

Kababaihan para sa Kaunlaran, Sulong sa Dekada '90



CONGRESS PROCEEDINGS

GO-NGO Congress for Women

March 31, 1990

Golden Shell Pavilion

Women's Month Celebration March 1990

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**CONGRESS PROCEEDINGS
JOINT GO-NGO CONGRESS FOR WOMEN
MARCH 31, 1990**

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Sponsored by:

CANADIAN INTERNATIONAL DEVELOPMENT AGENCY (CIDA)

THE MARCH 31 JOINT GO-NGO CONGRESS FOR WOMEN IS A CULMINATION OF THE MONTH-LONG OBSERVANCE OF THE 1990 WOMEN'S MONTH CELEBRATION. ACKNOWLEDGMENT IS HEREBY GIVEN TO THE NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN (NCRFW), BALIKATAN SA KAUNLARAN, INC, FOR HAVING SERVED AS NGO SECRETARIAT AND THE MEMBERS OF THE PRESS FOR THEIR SUPPORT DURING THE OBSERVANCE OF THE WOMEN'S MONTH CELEBRATION.

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PROGRAM OF ACTIVITIES

8:00 -- 9:00	Registration	
9:00 -- 10:30	Opening Ceremony National Anthem Invocation	Girl Scout of the Philippines Lourdes Mastura
	Panunumpa sa Saligang-Batas	Justice Cecilia Munoz Palma
	One Minute Silence for the late Cong. Estelita Juco	
	Welcome Remarks	Dr. Patricia B. Licuanan Chairperson National Commission on Women
	Introduction of Speaker	Carol S. Guina
	Keynote Address	Prof. Solita Collas-Monsod School of Economics University of the Philippines
	Snacks	
10:30 -- 11:45	Inputs on: Women's Movement	Dr. Leticia Perez de Guzman President Balikatan sa Kaunlaran, Inc.
	Feminism	Teresita Quintos-Deles National Chairperson PILIPINA
	Philippine Development Plan for Women (PDPW)	Remedios I. Rikken Executive Director National Commission on Women
	Open Forum	Lulu Casas Quezon (Moderator)
(Note: The Panel of Discussants includes Fe Mangahas and Aida Lava who prepared additional papers on the above topics included in the conference kit.)		
11:45 -- 12:00	Briefing on Discussion Mechanics/Assignment of Discussion Groups	Dolores de Quiros-Castillo Director PILIPINA
12:00 -- 1:00	Distribution of Lunch Boxes	
1:00 -- 3:00	Discussion Proper	14 Sectoral Workshop Groups
3:00 -- 4:00	Snacks Cultural Number	Inang Laya
4:00 -- 5:00	Presentation of the Discussion Reports on the 4 major sectors: Economic, Social, Infrastructure, Women's Special Concerns	Executive Facilitators of Sectors
5:00	Open Forum	Gertie Ampil Tirona (Moderator)
	Synthesis	
	Closing Remarks	Imelda M. Nicolas Presidential Assistant

EMCEES

Sonia M. Roco
Bella A. Amilhasan

OPENING REMARKS

By Patricia Licuanan

It is my privilege and pleasure to welcome all of you to this first joint GO-NGO Congress for Women which is a fitting culmination to the celebration of Women's Month, 1990. You will recall that on March 8 last year we were all together for the launching of the Philippine Development Plan for Women which was the fruit of our joint GO-NGO efforts. Much time and work was put into the formulation of the plan. And much hope and expectation accompanied its launching. Now we join together in the difficult task of implementation. Since Remy Rikken will be discussing the PDPW at the next session, I will not go into the developments in plan implementation particularly in the areas of gender consciousness, institutionalization of the plan in the government machinery and funding.

May I just share with you the fact that for the first two years that I have represented the Philippines at the United Nations Commission on the Status of Women (UNCSW), there has been much interest and admiration expressed for our Philippine Development Plan for Women (PDPW). This is viewed by women from both developed and developing countries as a major accomplishment. The PDPW is recognized as a significant instrument for the implementation of the NAIROBI forward looking strategies in the Philippines.

And speaking of the UN Commission on the Status of Women, may I take this opportunity to share with you some of the highlights of the 34th session held in Vienna from February 26 to March 9. Under the rubric of equality, the priority theme discussed was equality in political participation and decision making. It was noted that there are very few women in high-level government decision-making positions regardless of the political and economic system or geographical region. Though some countries had a higher percentage than others, in very few, were there sufficient women to achieve the kind of "critical mass" that could allow them to affect the quality of decisions made. The Commission provided a strong statement on what should be done to increase the participation of women in politics including targets for the year 2000.

The priority theme under the rubric of development dealt with the difficult economic conditions particularly in developing countries characterized by high levels of external debt and lack of economic

growth in real terms which have had a negative effect on women. The need to avoid the negative economic and social effects of structural adjustment and other economic reform measures, was emphasized.

Under peace, the priority theme dealt with women in areas affected by "armed conflicts, foreign intervention, alien and colonial domination, foreign occupation and threats to peace". The commission agreed among others that governments should increase the participation of women at the decision-making level in the peace process, including them as part of delegations to negotiate international agreements relating to peace and disarmament.

There is much more to share about the 34th session of the UNCSW but allow me to mention just two more. 1992 has been declared by the UN as the year of the family and it was stressed that the UNCSW, National Machineries and Women's Groups should be an integral part of planning for that year both on the international and national levels in order to ensure that gains in the status of women are not set back by a traditional approach to the family.

Finally the Commission recommended a world conference on women in 1995 — ten years after Nairobi. Informally, it was suggested that it be held in Asia and I was approached by a number of delegates who asked if it could be held in the Philippines. Let us decide if this is something we are interested in. This is an issue for serious discussion.

But enough of these welcome remarks. Again welcome, and I wish you all a full and productive day.

Maraming salamat sa inyong lahat.

KEYNOTE SPEECH

By Solita Collas-Monsod

I have come to the conclusion that the best hope, and maybe the only hope, — for realizing the tremendous potential of our country — lies with the women of the Philippines.

Exaggeration? Before you judge, let me share with you three observations which form the basis of my conclusion.

One, is that the women of the Philippines are the most valuable resource of the economy. Two, the women of the Philippines have moral and physical courage to do what must be done — a case of *both* the spirit being willing, and the flesh being strong. And three, to put it politely, male domination in the political, social and economic decision-making process is not unconnected with this coun-

try's failure to keep up with its ASEAN, if not Asian neighbors, and its continued inability to serve the needs of the poor.

Women — The Country's Most Valuable Resource

Statistics show that one-fourth of the population of the Philippines are women between the ages of 15 and 64, the so-called productive age. Yet they are responsible for the care and feeding of the other three-fourths of the population — the infants, the children, the elderly, and yes, the men. They have discharged those responsibilities unstintingly as home managers, even as they simultaneously fulfill their roles as producers — working in the fields, the factories, the offices, the schools — everywhere, in fact, that work has to be done. And as if that were not enough, they then make the time to participate in community activities and organizations, sharing of their substance, and not just of their excess — in the true spirit of "caritas" or love for humankind.

Through the many crises of our country, it was the women who displayed the toughness needed to overcome them. Who performed daily miracles to keep body and soul together when the economy collapsed? The women. Though they were the first to lose their jobs — in favor of the "main breadwinners" — somehow, they stretched the family incomes to keep food in the mouths of their families. They did not hesitate to take any and all work — housewives taking in laundry, engaging in buying and selling activities, college graduates and professionals going abroad to work as domestics — anything — to the extent of selling their bodies — suffering loneliness and the contempt of society — because it was more important to help parents, husbands, and children survive.

But why is the value of their contribution not recognized, even by some of them, who when asked what they do, hang their head and say, "I'm just a housewife?" That's because in this male-dominated world, the number of hours devoted to taking care of children, husbands, and elders, is not considered "work". Maybe it's because they make it look too easy. Furthermore, if they do indulge in what is considered "work", they are not paid as much. The National Statistics Office reports that in 1985, female workers, on the average, earned roughly 1/3 of what their male counterparts received. The largest differential was in agriculture, where women received less than 1/11 of what the men earned.

Is this because males have more brains, e.g., educational qualifications? Let's look at their school performance, based on a study made by the National Commission on Women for school year 1982-

83, at the elementary level, males comprised 51.3% of enrolment, while females comprised 48.7%. But for every 10 failures, 6.2 were male, and 3.8 were female. The females also showed much lower repetition and dropout rates — theirs were only 62% of the repetition rate and 69% of the dropout rate of the males.

Baka naman boys are late developers. But in high school, it's the same story. The study shows that out of every 10 persons that failed in the secondary level, 6.5 were male, and the dropout rate of females was only 68% of that of the males.

