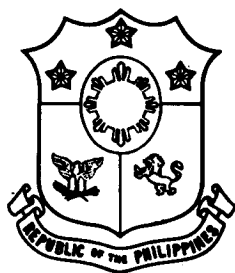




**UPDATES OF THE  
PHILIPPINE DEVELOPMENT PLAN  
FOR WOMEN 1991-1992**



# **UPDATES OF THE PHILIPPINE DEVELOPMENT PLAN FOR WOMEN 1991-1992**

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Republic of the Philippines  
NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY

NEDA BOARD RESOLUTION  
No. 7 (S. 1991)

APPROVING AND ADOPTING THE UPDATES OF THE PHILIPPINE DEVELOPMENT PLAN FOR WOMEN FOR 1991-1992

WHEREAS, Executive Order No. 348 dated 17 February 1989 approved and adopted the Philippine Development Plan for Women for 1989-1992 (PDPW);


WHEREAS, EO 348 mandated the National Commission on the Role of Filipino Women (NCRFW) in coordination with the National Economic and Development Authority (NEDA) to monitor the PDPW's implementation including its assessment and updating, and upon consultation with the President, to issue orders, circulars or guidelines as may be necessary for these same purposes;

WHEREAS, NCRFW Memorandum 89-2 dated 9 October 1989 was issued for the purpose of assessing and updating the PDPW;

NOW, THEREFORE, BE IT RESOLVED, as it is hereby resolved, to approve as it is hereby approved, the Updates of the Philippine Development Plan for Women for 1991-1992 as guide in integrating women's concerns in government's development programs for 1991-1992.

RESOLVED, FURTHER, that, following the approval of the PDPW Updates, concerned departments and agencies shall undertake a review of their programs and projects to ensure that these consider women's needs and issues; to establish and strengthen their respective women's focal points; and to cooperate in the training and gender consciousness raising program of the NCRFW and in such other programs intended to facilitate the implementation of the PDPW.

UNANIMOUSLY APPROVED. March 13, 1991

  
FORTUNATO R. ABRENILLA  
Acting Board Secretary

**MALACAÑANG**  
**Manila**

**EXECUTIVE ORDER NO. 348**

**APPROVING AND ADOPTING THE PHILIPPINE DEVELOPMENT PLAN FOR WOMEN  
FOR 1989 TO 1992**

WHEREAS, Article II, Section 14, of the 1987 Constitution provides that "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men;"

WHEREAS, the Philippine Development Plan for Women for 1989 to 1992 was formulated through the efforts of various government agencies and non-governmental organizations;

NOW, THEREFORE, I, CORAZON C. AQUINO, President of the Philippines, do hereby approve and adopt the "Philippine Development Plan for Women for 1989 to 1992," hereinafter referred to as the Plan, and order that:

1. All government departments, bureaus, offices, agencies and instrumentalities, including government-owned or controlled corporations, are enjoined to take appropriate steps to ensure the full implementation of the programs and projects outlined in the Plan.

2. The National Commission on the Role of Filipino Women (NCRFW), in coordination with the National Economic and Development Authority (NEDA), shall monitor the implementation of the Plan by various government agencies. It shall likewise monitor the Plan's periodic assessment and updating and, for this purpose, the NCRFW may call upon the assistance of any department, bureau, office, agency, or instrumentality of the government, including government-owned or controlled corporations. Non-governmental organizations and private entities are urged to assist in the monitoring of the implementation, assessment and updating of the Plan.

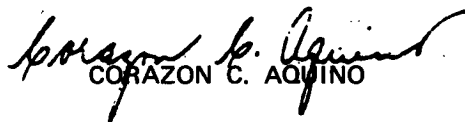
3. An appropriate focal point for women's concerns or any other similar mechanism shall be constituted in each department, bureau, office, agency, or instrumentality of the government, including government-owned or controlled corporations, to ensure the implementation and monitoring of implementation, review and updating of programs and projects identified for each sector.

4. The NCRFW is hereby authorized, upon consultation with the President, to issue orders, circulars or guidelines as may be necessary in the implementation, coordination and monitoring of the Plan, as well as in its assessment and updating. For these purposes, the NCRFW may constitute the appropriate inter-agency committees.

5. The initial amount necessary to implement the Plan for Calendar Year 1989 shall be charged against the appropriate funds of the government agencies concerned and from any available lump sum fund under Republic Act No. 6688 as may be determined by the Department of Budget and Management. Appropriations for succeeding years shall be incorporated in the budget proposals for Congressional action.

6. This Executive Order shall take effect immediately.

Done in the City of Manila, this 17th day of February in the year of Our Lord, nineteen hundred and eighty-nine.

  
CORAZON C. AQUINO

## **RATIONALE FOR PLAN UPDATING**

Great efforts went into the formulation of the first Philippine Development Plan for Women, 1989-1992, to make it reflective of and responsive to the most critical issues affecting women in general as well as in particular sectors. Developments during the first year warranted its review and updating for the remainder of the Plan period. Moreover, gender and development as a field of study is relatively new, and more innovative strategies are fast evolving to keep pace with new and emerging concerns of women.

The government's strong political will to seriously address gender issues as embodied in Executive Order 348 made possible the favorable response to the PDPW from both government and non-government agencies. Encouraging response was also noted from the legislative branch of government, women's groups, as well as the international community.

Although not purposely aimed at assessing performance of the Plan in terms of its targets, but rather, at analyzing developments in women's situation one year after its adoption, the first year assessment pointed to a number of remaining challenges and concerns which this Update seeks to address.

Foremost is the strengthening of institutional support for the PDPW. This includes the establishment of focal points in agencies which have not done so and their further training, including the institutionalization of gender-responsive planning. A second problem area is addressing policy gaps in terms of enforcement, monitoring and implementation of laws and policies that are already in place; the continuous review of the gender impact of laws as well as lobbying for the repeal/revision of those found detrimental to women. Related to this issue of addressing policy gaps is the dearth of gender-specific data and indicators which can support policy recommendations.

Another critical concern relates to the lack of appropriate expertise or technology to assess and re-focus existing policies and major programs of government to correct any adverse or enhance their positive impact on women. Yet another challenge is for government to draw more effectively on the network of NGOs in various sectors.

In view of these developments, updates were made on the original Plan parameters. However, it must be emphasized that the original PDPW essentially remains as the basic plan and readers are encouraged to refer to it for extended discussions. Specifically, updating the PDPW is envisioned to (a) make it more operationally relevant and responsive to gender concerns; (b) address emerging priority women's concerns; (c) set more realistic targets; and (d) fine tune policies, strategies and programs in response to new issues and targets.

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## **PART I**

# **THE DEVELOPMENT FRAMEWORK**



## CHAPTER 1

# GENDER-BASED ISSUES AND KEY POLICY THRUSTS

### 1. OVERVIEW

The year 1990 was marked by a slowing down of the economy characterized by macroeconomic imbalances such as widening fiscal and trade deficits, high interest and inflation rates and an impending slowdown in the world economy. Gross national product dropped from its 1989 level of 5.7 percent to 3.1 percent in 1990 as the inflation rate rose from 10.6 percent to 12.7 percent in 1990. Unemployment rate went down slightly from 9.2 to 8.3 percent between 1989 and 1990 while underemployment was estimated at 31.4 percent, slightly higher than that of 1989. Meanwhile, population threatened to exert further strain on the economy as it grew by 2.3 percent to an estimated 60.5 million in 1990.

This situation was exacerbated by a series of events such as the July 1990 earthquake, the threat of war in the Middle East where hundreds of Filipinos were employed, the devastating typhoons which hit several parts of the country and the persistent insurgency problem and relentless coup rumors and threats which discouraged investments as well as hampered the development of a number of communities.

Such events imposed hardships on various sectors of the population particularly poor women who become the sole support of their families during difficult times. There are difficulties that impact on women more than the men; there are serious problems that victimize women unequally and areas where they are exploited and shut out because of biases and stereotypes that remain deep-seated in our culture. These are largely responsible for women's limited access to opportunities and resources, the nonrecognition of their contributions and worth and their unequal share in the benefits of development.

### 2. KEY ISSUES AND THEIR IMPACT ON WOMEN

**2.1 *Women and poverty.*** The acute poverty situation which remains as the country's priority focus of attention for the Plan period affects women more seriously as family treasurers and as health and economic providers. With the diminished purchasing power of the peso, more and more women are forced to find ways to augment family income without abandoning their home responsibilities. However, their lower level skills often prevents them from competing in the job market and pushes them into the informal sector where work conditions are unregulated and where credit facilities and other support services are limited.

Poverty also drives women into overseas employment as domestic helpers, entertainers, nurses, chambermaids, etc. where they are exposed to sexual and physical abuse. For many even less fortunate women working here or abroad, prostitution becomes a risky alternative. The mail-order bride phenomenon is another offshoot of women's impoverishment. On the other hand, when the men leave for overseas work, women become de facto household heads and temporary solo parents.

Also among the very poor, realities of poverty find women sacrificing their own health for their children. When food is scarce, women eat last and least, leading to malnutrition which in turn contributes to maternal and infant deaths.

**2.2 *Unemployment and underemployment.*** The worsening unemployment and underemployment situation highlights women's lack of training opportunities and/or incentives to enter nontraditional, higher paying technical jobs and their tendency to be first fired and last hired particularly in manufacturing and assemblyline kind of work.

Employed women, on the other hand, are plagued with problems of, among others, income inequalities which is a result of the generally lower positions they occupy, lack of support structures for working mothers, and low participation in managerial and decision-making positions. Even among unions, the prevailing male orientation and leadership have stood in the way of sensitivity to and support for gender issues in the work environment.

Relatedly, there is the issue of educational wastage where highly educated women serve in positions for which they are overqualified (but which pay relatively higher wages) particularly if they migrate to other countries as domestic helpers, entertainers or chambermaids.

**2.3 *Imbalances in the distribution of basic services and infrastructure.*** Imbalances in the distribution and inadequacy of basic services and infrastructure impinge on women's special health needs as mothers and health care and economic providers. Women's reproductive functions make them vulnerable to anemia, goiter and other deficiency-caused diseases and to general malnutrition which leads to higher maternal and infant deaths. Moreover, the female-orientedness of family planning technology imposes added health risks on women. Poor housing facilities and inaccessibility of welfare services likewise exert further strain on women as guardians of their family's welfare and living conditions.

**2.4 *Environment.*** In the poorest communities, women fetch and use water, gather firewood and plant vegetables. They are thus forced to destroy trees as these provide the only available fuel. Unknowingly, women pollute the waters and the environment because of their use of detergents and products that come in non-biodegradable packaging.

**2.5 Violence Against Women.** Violence against women is an area where women are most vulnerable and defenseless. The incidence of violence against women is generally underreported and there is a tendency for victims to remain silent and for others to consider these incidents as private matters. However, crimes of rape, incest, wife battering and sexual harassment affect women, men, children and entire families. Violence against women is thus a social issue.

A more insidious form of violence against women is their being used as come-ons for consumers in mass media, particularly in advertisements and movies. Prostitution is another form of violence.

The most common factors in the gender-specific impact of these issues is the pervasively low level of gender consciousness in both public and private spheres and women's tendency to be left out or negatively affected by development. An important prerequisite, therefore, towards directly and effectively addressing such issues is a more gender aware public and a more gender-responsive planning and implementation of development programs.

Some inroads were made during the first two years of the Philippine Development Plan for Women, 1989-1992. These include the establishment of Women in Development (WID) Focal Points and strengthening of existing mechanisms that address women's concerns in line agencies; the conduct of advocacy and gender consciousness raising; review of laws and government policies that discriminate against women and the passage of new laws that respond to their special needs; and most importantly, the beginning of the institutionalization of gender-responsive planning and program implementation in government. The latter was carried out through the membership of the National Commission on Women in the Technical Planning Subcommittees, the introduction of WID statements in some chapters of the Updated Medium Term Plan and the incorporation of selected women's programs in the updating of the Medium Term Public Investment and Medium Term Technical Assistance Programs.

### **3. POLICY THRUSTS AND STRATEGIES**

The Philippine Development Plan for Women for 1991-1992 (PDPW) seeks to address the differential impact of development on women and bring them into the mainstream by providing women equal opportunities in the economic, political and social activities of the country. It calls upon women to take part in addressing national problems and participating at the outset in defining priorities, designing strategies and implementation of programs. In support of the MTPDP's goals of economic development, productivity and growth, equitable distribution of opportunities and resources and poverty alleviation, the PDPW provides for, among others, the expansion of women's productive opportunities through education, training and affirmative action, more intensive advocacy towards mainstreaming women in all areas of development, improving basic services that most seriously concern women, and institutionalizing and strengthening support for women's programs.

