

National Commission on the Role of Filipino Women



*Making government work
for women's empowerment
and gender equity*

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***Making government work
for women's empowerment
and gender equity***

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“T

he State recognizes the role of
women in nation building and
shall ensure the fundamental
equality before the law of
women and men.”

Art. II, Sec. 14
Philippine Constitution

Our Beginnings

The NCRFW was established on January 7, 1975 through Presidential Decree No. 633. Its creation was facilitated by intense lobbying of women NGOs under a national umbrella organization called Civic Assembly of Women of the Philippines (now called National Council of Women of the Philippines). Its main purpose was to “review, evaluate and recommend measures, including priorities to ensure the full integration of women for economic, social and cultural development at the national, regional and international levels and to ensure further equality between men and women.”

1975-86: Elimination of discriminatory provisions in the laws and women’s organizing

Pursuant to the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women which the Philippines ratified in 1981, the first decade of NCRFW focused at eliminating discriminatory provisions in the law. Likewise, in line with the perspectives and directions set forth under the program of action of the UN Decade for Women (1975-85), a nationwide movement called Balikatan Sa Kaunlaran was organized, thereby creating opportunities for expanded roles of women in economic, social and political activities of the nation. This movement was subsequently incorporated as a non-profit organization which, up to the present, continues to actively pursue its mission of providing direct assistance to economic and social undertakings of women. The first Board of Commissioners of NCRFW was chaired by then First Lady Imelda Romualdez Marcos, with Justice Irene Cortez as Vice-chairperson. Dr. Leticia Perez de Guzman was its first executive director.

1986-1992: Making government work for women through gender mainstreaming

The peoples' power revolution, which gave the Philippines its first woman President, Corazon Aquino, paved the way for the introduction of gender mainstreaming during this period. Equality policies were adopted and enshrined in the Constitution, women's concerns were positioned at the heart of the government's agenda, key government officials and staff were sensitized, and mechanisms were set up in support of gender mainstreaming. It was during this period that the Philippine Development Plan for Women (PDPW) 1989-92 was adopted through Executive Order 348. NCRFW's second Board of Commissioners was chaired by then foreign affairs undersecretary Leticia Shahani who vacated her post and became Senator in 1987. She was replaced by Dr. Patricia Licuanan, and together with executive director Remedios Rikken, broke grounds in making women's issues a collective concern of many government and non-government organizations.

1992-1998: Sustaining gender mainstreaming

Committed to build upon and sustain the gains of the previous eras, the partnership of chairperson Imelda Nicolas and executive director Teresita Castillo pushed for stronger policies and programs on women. This period gave birth to a 30-year perspective plan for gender responsive development which, under Executive Order 273, was adopted as the country's main vehicle for implementing the Beijing Platform for Action. Another milestone achievement of this period was the legislation of a policy on gender and development (GAD) budget, mandating all government agencies to allocate a minimum of five percent of their total appropriations for GAD programs and projects. Executive Orders 208 and 268 were issued to strengthen NCRFW, expanding its Board of Commissioners, adding more staff positions, and consequently creating three additional functional divisions within NCRFW.

Our Continuing Commitments

NCRFW today commits to continue building upon the achievements of the past efforts to advance the status of women.

This means that **gender mainstreaming**, an approach that makes women and men's concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programs in all sectors of society shall be strengthened and institutionalized. Making gender a way of life in the work of the government shall remain as a significant aspect of NCRFW's agenda.

In addition, NCRFW will provide focus on **empowering and gender equity measures for women**. This means that attention shall be directed at building women's capabilities and responding to very pressing needs of women, particularly those in poverty and extremely difficult situations, and draw attention of concerned agencies so that women's difficulties could be addressed by their programs and projects in a relevant and timely manner.

Our Vision, Mission and Goal

the dream of empowered Filipino women enjoying full and satisfying lives.

We envision a future where women, through their leadership in the family, community and all fields of endeavor, effectively contribute to and benefit from sustainable development, a lasting culture of peace, and people-centered governance.

