

**The Women's Decade in the Philippines: Focus on the**  
**NATIONAL COMMISSION ON THE ROLE**  
**OF FILIPINO WOMEN**

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

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## INTRODUCTION

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The National Commission on the Role of Filipino Women (NCRFW) was created in 1975 by virtue of Presidential Decree No. 633 to "review, evaluate and recommend measures, including priorities to ensure the full integration of women for economic, social and cultural development at national, regional and international levels and to ensure further equality between men and women." With this mandate, NCRFW has served as the national machinery for issues and programs directed to women's needs and interest.

At the culmination of the UN Women's Decade, NCRFW reviews its operation and looks forward to its task of fully integrating women in all aspects of life. In the process, it seeks to identify its major accomplishments, the strategies and support mechanisms which have been helpful in carrying out its objectives as well as the problems met in implementing its activities.

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### Support Mechanisms and Strategies

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Realizing that the NCRFW could not effectively implement the mandate of PD 633 because of budgetary limitations, it reached out to the private sector and other government agencies to integrate women's programs thereby maximizing resources utilization.

The Commission's methods and strategies have, therefore, always been imbued with the spirit of cooperation, because women are found in all aspects of national life which all government and nongovernmental organizations (GOs and NGOs) handle: they are involved in all activities towards the attainment of the country's goals; because women's concerns can not be treated apart from the other issues and problems of the nation; and lastly, with the scarce resources with which it operates, NCRFW depends on the following support mechanisms in the implementation of its programs:

**Linkages.** The main idea behind this mechanism lies at the very core of the NCRFW's being an interdisciplinary body; i.e., it is composed of representatives of various agencies of government with which NCRFW coordinates.

Through linkages, NCRFW secures financial and technical assistance from cooperating agencies and extends the same to groups of women and organizations which need them. For instance, NCRFW was granted US \$48,960.00 by the UN Voluntary Fund to finance two viable income generating projects of Balikatan women. UNESCO, UNICEF and USAID are only some of the funding agencies which have assisted NCRFW programs and projects.

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In undertaking other activities, NCRFW also works closely with other government and private organizations. For instance, with the Civic Assembly of Women of the Philippines, the national council of women and other volunteer organizations and sectoral groups the Commission coordinated government and non-government groups for S.T.O.P. (Stop Trafficking of Pilipinas), a national movement against the exploitation of women and children.

To formalize these linkages, NCRFW created two inter-agency committees, one for data support to the NCRFW's assessment of the achievements of the women's decade and one for the clearinghouse and information center on women.

An outstanding accomplishment of NCRFW because of this mechanism is the continuous participation with National Economic and Development Authority (NEDA) in the preparation of the Philippine Development Plan. During the Decade and with change in the Plan's character, women ceased being classified with the "most disadvantaged" sector. In its latest version of the Plan (1984-1987), there are special provisions for women in employment, health, population and welfare services.

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**Working Shoulder-to-Shoulder.** Because the rural women comprise the majority of the women population, NCRFW focused its outreach activities in organizing women at the grassroots level consistent with the Filipino's tradition of "balikatan" or working together, shoulder to shoulder.

Balikatan sa Kaunlaran is considered as the NCRFW's most effective support mechanism. It enjoins all sectors — government and private, men, and women and children in undertaking programs for the women and the community.

This strategy brings to focus two important points: One is that women, by their sheer number (half of the population) and their abilities could do a lot in helping the men propel the country towards progress and development. The other is that women's potentials can only be maximized if their conditions

permit: that is, they have equal opportunity to participate, they are educated, they are employed and their health and other needs are being attended to. In this case, bringing out the best in women is not the task of one but all the agencies, hence women's concerns become everybody's.

In using this mechanism, NCRFW never lost sight of women living in urban centers. Again, here, presumably because they are more aware of opportunities for the less fortunate rural women, urban women are tasked by the NCRFW in its conduct of trainings and seminars. And even in its outreach activities, the Commission has always worked with other agencies existing in the localities; if they are not there, NCRFW makes efforts to bring their services to these people. Thus, it has forged linkage with the Ministry of Social Services and Development (MSSD), Ministry of Health (MOH), Ministry of Education, Culture and Sports (MECS) Ministry of Human Settlements and even international bodies which have been rendering technical and financial assistance to the women.

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**Information Network.** Networking, as interpreted by NCRFW means sharing of resources for the common good. It is another form of cooperation or linkage focused on NCRFW's objective of formulating policies for women: the use of up-to-date and scientific information, as basis for writing policies, which the Commission's Clearinghouse and other information centers, GO, and NGOs generate. Thus, the NCRFW works with National Census and Statistics Office (NCSO), the National Economic and Development Authority (NEDA), the ministries of health, education, labor and other agencies which use and produce data on women. Exchange of information materials is facilitated through the clearinghouse which is aimed to become the focal point of information on women in the Philippines.

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**Media.** Media has always been a partner in drumming up issues concerning women. The Commission holds press conferences, requests for press coverages and sends out press releases to highlight important events, to honor women leaders and to invite the attention of the public to certain issues on which it is working. It also publishes brochures.

and leaflets and other publications which it distributes to all interested groups. It has also come up with short films/VTRs on women's programs; manuals and handbooks on practical skills and similar informational materials.

In addition to these mechanisms, NCRFW sponsors seminars, training programs and congresses. Periodic meeting of women with women and with other groups provide ample learning opportunities for all participants. In this manner, the rural women meet their urban sisters, the uneducated meet the professional, government comes to face with private, etc. In all these, the women stand to benefit and the Commission is afforded the privilege of linking the various sectors, tapping their resources to the greatest advantage, being made conscious of the problems confronting women and being assisted in devising ways and means of solving them.

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#### Thrusts and Objectives

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As early as the precolonial days Filipino women have held a position equal to that of men in the family and the society. Although centuries of colonial rule changed this status, it proved to be no serious handicap to their participation in community and national activities. As individuals and as members of organizations the first women's volunteer organization was formed in 1905), women participated in all aspects of civil and political life so that the President, as early as 1966, stated that the "further advancement of Filipino women lies in their increased participation in national development." The designation of the national machinery as a commission on the *role* and not on the *status* of Filipino women could probably be explained by this fact.

In its formulation of its thrusts and objectives, NCRFW has always been guided by this position of Filipino women, its mandate in relation to current national issues and the Philippine Development Plans as well as by the World Plan of Action adopted in Mexico City in 1975. In the same manner, the De-

cade's themes of equality, development and peace pervade all activities NCRFW with the subthemes of education, employment and health both as strategies and as areas of concern in attaining the goals of the decade in the Philippines.

From 1975-1985, the following thrusts and objectives were pursued:

- 1975-1976
1. Arouse the consciousness of women of their potentials, their rights and responsibilities as mothers, professionals or workers and citizens with emphasis on the strengthening of family and community life.
  2. Motivate women to take deeper interest in their community needs for more active involvement in their community development projects and programs.
  3. Establish linkages with service institutions, training centers for the improvement of women's economic skills; help set up projects and programs aimed at enhancing women's economic contributions.

1977 launched the *Balikatan sa Kaunlaran* following issuance of Presidential Proclamation No. 1609 declaring every January 6 as "Araw *Balikatan*". As a vehicle of the Commission in pursuing its mandate, *Balikatan* concerns were identified as follows:

1. Conservation of resources and values
2. Care of children
3. Concern of environment
4. Consumer protection
5. Commitment to justice

In 1978, NCRFW focused its activities on the following:

1. Promotion of national solidarity
2. Strengthening of the family
3. Acceleration of economic productivity

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The Ministry of Human Settlements launched its all-embracing program for the total development of a human person in 1979. The concern for the eleven (11) basic needs of man was incorporated among the thrusts of the NCRFW for that year. The eleven (11) basic needs are:

1. Water
2. Power
3. Food
4. Clothing
5. Economic base
6. Medical services
7. Education, culture and technology
8. Ecological balance
9. Sports and recreation
10. Shelter
11. Mobility

The year 1980, the midpoint of the Decade on Women was marked by three events significant to policies concerning women:

1. The issuance of Letter of Instructions No. 974 entitled Integration of Women in National Development. This provided for equal opportunities between men and women for appointment and promotion to decision making positions where they are qualified.
2. The signing by the Philippines of the UN Convention on the Elimination of all Forms of Discrimination Against Women.

The Convention covers measures to be taken up by States to eliminate discrimination in various fields, including political and public life, the right to nationality, education, employment, health, marriage and family. The rights of rural women are given special attention, as are elimination of stereotypes and the suppression of prostitution.

As a signatory, the Philippines is therefore committed to subscribe to the provisions of the Convention and undertake measures to eliminate any form of discrimination against women.

3. The holding of the World Conference for the UN Decade of Women in July 1980 in Copenhagen, Denmark. The Conference reviewed the achievements of the countries in imple-

menting the World Plan of Action for 1976-1980 and prepared the themes and sub-themes of the second half of the Decade.

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Following all these developments, NCRFW formulated its targets for the remainder of the Decade which are as follows:

#### Education

1. Bring about changes in attitudes and values through curricular reform and textbook revisions in order to eliminate prejudices, stereotyping, etc. Targets will be established for the nationwide implementation of the relevant learning materials developed.
2. Raise literacy rate for women to 93%.
3. Encourage the retrieval of school drop-outs back to the formal system under the Accreditation and Equivalency Program of the Ministry of Education and Culture.
4. Rationalize the career choices of young Filipinos with a view to assist boys and girls in choosing their careers based on their capacities and not according to stereotype roles.
5. Promote instruction and interdisciplinary research on women and the implication of the goals of the Decade as important to the education process, particularly in institutions of higher learning and teacher education.
6. Provide incentives for an increased enrollment of female students in science and mathematics courses as well as in management courses in the areas of science and technology.
7. Provide incentives through scholarship programs for capable female students to enroll in traditionally male-dominated courses.
8. Provide innovative programmes and methodologies for the raising of literacy rate level especially in the rural areas and the urban poor while at the same time upgrading functional skills and basic information about employment and such health related matters as nutrition, consumer education, family planning, child rearing and the like.
9. Promote scientific researches on literacy and retention with the goal of providing policy makers valid information to guide their decisions.

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10. Where appropriate, design and implement flexible formal and non-formal training programmes for women in non-traditional areas in the rural areas to advance them in the job market and to enable them to generate income through production of goods and services.
  11. Provide non-formal education for women in the context of life-long education in all major development sectors (agriculture, industry, urban/rural development, health, local government).

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### Employment

1. Upgrade employment opportunities and conditions for women with provisions for appropriate technology to lighten burden in the home.
  2. Increase participation in policy and decision making positions in the government on national and local levels to at least 20%.
  3. Intensify drive against exploitation of women particularly in media, domestic employment, etc.
  4. Institute information programming aimed at making women, especially in the rural areas and from socio-economically disadvantaged groups, aware of employment opportunities and of the opportunities for education, training and skills acquisition.
  5. Adopt and implement legislations and/or other measures to secure men and women the same right to work, to enjoy employment benefits as well as to prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave; and discrimination in dismissal on the basis of marital status.
  6. Adopt and implement legislations and other measures to facilitate the return to the labor market of women who have left it and for women who return to work after maternity leave.
  7. Increase rural women's access to rural services by broadening the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing and marketing and by increasing the number of women in the training and extension programmes of development agencies at all levels.
8. Examine carefully the possibility of valuing or quantifying women's labour in the sphere of agricultural production, keeping in mind the need for increasing investments in agriculture to improve techniques and increase production.
  9. Undertake feasibility studies for guiding policies and action programmes aimed at widening the range of employment opportunities for women.
  10. Increase the access of women workers to recreation and culture since their double workload prevents them from having enough necessary free time; it is, therefore, essential for household chores and family care to be shared by men and for special emphasis to be placed on the obligation of couples to share household tasks with a view to facilitating the access of women to gainful employment.
  11. Take measures to protect women against consequences of technological change on their employment and health and ensure that women share equally with men in the social and economic benefits of technological change.
  12. Repeal or amend discriminatory provisions of law or introduce appropriate legislations to safeguard the rights and well-being of women.
  13. Accelerate the integration of women in the economic development to further strengthen and improve family and community life.

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### Health

1. Improve health education and increase primary health care delivery systems, sanitation, water supply, housing, nutrition, family planning and other welfare services.
2. Ensure accessibility for all women to maternal health care (including care during pregnancy and childbirth), nutrition (including measures to control nutritional anemias), family planning, prevention and treatment of infectious diseases.
3. Develop simple economic, social and cultural indicators at the country side level in order to obtain better data on trends in morbidity and mortality among women and their access to and utilization of health services.

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4. Develop explicit programmes at national and local levels to improve hygiene, sanitation and access to safe water supplies and shelter as fundamental bases for good health.
  5. Introduce legislation aimed at eliminating occupational health hazards likely to affect reproductive functions, reducing environmental pollution, and controlling disposal of toxic chemicals and radioactive waste.
  6. Draw the attention of doctors and other health professionals with regard to the health needs of women in general not only in relation to pregnancy and childbirth; emphasize preventive medicine and the need to share responsibility and decision-making with professionals in other disciplines and with women themselves.
  7. Develop policies to ensure a safe working environment both in the home and in the work place and provide appropriate technology to relieve the workload of women. Carry out specific studies on labour hygiene and safety, particularly in branches of activity in which the health of women might be affected.
  8. Promote extensive health education programmes, including special efforts to encourage positive traditional practices, especially breastfeeding, and to combat negative practices detrimental to women's health.
  9. Formulate specific programmes for the prevention of maternal and infant mortality, giving priority to depressed rural and urban areas and to most vulnerable population groups.
  10. Encourage formulation and implementation of social support measures such as maternity and parental leave, care of children, breastfeeding breaks, etc. to enable women and men to carry out their parental roles to the optimum.
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### Major Accomplishments.

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**Policies and Legislations.** The NCRFW counts among its major achievements during its earlier years of operation initiating/cooperating in the popularizing the law project with the U.P. College of Law, U.P. Law Center and grassroots organizations like the Katipunan ng Bagong Pilipina (KABAPA), Aniban ng Mga Manggagawa sa Agrikultura (AMA) and Samahan sa Ikauunlad ng Kabataang Pilipino (SIKAP). This initial move which sought to inform women of their rights was picked up and is being carried out up to the present by the U.P. Law Center and other lawyer groups. More significantly, it caused the review of the books of law, bringing to focus those provisions which discriminate against women and inviting action for their eradication from the statute books.

The ratification by the Philippines of the UN Convention on the Elimination of All Forms of Discrimination Against Women made the Philippines, as are other States Parties, duty-bound to implement its provisions for the elimination of all forms of discrimination made on the basis of sex in all aspects of civil and political life, including the suppression of prostitution. Letter of Instruction (LOI) No. 974 is a vital instrument to women's equality status in employment. Also, LOI 1066 directed NCRFW Commissioners to look into priority areas in education, health and employment for the full participation of women in socio-economic development. This last legislation provides NCRFW the necessary clout to coordinate with other agencies for the implementation of programs for their women clientele and workers.

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**Programs.** With the Decade for Women (1976-1985) coming to its close, the NCRFW considers as most significant its outreach program which effectively mobilizes the private sector through the Balikatan sa Kaunlaran (BSK) movement. BSK is officially recognized through Presidential Proclamation No. 1609 issued in 1977. Supported by 132 provincial and city councils with municipal chapters and barangay units reaching down to the grassroots, the movement now counts with approximately 3 million card-bearing members representing their

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respective families. At a conservative estimate of six members per family, there are about 8 million individuals whose lives are touched by BSK programs and projects which range from socio-economic, educational, moral and spiritual, health to other social services. It is important to consider that the Balikatan members serve as volunteers, giving free services and even generating funds for projects that would benefit their respective communities.

Primarily addressed to the basic needs of communities, major BSK integrated programs for total development have generally focused on income-generating projects such as swine dispersal, brick-making, basket making, fish preservation, soap making, etc. In sum, it has been reported that over P 88,938,250 in cash and volunteer services was generated by the BSK in 1983. The estimated number of beneficiaries was 7,006,007 as reported by only 89 councils. In 1984 (January to June), 41 councils inputted P 50,376,202 with 3,010,663 beneficiaries.

It is to be underscored that despite its being an independent NGO, BSK remains the vehicle and the structure in the implementation of women's programs for it continues to receive guidelines and assistance from NCRFW. (More detailed report on BSK is contained in a separate document).

Also, it is worth mentioning that NCRFW supported two major literacy projects specifically designed for special groups of Muslim women whose literacy levels were known to be way below the national average. The "Matiya Tanu" and "Magbasa Kita" projects were successfully implemented in ten provinces of Mindanao.

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Researches. About 20 researches have been conducted/assisted by NCRFW to generate data support for policy formulation. Of utmost significance is the research study entitled "Effects of Integration of Concepts Concerning Roles of Men and Women on the Values and Attitudes of Students" which among others, pilot-tested newly-developed materials specifically designed to eradicate sex stereotypes, in addition to the development of concepts towards positive attitudes among boys and girls with regards to

the equality issue. The initial research which devised a methodology for estimating the monetary value of housework is another innovation in the approaches to the study of women's contribution to national development. If pursued vigorously, the outcome of this experiment could spell a lot of difference in the computation of the country's GNP for it seeks the incorporation of the value of unpaid domestic service performed by housewives.

