitudes of Filipino Men and Women Towards the Changing Role of Women: In different community areas – urban and rural; among people in various fields of interest – the professionals and workers' groups.**
- d. **Employment opportunities and training for these opportunities for women with focus on rural areas.**

- e. Innovative approaches to community development and welfare services (A pilot project would be necessary for the "testing" of these approaches involving women).
- f. Analytical study of the Economics of College Education for Women (Considering that there is a much larger percentage of women over men in the Colleges and Graduate Schools.)
- g. Assessment of Women's Socio-Economic Contributions to National Development — with focus on work of women as home makers and agricultural workers (not assessed in the determination of GNP).

### 3. Projects

- a. Pilot project on innovative approaches to the integrated multi-disciplinary approach to Community development. It covers the areas — Nursing, Nutrition, Pharmacy, Social Work and Education with Family Life as the core.
- b. Philippine Academy on Women with on-going supportive academic and community service programs.

The setting up a Philippine Center was unanimously approved during the UN Regional Seminar on "The Advancement of Women" sponsored by the UN Commission on the Status of Women held in Manila, December 6-19, 1966 under the Chairmanship of Senator Helena Benitez who was then the Chairman of the UN Commission. The proposed Center has been modified, considering that its goals are being achieved by on-going supportive academic and community service programs. The setting up of the Philippine Academy on Women is now possible and justifiable.



*Jose Rizal Monument*

**December 30, 1975**

A fitting close to International Women's Year was the national observance of Rizal Day with the theme: *Rizal and the Filipino Woman* which projected the implications of Rizal's message in the light of the goals of International Women's Year: equality, development and peace.

Thus, on the eve of the last day of International Women's Year, the nation's attention was again focused on the Filipino women's role in nation building and the challenge to carry on with the furtherance of the IWY goals through the International Women's Decade up to 1985 - for indeed:

"The Filipino woman no longer bows her head and bends her knees; her hope in the future is revived."

*Rizal* \*

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\*Jose Rizal is the foremost Filipino hero whose monument stands at the Luneta Park. His writings stirred the Filipinos to revolt against Spain. In his writings particularly his "Letter to the Women of Malolos", he expressed faith in Filipino women and challenged them to action for the common good.



*Launching of IWY in Davao City*



*Launching of IWY in Rizal Province on January 21, 1975*



*Philippines' pledge of cooperation and support for International Women's Year. General Carlos P. Romulo, Secretary of Foreign Affairs hands Philippine donation to UN Secretary General, Waldheim. Looking on: Mrs. Helvi Sipila, Secretary General of IWY; Ambassador Leticia Ramos Shahani, Chairman UN Commission on the Status of Women.*



*One of the Commission Meetings*



## Appendix A

### INTERNATIONAL WOMEN'S YEAR

#### Background:

On 18 December 1972 the United Nations General Assembly adopted the following resolution (3010 (XXVII)) proclaiming 1975 as International Women's Year:

**"The General Assembly,**

*Considering* that twenty-five years have elapsed since the first session of the Commission on the Status of Women was held at Lake Success, New York, from 10 to 24 February 1947, and that this is a period which makes it possible to take stock of the positive results obtained,

*Bearing in mind* the aims and principles of the Declaration on the Elimination of Discrimination against Women, adopted by the General Assembly in resolution 2263 (XXII) of 7 November 1967,

*Recognizing* the effectiveness of the work done by the Commission on the Status of Women in the twenty-five years since its establishment, and the important contribution which women have made to the social, political, economic and cultural life of their countries,

*Considering* that it is necessary to strengthen universal recognition of the principle of the equality of men and women, *de jure* and *de facto*, and that both legal and social measures have to be taken by Member States which have not yet done so to ensure the implementation of women's rights,

*Recalling* that its resolution 2626 (XXV) of 24 October 1970, containing the International Development Strategy for the Second United Nations Development Decade, include among the goals and objectives of the Decade the encouragement of the full integration of women in the total development effort,

*Drawing attention* to the general objectives and minimum targets to be attained in the course of the Second United Nations Development Decade, as defined by the Com-

mission on the Status of Women and adopted by the General Assembly in its resolution 2716 (XXV) of 15 December 1970,