We firmly resolve to realize this dream by pursuing our mission of making government work for women's empowerment and equity to achieve gender equality. This will be pursued in partnership with key stakeholders in the civil society, including the private sector, NGOs and the women's movement.

Our goal is to attain women's empowerment gender and equity toward gender equality. In pursuing this goal, we will always be anchored on our faith in the will of the Almighty as we practice honesty, professionalism, teamwork, equality and empowerment in our personal and professional lives.

The new millennium calls for women's leadership beyond the dimensions of gender equality:

- ◆ Utilizing their unique negotiation skills and perspectives in conflict resolution, in partnership with men;
- ◆ Valuing 'herstories', representing women's unique experiences, heroism, teamwork, partnership, professionalism, social responsibility, fairness, and respect for the dignity of others; and
- ◆ Embodying the feminine qualities of mothering (mother earth), nurturing (motherland), healing (mother church) as spiritual dimensions of sustainable development.

Men also need to learn and acquire the feminine qualities of caring for others instead of violence and aggression; healing and nurturing to bring about a culture of peace, rather than instigating war and conflict; and breaking the chains of inequalities and disparities that exist between women and men.

Our Mandates and Roles

Our mandate is to advise the President and assist the Cabinet on policies and programs affecting women. We are tasked to oversee the implementation of national laws on women including international treaties and commitments such as the UN Convention on All Forms of Discrimination Against Women (UN-CEDAW) and the Beijing Platform for Action (PFA).

Being the oversight body on women's concerns, we serve as the government's conscience on women. The following summarizes our roles:

Lead advocate of women's empowerment, gender equity and gender equality

- ◆ champion of women's rights
- ◆ advocate of better opportunities for women's participation, leadership and pursuit of non-traditional roles and careers
- ◆ proponent of peace and measures that eliminate all forms of violence and discrimination against women
- ◆ initiator of programs and projects that strengthen women's choices and capacities
- ◆ agent of equity and poverty reduction measures
- ◆ promoter of reforms that create more gender sensitive legal/policy systems and interventions
- ◆ communicator of women's positions on key national issues

Catalyst for gender mainstreaming

- ◆ catalyst of actions to implement the strategic objectives of the 12 areas of concern of the PFA

- ◆ provider of perspectives, information, tools, knowledge, skills and technical assistance that would make key institutions in the Philippine society, both in the public and private sectors, work for women's empowerment and gender equity toward gender equality
- ◆ co-engineer of mechanisms, systems and processes that integrate women's concerns into development planning, programming, budgeting, implementation, and monitoring and evaluation at the national, regional, local and agency levels
- ◆ agent of institutional transformation for generating top level sponsorship of gender concerns, equal representation of women in decision-making processes, gender awareness of staff, non-discriminatory HRD/HRM policies and programmes, and women-friendly facilities and work environment, among others
- ◆ builder of networks and partnerships among government and non-government organizations working on various gender/women's concerns
- ◆ promoter of knowledge and interest on the contributions of women to history and nation building, development of women-centered methodologies, and institutionalization of mechanisms for considering 'herstories' in contemporary life

Authority on women's concerns

- ◆ adviser in determining priority areas for action and Presidential arm on women's concerns
- ◆ orchestrator and overseer of processes to develop national women's agenda and plan for gender responsive development
- ◆ source of official advice, data or analysis on differential impacts of policies, programs, projects and other measures on women and men
- ◆ monitor of actions taken by government on international treaties and commitments and national laws and policies concerning women
- ◆ communicator and champion of government's positions on various issues affecting women
- ◆ promoter of measures that strengthen public officials' accountability for women's advancement

Our Two-Pronged Commitments

GENDER MAINSTREAMING

Gender mainstreaming shall be strengthened by, among others, evolving a Gender Mainstreaming Management System.

Drawn from the principle that gender is a collective responsibility of government agencies, the function of overseeing actions on gender shall be shared among NCRFW, the National Economic and Development Authority, Department of Budget and Management, Civil Service Commission, and Department of Interior and Local Government. Statistical bodies, namely: the National Statistical Coordination Board, National Statistics Office, and Statistical Research and Training Center are also being supported toward institutionalizing gender responsive data systems that would guide government and other sectors of the society in empowering women.