Finally, at the tertiary level, the same trend is reflected by the following data: females comprise 54% of college students, and 64% of the graduate and postgraduate students.

So, if it is not brains that account for the difference in pay, could it be brawn? Come on. How much brawn is needed in professional and technical occupations, or in administrative and executive positions, or in clerical jobs? It is even arguable where brawn is needed, as in agriculture. Studies show that 70% of the work through the entire cycle — from the buying of seeds to the cooking of the product is done by women.

Let's face it. There is discrimination in both wage and non-wage practices. Non-wage discrimination is shown not only by the fact that what constitutes work is poorly-defined, but that women who enter the job market have less chances of getting employed. And when they are, their work environment is unsatisfactory. For more details, I refer you to the Philippine Development Plan for Women, and other studies available at the National Commission on Women.

It is this kind of discrimination that sometimes leads many women to think so little of themselves, and to meekly accept a subordinate role to the men. Ladies, don't ever forget, nor should you let anyone forget, that you are the country's most valuable resource.

Before I leave this point, let me cite what may be considered tangential: in sales work, income is mostly from commissions, i.e., it is dependent on actual performance. And it is impossible to discriminate by saying that a male is entitled to a larger percentage than a female. Well, data from the National Statistics Office show that the only major occupation where women earn more than men is in sales. I offer one interpretation of this fact: and that is, given an equal chance, women perform better.

The Courage of Filipino Women

Courage has been defined as "grace under pressure". Well, who has more grace, and who is more pressured, than the Filipina?

Let's look at a few examples.

Rural women wake up before dawn and carry on their daily routine of caring for the children, helping in the fields, and doing the household work until long into the night. Women leave their families to work at any job, within or outside the country, mindless of their suffering, homesickness and the contempt of others. That is courage. Who composed the backbone of organizations like the NAMFREL that worked arduously for the cause of free elections, keeping the faith in the face of cynicism and discouragement, and proving the cynics wrong? The women. Who had the temerity to face a dictator and say — *tama na, sobra na, palitan na?* A woman. Who walked out when attempts were made by the COMELEC to distort the election results, at the risk of their lives? Women. Who dared to call attention to irregularities in bar examination results? A woman. Who dissented from a Supreme Court decision that favored a corrupt dictatorship, and later cracked the whip on the 1986 Constitutional Commission, to ensure that the task is finished ably and ahead of schedule? A woman.

I could go on and on. Whether at home or abroad, famous or completely faceless, these are the women of the Philippines. And their name is Courage.

The Mess We're In

There is no denying that the Philippines has lagged behind its ASEAN neighbors, in terms of growth and various other economic and social indicators. Neither can we deny that most of the decisions responsible for our performance have been made by men.

The statistics will bear this out: In elective posts, only 5.5% of our provincial governors, 11% of our vice-governors and Sanggunian Panlalawigan members, 6.8% of our city mayors and vice mayors, 7.4% of our municipal mayors, and 8% of our legislators are women. Less than 11% of our judges are women. The percentage of women at the higher levels of the executive department is about the same. Sure, our President is a woman. But she is more the exception that proves the rule.

It is no excuse that this may be a better record of women's participation compared to other countries. Or that other countries are also dominated by men. That is *consuelo de bobo*. This country, and at least 30 others, is in debt crisis, and has lost more than a decade of development. And who bears the greatest burden of adjustment to the debt crisis? The women, as unequivocally pointed out by a group of experts from the British Commonwealth of Nations. Yet women had little to do with the decisions that caused it.

Would women have tried to import weapons, much less smuggle them in? Would they have tried to avail of duty-free imports of foreign cars, when this was banned for the rest of the population? Would they have mounted an armed coup attempt to grab power?

More seriously, would women have sacrificed the present and future well-being of their families by diverting much needed resources to pay unjust debts?

Because of that decision, there is very little left to move our country forward, putting in jeopardy the success of our medium-term development plan, within which we are trying to integrate and enhance the participation of women.

Last year, the cost to us of that decision was ₱9 billion worth of growth. Had that money been available for investment in small industries, 150,000 to 225,000 new jobs would have been created in the economy. Think of the extra income that could have meant, and the poverty that could have been alleviated. Furthermore, the government's share of that ₱9 billion lost output would have been about one billion and eighty million pesos in tax revenues. Think of health centers, medicines, schools, roads, nutrition and day care centers, the livelihood projects, represented by that amount.

All gone. With those foregone tax revenues, a woman's group in every municipality in the Philippines (about 1,500 of them) could have been given six hundred sixty seven thousand pesos each for the projects of their choice, with enough left over for the National Commission on Women to establish networking centers all over the Philippines.

Despite the 1989 experience, the decision this year is to sacrifice once again our development to satisfy our creditors. Our target has been reduced from 6.5% to 6%. That may sound small to our negotiators, but the lost output for this year, even if we do achieve a 6% growth (which is itself questionable given present policies), will amount to another ₱17 billion. *That represents a loss of 400,000 jobs, and ₱1.9 billion worth of foregone government revenues in 1990. That's small?*

This country has just survived the worst coup attempt ever mounted against the government. The coup plotters were hiding behind the economic hardships of the people to gain their dastardly attempts. They almost succeeded. Isn't it suicidal on our part to accept a further belt-tightening merely to ensure that our creditors get paid promptly? At the very least, that shows a completely distorted sense of priorities.

Can we really live with these decisions? Yet our economic manager, who all happen to be male, have publicly stated that last

year's performance was "comfortable". Would women, who have to stretch every last peso of their family income, be so cavalier about the costs of such decisions? And meanwhile our mostly male political leaders have practically killed the Comprehensive Agrarian Reform Program because they must vote on instructions of their political party. A legislator who defied the party line, stating that "this issue goes beyond party considerations" is — you guessed it — a woman. Leticia Shahani. The threatened withdrawal of reelection help for Shahani by her party did not intimidate her into going against her conscience.

If I have not discussed the value of the menfolk in the Philippines, it is deliberate. Not because I think that they have not contributed — they certainly have, both for good and for bad — but because their contributions have been acknowledged and affirmed enough. The fact that they don't need a Men's Day or a Men's month attests to that.

What must be acknowledged and affirmed are the immense contribution that women make to our society, their courage in fulfilling their role, and the wisdom they can bring at every level of decision-making in our national life.

Harnessing Women-Power

But that acknowledgment and affirmation will not come as manna from heaven. The women will have to come together and work for it. The problems they will have to tackle are the following.

(1) How can they further systematize and organize their movement, i.e. establishing a data bank, networking resources, disseminating information to one another? In the private sector, for example, the Philippine Association of Secretaries and similar organizations could gather and collate data on the number of positions women hold in top and middle-management levels of their respective companies, as well as the share of women in total employment. This is a good start toward removing discrimination at the firm level.

(2) In what ways — big or small, public or private — can women apply pressure in order to influence or monitor policy-making processes? Here, the political leverage that organized women can use is enormous. Remember that almost half of the registered voters are women. Moreover, women show a higher percentage of registered voters that actually vote than men. Therein lies enormous political power, that can be used not only during elections, but also between elections — as they use moral suasion on current leaders to shape up or be booted out in the forthcoming polls.

(3) How can women re-educate others, especially the younger generation, to ensure a more equal role for women in the future? For, as the saying goes, "when you educate a man, you educate one person; but when you educate a woman, you educate a whole generation."

It is said that "patriotism is not the sudden and frenzied outburst of emotion, but the quiet and steady dedication of a lifetime." That is and will always be the essence of the Filipina. How to make sure this is properly acknowledged and harnessed is the work cut out for the Filipino woman. And she will know she has succeeded not when it is no longer necessary to organize a woman's month, or when women no longer play subordinate roles in the various professions. Rather, she can truly say she has succeeded when our country has finally attained the kind of development and humanity it has long deserved.

TALKING POINTS

By Ambassador Andre Simard

- 1) Women in Development as a recognized development issue was officially adopted by the United Nations and many of its members including Canada at the height of the UN Decade for Women (1975-85) which concluded with the Nairobi World Conference in July 1985.
- 2) The UN Decade for Woman also helped boost WID-related programming within Canada and particularly within CIDA during the above period.
- 3) The official body in the Canadian government dealing with women's issues — Status of Women Canada was established during this period. In November 1984, CIDA approved its own WID Policy framework and an implementing strategy for the Integration of Women in Development initiatives in the agency's development programs. This policy framework was further reinforced in the Canadian Governments' 1988 aid strategy "Sharing Our Future".