*Considering* that, with those ends in view, the proclamation of an International Women's Year could serve to intensify the action required to advance the status of women,

1. *Proclaims* the year 1975 International Women's Year;
2. *Decides* to devote this year to intensified action;
  - a) To promote equality between men and women;
  - b) To ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade;
  - c) To recognize the importance of women's increasing contribution to the development of friendly relations and cooperation among States and to the strengthening of world peace;
3. *Invites* all member States and all interested organizations to take steps to ensure the full realization of the rights of women and their advancement on the basis of the Declaration on the Elimination of Discrimination against Women;
4. *Invites* Governments that have not yet done so to ratify as soon as possible Convention (No. 100) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, adopted by the International Labour Organization in 1951;
5. *Requests* the Secretary-General to prepare, in consultation with Member States, specialized agencies and interested non-governmental organizations, within the limits of existing resources, a draft programme for the International Women's Year and to submit it to the Commission on the Status of Women at its twenty-fifth session in 1974."

This resolution stresses the need to promote equality

between men and women and to ensure the full integration of women in the total development effort. It invites member governments and interested organizations to take steps to ensure the appropriate measures to be taken to abolish sexually discriminatory laws, customs and practices; to educate public opinion; to eradicate prejudiced ideas concerning the inferiority of women; to ensure equal access to education and equality of opportunity and earnings in the workforce.

## **Appendix B**

Report on the participation of the Philippine Delegation in the UN International Women's Year Conference in Mexico submitted by the Chairman of the Delegation, Secretary of the Social Welfare, Dr. Estefania Aldaba Lim.

### **Activities Undertaken**

The Philippines received more than a fair share of the honors as far as being office bearers at this world conference. Vice Chairman Leticia Shahani presided at the pre-consultation meeting and later on chaired the drafting group which formulated the draft declaration of Mexico 1975 on the equality of women and their contribution to development and peace. The chairman of the delegation was elected one of the vice presidents of the conference (and had presided at a plenary session) as well as chairman of the credentials committee.

The other members of the official delegation for whom this report is being submitted were:

- |                                  |   |               |
|----------------------------------|---|---------------|
| 1. Ambassador Leon Ma. Guerrero  | — | Vice Chairman |
| 2. Ambassador Leticia R. Shahani | — | Vice Chairman |
| 3. Justice Cecilia Muñoz Palma   | — | Alternate     |
| 4. Minister Rosario Manalo       | — | Alternate     |
| 5. Dr. Leticia Perez de Guzman   | — | Alternate     |
| 6. Dean Irene Cortes             | — | Adviser       |

- |                            |   |           |
|----------------------------|---|-----------|
| 7. Dr. Gloria Aragon       | — | Adviser   |
| 8. Dr. Mona Valisno        | — | Adviser   |
| 9. Mrs. Nora Petines       | — | Adviser   |
| 10. Atty. Flerida Romero   | — | Adviser   |
| 11. Mrs. Bai Matabay Plang | — | Adviser   |
| 12. Mrs. Rosario Melchor   | — | Adviser   |
| 13. Mrs. Carmen Nakpil     | — | Adviser   |
| 14. Miss Nona Zaldivar     | — | Secretary |
| 15. Miss Gloria Luna       | — | Secretary |

The preparatory work in the Philippines which involved majority of the members of the delegation carefully lined up a number of amendments for the world plan of action and drafted three resolution all of which were immediately filed by the delegation on its arrival in Mexico City. The draft resolutions which incidentally were the first resolutions filed with the secretariat dealt with three important issues: 1) Declaration of 1975-85 as decade for women's development and with it the setting up of a voluntary fund for women's development; 2) Women's participation in the promotion of oease and international understanding and 3) The use of social and economic indicators to evaluate women's participation in development. The first two resolutions were adopted by consensus and the third was merged in a resolution presented by the U. S. delegation and co-sponsored by the Philippines.

