

**HIGHLIGHTS OF THE  
PHILIPPINE DEVELOPMENT PLAN  
FOR WOMEN,  
1989-1992**

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## **PART I: THE DEVELOPMENT FRAMEWORK**

Part I outlines the rationale for the formulation of the Philippine Development Plan for Women (PDPW), 1989-1992. It also spells out the structural and historical determinants of the status of Filipino women today and gives basic goals of the plan. Further, it provides an assessment of past developments, present problems and future challenges facing the cause of women, thereby putting in perspective the overall effort at advancing this cause in the country's development agenda in the next four years.

### **1. RATIONALE FOR THE FORMULATION OF THE PDPW**

- \* To institutionalize the integration of women's concerns in the development process;

- \* To 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);

- \* To 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

- \* To 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.

## 2 DEVELOPMENT PLAN FOR WOMEN, 1989-1992

### 2. STRUCTURAL AND HISTORICAL DETERMINANTS OF THE STATUS OF FILIPINO WOMEN

\* The **masculine/feminine dichotomy** on the roles of human being as a result of biological determinism is the most pervasive perspective that resulted in the marginalization of women in society.

\* The **public/domestic dichotomy** emanating from the "woman's place is the home" syndrome and which serves to maintain the division of production and reproduction functions between men and women, respectively, is another factor that brought about a societal system that severely limited the participation of women and discriminated against them.

\* The **double burden concept**, which perpetuates the expectation that women are primarily — or even solely — responsible for household chores (regardless of whether they take this on personally or pass the role partially to other women) even if they are already participating productively outside the domestic sphere, prevents the full realization of women's potential and actual contributions especially outside the home.

\* The **subordinate or marginal role of women syndrome** which propagates the perspective that their economic and social contributions are secondary to those of men is yet another societal force that inhibits women's full and active participation in society and the economy.

### 3. ASSESSMENT OF PAST DEVELOPMENTS, PROBLEMS AND CHALLENGES

#### a. International Development Affecting the Cause of Women:

\* Celebration of the International Women's Year and Decade (1976-1985) which ushered in the worldwide concern for the cause of women;

\* Ratification of the United Nations (UN) Convention on the Elimination of All Forms of Discrimination Against Women as an important document resulting from the above decadal celebration by participating countries, including the Philippines; and

\* Adoption of the Nairobi Forward-Looking Strategies for the Advancement of Women as another offshoot of the above-named celebration by participating countries, including the Philippines.

**b. Domestic Developments Advancing the Cause of Women:**

- \* Ratification and adoption of the 1987 Philippine Constitution which explicitly calls for fundamental equality between the sexes;

- \* Adoption of Executive Order 227, or the New Family Code of the Philippines, which eliminates many of the discriminatory provisions of the Civil Code of the Philippines;

- \* Creation of the Senate Committee on Women and Family Relations which is in charge of legislation concerning women;

- \* Creation of the National Commission on the Role of Filipino Women (NCRFW) in 1975 as a response to the International Women's Year and Decade, mandating it with the full integration of women's concerns at all levels: regional, national and international;

- \* Subsequent strengthening of NCRFW policy making function to make it more responsive to its mandate;

- \* Creation of a new Bureau of Women's Welfare in the Department of Social Welfare and Development (DSWD); and

- \* Revitalization of other agencies implementing women's programs such as the Bureau of Women and Young Workers of the Department of Labor and Employment (DOLE), and the Bureau of Agricultural Extension of the Department of Agriculture.

**4. PROBLEMS AND CHALLENGES FACING WOMEN**

While there are positive indications of an improving situation of women in the country, much remains to be done. Women continue to suffer from disadvantages as women in general and as poor women in particular because of the prevalence of sex-role stereotyping and other biases against them. There is also the related issue of low level of consciousness on women's problems in both the public and private sectors. These issues are manifested in the following:

- \* Continued limited participation of women in the labor market;

- \* Lower average wage among women;

- \* Lack of recognition for the full contribution of agricultural women and limited opportunities for their participation in rural development;

- \* Limited participation of women in agrarian reform and natural resources management;



- \* Women remain exposed to unequal and hazardous working conditions in the formal industrial structure;

- \* An industrial relations system that does not adequately respond to the specific needs of women workers and fails to enlist their full support and participation;

- \* Women and men workers in the informal sector continue to be inadequately covered by labor laws providing for equality of opportunities, appropriate working conditions, protection against occupational hazards, and other related measures;

- \* In education, women continue to be confronted with issues on gender tracking of professions, sex-role stereotyping in textbooks, inaccessibility to competitive markets, and the like, despite their generally favorable situation in the sector;

- \* Poor state of women's health and nutrition and other related problems;

- \* Need to increase the participation of women in the housing sector, from production to financing to estate management;

- \* Women remain exposed to various difficulties attendant to overseas migration such as physical abuse and unsatisfactory working conditions;

- \* Violence, prostitution and other forms of sexual exploitation;

- \* Unfair treatment and unequal opportunities and other specific difficulties faced by women in the media, arts and culture;

- \* Need for more participation of women in infrastructure development and in the science and technology sector; and

- \* Lack of gender-disaggregated data and an information system, thus precluding a thorough analysis and appreciation of the Filipino women's situation and of the issues and problems confronting them.

## 5. BASIC GOALS OF THE PDPW

As a companion document to the MTPDP and as a major instrument for integrating women in development, the PDPW serves initially two purposes:

- \* It contributes to the attainment of the MTPDP goals of poverty alleviation, employment generation, equity and social justice promotion, and sustained economic growth.

\* 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, then, 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 sociocultural, economic, political and legal structures. Specifically, the PDPW aims for the following objectives:

\* To alter the traditional concept of a woman's **individual** self-worth as being subordinate to men;

\* To encourage the formation of **families** that are characterized by a sharing of responsibilities, from parenting and domestic work to breadwinning and public work;

\* To bring about significant changes in the **sociocultural milieu** that perpetuates discrimination against women;

\* To influence and change the **economic system** to ensure equal access of men and women to productive opportunities;

\* To empower women to fully participate in **political structures and processes**; and

\* To incorporate the concern for women's equality and development into the **legal system**.

## **PART II: THE ECONOMIC SECTORS**

Part II of the PDPW deals with the economic sectors. The economic sectors consist of: Agriculture; Agrarian Reform; Environment and Natural Resources Management; Industry and Trade; Industrial Relations; and Services. The economic sector plans call for the need to recognize the potential and actual contributions of women. These plans therefore endorse a host of strategies, policies, programs and projects that will harness the effective participation of women in economic development.

### **1. SECTORAL THRUSTS**

#### **a. Agriculture**

- \* Sensitizing policymakers and planners on the problems and issues affecting women in this sector;
- \* Awareness raising among the rural population for the full participation of women in rural/agricultural development;
- \* Strengthening support systems for effective participation of women in rural/agricultural development;
- \* Expansion of income-generating opportunities for rural women;
- \* Ensuring availability and accessibility of rural credit to women;
- \* Promotion of technological innovations to improve rural women's productivity;
- \* Provision of rural infrastructure and facilities responsive to the needs of women;

- \* Strengthening research and development that are oriented to women's issues and problems;
- \* Improvement of agricultural extension, training and information services by emphasizing the role of women; and
- \* Strengthening women's organizations in rural/agricultural areas.

#### b. Agrarian Reform

- \* Mobilizing rural women's participation in agrarian reform;
- \* Organization of women's groups and cooperatives and the strengthening of existing ones in support of agrarian reform;
- \* Strengthening of community-based support facilities and systems;
- \* Promotion of off-farm employment opportunities;
- \* Intensifying information, education and communication (IEC) on CARP;
- \* Strengthening of agricultural training programs for agrarian reform beneficiaries (ARBs); and
- \* Creation of appropriate monitoring/implementing mechanism.

#### c. Environment and Natural Resources

- \* Conduct of general awareness campaigns on women's issues and concerns to encourage participation in natural resources management and development by the distaff side;
- \* Expansion of educational incentives schemes to motivate more women to enroll in nontraditional courses such as mining and geodetic engineering;
- \* Development and implementation of affirmative action programs to provide women with opportunities to hold responsible positions in the sector;
- \* Advocacy for shared parenting and home management to enable women to participate more actively in the sector;
- \* Implementation of support programs for married women in the sector who have left the labor force such as reentry training and child-care facilities to afford them more opportunities for gainful employment elsewhere;

- \* Evaluation of existing services and resources to increase women's access to them, and establishment of mechanisms for their participation;

- \* Promotion of grassroots participation of women which shall be made an important component of the planning and implementation of natural resources and environmental programs; and

- \* Establishment of data-generation and information-management systems geared towards developing appropriate indicators on women's situation in the natural resources sector.

#### d. Industry and Trade

- \* Adoption of measures to ensure that both men and women enjoy equal rights, opportunities and responsibilities in the industrial sector;

- \* Promotion of participation of women in the sector, both directly through decision-making and indirectly through effective consultation with potential beneficiaries of industrial and commercial programs and projects;

- \* Allocation of resources for training, vocational guidance and career counselling, more incentives, and other support measures for increased participation of women in the sector;

- \* Institution of special measures and legislation that will ensure women's participation at all levels of industrial and trade production processes;

- \* Improvement of women's technical and managerial skills;

- \* Promotion of innovations in productive design, product adaptation and production techniques to aid women in easing the burden of work within and outside the home;

- \* Emphasis on the development of industrial technologies appropriate to women's needs and situations;

- \* Improvement of the conditions of the informal sector and recognition of the role of women in it;

- \* Extension of support to small-scale entrepreneurial activities of women through credit, training, marketing assistance and technological guidances;

- \* Establishment of producers' cooperatives with the support and participation of women; and

- \* Recognition of both the need for sharing domestic responsibilities among family members, and of women's informal and invisible economic contributions to society.

#### e. Industrial Relations

- \* Promotion of women's full participation in industry by increasing their access to labor education and in-service programs that will provide them with skills and stimulate their involvement in trade unions and similar organizations;

- \* Provision of appropriate orientation to both labor and management and inculcation of the proper attitudes in the exercise of their rights and responsibilities;

- \* Promotion of continuing employer/employee education, especially among women workers, which will contribute to the maintenance of industrial peace;

- \* Pursuit of measures to combat traditional attitudes on the participation of women in the labor market;

- \* Review of existing education and human resource policies with the end in view of making them more responsive to the needs and demands of labor; and

- \* Institution of programs that will make women workers aware of their rights under existing laws and other protective and remedial measures, with emphasis on their right to organize and group themselves collectively.