The CIDA WID Policy is founded on a recognition that development must involve both women and men in order to be effective. CIDA believes that women are in fact an integral part of the development process, and through its various programs and projects undertakes to ensure that the full range of its develop-

ment assistance will contribute substantially to the realization of women's full potential.

- 4) Today, as we officially conclude the 1990 Women's Month celebration with this Joint Government Organizations — Non-Government Organizations' Congress for Women, let me assure you that our development efforts in the Philippines will ensure the full participation of women through both integrated and WID-specific programming. As per our Country Program Review and WID Strategy, we will continue to work closely with Government Institutions and Non-Governmental Organizations involved in Women In Development (WID) programming, to further enhance the status of Filipino women. We hope that support to events such as this one will help realize the goals that you have set for yourselves in the Philippine Development Plan for Women.

Thank you.

INPUT ON THE WOMEN'S MOVEMENT

By Leticia Perez de Guzman

Seventy-one years and fifty-six days ago, on February 3, 4, 5, 1919, the first General Convention of women's clubs under the auspices of the Manila Woman's Club was held in Manila. On that occasion, the Club's President, Margaret Wrenthmore said: "This will be the first women's convention to be held since the history of the Islands" — indeed, it is the most significant historic event for the women in the early years of this twentieth century, coming to a close in ten years' time.

That first Convention has through the years been repeatedly held through organized women's gatherings: meetings, conferences, seminars, workshops and congresses for large groups such as this: National Congress '90.

In order to comprehend the status and role of women, it is necessary to look into the historical background to clarify the rationale of whatever changes have been made but even more important, is to know, understand and thus appreciate what the women before our time had accomplished.

Because of time constraints, I have to compress to the minimum, the information to be shared, just to spotlight the past that helped make possible the present.

Early Philippines — That was a glorious era for the Filipino women who lived in freedom — equal to their men — in the family, society and government. Positions of honor were shared with the women whose rights were respected. Unlike some of their Asian sisters, they were not victims of restrictions such as: bound feet, veils covering their faces and seclusion.

Conquest by the Spaniards in 1521 clipped these rights with the introduction of the medieval way of life concretized in the Spanish Civil Code, the Code of Commerce and other legislations imposed by the ruling power. All these reduced the status of women to perennial dependency on their men — subject to the father, to the husband, and to the “boss” as worker in the lowest echelons of office work where she was appointed by the men.

That dependency was perpetuated and intensified by the absence of educational opportunities for the women. There was no organized system of public education, hence only the rich could benefit from the existing private schools, mostly owned and managed by religious denominations. The Filipino women in general languished in the dark but never gave up hope. They fought and served side by side with their men.

The first break came with the establishment of the Superior Normal School for Women Teachers in 1893 — 372 years after Spanish occupation.

The women of Malolos fought hard to have college education extended to them in the night schools. To them, Jose Rizal wrote the letter, now immortalized as the letter to the Women of Malolos — commending them for their courage and determination to fight their cause for the liberation of the Filipino women. *This is a letter that every Filipina must read.*

New Horizons for the Filipinas — A major step taken by the USA was the passage in 1901 of Act 74 with later amendments, setting up a free public education system open to boys and girls. *The new opportunities became the nucleus of the feminist movement* as evidenced by the series of events that followed. New horizons were opened to the women — the pensionado system entitled women to take advanced studies in the United States.

Concepcion Felix Calderon Rodriguez, was the standard bearer of the activists who were very advanced in their views and vigilant in fighting for the rights they had lost over 377 years. Thus were organized the Asociacion Femenista Filipina, the La Gota de Leche, a service project where the women served on the Administration

Board and the men, doctors of medicine, served as the professional consultant rendering direct service when needed.

More and more women and men were involved in the women's movement — referred to as the Feminist Movement of the 20th century. It was and continues to be, the organized, systematic, and continuous campaign for social and legislative changes *that would give women equal political, social and economic status with the men.* This movement was officially started in 1905 and celebrated its Golden Anniversary in 1955.

The first concerted action of women's groups on the issue of women's suffrage was in October, 1918. As mentioned earlier, the feminists held a national convention in 1919. However, it was not until December 1933 when the bill sponsored by Rep. Miguel Cuenco of Cebu was passed and signed into law by Governor General Frank Murphy. American Governors General came out openly in support of Filipino women's suffrage — Francis Burton Harrison, Leonard Wood and Frank Murphy. Gov General Wood was quoted: "The best men in the Philippines are its women"

Before the law could take effect, however, it was superseded by the provision of the Commonwealth Constitution. The women had to fight all over again from July 1934 to 1937 for women's suffrage would be approved if not less than 300,000 will vote affirmatively on the question. The National Federation of Women's Clubs, organized the General Council of Women with Mrs. Pilar Hidalgo Lim as President. This council managed the campaign for the passage of the woman's suffrage bill. The Junior Federation of Women's Clubs extended their assistance to the suffragettes.

Results: 500,000 women went to the polls and 447,725 voted yes. The new election law was signed on September 15, 1937.**

** Other laws lobbied for by the Women:

The first significant labor law was enacted in 1923, Act. No. 307. The Paraphernal Property Law, Act. 3922 was the first major triumph of the feminists: "An Act to Amend Article Thirteen Hundred and Eighty Seven of the Civil Code Empowering Married Women of age to dispose freely of their paraphernal property without the consent of the husband". The Philippine Association of University Women was the lead women's organizations. Senator Claro M. Recto was the author. Suffrage opened the floodgates to the women but to date many more women are still swimming the rough waters in this men's world.

The many restrictions imposed by the old civil code were legislated out or modified under Rep. Act No. 386 otherwise known as the Civil Code of the Philippines. Women's organized groups lobbied religiously for the passage of this bill.

Those women in the early 20th century up to World War II are highly commended for the numerous contributions to the liberation of women and restoration of the rights lost just enumerated. But the outbreak of World War II set back their plans.

Japanese Occupation — Women served in the underground and rendered welfare services to the soldiers and the starving, sick children and adults. One of the heroines was Josefa Llanes Escoda, who, with her husband, was killed during World War II for their underground activities.

So laudable and far reaching were the women's contributions and services that President Manuel A. Roxas in planning the first anniversary of Philippine Independence (1946) remembered them: "The women helped win the war so they must be given the place of honor during the celebration". Appointed Chairman was Francisco Tirona Benitez who convened the women to the first post-war Assembly of Women at Malacanang Palace and Far Eastern University.* It was not enough to wave banners during the parade sounding the call for UNITY but concentration on the country's problems and their solution for the advancement of the people would be more productive. The General Council of Women through Mrs. Trinidad Fernandez Legarda very gallantly moved for the merging of the General Council of Women and the new organizations in attendance. Thus was "born" the Women's Civic Assembly later named as Civic Assembly of Women of the Philippines (CAWP). Elected President was the Chairperson of the Celebration, Francisca Tirona Benitez. CAWP has served as the National Council of Women and has been recognized by the Philippine government and is a member of the International Council of Women (ICW).** The Philip-

To the credit of non-government women's groups is their having done welfare work ahead of government. The Bureau of Public Welfare was organized in 1915 almost ten years after the women had actively extended volunteer services in their communities.

* Filipino women have been elected or/and participated actively in national and international organizations and held top positions in the United Nations — all with outstanding records. Among them: President Corazon Aquino, Justice Cecilia Munoz Palma, Senator Geronima T. Pecson, Senator Helena Z. Benitez, Dr. Estefania Aldaba Lim, Dr. Fe del Mundo, etc.

** Of historical significance is the role played by Filipino women in the international women's movement. The first draft of the UN Convention on the Elimination of Discrimination Against Women was presented by Helena Z. Benitez, then Chairman of the UN Commission on the Status of Women; was presented at the Mexico International Conference of Women by Ambassador Leticia Ramos Shahani who presided the UN Mid-Decade Conference in Copenhagen in 1980 and the Nairobi Closing of the Women's Decade in 1985. At Nairobi, Ambassador Rosario Manalo presided Committee II and Senator Helena Z. Benitez was Chairman of the Southeast Asian Bloc.

pine government had involved CAWP in its official activities and past Philippine presidents had invited CAWP to meetings usually before the preparation of the address to the nation — to sound out the women on their views and concerns. All over the country, the CAWP member organizations, now with 79 members carry on their individual service programs and are united with others for networking for some common projects and programs.

To insure the continued action program — for the women, the Civic Assembly of Women of the Philippines, lobbied since 1968 for the creation of the National Commission on Women and finally succeeded in 1975, Woman's Year, with the Presidential Order creating the National Commission on the Role of Filipino Women. This is the body tasked with the setting up of development programs and all other matters pertaining to women's status, rights and opportunities.***

Of great significance is the awakening of and attention to the women in the grassroots who got themselves organized. Among the early rural women's groups were the Rural Improvement Clubs, the Katipunan ng Bagong Pilipina, KABAPA, the Balikatan sa Kaunlaran, Inc. and many others based locally in the provinces and barrios.