Justice Cecilia M. Palma sat in the plenary sessions since Ambassador Leon Ma. Guerrero who was assigned to that committee never attended the sessions. Justice Palma was assisted by advisers Mrs. Bai Matabay Plang ang Mrs. Nora Petines. The Philippines was represented in committee I by Ambassador Leticia Shahani with Minister Rosario Manalo as Alternate and Atty. Flerida P. Romero as adviser Committee I considered the world plan of action. The chairman of the delegation sat in Committee II which considered the agenda item on equality and women's participation in development and was assisted by Mrs. Leticia P. De Guzman as Alternate and Dr. Irene Cortes and Dr. Mona Valisno as Advisers.

The members of the Philippine delegation were actively involved in the committee debates as well as in sub-committee working parties coordinating with other country representatives in redrafting resolutions. Our delegation held daily consultations and feedback meetings. In several instances, they had to stay for late night sessions. On the whole, the members of the delegation can be credited with distinguished and outstanding performance.

### **Impressions**

Actually, there were two simultaneous meetings which took place in Mexico — the official and formal U. N. meeting attended by official government delegations and the free-wheeling "Tribune" attended by more than 5,000 representatives of non-governmental organizations from all walks of life including the national gay task force of the U. S., aboriginal island women, church organizations and the more well known Liberation movements in the western countries like the group of German Greer (Australia), Gloria Steinem (USA), Betty Friedan, etc.

These two simultaneous meetings were held in separate sites in Mexico City five miles apart.

The IWY — UN conference is a turning point in the history of mankind which hopefully can bring about a complete change in women's struggle for greater participation at all levels. The very presence of many eminent women of the world including wives of heads of states and government, and ranking women leaders maximized what U. N. planners called the "Heightening of consciousness" regarding the women's movement. It had produced a world plan of action which is to provide guidance for effective country programming to eradicate all forms of discrimination against women and to protect the fundamental rights of women to participate in social, economic and political life of the community. This guideline for action has laid down minimum targets which are envisaged to be achieved by 1980. All the resolutions passed were addressed to governments, to the U. N. Secretary General, to non-governmental organizations which call for specific action designed to enhance the participation of women

in development and insure equality between the sexes. Besides the three resolutions presented by the Philippines (and eventually adopted), the second committee recommended to the conference the adoption of a number of noteworthy resolutions. Among which are: prevention of the exploitation of women and girls (forced prostitution), protection of maternal and child health, the situation of women in the U. N., access of women to financial assistance, popular participation in self-help and cooperatives for women, especially in the rural areas, establishment of an International Research and training institute for the promotion of women, anti-poverty programs, etc.

The first lady's speech at the opening plenary session was well received and from the standpoint of the third world countries a very significant contribution to the ideology behind women's liberation which contrasts sharply with the issues which concern the feminist movement in highly developed countries. The theme of her speech was not so much on the principle on the equality of sexes (E. G. equal pay for equal work) but the manner of its exercise. In contrast to the direct confrontation strategies employed by western women libbers, the Asian approach is that we should not and need not be anti male to be pro women. That men and women fulfill equally important roles in society and both are therefore equally important. This thesis was repeated by the other Asian speakers like Prime Minister Banderanarke and Mrs. J. Sadat of Egypt. The third world's emphasis was repeatedly on the new International Economic order, that is, economic and social reforms that would enable the women, especially in the poverty areas, to live a better life, to escape from hunger, ignorance and poverty.

About the latter part of the conference, it became diverted again and again by political concerns. Most of the resolutions from the plenary session which tackled the problems of peace, racism, colonialism, neo-colonialism and apartheid were used as tools to national advantage. Indeed there were emotional moments when harsh words were exchanged between Arab representatives and Israel, between the Chinese and the Russians and those who condemn Chile, apartheid in South Africa, etc.

There can be no doubt that this Mexico world conference achieved one thing: The case for the women of the world has been brought to the limelight and women will never be the same again.

### **Recommendations**

Since the Commission on the Role of Women in the Philippines is the national machinery set up to implement the world plan of action for the coming decade on women's development (1975-1985), may I recommend that the following measures be undertaken:

1) Forward specific recommendations that may logically be applied to our country as far as plans and projects described in the approved world plan of action to the various department secretaries for guidance and/or action to develop and implement effective strategies to further the objectives of the plan. For example, for the department of education and culture, the suggested plan of action that has to do with achieving equality of opportunity for boys and girls in the field of education. To the department of health, the suggested measures to improve the health conditions, nutrition, family planning, etc. For rural women; to the Department of Social Welfare for all self help measures to conquer poverty outlined in the world plan of action, etc., etc.