More specifically, the PDPW shall pursue the following policies and strategies for 1991-1992:

### **3.1 *Expansion of Women's Economic, Social and Political Opportunities***

- Ensuring women's equal access to all development programs, particularly those relating to education, training and extension services for increased income opportunities and other social services
- Integration into major sectoral programs of positive advocacy for women's expanded participation in productive and development work
- Strengthening of enforcement mechanisms for existing labor laws and policies, and introduction of new ones that are supportive of women's expanded roles and needs
- Maximizing productivity of employed women in both government and private sectors through appropriate support structures, affirmative action programs, improved terms and conditions of work, i.e., equal employment opportunities, access to training and promotion, etc.
- Adopting more comprehensive support service programs for woman migrant workers
- Encouraging women's increased participation in collective organizations and making these more responsive to gender issues
- Provision of education and training opportunities and incentive schemes for women to enter non-traditional courses and fields of training
- Conduct of regular evaluation of elementary and high school textbooks and other learning materials for gender biases and stereotypes

### **3.2 *Advocacy and consciousness-raising***

- Conduct of an extensive advocacy and consciousness raising program on gender concerns as a crucial requisite to gender responsive development planning and implementation
- Integration of gender concerns into existing government-wide and specific sectoral training programs
- Utilizing all forms of cultural arts and media in transcending the limiting effects of gender stereotypes

- Promoting increased participation of women in the field of media, arts and culture toward developing an alternative non-sexist culture

### 3.3 *Gender-specific indicators and data base*

- Development of gender-specific indicator system and data bases to support planning and advocacy work, surface women's real contributions, and capture certain women-specific situations such as sexual harassment
- Promoting the generation of regularly collected sectoral data sets on a gender specific basis

### 3.4 *Delivery of basic services*

- Improving the delivery of infrastructure and basic services paying particular attention to women's special needs as in the areas of maternal and child health, nutrition and family planning
- Increasing the number of woman target beneficiaries of welfare services and livelihood projects; organizing more women's groups and encouraging their fuller participation therein
- Addressing the prostitution problem through the provision of alternative livelihood programs, enforcement of laws that encourage them to enter the mainstream economy, and increased delivery of support and welfare services to respond to their attendant emotional and health problems
- Focusing increased GO-NGO interventions to reduce crimes of violence against women including the documentation of the incidence of its various manifestations, sensitizing of concerned government agencies and support service for victims

### 3.5 *Institutional support for PDPW*

- Establishment and operationalization of focal points for gender concerns in government line agencies
- Agency review of major programs and projects to ensure their positive impact on women
- Institutionalizing mechanisms and methodologies for PDPW implementation, monitoring, assessment and updating
- Allocating financial resources to implement PDPW programs

### 3.6 *Networking with NGOs*

- Mobilizing the NGO networks, particularly at the community level, where key programs such as agrarian reform, agricultural productivity, health and infrastructure heavily rest on strong extension and outreach activities

## 4. GENDER CONCERNS FOR FUTURE PLANNING

The formulation of a Philippine Development Plan for Women and participation in national development planning to ensure the integration of gender-responsive policies and programs shall be continuing undertakings of the NCW, NEDA and line agencies, at least until the concerns of women are fully integrated in national development planning, programming and budgeting. The wide range of concerns and issues laid down in the first Philippine Development Plan for Women, 1989-1992 shall continue to be pursued. Meanwhile, NCW shall maintain its vigilance on emerging concerns with broad gender implications as subjects for future Philippine development planning for women.

In the course of this updating of the PDPW, a review of women's emerging concerns that need priority attention for future planning underscored four additional areas: the impact of macro policies on women, women for peace, gender relations in the family, and the need for a framework to operationalize the PDPW in the regions.

A brief description of these concerns follows:

### 4.1 *Impact of Macro Policies on Women*

Because they determine allocation of priorities and resources, macro policies are believed to have profound implications on gender concerns. For instance, in the allocation of public expenditures among sectors, a higher allocation for social sectors will mean greater direct benefits to women in terms of better education and health services.

The policy of export-led industrialization expands female employment particularly in manufacturing and garment/textile industries, although said policy is devoid of any deliberate intention to increase female participation. While direct taxation impacts more heavily on men since they dominate the formal sector and the higher income groups, both direct and indirect taxation burden more greatly the household managers, who are usually women, as they are responsible for managing household income.

In a debt-ridden country like the Philippines, debt-servicing negatively impacts on economic programs. The effects could be more serious on social development programs.

On the other hand, the attainment of the goals of macro policies could also be affected by gender roles and constraints. The objectives of growth could be impeded if half of the human resources, i.e., the women, are not fully tapped or equipped to participate in development activities. Recognition of women's concerns and the reflection of these in policies will ensure that the latter can really achieve desired results.

#### **4.2 *Women for Peace***

Women and children are known to suffer most severely from the effects of the present peace and order problem in the country. But it is also recognized that women have a key role to play in peace promotion. To formulate proposals to correct the adverse situation of women and children in areas affected by armed conflict, and to provide a framework for women's participation in peace promotion, a research study on "Women for Peace" is underway.

Among others, the research aims to conduct a gender-based analysis of the peace situation, more specifically to determine the impact of armed conflict on women and the prospects of women as peace agents. It is also intended to provide empirical data as basis for formulating policy recommendations to address the armed conflict situation.

#### **4.3 *Gender Relations in the Family***

This area puts emphasis on the critical role of the family as the basic unit of society, and consequently, the same basic unit which shapes society's prescriptions for gender roles, particularly for those of the women. It shall advocate support for the family in ways that promote the practice of justice, participatory decision-making and self-determination for all its members, particularly women.

A section on family will propose policies, strategies and programs toward the following goals and objectives:

- recognition of the increasing numbers of female-headed households,
- economic equity and financial autonomy for women,
- quantification of housework and all forms of unpaid, home-based labor,
- provision of adequate welfare and child care support services,
- respect for, protection and promotion of women's reproductive rights,

- de-privatization of the issues of domestic violence, the establishment of laws and policies to eliminate it, and the provision of aid and refuge to victims.

#### ***4.4 Regional Operationalization of the PDPW***

Regional implementation of the PDPW is one of the overriding concerns of the NCW. During the past year, in Region 8 as a pilot region, NCW conducted a number of activities (including NEDA as regional coordinator), members of the Regional Development Council, members of the academe and NGOs. These were designed to determine the extent of gender consciousness-raising needed, the kind of regional structures or mechanisms that have to be set in place and the system of planning, monitoring and evaluation necessary to ensure PDPW implementation in a region.

Initial experience points to a number of strategies and approaches that could provide insights for developing the framework for the regional implementation of the PDPW. Among these are: involving the Regional Development Council or RDC, tapping the NEDA regional office as an orchestrator of regional activities and as coordinator for a WID with various sectors and agencies involved in development planning. Further consultations to finalize a regional framework for PDPW implementation are expected before the next plan period.



## **PART II**

# **THE ECONOMIC SECTORS**

## **CHAPTER 2**

# **AGRICULTURE & AGRARIAN REFORM**

## **AGRICULTURE**

### **1. OVERVIEW**

The year 1989 saw initial efforts of the agricultural sector to respond to the PDPW. The Department of Agriculture (DA) has been partly addressing the needs of rural women for 56 years through its home extension service with the Rural Improvement Clubs and other rural-based organizations as channels in agricultural development efforts. However, much remains to be done to fully integrate women in the agricultural development process. Today, with even greater realization of the vast opportunities to enhance the growth of the sector through the efforts of rural women, the DA is taking more steps toward the full implementation of targets and strategies outlined in the original Plan.

The sector therefore, will continue to pursue the same objectives contained in the original Plan. These are to: a) institutionalize the expanded participation of women in agricultural and rural development; b) increase employment opportunities among rural women; c) improve the access of women to agricultural delivery systems and support services; d) enable women to view their participation in agriculture as partners of men; and e) raise the level of consciousness of the rural population and of decision-makers on the important roles of both men and women in agriculture.

### **2. POLICY THRUSTS AND STRATEGIES**

#### **2.1 Integrating women's concerns in agricultural development policies, programs, and projects. This will be achieved by:**

- Bringing to the attention of legislators, leaders, planners, policy and decision-makers the problems and issues affecting the productivity, welfare and full participation of rural women in the agricultural development process;
- Strengthening research on policy issues affecting the welfare of rural women and systematizing the collection and dissemination of information on the status of women and their contributions to agricultural and rural development; and
- Formation and/or strengthening of women's organizations and expanding their participation in decision-making and in the planning, execution, and monitoring and evaluation of projects at all levels.

- Utilizing mass media in the formation of new attitudes concerning the roles of women, with emphasis on the dignified and productive role that women play in the home, in the community, and in society as a whole.
- Motivating NGOs and rural women's organizations to continue serving as catalysts for the development and validation of innovative schemes that can serve as vehicles of change for the development of rural women.

**2.2 Developing the capabilities and skills of rural women to contribute to agricultural and rural development and share more of the benefits derived from such development. This will be achieved by:**

- Promoting technological innovations that improve women's productivity such as the development of appropriate farm and home tools for women;
- Providing rural facilities and services such as water, fuel, health and nutrition services, and child care centers to enable women to engage in other productive activities outside the home;
- Putting emphasis on developing women's technological and entrepreneurial skills in the provision of agricultural extension, training, and communication support services; and
- Involving women in the management and protection of agricultural and fishery resources in their communities.

**2.3 Expansion of income opportunities for rural women. This will be accomplished by:**

- Facilitating rural women's access to technologies, production inputs and markets; and
- Developing the rural financial market in general and channeling credit resources through women's organizations;
- Utilizing women's cooperatives and organizations, whenever possible, as channels to facilitate acquisition of farm inputs, information and marketing of produce;
- Ensuring access to agricultural/rural credit to increase productivity and income; and
- Providing training on value formation/new attitudes towards the concept of financial credit.

- 2.4 Involving women as planners, contributors, and beneficiaries in all agricultural projects, notably in earthquake rehabilitation, reconstruction and development projects.
- Organizing women's brigade and providing them with proper trainings on basic knowledge of first aid appropriate for natural calamities;
  - Providing training on environmental protection and conservation.

### 3. TARGETS

Revised targets will be adopted to make the plan more responsive to the identified concerns. Hence, in the next two years, efforts will focus on the following:

- 3.1 *Gender Awareness Sessions:* The conduct of gender awareness sessions will be pursued for 1,754 middle-level agricultural managers and 13,877 agricultural technologists and subject matter specialists involved in the planning, implementation, and evaluation of agricultural and rural development programs;
- 3.2 *Employment Generation:* Two major studies on alternative employment will be conducted. Other forms of off-farm employment in all regions will be identified;
- 3.3 *Training Extension Program:* Within the period, a total of 2.5 million farm families will be extended a comprehensive training/extension program through integration of roles and participation of women in rural/agricultural development;
- 3.4 *Rural Women's Organization:* A total of 15,000 functioning rural women's organizations with half a million members will be targetted for organizing for the period covered;
- 3.5 *Research and Data Generation:* Data collection systems disaggregating information by sex will be set up within the department and its seven bureaus and 18 attached agencies. Eight research studies aimed at improving the status of rural women will be undertaken; and
- 3.6 *WID Focal Points:* WID Focal Points will be created at the DA proper and in all its attached bureaus and agencies. Likewise, existing woman employees/ladies associations will be strengthened/revitalized. The creation of women-in-government associations will be encouraged in bureaus/attached agencies with no existing associations.

#### **4. PROGRAMS**

The sector will continue to implement the same programs and projects identified in the Original Plan.

### **AGRARIAN REFORM**

#### **1. OVERVIEW**

Within the context of the principles of social justice and equity, the Comprehensive Agrarian Reform Program (CARP) recognizes the need to mobilize rural women in its full implementation. Although few women become direct beneficiaries of landholdings, rural women can, to some extent, control land use. Such can be enhanced if they are given direct access to the necessary support services such as legal assistance, extension, information, education, credit, marketing and group institutions, including cooperatives.

It is thus expected that rural women benefit equally with men from CARP not only from improvement of the land tenure system but also from an enhanced socio-economic status through timely provision of the aforementioned support services.