In the late 60's and early 70's, the imposition of Martial Law and the blatant violations of human rights moved the women to join the common fight against dictatorship and abuses against their people. They literally took up arms and came out openly advocating and demanding reforms. The women joined the Parliamentarians of the Streets shouting: "Makibaka", "Magkaisa", "Itakwil ang diktador". Among the militant organizations were: Pilipina, Concerned Women, Gabriela and many more. Even the women in religious habits joined their sisters in the streets — shouting and demanding justice and humane treatment. The women were at EDSA! A Filipina, Corazon Aquino, was chosen to lead the Filipino nation.

The women's movements is on — there is no stopping it — it is swaying rhythmically to the tune of local airs as it keeps on gathering momentum. This has to be so — the decade of the 90's demand more from the women for the 21st century foresees the greater triumph of

*** Chairman of the Board of Commissioners was then Ambassador Leticia Ramos Shahani succeeded by Justice Irene R. Cortes; Dr. Leticia Perez de Guzman, Executive Director from 1975-1986. Dr. Patricia Licuanan has been Chairman of the Board and Ms. Remedios Rikken, Executive Director from 1986 to date.

the women — their dominance in leadership of the world.

Today, March 31st, 1990 — we, the women from the GO (Government) and the NGO (Non-Government), are holding this Congress to review the women's present status and hopefully plan and work together the implementation of the Philippine Development Plan for Women (PDPW) to maximize women's contribution to national development, for progress and peace.

Before I close, may I repeat the announcement of Dr. Patricia Licuanan — for the Philippines to host the International Women's Conference in 1995 — ten years after the close of the conference in 1985 at Nairobi. This is a challenge to us, Filipinas — surely, we should accept it.

Mabuhay!

INPUT ON FEMINISM

By Teresita Quintos Deles

Ever since I received the assignment to do this talk this morning, I had worried about how one could give a ten-minute input on feminism for such a large and diverse crowd that we are, without increasing, instead of alleviating the level of confusion about the topic. But when five stretches of power interruption within the last twenty-four hours successively erased and interrupted my work on the computer, I was finally glad that I had only ten minutes of presentation to write out. I hope I can now decipher my handwriting.

I won't waste any more of these precious ten minutes allotted for my talk on introductions. Our time limit really gives us time to summarize only a handful of major ideas about feminism which, while the term itself originated in the west, has been claimed by women all over the world and, in the Philippines, has found rootedness in our specific realities and struggles which have preceded the coining of the word.

So now let us begin with a definition. In 1986, following the end of the UN Decade for Women, a gathering of our sisters in South Asia agreed on a broad definition of feminism as "an awareness of women's oppression and exploitation in society, at work and within the family, and conscious action by women and men to change this situation."

I like this definition, especially since it sets action as an essential requirement of feminism. It is not enough to recognize the problem of male domination, which, in the Philippines refers to the reality of women's second-class status in the workplace, women's multiple burdens and "double-day," their marginalisation from political and public leadership roles, stifling cultural stereotypes, and the dark reality of violence against women. Feminism requires that one take up action to challenge and transform the reality that maintains one-half of the population in a position of subordination and exploitation by virtue of their gender, whether in the home, at the workplace, in community life, or in any other sphere of life where human relationships are spelled out, whether this action is undertaken alone, but, more effectively, in collective endeavor with others.

This definition furthermore clarifies that feminism is not something "for women only." Males who recognize the problem and decide to do something about it may also proudly bear the label "feminist." We certainly hope that there will be more of them in the Philippines. As a favorite slogan says, "A man of quality is not afraid of a woman of equality."

More important, because women comprise half of every regular human aggrupation, whether by class, sector, age, religion, ethnicity, or whatever else, then feminism must feature a concrete and comprehensive concern to eliminate all forms of inequality and oppression. This is so because as long as any system of injustice prevails, one-half of its victims will be women.

Because sexism does not exist in isolation but relates to other social systems, various schools of thought have emerged to explain the roots of women's oppression and therefore allow a better assessment of possible directions for social change. Three major theoretical perspectives have been developed in feminist theory. We will need to be brief and simplistic here:

First, *liberal feminism* is focused on gaining equal opportunities for women. Having developed within the tradition of western liberalism, this stream of feminism basically accepts the fundamental character of political and economic institutions as given, but argues for individual civil rights that will provide women's equal access to the goods within the society. Its strategies therefore emphasize social and legal reform as well as changes in socialization practices and the re-education of the public.

Socialist feminism, on the other hand, underscores the importance of class systems and the economic relations of capitalism,

which interact with patriarchy to bring about women's subordinate status. It posits the necessity of transforming the system of capitalism simultaneously with the struggle against male domination, and seeks to surface gender perspectives in all social issues and struggles for social justice.

The third stream, *radical feminism*, looks at gender as the primary form of oppression and sees class and race as extensions of patriarchal domination. Thus, much of the strategy here is focused on reshaping consciousness and redefining social relations to create a woman-centered culture. Sometimes featuring a rigid rejection of men as a dominant class, radical feminism emphasizes the positive capacities of women by focusing on the creative dimensions of women's experience.

While staying on the theoretical plane projects a clear delineation between these three feminist streams, in practice, there is much interplay and many grey areas between the three. Feminism is finally a continuous evolution of praxis based on one's concrete conditions and life experience, and feminists journey from one side of the theoretical spectrum to the other, as we continue to do in the Philippines, to make the struggle real and relevant to a particular time and space.

We must also credit each of these feminist streams with having concretely contributed to women's struggle to eradicate gender subordination worldwide, with liberal feminism's mainstreaming efforts leading to extensive changes in women's legal rights and status, while socialist feminism, especially for women in the Third World, has moved to overcome gender blindness in our struggles for development and against our shared oppression with men due to class, race, religion, or citizenship. In our feminist journey, we must also be thankful for the track of radical feminism which has served as the cutting edge of our movement, exploring vast tracks of unknown grounds in making women free.

Various groups have come up with different lists of "feminist principles." These include —

1. Economic equity and financial autonomy for women, embodied in the campaign for equal pay for work of equal value.
2. Equal opportunities, covering all spheres of life, including equal sharing of responsibilities at home.
3. Equal rights, referring primarily to legal and civil rights.

4. Cultural liberation to enable each unique person to emerge from the trap of gender stereotypes.
5. Sexual freedom, or the right to control of one's sexuality.
6. Freedom from violence, as in domestic battering and rape, as well as pornography, which is rape in theory.
7. Because other systems of injustice comprise women's reality, we must also maintain the principle of freedom from all other forms of oppression due to class, race, religion, age, and citizenship.

In terms of processes, feminism embraces the principle of cooperative and non-hierarchical methodologies, espousing as well the exploration of conflict resolution approaches without resort to nuclear or even conventional warfare, and also promoting a sensitivity to the issues of ecological balance and natural security.

Most important, feminism upholds that "means should mirror ends." Maintaining that the "personal is political," feminism has become the unique social praxis that posits that the struggle cannot be just out there in the streets but must be brought home. The bedroom is as political as the boardroom, child rearing as important as our political movements, and all these need to be transformed. Thus also, as our good friend and NCW Director Remmy Rikken likes to say, every woman is an expert on her own feminist agenda.

Thus, also, I must speak of the feminist principle that maintains that men must change too. Men have the responsibility to alter themselves in order to ensure that they do not perpetuate their domination of women. So that, to paraphrase some lines from Nancy R. Smith's poem "For Every Woman," —

There will be no more women "tired of acting weak when
(they) know they are strong,"
as there will be no more men "tired of appearing strong
when (they) feel vulnerable."

There will be no more women "who feel 'tied down' by
(their) children,"
as there will be no more men "denied the full pleasure of
shared parenthood."

There will be no more woman who are "denied meaning-
ful employment and equal pay,"
as there will be no more men who must "bear full
financial responsibility for another human being."

To summarize, feminism proposes a vision of a nonsexist society in which there will be no discrimination, whether by race, gender, or class, in the production and allocation of economic resources. It would also be a society where power is not assigned in accordance with one's class, race, or gender, and where individual civil rights are respected and upheld. And finally, such a society would have to respect, encourage, and animate traditional female values, but not restrict them to only one-half of the population, who, by virtue of their gender, are categorized as subordinate to the other.