In addition, selected line agencies are being supported by NCRFW to model approaches on various entry points to gender mainstreaming such as: peoples' participation (Department of Environment and Natural Resources), building of institutional mechanisms (Department of Trade and Industry), policy, programs and projects (Department of Agriculture) and monitoring (Department of Labor and Employment).

Partnerships with various regions and local government units are in full swing in line with the thrust of bringing GAD closer to the lives of the people, particularly the women and girl children. The roles of NCRFW as oversight body and provider of technical assistance shall be strengthened at the subnational level by building technical assistance networks, GAD resource centers and subnational commissions/committees on women.

Gender Mainstreaming

- Establishing the gender mainstreaming management system by developing the capabilities of oversight agencies
- Modelling gender mainstreaming approaches with line agencies and LGUs
- Expanding technical resource base for gender mainstreaming in partnership with NGOs and academic institutions
- Setting up of regional, provincial and municipal commissions/committees on women
- Technical assistance and monitoring of gender equality plans, laws and policies
- Strengthening NCRFW's own capabilities as oversight agency
- Development of tools, systems and capabilities with partners at the local, regional and national levels



Empowering Measures

- Intermediating resources and mobilizing actions to assist women in poverty situations, victims of violence and discrimination and those in extremely difficult circumstances
- Building strong networks of women NGOs so that women may have the power and “voice” to negotiate rules and better policies and programs
- Supporting gender sensitivity training and harnessing initiatives of NGOs, private institutions, business and labor sectors, and other potential partners
- Influencing international socio-economic frameworks, such as APEC, to enhance their responsiveness to needs of Filipino women
- Harnessing the GAD budget of agencies for more meaningful impacts to women
- Protecting and promoting women’s rights as human rights
- Counteracting negative portrayals of women in media



Intermediate Results

- Government mechanisms that are more capable of responding to women’s needs
- Stronger networks, mechanisms and support systems on GAD
- Greater attention and resources for women in poverty, victims of violence and discrimination and in extremely difficult circumstances
- More gender sensitive socio-economic frameworks
- Visible impacts of GAD budget expenditures
- Enhanced recognition of women’s rights as human rights

Long Term Results

- Women’s empowerment
- Equity in impact
- Gender equality

EMPOWERING MEASURES

While investing in the long term vision of making gender a way of life in government, the present NCRFW expands its partnership with NGOs, private and business organizations and other sectors of the civil society that build women’s capabilities and help respond to critical issues of women. Empowering measures shall be pursued by expanding credit facilities on women, putting up of trust fund of other innovative funding mechanisms and pursuing the legislative proposal on the strengthening of NCRFW. Responses to women in poverty, victims of violence and those in extremely difficult circumstances shall be strengthened by harnessing resources and programs of partner agencies within and outside government.

