



Kababaihan Kabalikat Sa Kaunlaran

National Commission
on the Role of Filipino Women

Annual Report 1976



Expanding horizons

110

101

101

101

Kababaihan Kabalikat Sa Kaunlaran

National Commission
on the Role of Filipino Women

Annual Report 1976

CONTENTS

Chairman's Message	5
Executive Director's Report	6
Report on Major Programs	8
Part I – National	
Elimination of Discrimination Against Women	8
Rural Women	11
Women in the Labor Force	14
Muslims and other Ethnic Groups	14
Information Program	14
Youth	15
Non-governmental Organizations	15
Government and Semi-government Programs	16
Part II – Regional	
Involvement in ASEAN	17
Part III – International	
Participation in International Conferences	18
Progress Report on Other Projects	20
Researches	20
Publications	21
Organizations Complementing NCRFW's Work	21
Foreign Visitors	23
Personnel Development Programs	24
Members of the Commission	25
Appendices	26



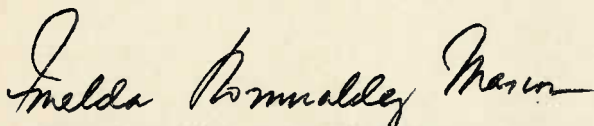
IMELDA ROMUALDEZ MARCOS
First Lady of the Philippines

MESSAGE

We have never considered the subjection of women as the foundation of our culture. It was an individual aberration rather than a cultural sanction. The Asian woman has always been the giver and nourisher of life, the eternal mother to man. As societies sprang from family units, the woman as mother has been and remains an authentic partner in the struggle for life; indeed, in the making of civilization.

While our women do not find the home a confinement, they are not also confined to the home. The Filipino women are in politics and government, in business and social work, in the professions and trades. Some outsiders to our culture even suggest that ours is a matriarchal society. The truth is that we try to combine the best of the patriarchal and matriarchal societies.

In speaking about development, we should not only seek to integrate women in all sectors of the national economy; it is also necessary that the government and the private sector undertake effective ways and means to offer opportunities to the largest group of women workers in the Philippines—the rural women engaged in agriculture or food production and cottage industries who constitute more than one-third of the total female labor force in the country. Hence the focus on the status of rural women so that they can become a dynamic force in our agricultural production and make life in our rural and remote areas attractive and fulfilling.



IMELDA ROMUALDEZ MARCOS
NCRFW Chairman

EXECUTIVE DIRECTOR'S REPORT

This Annual Report covers the Calendar Year — January to December 1976.

In the pursuance of its objectives, the National Commission on the Role of Filipino Women (NCRFW) has implemented its programs in coordination with existing government and private sector programs — in cooperation with women, men and youth from all sectors of society, facilitated by the organizational set-up and membership of the Commission. The World Plan of Action adopted at the Mexico International Women's Year Conference in 1975 has been geared to the national goals and integrated therein within the context of Philippine socioeconomic and cultural components.

The Commission "experience" in the planning, implementation and evaluation of its programs over the two-year period of its existence (1975-1976) that of coordinating, cooperating and consulting with government offices and private organized groups was shared with national agencies at the close of 1976, climaxed with a "Pulong-Pulong" (public forum) on December 29, 1976.

In a Manifesto* addressed to government, representatives of the private organized sector pledged their support to "Balikatan sa Kaunlaran" and expressed their trust that the government will take heed.

The Commission "experience" has been replete with enlightenment, challenges and gratification over the achievements which have been enhanced by the "Balikatan" (shoulder to shoulder) approach in the pursuance of the Commission objectives. It is envisioned that the impact of the NCRFW program will be further

*Manifesto — Appendix — A

intensified; its sphere of operation widened; action accelerated and escalated with the proposed "Balikatan" for government and private sector.

Because the NCRFW programs are mostly long range, this report necessarily covers on-going programs, as previously reported in "Our First Year" (1975 Annual Report) with indicators on the status of the same at the close of 1976. It is to be noted that the NCRFW Program covers a decade in consonance with the UN International Women's Decade with a cut-off at mid-decade. The Ten-Year Action Program previously submitted and the Five-Year Regional Programme of the Asian Plan for the Integration of Women in the Development Process (1975-1980) as requested by the National Economic Development Authority give the broad perspective of the NCRFW Programs on which the annual reports have been based.

NCRFW looks forward to more achievements in the coming years after the past two years, actually only 15 months in operation – literally starting from "scratch" and working out a program, distinct from other existing programs – geared to meeting the needs of women and optimizing their potentials for national development.

The achievements of such a program, however, are difficult to quantify and whatever credit has been earned is shared with the cooperating government and semi-government agencies, the organized private sector, concerned citizens and friends in the Philippines and those from other lands.

DR. LETICIA P. DE GUZMAN
Executive Director

REPORT ON MAJOR PROGRAMS

STATUS OF ON-GOING PROGRAMS

Part I -- National

A. On the Elimination of Discrimination Against Women

1. Legal Reforms

- a. The draft of the proposed legal reforms prepared by the Special Committee of the U.P. Law Center was taken up at public forums held in eleven cities/ provinces in the country attended by a representative cross-section of the people in the locality, to wit: Davao, Cagayan de Oro, Bacolod, Iloilo, Tacloban, Baguio, Legaspi, Naga, Manila, and Makati. Attached is the draft of the proposed legal reforms marked Appendix B₂ and the result of the questionnaire survey marked Appendix B₁.
- b. The sampling survey indicates unanimous approval of the proposed legal reforms except the proposal on absolute divorce with a narrow 6 to 5 vote in favor. The actual number shows a total of 477 in favor and 389 against or a majority of only 88 votes in the 11 forums. The proposed absolute divorce provision has stirred animated discussion all over the country.
- c. The NCRFW is considering the temporary exclusion of the absolute divorce provision from the draft of legal reforms to be covered by Presidential decree. It is hoped that the Presidential decree will be issued in 1977.

Foreign Service –

Ambassador Leticia Ramos-Shahani
Ambassador Rafaelita Hilario
Soriano

Provincial Executives –

Governor Teresa Dupaya – Cagayan
Governor Consuelo V. Calo –
Agusan del Norte
Governor Valentina Plaza – Agusan
del Sur
Governor Elizabeth Marcos-Keon –
Ilocos Norte
Governor Juanita Nepomuceno –
Pampanga
Governor Salvacion Yñigues –
Southern Leyte

- b. The proposed reforms in the Labor Code particularly in the transfer of the funding for maternity leave benefits from the employer to the Social Security System and the granting of paternity leave have not yet been approved.
 - c. The implementation of equal pay for work of equal value covered in a proposed Presidential decree has not yet been effected.
 - d. The putting up of neighborhood nurseries instead of nurseries in factory sites has been proposed but not yet acted upon.
3. In Education
- a. The elimination of “sexism” in the curriculum, textbooks and references was the objective of the six-week Seminar-Workshop on: “Optimizing the Potential of the Filipino Woman as Man’s Partner in Development” through instructional materials – Learning

Modules, etc. May – June 1976 in Silang, Cavite c/o NCRFW Commissioner Mona D. Valisno; UNICEF sponsored the project with P120,000 donation and NCRFW assisted with its resource persons and secretarial staff.