Although it is now increasingly recognized that rural women are active participants in CARP, the extent of their contribution and their potential impact on this "total rural development program" cannot be fully quantified and hence, not well appreciated. The lack of sex-differentiated data and information continues to hamper the integration of women's concerns in the key components of CARP.

In the light of the foregoing, the objectives, policies and strategies as contained in the original Plan will have to be reviewed.

The objectives set in the original Plan will remain the same although the general objective is redefined as follows:

To ensure that all qualified women members of the agricultural force are given equal rights to the ownership of and/or access to land and support services, share of the farm's produce, and representation in advisory or appropriate decision-making bodies and ultimately attain self-fulfillment.

The order of priority of the specific objectives was revised to give emphasis on and address the gaps and issues identified in the 1989 PDPW assessment, as follows:

- To institutionalize the generation of sex-disaggregated data at pro-

gram and/or project level and to continuously document women's involvement in the program for the purpose of making their participation visible, thereby enabling planners to translate their concerns into actual programs;

- To integrate women's concerns in the key components of the agrarian reform program, including the delivery of support services;
- To mobilize women in the developmental planning and decision-making activities in all levels and in the implementation of the agrarian reform program from land distribution to agricultural production and marketing;
- To strengthen concerned women's organizations, associations and cooperatives in agrarian communities to enhance their economic viability and sustainability;
- To develop and implement comprehensive training programs for women Agrarian Reform Beneficiaries (ARBs) and dependents with emphasis on upgrading their productive skills and managerial capabilities;
- To develop and maximize the potentials of rural women as government partners in the implementation of agrarian reform and to make them aware of the importance of their participation and contribution.

## 2. POLICY THRUSTS

The policies and strategies as contained in the original Plan, 1989-1992 will continue to be adopted with slight modifications:

- Intensifying information/education drive and advocacy campaign on the role of rural women in countryside development
- Mobilizing rural women for increased participation in planning, decision-making and implementation of programs and projects
- Promoting/increasing participation of women in farmers' organizations and cooperatives
- Strengthening women's access to community-based support facilities and systems
- Establishing/institutionalizing linkages with the appropriate agencies in developing livelihood opportunities for rural women
- Creating appropriate implementing/monitoring mechanisms

- Establishing a sound, reliable and systematic database/information system responsive to the needs of rural women

### **3. TARGETS**

Table 1 presents the physical targets for women beneficiaries development under the social infrastructure building and economic support development programs for the period 1991-1992. The program activities are consistent with those set in the updated agrarian reform sector plan component of the Medium-Term Philippine Development Plan for the period 1991-1992.

### **4. MAJOR PROGRAMS AND PROJECTS**

Over the remaining plan period, the major programs and projects of agrarian reform shall be focused on instilling among the concerned sectors the role as well as contribution of women in the agrarian reform program, and increasing awareness of women in the agricultural labor force that they have equal rights/ access to resources and services under the CARP.

**Table 1**  
**PHYSICAL TARGETS FOR WOMEN BENEFICIARIES DEVELOPMENT**  
**1991-1992**

PROGRAM/ACTIVITY	1991	1992	Total
<b>A. Social Infrastructure Building</b>			
Advocacy Program for CARP			
No. of advocacy programs produced (DAR)		NON-QUANTIFIABLE	
Institution and Capacity Building (DAR)			
No. of women ARBs oriented/assisted	34,172	34,177	68,349
Training on Institutional-Organizational Development, Financial Management Systems/Enterprise Development			
No. of women ARB groups trained (DA)	14,203	2,213	16,416
Training on Cooperatives, Fishing and Livestock Management (DA)			
No. of women ARBs trained	12,570	18,454	31,024
Echo-Training on Agri-Business (DA)			
No. of women ARBs trained	378	92,271	92,649
Farmers Training Program on Cooperatives Development and Management (LBP)			
No. of women ARBs trained	—	870	870
Industrial and Entrepreneurial Trainings/Basic Skills Development etc. (DTI)			



PROGRAM/ACTIVITY	1991	1992	Total
No. of trainings conducted	423	438	861
Formation of Self-Reliant Organization (DOLE)			
No. of women ARBs trained	292	—	292
Training on Skills Development/ Community Organization for ISF Women Beneficiaries (DENR)			
No. of mandays	13,432	13,000	26,432
B. Economic Support Development			
Farm and Home Visitation and Consultation and Provision of Production Support and Credit Facilitation Services (DA)			
No. of women ARBs served/	—	177,028	177,028
Development of Income- Generating Projects (DA)			
No. of IGP set up	49	1,157	1,206
Provision of Production Loan (LBP)			
Amount allocated	P50M	P338.1M	P388.1M
Industrial Technology Transfer (DTI)			
No. of studies (Pre-investment, feasibility studies, etc.)	64	56	120
Implementation of Program Policy, Planning & Management Development Projects (DAR)			
No. of women participated (as percentage of total participants)	25%	30%	

## **CHAPTER 3**

# **ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT**

### **1. OVERVIEW**

Despite the short period for implementation of the PDPW in 1989, the environment and natural resources sector was able to lay the groundwork for systematically addressing the issues and concerns confronting women. Among others, the required institutional mechanism was put in place with the creation of the Technical Working Committee on Women (TWCW). Awareness campaigns on women's issues and concerns were pursued. Concrete action to involve women in the government's major programs and projects on natural resources development, utilization, and protection, e.g. National Forestry Program, were also undertaken.

Notwithstanding these accomplishments, a number of issues and concerns remain to be resolved. Among these are the lack of gender-specific data and other socio-economic information on women's actual involvement in productive activities; and their limited participation in decision-making, non-traditional responsibilities, and other more challenging tasks.

The updated ENR chapter of the PDPW will therefore pursue the same objectives articulated in the original document, which are in support of the goals and objectives of the Updated Medium Term Philippine Development Plan for 1991-1992.

### **2. POLICIES AND STRATEGIES**

As a matter of policy and within the framework of the Philippine Strategy for Sustainable Development, the ENR sector will ensure that both men and women are provided equal opportunity to participate in and benefit from sustainable natural resources management and development. Women's concerns shall likewise be given due consideration in the sector's efforts to rehabilitate areas affected by the July 1990 earthquake.

The sector will pursue the same general and specific policies and strategies specified in the PDPW, particularly with regard to women's participation in forestry and mineral resources development and utilization, land disposition management, and environmental management.

### **3. SECTORAL TARGETS**

For the rest of the Plan period, efforts shall be directed at the attainment of the following targets:

- a) Established focal points in the 14 DENR regional offices and Manila-based bureaus and attached agencies through stronger, institutional

support to WID activities in the environment and natural resources sector.

- b) Heightened level of gender consciousness through the conduct of gender-awareness seminars in each region.
- c) Established gender-specific data base on selected indicators in the ENR sector.
- d) Upgraded skills through the conduct of six training programs for ENR beneficiaries in the following areas:
  - Waste management — commercial, industrial, domestic;
  - Livelihood (e.g. basket weaving) and other cottage industry-related skills during off-planting season;
  - Pottery and craftsmanship to make use of mining by-products;
  - Composting through proper segregation of wet and dry garbage;
  - Raising of ornamental plants like orchids; and
  - Bamboo and mushroom culture.
- e) More gender-responsive implementation of ENR programs such as the Integrated Social Forestry (ISF) and other people-oriented programs for upland and mining communities.
- f) A day care program in the DENR central office and its bureaus and attached agencies, with possible replication in some regional offices.

#### 4. PROGRAMS AND PROJECTS

Programs and projects responsive to and supportive of the objectives and policy thrusts of the ENR sector, which are listed in the Updated MTPDP and PDPW, 1989-1992 shall be undertaken. These are:

- 4.1 *Information and Systems Management.* The DENR actively participates in the ongoing National Commission on Women-initiated program on the development of a data base on women being conducted in cooperation with the National Statistical Coordination Board, the National Statistics Office and other data producing agencies of government.
- 4.2 *Advocacy Program.* The DENR will cooperate in the implementation of the NCW-Canadian International Development Agency pro-

support to WID activities in the environment and natural resources sector.

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gram for massive gender-sensitivity training and orientation for trainers, frontline officers, and key decision-makers.

- 4.3 *Policy and Program Studies.* Studies will be undertaken to determine the gender impact of existing ENR laws, policies, and programs, e.g. ISF, so that appropriate policies may be formulated and instituted.
- 4.4 *Affirmative Action Program.* Guidelines will be formulated to ensure that qualified women will have equal rights and opportunities to be appointed to management and decision-making positions. Guidelines shall likewise be issued to ensure that the equal rights of men and women are recognized in the granting of land titles, licenses, certificates, and such other titles issued to beneficiaries of ENR programs and activities.
- 4.5 *Integrated Program for the General Upliftment of the Well-Being of Rural/Upland Women and Men Dwellers including those in Small Mining Communities.* DENR will coordinate more actively with concerned agencies in improving the quality of life of men and women in the rural and upland areas through the creation of jobs and livelihood activities, extension of training, support facilities and technical assistance, and delivery of basic social services.
- 4.6 *Information-Education-Communication (IEC) Program for Consciousness-Raising on Judicious Use and Conservation of Natural Resources.* Existing ENR IEC programs shall pay particular consideration to women as participants and beneficiaries of these programs.
- 4.7 *Day Care Program for DENR Employees.* DENR shall establish and maintain a day care center for its employees, initially in the central office and later in its bureaus, attached agencies, and regional offices.

## **CHAPTER 4**

# **INDUSTRY, TRADE, AND INDUSTRIAL RELATIONS**

## **INDUSTRY AND TRADE**

### **1. OVERVIEW**

The trade and industry sectors played a pivotal role in sustaining the country's economic recovery through complementary government and private sector efforts.

Employed women continued to dominate three major industry groups in the formal sector, namely, wholesale and retail trade; community, social, and personal services; and manufacturing. In the informal sector, women were mainly involved as home-based workers, vendors/hawkers, small-store operators, traders, and service workers. Training was also provided for these women to address productivity concerns.

The following objectives shall still be pursued for the trade and industry subsector for the rest of the Plan period:

- To fully and actively integrate women's participation in the establishment of industries, revitalization of existing viable enterprises, and in other productive and gainful activities.
- To upgrade the skill and management capability of woman workers by providing adequate training, support facilities, and affirmative action.
- To provide equitable conditions and opportunities for women in employment, business, and trade, specially those in the rural areas.
- To provide genuine industrialization to create jobs where women's productivity is recognized, unemployment/underemployment is minimized; and exploitation made easy by employment instability in the export-oriented economy and largely affecting a predominantly female cheap labor force is lessened.
- To develop programs that enhance equality in opportunities and conditions of employment for all women, including equal pay for work or comparative/equal value, equal access to all positions of employment, and security benefits.
- To ensure equity, afford protection, and provide adequate labor standards and benefits for women in both the formal and informal labor force.

- To maximize local resources and capabilities of women in the process of recovering from adverse social and economic consequences of natural and man-made calamities.

## 2. STRATEGIES

The issues and concerns as well as the specific targets in the trade and industry subsector, which are basically the same as those identified in the 1989-1992 PDPW, will be addressed through the following strategies:

- Encouragement of the organization of woman workers, particularly in the informal sector, as a vehicle for economic self-reliance.
- Allocation of resources for vocational guidance, career counselling, and training in technological/managerial skills to increase self-reliance.
- Promotion of cooperatives among home-based workers to help improve business/employment conditions and opportunities.
- Encouragement of women to establish, manage, and own enterprise.
- Development of proper attitudes among family members on the sharing of domestic responsibilities, and an appreciation of women's informal and invisible economic contributions to society.
- Legislation of policies and labor benefits that protect women in both the formal and informal labor force.
- Conduct of on-site skills and other trainings to woman victims of natural and human-made calamities, and the provision of direct financial assistance (e.g., grants and soft loans) for use as capital for entrepreneurial endeavors through minimal bureaucratic red tape and simplified processing of documents.

## 3. TARGETS

The issues and concerns as well as the specific targets in the trade and industry subsectors specified in the 1989-1992 PDPW shall continue to be pursued in 1991 and the rest of the Plan period. The targets shall mainly focus on the well-being, active integration and participation of women in industry and trade. In particular, a 4% increase in the number of woman workers in the formal sector employment, over that attained in 1989, will be targetted or even exceeded. (The 4% growth in 1989 involved an increase from 7,696,000 woman workers to 8,012,000 women employed in trade and industry. The PDPW targets a 10% growth.)

- Strengthening of existing education programs for both employers and workers specially women.
- Conduct of educational activities to change traditional/stereotype attitudes surrounding women's participation in unions.
- Institution of training programs on leadership, organizing skills, etc.