2) To set up data collection and analysis in all aspects of women's involvement in development efforts. These are essential in reviewing and appraisings progress made in achieving the aims and objectives of the Philippine plan of action. In this area, we should promote and maximize use of existing universities (public and private) and other research institutes to facilitate the regular exchange of knowledge which will eventually be needed for the Philippines' participation in the research activities of the United Nations in this Area.

3) The contents of the world plan of action should be disseminated as widely as possible through mass communication media, seminars and other public forums. In order to accelerate the public acceptance of women's new expanding role in society especially in promoting and integration in the development process.

4) Coordinate with the national economic development authority (NEDA) in carrying out existing plans and projects with a view to including more women in development, giving special importance to rural development, family health, family planning, nutrition and health education, education and training at all levels, youth projects, public administration with the aim of preparing women to participate in planning and policy making, etc.

#### **Other Relevant Information**

While daily traveling through the heart of Mexico City from our hotel to the conference site, we noted a number of what could otherwise be plain city walls that have been transformed into colorful and gigantic murals by imaginative artists. Even their "Wall Grafitti" are thoughtfully organized media for public information and education on specific themes which the state would like to popularize, for example, attitudes toward family and children.

In behalf of all my colleagues in the delegation, allow me, Mr. President, to express our deep appreciation for the confidence which you and the first lady bestowed on each of us by giving us the rare opportunity to represent the Philippines at this historic world conference. Thank you.

**RESPECTFULLY SUBMITTED:**

(SGD.) ESTEFANIA ALDABA-LIM  
Head, Philippine Delegation

14 July 1975

cc: The First Lady  
Mrs. Imelda Romualdez Marcos  
Chairman, Commission on the Role of Women

Sec. Carlos P. Romulo  
Department of Foreign Affairs

All members of the Delegation



## Appendix C

**Summary Report on:  
International Women's Year Observance  
in the Philippines  
Leticia Perez de Guzman  
Chairman, CAWP\* Executive Committee  
for IWY Observance**

### Introduction

As early as February, 1974, CAWP\* started its preparation for the IWY observance. At its 29th Annual Assembly, on June 8, 1974 CAWP approved unanimously the following resolutions:

*Resolution No. 3 – On the Observance of International Women's Year, 1975*

Recognizing the significance of the UN Declaration of 1975 as International Women's Year, especially for CAWP, the National Council for the 64 duly-established women's organizations in the Philippines;

Recognizing that the responsibility for the national observance of women's year, 1975 primarily rests on CAWP;

Be it resolved as it is hereby resolved that CAWP work out a fitting program for Women's Year which will be directed towards the attainment of the objectives stated in the UN Declaration, guided by the program for International Women's Year adopted by the United Nations etc. etc. etc.

*Resolution No. 4 – (Corollary Resolution to No. 3) On the Creation of the Commission the Status of Women*

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\*Civic Assembly of Women of the Philippines, the National Council of Women composed of sixty-four duly organized women's associations, organized in 1946. CAWP held of Regional Seminar for Asian-South Pacific National Councils of Women on: Maximizing Women's Contribution to National and Regional Development on September 23-26, 1971 in line with the UN Second Development Decade (DD2) program. National Councils of 12 Asian-South Pacific Countries participated.

Considering that the Philippines, whose representative, Ambassador Leticia Ramos Shahani is the incumbent Chairman of the UN Commission on the Status of Women, is one of the few member countries without a Commission on the Status of Women;

Considering further that President Ferdinand E. Marcos had announced the creation of this commission during the UN Commission on the Status of Women Regional Seminar held in Manila in 1966 when Dr. Helena Z. Benitez was the Chairman of the said Commission;

Be it resolved as it is hereby resolved that CAWP reiterates its appeal for the creation of the Commission on the Status of Women composed of representatives of government, the private sector, civic and religious organizations so that it can be the highlight of International Women's Year observance in the Philippines;

Be it resolved as it is hereby resolved that the First Lady, Mrs. Imelda Romualdez Marcos be designated Chairman of the Commission.