- b. Learning Modules for the Elementary, Secondary and Tertiary Levels were produced by this Seminar-Workshop – a total of twenty-five book-bound materials.
 - c. The learning modules were tried in pilot schools during SY 1976-1977 and evaluated. Latest report is for their adoption in the school curricula for the three levels.
 - d. The printing of these modules for general use has been recommended – this involves a big sum being jointly indorsed by the Department of Education and Culture and NCRFW c/o World Bank Fund for Textbooks.
- B. Rural Women – A major thrust of the NCRFW program for 1976 and will be continuing through the decade is on the rural women – their greater integration in the national development process through education (literacy drive, non-formal and training education).
1. NCRFW has been actively involved in the program for rural women through the *Katipunan ng Bagong Pilipina* – a militant organization of rural women numbering 10,000 at the close of 1976 with chapters all over the Philippines. The organization has joined forces with AMA (Aniban ng Mga Manggagawa sa Agrikultura) and SIKAP (Samahan sa Ikauunlad ng Kabataang Pilipino).

- a. NCRFW has granted the organization P50,000 for its information drive on the development program decrees, proclamations, speeches and issues for translation in the dialects, their publication and dissemination.
- b. NCRFW has served as consultant to the organization and provided them with speakers, resource persons and secretariat when needed.
- c. Among the seminars participated in by NCRFW were those held in Cabanatuan (2 times), Cagayan (North), Pampanga, Bulacan.

Transportation allowances and per diems were given by NCRFW to its participating members and guests for these seminars or/and conferences in rural areas.

2. Twenty-six women leaders from the different regions of the Philippines who underwent a live-in leadership training seminar in Makati on June 7-12, 1976 have conducted echo seminars for provincial-rural women on techniques and strategies for unified multi-disciplinary approach to community development.

- a. Those held in 1976 include: Region V – Bicol Region, Region III – Cagayan Valley, Region XI – Davao Provinces, Davao City and Cotabato, Cagayan de Oro, Laguna, Baguio, Ozamiz.

The echo seminars are re-echoed further.

b. The disbursements for the Leadership Training Seminar held in Makati amounted to P24,169.74.

3. The NCRFW Executive Director, some Commissioners, NCRFW staff and women leaders had taken to the field to participate in the activities for/by rural women in Cabanatuan City (2 times), San Fernando, Pampanga, Los Baños, Laguna, Guiguinto, Bulacan, et. al. – assisting in their vocational training programs and placement at Malolos, Angat and Norzagaray, Bulacan.
4. Problems resulting from the inattention/indifference of government officials to rural folks have been channeled by NCRFW to proper authorities – or solved by them when warranted.

General Fidel Ramos, General Fabian Ver, Secretary Jose Roño, Secretary Juan L. Manuel, Secretary Blas Ople, Secretary Estefania Aldaba Lim, Secretary Jacobo Clave, Secretary Juan Tuvera and Secretary Ronaldo Zamora were among those to whom cases were referred.

5. Pertinent materials on national programs and issues were shared with the rural women, men and youth with the guidance of the NCRFW.
6. The officers of the rural organizations have been encouraged to use the facilities of NCRFW and the staff as well. They have constantly informed NCRFW of their activities.
7. Representatives of the rural organizations have been invited to participate in the forums and activities of the NCRFW. They have been introduced to the organized private sector.

Note: Funding of these activities was minimal.

C. On Women in the Labor Force – Urban Area

NCRFW has played a supportive role in the program of the Bureau of Women and Minors for its program for women in the urban areas: factory workers, hospitality girls, etc.

D. On Muslims and Other Ethnic Groups

1. NCRFW awarded the United Muslim Hadjas Women's Association P50,000.00 PNB Check No. 6689960, June 15, 1976 through Commissioner Bai Matabay Plang for the operational expenses of an extension office of NCRFW for Mindanao to be centralized in Regions XI and XII. No report has yet been submitted.
2. In the live-in Seminar for Women Leaders in June, 1976, two were Muslims: Bai Matabay Plang and Mrs. Santanina T. Rasul.

E. On the NCRFW Information Program

1. The information "drive" on NCRFW and its program was further intensified.
2. The Slogan Contest, with Commissioner Carmen G. Nakpil as Chairman, got an enthusiastic response from more than 3,000 contestants from all over the country. The publicity given by media contributed to the success of the contest.

The winners of the Contest follows:

Mr. Romeo S. Francisco – First Prize
P2,000.00

Winning Slogan:

KABABAIHAN: KABALIKAT SA
KAUNLARAN (KKK)

Miss Elma Locsin Coinco – Second Prize
P500.00

Winning Slogan:

Kababaihan: Kabalik at
Kapayapaan at Kaunlaran
Ms. Teresita H. Nicolas – Third Prize
P500.00

Winning Slogan:

Katuwang sa tahanan at pag-ugit sa
bayan

3. Publications of NCRFW and those gathered from other agencies on their service programs were distributed to organization's areas.
4. NCRFW enriched its library with purchases of more books, periodicals and exchanges from other countries. The goal is to make NCRFW the Information Center and hopefully the "Clearing House" for programs involving women in the Philippines and Asia.

F. Youth

1. NCRFW has given assistance to Philippine youth groups and those from other lands: Asian countries and Russia through donations (minimal) and use of its facilities and staff c/o Commissioner Sylvia Muñoz.
2. Students have made use of the NCRFW Library for their researches – and interviews with women leaders were arranged for them.
3. Commissioner Natividad Ignacio (youth representative) went on an observation-study tour in USA and helped establish contracts for Filipino youth groups.
4. Youth representatives have been involved in NCRFW activities and vice-versa.

G. On Non-Governmental Organizations

1. Closer working relations have been brought about between NCRFW and

non-governmental organizations through their involvement in NCRFW programs/activities among which were: the luncheon in honor of First Lady Jehan El Sadat of the Arab Republic of Egypt, forum on Balikatan held on December 29, 1976 at the Philippine Plaza Hotel, hosting of various organizations for meetings at NCRFW Board Room (luncheon or merienda was given to them).

2. NCRFW has undertaken joint projects and conferences with the Civic Assembly of Women of the Philippines (CAWP – the national council of women with 65 duly-established women's organizations).
3. Appeals to private firms for appointment of more women in top-level positions have been continually made. Recommendations for qualified women have been sent out.

H. On Government and Semi-government Programs

1. In setting up the NCRFW programs for the rural areas, particularly those on: Human Settlements, Nutrition, Population, Hygiene and Sanitation, NCRFW has worked closely with agencies involved and agreements entered into with these agencies.
2. Specific mention is made of the NCRFW agreement with the Commission on Human Settlements to carry out the program for which both Commissions will share in the financing of the program.