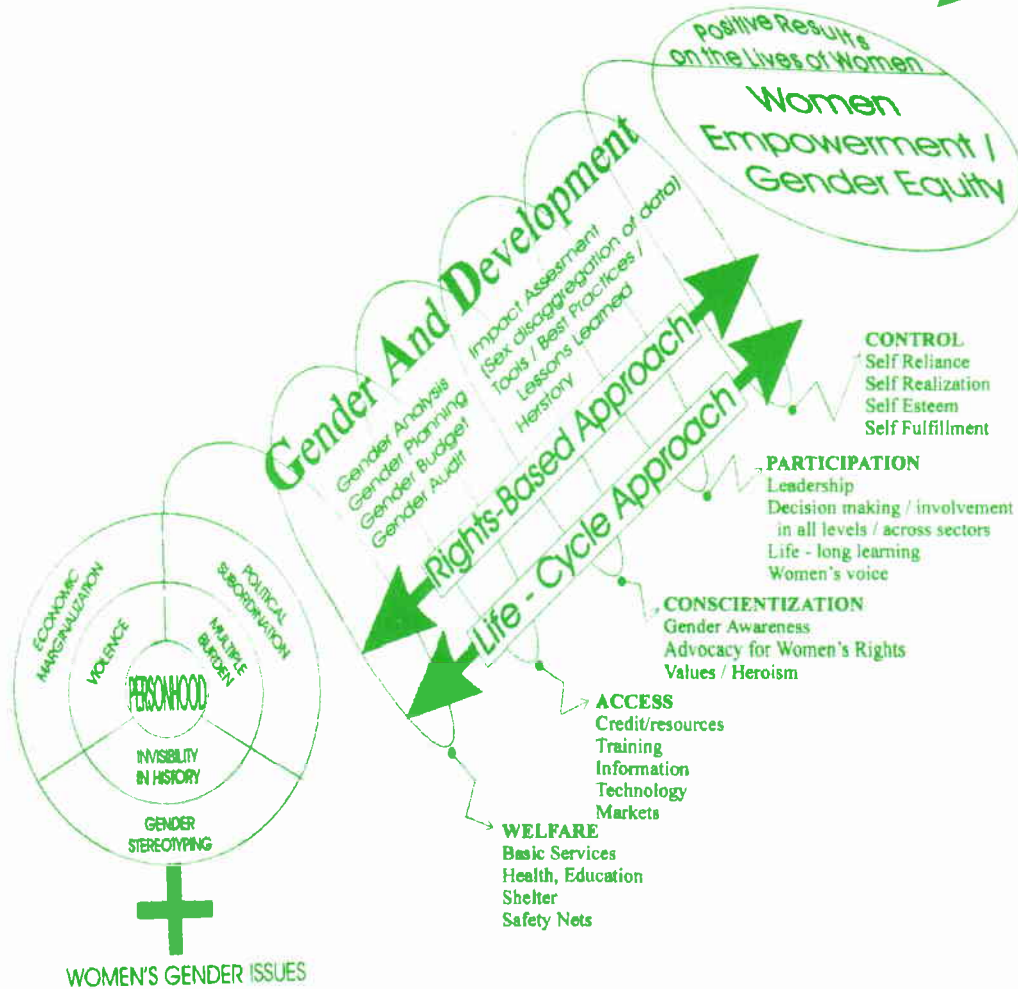
The results of the 1999 review of actions to implement the Beijing Platform for Action, as well as the outcome document of the Special Session of the United Nations General Assembly on Beijing Plus Five, constitute the framework around which a Medium Term Philippine Plan for Gender Responsive Development (MT-PPGD), 2000-2004 will be immediately adopted.

Working for Women Empowerment and Gender Equity Toward Gender Equality

*M*ainstreaming gender concerns in the process of development (GAD) facilitates and enhances women's experience of empowerment (Women's Empowerment Cycle), using both the rights-based and life cycle approaches to resolving women's gender issues and critical areas of concern.

Empowerment is seen as an interconnected cycle of strategies and interventions progressing in five stages: Welfare, Access, Conscientization, Participation, and Control – represented in this diagram by loops. When these are present, development efforts enable women to rise from their historical disempowerment (gender issues/areas of concern), enjoy their human rights and attain positive results at every stage in their lives. The attainment of women empowerment and gender equity leads to Gender Equality, whereby women and men equally contribute and benefit from development.

Gender
Equality



Our leaders today



Madam Luisa Ejercito Estrada
Honorary Chairperson



Dr. Amelou Benitez-Reyes
Chairperson



Ermelita V. Valdeavilla
Executive Director

A large group photograph of approximately 20 women and one man, likely the NCRFW leadership and guests, posed for a group photo. They are arranged in two rows, with some seated at a table in the front and others standing behind. The setting appears to be an indoor event space with a patterned tablecloth.

NCRFW Chairperson, Commissioners, and Executive Director, together with madam Luisa Ejercito and guests during its silver jubilee celebration in Malacañang.

Our workforce



The NCRFW staff.