I cherish the formulation of the feminist agenda by Dr. Hafdan Mahler, who spoke of a society that would give to both women and men "bread and roses, poetry and power" — *tinapay at rosas, tula at kapangyarihan*.

But because we are together on the last day of Women's Month, I hope you will be happy with my decision to end with Denis Levertov's "A Prayer for Revolutionary Love." Such a revolutionary love could inspire the love we share with a male partner, but also with other women, and even inform the direction of our relationship with our children. Here then is our prayer —

That a woman not ask a man to leave meaningful work to follow her.

That a man not ask a woman to leave meaningful work to follow him.

That no one try to put Eros in bondage.

But that no one put a cudgel in the hands of Eros.

That our loyalty to one another and our loyalty to our work not be set in false conflict.

That our love for each other give us love for each other's work.

That our love for each other's work give us love for one another.

That our love for each other, if need be, give way to absence. And the unknown.

That we endure absence, if need be, without losing our love for each other.

Without closing our doors to the unknown.

Major References:

Margaret L. Andersen, *Thinking About Women: Sociological and*

Feminist Perspectives (New York, Macmillan Publishing Co., Inc.), 1983.

Kamla Bhasin and Nighat Said Khan, *Some Questions on Feminism and Its Relevance in South Asia* (New Delhi: Kali for Women), 1986.

INPUT ON THE PHILIPPINE DEVELOPMENT PLAN FOR WOMEN

By Remedios I. Rikken

WHY THE NEED FOR A PHILIPPINE DEVELOPMENT PLAN FOR WOMEN?

1. To address major concerns of women, some of which are:

a. *In employment*

- lower average pay for women relative to men;
- discrimination against women in hiring, promotion and termination;
- lower participation of women in decision-making positions;
- exposure of migrant women workers to sexual and physical abuse; and
- displacement of women agricultural workers in mechanization and limited access to appropriate skills training.

b. *In education*

- traditional career patterns among women limit their opportunities to engage in more financially and professionally-rewarding jobs; and
- traditional sex-role stereotyping in textbooks.

c. *In marriage and family*

- women's roles generally confined to home and family;
- double work burden suffered by women;
- women hold purse strings but are burdened with making both ends meet; and
- double standard of morality.

d. *In other areas*

- prostitution and sexual exploitation;
- violence against women; and
- pervasive media portrayal of women as sex objects.

2. In effect, the PDPW will:

- a. Institutionalize the integration of women's concerns in the development planning process;
- b. Operationalize the Constitutional provision on women: "The 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);
- c. Substantiate in more concrete terms the macro statement in the Medium-Term Philippine Development Plan (MTPDP) which flows from the gender equality provision of the Constitution: "Women; who constitute half of the nation's population, shall be effectively mobilized;" and
- d. Comply with international conventions and agreements such as the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Forward Looking Strategies for the Advancement of Women (FLS) up to the year 2000 to which the Philippines is a signatory.

WHAT ARE THE GOALS AND OBJECTIVES OF THE PDPW?

As a major instrument for integrating women in development, the PDPW, which is a companion document to the Medium Term Philippine Development Plan, 1987-1992, serves essentially two purposes:

1. It contributes to the attainment of the MTPDP goals of poverty alleviation, employment generation, equity and social justice promotion, and sustained economic growth.
2. It embodies a comprehensive program of action for the advancement and development of Filipino women in the next four years.

The PDPW's main goal is to translate the MTPDP's objectives into concrete policies, programs and actions that address the poor and the disadvantaged not only on the basis of class, ethnicity or region but in terms of gender as well. Its broad goal is to promote a gender-responsive development.

The PDPW addresses the concerns of women for equality and development across six major spheres: the individual, the family, and the existing socio-cultural, economic, political and legal structures. Specifically, then, the PDPW's objectives are:

1. To alter the traditional concept of a woman's *individual* self-worth as being subordinate to man;
2. To encourage the formation of *families* that are characterized by a sharing of responsibilities, from parenting and home management to bread-winning and public affairs;
3. To bring about significant changes in the *socio-cultural milieu* that perpetuates discrimination against women;
4. To influence and change the *economic system* to ensure equal access of men and women to productive opportunities;
5. To empower women to fully participate in *political structures and processes*; and
6. To incorporate the concerns for women's equality and development into the *legal system*.

WHAT ARE THE CONTENTS OF THE PDPW?

Basically, the PDPW focuses on parallel sectors as does the MTPDP except that it has "Special Sectoral Concerns" which are very specific to women. Its six major parts are the following:

Part I, "*The Development Framework*," which situates the PDPW in the context of the whole development process; articulates the rationale, goals and objectives of the PDPW; and highlights the Filipino women's situation from the recent past to the future.

Part II, "*The Economic Sectors*," which covers Agriculture, Agrarian Reform, Environment and Natural Resources Management, Industry and Trade, Industrial Relations, and Services.

Part III, "*The Social Sectors*," which consists of Education and Training, Health, Nutrition and Family Planning, Housing, and Social Welfare and Community Development.

Part IV, "*The Special Concerns Sectors*," which deals with Women and Migration, Prostitution, Violence Against Women, Women and Media, and Women in Arts and Culture.

Part V, "*Infrastructure and Technology Support*," which presents the backbone of the PDPW and includes infrastructure Development as well as Science and Technology.

Part VI, "*Plan Implementation*," which discusses the operational strategies, policies, and measures that need to be undertaken at the pre-implementation and actual implementation stages.

Each chapter of the PDPW contains an overview, development goals and objectives, policies and strategies, and specific targets. Each also contains a package of major development programs and projects, both ongoing and proposed, and domestically and externally-funded.

WHO SUPPORTED THE PDPW FORMULATION?

The Cabinet Assistance System (CAS) adopted the formulation of the PDPW as one of its main programs under the CAS Committee on Women.

The NCRFW initiated and coordinated the various consultations between and among government departments, non-governmental organizations, women experts and consultants. NEDA provided technical support, and the UN, through the United Nations Fund for Women (UNIFEM) and the Economic and Social Commission for Asia and the Pacific (ESCAP), extended financial and technical assistance.

It is envisioned that as soon as the effective methodologies and necessary technical details of the planning for women are worked out, there will no longer be a need for a separate plan for women. Instead, planning for women shall already be integrated into government's periodic planning, programming, budgeting, monitoring and evaluation.

WHAT ARE THE KEY POLICIES AND STRATEGIES FOR PDPW IMPLEMENTATION?

1. Gender awareness-raising and training of policy-makers, planners and implementors on women's concerns.
2. Strengthening of institutional structures and mechanisms to effectively address women's concerns by:
 - Establishing government sectoral policies, strategies and programs to address women's concerns;
 - Refocusing government sectoral policies, strategies and programs to address women's concerns; and
 - Developing and strengthening methodologies for the preparation, implementation, monitoring and evaluation of the PDPW.

WHAT IS THE ROLE OF THE NCRFW IN PDPW IMPLEMENTATION?

The NCRFW and NEDA will monitor the PDPW's implementation and coordinate its periodic evaluation and updating.

The NCRFW will also promote the PDPW's implementation —

1. through advocacy for women's advancement through consciousness raising, related training and networking;
2. by ensuring the availability of statistics and indicators on women (with the support of line departments and other data-generating institutions); and
3. by assisting line departments and NGOs in the sourcing of funds and technical assistance for women's programs.

WHERE WOULD RESOURCES FOR PDPW IMPLEMENTATION COME FROM?

The resources for the implementation of programs and projects identified in the PDPW shall come from government funds and from external sources. These shall be allocated —

1. through departmental budgeting for new women's programs;
2. by expanding and improving existing programs for women; and
3. by mobilizing uncommitted funds for women's programs.