#### f. Services

- \* Emphasis on sectoral planning with intensified private sector participation to ensure that policies and strategies specific to each subsector (e.g., personal and recreational services, where women's concerns are critical) are identified;

- \* Addressing systems – based discrimination against women to minimize barriers inherent in the hiring and employment policies, practices and procedures of the services sector;

- \* Conduct of intensive advocacy and information campaign on (1) new positive roles and legal rights of women in the sector; (2) available resources and services within the sector; and (3) other important issues along with efforts at organizing women's groups in the sector;

- \* Introduction of new and positive legislation focused on the improvement of the situation of the most vulnerable groups in the services sector (e.g., domestic helpers);

- \* Provision of appropriate training programs to improve women's managerial and entrepreneurial skills in the services sector; and

- \* Initiating a policy that will mandate the regular collection of gender-specific data in the services sector.

## 2. SECTORAL TARGETS

### a. Agriculture

- \* Conduct gender-awareness sessions among 6,000 middle level agricultural managers and 20,000 agricultural and production technologists;

- \* Extend training to 5.2 million farm families, including 1.5 million women beneficiaries;

- \* Organize 1.5 million rural women into functional groups;

- \* Women-managed cooperatives are targeted to reach 1,280 by the end of the Plan period;

- \* Establish child-care centers;

- \* Establish processing and storage facilities for agricultural products;

- \* Provide water facilities in selected rural areas in 12 regions to ease the domestic burden of women especially those whose households have no access to potable water;

- \* Create working committees to integrate the concerns of women in all planning units involved in rural/agricultural development;

- \* Adopt a gender-disaggregated data collection system within agricultural bureaus;

- \* Conduct 2 major studies on alternative and other forms of employment for women in 12 regions; and

- \* Conduct 3 critical researches that will suggest measures to improve the status of rural women.

**b. Agrarian Reform**

- \* Mobilize rural women for the implementation of the CARP;

- \* Conduct a comprehensive information education program on the CARP, including information on how women and men can benefit from it;

- \* Provide support services for the CARP that will be made available to both men and women ARBs, particularly those in priority areas;

- \* Tap the active participation of rural women in planning and decision making at the provincial and barangay levels;

- \* Provide *1.3 million* women ARBs with: (a) orientation on CARP; (b) seminar-workshop on cooperative development/management and agricultural livelihood skills; and (c) orientation seminar on the organization and promotion of paralegal, family and population education programs;

- \* Establish 6 model agrarian communities that will demonstrate women's capabilities;

- \* Introduce alternative, off-farm/off-season livelihood projects managed by women; and

- \* Institutionalize the generation of sex-disaggregated data at the micro level covering major programs and projects in agrarian reform.

**c. Environment and Natural Resources**

- \* Intensify advocacy, affirmative action programs and an appropriate review of law and policy to heighten the level of consciousness of women;

- \* Increase access of women in general and women entrepreneurs in particular to natural resources and relevant extension services;

- \* Provide specific social services geared towards the needs of women in natural resources areas with focus on cultural communities; and

- \* Encourage women to be at the forefront of programs and projects on environmental maintenance and protection.



**d. Industry and Trade**

- \* Increase participation and integration of the majority of women in the industry and trade sector;
- \* Increase women's share in industry and trade employment by 10% over a 4-year period;
- \* Reduce the proportion of women who are not active in the labor force;
- \* Provide the proper atmosphere and incentives for women's increased participation in the sector;
- \* Provide gender equality conditions and opportunities for employment, business and trade;
- \* Provide appropriate trainings for women;
- \* Eliminate discriminatory practices against women in hiring policies, rules of promotion, and other administrative measures;
- \* Promote equal access by the sexes to industrial and commercial credit;
- \* Extend more adult education and in-service programs that will increase the literacy of women as well as provide saleable income-generating skills;
- \* Encourage increased participation of women in collective organizations such as trade unions;
- \* Encourage enterprises to train women in areas traditionally closed to them; and
- \* Diversify women's employment.

**e. Industrial Relations**

- \* Mobilize and activate participation of women in labor unions, workers' federation and the industrial relations system as a whole;
- \* Increase the number of women-led, women-organized and women-dominated labor unions especially in cases where existing unions have failed to adequately address women workers' needs;
- \* Restructure home and family arrangements to stimulate the participation of women in more productive endeavors; and

- \* Ensure that laborers and employers share equitably in the gains of production.

**f. Services**

- \* Pursue reforms in existing laws and draft new ones that will improve women's employment;

- \* Implement advocacy programs that will afford women more choices in terms of fields of training and their chances of getting higher-paying jobs in the sector;

- \* Pursue an alternative remuneration system to narrow the wage gap between men and women;

- \* Increase women's representation in managerial positions in the sector;

- \* Increase the representation of women in industries;

- \* Increase media's attention to the gender issues in the services sector; and

- \* Develop and collect a minimum set of indicators that could monitor the situation of women in this sector.

## **PART III: THE SOCIAL SECTORS**

Part III of the PDPW highlights the social sectors which consist of Education and Training; Health, Nutrition and Family Planning; Housing; and Social Welfare and Community Development. This section calls for the expanded provision of basic social services to women and other vulnerable groups such as children and the improved responsiveness of social programs to their special needs and circumstances. It gives high premium, however, not only to service provision but also to the need to engage and mobilize the energies of women as active participants in the planning and implementation of the policies and programs of these sectors.

### **1. SECTORAL THRUSTS**

#### **a. Education and Training**

- \* Improvement of the quality and relevance of education and training with respect to women's status and roles;
- \* Equitable access to education and training opportunities between the sexes;
- \* Intensification of values education particularly with emphasis on the need for a broader understanding of women's conditions;
- \* Greater mobilization of the educational system and personnel to promote women's status;
- \* Equitable allocation, efficient management and effective utilization of financial resources in support of women-specific concerns; and
- \* Strengthening of the system of planning, implementation, monitoring and evaluation for the full integration of women's concerns.

**b. Health, Nutrition and Family Planning**

- \* Strengthening the delivery of basic health services responsive to the needs of the most vulnerable groups such as women and children;
- \* Enhancing the status of women as health workers and program implementors;
- \* Enforcing occupational health and safety standards for women workers;
- \* Strengthening preventive, promotive and curative health care among women and girls;
- \* Planning and designing accessible and acceptable health facilities appropriate to the needs and conditions of women;
- \* Encouraging the use of indigenous resources and technology especially at the barangay level among homemakers;
- \* Reducing the prevalence of malnutrition among women;
- \* Strengthening promotion of family planning among women and men;
- \* Intensifying efforts to eradicate banned goods and dangerous drugs;
- \* Reorientation of health education towards the needs of women; and
- \* Development of gender-specific indicators on women's health.

**c. Housing**

- \* Increasing women's access to housing;
- \* Wider information dissemination on the programs and projects of government housing agencies and private housing finance institutions;
- \* Liberalization of housing credit eligibility by adopting the terms and conditions of loans to the needs of the low-income groups;
- \* Conduct of studies and experimentation on alternative housing loan guarantee schemes;
- \* Development of women as a potential group of non-traditional suppliers of inputs in the provision of low-cost housing;

- \* Provision of basic facilities and services, and support systems in relocation sites for squatters.

**d. Social Welfare and Community Development**

- \* Continuous review of Social Work and Community Development curricula to upgrade their relevance to present needs and problems;

- \* Sustained gender consciousness advocacy;

- \* Streamlining of the systems and procedures for agency welfare programs/services;

- \* Strengthening of the total family approach in social service delivery;

- \* Provision and improvement of social infrastructure/support systems for service delivery;

- \* Greater participation of women in community development;

- \* Provision of opportunities for skills acquisition and participation in productive economic activities among women;

- \* Intensification of information dissemination focusing, among others, on welfare agencies offering services, center-based facilities, and skills training opportunities and employment options for women; and

- \* Modification and improvement of the monitoring system with emphasis on the generation of gender-specific data in the context of the social welfare and community development sector.

**2. SECTORAL TARGETS**

**a. Education and Training**

- \* Ensure equal access to educational opportunities by targeting an equal, proportionate share of women enrolled in schools annually;

- \* Evaluate at least 75% of all social studies textbooks to identify and rectify their gender bias during the Plan period;

- \* Conduct an average of 2 curricular innovation conferences each year to eliminate sexism in the curricula;

- \* Increase the enrollment of women in traditionally male dominated courses by an average of 5% per annum;

- \* Initiate 4 major researches beginning in 1989 on the following issues: sexism/stereotyping in textbooks/curricula; teaching-learning conditions; gender biases in knowledge-making and transmission; and discriminatory admission policies and practices;

- \* Develop and implement corrective measures or appropriate alternatives based on these researches which are expected to generate concrete results by 1991;

- \* Raise the number of schools conducting women's studies and of agencies undertaking gender sensitizing activities;

- \* Increase the demand for more literature, modules, trainers and other inputs for accelerated consciousness of women;

- \* Develop gender-specific indicators and disaggregate statistical output by sex beginning in 1989; and

- \* By 1991, identify women-specific quantitative targets based on the above indicators.

#### **b. Health, Nutrition and Family Planning**

- \* Contribute to the slowdown in population growth rate from 2.4% in 1988 to 2.2% in 1992;

- \* Contribute to the fall in total fertility rate from 4 in 1988 to 3.7 by the end of the Plan period;

- \* Implement programs that will help bring about a decline in crude birth rate from 30.8 to 28.6 per 1,000 population during the Plan period;

- \* Assist in bringing about a family planning prevalence rate that will rise during the Plan period from 46.56 to 51.97 per thousand married couples of reproductive age (MCRAs);

- \* Help attain a reduction in crude death rate from 7.5 to 7.0 per 1,000 population from 1988 to 1992, respectively;

- \* Contribute to the planned fall in infant mortality rate (per 1,000 livebirths) from 52.9 in 1988 to 47.8 in 1992;

- \* Help realize reduced maternal mortality targets of 0.8 deaths per 1,000 livebirths in 1988 to 0.7 deaths per 1,000 livebirths in 1992;

- \* Widen the coverage of pregnant women given pre and post natal care with dental services from 70% in 1988 to 90% in 1992;

\* Increase tetanus toxoid immunization coverage among women from 30% in 1988 to 90% in 1992;

\* Ensure that 90% of newborn are initiated to breast-feeding by 1992;

\* Implement measures to increase the duration of breast-feeding to 12 months by the end of the Plan period;

\* Train an average of 2,500 traditional midwives per year, eventually reaching at least 90% of the remaining untrained *bilots* by the end of 1992;

\* Train at least 50% of health providers on safe motherhood by 1992;

\* Raise awareness of 80% of expectant mothers on the value of safe motherhood by 1992;

\* Improve the nutritional status of women and girls especially the high-risk and most vulnerable groups;

\* Increase the number of women beneficiaries per integrated family planning clinic from 650 in 1988 to 700 in 1992, along with the rise in the number of men recipients of the services of these clinics;

\* Aim for a decline in the number of women affected with STDs and cancer by 1992;

\* Around 50% of the 4,054 family planning clinics/service outlets are expected to offer other health services to women by 1992;

\* Provide advocacy trainings, seminars and conferences on gender awareness to around 90% of GO and NGO concerned workers for the duration of the Plan;

\* Extend training on gender-consciousness to about 90% of medical/paramedical and nonmedical workers by the close of the Plan period; and

\* About 90% of IEC materials on health, nutrition and family planning disseminated are expected to integrate gender issues.