Dr. Leticia Perez de Guzman, member of the Executive Board of the International Council of Women and immediate past President of CAWP was voted Chairman of the Executive Committee with Dr. Fe del Mundo as Co-Chairman. Consultants were: Hon. Helena Z. Benitez, past Chairman of the UN Commission on the Status of Women and its incumbent Chairman, Ambassador Leticia Ramos Shahani and CAWP President, Associate Justice Cecilia Muñoz Palma, member of the Supreme Court.

The Executive Committee was composed of: Rosario Panganiban Melchor and Lourdes Talag Echaz for Finance; Director Liceria Brillantes Soriano and Belen Enrile Gutierrez for Government and Education Programs; Mrs. Adelina Santos Rodriguez and Hon. Tecla San Andres Ziga for Rural Women; Dr. Leticia Perez de Guzman, Mrs. Zorayda Tamano and Mrs. Priscilla Sinsuat for Muslim and other cultural groups; Atty. Raquel Enriquez Fidelino and Atty. Charito Planas for Women in the Labor Force; Dr. Fe del Mundo and Atty. Carolina Basa Salazar, for civic Organizations; Prof. Herminia Ancheta and Atty. Clarita Tankiang Sanchez for the Professional groups. Mrs. Ester Asuncion Vibal and Mrs. Gloria Nadal Mascardo for Publications and Publicity.

## **CAWP Program of Activities**

### **A. February – December 1974**

- 1. Announcemnt of the UN Proclamation of 1975 as International Women's Year on February 19, 1974 by Ambassador Leticia Ramos Shahani at the Philippine Women's University Anniversary Convocation attended by Educators and Civic Leaders; among them were the members of CAWP.**
- 2. CAWP Resolution on the observance of the (IWY) was approved during the 28th CAWP Anniversary Assembly held on June 8, 1974. Every CAWP affiliate organization pledged to observe the year with the appropriate activities and programs directed towards the IWY goals, equality, development and peace.**
- 3. Information drive on IWY goals was started and was accelerated in 1975 – and will be on-going:**
  - a. use of IWY logo on: Stationery of CAWP and affiliate organizations; banners, television programs and newspaper announcements.**
  - b. Radio and television programs, were presented and continued throughout 1975. Press conferences were held.**
  - c. Posters were circulated all over the country: posted in government and private offices, churches and at conference/convention sites – and continued on throughout 1975.**
  - d. Surveys and researches pertinent to various aspects of women's role – legal rights, education, job opportunities, etc. for the Filipino women were started and are on going.**
  - e. The issuance of an IWY Commemorative stamp was applied for by CAWP and issued in June, 1975.**

**B. January – December 1975**

1. IWY was launched on January 6, 1975 in a mammoth rally at the Cultural Center of the Philippines. First Lady Imelda Romualdez Marcos, keynoted the launching. The event was very extensively and effectively covered by media with full coverage by television and radio networks. Editorials, feature articles and news releases continually played up IWY. The launching aroused greater national interest in the IWY goals manifested in the activities that followed.
2. President Ferdinand E. Marcos proclaimed IWY in the Philippines and issued Presidential Decree 633 creating the Commission on the Role of Filipino Women on January 7, 1975 – a major achievement for CAWP per its Resolution No. 4 approved on June 8, 1974.
3. Provinces and cities proclaimed IWY and carried out their own programs. Among those reported to CAWP are: Rizal, Cebu, Leyte, Davao City, Baguio City, Bacolod City, Ozamiz City, Bulacan, Cavite, Ilocos Norte, Batangas, Samar, Tarlac, Zambales
4. Series of seminars, workshops and projects were undertaken. Among these were those sponsored by:
  - a. National Federation of Women's Clubs, Philippine Association of University Women and Young Women's Christian Association which conducted a workshop on: "Women in the Philippines" – a Review and Evaluation of Women in Practice. (Proceedings have been made available to study groups).
  - b. CAWP Commission on the Professions Symposium on: "The Moral and Psychological Impact of the Filipino Women Professional on her world".
  - c. FIDA (Federation International de Abogadas) in cooperation with the Law