REPORT ON THE WORKSHOPS' DISCUSSION
Sectoral Issues, Limitations, and Strategies for Action

<i>DESCRIPTION OF PRIORITY ISSUE/CONCERN</i>	<i>LIMITATIONS/OBSTACLES</i>	<i>STRATEGY /MODE OF ACTION AND ENABLING ACTIVITIES</i>
ECONOMIC SECTORS		
<i>A. Agriculture/Agrarian Reform</i>		
1. Limited opportunities in the agricultural sector for <ul style="list-style-type: none"> — land ownership — employment & livelihood — availment of credit — access to technology and equipment — participation in relevant organizations 	<p>Lack of women representatives in Barangay Agrarian Reform Councils</p> <p>Concentration of decision-making in government hierarchy</p> <p>Weak linkage between GOs and NGOs</p> <p>Double burden</p> <p>Control by husbands</p> <p>Tokenism</p> <p>Non-recognition of women's contribution to agriculture</p>	<p>Lobbying of women for development and politics</p> <p>Development of feedback and monitoring mechanisms</p> <p>Strengthening of linkage between GOs and NGOs</p> <ul style="list-style-type: none"> — Consultations/dialogues between GOs, NGOs and women's organizations <p>Advocacy among government officials and legislators on the situation of rural women</p> <p>Training of women staff of GOs for higher-level positions</p>

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
		Organization of task forces and committees on women for the sector
		Information dissemination campaigns on income-generating activities
		Availment of government's LEAD Program and other livelihood programs
		Capability-building
2. Poor information dissemination on programs, guidelines, laws and regulations resulting in biases against women e.g., land inheritance	Lack of information materials in local languages	
3. Lack of data on women	No staff assigned to do the work	
B. <i>Environment/Natural Resources</i>		
1. Lack of environmental awareness	Labelling of some environmentalist NGOs as leftist	Integration of environmental awareness in all levels of formal education
	Indifference of GOs in implementing environmental laws	
	Bureaucratic red tape. Low salaries for government staff working on the environment; no hazard pay	

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
2. Lack of political will to enforce environmental laws	Lack of resources of government offices	Involvement of women in planning and decision-making on the environment particularly at the grassroots level
3. Garbage	Lack of information on proper waste disposal	Active participation of women in community efforts at waste disposal
4. Forest denudation	Inefficient collection system	Lobbying for appropriate legislation
4. Forest denudation	Inadequate law enforcement	Consciousness-raising (1990-1991) Tree planting (1990-1991)
C. <i>Industry/Trade/Industrial Relations and Services*</i>		
1. Increase in number of homeworkers	Lack of capital and marketing	Training in production and marketing skills, project proposal making
	Low quality of goods produced	Facilitation of access to funding
	Lack of organization	Consultations
		Organizing
		Networking/information sharing of different homeworkers' groups

<i>DESCRIPTION OF PRIORITY ISSUE/CONCERN</i>	<i>LIMITATIONS/OBSTACLES</i>	<i>STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES</i>
2. Insufficient maternity leave		Lobby for a 3-4 months maternity leave available to all women regardless of civil status Consultations with Civil Service Commission for the granting of a 3-4 months maternity leave for women in government
3. Lack of support services for working mothers (e.g. day care facilities)	Space and budgetary limitations in factories and offices	Feasibility studies for day care centers — survey of number of women with children in government/private sector occupations Training of women workers for day care and family planning
4. Women's lack of consciousness about their legal rights		Labor education seminars Information materials Researches
5. Inaccessibility of training programs for women	Lack of information Centralized processing Defective procedures	Information dissemination Decentralization of processing and improvement of procedure (by 1991)

<i>DESCRIPTION OF PRIORITY ISSUE/CONCERN</i>	<i>LIMITATIONS/OBSTACLES</i>	<i>STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES</i>
6. Inequality of opportunity in employment, business and trade	Discriminatory practices in hiring and promotion	Information dissemination — premarital counselling on rights of husband and wife — dissemination of Civil Service rules affecting women
SOCIAL SECTORS		
D. <i>Education/Training/Youth</i>		
1. Sex role stereotyping in content of education (e.g. textbooks, subjects taught)	Inconsistency between home and school	Curriculum revision to eliminate sex-role stereotyping (1990-1995) — Initiate research on sex stereotyping Textbook guidelines Production of education materials (April—December, 1990) Intensification of values education Training of parents in non-sexist childrearing
2. Lack of sex education		
3. Systematic sexism, e.g. — discriminatory admission practices		

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
4. Method of teaching (sexist, authoritarian)		
5. Sexual harassment	Risk factor	
E. <i>Health/Nutrition/ Family Planning</i>		
1. Unsafe motherhood		Improvement of service delivery
2. Inadequate health and nutrition services	Lack of funding	<ul style="list-style-type: none"> <li data-bbox="1007 457 1369 509">— Monitoring, strengthening and expansion of existing programs <li data-bbox="1007 546 1433 598">— Consciousness-raising and retraining/reorientation of health workers <li data-bbox="1007 634 1342 713">— Mobilization of community participation; dialogues with communities; surveys <li data-bbox="1007 749 1283 769">— GO-NGO coordination
3. Inadequate family planning services delivery	Non-implementation of family planning policy	Formulation of clear guidelines
	Poor family planning education and information dissemination	
4. Inadequate health information dissemination	Lack of research	Information campaigns

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
5. Insufficient health education on and for women	Stigma among adolescent mothers	Research Information and education seminars
6. Insufficient attention to needs of adolescent mothers	Lack of GOs addressing these problems	
F. <i>Housing</i>		
1. Women's lack of access to housing	Low income: high interest rates for housing loans	Liberalized terms of credit and eligibility Studies on how to lower interest rates (Government and private shelter institutions) Lobbying for higher wages (DOLE, NEDA) Moratorium on loan repayment for those who lose their jobs
	Lack of mechanisms to assist unemployed borrowers/applicants	
	Insecurity of tenure (properties only for lease, not for sale)	
	Insufficient information dissemination	Information dissemination on housing- related projects of government and private financing institutions

<i>DESCRIPTION OF PRIORITY ISSUE/CONCERN</i>	<i>LIMITATIONS/OBSTACLES</i>	<i>STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES</i>
2. Lack of basic facilities and services, especially in relocation areas	Insufficient livelihood opportunities in resettlement areas	<p>Appropriation of idle lands for relocation of poor settlers</p> <p>Lobbying for passage of Romulo's bill providing for deep wells in communities</p> <p>Increase in government subsidies and provision of basic services</p> <p>Horizontal and vertical linkages for house and land development</p>
G. <i>Social Work and Community Development</i>		
1. Relative lack of participation of women in community affairs	Tradition: lack of acceptance by community of women in decision-making positions	<p>Improved training for women's participation</p> <ul style="list-style-type: none"> — assessment of existing trainings — training on community organizing for volunteers — counselling — information dissemination on the new Family code — symposia on shared parenting
2. Lack of gender consciousness in formal education of social and community workers	<p>Lack of competence in WID</p> <p>Theoretical/bookish orientation of existing modules on WID; no experiential modules</p>	<p>Reorientation of curriculum towards WID and community development (1991-1992)</p> <ul style="list-style-type: none"> — joint GO-NGO team to review and

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
3. Inadequate application of family approach in social work and community development	Dependence of beneficiaries on services provided ("dole-out" mentality)	<p>reformulate the social work and community development textbooks and curriculum</p> <ul style="list-style-type: none"> — consultations with interest groups at strategic levels — inventory and review of available WID materials — accreditation from DECS — advocacy, lobbying and validation conferences with different schools and sectors <p>Expansion of existing programs and services</p> <p>Information campaigns through seminars, symposia and broadcast media</p>
SPECIAL CONCERNS		
H. <i>Migration</i>		
1. Encouragement by government of overseas employment		<p>Review of government policies on the deployment of overseas workers, with particular focus on women</p> <ul style="list-style-type: none"> — setting of a time frame for the ending of overseas deployment — formation of an ad hoc committee of GOs and NGOs (first meeting: April 6, 1990)

<i>DESCRIPTION OF PRIORITY ISSUE/CONCERN</i>	<i>LIMITATIONS/OBSTACLES</i>	<i>STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES</i>
2. Insufficient protection of female overseas workers		Strengthening of pre-departure and orientation seminar
		Education campaigns before, during and after employment; values formation
3. Insufficient protection of fiancées and spouses of foreign nationals		Counselling services, education campaigns and popularized education materials
		Support of bill requiring additional documentation for foreign nationals wishing to marry Filipinos
4. Defective remittances system		Improved remittances system
I. <i>Prostitution and Violence</i>		
1. Increase in prostitution	Inappropriateness of government and military intervention (criminalization of prostitutes)	Review of pertinent ordinances
	Lack of authorization of NGOs working on this issue	Networking and monitoring centers
	Lack of support centers and services for women in the prostitution trade	
	Women's lack of valuation for their	Information dissemination for parents

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
	own bodies and lack of knowledge about their rights	and communities Education campaigns
	Poverty	Alternative livelihood opportunities
	Impact of macropolicies: U.S. Bases, tourism	
2. Incidences of violence against female entertainers domestic helpers, tenants, political prisoners; domestic violence, military and custodial (police) rape	Violence in the media against women Lack of formal complaints and documentation	Education of health workers to handle victims of violence Appointment of female law enforcers and medico-legal practitioners to handle rape cases
J. <i>Arts, Culture and Media</i>		
1. Lack of priority given by government to the arts, politically and financially	Budgetary limitations.	Lobbying for government prioritization and for legislation e.g., a tax on advertising, to be used for the development of gender-sensitive media productions
2. Negative images of women in media and the arts	Lack of alternative materials	Formal training of women for television and film production Articles on the situation of women for mass print media
		Community communications programs