Part II – On Regional Activities

Focus was made on the ASEAN.

- A. June 6-10, 1976 – NCRFW co-sponsored with the Department of Foreign Affairs the meeting in Manila to discuss the machinery for women's involvement in ASEAN Affairs. For this, NCRFW spent P23,000.
- B. NCRFW sponsored two delegates to the ASEAN Seminar on: Women and Employment in Kuala Lumpur on November 2-5, 1976. NCRFW Delegates were: Director Lucina Alday – Government and Atty. Carolina Basa Salazar – (Private Sector) Civic Assembly of Women of the Philippines.
- C. At the Regional Training Seminar on: Integration of Social Welfare into the National Development Effort with Special Reference to the Development of Children, Youth and Women, NCRFW staff member, Miss Efigenia D. Lagman was chosen as one of the Philippine Delegates. The seminar was held in Manila on November 29–December 18, 1976 – funded by Netherlands Government, UNICEF, ACTAR and DSSD.

The Philippine delegate has shared her training with the NCRFW staff and volunteer groups she continually works with.

Part III – International Activities

- A. Exchange of publications and communications on and for women has been continually done.
- B. Sending of delegates to International Conferences was carried out with full or partial funding by NCRFW.

Among those sent to conferences (1976) are:

Conference on Human Environment –
Vancouver, Canada

Ambassador Helena Z. Benitez c/o
Department of Foreign Affairs. She joined
the Philippine Delegation to the
International Council of Women (ICW)
Conference also held in Vancouver, Canada.
No funding from NCRFW.

International Council of Women (ICW) 21st
Triennial Conference

Dr. Leticia Perez de Guzman – NCRFW
(Was elected member of the Executive
Board)

Atty. Carolina Basa Salazar – CAWP

Prof. Herminia M. Ancheta – PAUW
(Philippine Association of University
Women)

Mrs. Esther A. Vibal – ZONTA

Environment Management Training Seminar –
Geneva, Switzerland

Dr. Juanita Alvarez Manalo – President,
Philippine Association of Chemistry
Teachers (Partial)

International Science Conference on Medicinal
Plants – Munich, Germany

Dr. Luz Oliveros Belardo – National
Research Council of the Philippines

Federation of Asian Women's Association
Conference (FAWA) – Seoul, Korea

Ambassador Hēlena Z. Benitez (Guest
Speaker) Partial Funding

Dr. Leticia Perez de Guzman – NCRFW –
Representative

Note: NCRFW Commissioner Minerva
Guysayko Laudico, Founder President
of FAWA, was invited as Special Guest.

PROGRESS REPORT ON OTHER PROJECTS

Besides the foregoing programs, the Commission undertakes and supports other projects that are necessarily vital to the attainment of its objectives.

Special Projects:

A. Researches

1. Although the Commission maintains a separate Research and Studies Office, the basic data gathering researches carried out by private-professional research organizations are collated in the NCRFW Research Office. Research grants are awarded to individuals and groups after their research proposals have been approved by the Board of Commissioners Evaluation Committee. *The findings, data and reports emanating from the researches are then catalogued and further collated by the Research and Studies Office.* NCRFW functions as an Information Center with the supporting data bank not only on Filipino Women but the women from all over the World with emphasis on Asian countries.
2. Grant 01 – awarded to the Philippine Association of University Women, is a full Research Grant in the amount of P18,800 PNB Check No. 6690063 – August 3, 1976. The research is on: *Rural Women's Awareness of and Attitudes Towards Selected Government Projects.*

The research study is aimed at obtaining a profile of women living in the rural areas

and to try to understand the role that they play in their social group. Further, the project is designed to find out how aware rural women are of the various government programs and the common attitude towards these programs. The expected completion of this research is in 1977.

3. Grant 02 – A joint research of NCRFW Youth Committee c/o Commissioner Sylvia Muñoz and National Media Production Center c/o Dr. Josefina Patron on: “The Image of Filipino Women in Philippine Mass Media.” The findings will be used as basis for proposed reforms in redirection of mass media programs and policies. PNB Check No. 6690124 for P15,000.00 dated October 20, 1976.
4. Grant given to Katipunan ng Bagong Pilipina (in preceding section).

B. Publications

1. Printing of “Strategy for Change,” proceedings of the Seminar-Workshop of Women in the Labor Force c/o Atty. Rachel Fidelino – P16,080, PNB Check No. 6690207, December 6, 1976.
2. Translation of relevant materials in English into Pilipino and other Philippine Languages/dialects.
3. Mimeographing or/and xeroxing of printed materials for sharing (Charged to the operational expenses of the Commission).

C. Organizations Complementing NCRFW's Work

Aside from the organizations that the members of the Board of Commissioners themselves represent, the NCRFW also works hand-in-hand on some projects with other organizations that share the objectives of the Commission.

- a. The Civic Assembly of Women of the Philippines (CAWP) helped out the staff of the Commission in the preparation for the visit of Madame Jehan El Sadat of Egypt and in almost all the other programs of the Commission.
- b. The Commission has helped the Katipunan ng Bagong Pilipina in initiating a trade program to market the hand-crafted products made by its members to the Soviet Union. The KBP with its rural, grassroots structure has helped the Commission on matters involving the rural population.
- c. The University of the Philippines Law Center (UPLC) drafted the proposed decree to accord equal rights to women in the Philippines. The project is still on-going.
- d. The Bureau of Women and Minors Auxiliary of the Department of Labor has been consulting the Commission on problems involving hospitality girls and other problems of rural women.
- e. The staff of the Commission has been working together with the YSTAPHIL in some of its student exchange programs and related affairs.
- f. The final reports and seminar papers of the ASAIHL workshop in "The Role of Women in Development" sponsored by the NCRFW came off the press during the year.
- g. Relevant data and information concerning women of other countries are being transmitted by the Department of Foreign Affairs to the Commission for preservation and future, ready reference.

Other organizations that have in one way or another helped or worked with the Commission in the pursuance of its objectives are:



Induction of the Officers of BF Homes Ladies' Circle held at NCRFW Council Room.



Slogan Contest winners receiving their prizes from Commissioner Bai Hadji Matabay Plang and Dr. de Guzman.



Commissioner Sylvia Muñoz addressing the Hungarian, Polish and Russian Youth visitors. Sonia Saldivar, NCRFW staff member, with officials of the ship in the background.



Ms. Barbara M. Watson from Washington, D.C. was guest during a regular Commission meeting, November 1976. Others in the photo are Ms. Carol Ludwig, Commissioner Sylvia Muñoz, Dr. Minerva G. Laudico, Jovito Rivera and Ambassa-



Madame Jehan El Sadat of Egypt is shown with the Commissioners during luncheon sponsored by the Commission.