### c. Housing

\* Increase women's participation in community housing projects by 30%;

- \* Increase the enrollment of women in trade and craft skills by 50%;

- \* Provide 1.5 million women with adequate shelter through the National Shelter Program;

- \* Target 0.7 million women beneficiaries for social housing and another 0.8 million for economic housing;

- \* Of those women beneficiaries of economic housing, 0.5 million will have access to mortgage financing, 0.2 million will be extended development financing, and 0.1 million will be served by the guaranty program; and

- \* Of those women who will be reached through social housing, 0.4 million will benefit from the government shelter program and 0.4 million will be served through private developers.

#### **d. Social Welfare and Community Development**

- \* Contribute to a reduction in the proportion of women population below the subsistence level from 11.8% (out of the total female population of 28 million) in 1988 to 7.4% in 1992;

- \* Increase the outreach of welfare programs and services among women by an average of 7.6% per year, bringing the total number of women served from 0.24 million in 1988 to 1.23 million by 1992;

- \* Increase the provision of social infrastructure and facilities, particularly those supportive of women's activities;

- \* Reduce the number of women who become victims of exploitation and battering;

- \* Increase the number of women with acquired occupational and business management skills and who are employed; and

- \* Widen the range of care options and improve the standards of care services for elderly women.



## **PART IV: SPECIAL CONCERNS SECTORS**

Part IV of the Development Plan for Women dwells on those concerns not traditionally addressed in regular economic and social sectors. Special sectoral concerns cover Women and Migration; Prostitution; Violence Against Women; Women and Media; and Women in Arts and Culture. This part discusses the special difficulties surrounding women in these areas. It calls for sustained efforts at reducing these difficulties, as well as raising national awareness of the unique positions of women in these sectors that need comprehensive responses. It also offers a package of programs and projects primarily designed to assist migrating women; women already – and who are likely to be – involved in prostitution and other forms of sexual exploitation; women who experience violence and its related problems; and those found within the ambit of the media, arts and culture.

### **1. SECTORAL THRUSTS**

#### **a. Women and Migration**

- \* Review of the government policy of deploying women workers overseas;
- \* Generation of local livelihood and employment opportunities for women;
- \* Professionalization/upgrading of skills of women workers;
- \* Strengthening of pre-employment programs and services for migrant women workers;
- \* Strengthening of GO and NGO linkages both locally and abroad;
- \* Promotion of overseas workers' interests and welfare while respecting the interests of host countries;

- \* Establishment of a program to assist permanently returning contract workers, particularly women;
- \* Extension of support services for and assistance to families of migrant labor;
- \* Improving research and data collection on overseas employment, particularly of women workers;
- \* Review and reorientation of the educational system to enhance its responsiveness to *domestic needs*;
- \* Protection of prospective mail-order brides, as well as brides in other interracial marriages who are encountering difficulties; and
- \* Promotion and strengthening of international networking among GOs and NGOs to avert the problems related to interracial marriages, particularly those contracted through the mail order system.

#### b. Prostitution

- \* Emphasis on the preventive approach to reduce the incidence of prostitution;
- \* Adoption of the development approach in tackling the issues related to prostitution;
- \* Pursuing the rehabilitative approach to combat the practice of prostitution;
- \* Improving international linkages to deal more effectively with the problems of prostitution and the trafficking in women and children;
- \* Ensuring the implementation of complementary and mutually-supportive services for victims of prostitution; and
- \* Improving the data base and information network on the issue of prostitution.

#### c. Violence against Women

- \* Pursuit of policies and strategies that directly render concrete assistance to abused women;
- \* Strengthening of GO and NGO efforts on: (a) gathering more information on the causes of violence and the conditions of the victims, (b) developing strategies for reducing violence, (c) increasing the number and efficacy

of services and facilities for victims, and (d) mobilizing community participation in helping victims; and

- \* Strengthening of networking and collaboration among public agencies, private groups and community organizations to lessen violence against women.

#### d. **Women and Media**

- \* Implementation of an affirmative action program for women in media, including the upgrading of their skills in all aspects of media work, from management to production;
- \* Reviewing and upgrading media and communications curricula in schools to make them more responsive to current problems, realities and expectations concerning women;
- \* Conduct of regular gender—sensitizing seminars or fora for editors, media managers, and desk persons especially in the areas of hiring and promotion, salaries and beat assignments;
- \* Documenting and assessing discriminatory practices against women in the local media as basis for possible labor legislation or policy;
- \* Review of the equal employment policies of other countries and their applicability to media personnel which could be made the basis for legislation in this area;
- \* Organizing women in print, broadcast journalism and advertising to train them in trade unionizing;
- \* Review of personal support structures available to women in media and surveying their current needs and resources;
- \* Organizing and training pressure groups to influence policies and legislation affecting women in media and strengthening the linkages between these groups and those in media;
- \* Setting programming and advertising standards that prohibit the denigration of women in media; introduction of a similar initiative in Congress;
- \* Adoption and effective enforcement of more responsive and realistic antipornography laws;

- \* Adoption of nonsexist editorial guidelines through the production and dissemination of well-packaged manual on language and the treatment of women's issues and views;
- \* Inclusion of women's perspective in the criteria used for recognition and awards in the fields;
- \* Infusing media with relevant socio-cultural values and attitudes on women;
- \* Encouraging the organization and training of audience pressure groups to influence media policies, programming and advertising;
- \* Organizing and training lobby groups to work for more responsive laws on media and advertising insofar as male-female stereotypes in commercials are concerned;
- \* Updating the guidelines of the Movies and Television Review Board (MTRB) to include standards related to the gender-bias of materials;
- \* Creation of an independent media review board to monitor films, programs, and commercials for any women bias and to give its seal of approval for certified nonsexist materials;
- \* Encouraging women's membership and participation in councils and bodies that formulate policies affecting media;
- \* Involving women in decision-making in all public information campaigns, especially on issues directly affecting them;
- \* Strengthening the network between GOs and NGOs concerned with women and program producers, script-writers, editors, reporters and broadcasters;
- \* Building up of a gender-specific data bank; development of storylines on women; and preparation of a directory of women experts in government and a listing of government services offered to women;
- \* Sensitizing men and women in media about the gender issues through various means like fora and roundtable discussions;
- \* Encouraging the adoption of legislation that would

require the allocation of a certain portion of air time for public affairs and programs;

- \* Organizing media awareness seminars and letter writing campaigns as direct feedback mechanisms to media;
- \* Encouraging the use of Pilipino and local dialects in public service and public affairs programs;
- \* Conduct of regular seminars and workshops for community journalists and broadcasters to upgrade their skills and widen their perspective on women's concerns;
- \* Development of alternative media forms and outlets which are more accessible to the urban poor and to rural and grassroots communities; and
- \* Production and dissemination of brochures, pamphlets and handouts on women's concerns in Pilipino and local dialects.

e. **Women in Arts and Culture**

- \* Promotion of nonsexist arts and culture using multimedia and multiarts forms, with the educational and cultural development system taking the lead;
- \* Infusion of positive socio-cultural values and attitudes about women;
- \* Protection of the rights of women artists, writers and cultural workers;
- \* Ensuring equal compensation and opportunities for men and women in the artistic, literary and cultural fields;
- \* Provision of support structures and services for women in arts and culture to ensure the full development of their potentials;
- \* Organization of foundations and cooperatives to assist women artists, writers and cultural workers; and
- \* Ensure increased access to and full participation of women especially the disadvantaged in arts and culture through fund allocation and provision of appropriate mechanisms.

## 2. SECTORAL TARGETS

### a. Women and Migration

- \* Increase local employment opportunities for women;
- \* Protect the welfare of women migrants to foreign countries through improved policies on labor export;
- \* Curbing the activities of persons/agencies involved in illegal recruitment and in the marriage trade traffic; and
- \* Enhance the delivery of support programs/services for migrant women such as emergency financial assistance, counselling services, legal aid, etc.

### b. Prostitution

- \* Improve policies and measures to counteract prostitution;
- \* Motivate more women organizations to undertake socio-economic programs in depressed areas that will contribute to improved family and community living conditions;
- \* Increase programs and services for the protection of women in the hospitality industry and for the rehabilitation of those who desire to leave the trade;
- \* Increase the number of well informed and adequately trained women law enforcers;
- \* Increase the number of NGOs and research institutions undertaking researches/studies on prostitution and encourage them to identify indicators useful in assessing the magnitude of the problem;
- \* Conduct massive national campaigns and mobilization drives against people/bodies engaged in prostitution and work for the repeal of discriminatory, related laws;
- \* Mount massive IEC campaigns to convince the public and policymakers that prostitutes are not criminals but victims, and that prostitution is a societal problem needing comprehensive solutions; and
- \* Develop alternative media programs to counteract the exploitation of women's sexuality.

### c. Violence Against Women

- \* Establish a data bank on the problem of sexual and domestic violence against women and children;

- \* Implement and document consciousness-raising sessions among law enforcers down to the barangay level;
- \* Mobilize media to educate victims on their rights and to rectify sexist prejudices on the issue;
- \* Reorient data-gathering to a more gender-specific and qualitative thrust to document the incidence of violence against women;
- \* Study sexual harassment and explore the possibility of including it as an indemnifiable crime in the Labor Code;
- \* Mobilize the efforts of legislators in instituting bills and laws that are more responsive to the issue of violence against women;
- \* Establish the necessary support system such as crisis centers, counselling services, battered women's shelters and other intervention centers; and
- \* Provide corollary programs such as legal assistance and training in income-generating skills to women victims of violence.

**d. Women and Media**

- \* Target a greater parity in number between male and female media managers and decisionmakers or an increase in women staffers, desk editors and executives from the current 32-36% share to a more equitable ratio;
- \* Target a qualitative change in the assignment of beats, with women being given the opportunity to handle topics or issues traditionally reserved for men;
- \* Increase the coverage of issue/concerns affecting women from its low media projection of 10-15% at present;
- \* Expand the concerns covered by NGOs and legislators campaigning for more responsible communications policies and value-oriented commercials and programs and extend the share of air time from its present 10-15% level; and
- \* Encourage GOs to allocate a good portion of their annual information and publications budget on materials, handouts and media productions dealing with issues on, services for, women.