Himig ng Kababaihan

(Composed by Carol Bello and NCRFW staff)

*Binhing dinilig ng luha,
Nagmula sa kasaysayan.
Ina, kapatid, kasama,
Lakas ng kababaihan.*

*Kapit bisig, naglalakbay
Mula hilaga hanggang katimugan.
Binuong mga samahan
Ng malayang kamalayan.*

*Koro:
Isulong ang kababaihan
Sa tahanan at lipunan*

*Sa nayon at kalunsuran
Sa pusod ng kaunlaran.*

Ihayag ang tinig ng kababaihan.

*Sama-samang nanindigan
Sa galing at karunungan,
Nilinang at pinagyabong
Ng malayang kamalayan.*

*Sabay sa pag-ikot ng mundo,
Patuloy ang pagbabago
Para sa kapayapaan,
Katarunga't kasaganaan.*

Our Board of Commissioners

Dr. Luisa P. Ejercito Estrada
Honorary Chairperson

Dr. Amelou Benitez Reyes
Chairperson

NGO

Barbara T. Anonas
Bernadette E. Arellano
Regina O. Benitez
Teresita B. Camaro
Teresita S. Castillo
Aurora J. de Dios
Lisa Macuja-Elizalde
Gloria G. Larot

Lina F. Litton
Isabelita S. Palanca
Princess Diamond J. Pangarungan
Linda S. Pastoral
Edith N. Rabat
Encarnacion N. Raralio
Fenny C. Tatad
Esther A. Vibal

GO

Ex-Officio Member

V.P. Gloria Macapagal-Arroyo, DSWD
Sec. Edgardo J. Angara, DA
Sec. Benjamin E. Diokno, DBM
Sec. Andrew Gonzales, DECS
Sec. Domingo L. Siazon, Jr., DFA
Sec. Alberto Romualdez, DOH
Sec. Alfredo S. Lim, DILG
Sec. Bienvenido E. Laguesma, DOLE
Sec. Manuel A. Roxas, DTI
Sec. Felipe Medalla, NEDA

Alternate Representative

Usec. Belinda C. Manahan
Assec. Ma. Celia H. Fernandez
Usec. Cynthia Castel
Assec. Fe A. Hidalgo
Usec. Rosario G. Manalo
Assec. Zenaida O. Ludovice
Assec. Remedios A. Paralejas
Assec. Benedicto Ernesto R. Bitonio
Assec. Toby Melissa Monsod
Assec. Dir. Gen. Ofelia M. Templo

Ermelita V. Valdeavilla
Executive Director

Mayumi Juris A. Luna
Deputy Executive Director

Our milestone accomplishments in the last 25 years

Marcos Administration (1975-1986)

- ◆ Organized women into a nationwide movement called *Balikatan sa Kaunlaran* (shoulder to shoulder for development). This organization is now registered as an independent women's organization that continues to assist women's endeavors.
- ◆ Through the *Balikatan Sa Kaunlaran*, promoted the implementation of projects along the sub-themes of the UN Women's Decade which are education, health and employment.
- ◆ Reviewed laws and adopted policies to eliminate provisions that are discriminatory to women.
- ◆ Established a clearinghouse and information center on women.
- ◆ Monitored the implementation of the UN CEDAW.

Aquino Administration (1986-92)

- ◆ Positioned the principle of gender equality in the Philippine Constitution and launched gender mainstreaming in the work of the government.

- ◆ Adopted the Philippine Development Plan for Women (PDPW) 1989-92 which translated the gender approach into a workable plan of action and was recognized as a companion document of the Medium-term National Development Plan 1986-92.
- ◆ Established Focal Points for Women, promoted data disaggregation by sex, built trainers' pools, and developed a critical mass of gender advocates within the bureaucracy.
- ◆ Enacted the Women in Development and Nation Building Act (RA 7192) which directed government agencies to review all the policies, plans and programs for women and eliminate gender biases therein. It also provided for the allocation of a portion of official development assistance to gender related undertakings.
- ◆ Opened the Philippine Military Academy to women. Female cadets showed commendable performance with one of them topping the graduating class in 1999.
- ◆ Enacted laws/policies that: penalized mail order marriages (RA 6955); strengthened the prohibition on discrimination against women with respect to terms of employment (RA 6725); and called for annual celebration of women's day, women's week and women's month.
- ◆ Issued land titles or stewardship certificates in the name of both spouses to make them equal partners in land ownership.
- ◆ Introduced gender responsive measures in government such as flexi-time, day care, career advancement for women in government, equality advocates (EQUADS).
- ◆ Regularized the Presidential dialogue with the NCRFW Board of Commissioners to discuss progress on the efforts to advance women's status.