Commissioner Carmen G. Nakpil is shown during the Balikatan sa Kaunlaran Press Conference held December 29, 1976.



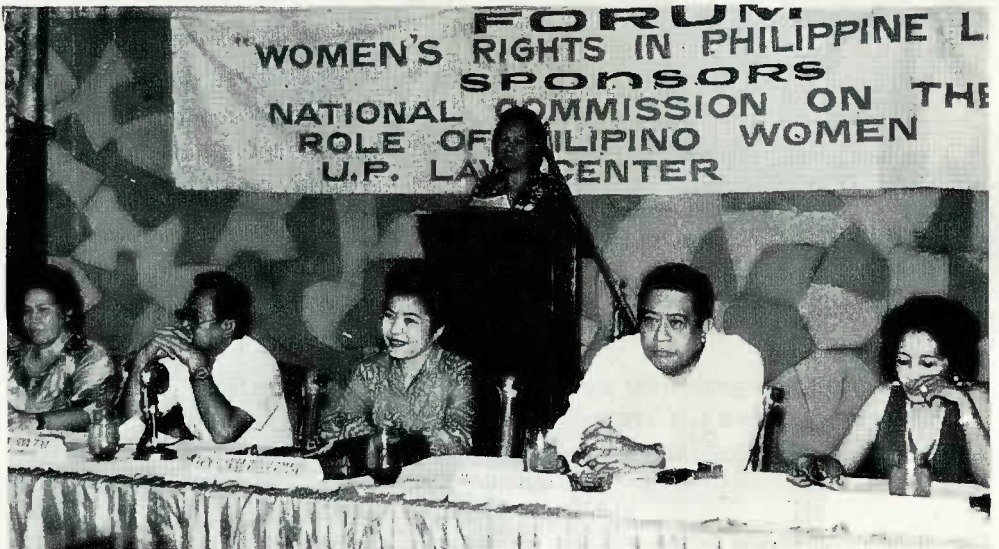
Mrs. Freda Brown during her visit in June 1976 with Ms. Aida Dizon and Ms. Tolentino of KBP and Dr. De Guzman.



A cultural show presented by the Bayanihan in honor of the participants of the UN Training Seminar on Social Welfare Policies in Asia and the Pacific, hosted by NCRFW.



Undersecretary Rosendo Marquez of DLGCD delivers speech during the Balikatan Public Forum held December 29, 1976. at Philippine Plaza.



Iloilo City public hearing on the Proposed Legal Reforms held September 17, 1976. Commissioner Rivera represented



Dr. Leticia P. de Guzman delivers keynote speech during the Muslim Convention at the Islamic Center in Manila.



Dr. Leticia de Guzman with the Provincial Social Action Council of Tarlac.



Greater Integration of Women in the National Development Process is one of the major thrusts.

1. Department of Education and Culture
2. Department of Local Government and Community Development
3. Department of Labor
4. Department of Public Information
5. Department of Foreign Affairs
6. Department of Social Services and Development
7. Department of Tourism
8. Social Secretary's Office – Malacañang
9. National Social Action Council
10. National Media Production Center (NMPC)
11. Human Settlements Commission
12. Population Commission
13. Population Center
14. UNICEF – United Nations Children's Fund
15. Samahan sa Ikaunlad ng Kabataang Pilipino (SIKAP)
16. Aniban ng Manggagawang Agrikultura (AMA)
17. Asian Ecumenical Interfaith Movement (AEIM)
18. Ystaphil Parents' Association
19. Philippine Women's University

D. Foreign Visitors

Visitors from other countries that were entertained by the Commission during the year totalled to about thirty. Some of the more prominent women leaders who came over are listed below:

1. Dr. Marie Therese Squerciati
Juillard School, New York, USA
August 6, 1976
2. Atty. Barbara M. Watson
Washington D. C., U.S.A.
November 29, 1976

3. Madame Jehan, El Sadat
First Lady, Republic of Egypt
Cairo, Egypt
November 5, 1976
4. Yoko Abe
Women and Minors, Japan
December 17, 1976
5. Freda Brown
German Democratic Republic
June 2, 1976

E. NCRFW Personnel Development Programs

From a pioneer complement of only seventeen people during the first year, the staff now numbers twenty-six (26) plus ten others on detail to the Commission from other divisions of the Office of the President.

Several personnel development programs were conducted during the year for most of the staffers. Secretarial development courses were taken up by the secretaries to improve their secretarial abilities and other modern aspects of the trade.

The senior members of the staff were enrolled in a five-day Personal Dynamics Program called "Adventures in Attitudes." Physical and cultural development programs are also being pursued by the staff members. They sit at Committee meetings and are given responsibilities in NCRFW activities.

They are assigned to assist in seminars and forums in the provinces and cities and thus are given the opportunity for continued learning and better understanding of the NCRFW program in action.

MEMBERS OF THE COMMISSION

IMELDA ROMUALDEZ MARCOS

Chairperson

CARLOS P. ROMULO

Foreign Affairs

BELEN ENRILE GUTIERREZ

Youth and Finance

BLAS F. OPLE

Labor

NATIVIDAD IGNACIO

Youth

ESTEFANIA ALDABA LIM

Social Service

LUCRESIA R. KASILAG

Arts and Culture

JOSE A. ROÑO

Local Governments

MINERVA GUYSAYKO LAUDICO

NGO's/Education

VICENTE PATERNO

Economics/Industries

SYLVIA MUÑOZ

Youth

CECILIA MUÑOZ PALMA

NGO's/Law

CARMEN GUERRERO NAKPIL

History/Media

LETICIA RAMOS SHAHANI

UN Commission on the Status of Women

ONOFRE PANGSANGHAN

Humanities

ROSARIO GONZALEZ MANALO

International Affairs

NORA ZETA PETINEZ

Pambansang Katipunan ng mga Barangay

HELENA Z. BENITEZ

Environment and Human Settlement

HADJI BAI MATABAY PLANG

Muslim and other Cultural Groups

GLORIA T. ARAGON

Science

JOVITO RIVERA

International Trade

IRENE S. CORTES

Law

ADELINA SANTOS RODRIGUEZ

Socio-civic Work

FRED ELIZALDE

Youth/Industry

MONA DUMLAO VALISNO

Education

LETICIA PEREZ DE GUZMAN

Executive Director

Appendix A

MANIFESTO

WHEREAS the National Commission on the Role of Filipino Women created by Presidential Decree No. 633 to insure the full integration of women in the total development efforts of our society will observe its second anniversary on January 6, 1977;

WHEREAS the National Commission on the Role of Filipino Women recognizing the need for concerted efforts of all men and women from all sectors of society — government and private — has launched for 1977:

BALIKATAN SA KAUNLARAN

WHEREAS the BALIKATAN SA KAUNLARAN as a movement will accelerate and more effectively achieve the integration of women in the total development of our society;

NOW, THEREFORE, we, the representatives of the private organized sector, do hereby give our whole-hearted support to Balikatan sa Kaunlaran;

That to maximize our participation in national development, it is urgent and necessary for the government to involve us in all its efforts from the planning to the implementing stages in the monumental task of nation-building;

This is our commitment!