**e. Women in Arts and Culture**

- \* Raise the sector's awareness about gender-specific issues and concerns in the artistic and cultural fields;
- \* Generate women's arts and encourage criticisms to counter the pervasive stereotyping and passive portrayal of women in the arts;
- \* Advocate a broader perspective of the arts among all sectors of society and encourage the creation and appreciation of nonsexist arts and culture;
- \* Conduct a gender-specific survey on the cultural and artistic situation in the Philippines; and
- \* Advocate and lobby for laws, policies and programs that will promote nonsexist arts and culture.



## **PART V: INFRASTRUCTURE AND TECHNOLOGY SUPPORT**

Part V presents the backbone of the Development Plan for Women. It spells out the necessary support called for in the implementation of the Plan not only in terms of Infrastructure but also in terms of Science and Technology. It identifies the physical and social infrastructure and technological imperatives that need to be put in place in order that the programs, projects and activities lined up for women in the coming years could be pursued effectively.

### **1. SECTORAL THRUSTS**

#### **a. Infrastructure**

- \* Advocacy for a gender-conscious policy formulation and planning process in infrastructure;
- \* Emphasis on measures that will encourage more women to pursue infrastructure-related courses;
- \* Development and implementation of learning modules and training programs geared towards increasing the awareness of women regarding their roles in the operation and maintenance of infrastructure facilities;
- \* Pursuit of measures and specific strategies that will promote equal opportunities for employment and professional growth of both men and women in the sector;
- \* Intensifying women's involvement in all phases of development within the sector; and
- \* Establishment of a gender-conscious system of data gathering and processing in the infrastructure sector.

#### **b. Science and Technology**

- \* Integration of women's specific needs in science and technology (S&T) planning and strategy formulation;

- \* Encouraging women's participation in all S&T and research and development (R&D) activities;
- \* Provision of appropriate incentives, just remuneration and equal compensation for women S&T and R&D workers;
- \* Promotion of S&T products that will enhance women's quality of life without depriving them of productive work;
- \* Provision of alternative income-generating opportunities in activities and areas where mechanization will have displacing effects on women workers;
- \* Conduct of research and consultation on women's S&T needs;
- \* Conduct of gender-consciousness raising among S&T and R&D planners and implementors;
- \* Review of the curricula and methods in schools to increase interest and involvement of women in S&T;
- \* Development of production and household technologies that will help women become productive and ease their housework burden; and
- \* Review and revision of policies on the hiring, development, promotion and training of government S&T and R&D workers.

## 2. **SECTORAL TARGETS**

### a. **Infrastructure**

- \* Conduct sensitizing and consciousness-raising programs for at least 20% of the policymakers, planners, implementors and core trainers in the sector during the first year of plan implementation;
- \* Conduct gender awareness-raising program for women in the community covering at least 50% of public infrastructure projects implemented during the Plan period;
- \* Increase women participation in community planning for infrastructure to at least 4% of the total number of planning bodies by the middle of the first year of plan implementation;

- \* Increase the enrollment of women in infrastructure-related courses;
- \* Provide training on gender-neutral career counselling to at least *half* of the teachers/counsellors from major public schools during the initial year of implementation;
- \* Expand training to other public schools and then to privately-owned learning institutions; and
- \* Increase public sector participation in the sector, particularly that of women by at least *half* of its present level.

**b. Science and Technology**

- \* Improve participation of women nationwide in the formulation of S&T development plans;
- \* Increase entry of female students in S&T fields of education;
- \* Develop and adopt more appropriate technologies to ease women's domestic drudgeries and reduce the incidence of women's displacement with the adoption of modern technologies;
- \* Reduce technological health hazards especially among women S&T workers; and
- \* Raise the number of women being hired, trained and/or promoted in the S&T field.

## **PART VI: PLAN IMPLEMENTATION**

Part VI discusses the institutional reforms and processes that need to be in place to ensure the effective implementation of the PDPW. It prescribes strategies and policies that cover the whole range of the plan process: policy-making, planning, resource allocation, implementation, monitoring and evaluation. Essentially, it calls for: (a) awareness raising regarding women's concerns; (b) the development of effective methodologies in addressing women's issues; and (c) the institution of mechanisms and processes for the implementation, monitoring, evaluation and updating of the PDPW not only at the national level but also at the regional and, eventually, the subregional levels.

### **INSTITUTIONAL PROCESSES FOR IMPLEMENTATION**

- \* Integration of women into mainstream programs and processes of development as a collective responsibility of GOs and NGOs;
- \* Awareness raising and training of the government bureaucracy on women's concerns;
- \* Reorientation of the institutional processes for planning, implementation and monitoring to adequately consider women's concerns through:
  - a. Systems analysis of governmental functions and inter-agency interfaces;
  - b. Setting up and maintenance of focal points for women's concerns in government agencies; and
  - c. Refocusing of agency plans, policies and programs.
- \* Developing appropriate methodologies for the planning,

implementation, monitoring and evaluation of responses to women's concerns at the agency level;

- \* Ensuring the allocation of resources, both domestic and external, for priority women's programs through the following:
  - a. Prioritizing and allocation of funds to programs catering to women;
  - b. Inclusion of women-oriented activities into regular/ approved programs and projects as transitory measures and as a means for mainstreaming women's concerns in the initial year of plan implementation;
  - c. Mobilization of uncommitted funds and savings for the introduction of women's components in mainstream or regular programs; and
  - d. Generation of assistance from international agencies for women's projects.
- \* Strengthening the mechanism for the monitoring, evaluation and updating of the PDPW;
- \* Operationalizing PDPW at the regional level with these measures:
  - a. Ensuring that the pre-implementation strategies of the PDPW are integrated in the institutional and technical capabilities-building of the Regional Development Councils (RDCs), Local Development Councils (LDCs), and local government units (LGUs);
  - b. Maintaining close coordination with the Undersecretaries for Regional Operations so that PDPW concerns are integrated into the national government's package of programs in each region; and
  - c. Harnessing the RDCs to take substantive roles in the planning, implementation, monitoring, evaluation and updating of the PDPW at the regional level.

ANNEX I  
SUMMARY OF MAJOR IMPLEMENTING PROGRAMS AND PROJECTS

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (in MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
<b>I. ON-GOING (FOR REFORMULATION)</b>				
<b>A. Agriculture</b>				
1. Sensitization/Consciousness Raising and Advocacy	To orient planners and implementors on gender issues and problems with the view of integrating women's concerns in the programs/projects of agencies involved in the agriculture sector	0.5	Nationwide	NCRFW, DA, DAR
2. Training/Extension/Technology Transfer	To develop and conduct training programs on: a) farm/home resources management, b) family food production schemes designed to help achieve self-sufficiency at the household level, c) pre and post harvest technologies and food marketing for rural women, d) farm level processing and preservation of farm products, e) development and management of agro-based income generating projects, and f) strengthening of the implementation of the Expanded Mal-	1.9	Nationwide	DA

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PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	nutrition Prevention Project, CORE which stands for Cultural Heritage, Organizational Leadership, Resources Mobilization and Entrepreneurial Development, and Rural Household Energy Management			
3. Comprehensive Information Dissemination Program	To develop and produce IEC materials and promote the extensive use of mass media in raising awareness of the rural populace on women's significant contribution to agricultural/rural development	4.5	Nationwide	DA, DAR, PIA
4. Data Base on Rural Women's Agricultural/Productive Activities	To develop an improved system of data collection on rural women's paid and unpaid work and their other agricultural/productive activities. This will mainly involve the introduction of new statistical approaches, concepts, and measures and methods of collection and analysis of data that adequately capture the contributions of both women and men to agricultural productivity. This will be	5.1	Nationwide	BAS, NSO, DA, NCRFW

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	useful for planning purposes and for developing greater sensitivity to policy issues affecting women.			
<b>B. Agrarian Reform</b>				
1. Development and Management of Planning, Monitoring and Evaluation System	This aims to mobilize the participation of rural women in the implementation of the agrarian reform program in order that their concerns are adequately integrated. It also ensures that all qualified women members of the agricultural labor force are given equal rights to ownership of the land, equal shares of the farm's produce, and appropriate representation in decision-making bodies (Subsection 5, Section 40, Chapter X of RA 6657).	4.0	Nationwide	DAR, DA, DENR, NCRFW, DLG, NEDA, IAST, RDCs, women groups, farmer associations
a. Creation of Implementing/Monitoring Mechanism	To coordinate the implementation and monitoring of the plan at the national and local levels	2.25	Nationwide	NCKFW, DAR-MIS, NSCB, NSO, DLG, DA, DENR, Women's organizations



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PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₹) 1989-1992	AREA COVERAGE	LEAD AGENCIES
b. Development of a Data Base on Women's Role and Status in Agrarian Communities	To provide data for the effective planning of women's programs	1.75	Nationwide	NCRFW, DAR-MIS, NSCB, NSO, DA, DENR, Women's Organizations
2. Comprehensive Information Education Program including the Development and Printing of IEC Materials				
a. Legal & Family Education	To make rural women and men farmers aware of their rights and obligations under CARP, other protective features of related laws and policies, and the process of settling agrarian disputes	3.0	Nationwide	DAR, DA, NCRFW, Lawyers' groups, Women's groups
- Orientation-Seminar on CARP & New Family Code				
- Dissemination of New Family Code in the vernacular				

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M <sup>₧</sup> ) 1989-1992	AREA COVERAGE	LEAD AGENCIES
Seminar on the organization and promotion of para-legal volunteers, family and population education programs				
b. Functional Literacy Project	To provide literacy classes that teach numeracy, simple bookkeeping, and other basic skills to enable the poor and the landless to engage in income generating activities including the adoption of modern food/farm production practices	2.75	Nationwide	DAR, DA, DECS, NCRFW, Women's groups
c. Agricultural/Livelihood Skills Training	To equip rural women in agrarian communities with appropriate skills and knowledge on effective methods of farm production as well as alternative livelihood activities to enable them to have more income and thus, improve their economic condition	2.0	Nationwide	DA, NMYC, DAR, DENR, DTI
d. Cooperatives Development and Management	To provide women ARBs basic knowledge and skills on the organization,	1.75	Nationwide	DA, DAR, NATCCO,

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	development and management of cooperatives to improve their access to loan and credit facilities			VICTO, and other existing cooperatives, Women's groups
e. Leadership Training	To help women's groups perform as partner of government in the implementation of CARP and other related development programs	1.5	Nationwide	DAR, DA, NCRFW, Women's groups
f. Local Market Information System/ Facilities	To provide information on current farm-gate prices of agricultural products and to enable the women to produce goods which have ready market	0.5	Nationwide	DAR, DA, DTI, PIA, Radio facilities, Women's groups and organizations
3. Alternative Livelihood Program (with research component)	To enable rural women and their families to realize increased incomes, thus, improve their economic conditions	16.5	Nationwide	DA, DTI, DAR
4. Women ARBs Development	To encourage rural women particularly women ARBs to join existing organizations or organize new ones	0.6	Nationwide	DA, DAR, NCRFW, Women NGOs