Ramos Administration (1992-98)

- ◆ Adopted the Philippine Plan for Gender Responsive Development (PPGD) 1995-2005. Through EO 273, the PPGD continues to serve as the main vehicle for implementing in the Philippines the commitments under the Beijing Platform for Action.
- ◆ Instituted the GAD budget policy to ensure that laws, policies, plans and programs for women are implemented.
- ◆ Included GAD in the key result areas (KRAs) of government agency heads, making them personally accountable to the President for GAD implementation in their respective agencies.
- ◆ Strengthened the GAD Focal Point system and established especial mechanisms for women's concerns at the agency level
- ◆ Adopted laws/policies that: penalized sexual harassment (RA 7877); redefined and strengthened penalties on rape (RA 8353); instituted support mechanisms for victims of rape and other forms of violence (RA 8505); provided assistance to women engaging in micro and cottage business (RA 7882); instituted the rural women's day celebration (Proclamation 1105), called upon government officials to act on domestic violence, provided for gender responsive programs for overseas Filipino workers (RA 8042), provided for women as one of the sectors who could form sectoral parties (RA 7941), granted paternity leave (RA 8187), created family courts (RA 8369), provided for women's representation in the national anti-poverty council (RA 8425), and promoted equal opportunities for women in the Philippine National Police.

- ◆ Piloted a hospital-based crisis center that offered treatment, counseling and temporary shelter for women victims of violence.
- ◆ Made a highly successful presentation of the third and fourth Philippine reports on the implementation of the UN CEDAW.
- ◆ Strengthened the NCRFW through EO 208 and 268 by redefining its powers and functions, expanding the Board of Commissioners and creating more plantilla staff positions.

Estrada Administration (1998 to present)

- ◆ Issued Civil Service Memorandum No. 8, series of 1999, which called for equal representation of women in the promotion for top level positions in government. This was supported by a “Directory of Women on the Move”, a reference in the identification of women who are promotable to high positions in government.
- ◆ Began the replication of the piloted model of hospital based crisis center for women victims of violence and their children.
- ◆ Helped make women more bankable through a Memorandum of Understanding between the NCRFW and Landbank, Development Bank of the Philippines and other financial institutions to expand loan windows and relax lending procedures for women.
- ◆ Implemented the CIDA-NCRFW Institutional Strengthening Project Phase II which aims to build the capacities of critical government agencies and LGUs. It involves the development of skills, tools and systems for gender mainstreaming among oversight bodies, line agencies, regional administrative bodies and local government units.

- ◆ Completed a bilateral project between the Philippines and Belgium, which aimed to educate and train the public on preventive actions against trafficking in women, and provide social and legal assistance to victims of this crime.
- ◆ Published sourcebooks and information materials for advocacy and gender mainstreaming.
- ◆ Played a key role in the finalization, adoption and implementation of the Framework for the Integration of Women in APEC.
- ◆ Instituted a Management and Information System on GAD and Human Resource Development Program within NCRFW.
- ◆ Adopted an affirmative action program to train more women in the Philippine National Police Academy and to adopt lateral entry into the service command. Nationwide, some 400 women's desks have been established and desk officers were trained to deal effectively with violence against women and children cases.
- ◆ Completed the project on "Policy and Development Advocacy for Women's Health" which aimed to develop, advocate and implement policies and laws for women's health and population concerns, as well as measures to address violence against women.
- ◆ Included gender/women sensitive measures in the Medium Term Philippine Development Plan 1999-2004, National Anti-Poverty Framework, Medium-Term Youth Development Plan and the Philippine Plan of Action for Older Persons.

PRESIDENTIAL DECREE NO. 633

CREATING A NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN

MALACANANG
MANILA

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 a National Commission on the Role of the 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 therewith.