At the culmination of the women's decade, NCRFW undertook a review of progress achieved and obstacles encountered in implementing the objectives of the UN Decade in the Philippines. It accomplished two questionnaires for the UN — one for the regional and the other for the international level. The Commission also came up with a detailed analysis of the Philippine situation in the areas of education, employment and health (the sub-themes of the decade) and published these for general information.

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Clearinghouse. Another important achievement of the NCRFW is the establishment of a Clearinghouse and Information Center to meet the need for information on women, not only in the Philippines but in other Asian countries as well. Recently, the Clearinghouse completed a union catalogue of literature and periodicals on women; at the same time, it began the preparation of a thesaurus on women as another tool for researchers and writers on women and their concerns. Through the Clearinghouse, NCRFW was able to systematize data and information on women; network with other similar institutions and with other GOs and NGOs, and set the clearinghouse model in the ASEAN region.

Because of all these activities, there has been noted greater consciousness and interest on women which spurred a spate of programs, researches and publications during the Decade.

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## Problems Encountered

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Just like any other organization, the attainment of NCRFW's objectives has been hampered by some problems which are briefly enumerated below:

1. The deep-seated traditional attitudes and biases of men and women about women and the position that they should occupy in society. What entailed centuries to imbibe could not be eradicated in a decade, hence the NCRFW continues to recognize this as a major stumbling block in its full attainment of its goals.
2. The small budget (average of P2.9 million for the past 10 years) that the NCRFW is given which imposes many limitations on NCRFW operations.
  - a. It can not expand its manpower complement. This problem is compounded by the small number of regular staff provided in its plantilla. It also has little means for training its personnel to upgrade their skills.
  - b. It can not adequately monitor the activities of women in the various sectors because it does not have regional offices and all activities emanate from the central office which itself is very small.
  - c. It can implement programs and projects on a very limited basis because of inadequate financial back up. (The volunteers, members of BSK and their families have been highly responsible for the extensive implementation of its programs).
3. Up to the present, data support to policies still leaves much room for improvement. Aside from a few agencies, data on women are still difficult to generate from government and private institutions. And when they become available, they become outdated and no longer fit for policy formulating purposes. Also, research data, while they pinpoint real issues, sometimes cannot be fully used because of some constraints e.g., limited scope to allow for generalization, political implications. Again here, the problem is traceable to insufficient funds of other agencies for data gathering and processing.

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## Looking Forward

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The close of the women's decade marks the beginning of woman's advocacy. NCRFW is moving forward, propelled by the need to sustain the modest achievements it made during the past ten years. The social structure and systems that have existed for centuries, cultural values deeply steeped in religion and tradition can not be changed overnight. But the start has been made. NCRFW now seeks to continuously work for reforms, introduce innovations in approaches to women in development and work hard for the attainment of equality for men and women, de jure and de facto. Researches and statistics needed are now available as basis for programs and projects. This year, NCRFW filed at the Bata-sang Pambansa a bill that seeks to grant equal opportunity to women and strengthen the national machinery (NCRFW) and the support mechanisms which assist in the implementation of activities for women. Should this bill become a law, it could open the door to wider areas for women's exploration of new roles, better opportunities and more effective implementation of programs to insure equality, development and peace.

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## POLICIES AND LEGISLATION\*

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In the field of policies and legislation, NCRFW takes the credits for the following issuances/legislative action which directly concern women.

### Presidential Proclamation No. 1609 (5 January 1977)

Under Proclamation No. 1609, the President declared every 6th of January as "Araw Balikatan" whereby under the auspices of the NCRFW, men and women from the government and private sectors are enjoined to participate in or conduct Balikatan sa Kaunlaran Pulong Pulong in their respective localities as a means to discuss ways and means through which all sectors of society may work shoulder to shoulder in the task of nation-building. This Proclamation recognizes the role of the NGOs as partners of government in the implementation of programs for women.

### Memorandum Circular No. 971 (18 March 1977)

In view of the issuances of Presidential Proclamation No. 1609, all heads of departments, bureaus and offices of the national government, including government-owned and/or controlled corporations and local governments, were enjoined to encourage and facilitate the organization of local committees or councils to enable all citizens and residents of the country to participate in or conduct Balikatan sa Kaunlaran Pulong Pulong in their respective localities.

### Letter of Instructions 974 (5 January 1980)

Directed all government ministries, offices and other instrumentalities including government-owned or controlled corporations to afford equal opportunities to women in terms of employment, remuneration and promotion to decision-making positions where they are qualified.

### Letter of Instructions 1066 (18 September 1980)

Directed the Ministries of Labor and Employment (MOLE), Education, Culture and Sports (MECS) and Health (MOH) to look into the priority areas as spelled out in the *Targets and Strategies for the Full Participation of Women in Socio-Economic Development (1980-1985)* and to make a progress report to the President every six months until 1985 which marks the culmination of the UN Decade for Women. Such targets and strategies emphasize, among others, the upgrading of employment opportunities and conditions for women; increase in women's participation in policy and decision-making; intensified drive against exploitation of women; adoption and implementation of legislations and measures for them to secure equal right to work and enjoy employment benefits as well as job security in the event of marriage and maternity; increase rural women's

\*Text of these issuances may be found at the appendix.

access to work and training; possibility of valuing women's labor in agricultural production; repeal of discriminatory provisions of law; improved health care system and upgrading of the literary rate of the population.

**UN Convention on the Elimination of All Forms of Discrimination Against Women (UNCEDAW)**  
(Signed by the Philippines in 1980; ratified in 1981)

In 1980, the NCRFW in cooperation with the Philippine Society for International Law sponsored a workshop to review the provisions of the CEDAW. The result of the workshop was a resolution for the signing of the Convention by the Philippines. The Chairman of the NCRFW signed the Convention during the World Conference for the UN Decade of Women in Copenhagen, Denmark in 1980. It was subsequently ratified by the Philippines the following year.

By ratification, the Philippines bound itself as have other States Parties to take positive measures for eliminating all forms of sex discrimination whether in law or in fact. States Parties undertake to incorporate, if they have not already done so, provision in their constitutions, codes and other laws according equality between men and women; to adopt appropriate laws prohibiting discrimination against women and to abolish all existing laws, regulations, customs and practices that discriminate against them.

Each State Party undertakes to submit periodic reports on measures adopted to carry out the provisions of the Convention.

#### Changes in the Philippine Development Plans

In the Philippine Development Plan for 1978-1982, there was an explicit provision on women under the social welfare policy. Within this provision women were classified among the "most disadvantaged group." In the mid-term revision of the Plan, NCRFW made representations with NEDA, the planning body in the Philippines, to incorporate specific provisions for the integration of women in national development.

However, the change in NEDA directorship also spelled a shift in the mode of the Plan as it became more indicative in character with details of



sectoral programs and projects being relegated to the agency plans. Within this indicative character of the Plan, women ceased being classified with the "most disadvantaged."

Fortunately, with the Updated Philippine Development Plan, 1984-1987 (and due to NCRFW's continuous representation) there are provisions on women in at least three chapters: health and nutrition, education, manpower and labor and population and social services. The Plan pays particular attention to women in rural areas expressing concern for the advancement of their status (and consequently to promote fertility reduction and outmigration) by way of training in project development, implementation and evaluation to enable them to profitably engage in productive activities. As workers with special needs, the Plan emphatically states that "women's participation in the labor market will be increased through the provision of greater opportunities for employment and the development of concomitant support systems, i.e., day care centers."

Recently, the Board of Commissioners of the NCRFW proposed a Parliamentary Bill entitled "An Act to Establish Equal Status and Rights of Women and Providing a Machinery for Implementation." This proposed bill stresses the gains which have been achieved by and for Filipino women during the Decade, and the Philippines being a signatory to the UN Convention on the Elimination of all Forms of Discrimination Against Women which requires effective implementation and monitoring of measures. The bill makes it imperative that the national machinery be tasked to ensure that appropriate measures be taken and a machinery be effectively set-up.

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## MAJOR PROGRAMS

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Following its mandate, the World Plan of Action for 1976-1980 as well as the themes and the sub-themes of the second half of the Women's Decade, the National Commission on the Role of Filipino Women (NCRFW) implements and motivates the conduct of different action programs in the different regions of the country such as literacy classes, health-related activities, income-generating projects, skills training, socio-civic/political education and cultural programs. The *Balikatan sa Kaunlaran* is the major arm of NCRFW in carrying out these programs and in reaching out to the rural areas.

NCRFW has likewise assisted other projects in consonance with its major role as advisory arm of the President in formulating policies and implementing programs to increase women's contribution to national development. During the Decade, NCRFW assisted 23 BSK projects out of a capital outlay of P 1,565,000.00 (See Appendix A). Nine have been replicated in other places; four had been completed and nine others are still on-going. As of December 1982, BSK implemented 576 projects independently initiated by 59 percent of organized provinces and cities. For 1983, BSK implemented a variety of more than 100 types of income-generating projects, 55 programs on health and five programs on education as reported by 89 councils.

As gleaned from the BSK program distribution, nearly 70 percent of the reporting 89 councils initiated health activities varying from supplemental feeding programs to the establishment of nutrition centers and the grant of food assistance to different barangays. Based on the same sample of councils, 44 percent undertook literacy classes; 75 percent were involved in cottage industries as an income-generating project; and 65 percent conducted massive information drive on peace promotion, campaigns against drug addiction and prostitution.

NCRFW also secured funding for seven major projects which to date have been self-sustaining. These projects are:

1. *Brick Industry Project for Rural Women.* The project which is being funded by the United Nations Voluntary Fund in the amount of \$28,960.00 was originally piloted in San Mateo, Rizal in 1983 and has been replicated in San Jose, Nueva Ecija in 1984.
2. *Income Generation through Livestock Development.* Launched in Lucena City in 1983 and received funding assistance from the UN Voluntary Fund in the amount of \$26,206.00, the project assisted/trained women in small-scale business (livestock raising) to help augment family income.

3. *Income Generation through Small Business.* The Trickle Up Program (TUP) in coordination with NCRFW extended \$100 each as loan to five BSK groups in 1981.

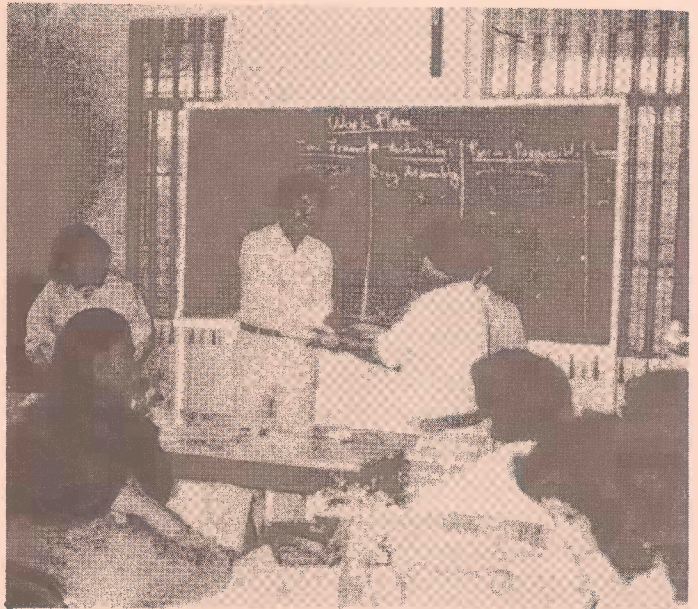
4. *Increasing Rural Resources for Child Development (Balikatan sa Kabataan Project).* Funded by UNICEF in the amount of P 229,580.00 it implemented 30 income-generating projects in three depressed barangays of Saguday, Quirino Province.

5. *Improved Farm Practices Training and Project Piloting for Farmers and Rural women.* A product of an inter-agency tie-up composed of the Ministry of Agriculture and Food (MAF), NCRFW, BSK, National Science and Technology Authority, etc. rural women were provided skills training to start off income-generating projects with technical assistance and a P 3,000.00 capital provided by MAF.

6. *"Balikatan sa Family Planning" Project* In 1980, Population Center Foundation (PCF) tapped Balikatan sa Kaunlaran to implement a management training project consisting of family planning orientation, and project management and development. The first phase started in six barangays of Mt. Province and La Union. It concentrated in providing management training to 12 BSK leaders from the six targetted areas and extending collateral and interest-free loans of P 2,000.00 per BSK group to serve as capital for income generating projects.

Because of the success of the project's initial phase, the collaborating agencies agreed to extend the project, hence the implementation of a second phase which mainly involved the training of BSK leaders on project evaluation.

To date, the project is being replicated in more municipalities of Region I and in three municipalities of Region III. NCRFW has committed to fund its expansion in Region III.



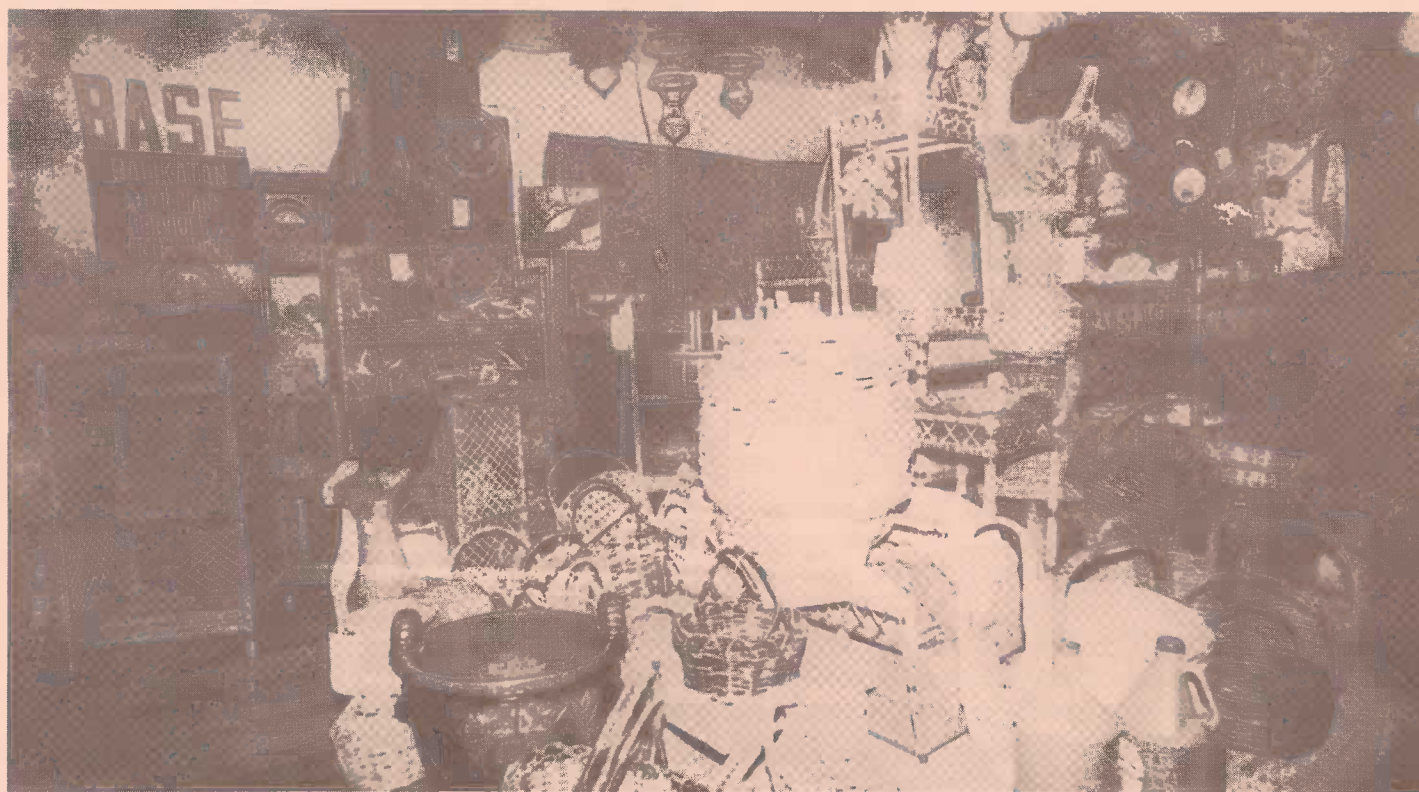
7. *Operational Workshop on Women in Development.* The workshop which was partly funded by UNESCO National Commission of the Philippines in the amount of P 56,000.00 last December 1983 concentrated on training 80 BSK leaders on project proposal writing. NCRFW organized the training and shouldered major project expenses totalling P 100,000.00



2. *Balikatan Auxiliary Services and Enterprise (BASE)*. This is a marketing outlet for Balikatan products set up through an initial grant of NCRFW in the amount of P 30,000.00 in 1983. The BASE ensures a constant outlet for all the quality products of BSK producers not only locally but also internationally. It further enhances the image of NCRFW as a solid and progressive organization engaged in the advancement of women in accordance with the customs and traditions of Filipino womanhood.

Every year, NCRFW sponsors a "Pre-Christmas Bazaar" at the BASE to showcase the types of products produced by the different BSK Provincial and City Councils and the level of craftsmanship and technology availed by the women in the implementation of their various livelihood projects. Series of demonstration on the preparation of low-cost nutritious foods, arts and crafts are also being conducted during this whole week affair.

The three-month pilot launching of BASE in 1983 made a gross sales of more than P 78,500.00. At present, NCRFW has permanently adopted BASE as its official marketing arm.