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₱) 1989-1992	AREA COVERAGE	LEAD AGENCIES
<b>C. Environment and Natural Resources Management</b>				
1. Evaluation of ISF to Determine its Impact on Women	To ensure women's involvement as beneficiaries/participants and the provision of necessary assistance	0.5	Nationwide	DENR, NCRFW
2. Integrated Program for the Upliftment of the Well-Being of Rural/Upland Women and Men Dwellers including those in Small Mining Communities	To promote the socio-economic development of upland dwellers and improve service delivery in these areas	1.0	One or two selected mining communities	DENR, DSWD
3. Policy and Program Studies	To facilitate women's integration into mainstream of natural resources management and development	0.5	Department - wide, concerned private companies and GCCs engaged in natural resources-related industries	DENR, Private Companies, CSC, NCRFW

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
4. Information and Systems Management	To review agency data with emphasis on sex-differentiation and develop appropriate indicators on women's participation	0.5	Department - wide, concerned private companies and GCCs engaged in natural resources-related industries	DENR, NSCB, NSO, NEDA, NCRFW, NGOs
5. Appropriate Technology Development and Transfer Program	To develop and propagate appropriate technologies for women	1.0	Nationwide	DOST, FPRDI, PCIERD, PIA
D. Industry and Trade				
1. Equal Opportunity Law Legislation	To protect working women from sex-based discrimination in hiring and develop an effective mechanism for its enforcement	0.5	Nationwide	DOLE, NCRFW, DTI, Congress
2. Systematic Skills Training for Women	To undertake systematic upgrading of professional and technical skills	1.0	Nationwide	DTI, NMYC, NCRFW,

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In Mₒ)	AREA COVERAGE	LEAD AGENCIES
	through training of women on areas that are most needed in industry.			Business Firms
3. Consciousness-Raising and Advocacy Seminars/ Workshops	To raise awareness regarding issues affecting working women	4.0	Nationwide	NCRFW, DOLE, DTI, NGOs
4. Technological Information Dissemination	To provide information on current technology to working women	1.0	Nationwide	DSWD, DOST, DTI, NCRFW, DOLE, DECS
<b>E. Industrial Relations</b>				
1. Labor Education Campaign	To strengthen labor education campaign with emphasis on basic trade unionism, women's issues and women's participation	4.0	Nationwide	DOLE, NCRFW, Labor unions
2. Labor Information Dissemination	To publish and distribute materials on the benefits of having female labor unions in popular style, e.g. comics, soap operas, etc.	3.0	Nationwide	NCRFW, Labor groups, DOLE, NGOs
3. Legal Clinics in the Work Area	To serve as support system and assist women in unions and collective bargaining	3.0	Nationwide	NCRFW, DOLE, Labor groups, NGOs

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
F. Services				
1. Program for the Strict Enforcement of Labor Legislation	This aims for the strict enforcement of existing labor legislation that provide for equality in employment opportunities; protection against health hazards; regulation of the hospitality industry including the implementation of the ban against "sex-tours". This calls for the creation of IACs; revitalization and re-focusing of the Labor Inspectorate Program of the DOLE; and integration of gender-consciousness into existing seminars for law enforcers and labor inspectors.	1.5	Nationwide	DOLE (BWYW), CSC, DOH, DOT, Police, CID, NGOs, Labor Unions
2. Conduct of Gender-based Analysis/ Consciousness-Raising Workshops	This involves the conduct of intensive advocacy and consciousness-raising workshops among women in government, policy makers, and service sector union members including development of training and other media materials for consciousness-raising of the public at large to increase awareness of women's issues.	3.0	Nationwide	CSC, DOLE, DLG/LGUs, POPCOM, Media, NCRFW, Line departments, NGOs, Unions

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
3. Diversified Skills Training	To diversify and improve skills training available to women including training on, among others, management and decision-making, with components for identified groups such as domestic helpers (on time management, for example) with the aim of professionalizing them	0.8	Nationwide	NMYC, DLG/LGUs, DOLE, NGOs
4. Improvement of Statistics on Women	This will involve: a) the setting up of necessary mechanisms for the regular collection and reporting of gender-specific data, b) review of indicators and/or the development of new ones to better reflect the situation of women in the sector, and c) training of enumerators and data collectors.	3.6	Nationwide	NCRFW, All line departments, Government corporations, NGOs
5. Conduct of Legal Literacy Campaign	This entails the conduct of legal literacy programs on labor legislation for women in general and on the rights of domestic helpers and hospitality workers in particular using all appropriate forms of media.	1.0	Nationwide	DOLE, BWYW, NCRFW, NGOs, Media, UP-Legal Resources Center



Annex I continued:

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M₹) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
<b>G. Education and Training</b>				
1. Gender Sensitization	To raise the level of awareness of the key individuals in the sector and to generate greater support in addressing gender-specific issues	1.0	National	DECS, NCRFW
2. Career Guidance Reorientation	To correct tracking of both sexes into traditional careers, this project involves the sensitization of career counselors, development and dissemination of appropriate hand-outs and purposeful generation of female's interest in careers leading to easily-employable and high-paying occupations in priority areas.	0.65	National Regional	DECS, NMYC SCUs, Technical and Vocational Schools
3. Gender-based Information Management System	To eliminate constraints in policy formulation and sustain interest in issues pertinent to women in the sector	0.5	National	DECS, NSO, NCRFW
4. Research on Sexism and Stereotyping in Text-	To determine the extent of sexism contained in instructional materials	1.0	National	DECS, Curriculum Develop-

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
books and School Curricula				ment Unit Board, NMYC, NCRFW, WSCs
H. Health, Nutrition and Family Planning				
1. Comprehensive Women's Health Care Program	To expand the existing Maternal and Child Health program in terms of services and coverage (from infancy to old age) especially in depressed, underserved rural/urban poor and tribal communities	4.6	Nationwide	DOH, POPCOM, NNC, FPOP, IMCH, and other NGOs
2. Legislative Action	To provide a means for GOs and NGOs to recommend laws/policies promoting women's health and to enforce, monitor, review or repeal laws that are discriminatory or detrimental to women	0.66	Nationwide	DOH, POPCOM, NNC, NCRFW, NGOs, WLAP, DCI-Women Lawyers' Club, PSIL, FIDA and WILOCI
3. Advocacy				
a. Information, Education and Communication	To raise the consciousness of men and women on the special health needs and	2.0	Nationwide	NCRFW, DOH, DECS, DSWD,

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
(IEC)/Consciousness Raising	concerns of women and girls through the development of appropriate IEC campaigns at the community/barangay levels; and to upgrade functional literacy of women by maximizing use of mass media and integrating health literacy concepts in the formal and non-formal educational curricula			POPCOM, NNC, FNRI, NGOs
b. Comprehensive Environmental and Occupational Health	To develop a comprehensive IEC program including research studies on environmental/occupational health and mass education of women workers on their rights to adequate health and safety protection	5.0	Nationwide	DOH, DOLE, NGOs
c. National AIDS, STDs and Cancer Control Program	To effectively reduce the prevalence rate of sexually transmitted diseases and AIDs, and the incidence of morbidity and mortality caused by the cancer of the breast, cervix and other reproductive organs through appropriate IEC campaign and with emphasis on early diagnosis	6.0	Nationwide	DOH, POPCOM, DECS, Regional Health Centers, Media Groups, NGOs, and other Professional Health Organizations

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
I. Housing				
1. Women Organizing for:				
a. Education and Training in Housing	This involves skills training to enhance women's participation in housing including increasing their options for possible employment.	3.0	National	NHA, NMYC, community-based organization
b. Organization Development and Institution Building for Housing Cooperatives	This includes enabling women to acquire capability for organized housing and self-financing programs/projects.	0.5	National	NHA, community-based organization
c. Housing Loan Guarantee Groups	This aims to improve access and control of resources for housing by women.	15.0	National	NHA, HIGC, HDMF, NHMFC, community-based groups
2. Data Improvement on Women in Housing	This aims to develop indicators that will facilitate the collection of statistics on which to base policy and program responses on the needs of women in terms of housing.	5.0	National	NHA, HIGC, NHMFC, NCRFW, HLRB, NSO, HDMF, NEDA, Research Agencies

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
J. Social Welfare and Community Development				
1. Program for Upgrading the SW & CD Profession				
a. Review and Modification of SW & CD Curricula	To convene educators, student representatives and SW/CD practitioners to review and discuss current curricula and introduce necessary modifications to upgrade their relevance to present needs/demands and adopt a gender-consciousness orientation in the courses	1.5	Nationwide	DECS, SSWAP, PASW, DSWD, NGOs, Schools/Universities of CD, CD Professional Organizations
b. Research and Development	This will involve the conduct of studies/researches which will: a) upgrade the skills of SW/CD practitioners, and improve strategies and mechanisms for more effective service delivery; b) establish the need for support services for SW/CD workers and the feasibility of establishing psycho-social facilities; and c) review the social services needed by elderly women and identify gender issues related to these concerns.	1.0	Nationwide	DSWD, NCRFW, DLG, SSWAP, PASW, Schools/Universities of CD, CD Professional Organizations, NGOs

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M <sup>₹</sup> ) 1989-1992	AREA COVERAGE	LEAD AGENCIES
c. Human Resource Development	To provide the SW/CD workers opportunities to acquire new skills and reinforce their capabilities for improved services delivery	1.0	Nationwide	DSWD, NCRFW, DLG, NGOs, Concerned Gov't Agencies
d. Legislative Action Program	To review existing legislation which promote the welfare of SW/CD agents in terms of compensation, insurance and protection from political/sexual abuse and harassment; and push for the amendment of existing laws, the adoption of appropriate laws and their strict enforcement thereof	1.0	Nationwide	DSWD, DOLE, CSC, NGOs, Women lawyers groups, Senate/Congress, NCWDP
2. Advocacy Program	To develop strategies and a campaign agenda which shall be directed towards gender consciousness-raising among legislators, policy makers, program planners, administrators, implementors, local government officials/staff, clientele groups and the public	1.5	Nationwide	NCRFW, DSWD, NEDA, DLG, OSCC, ONCC, OMA, Senate/Congress, Media, NGOs
3. Institution-Building Between GOs and NGOs	To establish strong coordinative linkages between and among GOs and	2.0	Nationwide	DSWD, NCRFW, DLG, NEDA,