We trust Government will take heed.

Done in the City of Manila this twenty-ninth day of December in the year of our Lord, nineteen hundred and seventy-six.

Chairmen

Carolina Basa Salazar, Convenor
CAWP Commission on Public Affairs

Marcos Herras, Chairman
Mabuhay Ang Pilipino Movement

Members

Benita Marasigan Santos
Natividad Gonzalez Nazareno
Mariquita Castelo
Camiliano Curaming
Lourdes Paredes San Diego
Paz Veto Planas
Cristina Estrada
Mary Concepcion Bautista
Porfirio Miraflores
Beatriz Pablo Ronquillo

Other Signatories:

The representatives of 92 private organized sector groups at the Public Forum on December 29, 1976.

Appendix B₁

RESULTS OF THE SURVEY CONDUCTED DURING THE FORUMS ON "WOMEN'S RIGHTS IN PHILIPPINE LAW" HELD IN DAVAO, CAGAYAN DE ORO, TACLOBAN, CEBU, ILOILO, BACOLOD, NAGA, LEGAZPI, BAGUIO AND METRO MANILA

	CAGAYAN		TACLOBAN		CEBU	
	DAVAO	DE ORO	YES: NO	YES: NO	YES: NO	YES: NO

1. Do you believe that Filipino women suffer from discrimination?

a. Socially?	34:	31:	10:	30:	35:	25:	20:	17
b. In law?	57:	6:	17:	15:	35:	24:	52:	10
c. In economy?	33:	23:	16:	28:	30:	24:	22:	14
d. In education?	26:	32:	6:	31:	20:	38:	9:	27
e. In labor?	57:	6:	30:	12:	37:	23:	29:	11
f. In politics?	53:	12:	8:	28:	25:	29:	25:	12

2. It is proposed that in order to reflect the rightful status of women as equal partners in the Filipino way of life, all laws and provisions of laws, which are discriminatory against women, where the discrimination is not based on valid biological difference, be repealed. Do you agree?

	61:	1:	41:	0:	57:	0:	38:	4
--	-----	----	-----	----	-----	----	-----	---

3. It is proposed that men and women be ensured the right to enter into the marriage state on equal terms. Do you agree?

60: 2: 39: 2: 58: 3: 41: 2

4. It is proposed that a uniform marrying age be prescribed for both men and women, as follows: 18 with parental consent, and 21 without parental consent or advice. Do you agree?

56: 7: 37: 6: 50: 12: 36: 8

						METRO MANILA						
ILOILO	BACOLOD	NAGA	LEGAZPI	BAGUIO	MANILA	MAKATI-QC	TOTAL					
YES: NO	YES: NO	YES: NO	YES: NO	YES: NO	YES: NO	YES: NO	YES: NO	YES: NO			YES: NO	
80:	65 :	24: 30	: 35 :	33 :	77 :	70 :21 :	17 :	66: 32	:	81 :	18 :	483: 368
118:	32 :	42: 10	: 55 :	14 :	117 :	35 :36 :	6 :	87: 12	:	93 :	7 :	689: 171
79:	56 :	24: 27	: 38 :	30 :	77 :	60 :19 :	16 :	67: 33	:	69 :	22 :	474: 333
40:	101 :	13: 38	: 24 :	44 :	34 :	105 :11 :	22 :	43: 50	:	50 :	44 :	276: 532
127:	20 :	42: 11	: 49 :	20 :	128 :	22 :33 :	8 :	89: 11	:	84 :	11 :	705: 155
105:	44 :	38: 17	: 41 :	26 :	77 :	64 :22 :	14 :	67: 18	:	80 :	16 :	541: 280
131:	12 :	53: 2	: 66 :	5 :	126 :	19 :44 :	3 :	87: 11	:	94 :	5 :	798: 62
125:	11 :	50: 3	: 70 :	10 :	125 :	26 :49 :	4 :	101: 5	:	95 :	7 :	813: 75
124:	28 :	41: 12	: 57 :	22 :	80 :	69 :50 :	1 :	94: 6	:	88 :	11 :	713: 182

	DAVAO	CAGAYAN DE ORO	TACLOBAN	CEBU
	YES: NO	YES: NO	YES: NO	YES: NO
5. It is proposed that men and women shall have equal rights and responsibilities during marriage, particularly with regard to the support and maintenance of the family, the administration of their common property, and the choice of family residence. Do you agree?	62 : 2	45 : 1	59 : 3	37 : 7
6. It is proposed that men and women shall have equal rights and duties in matters relating to their children, the interest of the children being paramount. Do you agree?	63 : 1	46 : 0	61 : 1	42 : 2
7. It is proposed that women, married or unmarried, shall have equal rights with men to acquire, administer, enjoy, dispose of and inherit property, including property acquired during marriage. Do you agree?	63 : 2	42 : 3	58 : 2	42 : 2
8. It is proposed that divorce be instituted in the Philippines as a remedy to dissolve a broken marriage with the sanction of law. Do you agree?	33 : 25	21 : 19	23 : 36	26 : 13
9. It is proposed that all discrimination against women in employment, unless based on justified biological difference, be abolished. Do you agree?	62 : 2	43 : 2	54 : 2	43 : 3

ILOILO		BACOLOD		NAGA		LEGAZPI		BAGUIO		METRO MANILA		TOTAL			
YES:	NO	YES:	NO	YES:	NO	YES:	NO	YES:	NO	YES:	NO	YES:	NO		
139	: 13	47	: 6	: 74	: 7	: 145	: 12	: 52	: 0	: 101	: 6	: 99	: 5	: 860	: 62
145	: 3	: 53	: 0	: 76	: 2	: 150	: 10	: 50	: 1	: 104	: 2	: 102	: 1	: 892	: 23
144	: 6	: 53	: 0	: 64	: 12	: 148	: 7	: 48	: 3	: 104	: 2	: 99	: 3	: 865	: 42
67	: 78	: 32	: 20	: 31	: 45	: 62	: 89	: 22	: 27	: 77	: 24	: 83	: 13	: 477	: 389
137	: 12	: 46	: 8	: 65	: 12	: 147	: 5	: 47	: 2	: 99	: 4	: 90	: 1	: 833	: 53

**PROPOSALS TO ACCORD EQUAL RIGHTS
IN LAW TO WOMEN IN THE PHILIPPINES**

Proposal No. 1

IN ORDER THAT THE RIGHTFUL STATUS OF WOMEN IN THE FILIPINO WAY OF LIFE MAY BE REFLECTED IN ITS LAWS AND TO REMOVE THEREFROM ALL OBSTACLES TO A SHARED AND EQUAL PARTNERSHIP BETWEEN FILIPINO MEN AND WOMEN, ALL LAWS AND PROVISIONS OF LAWS WHICH AFFORD UNEQUAL TREATMENT TO WOMEN AS REGARDS THEIR PERSONAL RIGHTS SHALL BE REPEALED.