9. *Outstanding BSK Projects.* In 1982, a nationwide survey on projects undertaken by active BSK councils in the areas of education, health, employment and ecology was conducted in line with NCRFW's campaign to give recognition to BSK projects which have immensely contributed to the improvement of the lives of the people in the communities where they are situated.

The contestants came from 22 BSK councils identified by NCRFW as active and which were established between 1977 and 1979. There were twelve projects (three for every category) proclaimed as winners during the Third National Women's Congress on May 5, 1982.

These were:

**A. Education and Training:**

- First Prize:** Non-formal Education and Training for Security Guards Project, Tarlac BSK Council
- Second Prize:** Non-formal Education Project, Lapu-lapu City BSK Council
- Third Prize:** Buglasan Cultural Revival Project, Negros Oriental BSK Council

**B. Health and Nutrition:**

- First Prize:** Health, Sanitation and Related Project, Ibabao-Estancia, Mandawe City BSK Unit
- Second Prize:** Artesian Wells and Related Sanitation Project, Ozamis City BSK Council
- Third Prize:** Nutrition Project, Mobo, Masbate BSK Council

**C. Employment/Livelihood:**

- First Prize:** Cottage Industry and Skills Training Project, Lopez, Quezon BSK Chapter
- Second Prize:** A Hog For Every Home Project, Surigao del Norte BSK Council
- Third Prize:** Scrap Recycling and Garment Making Project, Butuan City BSK Council



D. Ecology:

- First Prize: Flood Control Project, Sabangan Mt. Province BSK Chapter
- Second Prize: Senator Hadji Butu Rasul Shrine & Park, Sulu BSK Council
- Third Prize: Cleanliness and Beautification Project, Batanes BSK Council



In 1984, NCRFW launched the Lingon-Tanaw Survival Contest in recognition of the self-reliance, innovativeness and resourcefulness of BSK volunteer members in meeting the economic crisis. It served as a testimony to how these women, faced by successive peso devaluation and spiralling prices of commodities, carried on with their income-generating projects and weathered the crucial year (1984) with very little if no resources to work on.

In its tenth anniversary celebration, 12 economic survival projects qualified for the award out of 21 entries. Note that all entries to the contest are projects independently initiated and implemented by BSK councils (see Appendix B). The 12 BSK livelihood projects evaluated and recommended by an independent team of evaluators for recognition awards were:

Luzon

- |   |   |
|---|---|
| 1. Bag Making<br>(First Runner-Up)        | BSK Barangay V Unit<br>Lucena City Council                |
| 2. Charcoal Industry<br>(Special Award)   | BSK Diffun Chapter<br>Quirino Province Council            |
| 3. Community<br>Kadiwa<br>(Special Award) | BSK San Narciso Chapter<br>Zambales Provincial<br>Council |
| 4. Thrift Shop<br>(Special Award)         | BSK Barangay Central Unit<br>Quezon City Council          |

Visayas

- |   |                  |
|---|------------------|
| 5. Animal Raising<br>(Second Runner-Up) | BSK Cebu Council |
|---|------------------|

- |   |   |
|---|---|
| 6. Skills Training<br>(Special Award)                       | BSK Opao Unit<br>Mandawe City Council                       |
| 7. Snack Inn<br>Cooperative<br>(Third Runner-Up)            | BSK Borongan Chapter<br>Eastern Samar Provincial<br>Council |
| 8. Small-Scale<br>Carinderia<br>Business<br>(Special Award) | BSK San Carlos City   |

Mindanao

- |   |   |
|---|---|
| 9. Fruit Stalls<br>(Special Award)                        | BSK Surigao City Council  |
| 10. Multi-Purpose<br>Pavement<br>Drier<br>(Special Award) | BSK New Corella Chapter<br>Davao del Norte Provincial<br>Council  |
| 11. Singapore<br>Orchid Propagation<br>(Special Award)    | BSK Labangan Chapter<br>Zamboanga del Sur Pro-<br>vincial Council |
| 12. Soap Making<br>(Grand Prize)                          | BSK Oroquieta City Council  |

The outstanding four and the remaining eight projects were awarded during the celebration of International Women's Day last 8 March 1985. A total cash awards of P22,000.00 were given away with the grand prize winning P5,000.00.

## STOP Movement

STOP is a national movement launched on 25 November 1983 during the celebration of International Day Against the Exploitation of Women. It stands for "Stop Trafficking of Pilipinas."

STOP has its roots in several international women's meetings dating back to 1980 particularly in the Mid-Decade Copenhagen Conference and the first ASEAN Consultation on the Trafficking of Women. This movement has 19 member agencies spearheaded by the NCRFW and the Civic Assembly of Women of the Philippines (CAWP).

STOP tries to link all anti-exploitation activities of its member agencies (GOs and NGOs). It has continuously exerted efforts to combat the exalating problem of sexual abuse and exploitation of women and children. Fittingly enough, the movement made use of the traffic signals to represent its action plans.

- YELLOW — meaning warning, caution
- RED — meaning STOP girls from falling into the hands of illegal and unscrupulous recruiters.
- meaning STOP operations of sexual exploiters
- meaning STOP pornographic media
- GO — flashing in several member agencies such as:

The following are assisting the STOP Movement:

1. CARITAS Morning Glory for residential care services and rehabilitation.
2. TOPS (Tahanan Outreach Projects and Services) Silungan

For those who cannot make their minds to leave the trade, alternative/option seminars are being conducted by TOPS to open their minds and hearts to other values and subsequently help them in their decision-making process.



3. KAPATIRAN-KAUNLARAN Foundation offers services not only for prostitutes but also for domestic helpers. The Ermita Parish Church also offers adult education classes for prostitutes in the tourist belt.
4. NCRFW in support of STOP is conducting international networking or linkages with international women's organizations particularly in Japan and Australia.

Recently, the movement has been organizing committees to solve the ever-growing problem of sexual abuse and exploitation of women and children. These committees are on mass media, legal reforms, social services and research.

## RESEARCH PROJECTS

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As policy and advisory body, the NCRFW has either undertaken, coordinated or financed studies, the findings of which could be translated into policy formulation/recommendation, draft legislation, remedial regulations, advisory reports and program direction for the consideration of the President and the Prime Minister or the appropriate Ministry. As the need arises, or when a particular research requires specific expertise available elsewhere, such researches are farmed out to appropriate research institutions.

Below is an enumeration of the researches undertaken during the period 1975-1985:

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### 1. Effects of Integrating Sex-Role Concepts in the Syllabus on the Values and Attitudes of Students

Undertaken in two phases, the first phase determined the effectiveness of specially-developed instructional materials in developing values and attitudes among students. The recently concluded second phase successfully established the possibility of active intervention in schools for the development of positive sex-role concepts.

At the end of the semester during which the experiment was integrated, the students emerged from their classes with a more positive outlook toward the roles of men and wo-

men. They had unlearned some of the stereotyped sex-roles, and learned new roles related to three major constructs: complementarism of man and woman, equality of man and woman in some aspects of life, and the emerging role of the Filipino woman in family, local, national and international affairs.

Encouraged by the outcome of this experiment, especially at the elementary and secondary levels, the heads of these two bureaus have agreed to integrate such concepts into the level curriculum.

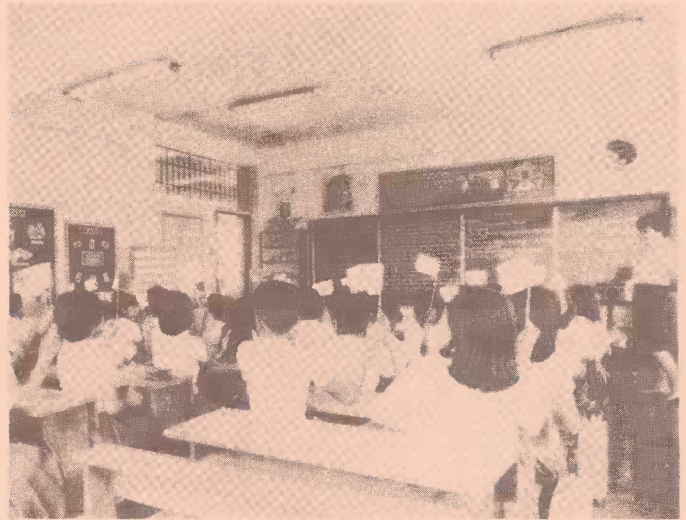
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### 2. Quantification/Monetization of Housework

A joint undertaking of the NCRFW and the National Accounts Staff of the National Economic and Development Authority (NEDA), the study came up with an income model using the opportunity cost approach as a methodology to quantify housework, a method which requires the development of a model that gives household work time the equivalent wages the unpaid household worker would earn if she chooses to give up housework and take up employment.

The study also came up with a proposed modification in the quarterly survey of households of the National Census and Statistics Office to support data requirements for the monetization of housework using the market valuation approach, a method that requires imputing monetary values on unpaid housework on the basis of prevailing wages in the labor market for various types of housework.

The study concluded that estimates of unpaid housework by imputing prevailing wage rates of domestics to time spent for these non-market activities could easily account for 10-11 percent of GNP. If the monetary value of unpaid work, in turn, were estimated by the aggregate value of foregone income of non-working women, assuming there is no constraint on the absorptive capacity of the labor market, the imputed value could easily account for about 30 percent of the GNP.



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### 3. An Assessment of Women's Participation in Development Projects: The BSK Experience

In 1977, the NCRFW launched *Balikatan sa Kaunlaran* (BSK) as its strategy for the fuller intergration of women in nation building. At present, the movement counts with over three million members throughout the country.

To determine the extent to which program goals are effectively carried out by the BSK councils, the NCRFW commissioned the UP Institute of Social Work and Community Development to undertake an assessment study. Specifically, the study evaluated the BSK program as to its content, organization and mode of service. Factors affecting organizational effectiveness as well as the impact of its program on the target communities were analyzed. The resulting case studies which reflect a deeper level of analysis contain a rich source of insights for the improvement of the BSK program as a whole.

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### 4. Values of Filipino Women: Their Implications for Education, National Policy and Social Action

Generated a holistic view of Filipino women, their cognitions, attitudes, values and behavioral tendencies pertaining to the basic dimensions of human life (social, political, economic, philosophic, aesthetic and religious); and identified values of Filipino women concerning fundamental social institutions such as the family, school, church, government and mass media. Findings show that the most frequently articulated value orientations are economic in nature, especially as they affect the family. This importance attached to the economy is descriptive of a poor country, where the exigencies of survival override all other considerations.

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### 5. Contributions of Filipino Women Scientists and Technologists to National Development

Assisted by funds from UNESCO, this research is a joint undertaking of NCRFW with the National Science and Technology Authority. Aimed at highlighting the contributions of women scientists and technologists to national development and exploring the

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factors that enhance or deter women's fuller participation in this field, the study which is expected to be completed by July, 1985 also hopes to gather enough insights from which will be based policy recommendations on how government may encourage a more active participation of women in science and technology activities.

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#### 6. Roles of and Attitudes Towards Women Lawyers

First in a series of studies on women in various professions in order to identify areas of opportunities for women especially in traditionally male-dominated fields, the study focused on two major areas of concern about women lawyers:

1. their numerical rise and representation in the legal profession, and
2. customary behavioral attitudes towards and perceptions of women lawyers.

The study also explored role expectations for, aspirations and characteristics expected of women lawyers, by lawyers as well as non-lawyers. Lawyer organizations were also approached to determine their role in improving the status of women in the legal profession.

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#### 7. BSK Impact Study, Phase I

An in-depth interview of Balikatan sa Kaunlaran officers and members, non-governmental organization members, government officials and project beneficiaries in 20 provinces with active BSK councils throughout the country, conducted for NCRFW by the U.P.-ISWCD Office Research and Publications.

Results were used in redirecting BSK thrusts as well as in identifying outstanding BSK projects which were presented with awards during the Third National Women's Congress on May 5, 1982.

#### 8. Review and Appraisal of the Achievements of the UN Decade for Women: Government Reply to UN Questionnaire

In early 1984, NCRFW completed and submitted a more comprehensive report on the Philippine situation of women based on a 112-page questionnaire sent by the UN Center for Social Development and Humanitarian Affairs. Together with similar reports from the other governments of UN member nations, such have been used by the UN to prepare the World Report on the Achievements of the Decade for Women: Equality, Development and Peace.

The questionnaire covered general developments concerning women as well as in 14 other sectoral areas such as employment, health and nutrition, education, communication, industrialization and trade.

To ensure a comprehensive and integrated national report, NCRFW organized an ad-hoc committee with members coming from different government ministries which have the capacity to provide information on specific sections of the questionnaire.

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#### 9. Appraisal of the Achievements of the UN Decade for Women in the ESCAP Region

In September 1983, NCRFW submitted to the Economic and Social Council for Asia and the Pacific a completed questionnaire appraising the country's achievements during the decade.

Accomplished through a workshop attended by representatives from various government ministries, the completed report included detailed statistics concerning women in the three areas of education, health and employment.

10. In line with its function to monitor compliance with the provisions of issuances and other statutes concerning women, the NCRFW regularly monitors through the conduct of surveys, the following;

a. Letter of Instructions No. 974

Issued on January, 1980, LOI 974 specifically directs all government ministries and offices including government-owned or controlled corporations to afford equal opportunities to women in terms of employment, remuneration and promotion to decision-making positions where they are qualified. Since then, the NCRFW has conducted two surveys, one in early 1982 and another in August to December 1983.

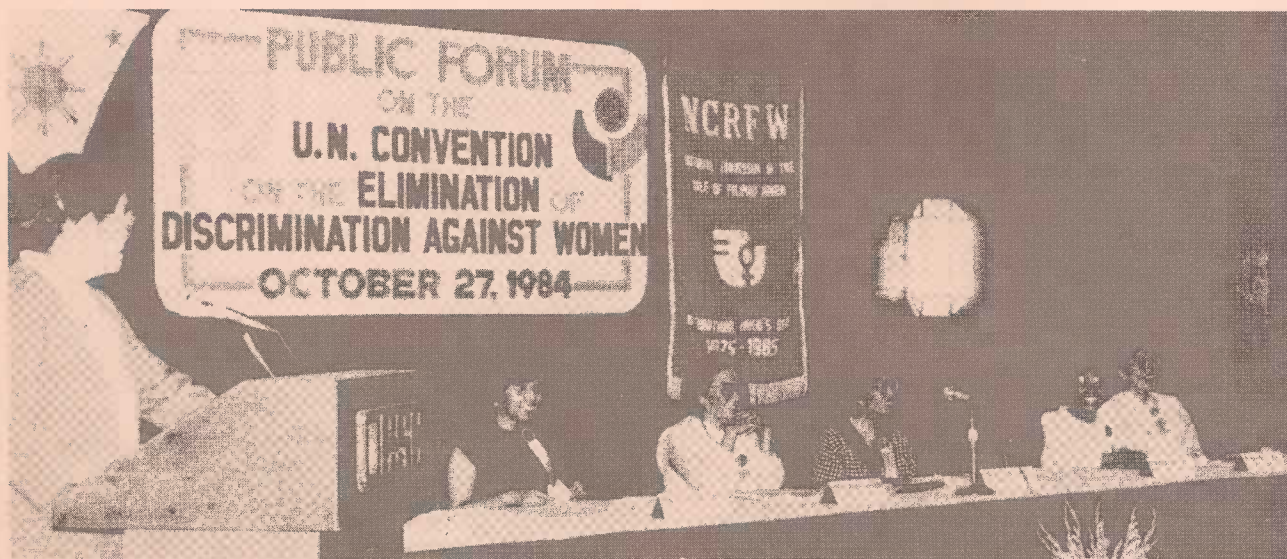
Generally, the survey indicates a still very evident sex-typing of jobs, both in government and private offices, i.e., women are hired for secretarial/clerical jobs, personnel and public relations; the same stereotyped jobs ascribed to women when asked where they best excel in.

The survey definitely shows that much remain to be desired in the status of working women and that the LOI particularly, seem not to have really caused much significant changes.

b. UN Convention on the Elimination of All Forms of Discrimination Against Women

Since the Philippines' ratification in August 1980 of this particular UN Convention, the NCRFW has undertaken annual surveys among public and private entities as to the extent of compliance to the provisions of the Convention. In 1984, the NCRFW conducted a public forum which was aimed at developing further awareness and a deeper sense of involvement among participants on the obligations of the Philippines as a party to this Convention including its provisions and implications on their agencies' programs and policies. Recommendations brought up during the session include:

- the need to review existing employment policies in order to check their suitability to the present needs of women.
- the provision of special legislations for disadvantaged women.
- the continuous provision of alternative employment opportunities for women to avoid being trapped in prostitution.
- the formulation of recommendations on the amendments of the present Civil Code which are discriminatory against women.





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c. Letter of Instruction No. 1066

LOI 1066 directs the three ministries of Labor and Employment; Education, Culture, and Sports; and Health to look into priority areas spelled out in the country's Targets and Strategies for Full Participation of Women in Socio-Economic Development. To standardize and continuously monitor the reporting of the three ministries, NCRFW prepared reporting forms for each ministry.

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11. Discrimination Against Women and Employment Policies

The study involved analysis of data at the Statistics Division of the Ministry of Labor and Employment (MOLE) in Region IV. A sample of termination clearance reports submitted by private business enterprises in Metro Manila were processed, followed by another data analysis at the Ministry's Public Information Office.