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In Mₒ) 1989-1992	AREA COVERAGE	LEAD AGENCIES
(1989 - onwards)	NGOs in the identification, implementation and monitoring of development projects			OSCC, NGOs, Concerned Line Agencies
a. Development of framework for a consultative and participatory approach to services delivery	To encourage private women's groups and other NGOs to undertake projects aimed at improving women's socio-economic conditions			
b. Streamlining systems/procedures of service agencies' programs and welfare services	To undertake and sustain efforts of actively promoting the involvement of elderly women in community activities			
4. Family and Child Welfare Programs	To provide the social development of families, to enhance the child development, inform and educate parents on all aspects of family life, and provide mechanisms that shall ensure that the total family approach shall also benefit the elderly women	1.0	Nationwide	DSWD, OSCC, POPCOM, DOH, Concerned, Agencies, NGOs
5. Strategic Establishment of Social Infrastructure	To provide day care facilities/services, residential care facilities/services in	10.0	Nationwide	DSWD, DLG, OSCC, ONCC,

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MF) 1989-1992	AREA COVERAGE	LEAD AGENCIES
in Communities	areas where there are high proportions of pre-school children and high incidences of violence against women			OMA, DOLE, NGOs
6. Organization of Women	To provide opportunities for women clients to organize themselves to initiate, plan, manage and sustain projects that shall respond to their needs and the community as a whole	0.8	Nationwide	DSWD, DLG, OSCC, ONCC, OMA, NGOs
7. IEC	To provide a directory of welfare agencies' services available and eligibility requirements; skills training opportunities and employment options; and other useful information to women	0.25	Nationwide	DLG, DSWD, OSCC, Concerned agencies
8. Livelihood Program				
a. Non-traditional Skills Training	To provide opportunities for women to be trained in skills training/business management courses which are traditionally identified as male domain	15.0	Nationwide	DSWD, NMYC, DLG, DOLE, OSCC, TLRC, SEAF
b. Provision of Capital/	To provide capital and technical	12.5	Nationwide	DSWD, NMYC,



## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In MF) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
Technical Assistance	assistance to women for them to engage in entrepreneurial activities			DTI, OSCC, TLRD, SEAF
9. Institutionalization of Sex-Differentiated Statistical Reporting System	To integrate gender perspectives in the existing monitoring of the different concerned agencies and systematize collection and processing of sex-differentiated data and information pertinent to the sector	2.0	Nationwide	NSO, NSCB, DSWD, NEDA, NCRFW, NGOs, Concerned Line Agencies
<b>K. Women and Migration</b>				
1. IEC Program for Consciousness-Raising on the Various Aspects of Overseas Employment	To develop, produce and disseminate information materials on the various aspects of overseas employment including its risks and danger. An important component of the program is a massive and intensive information drive against illegal recruitment.	2.7	Nationwide	POEA, PIA, Media, NCRFW, Concerned NGOs
2. Policy Research and Program Studies	These aim to identify measures and recommendations for the promotion and protection of overseas women	1.0	Nationwide and selected	POEA, Private Recruiting Agencies, NMYC,

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₱) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	workers' interests and welfare. These will include researches on the review of recruitment and protection schemes, cost-benefit analysis of overseas employment, the deployment of women as entertainers and domestic helpers, and alternative skills training and employment opportunities.		areas overseas	NCRFW, DFA, OWWA, Concerned NGOs
3. Legislative Action for Overseas Women Workers	To strengthen protective schemes for women already working or intending to work overseas and promote their welfare. This will include among others, the enactment of laws making illegal recruitment a crime against the state and the adoption of ILO Convention provisions pertinent to migrant workers.	1.0	Nationwide and selected areas overseas	DOLE, NCRFW, DFA, Congress, NGOs
4. Centralized, Systematic and Comprehensive Pre-Departure Orientation Program for Overseas Workers	The program seeks to facilitate the adjustment process of workers in a foreign country and prepare them for problems they might encounter in the course of their overseas jobs. It	2.0	Nationwide	POEA, CFO, DFA, Private Recruiting Agencies, Concerned NGOs

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₰) 1989-1992	AREA COVERAGE	LEAD AGENCIES
5. On-Site Program for Overseas Women Workers	<p>shall include the raising of consciousness/awareness of workers and their families on their rights and privileges in their country of employment and on the nuances of overseas employment.</p> <p>To strengthen provision of on-site assistance/services for overseas women workers and to protect their rights and welfare. Such programs include: repatriation of stranded overseas women workers, extension of psychological services, maintenance of half-way homes/centers for abused/homeless women workers, provision of consular and related services during weekends and holidays, selective assignment of additional well-trained welfare/consular personnel in areas where women in vulnerable occupations are greater in number, provision of emergency funds for stranded/abused women workers, and extension of other welfare services such as legal assistance and medical attention.</p>	8.0	Selected areas overseas	OWWA, DSWD, DFA, Phil. Embassies, Concerned NGOs (local and international)

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M<sup>P</sup>) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
6. Development of Systematic Data Collection on Women Overseas	The program is geared towards reviewing present data concepts and developing appropriate indicators and gender-specific data for monitoring the situation of overseas women workers.	1.0	Nationwide and selected areas overseas	POEA, NSO, Phil. Embassies and Consulates, Concerned NGOs
7. Support Program for Solo Parents and Children	This involves the provision of support services to solo parents and children such as counseling, consciousness-raising, organizing, entrepreneurship training.	0.8	Nationwide	DSWD, OWWA, POEA, Workers' Associations
8. Educational Services and Skills Training Program for Women	The program seeks to organize and develop educational/skills training program for women, with those in depressed and rural areas as priority targets.	5.0	Depressed rural and urban areas	DOLE, NYMC, DECS, NEDA, Concerned NGOs
10. Advocacy and Information Campaign Program	This involves information campaign and advocacy on interracial marriages, in general, and issues related to the mail-order bride practice, in particular. The program seeks: to inform and forewarn Filipinas against marriage brokers involved in the trafficking of Filipino women; and to make the public	2.0	Nationwide	CFO, DFA, PIA, DECS, Schools and Universities, DOT, Media Groups, Religious Groups, NGOs Concerned

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M <sup>P</sup> ) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	especially the women aware of the various aspects of the mail-order bride practice including issues and problems related to the phenomenon.			
11. Comprehensive Pre-Departure Service Program for Filipino Prospective Brides of Foreign Nationals	To provide the mechanisms by which prospective brides may be given information that would help them objectively assess the prospects of marriage with foreigners; and to adequately prepare them for their eventual resettlement abroad. They shall be given information/orientation on their rights and duties as emigrants, as citizens, and as wives of foreign nationals; and on possible problems they might encounter in living in a new environment, and possible ways of coping with them.	2.0	All regions	CFO, DFA, NGOs, Media, Foreign Embassies in the Philippines
12. Provision of Support System for Mail-Order Brides	To strengthen the provision of support system/assistance for mail-order brides and improve delivery and quality of services for them through the effective collaboration of international organizations/agencies concerned	0.8	Nationwide and selected areas overseas	CFO, DFA, Migrant Resource Centers, Filipino Associations, NGOs Concerned

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₱) 1989-1992	AREA COVERAGE	LEAD AGENCIES
13. Provision of Protective Schemes for Filipinas Intending to Marry Foreign Nationals	To protect the rights and welfare of Filipina fiancées/spouses of foreign nationals. These schemes include the institution of legislative/administrative measures to stop the mail-order bride practice; inclusion of additional requirements for foreign males intending to marry Filipinas; and requiring Filipina brides to undergo a guidance & counseling session prior to the issuance of a visa.	0.5	Nationwide and selected areas overseas	Congress, DFA, CFO, CID, Foreign Embassies in the Philippines, Concerned NGOs here and abroad
L. Prostitution				
1. Advocacy Program				
a. Consciousness-Raising Workshop	Designing and initiating feminist consciousness-raising training programs for law enforcers, prosecutors, members of the judiciary, and government personnel concerned with regulatory functions affecting women workers in the hospitality industry	1.8	Nationwide	NGOs, NCRFW, DOJ, Women Lawyers Groups
b. IEC	Intensified public IEC campaigns with focus on: rights and benefits of women	1.5	Nationwide	NCRFW, Board of Censors, DOT,

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	in the hospitality industry, exposing the racism and sexism of tourism, militarism and sex trafficking, feminist consciousness-raising on the issue of prostitution, among others. This also aims for popularizing and implementing the UN-ESCAP schemes for rehabilitation and prevention of prostitution.			DFA, Media, DECS, DSWD, DOLE, NGOs, All GOs Concerned
2. Institution-Building				
a. Organization of Support Groups	Organization of support groups whose activities will focus on the assessment/identification of the needs of the hospitality women/prostitutes and other exploited women; provision of a network of services to meet their needs and conduct of public information campaigns to influence negative orientations towards prostitutes	1.0	Nationwide	NGOs, DOLE, DSWD
b. Organization and Education of Women in the Hospitality Industry	Organizing women employed in the hospitality industry and educating them of their rights to file charges for rape, physical injuries, and sexual abuses; and	0.8	Nationwide	BWYW, DSWD, NGOs, DOJ, NCRFW

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M₳) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
	their rights as workers and providing them free legal services			
3. Establishment of Residential/Home Care Facilities/Services	Providing accessible substitute home care and shelters for women in need with competent staff to deal with their needs	5.0	Nationwide	DSWD, NGOs
4. Integration of Moral and Civic Education in Schools	Encourage the DECS to introduce moral and civil education in schools which include mutual respect between women and men and the sharing of family responsibilities	0.8	Nationwide	DECS, NCRFW
5. Livelihood Program				
a. Provision of Skills Training and Technical Assistance	Initiating a "woman to woman" program whereby women prostitutes are given the responsibility to design and implement programs for themselves, given the necessary resources	2.0	Nationwide	DSWD, DOLE, NGOs
b. Provision of Capital Assistance	Establishing financial resources for women in economic difficulties so as to prevent re-entry into prostitution	5.0	Nationwide	DSWD, DOLE, NGOs, Government and Private Financial Institutions, Cooperatives



Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (in MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
<b>M. Infrastructure</b>				
1. Scholarships to Infrastructure-Related Courses for Women	To encourage female participation in all phases and activities within the sector	1.0	Nationwide	DOTC and attached agencies, Media, Community-based Groups
2. Media Advocacy on Uncustomary Roles for Women	To eliminate sex role stereotyping in generally considered male-oriented careers	1.0	Nationwide	DOTC and attached agencies, Media, Community-based Groups
3. Research and Development	To develop appropriate indicators to be used in evaluating the achievement for and by women in the sector	0.75	National	NSO, DPWH, DOTC, (Data Survey), NCRFW, NEDA, Research Agencies
a. Sex-Disaggregated Data Generation, Processing, etc.				