Proposal No. 2

ALL APPROPRIATE MEASURES SHALL BE TAKEN TO ENSURE TO WOMEN THE RIGHT TO ENTER INTO THE MARRIAGE STATE ON EQUAL TERMS WITH MEN.

Proposal No. 3

WOMEN SHALL HAVE EQUAL RIGHTS AND RESPONSIBILITIES WITH MEN TO ACQUIRE, PARTICULARLY WITH REGARD TO THE SUPPORT AND MAINTENANCE OF THE FAMILY.

Proposal No. 4

WOMEN, MARRIED OR UNMARRIED, SHALL HAVE EQUAL RIGHTS WITH MEN TO ACQUIRE, ADMINISTER, ENJOY, DISPOSE OF AND INHERIT PROPERTY, INCLUDING PROPERTY ACQUIRED DURING MARRIAGE.

Proposal No. 5

PARENTS SHALL HAVE EQUAL RIGHTS AND DUTIES IN MATTERS RELATING TO THEIR CHILDREN. IN ALL CASES, THE INTEREST OF THE CHILDREN SHALL BE PARAMOUNT.

Proposal No. 6

WOMEN SHALL HAVE EQUAL RIGHTS WITH MEN TO SEEK FOR AND OBTAIN DISSOLUTION OF THE MARRIAGE BOND.

NATIONAL EFFORTS TO ACCORD EQUAL RIGHTS
TO WOMEN UNDER PHILIPPINE LAWS

FLERIDA RUTH P. ROMERO

INTRODUCTION

The Philippines, as a signatory to such international instruments as the United Nations Charter, the Universal Declaration of Human Rights and various International Labor Organization (ILO) resolutions, has always tried to live up to its commitment to accord equal rights to all its citizens, regardless of sex. Hence, in the 1973 Constitution of the Philippines, the guarantee previously given under the 1935 Constitution that no person shall be denied *the equal protection of the laws* was retained. In addition, the New Constitution pledges to insure "equal work opportunities *regardless of sex*. . ."

Family Relations

It is in the area of family relations that much remains to be done to eradicate discrimination against women primarily by amending the pertinent Civil Code provisions which restrict women in the exercise of certain rights enjoyed by the men. Realising that there are many such provisions scattered throughout the Civil Code, the Law Center of the University of the Philippines, a state-run educational institution, has drafted a proposed Presidential decree which would accord equal rights to men and women by amending or repealing outright these discriminatory provisions.

For instance, in mixed marriages between Christians and Mohammedans or pagans, it is the religion of the male which determines the formalities which must be observed in the marriage rites. In other words, if the male is a Christian and the female a Mohammedan or

*Professor of Law, U.P. College of Law and Head, Division Continuing Legal Education, U.P. Law Center.

pagan, the marriage rites shall be governed by the Civil Code. However, if it is the male who is a Mohammedan or pagan and the female is a Christian, the marriage shall be performed in accordance with the man's customs, rites, and practices. Similarly, where the parties to a marriage are of different nationalities, their property relations are to be governed by the law of the husband's country.

The proposed Presidential decree would repeal the provision which would make the marriage rites depend on the man's religion. As regards the law governing the property relations of a married couple of different nationalities, it would leave this matter to the spouses and they may include their agreement in their marriage settlements. In the event that there should be no marriage settlements, the general provisions of the law shall govern such property relations.

A married woman under Philippine law suffers a number of legal restrictions. For example, her husband has the right to object to her practice of her profession or occupation if his income is sufficient to support the family according to its social standing and if his objection is based on serious grounds. Other than from close relatives, she cannot also accept gifts without her husband's consent. In spite of the constitutional rights guaranteeing every citizen the liberty of abode and travel, the wife is obligated to live with her husband in the residence which he has the right to determine. If widowed, she is in effect prohibited from getting married within 300 days after the death of her husband, unless in the meantime she has delivered a child. In the proposed decree, it is sought to repeal all these restrictions on the wife.

As regards the property relations between husband and wife, while the law provides that the couple owns in common the properties of their conjugal partnership, it is the husband who is designated as its administrator. Similarly, while the parents jointly exercise parental authority over their children, it is the father who acts as

the legal administrator of the property of these children. The proposed Presidential decree would make the husband and wife joint administrators of their conjugal partnership unless the administration is explicitly conferred upon one of them in their marriage settlements or by the court or in a public instrument executed by the other spouse. The spouses are likewise jointly made the legal administrator of the properties of their children under parental authority. As regards the disposition of the conjugal property, the proposed law seeks to give the wife as much voice as the husband.

An important change which has actually been enacted into law is in the matter of parental authority by a widow over her children. Prior to the amendment, the law denied the widow who contracted a subsequent marriage parental authority over her children by the first marriage unless the deceased husband has expressly provided in his will that his widow might marry again and has ordered that, in such case, she should keep and exercise parental authority over the children. Recognizing the harshness of such a provision, Presidential Decree No. 603, the Child and Youth Welfare Code which took effect in June, 1975, now allows the surviving parent, whether father or mother, to continue exercising parental authority over their children unless, in case of the surviving parent's remarriage, the court may have justifiable reasons to appoint another person as guardian.

Traditionally, the husband's role in the Filipino home has always been that of breadwinner and the wife, that of household manager. These roles are recognized and reinforced in the law which declares that "the husband is responsible for the support of the wife and the rest of the family" while "the wife manages the affairs of the household." Consequently, the family expenses are to be taken, first, from the conjugal property, then from the husband's separate property and, lastly, from the wife's paraphernal property. The proposed Presidential decree would make both husband

and wife responsible for the support and maintenance of the family. Family expenses are to come from the conjugal property and then from the separate property of both spouses equally.

Recognition that the wife's efforts as manager of the household generally go unremunerated, the proposed decree provides that "the labors of a spouse in managing the affairs of the household shall be credited with compensation." It is to be noted that the possibility of either husband and wife managing the household affairs is recognized under this amendment.

A radical change sought to be introduced in the proposed decree which has, consequently, generated much controversy in the Philippines is the provision which would allow absolute divorce on certain grounds. At present, Philippine law merely allows legal separation or relative divorce which does not dissolve the marriage rites. Husband and wife are merely allowed to live separately from each other. This legal separation may be granted only by the courts on such grounds as adultery on the part of the wife and concubinage on the part of the husband and an attempt by one spouse against the life of the other.

However, because the crimes of adultery and concubinage are not defined in identical terms in the Penal Code, it has been much easier for the husband to secure a decree of legal separation from his wife based on her commission of adultery than for the wife to obtain legal separation from her husband because of the latter's concubinage even though they may have committed essentially the same act. All too often, a long-suffering wife has to put up with a husband's flagrant infidelity, habitual maltreatment and similar abusive acts because unless these amount to concubinage as defined under the law, she cannot seek relief from the courts.