- Center of the University of the Philippines conducted a series of workshops and gave lectures on Legal and Labor Codes focused on the provision pertinent to women. The findings are being published and recommendations to amend discriminatory legislations and/or to have new legislations are being prepared.
- d. The Association of Inner Wheel Clubs of the Philippines, the Philippine Women Dentists Association, the Daughters of Isabela, the Zonta Club, the Catholic Women's League, the Soroptimistic Club, the All-Nation Women's Group, the Church Women United, and Rural Improvement Clubs are among the organizations affiliated with the CAWP that have focussed the national conference on the goals of International Women's Year.
  - e. Other Organizations not affiliated with CAWP have similarly conducted seminars and workshops. Among them: UNESCO National Commission of the Philippines on: Women in Rural Development, the Women's Personnel Association sponsored by International Labour Organization on the "Role of Women Executive in Population Education", the Department of Labor on "Working Women and Their Role in the New Society" Asian Development Bank Ladies' Association, Family Life Workshops of the Philippines, the Philippine Association of Secretaries, etc.

Rotary Clubs, Jaycees, Kiwanis, Lions Clubs, etc. invited women leaders to talk on IWY at their meeting and programs and gave assurances of their cooperation in the implementation of IWY goals.

5. *National Regional and International Seminars:*

- a. CAWP President Cecilia Muñoz Palma attended the International Council of Women launching of IWY in Paris in March. She was the Speaker for Southeast Asian Councils of Women.
- b. On June 4, 1975, CAWP had as special guest participants the delegates to the ASEAN Women's Meeting in Manila.
- c. CAWP sent a delegation to the World Tribune in Mexico composed of:

Mrs. Lourdes Talag Echaz	Chairman
Prof. Herminia M. Ancheta	Member
Mrs. Rosario Villar	"
Mrs. Adelina Santos Rodriguez	"
Atty. Paz Veto Planas	"
Mrs. Narda Camacho	"

- d. On August 6-9, 1975 with Dr. Margaret Mead as the Keynote Speaker a multi-disciplinary national seminar on: "Filipino Women in the Development Process: Focus on the Economic Dimension" was sponsored by the Philippine Women's University (PWU).

6. *Socio-Cultural activities highlighted IWY*

- a. An original music composition by Lucrecia R. Kasilag "Tribute to Filipino Womanhood" was premiered on January 15, 1975
- b. An all women's concert featuring music compositions by women and performed by women including an all-women symphony orchestra was presented by the Business and Professional Women's Association on April 15, 1975.
- c. CAWP in cooperation with the Cultural Center of the Philippines and the Independence Day National Committee sponsored a

Concert in honor of Gregoria de Jesus, wife of the hero Andres Bonifacio, and Lakambini of the Katipunan on the occasion of her centenary.

- d. An Anthology on Outstanding Filipino Women by the Philippine Women's University is ready for publication.
  - e. An exhibition of the works of women artists, writers and the biographies of outstanding women was held from October to November.
  - f. Contests having as theme the goals of IWY were held. The Women Lawyers Association of the Philippines, the Chamber of International Trade held oratorical contests participated in by the Youth. There were contests in painting in several schools of Fine Arts.
7. Recognition Awards were given to women for their singular distinctions and achievements, with First Lady Romualdez Marcos on top of the list and cited as: Woman Exemplar for International Women's Year.
- CAWP and its affiliate members honored outstanding women in various fields. The Chamber of International Trade, United Nations Association of the Philippines, Centro Escolar University and other organizations gave major awards to distinguished women leaders.
8. Programs of activities directed to specified groups were worked out and disseminated. Two such programs are for: women in the rural areas and those in the labor force. The programs include provisions for setting up of: nutrition centers, family planning clinics, legal clinics, multi-purpose centers with reading and recreation facilities, artesian wells in rural areas, etc.
9. Education curricula are being re-evaluated to make them relevant to present-day conditions and in the pursuance of IWY goals.
10. Long-range programs for the International Women's Decade are under consideration.