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MF) 1989-1992	AREA COVERAGE	LEAD AGENCIES
b. Labor Saving Devices to Reduce Drudgery of Women's Work (for hauling water, alternative sources of energy for cooking, etc.)				
<b>N. Science and Technology</b>				
1. Conduct of Gender-Sensitizing Seminar for National S & T Planners in DOST and Line agencies	To enable planners in DOST and line departments to integrate women's concerns in their areas of work and to ensure the responsiveness of S & T plans and programs to women situations and needs	1.1	National Regional	NCRFW, DOST, Women. Inven- tors, Women's Studies Groups
2. Data Gathering and Generation of Sex Segregated Data on Women-focused S & T Needs as Basis for Planning	To provide adequate information that will serve as basis for planning and action. Included here is the collection and disaggregation of data that will show the status of women in the sector both as agents and beneficiaries.	0.6	National Regional	DOST Council
3. Development of Reproduction Health Technology which are Appropriate	To partially check the preponderance of inappropriate and dangerous technologies for women. It shall consist of research	0.8	National	DOST-PCHDP, DOH, Women's Groups,

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In Mₒ) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
for Filipino Women	and development support to scientists venturing on the development of desirable/ alternative reproductive technologies.			Health groups
<b>II. PROPOSED</b>				
<b>A. Agriculture</b>				
1. Conduct of Research/ Studies	To conduct various technical and socio-economic research activities on: a) the participation of women in farming and non-farming activities, b) alternative off-farm employment opportunities, c) available services and resources including market outlets, d) existing appropriate technologies that can ease the workload of rural women and development of simple farm and household task, and e) discriminatory credit policies to allow rural women to obtain loans in their own names, thereby improving their credit status	0.5	Selected Regions	NCRFW, DA
<b>B. Agrarian Reform</b>				
1. General Consciousness Program				

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
a. Gender Analysis in Project Development	To provide the top officials of the DAR with a framework for analyzing women's concerns and participation, and an experience in assessing how a development program affects women and vice versa, in formulating a development program as well as in devising implementation strategies for the plan formulated	2.25	Nationwide	AIM, DAR, NCRFW
b. Gender Dynamics	To raise the level of women's consciousness on the importance of recognizing and developing/maximizing their potential in the pursuit of rural development, particularly in the agrarian reform program. It also aims to educate the men for them to appreciate women's contributions.	4.0	Nationwide	DAR, DA, NCRFW, DENR, Women's Groups/NGOs
2. Development of Model Agrarian Communities	To test and demonstrate the capabilities of rural women in contributing to the effective implementation of agrarian development programs	13.0	Regions 1-13	DAR, DENR, DA, DTI, DOH, DECS, NEDA, Women's Groups, Media Groups
3. Study/Experiential Visits	To enable women ARBs from other	0.06	Regions 1-13	DAR, DA,

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₨) 1989-1992	AREA COVERAGE	LEAD AGENCIES
to Model Agrarian Communities	regions and provinces to get first-hand information on model projects/agrarian communities where women's participation is being mobilized			Women NGOs
C. Environment and Natural Resources				
1. Development of Livelihood Program/Ancillary Activities for Women in Mining Communities (Including Extension Services for Gold Panners)	To provide economic opportunities for women	3.0	One or two selected mining sites	DENR, DTI, NGOs
2. Advocacy Program with Special Emphasis on IEC Program for Consciousness Raising on the Judicious Use and Conservation of Natural Resources	To promote general awareness on women issues, and encourage women's participation in environmental protection and management	2.0	Nationwide	DENR, NCRFW, DECS, Media/PIA, NGOs, DND
3. Affirmative Action Program	To improve women's participation in decision-making positions and encourage	2.0	Nationwide	DENR, Private companies,

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₱) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	them to train in non-traditional areas through incentives and scholarships			DOLE, NCRFW
D. Industry and Trade				
1. Affirmative Action Projects	To implement positive measures to uplift working women's conditions and enhance their contributions	1.0	Nationwide	DOLE, DTI, NCRFW, Labor Groups, NGOs
2. Community Women Center	To put up a community structure for women where activities to raise their knowledge and consciousness will be conducted	12.0	Nationwide	DTI, NCRFW, DOLE, DLG, NGOs
3. Women's Desk	To create a women's desk in all line agencies where all activities on women in the departments will emanate and be coordinated	4.0	Nationwide	NCRFW, DOLE
4. Research on Protective Labor Legislations for the Informal Sector	To conduct a research on possible protective labor legislations which will serve as basis for advocacy, policy-making and legislations	0.5	Nationwide	NCRFW, DOLE, DTI, NGOs

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₱) 1989-1992	AREA COVERAGE	LEAD AGENCIES
E. Services				
1. Researches Toward Legislation for:				
a. An Equal Opportunity Act	To conduct baseline studies and preparatory activities for an Equal Opportunity Act and related other legislation to ensure equal access to employment opportunities, elimination of past discriminatory practices, the adoption of equal pay for work of equal value	1.2	Nationwide	Congress, NCRFW, DOLE, DSWD
b. Stiffer sanctions against violators of labor laws and social security benefits for domestic helpers	This involves all necessary studies toward legislative stiffer sanctions for violators of labor legislation; development of an innovative mechanism for a broad sharing of the cost of maternity leaves and other welfare benefits for women considering their role in ensuring posterity; and making maternity policies fair to all women regardless of employment and marital status, whether in government or private sector employment. Basis for legal reform on privi-	1.8	Nationwide	Congress, DOF, DOLE, CSC, NGOs

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
c. Institutionalizing support services for working mothers	<p>sion for domestic helpers to include social security and other welfare benefits shall be sought.</p> <p>To institutionalize through appropriate policy recommendations and implementing guidelines support strategies for women of childbearing age such as provision of day-care facilities, milk refrigeration in both government and private offices, among other useful services</p>	0.8	Nationwide	Congress, DSWD, DOLE, NMYC, CSC, All line departments
d. Defining sexual harassment and instituting mechanisms for redress	An in-depth study to define "sexual harassment" shall be undertaken to identify and prescribe appropriate policy/legislative sanctions. A component item may be to enforce a new policy of female police handling women complaints and providing mechanisms for immediate action in cases of sexual harassment in the CSC for women in government and in the DOLE for the private sector.	0.5	Nationwide	NCRFW
2. Conference Workshops for Both Government and	This includes writing/presentation of papers on sex-discrimination and the	0.2	Nationwide	NCRFW, CSC, DOLE



## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
Private Sector Employees to Influence Hiring/Promotion and Working Conditions	publication of policy guidelines.			
3. Affirmative Action Program	To develop an affirmative action program for women by exploring the possibility of granting tax incentives to employers of women. In the government sector, this will include career pathing, development of affirmative action materials, and other support strategies.	4.0	Nationwide	DOF, CSC, Line Departments, Private Sector
4. Review of Restrictive Government Policies	To repeal identified government policies such as the one that disqualifies mothers of children below two years of age from availing of overseas fellowship/training and the policy of subjecting women WAC applicants to a "virginity test," and others which may be identified. Also, promotion materials of PAL/DOT need to be checked as to possible negative impact they have on the image of women.	0.1	National Government	NCRFW, CSC, NEDA, AFP, Line Departments

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
5. Award for Excellence	Women excelling in non-traditional fields of work in the service industries shall be given awards to serve as model figures to other women.	0.4	Nationwide	DTI, DOLE, Private Sector
F. Education and Training				
1. Educational Media	To promote gender-fair socialization and reinforce consciousness-raising efforts in and outside of the formal schools system	1.3	National	NCRFW, WSCs, Graduate Schools
2. Short-term Programs on Specific Needs of Women	To address the education needs of certain groups of young women	1.8	National Regional	DECS, NMYC, Tech. Voccs.
3. Research on the Prevailing Teaching-Learning Conditions	To uncover the factors that reinforce female subservience or docility	0.3	National	DECS, NCRFW, Graduate Schools, WSCs
4. Research on Gender Biases in Knowledge-Making and Transmission	To come up with evidences of male bias in the varied aspects of formulating and imparting knowledge	0.3	National	DECS, NCRFW, Graduate Schools,
5. Research on Discriminatory Policies and Requirements in Admission of Students	To ensure genuine equity for both sexes in access to education opportunities	0.3	National	NCRFW, NGOs, DECS

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
6. Research and Critique of Gender-biased Theories	To help rid the educational system of sexism	2.3	National	DECS, NCRFW, NGOs with WSCs, FAPE
7. Formulation of Philippine Women's Studies	To promote indigenization of gender courses and materials and to encourage curricular offerings on women in the formal and non-formal systems	2.3	National Regional	DECS, NCRFW, with WSCs, FAPE
G. Health, Nutrition and Family Planning				
1. Gender Awareness Training and Human Resource Development (HRD)	The program aims to: a) upgrade women's capability in participating in planning and decision making of programs and projects affecting them; b) train, retrain, update expertise of health personnel including indigenous, health workers to focus on the special needs and concerns of women; and c) provide greater educational training opportunities and greater incentive of personnel including health field workers to improve quality of services.	10.0	Nationwide	DOH, DECS, POPCOM, NNC, Schools of Medicine, Nursing, and other related professions, Professional Organizations and other associations such as PNA, PHA

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M\$) 1989-1992	AREA COVERAGE	LEAD AGENCIES
<b>H. Housing</b>				
1. Consciousness-Raising, Education and Training	This will be a series of sensitizing and advocacy activities to increase the awareness of the people involved in the sector, both in government and in private agencies on the need to integrate women's needs and concerns in all aspects of housing production.	1.8	National	NHA, NHMFC, HIGC, HLRB, HDMF, NCRFW, Developers and Builders
<b>I. Women and Migration</b>				
1. Integrated Program for Permanently Returning Overseas Workers	The program aims to facilitate the reintegration of returning overseas workers to the economic, social and cultural mainstream of the country and assist them in their adjustment problems through counseling and related services.	0.8	Nationwide	POEA, BOI/DTI, BLE, TLRC, NEDA, DSWD, NMYC, DOH, PMHA, Concerned NGOs
<b>J. Violence Against Women</b>				
1. Domestic Violence	To expose the broad range of crimes involving violence against women in various forms and help formulate the appropriate response to them	1.5	Nationwide	

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
a. Legislate domestic violence as a crime				Congress, Senate, DSWD, DLG
b. Assess and update responsiveness of existing legal system				DOJ, UP Law Center, INP
c. Set up and coordinate advocacy campaign				NCRFW, DECS, PIA, DOJ, DLG Women's Groups, Lawyers' Groups
d. Set up crisis intervention centers and shelter structures				DSWD, NCRFW Women's groups
2. Rape	To launch a legal awareness campaign on the rights of women with regards to crimes on sexual assault	1.0	Nationwide	Congress, Senate, Lawyers' Groups, Law Centers, INP, DOJ, DSWD, DLG
3. Sexual Harassment	To alert the concerned sectors and institutions of society on how they can render assistance to victims	0.6	Nationwide	Congress, Senate Lobbying Groups, DOLE, BWYW,