The study also involved an in-depth interview and case analysis of a sample of women workers in Metro Manila.

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12. Women in Transnational Corporations: The Philippine Case

Aimed at establishing the profile of women workers at the Bataan Export Processing Zone, including their working conditions, the study was commissioned to the Institute of Labor and Manpower Studies in early 1984.

The study reveals women workers to comprise over 70 percent of workers in the zone. They work long hours and are allowed to work two shifts with some extending up to three successive shifts. Although equal to or higher than the minimum wage, the women-dominated industries especially electronics and garments pay lower than male jobs in the metal and transport industries.

Among others, the study recommends for a tripartite agreement standardizing various positions in male-typed industries which pay highly.



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13. Women in the Philippine Bureaucracy: Toward An Alternative Approach to the Study of Political Participation

A study to which financial assistance for data collection was extended by NCRFW, it approached the issue of Filipino woman's political participation from the perspective of her role in the bureaucracy, the fourth branch of government which she has been able to penetrate and participate in actively.

The study shows that indeed Filipino women in the higher civil service perform political roles through direct participation in policy-making.

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14. A Study of Women in the Labor Force in Metro Manila

An interview conducted among a sample of women employed as sales workers, professional/technical workers, and clerical workers in 23 companies belonging to the top 1,000 corporations. Findings reveal insights on women workers' problems, perceptions of discriminatory practices, their reasons for working and their status as workers and as breadwinners.

15. Survey of NGOs' Participation in and Contribution to National Development

An in-depth interview of key officers of the affiliate organizations of the Civic Assembly of Women of the Philippines and a secondary analysis of their records. The 11 basic needs served as framework for the analysis which dissected the qualitative and quantitative contributions of NGOs.

16. Survey on the Participation of Women in the Planning Process and in other Occupational Levels

Covered a sample of government offices, private corporations and colleges and universities in Metro Manila and the provinces to provide insights on the kind and level of women's participation in the planning process.

17. A Study on the Image of Filipino Women in Newspaper Advertising

Content analyzed how the Filipino woman is portrayed in advertisements appearing in the three major national newspaper the Bulletin Today, Philippines Daily Express and the Times Journal.

18. Rural Women's Awareness of and Attitudes Towards Selected Government Projects.

Obtained a profile of women living in the rural areas toward understanding the role they play in their respective social groups; tried to find out how aware rural women were of various government programs and the common attitude towards those programs.

19. Review on the Status of Research on Women in the Philippines

Survey of research agencies to gather information on researches done on Filipino women to provide research-based recommendations that could serve as basis of policies for the improvement of the role and status of women.



## CLEARINGHOUSE AND INFORMATION CENTER ON WOMEN

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Prior to the year 1981, the Philippines has no national center that takes care of information regarding women and women's affairs. Most data on women were scattered in different institutions all over the country. Hence, there was no adequate flow of information to and from the national policymakers and planners for effective planning in women's development. Realizing the need to establish a national information service that shall serve as a focal point for acquisition, organization, storage, retrieval and dissemination of information on women, and in keeping the 'covenant' agreed upon during the "consultation on the Establishment of a Regional Network of Information on Women", the NCRFW launched a project and set up the Philippine Clearinghouse and Information Center on Women in November 1981. This project has since been serving the country as key repository and point of two-way communication at the national level for women's affairs. At present, the CIC is also endeavouring to gather women's information from other parts of the world, especially in Asian countries. Since 1983, the Philippine Clearinghouse and Information Center has been

receiving a specific budget to finance its operations. This privilege enables the center to expand its scope and activities.

To provide accurate, timely, economical and exhaustive data to users, the CIC acquests materials through purchase, subscription, exchange or donations. At the close of the Third Quarter 1984, 1747 titles of book materials — theses included — are available. Documents and periodical articles are regularly collected and organized. Also, cataloguing and indexing of the present collections of books, researches and other documents are being done for a more systematized information storage and retrieval. Moreover, to fulfill its role, the CIC is also assisting in the promotion and monitoring of programs of women and strengthening linkages among women's organizations and other agencies working for and in behalf of women.

So far, the CIC has served researchers and users from 53 institutions, 60 percent of which are students and the rest are professionals. Forty-five percent of professional researchers are from private institutions, while 65 percent come from government agencies.

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Major activities under the Clearinghouse include:

**1. Final Edition of National Union Catalog of Literature on Women in Philippine Libraries and Documentation Centers**

This Catalog covers printed books, conference proceedings, pamphlets, reprints, microfilms, theses and some important manuscripts on women which could be found in 40 participating libraries in the Philippines. It contains 2,142 titles which includes those published or produced up to December 1983.

Through the NUC, the Clearinghouse users obtain knowledge of and access to a wide array of information on women available in different libraries. It is also expected that with such a compendium, the data/information generation activities of the NCRFW may be redirected to fill the gaps and strengthen the weak links for a truly wider and more substantive participation of women in development.

**2. Directory of Development Agencies and Programs Related to Women**

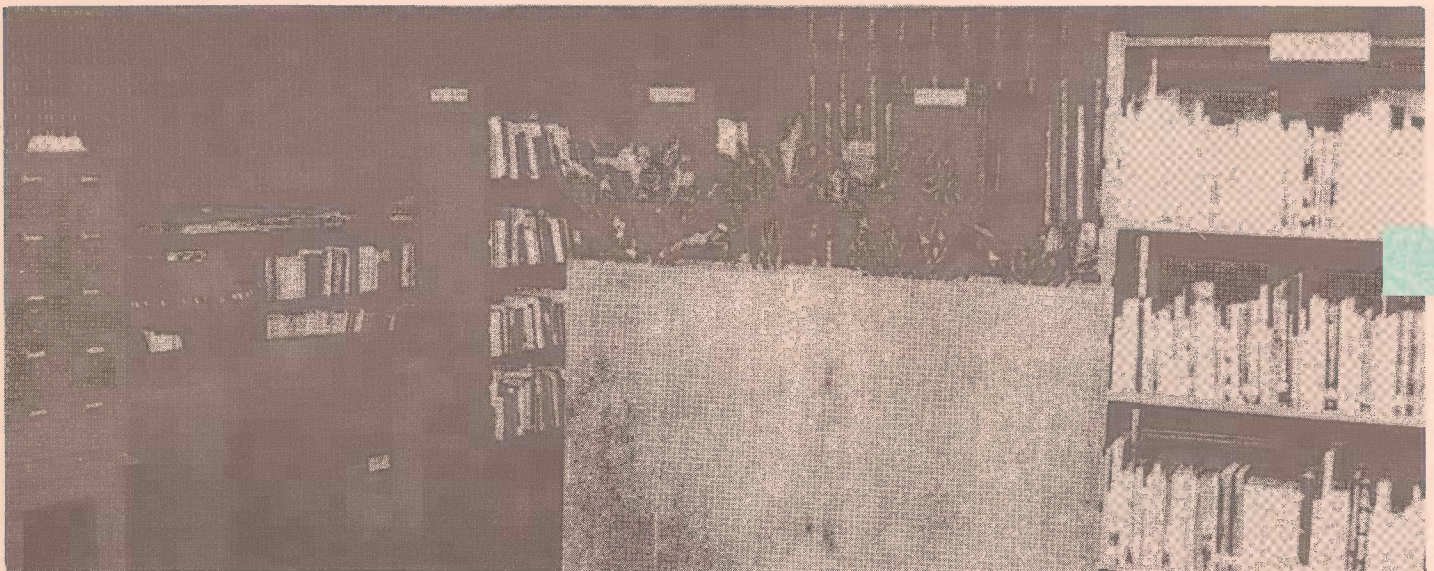
This Directory which was prepared in recognition of the need to identify linkages for the NCRFW's programs and projects pre-

sents a consolidation of government and non-government organizations located in Metro Manila whose programs and services are directed towards the welfare of women. A total of 91 organizations are included in this volume of which 17 are government and 74 are non-government agencies.

Final output of this project which consists of two parts: Organization Profile and Project Profile was completed in December 1984.

The organization/project profiles contain basic information regarding the agency objectives, history, membership, services and relevant data about its various development projects implemented between 1980 and 1982. Types of projects are categorized as Action and Research. On the one hand, areas of concern are categorized as Education, Health, Employment, Political Participation, and Internal Cooperation.

This project was financially assisted by UNICEF through AWP-ACWO.

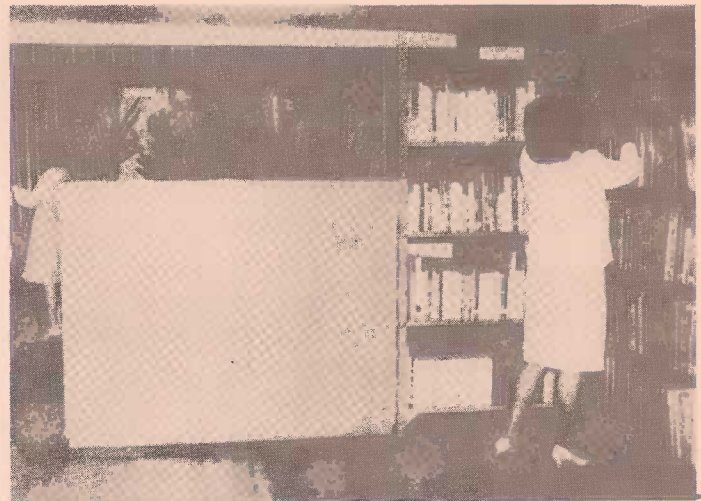


### 3. Women in Different Professions

This project which started in October 1984 is designed to correct the emerging negative impression about Filipino women in foreign countries. This impression tends to overshadow the fact that Filipino women do excel in more respectable and intellectually-demanding professions as in law, medicine, education, etc.

This project covers the participation of women in different professions based on the Board Examinations given by the Professional Regulations Commission (PRC) from 1975-1983. Other professions such as law and teaching which are not under PRC are also included. Specifically, the study focuses on female-dominated professions as well as selected male-dominated professions as men's participation has become evident.

As of March 1985, generation of sex-disaggregated Filipino professionals has been completed in coordination with the Professional Regulations Commission, National Computer Center, Office of Bar Confidant of the Supreme Court, and Civil Service Commission. These data have been organized and incorporated in the brochure *Filipino Women: Facts and Figures*

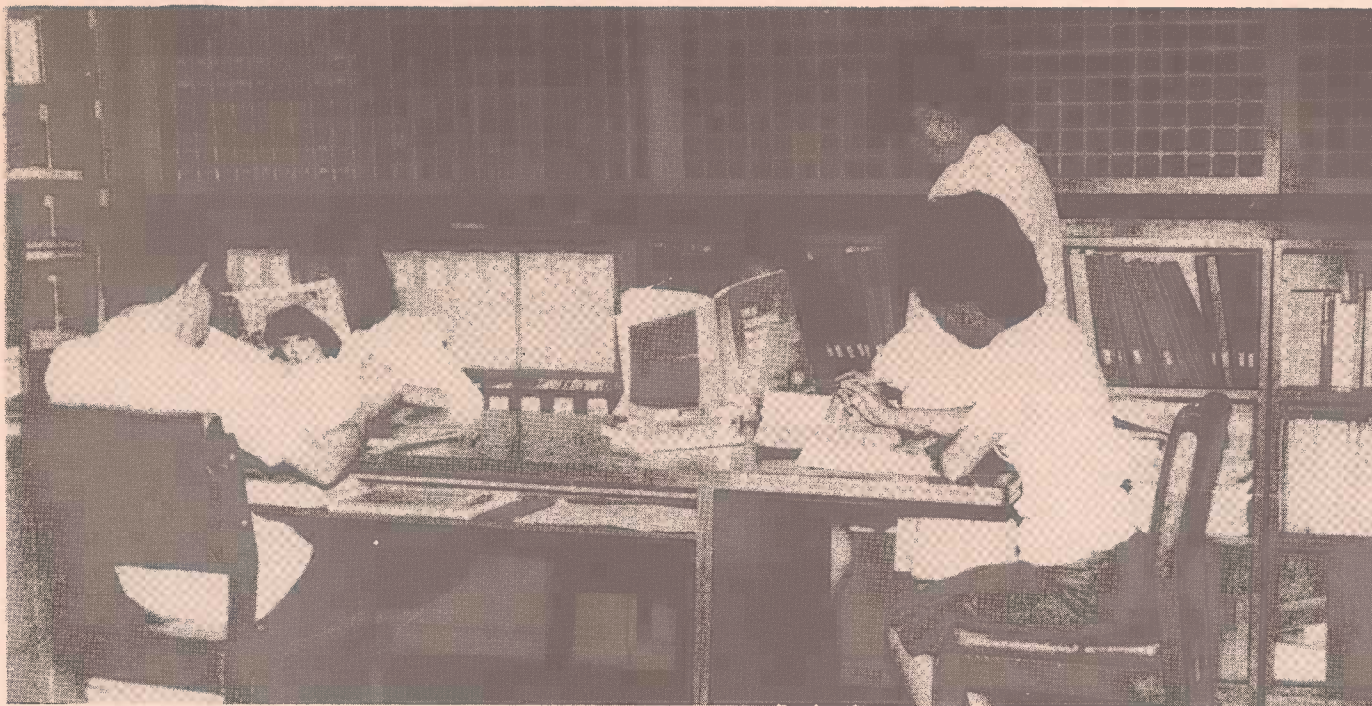


### 4. Filipino Women: Facts and Figures

This is a compilation of facts and figures concerning Filipino women at comparative points in time during the Women's Decade (1976-1985). This was prepared as part of the documentation of progress achieved and obstacles encountered in carrying out the World Plan of Action for Women in the Philippines, in preparation for the World Conference on Women in Nairobi, Kenya on July 15-26, 1985.

Specifically, this brochure covers population, economic participation, education, health and demography, and political participation.





#### 5. Development of Thesaurus on Women (Trial Edition)

This Thesaurus on Women is expected to be the working tool of the Clearinghouse Staff responsible for organizing all documents and publications on women. It is envisioned that with "controlled indexing terms," the Clearinghouse will be able to provide much more efficient and economical service to its users.

The trial edition is expected to be finished in October and be ready for use as reference materials for the special meeting on the construction of ASEAN Thesaurus on Women to be held late this year in Indonesia.

#### 6. Information Bank on Women (INFOBANK)

The INFOBANK will serve as a tool in providing current and comprehensive data and information on women. This project shall consist of four types of records namely: Bibliographic, Numerical, Textual and Numerical-Textual. Among the fields covered are: Labor and Em-

ployment, Education, Health, Demographic/Vital, Government personnel, public officials.

Initial files have been organized for the *Statistical INFOBANK* which covers the following fields: Labor and Employment Data File; Education Data File; Health Status Data File; Demographic/Vital Statistics File; Government Personnel File; Women in Finance and Entrepreneurship Data File; Women Professionals File; Data File on Women in Public Affairs.

Part of the duties of the CIC is to serve as coordinator of a number of NCRFW publications. For the past several years, it has coordinated the preparation/printing of NCRFW annual *Women: Facts and Figures*, proceeding of the National Women's Congress and other seminars sponsored by the NCRFW, leaflets about the NCRFW, Clearinghouse, *Balikatan sa Kaunlaran*, etc.

Today, the CIC is expanding its ties with women organizations abroad to facilitate acquisition of greater information on women from other countries to render greater service to the people.

THE FIRST TEN YEARS (1975 - 1985)  
PHOTO FOLIO



The building of the NCRFW called "Puting Tahanan" at 1145 J.P. Laurel St. San Miguel Manila.



1975 — Launching of the International Women's Year at the Cultural Center of the Philippines.



1975 — The First Lady while being sworn in as Chairman of NCRFW.





1976 — Seminar Workshop on Fuller Integration of Filipino Women in Nation-Building: Focus on Citizenship Accountability for Community Development participated by 22 "Miracle Seeds" representing the 12 regions of the country.



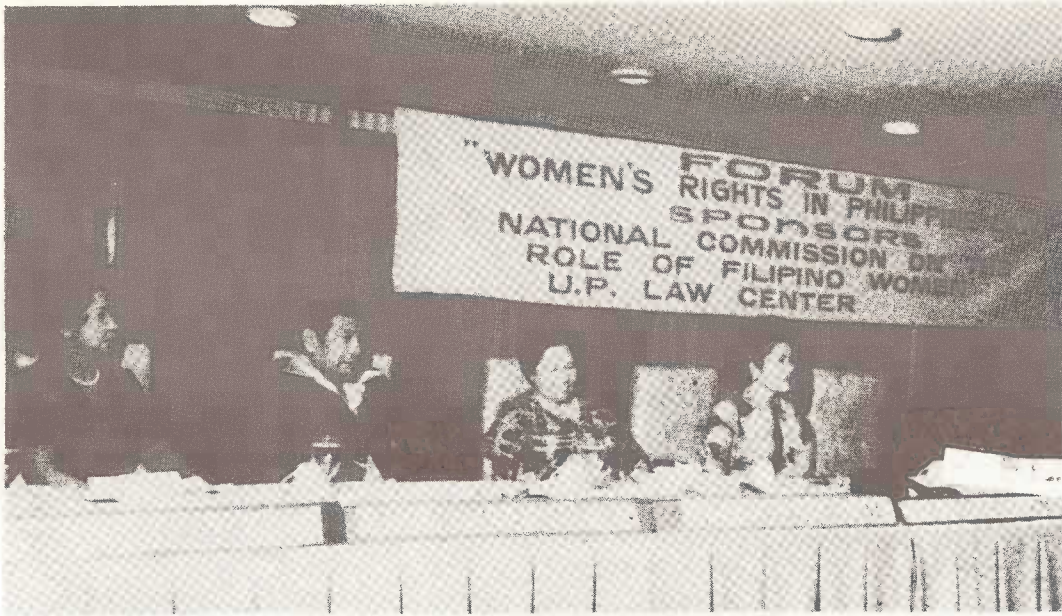
1976 — Luncheon tendered by NCRFW in honor of Madame Jehan El Sadat of Egypt held at Manila Hotel.