DESCRIPTION OF PRIORITY ISSUE/CONCERN	LIMITATIONS/OBSTACLES	STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES
3. Secondary status of women artists and media workers		Organizing of this group into a loose network for advocacy and support
K. Cultural Communities		
1. Threat to ancestral lands	Primacy of land and peace issues over gender issues	
— inadequacy of lowland laws on property rights which do not recognize community rights over land	Lack of information and sensitivity of lowlanders especially policymakers	
— landgrabbing by low- landers	Outright neglect of and discrimination against cultural communities	
	Underbudgetted and insufficiently mandated government offices for the welfare of cultural communities	
2. Lack of peace	Dictated Autonomy Act	Consultation of women to formulate a genuine Autonomy Act

INFRASTRUCTURE AND TECHNOLOGY

L. Infrastructure

1. Unequal opportunities for employment and professional growth of women in this sector	Culture; non-acceptance of women's capabilities for field work	Individual initiative and performance Reorientation of male co-workers
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M. Science and Technology

1. Lack of access to technology		Provision of technical assistance and
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<i>DESCRIPTION OF PRIORITY ISSUE/CONCERN</i>	<i>LIMITATIONS/OBSTACLES</i>	<i>STRATEGY/MODE OF ACTION AND ENABLING ACTIVITIES</i>
		<p>training programs; financing for this</p> <p>Improved information dissemination</p>
<p>2. Unclear guidelines on implementation of projects from a gender-sensitive perspective</p>		<p>Formulation of clearer guidelines</p>
<p>3. Gender biases against women professionals in the sector, particularly for decision-making positions</p>	<p>Masculine organizational culture</p>	<p>Reorientation through education sessions on gender consciousness</p> <p>More aggressive lobbying by women's groups</p>

REPORT ON THE WORKSHOPS' DISCUSSION
Summary of Issues and Strategies for Action

A. ECONOMIC

1. General Poverty
 - 1.1 Advocacy for higher incomes
 - 1.2 Job generation
 - 1.3 Livelihood programs
2. Lack of access to jobs, technology, resources and competitive markets; inequality in pay
 - 2.1 Skills training
 - 2.2 Equal opportunities legislation
 - 2.3 Information dissemination on income-generating activities
3. Lack of recognition for women's economic contribution
 - 3.1 Advocacy among legislators and policymakers for greater recognition of women's economic contribution
 - 3.2 Gender analysis seminars for staff of government agencies
4. Lack of support for women in the workplace (e.g., insufficient maternity leave benefits, lack of child care supports)
 - 4.1 Appropriate legislation
 - 4.2 Pilot projects
5. Environmental degradation
 - 5.1 Legislation and enforcement
 - 5.2 Participation of women's organizations in decision-making affecting the environment
 - 5.3 Environmental education
6. Overseas migration

- 6.1 Review of government policy on overseas deployment and generation of domestic alternatives
- 6.2 Protective legislation

B. POLITICAL

- 1. Relative lack of participation in the community
 - 1.1 Affirmative action (e.g., appointment of women representatives in various decision-making bodies at the local level)
 - 1.2 Strengthening of women's organizations at the grass-roots level
- 2. Weak linkages between GOs and NGOs
 - 2.1 Consultations and dialogues
 - 2.2 Coordination and networking
 - a) Levels
 - i) community
 - ii) national
 - b) Forms
 - i) loose network
 - ii) project teams and task forces
 - iii) institutionalized network (sealed with a memorandum of agreement)
- 3. Ignorance of relevant laws and regulations
 - 3.1 Information dissemination
 - 3.2 Symposia

C. SOCIAL

- 1. Lack of health facilities and education for women
 - 1.1 Improve health care delivery systems
 - 1.2 Health education and information dissemination
 - 1.3 Mobilization of community participation

2. Inadequate housing and social services
 - 2.1 Government subsidies
 - 2.2 Improved delivery systems
 - 2.3 Improved terms of credit
3. Marginalization of cultural communities
 - 3.1 Consultations for a genuine Autonomy Act
4. Increasing prostitution and lack of support for prostitutes (e.g., victim-blaming legislation, policies and action)
 - 4.1 Generation of and training for alternative livelihood
 - 4.2 Review and correction of legislation and official action
 - 4.3 Education campaigns
5. Increasing violence against women and inappropriate legislation and action
 - 5.1 Education and training of professionals who come in contact with victims of violence (e.g., police, health workers)
 - 5.2 Appointment of women to staff offices which process complaints of violence

D. CULTURAL

1. Sex-role stereotyping; women's lack of consciousness of their own rights
 - 1.1 Non-sexist childbearing
 - Training of parents
 - 1.2 Reorientation of the educational system, including teacher training
 - 1.3 Reorientation of the mass media
 - 1.4 Education modules, workshops, symposia
2. Degradation of women in the mass media
 - 2.1 Production of alternative materials

- 2.2 Training of women on mass media production
- 3. Secondary status of women artists and media workers
 - 3.1 Organization of support group
- 4. General lack of government support for the arts
 - 4.1 Lobbying for government prioritization and appropriate legislation

E. STRATEGIC

- 1. Lack of women in decision-making positions
 - 1.1 Training of women staff of NGOs for higher-level positions
 - 1.2 Individual initiative and performance
- 2. Lack of data on women
- 3. Lack of consciousness among government staff
 - 3.1 Gender analysis sessions
 - 3.2 Reorientation of formal professional training
 - 3.3 Organization of WID Focal Points in government

F. LOGISTICAL

- 1. Lack of educational materials
 - 1.1 Production of modules
 - 1.2 Training seminars for practitioners
- 2. Lack of funds
 - 2.1 Identification of funding sources

CLOSING REMARKS

By Imelda M. Nicolas

Today is the last day of the women's month celebration this year. During these past 31 days, we proved and reaffirmed the fact that the women's issue has no political color, goes beyond ideological labels, knows no geographical boundaries, carries no religious affiliation, cuts across all income classes, involves women of all ages and finally, today, breaks down the barriers that may have existed between women GO's and NGO's.

We are all one in saying: biology shall not determine our fate nor shall it limit our choices. We reject the usually unspoken but nonetheless widespread belief that there is a physiological and psychological basis for regarding women as the inferior and weaker sex and thus can never be equal to men.

We recognize how women's work has been made invisible thru the ages and thus less valuable in the public eye starting with the looked-down-upon, unpaid housework, continuing to the fields with the inevitable stereotyping of a farmer as a man, leading to the factory and the executive suite with the women receiving lower salaries than their counterpart men and finally ending up in jobs and positions with subordinate status to men inspite of the same educational attainment.

For the majority of women, the double burden of work both at home and at work is a stark reality. A 16-hour day on one's feet is ordinary and taken for granted.

With this shared consciousness of a woman's lot, we now look around and see strength in our commonality. Much still has to be done but there are many of us. In fact, we are half of the world and still growing.

We are learning from the errors of the past and coming up with lessons for the future.

We see women now, not only as beneficiaries of change, but also as active agents of change. Planning and development are not only to be done *to* and *for* them, but also *with* them. We have started to question the kind of development we want to be integrated into. We have come to realize that in our work, consciousness raising is a good beginning but should not end there. Skills and capability building should be an integral part of any "women in development" or WID program. Organizing women is a must since

individual change will take too long and makes the individual woman vulnerable to *macho* and stereotyped media onslaught. We appreciate the bigger job ahead of challenging and transforming structures. But we are not daunted. Our eyes are open and our will is intact.

This Joint GO-NGO Congress is a best example of what women can do together. It had a bit of everything: Consciousness-raising, organizing, planning for specific action for a specific period of time.

We can do so much if we work on what unites us rather than on what divides us.

We are all women and from that fact, we draw our strength.

Thank you for joining us in this Congress.

Republic of the Philippines
Congress of the Philippines
Metro Manila

Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-fourth day of July, nineteen hundred and eighty-nine.

[REPUBLIC ACT NO. 6949]

AN ACT TO DECLARE MARCH EIGHT OF EVERY YEAR AS A WORKING SPECIAL HOLIDAY TO BE KNOWN AS NATIONAL WOMEN'S DAY

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. The eight day of March of every year is hereby declared as a working special holiday to be known as National Women's Day.

SEC. 2. To ensure meaningful observance of the holiday as herein declared, all heads of government agencies and instrumentalities, including government-owned and controlled corporations as well as local government units, and employees in the private sector shall encourage and afford sufficient time and opportunities for their

employees to engage and participate in any activity conducted within the premises of their respective offices or establishments to celebrate National Women's Day.