### **3. TARGETS**

In line with the issues identified, the targets for the rest of the PDPW period remain, as follows: Increase in the number/participation/leadership of female labor union members; activation of women in the industrial relations system; and implementation of affirmative plans of action for woman workers.

### **4. PROGRAMS**

The programs and projects identified under the 1989-1992 PDPW shall be pursued for the subsector as follows:

- Conduct of labor education and in-service programs.
- Encouragement of women's participation in union organizations.
- Conduct of massive information drives on woman workers' rights.



## CHAPTER 5

### SERVICES

#### 1. OVERVIEW

Significant efforts were initiated by the sector in 1989 in terms of evolving agency mechanisms for a more purposive and conscious planning and programming for the PDPW. The Department of Labor and Employment (DOLE) adopted the PDPW employment concerns in its 5-point agenda for 1990-1992. The Civil Service Commission operated the Equality Advocates, or EQUADS, which was conceived as the mechanism that will look into complaints of discrimination in the public sector on account of gender, political affiliation, cultural origin, handicap, or religion.

The sector's first year assessment points to a number of constraints still affecting implementation of the PDPW, such as the low level of awareness of gender concerns among policy-makers and planners and among the general environment in which the PDPW is to be implemented; difficulty in finding resources for its programs; and relative infancy of the mechanisms (agency focal points) for its implementation. Several concerns, for which more aggressive action is required during the remaining years of the Plan period, were also identified. These include a) operationalizing the integration of the sector's objectives and programs in the planning and programming of relevant agencies; b) establishing a gender-differentiated data and information system; c) the need for a comprehensive program plan to address sexual harassment in both government and private sector employment, specially among domestic helpers and women in the tourism and service industries; d) the need for a comprehensive affirmative action program in government service; e) participation of women in government and private sector unions as members and officers; and f) thorough review toward revision of all CSC rules and other related codes as to gender bias.

In addition, the sector will continue to address the same issues and concerns stated in the original Plan, with some modifications, as follows:

- Inadequate enforcement of existing labor legislation providing for equality, special facilities for women, night work prohibition, etc.
- Lack of sufficient and stiffer sanctions or penalties for violators of existing labor laws, standards, and policies affecting women.
- Discrepancy in the length of maternity leave allowed for private sector employees and those in government (45 days vs. 60 days); and within government, casual/temporary woman workers get paid only at half-rate for the 60-day maternity leave.
- Outdated provisions of labor legislation protecting domestic helpers

- Passage of pertinent bills to effect equitable representation.
- Increased participation of women in industries where they are under-represented, such as in transportation, communication, and construction.
- Women's increased awareness of their potentials through media's greater attention to gender issues and government's greater advocacy.

#### **4. PROGRAMS AND PROJECTS**

For the remaining Plan period, focus shall be on the following priority programs:

##### **4.1 *Legal, Legislative and Policy-Related Program***

- Policy researches on labor-management relations, women with re-entry problems after child-rearing period, and half-time work for women.
- Review and formulation of regulations to implement policies and standards affecting woman workers.
- Review and reformulation of enforcement schemes to better implement labor laws for women.
- Orientation of labor inspectors on women's concerns.

##### **4.2 *Advocacy/IEC Program***

- Grant of incentives to firms which establish work support systems for woman workers.
- Raising consciousness on women's issues that are specific to the sector.

##### **4.3 *Diversified skills training***

- Training program on leadership and unionism for woman workers.

##### **4.4 *Program for gender-specific data***

## **PART III**

# **THE SOCIAL SECTORS**

## CHAPTER 6

# EDUCATION AND TRAINING

### 1. OVERVIEW

The education and training sector showed encouraging trends during the first year of the PDPW. The focal agencies for both formal and nonformal education, the Department of Education, Culture and Sports (DECS) and the National Manpower and Youth Council (NMYC), respectively, created their WID Focal Points and conducted advocacy and gender-sensitivity training programs within their agencies.

More specifically, the gender-sensitivity training programs reached crucial audiences in the formal education sector like the curriculum developers, key officials, and teachers, such that critical issues were raised in the sector, like the pervasive sexism in the school curricula. These programs thus became the springboard for identifying specific activities for the updated PDPW. The DECS is now giving priority attention to several concerns during the remainder of the Plan period. These are the need to review and analyze textbooks, curricula, and other instructional materials; address the lack of research-based data relevant to sexism and stereotyping in textbooks and instructional materials; and the need for a regular budget allocation to enable the department to fully implement the priority programs under the PDPW as recommended by the WID Focal Point.

Specific gender-responsive activities in the nonformal educational sector, particularly under the NMYC, were also implemented, resulting in the improved participation of women in traditionally male-dominated training courses. Remaining issues that need to be attended to until 1992 are: the need to address the gender bias in training programs, the creation of WID Focal Points in the NMYC and DECS regional offices, and women's lack of awareness of gender issues. The latter continues to deter their availment of training programs that promise them better opportunities for livelihood.

A major limitation in Plan implementation in the first year shows an apparent lack of gender consciousness among policy/decision-makers and inadequate fund support from the government.

The updated education and training chapter thus seeks to address the above-cited issues. In line with this it shall pursue the same general objective as stated in the original document. In the light of other developments in 1989 the sector shall work to attain the following specific objectives as re-stated from the original Plan:

- Upgrade the internal efficiency of the education and training sector to facilitate women's integration into the mainstream of national development.

- Accelerate the responsiveness of education and training in developing women's potentials and interest in activities that promote their development.
- Intensify efforts to reduce gender biases.
- Increase access of disadvantaged women to all areas of education and training.

## **2. POLICIES AND STRATEGIES**

The stated policies and strategies in the original Plan, including those enumerated below, shall be pursued during the period:

- Greater mobilization of the educational/training system and personnel to promote women's status.
- Comprehensive review of educational provisions on disaster preparedness in times of natural calamities and man-made disasters, and in terms of physical facilities, environment and psychological preparedness of girls and women.

## **3. TARGETS**

The following indicators/targets as identified in the original Plan and re-stated below shall remain:

- Evaluation of 75% of all elementary and secondary basic textbooks to identify and rectify sexist contents.
- Conduct of an additional research study to document and determine the magnitude of the issues stated in this sector's plan. This study shall focus on women's administrative/academic mobility. A study done by UP Center for Women's Studies could serve as a model.
- Generation of greater interest in women's issues within the Plan period. A projected additional 5-7 schools conducting women's studies and about 20% of educational agencies/organizations undertaking sensitizing activities are expected. This shall include the faculty/trainor development program in women's studies.
- A 10% annual increase in demand for more literature, training modules, trainors, and other inputs, owing to the expanded consciousness of women.

- In the non-formal sector, an increase in the number of female trainors in traditionally male-dominated courses and vice-versa by 15%.
- Generation of data on male-female ratio in faculty and staffing in schools and training centers.
- Development of a project proposal for a textbook review task force.

#### **4. PROGRAMS**

For the Plan period 1991-1992, the programs and projects stipulated in the original Plan shall continue to be implemented until the end of the Plan period.

## **CHAPTER 7**

# **HEALTH, NUTRITION AND FAMILY PLANNING**

### **1. OVERVIEW**

A wide range of developments in health, nutrition, and family planning, which impinge on women, were noted in 1989. These include the strengthening of programs and services which respond to the nutritional and health needs of women. In an effort to enforce policies and programs, a number of nutrition and health-related bills were filed in both houses of Congress. WID Focal Points were created by concerned agencies to serve as vehicles for integration of gender concerns in existing public health programs. Moreover, GO-NGO partnership contributed to the realization of the sector's objectives.

These developments notwithstanding, numerous health issues concerning women remain. Gender concerns still have to be fully integrated in existing public health programs. This is envisioned to improve public health programs responsiveness and effectivity insofar as the health care needs of women and girls throughout their life cycle are concerned. In view of the recent natural calamities which devastated health infrastructure, the availability and adequacy of health services are issues that will continue to exert pressure on women as providers and recipients of health care.

The sector shall pursue the same objectives as stated in the original Plan for the period 1991-1992.

### **2. POLICIES AND STRATEGIES**

The same policies and strategies will continue to be pursued for the Plan period, with greater emphasis on the advocacy component, particularly that on integrating gender concerns in existing health programs.

### **3. TARGETS**

The same set of impact indicators shall be used during the period but supporting program and input indicators as listed below shall be adopted:

#### **3.1 *Program Indicators***

- Wider coverage of pregnant women given pre- and post-natal care, from 70% in 1990 to 80% in 1992, and the inclusion of dental services.
- Increased tetanus toxoid immunization coverage among women, from 50% in 1990 to 90% in 1992.

- Increased successful initiation of breastfeeding, from 57% in 1990 to 70% in 1992.
- Increased exclusive breastfeeding of infants 0-4 months old, from 9% in 1990 to 14% in 1992.
- Training of 10% of untrained traditional birth attendants ("hilot") for 1990, and at least 30% of the remaining untrained "hilot" by 1992.
- Training of at least 50% of health providers on safe motherhood by 1992.
- Education and increased awareness of 90% of expectant mothers who seek prenatal care, by 1992.
- Improvement of the nutritional status of women and girls, especially the malnourished, working, pregnant, and lactating mothers through:
  - Annual provision of food supplements to 18% of under-weight anemic pregnant and lactating mothers with low birth weight infants;
  - Provision of Vitamin A capsules to 100% of lactating mothers with Vitamin A deficiency in endemic areas by 1992; and
  - Increased coverage of women 18-40 years old provided with iodine supplements by 20% in 1992.
- Increased number of female beneficiaries per integrated family planning clinic, both GO and NGO, from 184/month in 1990 to 215/month in 1992.
- Increased total number of female beneficiaries of FP clinics from 2,472,300 in 1990 to 2,802,800 by 1992, and male recipients of the services of these clinics, from 103,400 in 1990 to 127,400 by 1992.
- Testing of 19,500 females for HIV for the year 1990-1992; an increased percentage of men examined for HIV from 10% to 20% by 1992, since the current examinations are being done mostly on women.
- Conduct of 410,000 examinations on sexually transmitted diseases (STDs) out of which about 14,300 cases are expected to be positive. By 1992, a total of 542,000 examinations are targetted to have been done and 18,900 cases are expected to be positive.



### **3.2 *Input Indicators***

- Offering by around 75% of family planning clinics/service outlets (including that of NGOs) of other health services to women by 1992.
- Provision of advocacy training, seminars, and conferences on gender awareness to around 80% of health-related GO and NGO workers for the duration of the Plan.
- Extension of training on gender-consciousness to about 80% of medical/paramedical and nonmedical workers by the close of the Plan period.
- Integration of gender issues in about 80% of IEC materials on health, nutrition, and family planning.

## **4. PROGRAMS AND PROJECTS**

The programs and projects shall continue to be implemented. Priority attention, however, will be given to the development of a Comprehensive Women's Health Care Program with focus on adolescents, battered wives, single parents, woman workers, and aging women.

## **CHAPTER 8**

### **HOUSING**

#### **1. OVERVIEW**

A significant achievement in mainstreaming women in housing involved the creation of the official women's desk for the government shelter group called Women Advancing Government Action for Shelter (WAGAS). It is composed of woman representatives from the Housing and Urban Development Coordinating Council (HUDCC), National Housing Authority (NHA), Housing and Land Use Regulatory Board (HLURB), National Home Mortgage Finance Corporation (NHMFC), Home Insurance and Guaranty Corporation (HIGC), and the Home Development Mutual Fund (HDMF). WAGAS aims to uphold the role and strength of women for the advancement of the shelter industry. WAGAS shall further the concerns of women in the formulation and implementation of programs and projects in housing.

As its first project, WAGAS launched the WAGAS — Pabahay Design Competition to encourage the development of site plans/house designs promoting women's concerns and the participation of women housing beneficiaries in influencing housing development endeavors.

WAGAS shall continue to address the housing concerns and issues of women as mentioned in the original Plan. Measures shall also be implemented to respond to the following concerns: (a) easier access to financing for low-income women, especially woman-headed households; (b) minimizing procedural requirements for loan applications; (c) ensuring the incorporation of day care centers within the subdivision plan as well as planning for amenities to suit the needs of woman beneficiaries.

The same objectives listed in the original Plan will continue to be pursued for the period 1991-1992. However, greater focus will be given on the enhancement of the role of women in housing in relation to policy, housing production, finance, and estate management. Specifically, the sector shall work to ensure the participation of women in housing programs initiated/implemented by non-government agencies, people's organizations, and the private sector.