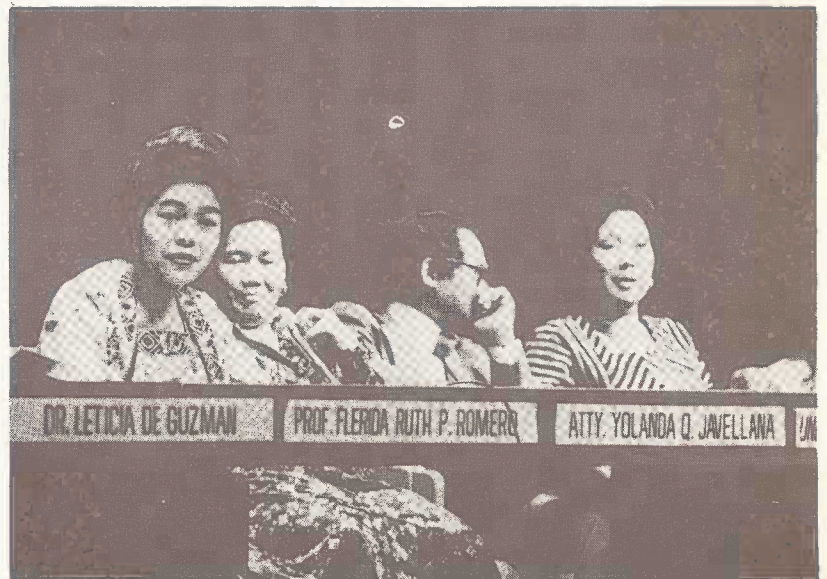
1977 — Launching of “Araw Balikatan” with President Ferdinand E. Marcos (inset) as Guest of Honor.



1977 — Signing of Presidential Proclamation No. 1609 declaring January 6 as “Araw Balikatan.”



1977 — Fora on Women's Rights in Philippine Law in coordination with the U.P. Law Center and the Integrated Bar of the Philippines.



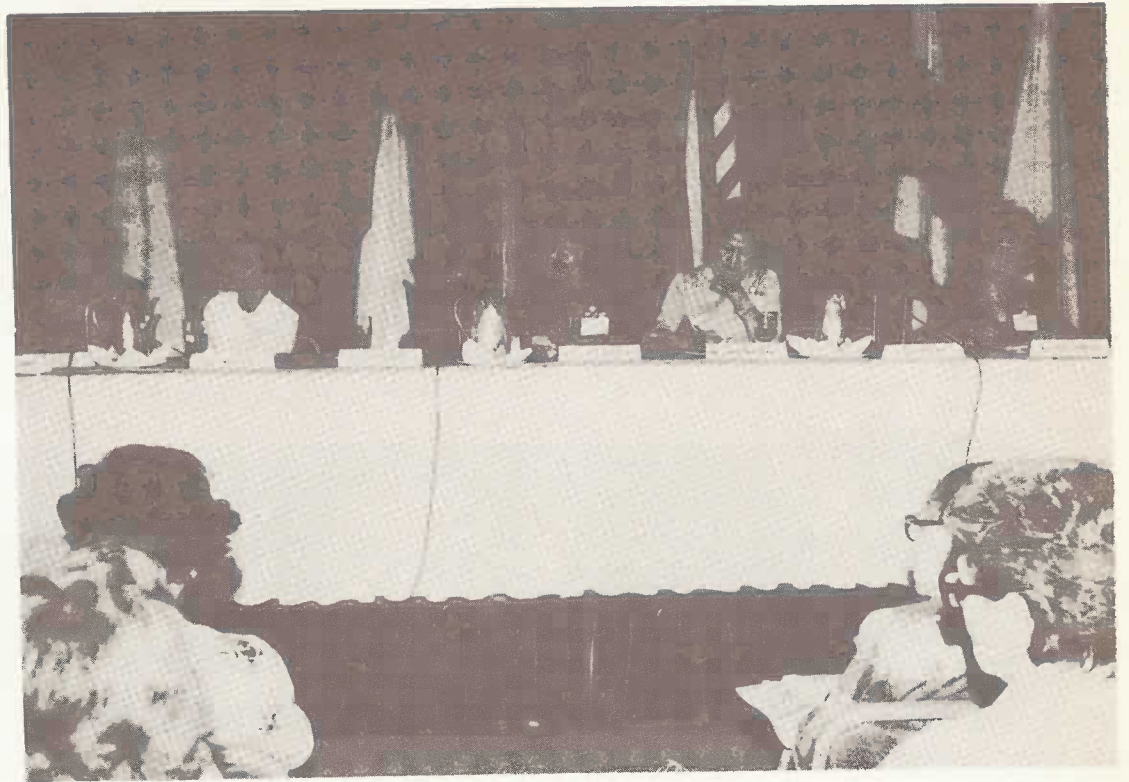


1978 — National Balikatan Management Workshop held at the Development Academy of the Philippines, Tagaytay City.





1979 – Colloquium of Experts.



# NCRFW BOARD OF COMMISSIONERS

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**MRS. IMELDA ROMUALDEZ MARCOS**  
Chairman



**IRENE R. CORTES**  
Vice Chairman

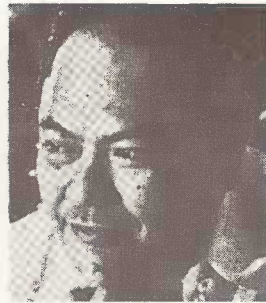
## MEMBERS



**DEP. PM JOSE A. RONO**



**ACTG. MIN. PACIFICO CASTRO**



**MIN. BLAS F. OPLE**



**MIN. ROBERTO V. ONGPIN**



**MIN. SYLVIA P. MONTES**



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**DR. LUCRECIA R. KASILAG**



**DR. MINERVA G. LAUDICO**



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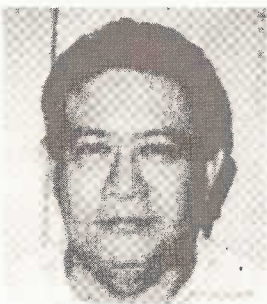
**MRS. SYLVIA M. ORDONEZ**



**MRS. NORA Z. PETINES**



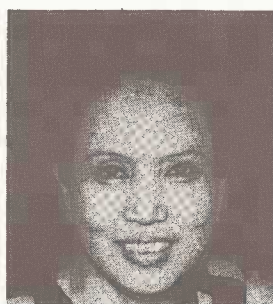
**MRS. SANTANINA T. RASUL**



**MR. JOVITO A. RIVERA**



**ATTY. CAROLINA B. SALAZAR**



**DR. MONA D. VALISNO**



**DR. LETICIA P. DE GUZMAN**  
Executive Director



1980 — First National Women's Congress.



1980 — NCRFW-PSIL Workshop to Review the UN CEDAW provisions and implications of its ratification by the Philippines.





1981 — The Balikatan sa Kaunlaran women, engaging in all kinds of productive community activities.

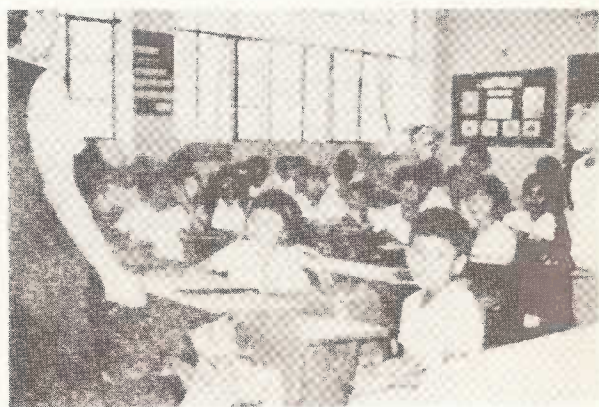
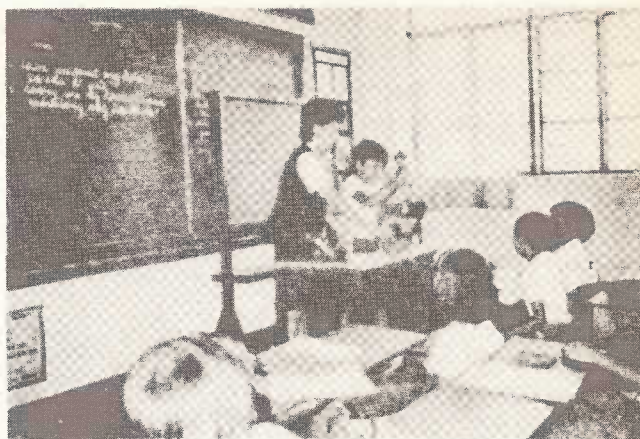




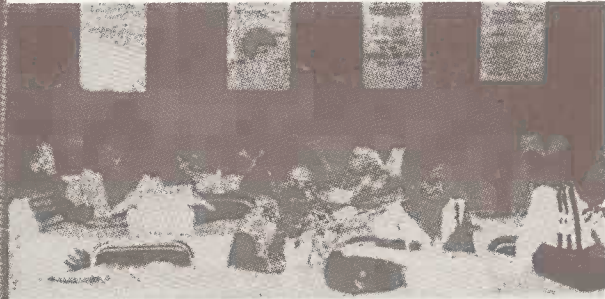
1982 — Awarding of prizes to outstanding BSK projects and distribution of plaques to agencies with tie-up with NCRFW.

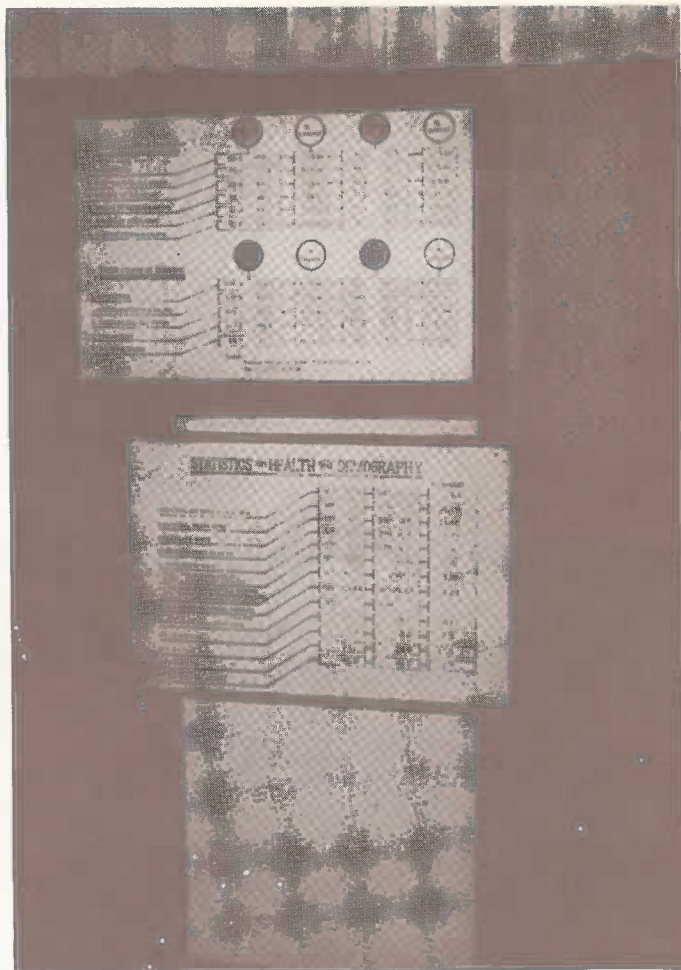
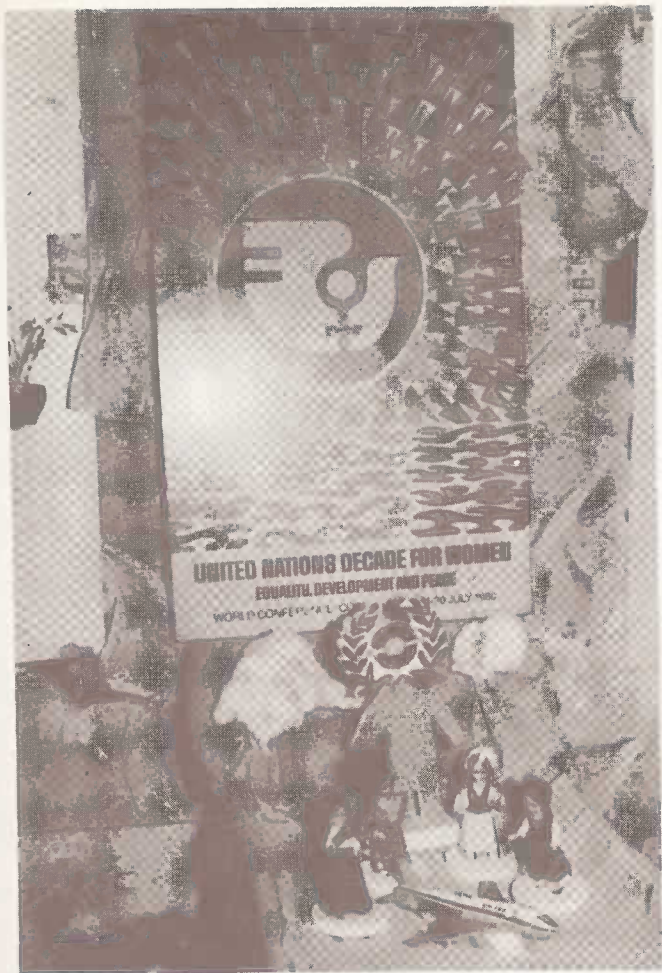


Research on the effects of integration in the school syllabus of concepts concerning men and women's roles with six participating schools.



1983 — Regional Planning Workshop of the Balikatan sa Kaunlaran, Inc. in different regions of the country.





1984 – Lingon-Tanaw Exhibit.



1985 — International Women's Day, participated in by the religious, private and government sectors.



1985 — STOP (Stop Trafficking of Pilipinas) a national movement against exploitation of women and children with the private sector, religious groups and government behind it.



## PARTICIPATION IN WORLD CONFERENCES FOR THE UN DECADE

### The International Women's Year Conference

The first major activity of the NCRFW was its participation in the UN International Women's Year (IWY) Conference in Mexico from June 19 to July 2, 1975 where the NCRFW Chairman, Mrs. Imelda Romualdez Marcos, was one of the Speakers at the opening plenary session. The Chairman of the Philippine delegation, Dr. Estefania Aldaba-Lim, was elected as one of the vice-presidents of the Conference (who also presided at a plenary session) and as chairman of the Credentials Committee. Ambassador Leticia R. Shahani, the delegation's Vice-Chairman, presided at the preconsultation meeting and later on chaired the drafting group which formulated the draft declaration of Mexico 1975 on the equality of women and their contribution to development and peace.

Preparatory to the Conference, the delegates lined up a number of amendments for the World Plan of Action and drafted three resolutions dealing with three important issues:

1. Declaration of 1975-1985 as decade for women's development and with it the setting up of a voluntary fund for women's development.
2. Women's participation in the promotion of peace and international understanding; and

3. The use of social and economic indicators to evaluate women's participation in development.

The first two resolutions were adopted by consensus and the third was merged in a resolution presented by the U.S. delegation and co-sponsored by the Philippines.

All in all, 17 delegates (including the Chairman of the NCRFW) represented the Philippines at the Conference.\*

In the Philippines, the NCRFW identified the following thrusts for the first year of its operation:

1. Arouse the consciousness of women of their potentials, their rights and responsibilities as mothers, professionals or workers, and citizens with emphasis on the strengthening of family and community life.
2. Motivate women to take deeper interest in their community needs for more active involvement in their community development projects and programs.
3. Establish linkages with service institutions, training centers for the improvement of women's economic skills; help set up projects and programs aimed at enhancing women's economic contributions.

\*Dr. Estefania Aldaba-Lim, Chairman; Ambassadors Leon Ma. Guerrero and Leticia Ramos Shahani as Vice Chairman; Justice Cecilia Munoz Palma, Minister Rosario G. Manalo and Dr. Leticia Perez de Guzman as alternates; Dean Irene R. Cortes, Dr. Gloria Aragon, Dr. Mona D. Valisno, Mrs. Nora Z. Petines, Atty. Florida Romero, Mrs. Bai Matabay Plang, Mrs. Rosario Melchor, and Mrs. Carmen G. Nakpil as Advisers and Miss Nona Zaldivar and Gloria Luna as Secretaries.

## The World Conference for the UN Decade for Women

The World Conference for the UN Decade for Women held in Copenhagen, Denmark from July 14-30, 1980 sought to review and evaluate progress made and obstacles encountered in attaining the objectives of the UN Decade for Women: Equality, Development and Peace, at the national, regional and international levels, from 1975 to 1980, in keeping with the World Plan of Action for the Implementation of the Objectives of the International Women's Year. It also formulated the Programme of Action for the second half of the United Nations Decade for Women: Equality, Development and Peace 1981-1985 designed to implement the World Plan of Action. The subthemes — Employment, Health and Education — were emphasized in the national targets and strategies for women's integration and participation in economic and social development.