Because of the present inequitable situation, the proposed decree would allow absolute divorce which severs the matrimonial ties, such that the divorced spouses are free to get married a year after the divorce is decreed by the courts. Moreover, in order to place the husband and wife on an equal footing insofar as the

bases for divorce are concerned, the following are specified as the grounds for absolute divorce: (1) adultery or having a paramour committed by the respondent in any of the ways specified in the Revised Penal Code; or (2) an attempt by the respondent against the life of the petitioner which amounts to attempted parricide under the Revised Penal Code; or (3) abandonment of the petitioner by the respondent without just cause for a period of three consecutive years.

As anticipated, this proposed amendment which would recognize absolute divorce met with stiff resistance from certain sectors of society, especially the Catholic population which forms a majority in the Philippines. The opposition is based, in the main, on its running counter to the Biblical injunction that "whatsoever God hath put together, let no man put asunder."

In the Employment Field

Pursuant to the explicit Constitutional mandate regarding equal work opportunities, Presidential Decree No. 442, the Labor Code of the Philippines, which took effect on Nov. 1, 1974, prohibits the commission of acts which shall "discriminate against any woman with respect to terms and conditions of employment on account of her sex." On remuneration, it provides that equal pay shall be paid to both men and women for work of equal value. Employers are further prohibited from discharging women employees on account of their marriage or pregnancy or refusing her admission upon returning to her work for fear that she might again be pregnant or discharging her to prevent her from enjoying any of the benefits provided in the Labor Code.

As public policy, it is considered unlawful for an employer to require as a condition of employment that a woman employee shall not get married or to stipulate that upon getting married, she shall be deemed resigned or separated.

A recent ruling issued by Secretary Blas Ople of the Department of Labor of the Philippines constitutes a milestone in the national efforts to eliminate discrimination against women in the field of employment.

The Labor Secretary ruled as illegal the policy of Philippine Airlines of dismissing stewardesses who get married in accordance with an understanding to that effect signed by the stewardesses upon employment. Such a policy, according to the Labor Secretary, violates Article 135 of the Labor Code which prohibits the dismissal of women employees on account of marriage or requires as a condition of employment that a woman employee shall not get married. It is likewise violative of Article 134 of the same Code which prohibits employers from discriminating against women with respect to terms and conditions of employment on account of her sex. These statutory provisions were enacted in 1974 pursuant to the 1973 Constitution of the Philippines which mandates equal work opportunities to all regardless of sex.

This ruling of the Secretary of Labor is considered precedent-setting because this is the first opportunity that presents itself to translate into reality the policies embodied in the Constitution and the Labor Code according equal rights to women in the field of employment. The existing gap between law and practice is gradually being whittled down.

Since a former provision of law requiring employers to provide certain facilities for working women has worked against the interests of the women employees themselves, the Labor Code now leaves it to the discretion of the Secretary of Labor to require the establishment of standards and facilities that will insure their safety and health.

The draft Presidential decree which would accord equal rights to women contains an unusual clause which actually aims at placing husbands on par with their wives. It would grant paternity leave benefits to the

married male employees for a period not exceeding two weeks which may be taken either before or after the wife's delivery.

CONCLUSION

In the Philippines, programs to elevate the status of women are being launched on a wide front, not the least of which is in the area of legislation. It should be recognized, however, that the enactment of laws which would grant equal rights to women does not, automatically, guarantee the improvement of their status vis-a-vis the men. When implementation lags far behind formulation, such efforts are nullified. Women should, therefore, be vigilant, not only in pressing for their rights, but also in securing their enforcement.

* * *

THE PROPOSED AMENDMENTS ON
WOMEN'S RIGHTS

MARY CONCEPCION BAUTISTA*

The proposed amendments to existing legal provisions considered discriminatory to women are the result of the special committee's exhaustive study of their legal and practical effects on the rights of women in relation to their status, their personal property, as well as their marital and parental rights. They recognize that women who labor equally with men in business and industrial establishments, who devote more of their time, personal care and attention in maintaining the home and rearing the children deserve adequate compensation for their labor and efforts and should get equal protection under our laws.

In the field of family law, where most of the provisions affecting women are found, as long as relations in the family are harmonious and husband and wife have no marital problems, the disadvantages lurking in our laws against the married women are not felt. However, when there are serious differences between husband and wife, and these differences which can stem from any number of causes spawned by the complex demands of modern life on the individual, the community and the social institution become insurmountable, then the married woman finds that she is, unless favored by special circumstances, or she has her own personal income, completely dependent and at her husband's mercy for support for herself and her children and even resort to our courts cannot give her immediate relief because the husband as sole manager of the conjugal property and funds can delay such

*President, U.P. Women Lawyers' Circle

payment and conceal such funds until such time as the court approves their legal separation and dissolution of conjugal partnership as well as their separation of property, and such separation of property has actually taken place. Though left to her own resource, and at times abandoned and denied support by her husband, she is still legally bound to him by marriage.

The Filipino woman who gets married finds she is subject to her husband's authority in the management and disposition of the conjugal property, which includes even the fruits of her separate paraphernal property. He dictates whether she should be allowed to work or engage in business or practice her profession. He decides where the family home shall be as well as matters affecting the children.

One single act of adultery on her part is sufficient for the husband to seek their legal separation but only scandalous cohabitation by her husband and his paramours can give her reason to ask for legal separation. Even when legal separation is decreed, she is still married to him and she faces the fact of her husband's infidelities as well as his physical and moral abuse while being forced to maintain faith with a marriage vow that has clearly become worthless and meaningless to him. More often than not, she and her legitimate children suffer humiliation and want while the husband spends the greater part of his earnings on his paramours and the illegitimate family he has meanwhile begotten. And after he dies, she must share the residue of his property with the family that has brought this misery upon her children. It is not difficult to see that this situation causes emotional and psychological conflict and maladjustment among the children which have led them to juvenile delinquency and drug addiction.

To solve and end an intolerable and impossible situation, the Catholic Church has declared marriages null and void for any number of causes, but these annulments may not be recognized by the civil courts, because the State has rightfully reserved the right to rule

on the validity of all marriages by its nationals or contracted within its jurisdiction. The marriages are still binding before our laws which emphasize that marriages can be annulled only by our civil courts and for the causes specified in the Civil Code EXISTING AT THE TIME OF THE CELEBRATION of the marriage. Where the cause of the final break-up occurred after the marriage, and cannot be traced or related to conditions existing at the time of the marriage, there cannot be an annulment. And this is as it should be because annulments attack and destroy the validity of the marriage contract, declare that one's marriage was fatally defective, and therefore, weaken the institution of marriage.