Decree

- (2) The heads of the 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 may be deemed necessary to carry out its functions;

The Commission shall have the following functions:

- To advise the President in formulating policies and implementing programs on increased contributions by women in national development;
- To ensure that the gains which Filipino women have achieved because of Philippine literacy and education will be preserved and enhanced in the process of modernization;
- 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;
- To make recommendations which would guarantee the enjoyment by women and men of full equality before the law in all fields where it does not exist;
- 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 27th day of January, in the year of our Lord, thousand nine hundred and seventy-five.

By the President


Ferdinand E. Marcos
President of the Philippines

EXECUTIVE ORDER NO. 208

FURTHER DEFINING THE COMPOSITION, POWERS AND FUNCTIONS OF THE NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN

MALACANANU
Manila

BY THE PRESIDENT OF THE PHILIPPINES
EXECUTIVE ORDER NO. 208

FURTHER DEFINING THE COMPOSITION, POWERS AND FUNCTIONS OF THE NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN

WHEREAS, Sec. 14 of Art. XIII of the Philippine Constitution provides for the protection of women by providing such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation;

WHEREAS, Presidential Decree No. 633 dated 7 January 1975 created the National Commission on the Role of Filipino Women, to ensure the full integration of women for economic, social and cultural development at the national, regional and international levels and to ensure further the equality between men and women;

WHEREAS, Executive Order No. 348 dated 17 February 1989 approved and adopted the Philippine Development Plan for Women for 1989-1992, as prepared by the National Commission on the Role of Filipino Women, in coordination with the National Economic and Development Authority; and tasked the said agencies to monitor the implementation of the Plan;

WHEREAS, with the completion of the Philippine Development Plan for Women in 1992, there is a need to strengthen the mandate of the National Commission on the Role of Filipino Women, pursuant to Republic Act 7192 or the Women in Development and Nation Building Act, which tasks the Commission to provide assistance in ensuring the formulation and nationwide implementation of gender-responsive government policies, programs and projects; and,

WHEREAS, Section 70, Book III of Executive Order No. 292 (Revised Administrative Code), and Section 50 of the General Provisions of R.A. No. 7653 empower the President to direct changes in the organization and key positions in any department, bureau, or agency in the Executive Branch.

NOW THEREFORE, I, FIDEL V. RAMOS, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order the further definition of the composition, powers and functions of the National Commission on the Role of Filipino Women.

formulated and implemented by the Commission with the assistance of a government agency attached thereto.

SEC. 4. Objectives of the Commission. The objectives of the Commission are:

- 4.1 To promote women's empowerment through the policies and programs for women's effective participation and as full and equal partners of men in the social, economic and political development as well as in nation building; and,

effect immediately.

Done in the city of Manila this 10th day of October in the Year of our Lord, nineteen hundred and ninety-four.

By the President:


FERNANDO R. OCHOA, JR.
Executive Secretary

The Commission on the Role of Filipino Women, hereinafter referred to as the Commission, shall be composed of twenty members, who shall be appointed by the President.

The Commission shall be appointed by the President from the following: Labor and Employment; National Economic Development and Social Welfare; Education, Culture and Sports; Health; Foreign Affairs; Local Government (DILG); and, Budget and Finance.

One member shall be appointed from the following: Labor and Employment; National Economic Development and Social Welfare; Education, Culture and Sports; Health; Foreign Affairs; Local Government (DILG); and, Budget and Finance.

One member shall be appointed from the non-governmental organizations from the following: Labor; Science and Health; Urban Poor; Indigenous Peoples; Fishery; Youth; and, a representative of the National Council of Women in the Philippines.

The Commission shall be composed of twenty members, who shall be appointed by the President from a government agency attached thereto.

The Commission shall be composed of all members of the Commission and coordinating body of all members of the Commission in the case of women development departments, the same shall be composed of the respective departments of the Commission within the framework of the respective departments.

agencies to effectively coordinate the preparation, implementation and monitoring and evaluation in the development processes, budgeting, and evaluation in the development processes.