The Philippine Delegation to the World Conference\* was headed by the First Lady Madame Imelda Romualdez Marcos, who is the Chairman of the NCRFW. She was the first Conference speaker when she delivered the Philippine policy statement. Ambassador Leticia Ramos Shahani, vice-chairman of the delegation was elected one of the Conference Vice-Presidents and Dr. Mona D. Valisno, one of the members of the delegation was requested to participate, representing Asian states, in the writing of the World Program of Action, *National Targets and Strategies for Full Participation of Women in Economic and Social Development* under the First Committee.

The group initiated three resolutions and amendments to the World Program of Action which were officially adopted at the Committee level and by the Conference, namely:

1. Resolution to strengthen the Commission on the Status of Women;



\*Madame Imelda Romualdez Marcos, *Chairman*; Ambassador Leticia R. Shahani, *Vice Chairman*; Irene R. Cortes, Dr. Gloria T. Aragon, Dr. Mona D. Valisno, Dr. Leticia P. de Guzman, *Members*; Ambassador Consuelo A. Arranz, Ambassador Luis M. Salcedo, Ambassador Jose V. Cruz, Ambassador Jose M. Stiniapholous, Commissioner Carmen G. Nakpil, Senator Maria K. Katigbak, *Advisers*; Commissioner Nora Z. Petines, Commissioner Santanina J. Rasul, Commissioner Carolina B. Salazar, Commissioner Minerva G. Laudico, Dr. Rosario J. Gutierrez, *Alternate Delegates*.



2. Amendment to priority areas for action under *Education and Training* within national efforts to increase literacy and education for the whole population in the Programme of Action at the National Level.
3. Amendment to priority areas for action under *Education and Training* within national efforts to examine curricular and learning materials with a view to promote the development of learning materials to optimize the potential of women in the Programme of Action at the National Level.

They also co-sponsored five resolutions and one amendment adopted at the Committee Level and the Plenary, as follows:

1. Resolution on the Role of Women in Preparation of Societies for Life in Peace initiated by Poland;
2. Resolution on Family Planning initiated by Sri Lanka;
3. Resolution on International Drinking Water Supply initiated by Japan and co-sponsored by USA and the Philippines;
4. Resolution on the Elimination of All Forms of Discrimination Against Women;
5. Resolution on the Promotion of Equality in Education and Training initiated by Austria, Argentina and Mexico;
6. Amendment of priority areas requiring special attention under Rural Women within national efforts to improve the living conditions of women in rural areas in the Programme of Action at the National Level initiated by Thailand.

Prior to the mid-decade conference, the Philippines, through the Vice-Chairman of the NCRFW, Dr. Irene R. Cortes, participated in the Regional Preparatory Conference of the UN Decade for Women sponsored by the UN ESCAP. This was held in New Delhi, India from November 5-9, 1979. The objectives of said conference centered on the assessment of the implementation of the world and regional plan of action, the establishment of guidelines for the second

half of the decade and the identification of critical issues affecting women in the ESCAP region.

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, 1976-1985\*

The Philippines has taken part in the preparatory activities of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women both at the regional and the international levels.

Through the NCRFW, the Philippines, completed a questionnaire which aimed to appraise the situation of women in the ESCAP region in the areas of education, health, employment, political participation including legislations affecting their status. Subsequently, the responses to such questionnaire from the Philippines, together with those of the rest of the region, were compiled and analyzed to form the basis of regional report which later became the working document for the Regional Inter-governmental Preparatory Meeting held in Tokyo, Japan from March 26-30, 1984 and in which the Philippines was represented by Dr. Leticia P. de Guzman, the NCRFW Executive Director. The regional meeting formulated the forward looking strategies for the region for the year 1985-2000.

The Philippines also completed the UN questionnaire prepared by the Branch for the Advancement of Women of the UN Center for Social Development and Humanitarian Affairs. In addition to the subthemes of education, health and employment which were under the sectoral development areas, the questionnaire looked into general development issues on the international level, including national development plans and policies, national machineries and programs, legislations, political participation, technical and international cooperation and strengthening of international peace. The eleven other sectoral areas focuses on communications, demographic factors, refugees and displaced women, rural development, science and technology, service and trade.

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\*Philippine delegation to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, July 15-26, 1985, Nairobi, Kenya with full powers: Assemblywoman Helena Z. Benitez, Chairman; Ambassador Rosario G. Manalo, Vice-Chairman; members: Dr. Irene R. Cortes, Mrs. Carmen G. Nakpil, Ambassador Domingo Sison, Dr. Mona D. Valisno, Dr. Leticia P. de Guzman and Dr. Minerva G. Laudico.



The First Lady while signing the UN Convention on the Elimination of All Forms of Discrimination Against Women during the World Conference for the UN Decade for Women in Copenhagen, Denmark, July 1980. Also in photo are the other delegates from the Philippines.



The First Lady while conferring with other foreign delegates during the World Conference for the UN Decade for Women.

## SEMINARS/WORKSHOPS CONDUCTED 1976-1984

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The National Commission on the Role of Filipino Women has either sponsored or co-sponsored and actively participated in about 22 seminars/workshops and congresses on women related areas of concern (i. e., employment, skills and leadership training, education, community development, etc.) from 1976-1984. This is in pursuit of women's fuller integration towards national progress.

Title/Date	Objective/s
1. Seminar Workshop on: Women in Development: Implications on Higher Education for Women in Southeast Asia (Manila, 1975)	This has provided the basis for a comparative study in the countries of Indonesia, Hongkong, Malaysia, Singapore, Thailand, Philippines and Hawaii.
2. Seminar-Workshop on Fuller Integration of Filipino Women in Nation Building: Focus on Citizenship Accountability for Community Development Makati Hotel, Manila, 6-10 June, 1976	
3. Public Fora on Women's Rights in Philippine Law in Coordination with U.P. Law Center and the Integrated Bar of the Philippines Cagayan de Oro, Davao, Cebu, Tacloban, Iloilo, Bacolod, Naga, Legaspi, Metro Manila; Makati and Quezon City, 1977	
4. National Balikatan Management Workshop, Development Academy of the Philippines, Tagaytay City, 4-6 January 1978	To develop an awareness of BSK's potential for national and community development; relate BSK to different social development programs; draw up action programs/projects for implementation by BSK groups.

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| <p>5. Multi-Regional Workshop on the Development of Managerial Skills for Income Generating Projects. Ateneo de Manila University of Pangasinan, Davao, Iloilo, Zamboanga, La Union, 15 November-17 December 1978</p>      | <p>To train in project development, management, marketing and accounting.</p>  |
| <p>6. Colloquim of Experts (co-sponsored with ICW and CAWP)<br/>Philippine Plaza Hotel<br/>18-19 February, 1979</p>  | <p>To find ways and means for more successful and rapid rural development.<br/>To promote better coordination in utilizing existing resources locally, regionally, internationally.</p>  |
| <p>7. International Seminar for Rural Women. (co-sponsored with ICW and CAWP)<br/>PICC 22-28 February, 1979</p>  | <p>To reaffirm the awareness of the need to improve the status of rural women through leadership training.</p>   |
| <p>8. Live-in Planning Workshop to prepare for the UN Mid-Decade Conference on Women.<br/>Mt. Makiling, Los Banos, Laguna<br/>2-4 March, 1979</p>  | <p>To formulate plans and policies of NCRFW for 1980-1985.</p>   |
| <p>9. Pre-Congress Workshop<br/>Manila, Baguio, Iloilo, Cebu, Davao, Zamboanga<br/>5-21 December, 1979</p>   | <p>To present the BSK accomplishment from 1977-1979 and of women NGOs from 1975-1979; to prepare for Philippine participation in the World UN Mid-Decade Conference on Women in Denmark; launch the Program of Action of NCRFW and Balikatan; observe the 5th Anniversary of NCRFW and 3rd Anniversary of BSK.</p> |
| <p>10. First National Women's Congress<br/>PICC, 4-5 January, 1980</p>   | <p>To appraise and document the progress and performance of BSK Chapters for 1977-1979 and to enable the NCRFW to prepare a 5-year Plan for Action (1980-1985).</p>  |
| <p>11. Pre-Survey Workshop on the Participation In and Contribution of Women NGOs to National Development.<br/>Covelandia, Cavite<br/>7-8 March, 1980</p>  | <p>To assist women NGOs in documenting their accomplishments and to determine areas of cooperation between NCRFW and CAWP.</p>   |
| <p>12. Seminar-Workshop on Fuller Integration of Women in National Development Towards Unity and Progrss.<br/>PICC, 29-30 October, 1980</p>  | <p>To operationalize the National Program of Action for Women and establish a monitoring system for its implementation.</p>  |
| <p>13. Joint Training of Field Workers and Organizers of Women's Development Projects of Malaysia and the Philippines (sponsored by ESCAP/UNDP and co-sponsored by NCRFW and BAEX)<br/>Hiyas ng Bulacan, Malolos, 1980</p> | <p>To transform women's projects from mere income-generation or service activities to real opportunities for women.</p>  |

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| <p>14. Project Identification for Metro Manila and Rizal BSK.<br/>Manila, 1980</p>   | <p>To train women leaders on project identification and proposal writing, project management and monitoring.</p>   |
| <p>15. UN Convention on the Elimination of All Forms of Discrimination Against Women (co-sponsored with Philippine Society for International Law).<br/>PICC, 1980</p>                                | <p>To review the convention with regard to its applicability to Philippine conditions and to determine consequences that would follow from ratification.</p>   |
| <p>16. Second National Women's Congress<br/>PICC, 5-6 Jan. 1981</p>  | <p>To launch the 5-year Implementation Program of the Philippine Plan of Action for women and generate commitment from the government and private sector in support of the program.</p>  |
| <p>17. Third National Women's Congress<br/>PICC, 4-5 May, 1982</p>   | <p>To study selected issues that enhance or hamper the full integration of women in development; develop a system that will encourage linkage and exchange of resources among organizations; widen opportunities for women to engage in productive activities through ready access to resources.</p>         |
| <p>18. Second National Congress of Cultural Planners and other Cultural Groups<br/>Baguio City, 18-21 May, 1982</p>  | <p>To identify and plan for development and preservation of existing ethnic arts and culture.</p>  |
| <p>19. 13 Regional Planning Workshops<br/>Baguio City, Isabela, Olongapo City, Palawan, Albay, Iloilo City, Cebu City, Tacloban City, Zamboanga City, Davao City, Iligan City and Cavite, 1983</p>   | <p>To introduce the NCRFW thrusts for 1983; to orient the participants on the new BSK, Inc. structure and mechanics of operation; to strengthen the BSK, Inc. regional structure and to bring together the different BSK Councils of the region for possible exchange of programs and resources.</p>         |
| <p>20. Operational Seminar Workshop on Women in Development (sponsored by UNESCO and NCRFW)<br/>Cebu City, 18-22 December, 1983</p>  | <p>To operationalize the regional plans adopted during the regional planning workshop conducted from April-August 1983; to equip women leaders with the skills required in program development, project proposal preparation, financial reporting, management, documentation, monitoring and evaluation.</p> |
| <p>21. Three day Training Course on Community Organization and Development Planning for Women (in collaboration with BSK, Inc. and Independence Day Committee)<br/>Baguio City, 13-15 June, 1984</p> | <p>To orient and teach women basic lessons on community organization, resource mobilization and developmental planning.</p>  |
| <p>22. Public Forum on the UN Convention on the Elimination of All Forms of Discrimination Against Women<br/>Quezon City, Sports Club, 27 October 1984</p>   | <p>To develop fuller awareness of and a sense of involvement with the government's commitment to the convention, its provisions and their implications on programs and policies of both government and non-governmental agencies.</p>  |

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## INVOLVEMENT IN OTHER SOCIO-CULTURAL/SPIRITUAL, POLITICAL ACTIVITIES

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The interdisciplinary approach of the Commission in carrying out its objectives may also be seen in its involvement in other socio-cultural, political and spiritual activities.

NCRFW, being the national machinery for enhancing women's affairs, takes a lead role in celebrating national events particularly relevant to women and participate with other government and non-government agencies' activities.

### ACTIVITIES

### HIGHLIGHTS

#### A. Major Activities

##### 1. International Women's Day

Theme: Economic Survival and Election '84  
March 8, 1984, PICC

Representatives from various organizations and government agencies attended the celebration led by NCRFW, Balikatan sa Kaunlaran, Inc. CAWP and the Bureau of Women and Minors.

Theme: Awareness, Reforms, Action of Women  
for Unity and Peace (ARAW)  
March 8, 1985, PICC

Emphasis was on political awareness of women. Highlighting the occasion was the announcement and awarding of prizes to the winners of Lingon Tanaw Economic Survival Contest, a search launched by NCRFW all over the country to choose outstanding BSK livelihood projects that feature innovative strategies, approaches and methodologies.

##### 2. Woman Suffrage Day

Theme: Women for National Survival  
Quezon City Public Schools'  
Multi-Purpose Hall  
April 30, 1984

This was declared by President Marcos in proclamation No. 2346. This is in coordination with the League of Women Voters of the Philippines, Inc. (LWVP).

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3. International-National Peace Day  
Folk Arts Theater  
Sept. 20, 1983

NCRFW initiated the observance of the International Peace Day in coordination with CAWP and BSK, Inc. in response to UN Resolution No. A/37/63 which urges "member states to involve women actively in the promotion of peace negotiations". Ecumenical services, a holy mass officiated by His eminence Jaime Cardinal Sin; prayers and songs of peace were conducted to highlight the program.

PICC  
Sept. 18, 1984

Highlights of this year's celebration include a poster-slogan contest for college students on the "Role of Women and Youth in the Promotion of Peace; a program on Peace at PICC and a "Dialogue for Peace" at Manila Hilton last August 17, 1984.

4. NCRFW Pre- Christmas Bazaar  
First put up in November, 1983  
and held annually at NCRFW

The Bazaar features BSK products like quality native products, household decorations, garments, food, leathercraft goods, christmas decors, etc.

It created awareness among people of the innovative methods to alleviate the present economic crisis.

B. Participation in other national events

NCRFW has likewise participated in other national events; to wit: Inauguration of the Fourth Republic, United Nations Week Celebration, Family Week Observance, Consumer Protection Week, Family Development Colloquium, Farmers Training Program (Bulacan Farmers' Institute), Non-Formal Education Seminars, Popularization of the Law, National Social Action Program, Mabuhay ang Filipino Movement, Asian Ecumenical Foundation, Decade of the Filipino Child Program, International Year of Disabled Activities, Independence Day Celebration, Rizal Day Celebration, again NCRFW is a member of the Special Rizal Day Commemoration Committee.

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APPENDICES



Office of the President  
Republic of the Philippines  
Malacañang, Manila

**Memorandum Circular No. 971**

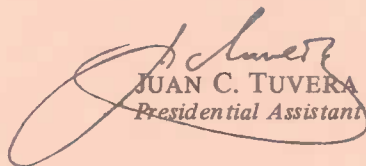
ENJOINING ALL CONCERNED TO ENCOURAGE AND FACILITATE THE ORGANIZATION OF LOCAL COMMITTEES OR COUNCILS WITHIN THEIR RESPECTIVE JURISDICTIONS TO PURSUE THE OBJECTIVES OF *BALIKATAN SA KAUNLARAN* ENVISIONED IN PROCLAMATION NO. 1609.

UNDER Proclamation No. 1609 dated January 5, 1977, copy attached, the President declared every January 6th as *Araw Balikatan* under the auspices of the National Commission on the Role of Filipino Women and other involved organizations and agencies. The *Balikatan* project involves the concerted efforts of all men and women from the government and private sectors in attaining the development goals of the New Society.

According to the National Commission on the Role of Filipino Women, which has launched the "Balikatan sa Kaunlaran" for the year 1977, the organized private sector groups have expressed willingness to implement *Balikatan* in coordination with the appropriate agencies of the government.

In view thereof, all heads of departments, bureaus and offices of the national government, including government-owned and/or controlled corporations and local governments, are hereby enjoined to encourage and facilitate the organization of local committees or councils to enable all citizens and residents of the country to participate in or conduct *Balikatan sa Kaunlaran Pulong-Pulong* in their respective localities.