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
a. Study and support bills on sexual harassment				
b. Study on inclusion of this offense in the Labor Code				
c. Conduct a legal awareness and advocacy campaign on women's rights				
4. Pornography	To actually combat perpetrators of violence against women. This will be done through the support of more responsive legislation and conduct an advocacy campaign on the exploitative aspects of pornography and obscenity.	0.8	Nationwide	Senate, Congress, Lobbying Groups, MTRCB, DECS, NGOs
5. Military Rapes and Sexual Abuse	To conduct advocacy campaigns to expose the issue; look into current laws and policies on the program, and work for their amendment to make them more responsive to the needs of victims.	0.4	Nationwide	DOJ, DND, INP, Lawyers' Groups, Senate, Congress, Lobbying Groups

## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In MP) 1989-1992	AREA COVERAGE	LEAD AGENCIES
a. Conduct of advocacy campaign				
b. Update/amend current laws and policies				
2. Medical Abuse	To conduct extensive research on the issue by tapping medical professionals and other cause-oriented groups to document sexual assault cases and to lobby against these cases in hospitals, clinics and medical schools. This also aims to initiate an awareness and advocacy campaign on the problem by exposing and opposing the malpractices of some doctors, both in media and medical fora, and campaign for the more strict implementation of medical ethics.	0.5	Nationwide	Medical Groups, (PMA, HAIN, PNA, AKAP, etc.)
a. Conduct of extensive research on the issue				
b. Advocacy campaign on the problem				

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
<b>K. Prostitution</b>				
1. Research and Development	This scheme aims to: a) create a review body to study current researches/studies on this issue, transmit and feedback their recommendations to the appropriate GO or NGO, b) create a research network which will either fund, screen, or conduct more comprehensive, factual and relevant information on the problem, c) study the merits of creating a national focal point that will gather and process information pertaining to prostitution and related issues, d) conduct a critical review of existing tourism programs and develop alternative development plans for tourist areas, and d) study how to institutionalize government assistance to NGOs working to address the problem.	1.0	Nationwide	NCRFW, DSWD, NGOs, NEDA, DOLE, DOT, DFA, Congress, BWYW
2. Legislative Action Program	This involves: a) repealing all articles in the Revised Penal Code and the Child and Youth Welfare Code and local ordinances that refer to the prostitutes as	1.0	Nationwide	NCRFW, DOLE, Congress, NGOs, Media, DECS, DOJ, Women



## DEVELOPMENT PLAN FOR WOMEN, 1989-1992

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
	<p>criminal offenders, b) assigning women lawyer groups to further study the laws on prostitution to define it and provide for stiffer penalties for its perpetrators, c) initiating bilateral relations to address the problems of migrants and the trafficking of Third World Women, d) popularizing and implementing the 1949 UN Convention for the Suppression of the Traffic in Persons and of the Exploitation of Others, and the UN Convention on the Elimination of All Forms of Discrimination Against Women, and e) organizing regular dialogues with policymakers and support groups.</p>			Lawyers' Groups, DOT, DFA, CID, DOJ, Media people, Lawmaker, Senate
<b>L. Women and Media</b>				
1. Education/Consciousness Raising Program	To improve the working conditions of women in the local media through: upgrading skills of women media workers, review of curricula in communications schools, sensitizing seminars for editors and media managers, and organizing and	2.75	All regions	DECS, Phil. Press Inst., NPC, DOLE-BWYW, NCRFW, Media-watch Collective (MWC), People in

Annex I continued:

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M₱) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
	training media women in trade unionism			Communications (PIC), DOLE
2. Development of Programming and Advertising Standards (with research component)	To ensure that women are not denigrated in media	1.2	All regions	NCRFW, PPI, PIA, MWC, PIC, KBP, PBA, NTC, MTRCB, Legislative Advocates for Women (LAW), Concerned Artists of the Philippines
3. Research/Development/ Publication of a Style Book on Non-Sexist Editorial Guidelines	To eliminate discriminatory portrayal of women	1.8	All regions	PPI, PIA, NPC, MWC, NCRFW, and other Media Groups
4. Promotion and/or Production of Alternative Radio/TV Program and Movies As Well As Print Materials on Women	To infuse media with relevant socio-cultural values and attitudes on women	21.0	All Regions	NCRFW, CCP, MWC, MTRCB, NPC, Media/ Artists Groups, Producers, Scriptwriters, etc.

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M₳) 1989-1992	AREA COVERAGE	LEAD AGENCIES
5. Establishment of a Monitoring/Network/Lobby Mechanism	This aims to: a) bring about an increased and enlightened coverage of women's concerns in media, b) advocate for more responsive laws on media and advertising in so far as stereotyping of sex-roles is concerned, and c) assess specific programs, films, and commercials for their women bias.	2.8	All regions	NCRFW, PPI, NPC, MWC, PIC, PIA, CCP, Media/Artists Groups
6. Building Up Storylines/Data Bank on Women	To increase the coverage of women's concerns in newspapers, radio-tv programs and films	1.0	Nationwide	PPF, PIA, NPC, NCRFW, MWC, CCP, Media/Artists Groups
M. Women in Arts and Culture				
1. Consciousness-Raising and Advocacy	To counter the stereotyped image of women in the arts	0.3	Nationwide	CCP, PETA, CAP-WPD, WICCA, NCRFW, other NGOs
a. Small-group Critiques and discussion per artistic field of the state of women artists, writers, crafts practitioners,				

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M <sup>P</sup> ) 1989-1992	AREA COVERAGE	LEAD AGENCIES
cultural workers and their works				
b. A congress of women artists, writers, etc., to define and demonstrate women's art and culture				
c. Fact sheets on women in arts and culture				
2. Policy and Research Program	To upgrade the status of women in the arts	0.2	Nationwide	CCP, NCRFW, Legislative Advocates for Women (LAW), CREDO, Cultural NGOs
a. Lobbying for laws specific to women in arts and culture supportive of non-sexist arts and culture, to protect the rights of women artists, writers and cultural workers and attend to the funding needs of the sector				

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (IN M) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
b. Policy research on women in the arts				
3. Mobilization Schemes for Women's Participation in Arts and Culture	To ensure women's active participation in the sector	1.5	Nationwide	CCP, Cultural NGOs
a. Unions, cooperatives foundations, endowment funds, etc., for women's arts, crafts, literature				
b. Organization of women's desk to integrate women's perspective in the arts				
4. Production and Popularization of Alternative Arts and Aesthetics	To develop alternative arts and aesthetics for the advancement of women	2.65	Nationwide	CCP, Cultural NGOs
a. Production and popularization of women's arts, crafts and literature				CCP, DECS, PAEA, INSEA, NCRFW, Schools with
b. Seminar-workshops for elementary, high-school, college teachers to				

Annex I continued:

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M₰) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
integrate women concerns into arts curricula & textbooks				
c. Training workshops for women and men artist linking the arts with mass media, crafts with industrial design to disseminate non-sexist arts and culture				GOs and NGOs
d. Cultural activities to observe women's month annually				CCP and NCRFW
e. Center for women's art				
N. Infrastructure				
1. Community-Level Infrastructure Development Programs	To encourage the participation of women in the delivery of services as well as in the maintenance of facilities and ensure that needs of women are adequately considered in the construction of infrastructure facilities		National	DPWH, DOTC (RMC), RDC, Local Gov't Council, Prov'l Dev't Council, DLG, NEDA,

Annex I continued:

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In Mₒ) 1989-1992	AREA COVERAGE	LEAD AGENCIES
a. Mobilization of Women (Barangay Power Associations, Rural Waterworks and Sanitation Associations, Water Districts, etc.)		50.0		Community-based Organizations, Women's Groups
b. Consultation with Women in Needs Assessment Activities		20.0		
c. Training Women in Planning, Implementation, Operation, Management and Maintenance of Facilities		15.0		
2. Consciousness-Raising through Education and Advocacy Programs	To raise the awareness of women on their active role in the sector	5.0	National	DECS, Colleges/Universities, PIA, DPWH and attached agencies,

PROJECT TITLE	OBJECTIVES/DESCRIPTION	ESTIMATED COST (In M\$) 1989-1992	AREA COVERAGE	LEAD AGENCIES
				DOTC, and attached agencies, Media, Community-based Groups
O. Science and Technology				
1. Development and dissemination of gender sensitizing materials and training modules for parents and schools	To encourage participation of young girls in non-sex stereotyped S&T activities through the production and dissemination of appropriate training materials such as modules, hand-outs and audio-visuals	1.0	National Regional Provincial	NCRFW, DECS, Women and Family Life Groups, Schools
2. Promotion of Female Role Models in S&T Through School Materials and Mass Media	To enhance interest and promote participation in S&T related activities through the development of educational materials that highlight women's achievements in S&T	1.0	National Regional Provincial	DECS, Private Schools, Media Outlets, Women Inventors
3. Support and Campaign for Proposed National Drug Policy	To mitigate the adverse impact of technology to women through the provision of alternative health measures that are affordable to low-income women and their families	0.15	National	DOST, DOH, Women & Health Groups, Inventors, Community based Organizations



Annex I continued:

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M₳) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
4. Development and Support for Occupational and Health Safety Measures	To ensure safety of women working in predominantly female occupation groups through the strict implementation of various health standards	1.0	National Regional	DOLE-OSHA, DOST, PCHRD, DOH, Trade Unions, Health Groups
5. Dissemination and Enforcement of Code Ethics for Bio-Medical Research Using Women	To promote awareness by women of their right and bio-medical research. It involves information activities and Monitoring adherence to the Code of Ethics for Bio-Medical research.	0.4	National Regional	DOH, PCHRD, Medical Associa- tions, Women and Health Groups
6. Study of Total Agricultural Plan	To prevent women's displacement due to technological changes/application and to identify and provide alternatives to displaced women workers	0.1	National	NCDA-RCDs, DOST, DTI, Philippine Pro- ductivity Move- ment, Academe, Rural Women's Organizations
7. Review of Policies and Procedures for Screening Applicants for Training and Scholarship	To pursue the policy of equality in access to training and education, particularly in S&T related courses	0.1	National	NEDA, NCRFW, Academe

Annex I continued

<i>PROJECT TITLE</i>	<i>OBJECTIVES/DESCRIPTION</i>	<i>ESTIMATED COST (In M₱) 1989-1992</i>	<i>AREA COVERAGE</i>	<i>LEAD AGENCIES</i>
8. Affirmative action for Women S&T/R&D workers in government	To pursue the equality principle between sexes among workers in the government	0.2	National Sub-national	DOST, NCRFW, Women's Groups