#### **2. POLICIES AND STRATEGIES**

The policies and strategies will remain the same. However, the sector shall vigorously pursue the policy requiring consultation among woman beneficiaries of housing projects thus, integrating women's concerns in the formulation and implementation of programs and projects within the sector.

### 3. TARGETS

#### 3.1 *Improved Information Dissemination on Housing.*

- Guesting by housing representatives in at least 5 radio programs with mass-based audience to discuss specific housing programs.
- Production by 1991 of 2,000 leaflets containing basic information on government housing programs and projects. The Housing Insurance Guarantee Corporation, in relation to its cooperative housing program, shall disseminate information on women's organizations availing themselves of the programs.

#### 3.2 *Improvement of Application Forms Particularly for the National Home Mortgage Finance Corporation (NHMFC) and the Home Development Mutual Fund (PAG-IBIG).*

- Reduction in number of required documents.
- Dropping of requirement for husbands' consent in the case of woman household heads applying for loans.

#### 3.3 *Passage of a Housing Sector Resolution Requiring Real Estate Developers to Include in Their Subdivision Designs Day Care and Health Centers.*

#### 3.4 *Conduct of Reorientation Activities to Influence the People Within the Sector to Deviate from Sex Role Stereotypes.*

### 4. PROGRAMS AND PROJECTS

The sector prioritized the implementation of the following programs/projects:

- WAGAS-Pabahay Design Competition
- Revision of discriminatory provisions of law governing real property such as land acquisition, disposition, and titling
- Information dissemination of housing programs and projects through broadcast and print media
- Creation of data base structure on women as source of statistical data
- Gender Awareness in: housing needs assessment, finance, production, regulation, and research and studies

- Woman-beneficiaries organizing for education and training in housing, development and institutional building for housing cooperatives, and housing loan guarantee groups
- Housing sector resolution on the incorporation of day care centers in subdivision plans

In response to the crisis brought about by the recent earthquake which made thousands of families homeless, the housing sector launched Project Silungan which entails the construction of evacuation centers to provide temporary shelter. Free building materials shall be given to homeless families who can immediately reconstruct their homes. Labor is on self-help basis.

## **CHAPTER 9**

# **SOCIAL WELFARE AND COMMUNITY DEVELOPMENT**

### **1. OVERVIEW**

The Social Welfare and Community Development (SW & CD) sector ably addressed the sectoral concerns identified in the PDPW. In 1989, major development thrusts were pursued in line with the sector's main objectives of upgrading the relevance of the SW & CD profession, increasing women's access to social services responsive to their basic needs, and developing women's capability for decision-making and active participation in development.

Highlights of the accomplishments for 1989 include:

- conduct of human resource development training programs for supervisors, direct social workers/officers and community women leaders focused on developing attitudes and skills in working with women, specifically the marginalized groups;
- increased number of women's organizations which proved to be vital venues for empowering women and enhancing their capabilities as effective community development agents;
- expanded and upgraded social infrastructure such as day care centers and other child care services in support of women's participation in more economically productive activities and easing women's double burden; and
- expanded opportunities and increased access of women to self-enhancement and occupational/livelihood skills development programs in response to the concern of increasing family income.

Experience during the year, however, pointed out the need to provide attention to the following concerns:

- Establishment of WID Focal Point in lead implementing agencies
- Strengthening gender consciousness advocacy
- Strengthening GOs, NGOs, and community/people's linkages
- Intensification of support to cultural communities
- Setting of key operating targets
- Institutionalization of sex-differentiated monitoring system

In view, therefore, of the foregoing and vast SW & CD concerns, the same objectives set in the original Plan shall continue to be addressed by the sector.

## 2. POLICIES AND STRATEGIES

To complement and underscore the sector's objectives and policy thrusts, greater emphasis is given on the following policies and strategies:

- Conduct of massive gender consciousness-raising programs for legislators, policy and program planners, implementors, local government officials, NGOs, community/people's organizations, and clientele groups; in-depth analysis of how gender perspective can be integrated in social welfare and community development programs/services and trainings, especially in specific cultural communities.
- Development of special skills (i.e. counselling) relevant to present-day women's welfare/social concerns and continuous human resource training among social welfare implementors.
- Inventory of all resources/services on women, including existing local women's studies/courses and social work curriculum.
- Strengthening linkages between and among academe, government and non-government organizations/institutions in delivering welfare services to women; ensuring continuity of services for women (i.e. in crisis centers/interventions) by GOs, NGOs, and other concerned groups.
- Continuous provision/acceleration of basic and essential services for cultural communities with emphasis on strategies that fully empower the communities as active agents of development, giving women and men equal opportunities to participate in the development process, such as in policy formulation and critical decision-making activities.
- Provision of opportunities for cultural communities to formulate and adopt their own development framework on women's concerns.
- Sustained recognition of and support for women's participation in economically productive work; increased efforts to provide women, especially of marginalized groups and cultural communities, equal access to employment opportunities and livelihood/productivity development programs, including skills trainings and cooperative development, in non-traditional fields; provision of adequate and improved support services/facilities to home-based workers.
- Encouragement and development of grassroots women as volunteers for SW & CD activities through GOs, NGOs, and local government units (LGUs).

- Mobilizing selected/trained grassroots woman leaders and volunteers to redirect researches on a participatory action research scheme.
- Increasing awareness on and understanding of the Family Code to strengthen the family unit through GOs, NGOs, and specially the media.
- Provision of opportunities for livelihood under the "family enterprise" scheme as an alternative to open employment, specially among returning overseas contract workers.
- Continuous creation and strengthening of equal opportunities in development for the disabled and elderly women, making available adequate improved care and support facilities/services for them.
- Following/maintaining standard requirements and processes in the provision of livelihood loans to clients, including victims of natural and man-made disasters; formation of women's cooperatives or organizations to facilitate availment of loans.
- Development and implementation of effective and innovative disaster preparedness/management programs including advocacy and training, with women actively participating in such programs.
- Upgrading the basic social services (immediate and long-term) for victims of disasters, with emphasis on timely and well-coordinated/systematic GO-NGO responses, and the continuous build-up of capability among service providers and community volunteers to respond to the special needs of the victims.

### 3. TARGETS

In the course of intensifying PDPW implementation, the sector shall adopt more quantified targets for the remaining years of the Plan period, as follows:

- DSWD's goal is to reach out to 30% of the women population belonging to the productive age group of 18-59 years. The target number of socially disadvantaged women to be served per year will increase at an average rate of 12.65% during the 1990-1992 period.
- Beneficiaries of economic productivity or self-employment assistance are targetted at 27,649 marginalized women in 1990 and 31,066 in 1992 following a targetted average 6% increase yearly.
- The target number of women's organizations to be established per year is constant at 2,972 up to 1992.

- The annual target number of women participating in women's organizations is likewise constant at 76,594 up to the end of the period.
- Increase in the number of social skills development program targets by 13% annually, from 517,734 women in 1990 to 661,095 in 1992.
- A 30-40% participation rate of women in skills development training programs (tie-up between Office on Muslim Affairs and National Manpower and Youth Council) is targetted for the period.
- Increase in the number of day care centers for substitute mothering by 10.90% per year.
- Increase in the number of day care center beneficiaries from 652,750 pre-school children (ages 0-6) of poor families to 802,750 in 1992 or at annual average growth rate of 10.90%.
- Increase in the number of women volunteers by 30% under the Volunteers for Information and Development Assistance (VIDA) of the Philippine National Volunteer Service Coordinating Agency (PNVSCA), and for these to comprise 70% of the total VIDA volunteers during the Plan period.

#### **4. PROGRAMS**

Major programs and projects identified in the SW & CD chapter of original Plan shall be pursued and continue to be implemented.



**PART IV**  
**THE SPECIAL CONCERNS SECTORS**

## **CHAPTER 10**

### **WOMEN AND MIGRATION**

#### **1. OVERVIEW**

The year 1989 saw modest but significant gains in the migration sector in terms of alleviating the living and working conditions of Filipino woman migrants. Institutional and policy measures were adopted to facilitate the effective delivery of services and welfare assistance for woman migrants. Some of these were the continuing enhancement of government linkages with non-government organizations, deployment of woman officers in Overseas Workers Welfare Administration's (OWWA) frontline units to attend to the peculiar circumstances and needs of woman overseas workers, and the institution of a regulation by the Philippine Overseas Employment Administration (POEA) to control the indiscriminate deployment of entertainers and domestic helpers. Legislative and other policy measures promoting the welfare and protection of migrant women were actively pursued in both chambers of Congress. Programs for overseas workers and their families and for fiancées or spouses of foreign nationals were also undertaken in support of efforts to safeguard their welfare.

Despite the foregoing achievements in the sector, much remains to be done to safeguard the welfare and promote the interest of migrant women, both as overseas workers and as permanent residents in foreign countries. Based on the 1989 experience and in the light of developments, e.g. the Middle East crisis, in labor-importing countries which have adversely affected the woman overseas workers, the following issues and concerns need to be addressed in the immediate future:

- Integration of PDPW goals, policies, and programs on migration in the planning and programming cycle of relevant agencies;
- Strengthening of current initiatives toward creating domestic social and economic opportunities to encourage women to stay in the country;
- Raising the level of consciousness/awareness on women's issues and concerns among policy-makers;
- Establishment of a more effective mechanism/structure, both in the Philippines and in host countries, which can immediately respond to the needs and concerns of woman overseas workers, especially in times of emergencies such as the outbreak of war in host countries;
- Development and implementation of a more effective and comprehensive information campaign to include values strengthening and/or

reorientation program among prospective woman migrants at the grassroots level;

- Reevaluation of the government policy on deploying woman workers overseas;
- Strengthening and intensifying efforts toward promoting woman migrants' interest and welfare; and
- Raising the level of public awareness on the issues and problems related to interracial marriages.

For the period 1991-1992, the same objectives stated in the original Plan will continue to be pursued with the following additional general objectives: a) Promote the interest and well being of Filipino woman overseas workers and their families; b) Raise the consciousness of the public, especially the village population, on the advantages and disadvantages of migrating overseas.

## 2. POLICIES AND STRATEGIES

The policies and strategies as contained in the original Plan will continue to be adopted. These policies and strategies, however, have been re-prioritized/re-stated, based on the 1989 experience and in the light of recent developments, particularly in the Gulf region, which have affected woman migrant workers.

### 2.1 *Overseas Woman Workers*

- Strengthening of pre-employment services/programs:
  - Vigorous and extensive information campaigns including values strengthening and reorientation in village communities at early pre-employment stage;
  - Adopting a holistic approach to illegal recruitment;
  - Imposing stricter immigration controls for illegal workers; and
  - Providing a centralized, well-coordinated, systematic, and comprehensive pre-departure orientation and training.
- Generation of local livelihood and employment opportunities for women through GO and NGO cooperation.
- Review of government policy on deployment of woman workers overseas.

- Review of the educational system to enhance its responsiveness to domestic needs.
- Promotion of overseas workers' interest and welfare through GO and NGO cooperation, with due consideration of the interest of the countries concerned through:
  - Forging bilateral agreements;
  - Setting up of more effective welfare and grievance mechanisms/structures that immediately respond to the concerns and needs of woman overseas workers, especially in emergency situations;
  - Lobbying for the application of international laws that ensure protection and safeguarding of overseas workers' interest and welfare;
  - Sensitizing program implementors, including people assigned in Philippine embassies/consulates abroad, on gender concerns affecting woman migrants;
  - Strengthening of on-site services for overseas contract workers;
  - Lobbying for the enactment of an Omnibus Bill for overseas workers; and
  - Decentralization of government programs and services for overseas workers and their families.
- Raising the level of awareness/consciousness of policy makers on women's concerns, including the establishment of a WID Focal Point in each agency of the government concerned with the migration of Filipino women.
- Mobilization of WID action teams among NGOs to ensure implementation of PDPW policies, strategies, and programs for the migration sector at the community level.
- Strengthening GO and NGO linkages and working relationships, especially on the implementation of PDPW policies and strategies for the migration sector.
- Establishment of a program for permanently returning overseas workers, particularly women; and providing a comprehensive program of support services/assistance for repatriated workers, especially those who were victims of violence/sexual harassment.

- Professionalization/upgrading of skills of woman workers.
- Provision of support services/assistance for families of overseas workers.
- Improvement of participatory/action research and data collection toward the development and expansion of a data base on overseas woman workers.