By authority of the President:

  
JUAN C. TUVERA  
Presidential Assistant

Letter of Instructions 1066

*TO: The Honorable, The Minister of Labor and Employment, The Minister of Education and Culture, The Minister of Health*

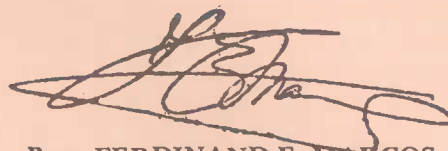
*SUBJECT: Philippine Targets and Strategies for Full Participation of Women in Socio-Economic Development 1980-1985*

*In order to insure the effective implementation of targets and strategies resulting from the just concluded World Conference on the United Nations Decade for Women held in Copenhagen, Denmark, the Ministries of Labor and Employment, Education and Culture, and Health are hereby directed to look into the priority areas as spelled out in the Targets and Strategies for the Full Participation of Women in Socio-Economic Development 1980-1985, copy of which is hereto attached.*

*I further direct Minister Blas Ople of the Ministry of Labor and Employment, Director Mona D. Valisno of the Ministry of Education and Culture, and Director Gloria Aragon of the Philippine General Hospital, all three Commissioners representing Labor, Education, and Health, respectively, in the National Commission on the Role of Filipino Women to coordinate on the recommended National Targets and Strategies, effective immediately, and to make a progress report to the President every six months until 1985 which marks the culmination of the UN Decade for Women.*

*Immediate and strict compliance with this Letter of Instructions is desired.*

*Done in Manila this 18th day of September in the year of Our Lord nineteen hundred and eighty.*



Pres. FERDINAND E. MARCOS  
*President of the Philippines*

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Letter of Instructions 974

*TO: All Ministries, Offices, Agencies Instrumentalities, Local Governments and Government-Owned and Controlled Corporations*

**INTEGRATION OF WOMEN IN NATIONAL DEVELOPMENT**

*Pursuant to the provisions of the Philippine Constitution and laws and to International conventions and other agreements to which the Philippines is a party, relating to the elimination of discrimination against women and their integration in partnership with men in the national development effort, you are hereby directed as follows:*

*1. To take affirmative steps within your respective offices to implement the constitutional, treaty, and statutory mandates for the promotion, regardless of sex, of equality in employment, equal work opportunities, and equal pay for work of equal value;*

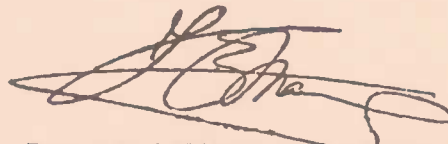
*2. To afford women opportunity to participate in planning policy and decision-making in your respective offices by appointing or recommending for appointment and promotion qualified women to local, national or international positions with planning, policy and decision-making functions;*

*3. To eliminate, in government or private enterprise subject to your jurisdiction or with which you deal or transact any business, practices which contrary to the provisions of the Constitution, laws and International conventions and other agreements entered into by the Philippines, discriminate against women where no reasonable bases for classification on the basis of sex exists; and*

*4. To make periodic reports to the Office of the President on actions taken pursuant to this Letter of Instructions.*

*Strict compliance herewith is enjoined.*

*Done in the City of Manila, this 5th day of January, in the year of Our Lord, nineteen hundred and eighty.*



Pres. FERDINAND E. MARCOS  
*President of the Philippines*

**MALACAÑANG**  
**Manila**

**BY THE PRESIDENT OF THE PHILIPPINES**  
**PROCLAMATION NO. 1609**

**DECLARING EVERY JANUARY 6th "ARAW BALIKATAN."**

WHEREAS, the National Commission on the Role of Filipino Women recognizing the need for concerted efforts of all men and women from the government and private sectors, has launched the "Balikatan sa Kaunlaran" for the year 1977;

WHEREAS, a Balikatan sa Kaunlaran '77 Pulong-Pulong will be held on January 6, 1977, at the Philippine International Convention Center to discuss ways and means through which all sectors of society may work shoulder to shoulder from the planning to the implementing stages in the great task of nation building; and

WHEREAS, it is necessary to call the attention of the public on the importance of "Balikatan sa Kaunlaran" in attaining the development goals of the New Society;

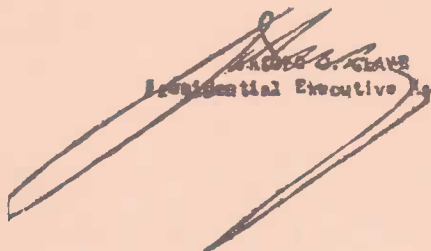
NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare every January 6th as "Araw Balikatan" under the auspices of the National Commission on the Role of Filipino Women and other involved organizations or agencies

I hereby enjoin all government officials and employees and all civic, charitable, and other private organizations and all citizens and residents of this country to participate in or conduct Balikatan sa Kaunlaran Pulong-Pulong in their respective localities.

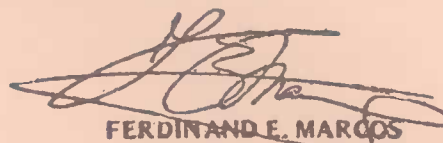
IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 5th day of January, in the year of Our Lord, nineteen hundred and seventy-seven.

By: the President:



MARCO G. GLAVA  
Presidential Executive Assistant



FERDINAND E. MARCOS  
President  
Republic of the Philippines

**R. NCRFW — Assisted BSK Projects  
(1978-present)**

TITLE OF PROJECT	PLACE	FUNDING	YEAR STARTED	STATUS
1. Food Processing and Homecraft Industry	Albay/Legaspi City	P 71,000.00	Nov. 19, 1979	on-going
2. Bais Balikatan Fish Processing	Bais City, Negros Or.	P 45,780.00	Nov. 16 1979	For replication
3. Bohol-Tagbilaran Low Cost Garment Project	Bohol	P 5,000.00	May 14, 1980	For replication
4. Economic Development Program for Rural Women	Bulacan Farmer's Training Center, Malolos Bulacan	P101,500.00	Nov. 12 1979	Completed
5. Sewing and Needlecraft	Butuan City	P 40,400.00	Jan. 15, 1982	For replication
6. Matiya Tanu	Cotabato City	P 72,884.00	June 30, 1980	on-going c/o Private
7. Upgrading Vocational Competence of Rural Women Through Training & Management of Small Scale & Income Generating Projects	North Cotabato — University of Southern Mindanao (USM)	P150,000.00	Nov. 15 1979	On-going
8. Pottery Industry	Dumaguete City — Brgy. Daro	P 92,600.00	Nov. 15 1979	For replication

9. Low Cost Garment Production	Escalante	P 30,000.00	Nov. 23 1979	For replication
10. Sari-Sari Store	Jolo-Sulu	P 20,000.00	Feb. 1981	on-going
11. Rizal Balikatan Income Generating Projects	Rizal	P 8,000.00	Dec., 1980	on-going
12. TRC Techno Clubs	Metro Manila	P 300,000.00	May, 1980	For replication
13. Swine Raising	Sabangan, Mt. Province	P 27,687.00	July 2, 1982	on-going
14. A Hog for Every Home	Surigao del Norte	P 27,687.00	Aug. 10, 1981	on-going
15. Vermiculture	Tarlac	P 47,080.00	April, 1982	capital refunded to NCRFW
16. Taluksangay Driftwood Furniture	Zamboanga City	P 25,000.00	July, 1980	For replication
17. Hog Fattening (Income Generation)	Lucena City	P 150,000.00	May, 1981	on-going
18. Duster Making	Bago City	P 58,750.00	Oct., 1982	on-going
19. Mini Store	Noveleta, Cavite	P 2,000.00	June, 1980	For replication
20. Balikatan Auxilliary Service & Extension (BASE)	Manila	P 30,000.00	Oct., 1983	completed
21. Production Display Marketing Center (PDMC)	Manila	P 14,331.50	Nov., 1982	Completed
22. Low Cost Garment Production	Magalona	P 17,050.00	Nov. 29, 1979	For replication

**C. Projects Independently Initiated/Implemented  
by BSK under the Lingon-Tanaw Project  
(January 1, 1983 — Present)**

Luzon	Visayas	Mindanao
1. Bag Making (Lucena City)	1. Animal Raising (Cebu City)	1. Soap Making (Oroquieta City)
2. Pastillas de de Leche making (Masbate)	2. Banana Chips (Iloilo City)	2. Vegetable Garden (Ozamis City)
3. Charcoal Production (Quirino)	3. Small Scale Carinderia (San Carlos City)	3. Fruit Stalls (Surigao City)
4. Handicraft Producers Cooperative (Quezon)	4. Skills Training (Mandaue City)	4. Multi-Purpose Pavement Drier (Davao del Norte)
5. a) San Narciso Community Kadiwa	5. Snack Inn Coope- rative (Eastern) Samar)	5. Singapore Orchid Propa- gation (Zam- boanga del Sur)
b) Swine Dis- persal	6. Nursing Class (Leyte)	6. Food Produc- tion (Tangub City)
c) Shell Craft	7. Food Production (Lapu-lapu City)	
d) RIC-BSK Food Pro- duction (Zambales)	8. Dressmaking Food Trade Ipil-Ipil Production Furniture Making Building Construction Kilusang Sariling Sikap (Negros Occidental)	
6. Thrift Shop (Quezon City)		
7. Pre-School (Baguio City)		

**D. Participation of NCRFW Personnel in  
National and International Seminars  
and Conferences, 1978 — 1984**

	Date/Place	Remark/Sponsor
<b>A National Seminars/Conferences</b>		
1. Junior Executive Training-Supervisory Training for Effective Administrative Management (JET-STREAM)	1978	Civil Service Commission
2. Workshop on Appointments and other Personnel Actions	1978	Civil Service Commission
3. Secretarial Course	1978	Philippine Psychological Center
4. Seminars on the Budgetary Techniques and Procedures	1978	Commission on Audit
5. Seminar-Workshop on Social Welfare Strategy for Rural Women	1978	UNDP SWADCAP
6. Seminar on Personnel Testing	1978	Philippine Psychological Center
7. AFA Seminar-Workshop	1978	Philippine Institute of Certified Public Accountants and ASEAN Federation of Accountants
8. Standardization, Professionalism and Compensation	1978	Philippine Libraries and Librarians
9. Performance Appraisal System	1978	Civil Service Commission
10. ASEAN Consultation Workshop on the Role of Women in Population and Rural Development	Octo. 29 - Nov. 2, 1978 Taguig, Manila	
11. SWADCAP Sub-regional Workshop on Social Welfare Strategies to enhance rural women's role in socio-economic activities and community leadership in Southeast Asia	Oct. 1-31, 1979 Los Banos, Laguna	
12. Live-in Seminar Workshop for NCRFW Staff	June 22-24, 1979 Caliraya Growth Center	National Commission on the Role of Filipino Women
13. Standard Government Chart of Accounts	Jan. 15-17, 1979 Commission on Audit	Commission on Audit
14. 1979 ASLP Silver Jubilee Convention, Theme: Information Science for National Development	Feb. 8-19, 1979 PNB Lecture Hall and Auditorium	Association of Special Libraries of the Philippines
15. First ASEAN Conference of Logistics and Supply Management Personnel	March 12-15, 1979 Philippine Village Hotel	Logistics and Officers Association of the Philippines



16. ASLP First Semi-Annual Conference with a Theme: "Towards Self-Reliance of the Information System in Information Utilization."	June 16, 1979 Insular Life Auditorium	Association Special Libraries of the Philippines
17. 12th Regional Seminar Workshop on Records Management	Sept. 3-9, 1979 Philippine Heart Center for Asia	Bureau of Records Management
18. Conference on Confederation of ASEAN Pacific Accountants (CAPA), Theme: International Cooperative in Accountancy."	Oct. 14-20, 1979 PICC	CAPA
19 Supply Management Workshop	Aug. 27-Sept. 1 1979 Aberdeen Court, Quezon City	Bureau of Supply Coordinator
20. Second Parent Education Congress	Dec. 7-9, 1979 PICC	Bureau of Family and Child Welfare, MSSD Family Life Workshop of the Philippines.
21. National Convention on the Integration of the Accountancy Profession		Association of CPAs in Commerce and Industry Association of CPAs in Education and Government Association of CPAs
22. Personnel Management Course	July 29- Aug. 24, 1979 Covelandia Island Resort, Cavite	
23. Cash Training Program on Officiating and Coaching	April 23-27, 1979	Office of the President Athletic League (OPAL)
24. Seminar-Workshop on "Popularization of the Law"	1980 Asian Institute of Tourism Quezon City	Aimed at increasing the level of public awareness of legal information and harnessing inter-agency cooperation toward popularizing the law.
25. 13th Annual National Convention-Seminar and Workshop of the Philippine Association for Government Budget Administration, Inc. (PAGBA)	Jan. 15-17, 1981 Convention Center Baguio City	Philippine Association for Government Budget Administration, Inc. (PAGBA)
26. Fifth (5th) JET-STREAM Program	Feb. 3-26, 1981 Covelandia Island Resort	Civil Service Commission
27 National Government Accounting Seminar	Feb. 23-Mar. 2, 1981 COA, Quezon City	Commission on Audit
28. Seminar on Financing Raw Materials Assistance and Taxation	Mar. 12-13, 1981	Philippine Chamber of Handicraft Industries, Inc. in cooperation with National Cottage Industry Development Authority, Philippine Export and Foreign Loan Guarantee Corporation and Technology Resource Center
29. Seminar-Workshop on Records Management	Mar. 19-25, 1981 Cagayan de Oro City	Bureau of Records Management
30. National Consultation on the Situation of Child Neglect and Abuse in the Asia Pacific Region	Apr 1-4, 1981 Pope Pius VII Catholic Center Manila	The Child Welfare League of the Philippines

31 Discussion-Forum on the latest significant issues of wage administration, pertinent provisions of the Labor Code and fringe benefits relevant to welfare civic agencies.	April 2, 1981 YMCA, Manila	The Council of Welfare Agencies Foundation of the Phils., Inc. (CWAFFPI)
32. Civil Service Commission-National Manpower Youth Council Skills Upgrading Program Course in:	National Manpower & Youth Council Taguig. Rizal Apr. 25-May 4, 1981	Civil Service Commission and National Manpower Youth Council
a. Maintenance and Repair of Refrigerators, Freezers and Window Airconditioning	May 15-June 1, 1981	
b. Electrical Wiring and Installation	Apr. 25-June 27, 1981	
c. Audio-Visual Aid, Production and Equipment Operation and Maintenance	June 6-July 11, 1981	
33. Cultural Planners Association of the Philippines (CPAP) Annual Convention	May 7-8, 1981 National Arts Center	Cultural Planners Association of the Philippines (CPAP)
34. Seminar on the "Credibility in Government-Sponsored Film"	May 28, 1981 German Cultural Center Quezon City May 26-28, 1981 Baguio City	The Goethe House and Film Institute of the Philippines
35. Conceptualization Live-In Workshop on Non-Governmental Organization Executive Service System for the Decade of the Filipino Child		The Council for the Welfare of Children
36. Conference of Solidarity with the Colonial People of Southern Africa	May 30, 1981 National Library Auditorium	Committee of Philippine Solidarity with the People of Southern Africa
37. Public Symposium about the floating rate.	July 25, 1981 Philippine Columbian	The Public Relations Society of the Philippines
38 Live-In Workshop on BSK	August 17-19, 1981 Batulao Village Club, Batangas	NCRFW
39. Seminar-Workshop on Development Planning and the Roles and Status of Women in the Philippines	September 10-11, 1981 Asian Institute of Tourism Quezon City	Philippine Social Science Council (PSSC) in cooperation with UP Law Center, with financial assistance from the Population Council in Bangkok, Thailand.
40. Seminar on Cash Disbursement and Supply Management	September 24-30, 1981, Malacanang, Manila	The Commission on Audit (COA)
41. Family Life Workshop of the Philippines 13th National Institute	October 2-4, 1981 Laguna	Family Life Workshop of the Philippines, Inc.

42. Consultation Workshop on the Diamond Agers (55 Years and Above)	October 14, 1981 Pope Pius XII Catholic Center Manila	Philippine School of Social Work and MSSD
43. Eight (8th) JET-STREAM Program	October 5-28 1981 DAP, Tagaytay City	Civil Service Commission
44. Seminar on "Current and New Tax Laws"	October 22-23, 1981 Manila	The Commission on Audit (COA)
45. Seminar on National Government Accounting	November 4-14, 1981 COA, Quezon City	Commission on Audit (COA)
46. 13th National Convention Seminar of AGAP	November 11-13, 1981 UL, Pasig. MM.	AGAP (Associated of Government Accountants of the Philippines)
47. PAGBA Consultation Meeting	November 27, 1981 Manila	Philippine Association of Government Budget Administration, Inc. (PAGBA)
48. Seminar on Access to Information	November 27, 28, 1981, Thomas Jefferson Cultural Center, Makati. M.M.	Association of Special Libraries of the Philippines (ASLP)
49. 13th Biennial Conference of Social Workers	November 27-28, 1981 Manila	Philippine Association of Social Workers
50. Self-Employment Assistance Program Evaluation Workshop	December 2-4, 1981, San Leonardo, Nueva Ecija	Philippine Rural Reconstruction Movement
51. Fourth (4th) National Population Welfare Congress	December 7-8 1981. PICC, Manila	Ministry of Labor and Employment (MOLE) with the assistance of the Commission on Population
52. Seminar on Property and Supply Management	December 9-16 COA, Quezon City	Commission on Audit
53. Youth Forum on the Topic "Adolescents and Drugs"	December 13, 1981, Pope Pius Catholic Center Manila	Child and Youth Sectoral Panel of the Council for the Welfare of Children
54. Regional Inter-Governmental Preparatory Meeting for the the World Assembly on Aging	October 18, 1981	The Council for the Welfare of Children in cooperation with Ministry of Social Services and Development and the Economic and Social Commission for Asia and the Pacific (ESCAP). Bangkok.