The functions of the Commission shall be as follows:

responsiveness of national agencies in the preparation, implementation and monitoring and evaluation in the development processes at all levels;

to promote women's political empowerment and participation in the setting-up of mechanisms on gender

to be achieved by Filipino women in the process of development and tradition shall be in the process of development.

EXECUTIVE ORDER NO. 268

AMENDING EXECUTIVE ORDER NO. 208 (S. 1995) ENTITLED "FURTHER DEFINING THE COMPOSITION, POWERS AND FUNCTIONS OF THE NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN"

MALACAÑANG
MANILA

EXECUTIVE ORDER NO. 268

AMENDING EXECUTIVE ORDER NO. 208 (S. 1995) ENTITLED "FURTHER DEFINING THE COMPOSITION, POWERS AND FUNCTIONS OF THE NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN"

Section 1. Section 1 of Executive Order No. 208 (S. 1995) is hereby amended to read as follows:

"SECTION 1. Composition of the Commission. Consistent with P.D. No. 633, and until otherwise directed by the President, the National Commission on the Role of Filipino Women, hereinafter referred to as the 'Commission', shall be composed of the following members:

"1.1 A Chairperson who shall be appointed by the President.

"1.2 The Secretaries of the following Departments who shall sit in the Commission as ex-officio members: Labor and Employment (DOLE); National Economic Development Authority (NEDA); Social Welfare and Development (DSWD); Agriculture (DA); Education, Culture and Sports (DECS); Health (DOH); Foreign Affairs (DFA); Interior and Local Government (DILG); Trade and Industry (DTI); and Budget and Management (DBM).

The Secretaries mentioned are authorized to designate an Undersecretary to represent them.

"1.3 Twelve (12) private sector representatives: eleven (11) of whom shall be selected from the following sectors - (a) Labor, (b) Business and Industry, (c) Science and Health, (d) Education or Academe, (e) Urban Poor, (f) Indigenous Peoples, (g) Possants and Fisherfolks, (h) Elderly and Disabled, (i) Media and Arts, (j) Culture, (k) Youth, and one (1) Representative of the National Council of Women in the Philippines.

The incumbent members of the Commission, however, shall continue in office unless

ordered or removed from office by the President."

(2) new sections between Sections 5 and 6 of EO 208 are hereby inserted as follows:

"5. Staffing Pattern. - The Commission is authorized to review, and with the approval of the Department of Budget and Management, revise its staffing pattern to assist the Commission in performing its duties effectively and efficiently undertake and execute its functions.

6. Funding. - The initial funding for the implementation of this Order shall be the current appropriations of the Department of Budget and Management in the current year and assist the Commission in identifying the appropriate sources and modes to cover deficiencies in the current year. Thereafter, funding for the Commission shall be incorporated in the Appropriations Act."

Section 2. Section 2 of Executive Order No. 208 is hereby amended to read as follows:

Section 3. This Order shall take effect on August 4, 1995, or on the day after its publication in the Official Gazette, whichever is later.

By the President:

RUBEN D. TORRES
Executive Secretary



Our past leaders



Imelda Marcos
Chairperson, 1975-86



Irene Cortez
Vice-Chairperson, 1975-86



Leticia de Guzman
Executive Director, 1975-86



Leticia Shahani
Chairperson, 1986-87



Patricia Licuanan
Chairperson, 1987-92



Remedios Rikken
Executive Director, 1986-94



Imelda Nicolas
Chairperson, 1992-98



Teresita Castillo
Executive Director, 1994-98

NCRFW



The NCRFW silver jubilee stamp

The design of the NCRFW stamp depicts a figure of a woman symbolizing women's enormous role in nation-building to attain development and progress.

The figure's head bends to one side showing women's flexibility, adaptability and openness in accepting and handling difficult situations.

The figure's hands are holding the emblems of women and men near her breast to show women's struggle for equality and the oneness of the two symbols.

The NCRFW logo at the bottom symbolizes the Filipino women's solidarity with women all over the world who continue to move as one in the campaign to promote women's advancement globally.

The stamp was designed by Rica Alvis-Braña, a fine arts graduate, working as chief of the General Services Section of NCRFW.