## **2.2 *Filipino Women in Interracial Marriages***

- Intensification of information campaigns and consciousness-raising activities.
- Promotion and strengthening of national and international networking among GOs and NGOs.
- Protection of prospective fiancées and spouses of foreign nationals.
- Establishment and enhancement of support networks for Filipino brides living abroad.

## **3. TARGETS**

The sector shall adopt the following targets for the plan period:

- Increased participation of women in agricultural and industrial sectors.
- Decrease in the number of woman migrant workers through:
  - Increased domestic employment opportunities for women;
  - Increased level of public awareness on the advantages and disadvantages of overseas work; and
  - Eradication of the "mail-order bride" practice.
- Decrease in the incidence of illegal recruitment and marriage trade traffic through:
  - Enactment and effective enforcement of laws;
  - Institutionalized coordination among GOs, NGOs and other concerned groups here and abroad; and

- Increased level of public awareness on the various aspects of overseas employment and the mail-order bride practice through an effective and comprehensive information program at the village level by NGOs and GOs.
- Decrease in the number of woman victims of illegal recruitment, physical and sexual abuse, and exploitation.
- Improved delivery of support and welfare services for migrant workers (e.g. migrant centers, counselling, and legal aid) through GO and NGO cooperation.

#### **4. PROGRAMS AND PROJECTS**

Programs and projects which started implementation in 1989 shall be continued and strengthened to address remaining and newly-identified issues/concerns and more effectively attain sectoral objectives. Resources will be mobilized to implement programs/projects as contained in the original Plan. Some have been reformulated and additional programs/projects have been identified as follows:

- Values strengthening and re-orientation program specially at early pre-employment/pre-departure stage at the village level.
- Legislative agenda for overseas woman workers towards the enactment of an omnibus bill.
- Consciousness-raising program for policy makers.
- Comprehensive pre-departure service program for prospective Filipino brides and spouses of foreign nationals.
- Studies and researches in aid of national policy formulation and legislation on migrant women.
- Entrepreneurship programs for migrant workers and their families.

## **CHAPTER 11**

### **PROSTITUTION**

#### **1. OVERVIEW**

The participation of government and non-government agencies in the PDPW assessment and updating for this Chapter has elicited a stronger commitment to curb the prostitution problem. The Department of Tourism, Department of Justice, and Department of Social Welfare and Development have expressed the need to strengthen their own mechanisms to implement measures that will minimize the sexual exploitation of women. An assessment of the programs of non-government groups has also shown the active role of these groups in giving direct assistance to prostituted women. It has also made these groups realize the government's serious call for their continued support in implementing the Plan.

However, other remaining issues need to be addressed. These are: the alarming rate of victims of the Acquired Immune Deficiency Syndrome (AIDS) and other sexually-transmitted diseases (STDs), drug addiction, and alcoholism; and the effect of the future of the American bases on the entertainment industry. Lack of GO-NGO collaboration and of a clear-cut distribution of roles among concerned agencies also hamper the initial implementation of the stated goals. Thus, emphasis is made on the need to firm up ties between the government and NGOs and redistribute the roles among the agencies concerned.

For the remaining Plan period, those involved in helping this sector will continue to address the same issues and concerns already identified in the original plan. Likewise, the same objectives will guide concerned agencies in continuing the plan implementation.

#### **2. POLICIES AND STRATEGIES**

The proposed policies and strategies for this sector remain the same for the period 1991-1992. However, there is a pressing need for stronger government and non-government mechanisms to implement these policies and strategies.

#### **3. TARGETS**

The sector will still aim for the same targets identified in the original Plan. However, additional targets are made and some others are restated in view of emerging issues, as follows:

##### **3.1 Additions**

- More laws and rules strictly implemented and enforced to restrict/prohibit prostitution;

- Increased number of direct beneficiaries of programs and services protecting women in the hospitality industry;
- Increased number of programs for prostituted women with problems related to AIDS and other STDs, drug addiction, and alcoholism;
- Programs directly addressing mental health problems of women in the entertainment industry;
- More legislative/municipal action against customers, pimps, procurers, and financiers of prostitution;
- More prostitutes directly involved in studies on prostitution; and
- More intensive campaign/support for alternative programs specifically presented by the Women's Education, Development, Productivity and Research Organization (WEDPRO) study for the prostituted women of the cities of Olongapo and Angeles where the US bases are located.

### 3.2 *Restatements*

- Increased number of law enforcers conscious of women exploitation;
- Increased efforts toward a massive campaign against prostitution and stigmatization; and
- Elimination of media exploitation of women's sexuality.

## 4. PROGRAMS AND PROJECTS

The sector will still aim to implement the same general programs and projects identified in the original Plan. However, emphasis is made on the following specific programs:

- Conduct of consultative meetings to identify and monitor promotion materials which need to be reviewed;
- Health programs for AIDS and other sexually-transmitted diseases;
- Programs for prostituted women with other problems related to mental health, drug addiction, and alcoholism;
- Programs for the period of transition from prostitution to alternative livelihood and employment:



- 4.1 *Domestic Violence* — includes formulation of laws and improvement of existing legal system; awareness-raising activities on women's rights and related issues; provision of crisis intervention centers and other support structures for woman victims.
- 4.2 *Rape* — includes improvement of laws and court proceedings dealing with rape; consciousness-raising activities for people concerned; medical and legal support mechanisms for woman victims.
- 4.3 *Sexual Harassment* — includes legislative measures and advocacy campaign directed to workers and workers' groups.
- 4.4 *Pornography* — includes support programs for anti-pornography bills in both houses and advocacy campaign directed to schools, media and consumers' groups.
- 4.5 *Prostitution* — includes legislative measures on sex-related offenses and stronger advocacy focusing on stronger GO-NGO collaboration.
- 4.6 *Military rapes and sexual abuses* — includes the formation of lawyers' groups to respond to cases of sexual violence in military camps and the establishment of crisis and counselling centers for woman victims.
- 4.7 *Medical Abuse* — includes lobbying of medical professionals' groups and the media against sexual assault in medical institutions, malpractice and unnecessary abortions and caesarian operations.

## CHAPTER 13

### MEDIA

#### 1. OVERVIEW

Developments in the promotion of PDPW goals and objectives concerning women and media which took place in 1989 were mainly the results of initiatives from the NGOs. The NGOs attempted to address the issues affecting woman media workers, the concerns on images of women in the local media, and media as tools for women's advancement. Institutional and policy measures were initiated and programs were undertaken, both in the GO and NGO sectors, and in the mainstream and alternative media, to promote the advancement of women in the field of media.

Notwithstanding the foregoing developments, there are other policy issues and program thrusts in the PDPW that have not been fully attended to by both GOs and NGOs. Among these are the lack of data on the participation of women in media, and discrimination, if any, against women in media. Moreover, the very essential strategy of awareness-raising and alternative training programs for current and prospective media practitioners has to be more systematically pursued. Another concern that needs to be addressed is the absence or lack of opportunities and mechanisms for greater coordination among the NGOs, industry workers or managers, and government on the issue of women and media.

In addition to the foregoing issues in the field of women and media, the sector will continue to address the same issues and concerns as identified in the original Plan. However, some have been reformulated as follows: (a) control of media by business interests — promotion of a lifestyle of commercialism; (b) scarcity of women in decision-making position; (c) the need to harness the full potential of media for transforming sex-role stereotypes and for promoting women's development; (d) lack of materials on the experience of women in the entire socio-economic spectrum.

The same objectives stated in the original Plan will continue to be pursued for the period 1991-1992 with some restatements, as follows:

##### 1.1 *General*

- Involve women in working for more equitable employment conditions, comparable wages and equal opportunities for entry and advancement toward their own development as media workers.
- Develop ways by which information and opportunities can be made accessible to women.

- Linking up women's arts and crafts with livelihood projects focused on indigenous materials and designs, both as a source of income and empowerment.
- Transfer of technology in traditional and contemporary art forms to younger people via practical arts education.

### 3. SECTORAL TARGETS

Program indicators have been identified for the period 1991-1992:

- A gender-specific survey on the situation of arts and culture in the Philippines and the dissemination of results through various consciousness-raising materials and activities like:
  - Production of directories of women in the various artistic and cultural fields (visual arts, performing arts, literature, broadcast arts).
  - Production of calendars, post cards featuring women artworks (annual or every other year).
  - Consciousness-raising workshops and fora among artists and cultural workers in government and private sectors (at least two a year).
- Production of plays, ballet, songs, poetry, paintings, sculpture, anthologies, etc. by women.
- Developing indigenous and popular forms of cultural expressions to promote non-sexist arts and culture.
- Research and publications on women's art and literary history as well as feminist theories and criticism in the Philippine context.
- Linking up women's artistic and cultural activities with the educational system and the mass media for dissemination and long-term impact especially on the young.
- Setting up of a theater of gender with initial assistance from the government and eventual turnover to women cultural NGOs.
- The holding of a Women Arts Festival.

## 4. PROGRAMS AND PROJECTS

### 4.1 Cultural Center of the Philippines – Women's Desk

#### 4.1.1 *On-Going Projects (January-December 1990)*

- Directory of Women in Visual Arts (CCP-Women's Desk/On-going/P20,000)
- National Commission on Women – Joint GO-NGO Congress on Women (NCW/On-going/P250,000)
- LEONA – repeat performance (CCP-Women's Desk/On-going/P12,000 per show)
- Video Production
  - Women's Desk – video production SARILAYA: Women Artists and the Nationalist Movement (CCP-Women's Desk/On-going/P15,000)
  - Video presentation of SARILAYA for the International Conference on Women in New York and the Women's Desk 3rd Anniversary on September 1990 (CCP-Women's Desk/On-going/77,400)
- Women and Ecology Exhibit CCP-Women's Desk and WICCA (P5,000)
- Assertion leadership training (CCP-Women's Desk and HRMD/ November 1990 (2 days)/P5,000)
- Portraits of Urduja (lecture with slides) (CCP-Women's Desk and Women in Development Foundation/March 1990/P1,000)
- "Mujer" women of Latin America Series (CCP-Women's Desk and Fil Latino/starts September 1990/P3,000)
- Completion of script on "Miguela" a feminist monologue (CCP-WD/August 1990/P5,000)
- Others (production on women by different CCP Coordinating Centers in dance, music, theater, broadcast and film, cultural promotions, visual arts, museo, etc.)

#### 4.1.2 *Proposed Projects 1991-1992 (CCP-Women's Desk)*

- "Daragang Magayon" – Commissioned work-dance, music,

and poetry (CCP-Women's Desk with Dance Center or Ballet Philippines/February 1991/P50,000)

- Directory of Women Writers (CCP-WD and WICCA/April-November 1991/P20,000)
- Directory of Women in Performance Arts (dance, music, theater) (CCP-Women's Desk and PCCA/April-November 1991/P20,000)
- Directory of Women in Broadcast and Film Arts (CCP-Women's Desk and Broadcast Arts/January to June 1992/P20,000)
- Desk calendar (NCW/GO & NGO Women in Arts and Media/December 1990/P50,000)
- Symposium on Gender Representations in Public Elementary and High School textbooks (DECS and Women's Studies Consortium/May 1991)
- History of Filipino Women in song, dance, and drama (DIWATA/CCP-Women's Desk and CCP Outreach w/video/March 1991/P150,000)
- Development of a Theater of Gender (Tanghalang SARI-LAYA) (CCP-Women's Desk with outside funding and NGOs/1990-1992/\$98,440 — foreign/\$141,435 — local counterpart)
- Women Arts Conference and Festival (National then ASEAN) (CCP, DFA NCW and NGOs/1992/P1,500,000)

## **4.2 University Center for Women's Studies (U.P.)**

### **4.2.1 On-Going Projects (January-December 1990)**

- *Activities Connected with the Launching of the UCWS*
  - Mini-film festival on women
  - Art exhibit on women and women artists
  - Colloquia on:
    - Women in the Philippine culture and society
    - Women in politics

- Round Table Discussion on women and the national crisis
- *Activities Connected with Women's Month*
  - Conference on gender, culture and society
  - International festival of films on women
  - Forum on "Images of Women in Philippine Film"
- *Publications:*
  - Pananaw, CEGP Metro Manila bi-monthly newsletter
  - Review of Women's Studies, bi-annual journal includes scholarly articles, literary works, graphic art
- *Projects (1991-1992)*
  - Pananaw, bi-monthly newsletter
  - Review of Women's Studies, bi-annual journal
  - Film festival and open forum
  - Conference on theme of women's month, 1991
  - Anthology Series
    - Feminist perspectives on Philippine literature
    - Feminist approaches to development on the Philippine context
    - Women's Realities Series
      - Women in Philippine Politics
      - Women's role in Philippine history