55.Seminar on "The Documentary Film"	January 29, 1981 German Cultural Center, Quezon City	The German Cultural Center and Film Institute of the Philippines
56.Seminar on National Government Accounting	January 25-February 5, 1982	Commission on Audit
57.7th National Workshop on Social Education	Feb. 24-27, 1982 Baguio City	Schools of Social Association of the Philippines
58.Seminar-Workshop on Records Management	March 4-10, 1982 Zamboanga City	Bureau of Records Management
59.Seminar on National Government Accounting	April 19-30 COA, Quezon City	Commission on Audit
60.18th Librarian's Conference	May 31-June 4, 1982	The National Library and the Public Libraries Association of the Philippines.
61.First Council and Confederation Meeting of the ASEAN Confederation of Women's Organizations (ACWO)	May 31-June 5, 1982	NCRFW Commissioner Carolina B. Salazar (s. ACWO Secretary General
62.CAWP-Pre-Assembly Forum	June 5, 1982	CAWP
63.Third ASEAN Women Development Forum on Apartheid	June 31, 1982	NCRFW Metro Manila Council Women, Inc.. with UN Information Center and Asia Foundation Philippines
64.Post Graduate Training Course for Science Information Specialists in Southeast Asia	July 5, 1982 to March, 1983 U.P. Institute of Library Science	An inter-country project of the governments of Indonesia, Malaysia, Philippines, Singapore and Thailand with funding from UNDP, UNESCO/PGI, and NSTA and hosted by U.P Institute of Library Science.
65.Mid-Year Conference Seminar for Librarians	August 14, 1982 Thomas Jefferson Cultural Center	Association of Special Libraries of the Philippines
66.Symposium on Women and Aging Process	October 9, 1982 Pope Pius Center	NCRFW in coordination with the Ministry of Social Services and Development (MSSD) and the Philippine Women's University.
67.Seminar Workshop on "Income and Withholding Tax Laws and Regulations"	November 10-12, 1982 Manila Hotel	Philippine Institute of Tax Studies
68.Women's World Banking Seminar	November 14-17, 1982 PICC	Women's World Bank (WWB) in cooperation with Women in Finance Entrepreneurship (WIFE)

69.9th National Convention and 10th Anniversary Celebration of the Government Association of Certified Public Accountants	November 17-20, 1982 Baguio Convention Baguio City	Government Association of Certified Public Accountants (GACPA)
70.National Workshop on Rural Women's Issues in Selected Philippine Plantations	November 22-25, 1982 Club Solviento, Pansol, Calamba Laguna	International Labor Organization and MOLE's Bureau of Rural Workers
71.First National Seminar-Workshop on Monitoring and Evaluation for Effective Program and Project Implementation —	November 24-27, Batulao Village, Batangas	Per Memo Circular 1249 dated 29th September '82 Sponsored by the Presidential Management Staff (PMS)
72.Seminar-Workshop on Documentation Techniques in Abstracting, Indexing, and Thesaurus Construction	November 25-27, 1982 TJCC, Buendia, Avenue, Ext., Makati	Association of Special Libraries of the Philippines (ASLP)
73.National Congress on Apprenticeship and Batarisan Program	October 28-29, 1982 PICC	Kabataang Barangay Foundation and NMYC
74.Fifth Population Welfare Congress	November 29-30 1982	Commission on Population
75.Regional Conference of the Asia Union of Family Organizations (AUFO)	December 1-6, 1982	AUFO in cooperation with NCRFW
76.Symposium on "The Spiritual Dimension of Social Development"	December 7-8, 1982 SWDCAPP	The Center for Advanced Studies on Social Development in Asia (CASSDA) and Philippine Women's University (PWU)
77.ICC Seminar-Workshop for Ministry of Human Settlements Attached Agencies.	December 9-11, 1982 University of Life, Pasig	Ministry of Human Settlements
78.National Seminar-Workshop on Crises Intervention re: National Mental Health Celebration	Jan. 17-21, 1983 Philippine Sugar Commission	Philippine Mental Health Association
79.Dialogue on Peoplemaking, Peoplebreaking: The Critical Factor in Productivity with Dr. Virginia Satir	February 25, 1983 Mondragon House	Ateneo Central Guidance Bureau
80.Lecture on Design and Urban Planning	February 24-25, 1983 Manila Film Center	Communication Foundation for Asia
81.Symposium-Workshop on Consumer Information Education and Protection	March 5, 1983 NFWC Building	
82.First National Convention on Solo Parent — The Challenge of Change	March 5, 1983 Pope Pius XII	
83.Seminar-Workshop on "Income and Withholding Taxes"	March 8-11, 1983	Philippine Institute in Tax Studies

84. 10th Biennial Convention and 20th Anniversary of the Consumers Federation Groups of the Philippines, Inc.	March 15, 1983 NFWC Bldg., Ermita	Philippine Institute in Tax Studies
85. Seminar on Black and White Photography	May 15-25, 1983 CFA	CFA
86. Public Relations Seminars — Government  — PRSP Workshop	March 23-25, 1983 University of Life Pasig Architectural Centre, Makati	PRSP
87. Consultative-Workshop on Regional Livelihood Investment Planning	March 25, 1983 University of Life, Pasig	Ministry of Human Settlements
88. Seminar-Workshop on Appointments and Other Personnel Actions	April 11-15, 1983 Technological University of the Philippines	CSC
89. 19th Regional Records Management Seminar-Workshop in Records Disposition, Phase II	April 11-16, 1983 Sky View Hotel Cebu City	Records Management and Archives Office
90. Seminar-Workshop on CWAFFI Management	May 2-7, 1983 St. Theresa's College	
91. Live-Out Consultative Workshop	May 10-11, 1983 Sulu Hotel	NEDA-UNICEF
92. National Conference of Government Training Officers	May 18-20 1983	Government Training Officers Association of the Philippines, Inc., and CSC.
93. National Congress on Library Development	May 18-20 1983 Valle Verde Country Club	Philippine Library Association Inc.
94. National Literacy Forum	May 15-21, 1983 Zamboanga City	
95. Seminar on Socio-Ecological Balance	June 4, 1983 Pope Pius XII Center	Philippine Institute in Tax Studies
96. Seminar on Current Development in Business, Income and Withholding Taxes.	June 28-30, 1983 Manila Hotel	
97. Seminar-Forum on Performance Auditing	July 7, 1983 Central Bank	GACPA
98. Asian Regional Seminar on Information Services Systems and Services in the Social Sciences	July 11 - 22	UNESCO/UPILS
99. 20th & 21th Regional Seminar Workshop on Basic Records Management Phase I	July 10-16, 1983 Ago Medical Education Center Legaspi City	BRMD

100. Seminar on "Housing: Influence on Socialization and Cultural Identity of Children."	July 15-16, 1983 MSSD	Family Life Workshop of the Philippines Inc., in collaboration with the Bureau of Family and Child Welfare.
101. Arts Promotion and Subscription Seminar	Aug. 8-10, 1983 CCP	Cultural Center of the Philippines.
102. 21st Regional Seminar-Workshop on Basic Course on Records Management, Phase I	September 4-10, 1983	Bureau of Records Management and Archives Office
103. Live-In Seminar on the Four Phase of the Budget Process	September 12-15, 1983 University of Life	MHS
104. Workshop "Technical Assistance to the KBP in Training Rural Women for Population and Community Development Activities.	September 12-17, 1983 University of Life	KBP
105. 83rd Anniversary of the Philippine Civil Service	September 19-20, 1983 PICC	
106. National Symposia in Manila re: "Cross-Cultural Issues in the Management and Development of People	September 22, 1983 Philippine Plaza	
107. National Convention on Ugnayan	September 28-29, 1983	
108. Phase II Management Workshop for Middle Managers	October 17-20, 1983	CWAFPI
109. 10th Annual Convention-Seminar of the Government Association CFA	October 12-15, 1983 Tacloban City	GACPA
110. Seminar-Workshop on Supply Management	October 24-29, 1983 Legaspi City	Bureau of Supply Management
111. 37th Annual National Convention of PICPA	Nov. 9-13, 1983 Cebu City	PICPA
112. 22nd Regional Seminar-Workshop on Advance Course on Records Management	Nov. 21-25, 1983 University of Life	
113. Asia and Pacific Women's Small Technologies and Business Forum	Nov. 21-27, 1983 Philcote	Bureau of Records Management
114. Mobilizing the Involvement of Women in Livelihood for Survival	143 Speaker Perez, Q.C./18 February 1984	Women in Finance and Entrepreneurship Philippines, Inc.
115. Video Production Workshop	TRC Bldg., Makati 20-22 February 1984	TRC

116. Coping with the Current Economic Crisis	NPWC Bldg., Manila 15 March 1984	Consumer Union of the Philippines
117. Merit Promotion Plan and System Workshop	CSC Bldg., Q.C. 1-2 March 1984	C S C
118. MHS-Wide attached agency monitoring officers seminar	MHS. 4th Flr., Agustin Bldg., 13 April 1984	M H S
119. Annual CPAP Convention	Tagbilaran, Bohol 1 - 4 June	C P A P
120. Seminar-Workshop of GACPA	Central Bank, Manila 27 June 1984	GACPA
121. Seminar-Workshop on Appointment and other personnel	MNR Conference Rm. Q C./ 23-27 July 1984	NRC-CSC
122. 14th JET-STREAM	DAP-Tagaytay City 2 - 28 August 1984	C S C
123. 1984 National Conference of CPA Association	PICC - 18 October 1984	C P A A
124 Seminar on the Elderly	FADEMNS. MSSD Bldg., Manila 16 October 1984	M S S D
125. Symposium on Community Development for Peace	BPI, San Andres Manila, 26 October 1984	
126. Annual Planning Workshop for the Network of Information Officers	RTC RD, La Trinidad Benguet, 19-24	M H S
127. 5th National Literacy Forum	Teachers' Camp, Baguio City 26-29 November 1984	
128. First Law Granting Women Suffrage in the Philippines	Q C. Public School Multi-Purpose Hall 7 December 1984	



## E. Participation of NCRFW Officials in Regional and International Conferences

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| 1. Philippine participation in the International Women's Conference  | June-July, 1975<br>Mexico                        | The first major activity of the Commission. The Philippine delegation was headed by First Lady and Chairman of NCRFW, Madame Imelda R. Marcos with other official delegates. |
| 2. Seminar on "Exchange Programme of Exports on Women in Development   | Dec. 1-7, 1975<br>Bonn, Germany                  | UNESCO   |
| 3. Conference on Human Environment   | 1976<br>Vancouver, Canada                        |  |
| 4. International Council of Women (ICW) 21st Triennial Conference  |  | International Council of Women   |
| 5. Federation of Asian Women's Association Conference (FAWA)   | Seoul, Korea                                     |  |
| 6. Seminar on Integration of Social ment Effort with Special Reference to the Development of Children, Youth and Women                       | Nov. 29-Dec. 18,                                 | Funded by Netherlands and DSSD.  |
| 7. Seminar on Muslim Women   | Jan. 8-9, 1977<br>Morocco                        |  |
| 8. Seminar for Public Administration Officers on Women's Problems (Colombo Plan)   | Feb. 11-March 3,<br>1977<br>Tokyo, Japan         |  |
| 9. UN Regional Seminar on Participation of Women in Political Economic and Social Development  | Feb. 15-22, 1977<br>Kathmandu, Nepal             |  |
| 10. 21st Triennial Conference of the International Council of Women and Post Conference in Human Habitat and Future Challenges               | June 17-July 5,<br>1977<br>Vancouver, Canada     |  |
| 11. Symposium on the Damage and After Effects of the Atomic Bombings in Hiroshima and Nagasaki   | July 30 to Aug. 1977                             |  |
| 12. UNESCO Conference on Education with focus on Women's Education   | Aug. 31-Sept. 17,<br>1977<br>Geneva, Switzerland |  |
| 13. Seminar on Situation of Children   | Oct. 1-15, 1977<br>Prague, Czechoslovakia        |  |
| 14. Seminar on "Voluntary Action in Children   | Oct. 3-16, 1977<br>Haifa, Israel                 |  |
| 15. "Women's Role in Service"  | Nov. 13-15, 1977<br>Taipei & Hongkong            |  |
| 16. Experts Group Meeting at the UN Asian and Pacific Center for Women and Development Subject: Basic Needs of Women in Developing Countries | Dec. 1977<br>Tehran, Iran                        |  |

17. Leadership Training Seminar	Nov. 1978 Bangkok	Asia-Pacific Center for Women and Development
18. Fourth International Population Congress	Oct. 24-30, 1978	
19. Pre-Consultation on International Year of the Child	--	
20. ICW 22nd Triennial Meeting: Bridging Gaps for Effective Communication	Aug. 8-17, 1979 Nairobi, Kenya	
21. Regional Preparatory Conference For the World Conference of the UN Decade for Women	Nov. 5-9, 1979 New Delhi, India	UNESCO
22. Training Course on Research Methodologies and the Administration of Research Methodologies.	Nov. 15-Dec. 12, 1979 Agricultural University, Bogor, Indonesia	
23. World Conference of the UN Decade for Women to undertake a Mid-Decade assessment on the progress made in attaining the objectives of the UN Decade for Women	July 14-30, 1980 Copenhagen, Denmark	Participated in by 145 countries with top-level representatives. The Philippine delegation was headed by FL Madame Imelda R. Marcos and Chairman of NCRFW along with NCRFW Commissioners.
24. Consultation Meeting on the Establishment of Regional Network on Information on Women	1980 Bangkok, Thailand	This Conference was the APCWD's response to the UN Plan of Action.
25. Roundtable Discussion on Cooperative Planning of External Assistance to Women's Projects	1980 Bangkok, Thailand	Country representative were acquainted with the policies and procedures of UN Agencies especially UNDP.
26. Seminar Workshop on the Role of Young Women In Social Progress and Development, especially in Industries	1980	Sponsored by UN-ESCAP Studies
27. Inter Conex '81 International Conference on Rural Income Generating Activities and Population Information	February 9-16, 1981	The Conference was a joint undertaking of the Government of Thailand through the Department of Agricultural Extension, Ministry of Agriculture and Cooperatives; in cooperation with the ICW National Council of Women of Thailand, Ministry of Interior, Commerce and Industry, Chulalongkorn and Kasetsart Universities and UN ESCAP.
28. Post-Copenhagen Women's Mid-Decade Dialogue	March 15-April 9, 1981	Sponsored by 18 women organizations in USA with the support of Asia Foundation

29. Third International Congress on the Abuse and Neglect of Children	April 22-26, 1981 Amsterdam, Netherlands	Pacific Development Center (APDC)
30. International Council of Women (ICW) Executive Meetings and Seminars	April 24 — May 1, 1981	Sponsored by International Council of Women (ICW)
31. International Seminar on "Women in Development in Asia"	May 12-14, 1981	The Government of the People's Republic of Bangladesh.
32. Seminar-Workshop on "Strategies for Integrating Women in National Planning Processes"	June 1-21, 1981 Sri Lanka	The Asian & Development Center (APDC)
33. Training Workshop in Management of Economic Activities for Women Workers	September 7-21, 1981 Bombay, India	Organized by International Council on Social Welfare Regional Office for Asia and Sponsored by Social Development Division, ESCAP-UN
34. First ASEAN Sub-Committee on Women	November 17-21, 1981	Sponsored by the Government of Indonesia.
35. Conferences and Study Tour	U. S. A.	Western Pacific, Bombay
36. International Conference on Women and Apartheid	May 17-19, 1982	Under the auspices of the Un Special Committee Against Apartheid in cooperation with the International Committee on Solidarity with the Struggle of Women in South Africa and Namibia.
37. WHO Consultation on Women as Deliverers of Primary Health Care	August 16-20, 1982 Geneva, Swit- zerland.	World Health Organization (WHO)
38. International Council of Women 23rd Triennial Conference	September 19-30 1982 Seoul, Korea	ICW
39. Regional Conference on Muslim Women in Development	October 2-9, 1982 Subang, Selangor, Malaysia	Organized by the Women's Wing of PERKIM under the auspices of PERKIM and the Regional Islamic Dakwah Council of South-east Asia and the Pacific.
40. Seminar for Public Administration Officers on Women's Problems	October 7 -- November 22, 1982 Tokyo, Japan	Organized and managed by Japan International Cooperation Agency (JICA)
41. Experts Meeting on Clearinghouse on Women in Development	November 3-6, 1982 Jakarta, Indonesia	Organized by AWP and funded by UNICEF

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| 42. Intergovernmental Preparatory Meeting For the World Conference on Women                        | 26-30 March 1984, Tokyo                     | The Committee of the whole was chaired by Dr. De Guzman who was elected by the delegates.   |
| 43. "Women's Familial Obligations: A Close Look".  | 21-24 February 1984, Yogyakarta, Indonesia  | ACWO-AWP Joint Meeting  |
| 44. Asian Regional Workshop on the Integration of Women in the Industrial Planning and Development | 5-12 July 1984, Bangkok, Thailand           | Under the auspices of the United Nations Industrial Development Organization (UNIDO) in cooperation with UN ESCAP.                          |
| 45. Training Course in Sampling and Household Survey Methodology                                   | 5 August-26 November, 1984, Delhi, India    | Organized and hosted by the Indian Government through the Central Statistical Organization, Department of Statistics, Ministry of Planning. |
| 46. Semir for Public Administration Officers on Women's Problems                                   | 11 October — 25 November 1984, Tokyo, Japan | Government of Japan   |
| 47. 2nd Expert's Meeting on Clearinghouse on Women in Development for the ASEAN.                   | 27 November — 1 December 1984, Malaysia     | The meeting was attended by 2 delegates each from the Philippines, Singapore, Thailand, Indonesia and Malaysia.                             |