SEC. 3. This Act shall take effect two (2) days following its publication in at least two (2) national newspapers of general circulation.

Approved,

RAMON V. MITRA
*Speaker of the House
of Representative*

JOVITO R. SALONGA
President of the Senate

This Act which is a consolidation of Senate Bill No. 1430 and House Bill No. 28379 was finally passed by both the Senate and the House of Representatives on April 4, 1990.

QUIRINO D. ABAD SANTOS, JR
*Secretary of the House of
Representatives*

EDWIN P. ACOBA
Secretary of the Senate

Approved: April 10, 1990

CORAZON C. AQUINO
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FIRST JOINT GO-NGO CONGRESS FOR WOMEN PARTICIPATING AGENCIES/ORGANIZATIONS

ACCWS – Asian Christian Center for Women's Studies
AFP – Women's Auxilliary Corps
Agricultural Development and Women's League
AHF – Abiertas House of Friendship
AKAP – Alay Kapwa Kilusang Pangkalusugan
Approtech Asia
APT – Asset Privatization Trust
Ateneo Center for Social Policy
ATO – Air Transportation Office
AWARE – Alliance of Women for Action Towards Reform, Inc.
Bagong Ina ng Bayan
BATAS – Sentro ng Batas Pang-tao
BBS – Bureau of Broadcast Services
BIR – Bureau of Internal Revenue
Board of Liquidators
BSK – Balikatan sa Kaunlaran, Inc.
Bureau of Customs
Bureau of Disabled Person's Welfare
Bureau of Research and Laboratory
Bureau of Treasury
CAP – Concerned Artists of the Philippines
CARITAS – Manila
CAWP – Civic Assembly of Women in the Philippines
CBP – Central Bank of the Philippines
CCP – Cultural Center of the Philippines
Center for Community Services
Center for Overseas Workers
Center for Women's Studies and Development
CFO – Commission on Filipinos Overseas
Christian Children's Fund
Commission on Human Rights
Construction Manpower Development Corporation
Council of Women of the Philippines
CSC – Civil Service Commission
DA – Department of Agriculture
DAR – Department of Agrarian Reform
Daughters of Mary Immaculate
DBM – Department of Budget and Management
DBP – Development Bank of the Philippines
DECS – Department of Education, Culture and Sports
Democratic Social Women in the Philippines
DENR – Department of Environment and Natural Resources

Depthnews – Women's Service
 Diakonia Philippines
 DIWA – Development Institute for Women in Asia
 DLG – Department of Local Government
 DMI
 DND – Department of National Defense
 DOF – Department of Finance
 DOH – Department of Health
 DOJ – Department of Justice
 DOLE – Department of Labor and Employment
 DOST – Department of Science and Technology
 DOT – Department of Tourism
 DPWH – Department of Public Works and Highways
 DSWD – Department of Social Welfare and Development
 DTI – Department of Trade and Industry
 EPZA – Export Processing Zone Authority
 ERDA – Educational Research and Development Assistance
 Executive Committee on Women Concerns
 FFW – Federation of Free Workers
 First Farmers Human Development Foundation
 FIDA – Federacion Internacional de Abogadas
 FLOW – Forward-Looking Women
 GSIS – Government Service Insurance System
 GSP – Girl Scout of the Philippines
 HDMF – Home Development Mutual Fund
 Igorota Foundation, Inc.
 Ina Poong Bato
 Ina-anak, Incorporated
 Institute for Filipino Cinema, Inc.
 Institute of Women's Studies
 ISSA – Institute for Social Studies Action
 Interpress Women's Feature Service
 IWCP – Inner Wheel Clubs of the Philippines, Inc.
 Kababaihang Rizalista
 KABAPA – Katipunan ng Bagong Pilipina
 KABATID – Kilusan ng mga Kababaihan na Tumataguyod sa Demokrasya
 KAMALAPINA – Kalipunan ng mga Malalayang Pilipina
 Kalinga-Apayao State College
 Kalinga-Apayao Women's Federation
 Kalinga Women's Management for Peace
 Kapatiran-Kaunlaran Foundation
 Livelihood Corporation
 LBP – Land Bank of the Philippines
 Maida Women's League
 MAKAMASA – Makabayang Kababaihan ng Masa
 Makati Social Development Foundation

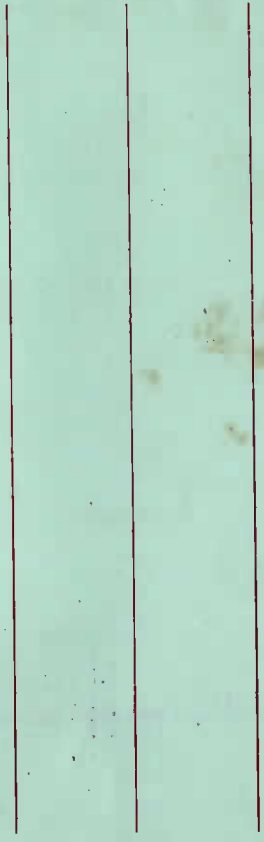
MMA – Metro Manila Authority
 Military Nurses Association of the Philippines
 Mindanao State University
 MTRCB – Movie and Television Review and Classification Board
 MWSS – Metropolitan Waterworks and Sewerage System
 NATCCO – National Confederation of Cooperatives, Inc.
 National Center for Mental Health
 National Federation of Cooperatives
 National Library
 National Parks Development Commission
 National Police Commission
 Nayong Pilipino
 NCRFW – National Commission on the Role of Filipino Women
 NCWDP – National Council for the Welfare of the Disabled Persons
 NEA – National Electrification Administration
 NEDA – National Economic Development Authority
 NFWC – National Federation of Women's Clubs
 NHA – National Housing Authority
 NHMFC – National Home Mortgage Finance Corporation
 NMYC – National Manpower and Youth Council
 NNC – National Nutrition Council
 Norfil Foundation, Inc.
 NSC – National Security Council
 NSCB – National Statistics Coordination Board
 NSO – National Statistics Office
 NUWHRAIN – National Union of Workers in Hotels and Restaurants
 NWRB – National Water Resource Board
 Office for Standards and Regulation
 Office of Senator Shahani
 Office of the Solicitor General
 OMA – Office of Muslim Affairs
 ONCC – Office of Northern Cultural Communities
 OP – Office of the President
 OSCC – Office of Southern Cultural Communities
 PAG-ASA – Philippine Atmospheric Geophysical
 and Astronomical Administration
 Pan Pacific Southeast Asia Women's Association
 Parol and Probation Administration
 PAUW – Philippine Association of University Women
 PAWBO – Philippine Association of Women Business Owners
 PCIC – Philippine Crop Insurance Corporation
 PCSO – Philippine Charity Sweepstakes Office
 PCUP – Presidential Commission for Urban Poor
 PHILDHRRRA – Philippine Partnership for the Development
 of Human Resources in Rural Areas
 Philippine Association of Community Educators

Philippine Central Conference
 Philippine Children's Medical Center
 Philippine Gamefowl Commission
 Philippine Heart Center
 Philippine Journalist, Inc.
 Philippine Medical Care Commission
 Philippine National Volunteer Service
 Philippine Nuclear Research Institute
 Philippine Nurses Association
 Philippine Ports Authority
 Philippine Veterans Office
 PIA – Philippine Information Agency
 Pilipina
 PMS – Presidential Management Staff
 PMWA – Philippine Muslim Women's Association
 POEA – Philippine Overseas Employment Administration
 POPCOM – Population Commission
 Praxis Incorporated
 PROCESS – Participatory Research, Organization of Communities
 and Education in the Struggle for Self-reliance, Inc.
 PRC – Professional Regulatory Commission
 PRO-LIFE
 Public Estates Authority
 PWCTU
 Q.C. Chamberettes
 RIC – Rural Improvement Club
 Rizal Federation of Women's Clubs
 Salvation Family
 SAMAKANA – Samahan ng Malayang Kababaihang Nagkakaisa
 Senior Citizen
 SKMP – Samahan ng Kababaihang Manggagawang Pilipino
 S.N.K.I. Agape Family Welfare Project
 Soroptimist International
 STOP – Stop Trafficking of Pilipinos Foundation, Inc.
 Supreme Court
 UERM College of Nursing
 Veterans Federation of the Philippines
 WIN – Women in Nation Building
 Women's Collective for Action
 Women's Health Care Foundation
 Women's Media Circle
 YWCA – Young Women's Christian Association
 Videogram Regulatory Board
 Visayas Cooperative Development Center
 Zonta International

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