### 4.3 KASIBULAN

#### 4.3.1 On-Going Projects (January-December 1990)

- Monthly forum on gender consciousness and presentation of women's art works

- Exhibition of traditional weaving by women
- Exhibition of experimental weaving by contemporary women artists
- Postcards of women artworks  
Agency/NGO — Kasibulan and CCP Gift Shop
- Preparation for 1991-1992

#### **4.3.2 *Proposed for 1991-1992***

- First Annual Art Exhibition by Women 1991
- First Historical Exhibition of Women  
Agency/NGO — Kasibulan and CCP Center for Visual Arts 1992
- Books, 1992
  - Interviews of Contemporary Women Visual Artists
  - Symbolisms of Women in Art
  - Socio-Historical Survey 'Women's Arts in the Philippines

### **4.4 CAP — Women's Desk**

#### **4.4.1 *On-Going Projects (January-December 1990)***

- Preparations for International Filmfest on Women (CAP with University of the Philippines/Film Center/February-March 1991)

#### **4.4.2 *Proposed for 1991-1992***

- Diary Calendar (CAP, Kasibulan and NCW/March-April, 1991)
- Video (VHS/Beta) (CAP/1991)
- International Filmfest on Women (CAP and University of the Phils.-Film Center/1992 and 1991)
- Anthology of Feminist Literature (CAP, WICCA/1991 and 1992)
- Activities for Public Viewing (CAP/1991 and 1992)

## 4.5 WICCA

### 4.5.1 *On-Going Projects (January-December 1990)*

- Anthology of Philippine Literature by Women (WICCA/Geothe Institute/1990-1992/P150,000)
- Women and Ecology Exhibit (WICCA/CCP-Women' Desk/January-March 1990/P5,000)
- Consciousness-Raising Lectures on:
  - Language and Gender  
Women in Philippine Literature
  - (WICCA/various educational institution and NCW/January-December 1990/P20,000)
- Poetry, Recitals, Book launchings, Exhibits (WICCA/various women's groups and educational institutions/January-December 1990/P10,000)
- Feminist Poetry Workshops and Study Groups on Feminist Literary Theories (WICCA/DLSU/UP/Feminist student groups/January-April 1990/P10,000)
- Participation in 4th International Feminist Bookfair, Barcelona (WICCA/CWR/PARUD/18-25 June 1990/P80,000)
- Directory of Contemporary Literary Women (WICCA/CCP-Women's Desk/June-August 1990/P20,000)

### 4.5.2 *Proposed for 1991-1992*

- Anthology of Philippine Literature by Women (WICCA/Geothe Institute/1990-1992/P150,000)
- Organization and Management of 5th International Feminist Bookfair in Manila (WICCA/UNIFEM/CIDA/1990-1992/US\$70,000)
- Consciousness-Raising Lectures on:
  - Language and Gender
  - Women in Popular Culture
  - Women in Philippine Literature  
(WICCA/other NGOs and GOs/1991-1992/P30,000)



- Feminist Poetry Workshop (WICCA/1991-1992/P30,000)
- Directory of Contemporary Literary Women-Updating (WICCA/CCP-Women's Desk/1991-1992/P40,000)
- Poetry, Recitals, and Exhibits (WICCA/CCP-Women's Desk/1991-1992/P20,000)

#### 4.5.3 *Proposed Projects by Individuals 1991-1992 (for foreign funding)*

- |  |            |
|--|------------|
| — Songs on the Plight of Filipino women<br>Workshop on songwriting and recording | \$ 14,287  |
| — Four video documentaries on women  | \$ 42,801  |
| — Sound slides production on women   | \$ 142,485 |

#### 4.5.4 *KASIBULAN*

Grassroots women conduct art workshops for children and use popular forms of arts to raise the consciousness of women on both gender and national issues. Their goal is to make arts and culture part of their everyday life.

## **PART V**

# **INFRASTRUCTURE AND TECHNOLOGY SUPPORT**

## **CHAPTER 15**

### **INFRASTRUCTURE**

#### **1. OVERVIEW**

Efforts to fully integrate women in the sector's mainstream are relatively slow and on a limited scale. A comprehensive assessment of how the sector has fared in mainstreaming women in infrastructure is also difficult to make at the moment.

For the remaining Plan period, there is a need for the sector to vigorously address the following concerns:

- serious implementation of Executive Order 348, which provides for the creation of WID Focal Points in all government agencies and other instrumentalities, particularly those in infrastructure; review of agency policies, programs, and projects vis-a-vis women to develop an agency plan on women's integration;
- conduct of gender consciousness-raising seminars/training on the concerns of women for all those involved in the sector;
- establishment of a monitoring system within the sector to ensure that women are considered in policies, programs, and projects, including the development of specific statistics;
- training and technical assistance to agency WID focal points on how to address specific women's concerns (e.g. gender-responsive planning, developing genderized statistics, etc.);
- provision of adequate literature and successful empirical programs; and
- synchronization of planning and implementation of women-related programs and projects in the sector (e.g. data base development).

The objectives identified in the original Plan will continue to be pursued. Greater focus shall be given to strengthening the integration of women in all phases of development through recognition of their active participation and potential contributions. Specifically, the sector shall pursue the following objectives:

- Effect increased participation of women in policy formulation, decision-making, planning, operation, and maintenance activities in the sector;

- Identify and integrate the specific needs of women in infrastructure development; and
- Develop and generate gender-specific information and expand its dissemination in order to provide basis for gender-responsive policies and programs.

## 2. POLICY THRUSTS

To ensure the Plan's success, the following policies and strategies shall be implemented:

- Gender-responsive infrastructure planning and programming will be adopted by the agencies in the sector, both GOs and NGOs.
- Qualified women will be encouraged to pursue infrastructure-related courses through provision of scholarships and incentives to women enrolled; and institutionalization of career counselling.
- Women will be trained/educated in operating and maintaining infrastructure facilities. They shall also be involved in other infrastructure-related activities such as needs assessment for energy, water, transport, etc. facilities; energy/water conservation, etc.
- Equal opportunities for employment and professional growth will be provided for women in infrastructure-related fields through legislation such as:
  - affirmative action by public/private firms to hire or contract women in the sector;
  - enforcement of existing laws on equal opportunities;
  - formulation/development of directive or instrument to consider qualified women to fill vacancies.
- Women shall be involved in the identification of issues and concerns adversely affecting households (e.g. natural and man-made calamities, malpractices — illegal logging, etc.). They will also be encouraged to bring such issues and concerns, including possible solutions, to the attention of proper authorities.
- Women's community organizations will be encouraged to actively participate in the planning and implementation of fast-track rehabilitation of earthquake-damaged infrastructure facilities.
- The involvement of women in infrastructure development activities

will be intensified through consultative organization toward the provision of infrastructure services.

- A gender-responsive data collection and information dissemination system will be established.
- Construction of infrastructure facilities shall be carefully studied to determine its impact on a community, particularly on women.
- A mechanism for synchronized planning and implementation of women-related programs/projects will be established in the sector with NEDA as the coordinating body.

### 3. TARGETS

The sector has set more realistic targets for the remaining Plan period as follows:

- Gender-awareness campaigns will reach 30% of people in the sector, which includes government employees in policy/decision-making, planning, training, implementation of infrastructure programs, and women in communities (end users). These activities shall cover at least 50% of government infrastructure projects.
- Women's representation in planning bodies for infrastructure in communities is expected to increase to at least 20%.
- Enrolment of women in infrastructure-related courses is targetted to increase as gender-focused career counselling for students is made available. Likewise, 20% of teachers from major public- and state-owned schools will have been trained on gender-sensitive counselling with the training expanded to private schools.
- Participation in infrastructure development activities at the regional and national level shall be enhanced with the involvement of women in all phases of development.
- Generation and dissemination of gender-specific data on women is expected to be institutionalized in all agencies of the infrastructure sector.
- Agency WID Focal Points in the sector will have been organized and operationalized by 1991.

#### **4. PROGRAMS**

The sector shall implement programs and projects in the following areas:

- Consciousness-raising/gender-awareness campaigns to target government employees in policy/decision-making, planning, training and implementation of infrastructure programs and women in communities (end users of facilities).
- Generation and dissemination of gender-specific data on women.
- Training and education of women, particularly end users on the proper use and maintenance of infrastructure facilities.
- Organizing/mobilizing women to participate in the planning and implementation of infrastructure projects, as well as the management and maintenance of facilities.

## **CHAPTER 16**

# **SCIENCE & TECHNOLOGY**

### **1. OVERVIEW**

The S&T sector posted modest accomplishments particularly in ensuring that women become direct beneficiaries and active participants of research and development activities in 1989. Significant accomplishments were in the areas of health and nutrition. Also, some NGOs have actively advocated women's advancement in science and technology.

Despite these accomplishments, there is still a strong need to formulate a comprehensive strategy to fully address the problems and issues confronting women in S&T as spelled out in the PDPW. Moreover, the S&T sector has to develop its capability to monitor the implementation of such a strategy, particularly in determining the impact of technological change on women.

A critical requisite to the formulation of the strategy is the establishment of a gender-specific data base to determine, among others, the extent of women's participation in S&T development as well as the adverse effects of S&T development on women.

### **2. OBJECTIVES**

The S&T sector aims to promote and enhance the participation of women in S&T activities so they can become potent contributors to the attainment of sustainable socio-economic growth and development. The specifics of this broad objective are enumerated in the PDPW.

### **3. TARGETS**

For the remaining Plan period, targets of the S&T sector were modified while new ones were added in view of emerging critical issues. These are:

- Improved participation of women in the formulation of S&T development plans and policies.
- Increased gender awareness in the S&T community.
- Established gender-specific data base and benchmark indicators.
- Stronger coordination and more participative activities among the various units of the S&T community including the NGOs.
- Increased funding for R&D and more R&D activities geared toward serving productive and reproductive needs of women.

- Developed technologies that ease women's domestic drudgeries and create livelihood activities for women displaced by the utilization of modern technologies.
- Increased number of scientifically literate women and women in S&T careers.
- Just compensation and appropriate incentives for women.

#### **4. POLICIES AND STRATEGIES**

The policies and strategies stated in the PDPW were also improved and strengthened to become more responsive to the requirements of women in the sector as follows:

- Integration of women's needs and/or consideration of women concerns in S&T planning and strategy formulation.
- Provision of appropriate incentives and just remuneration or compensation for women S&T workers.
- Generation of employment or livelihood activities particularly for women in the low-income bracket and those displaced by mechanization and technological change.
- Enhancement of the scientific literacy and culture of women.
- Strengthening of linkages among the sectors of the S&T community.
- Increasing the expenditure level for R&D and S&T development.

#### **5. PROGRAMS AND PROJECTS**

Given its limited time and resources vis-a-vis its accomplishments so far, the S&T sector rationalized the list of programs and projects it intends to pursue in order to effectively achieve its objectives. The new programs and projects are:

- Gender-sensitizing seminars for the S&T community particularly for those involved in planning and decision-making.
- Promotion of female role models in S&T through the active dissemination of gender-sensitizing materials and training modules as well as the use of non-traditional methods of education, i.e., mass media.



- Review of curricula and instructional methods in schools to reorient these and encourage both men and women to pursue S&T careers.
- Establishment of gender-specific data base and benchmark indicators on women's participation and concerns in S&T.
- Improvement of gender-specific data collection on women's participation in S&T through close collaboration with the National Statistics Office and other data-producing agencies.
- Conduct of a study on the compensation and incentive package for women in S&T.

## **PART VI**

# **PLAN IMPLEMENTATION**

## CHAPTER 17

# PLAN IMPLEMENTATION

### 1. OVERVIEW

A number of significant developments marked the initial year of PDPW's implementation and, to a large extent, helped in charting the direction and focus of the Plan for 1991 to 1992.

The Plan was launched with the issuance of Executive Order 348. This provided NCRFW and NEDA with the needed executive mandate and exhorted government and non-government organizations to lend support in making the Plan operational. Immediately, efforts were directed at creating institutional mechanisms for its implementation, assessment and updating. These were, however, met with massive lack of gender awareness, shortage of funds and other resources, and dearth of adaptable intervention models.