Divorce which is proposed as an amendment, does not deny the existence of a valid marriage. It upholds the validity of the marriage contract. It, however, recognizes that when the differences between the spouses are so grave and serious that they led to attempts against each other's life, to acts of violence which endanger their own and their children's lives and limbs, and desecration, and abandonment of marriage bonds and the restraints and obligations it imposes, then that bond must be severed and the innocent party must be given relief from the oppressive effects of a farcical relationship. Thus, for the protection of the innocent spouses and children, the parties must divide their properties among their children so that they are not left to beg for their support and survival. Until this has been done, there should be no final dissolution of the marriage.

A divorce law need not mean that people will readily and easily get divorced. The cooling-off period of six months, the mandatory injunction to the court to exhaust all means available to reconcile the parties before hearing the case, and the one year waiting period after the decision is rendered are assurances against "quickie" divorces. The provision for division and delivery of properties to the children will cause each spouse to think hard before he gives cause for divorce or

seeks divorce. We have laws to provide for drug addiction, crime, prostitution, swindling. They do not necessarily mean we are all going to be criminals, drug addicts, robbers, swindlers. Laws are enacted to meet and regulate the needs of society and its individual members. A divorce law is needed to remedy the anomalous situation of annulments by the church which the state cannot recognize, and to grant desperate relief to the innocent families of those guilty spouses.

A law granting divorce for three specific causes and after compliance with strict prerequisites will induce more responsible parenthood and enhance the security and dignity of the woman who will be freed from the oppression of the authority and rights of a husband who has actually abuse his marital rights and neglected his marital and parental obligations. Children will be liberated from destructive emotional and psychological effects of a loveless relationship, of constant bickering and violent arguments between the parents they are told to respect but only have hate between them. A man can no longer hide behind a marriage to avoid responsibility for his philanderings and the children he begets. Many children will not bear the stigma of illegitimacy because a chance will be given their parents to legalize their relationships.

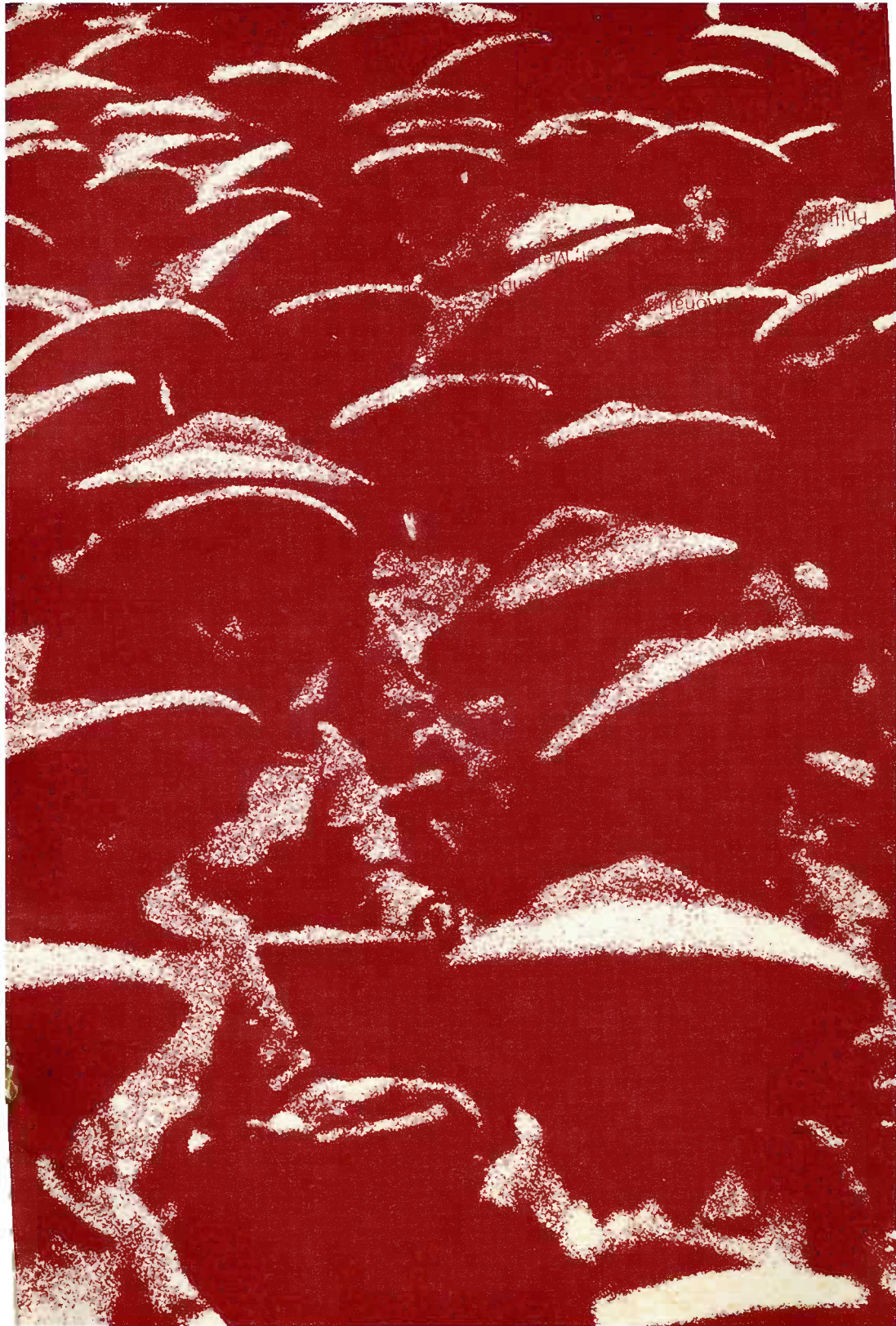
Muslim law grants divorce, and no one can say that the Muslim woman does not occupy an honored place in her family and among her people. The Catholic Church annuls the marriages it has celebrated, but the parties in the eyes of our law are still married to each other and are therefore left in a nebulous state of uncertainty, as to their status before the law. And then, what about irreperably lost marriages of spouses who were not married by the church – for them there can be no church annulment. How then can they be relieved from irretrievably lost marriages?

We should not welcome resort to a proceeding that will declare that a man and woman who had married are not legally married or had a defective marriage and their

children are not really legitimate but only so by legal fiction.

There need not be conflict between Church and State on this matter. Divorce cannot be objectionable to those whose marriages have in fact been annulled by the Church. It would in fact legalize and give reality to the annulment that had been awarded to them. Those who are not eligible for annulment need not sue for divorce. Their conscience and their religion, their moral principles as well as our customs and traditions will guide them. The decision to seek or not to seek divorce is still a matter of personal choice and we must grant the individual his freedom to make that crucial decision, to seek peace and a better life for himself and his children.

The foregoing are the author's personal view and do not necessarily reflect the stand of the individual members of the U.P. Women Lawyers' Circle.





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

Inquiries for additional information may be addressed to:
National Commission on the Role of Filipino Women
1145 J. P. Laurel St., San Miguel, Metro Manila
Philippines