Some programs were adopted to surmount such constraints. A gender awareness and training program was started and drew interest from various groups although implementation was limited due to lack of personnel, funds and technical resources. There were also efforts to motivate government agencies to set up Focal Points to serve as mechanism for PDPW's operationalization. Such endeavor brought about modest gains and spawned additional demands for gender consciousness and training. An attempt was also made to harness multi-agency support toward reorienting data and information systems, and some positive developments were noted. Likewise, pilot implementation was tried in both agency and regional levels. The latter drew insights that promise profound usefulness to the Plan's regional implementation. Meanwhile, a move to systematize mobilization of external resources was put in place through the first Country Program for Women (CPW) which was presented to prospective donors. The preceding year also witnessed remarkable interest among woman NGOs to participate in the processes of gender-sensitive planning and in PDPW's implementation.

The remainder of the Plan period shall be used to continue pursuing the objectives cited in the original document. However, it shall focus on the following updates which supplement, reinforce, and flesh out the policies, strategies, targets, programs and projects previously mandated in the Plan. Specifically, these updates address more comprehensively the main problems cited above (lack of gender awareness, of resources, and of adaptable intervention models), their underlying causes, and other concomitant concerns. Likewise, because of insights gained during the past year, the original set of policies and strategies were reclassified and their corresponding targets and programs/projects were regrouped accordingly.

## 2. POLICIES AND STRATEGIES

### 2.1 *Gender consciousness-raising and Training of Government Bureaucracy on Gender Concerns*

- Enhancement of the institutional capabilities of NCRFW to direct gender advocacy and training across the bureaucracy by: (a) rationalizing curricula; (b) systematizing training approaches; (c) utilizing services of experts from private and public sectors; and (d) mobilizing local and foreign support.
- Training of HRD personnel for gender advocacy and training and mainstreaming gender concerns in the agency and government-wide training programs.
- Orchestration of Women's Month celebrations down to the municipal and barangay levels to promote gender awareness among local leaders and community members.
- Popularization and dissemination of PDPW and other consciousness-raising materials.
- Intensification of awareness-raising activities for priority groups of top government executives and elected officials/legislators.

### 2.2 *Institutionalizing Mechanisms and Methodologies for PDPW Implementation, Monitoring, Assessment and Updating*

#### 2.2.1 Mechanisms

- NCRFW as the National Focal Point: Improvement of strategies to address shortage of financial and staff resources; sustained packaging and selective dissemination of information by its Information Center; strengthening of mechanisms for PDPW assessment and updating.
- Agency Focal Points: Promotion of functional effectiveness through: (a) systematization of approaches; (b) intensification of capability-building inputs; and (c) institutionalization of linkages.
- National Planning Mechanism: Continuation of efforts to mainstream PDPW monitoring, assessment, and updating through: (a) strengthening of NCRFW's membership in technical sub-committees; (b) consideration of parallel representation of Focal Points; (c) training of key staff of NEDA; and (d) integration of PDPW/CPW programs into MTPIP and MTTAP.

- Top Executive Body: Institutionalization of the annual Cabinet meeting on PDPW implementation to provide opportunities for top-level exchange of information and insights on PDPW implementation.
- Woman NGOs: Encouraging them to strengthen their participation in the: (a) conduct of gender advocacy and training; (b) PDPW assessment and updating; and (c) mainstreaming of gender concerns in national planning processes.
- Civil Service Commission: Adoption of more specific measures to facilitate government's response to gender concerns.

### 2.2.2 Methodologies

- Systems Analysis: Training of key NCRFW staff and Focal Point members to organize/strengthen focal points.
- Policy/program Review: Development of methodologies to address adverse consequences or enhance positive effects of agency programs on women.
- Regionalization: Evaluation of pilot experience in Region VIII and selective application in various regions.
- Data Base: Finalization of appropriate indicators and obtaining of funds and administrative mandate for its nationwide adoption; intensification of advocacy to promote genderization of data; strengthening of linkages.

### 2.3 *Allocating Financial Resources for PDPW Implementation*

- National Budget: Implementation of better strategies for integration of WID concerns in the government's budgeting systems.
- Foreign Assistance: Integration of CPW programs/projects into MTTIP and MTTAP; adoption of more dynamic marketing plan for CPW.

## 3. TARGETS

### 3.1 *Gender Consciousness-Raising and Training*

- A comprehensive awareness raising and training program for government will be fully implemented starting 1991.

- Key HRD personnel of line departments that have Focal Points will be trained on gender sensitivity and on integrating gender in the training programs of their departments/attached agencies.
- At least half of the country's cities and provinces will be covered by the public awareness raising efforts that will be conducted through orchestrated celebration of Women's Month.
- The PDPW Introduction and Highlights will be translated into at least two major Filipino languages. The translated versions will be published and disseminated to key areas before the end of the Plan period.
- Two gender sensitivity trainings will be conducted for appointed and elected officials at the top level.

### **3.2 *Institutionalization of Appropriate Mechanisms and Methodologies***

- Functionally-effective WID Focal Points will be operational in the line departments and in their priority attached agencies.
- All chapters in the MTPDP will have vital policy statements on women.
- Two Cabinet meetings on WID will be conducted: one (1) in 1991 and another in 1992.
- The quantity and quality of woman NGOs' participation in PDPW assessment and updating will increasingly rise.
- Regionalization of WID concerns will start in all regions before 1992.
- The national data information system will be more gender-sensitive.

### **3.3 *Allocation of Financial Resources***

- Priority projects for women will be budgeted by all government agencies that have WID Focal Points.

#### **4. PROGRAMS AND PROJECTS**

##### ***4.1 Women in Development Training and Orientation Program (WIDTOP)***

This is a comprehensive awareness raising and training program designed to strengthen institutional, management, and program delivery capacities of NCRFW, WID Focal Points, line departments, and other key government offices. The major components of this program are: development and delivery of training courses on gender sensitivity and gender analysis and planning, WID briefing of top government executives and legislators, technical study tour, preparation of awareness raising materials and procurement of audio-visual equipment.

##### ***4.2 Public Awareness Raising Through Annual Celebration of Women's Month***

An annual activity which brings together government and woman NGOs in a series of sensitizing activities, this is aimed at raising public consciousness on WID and gender. Mandated under Presidential Proclamations 224 and 227, this activity will be brought down to subnational levels to engender as much involvement and support for the attainment of PDPW goals and objectives.

##### ***4.3 Development, Translation and Dissemination of Information Materials on PDPW***

This project seeks to promote awareness and support for PDPW through the production and dissemination of materials that translate PDPW into non-technical terms. It also involves packaging of data/information into handouts that convey relevant messages on WID and gender.

##### ***4.4 Data/Information System***

This is a long-term national program that seeks to revamp the country's data and statistical generation system in order to make it WID/gender-responsive. A multi-agency committee composed of agencies engaged in the collection and management of development-related data is spearheading the program.

##### ***4.5 Regionalization***

This is a program which seeks to localize PDPW implementation in all regions of the country. It involves adoption of various models of approach to make the regional planning processes gender-sensitive and reorient agency programs to become gender-responsive.

## **SECTORAL WORKING GROUPS ON PDPW UPDATING**

***WORKING GROUP ON AGRICULTURE*** – National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Department of Agriculture (DA); Rural Improvement Clubs (RIC); National Economic and Development Authority (NEDA)

***WORKING GROUP ON AGRARIAN REFORM*** – National Commission on the Role of Filipino Women (NCRFW) and National Economic and Development Authority (NEDA), Sector Coordinators; Department of Agrarian Reform (DAR); Katipunan ng mga Bagong Pilipina (KaBaPa)

***WORKING GROUP ON THE ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT*** – National Commission on the Role of Filipino Women (NCRFW) and National Economic and Development Authority (NEDA), Sector Coordinators; Department of Environment and Natural Resources (DENR); KaBaPa; ISSA

***WORKING GROUP ON INDUSTRY, TRADE AND INDUSTRIAL RELATIONS*** – National Commission on the Role of Filipino Women (NCRFW) and National Economic and Development Authority (NEDA), Sector Coordinators; Department of Trade and Industry (DTI); Department of Labor and Employment (DOLE); Balikatan Sa Kaunlaran (BSK); National Federation of Labor (NFL); KaBaPa

***WORKING GROUP ON SERVICES*** – National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Civil Service Commission (CSC); Department of Labor and Employment (DOLE); Department of Local Government (DLG); Balikatan Sa Kaunlaran (BSK)

***WORKING GROUP ON EDUCATION AND TRAINING*** – National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Department of Education, Culture and Sports (DECS); National Manpower and Youth Council (NMYC); Instructional Materials Corporation (IMC-DECS); Katipunan ng mga Bagong Pilipina (KaBaPa); National Council of Women of the Philippines (NCWP); NEDA, WAVE; UP Center for Women's Studies



***WORKING GROUP ON HEALTH, NUTRITION AND FAMILY PLANNING***

— National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Department of Health (DOH); National Nutrition Council (NNC); Population Commission (POPCOM); National Council of Women of the Philippines (NCWP); Institute for Social Studies and Action (ISSA); NEDA; Institute of Maternal & Child Health (IMCH); Woman Health Care Foundation (WHCF)

***WORKING GROUP ON HOUSING*** — National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Housing and Urban Development Coordinating Council (HUDCC); Home Development Mutual Fund (HDMF); National Home Mortgage and Finance Corporation (NHMFC); Home Insurance and Guaranty Corporation (HIGC); National Housing Authority (NHA); Housing and Land Use Regulatory Board (HLURB); National Economic and Development Authority (NEDA); Harnessing Self-Reliance, Initiative and Knowledge (HASIK)

***WORKING GROUP ON SOCIAL WELFARE AND COMMUNITY DEVELOPMENT***

— National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Department of Social Welfare and Development (DSWD); Department of Local Government (DLG); Office on Muslim Affairs (OMA); Office for Southern Cultural Communities (OSCC); Office for Northern Cultural Communities (ONCC); Katipunan ng mga Bagong Pilipina (KaBaPa); National Council of Women of the Philippines (NCWP); NEDA; Philippine National Volunteer Service Coordinating Agency (PNVSCA); National Federation of Women's Clubs (NFWC)

***WORKING GROUP ON MIGRATION***

— National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Philippine Overseas Employment Administration (POEA); Overseas Workers Welfare Administration (OWWA); Commission on Filipinos Overseas (CFO); Department of Foreign Affairs (DFA); Department of Labor and Employment (DOLE); Katipunan ng mga Bagong Pilipina (KaBaPa); SCALABRINI Migration Center

***WORKING GROUP ON PROSTITUTION***

— National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Department of Tourism (DOT); Department of Justice (DOJ); Department of Social Welfare and Development (DSWD); Stop Trafficking of Pilipinos Foundation, Inc. (STOP); Third World Movement Against the Exploitation of Women (TW-MAE-W); GABRIELA Commission on Violence Against Women (GABRIELA-CVW); Women's Educational Development Productivity Research Organization (WEDPRO)

**WORKING GROUP ON MEDIA** — National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; Philippine Information Agency (PIA); PILIPINA Inc.; Rural Improvement Clubs (RIC); Office of the Press Secretary (OPS); Media Watch Collective; Batibot; Institute for Filipino Cinema (IFC); Bureau of Broadcast

**WORKING GROUP ON ARTS AND CULTURE** — National Commission on the Role of Filipino Women (NCRFW) and Cultural Center of the Philippines — Women's Desk (CPP-Women's Desk), Sector Coordinators; Concerned Artists of the Philippines — Women's Desk (CAP-Women's Desk); Women Involved in Creating Cultural Alternatives (WICCA); KASIBULAN; University of the Philippines — Center for Women's Studies (UP-CWS); PILIPINA; IFC; UPCM; Nayong Pilipino

**WORKING GROUP ON INFRASTRUCTURE** — National Commission on the Role of Filipino Women (NCRFW), Sector Coordinator; National Irrigation Administration (NIA); Department of Public Works and Highways (DPWH); Metropolitan Waterworks and Sewerage System (MWSS); National Power Corporation (NAPOCOR); Local Government Water Utilities Administration (LWUA); National Electrification Administration (NEA); Department of Transportation and Communication (DOTC); National Economic and Development Authority (NEDA); Tulungan sa Tubigan; Philippine Business for Social Progress (PBSP)

**WORKING GROUP ON SCIENCE AND TECHNOLOGY** — National Commission on the Role of Filipino Women (NCRFW) and National Economic and Development Authority (NEDA), Sector Coordinator; Department of Science and Technology; DIWATA; KaBaPa; Department of Science & Technology-Science Education Institute (DOST-SEI); Department of Science & Technology-Philippine Nuclear Research Institute (DOST-PNRI); Appropriate Technology (Approtech)

