

**A COMPARATIVE STUDY BETWEEN THE NATIONAL
COMMISSION ON THE ROLE OF FILIPINO WOMEN AND THE
CENTER FOR WOMEN'S RESOURCES: Their Effectiveness to
Respond to Gender Issues**

A Thesis Presented to the Faculty of the Department of Social Sciences of
the College of Arts and Sciences in the University of the Philippines, Manila

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Development Studies

Presented by

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Presented to

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APPROVAL SHEET

This thesis entitled “ **A Comparative Study Between the National Commission on the Role of Filipino Women and the Center for Women’s Resources: Their Effectiveness to Respond to Gender issues**” prepared and submitted by Maria Angeli C. Perez, is hereby recommended for approval, in partial fulfillment of the course requirement of the degree of Bachelor of Arts Development Studies.

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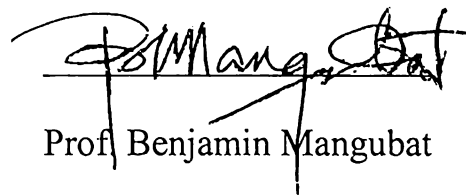
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Mom, you are my source of inspiration. You have always carried the torch for me! Let me pay tribute to the woman who has offered her whole life for the welfare of her children. You are the pride that I have.

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This report would assess the effectiveness of the National Commission on Philippine Women and the Center for Women's Resources to respond to gender issues by identifying some factors that would contribute to the analysis of their effectiveness. To have a full grasp of understanding gender issues, it is significant to identify these issues to be able to determine the appropriate frameworks and strategies with these.

A successful initiation and implementation of development strategies and frameworks for gender issues depend on the crucial roles played by the women's organizations and their networks at the community and national level, thus, the understanding of gender issues is based on the data collection and research for the real situation of women.

This study exhibits the complementary roles played by the Government Organizations and the Non-government Organizations to achieve gender equality.

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ABSTRACT

This report would assess the effectiveness of the National Commission on the role of Filipino Women and the Center for Women's Resources to respond to gender issues by identifying some factors that would contribute to the analysis of their effectiveness. To have a full grasp of understanding gender issues, it is significant to identify the roots of these issues to be able to determine the appropriate frameworks and strategies to deal with these.

A successful initiation and implementation of development strategies and frameworks for gender issues depend on the crucial roles played by the women's organizations and their networks at the community and national level; thus, the full understanding of gender issues is based on the data collection and research documenting the real situation of women.

This study exhibits the complementary roles played by the Government Organizations and the Non-government Organizations to achieve gender equality.

To the greatest woman there is

My Mother.

Chapter 1: THESIS PROPOSAL

I. STATEMENT OF THE PROBLEM

The Philippines as a Third World country is beset with economic, political and socio-cultural crises brought about by colonialism and the peripheral position of the Third world countries in the world economy.

Gender issues are crucial matters incorporated to the different crises experienced by our country wherein the roles of women are deemed to be subordinate to men. Women do not enjoy equal opportunities compared with the opposite sex, to the certain extent that women's rights have not been fully asserted.

From the time when the Philippines has gained independence among its assailants, hitherto, the patriarchal system has prevailed. Sexual discrimination is widespread and it has affected both men and women in the same way.

It is in this context that the roles of the Government Organizations (GOs) and Non-government Organizations (NGOs) are put into challenge. The National Commission on the Role of Filipino Women (NCRFW), being an advisory body to the president on gender issues and the Center for Women's Resources (CWR), a Non-Government organization concerned with women would be the focus of this study. This report would assess the effectiveness of these organizations to respond to gender issues by identifying some factors of effectiveness. What are their tasks, goals and strategies to respond to gender issues? How aware are their staffs and members on these issues? Are their strategies really capable of responding to gender issues? Are these really appropriate to

reflect the Philippine setting? Are these really enough to foster the needs of their beneficiaries?

II. DEFINITION OF CONCEPTS

Gender is a social phenomenon, socially constructed. It may be derived to a greater or lesser degree, from the interaction of material culture with the biological differences between the sexes.

Gender Analysis is an essential tool to understand how an organization promotes gender equality.

Gender and Development is a paradigm of development that focuses on how social, economic, political and cultural forces determine how differently women and men participate in, benefit from and control resources and activities for development.

Gender Budgeting is the cost of financing the gender and development plan of an agency.

Gender Planning is a systematically designed set of programs activities and projects carried out by agencies for a given period of time to address gender issues and concerns of their respective sectors and constituents, specify the targets to be achieved, and identifies the performance indicators that will measure their accomplishments.

Gender issues are issues arising from the different roles played by women and men and the relationship between them; identified by an agency.

Gender mainstreaming is a technical process that requires the application of gender planning tools and methodologies such as gender analysis, gender statistics, gender budgeting and gender audit to policies, programs and projects.

Gender-responsive organization is an organization, which makes its projects gender-responsive to meet the differential needs of women and men who are working within the agency.

Patriarchal system refers to male domination to power relationships by which men dominate women and to characterize a system whereby women are kept subordinate in a number of ways.

Sex is biologically determined. A female is a person born with a vagina and a male is a person born with a penis.

Violence against women refers to a web of verbal, psychological and physical abuse that all women are exposed to.

Women and Development is a development paradigm which shows the relationship between women and development processes rather than purely on strategies that integrate women in development.

Women empowerment means that an attention is directed at building women's capabilities and responding to strategic interests and practical needs of women, particularly those in poverty and extremely difficult situations and draw the attention of concerned agencies so that women's difficulties could be addressed by their programs and projects in a relevant and timely manner.

Women's organization is an organization of women which aims to promote women's participation in different issues faced by the country.

III. THEORETICAL FRAMEWORK

The theoretical frameworks to be used in this study are the **Historical Materialist** and **Pragmatic** frameworks. However, Historical Materialism would assume the dominant perspective.

To completely understand the different gender issues, it is likewise important to identify the roots of these issues and this is where Historical Materialism enters. This framework would better aid us to comprehend and elucidate holistically, through the *class analysis*, the oppressive conditions of women and why gender inequality exists. It answers whether the National Commission on the Role of Filipino Women (NCRFW) and the Center for Women's Resources (CWR) are heading towards the right path of emancipating the oppressive conditions of women and relate it to the Philippine situation. Through this perspective, the researcher could assess if these two organizations were able to attack the roots of gender inequality by means of their strategies and frameworks being used.

On the other hand, the Pragmatic framework is also essential to be utilized in this study since success is a criterion to determine whether a project or a program is effective or not. Since the researcher would be dealing with policy analysis, it would be advantageous to use a Pragmatic outlook to compare policies and provide alternatives and to identify the consequences of these policies. Also, quantitative method, which has been a part of this framework, would support the validity of the hypothesis.

IV. METHODOLOGY

The researcher would be undergoing three phases of this study in accordance with the Historical Materialist perspective of combining practice with a definite theory.

The first phase would be *archival research*. Readings and source materials related to gender issues would be sought after. In here, theoretical frameworks suited to the study would be analyzed.

The second phase would be *participant observation* in which the researcher would be integrating with the members and leaders of the NCRFW and CWR to observe how they work to meet their objectives and to see whether they, themselves, are aware of gender issues and how do they apply this in dealing with other people.

The third phase would be the conduct of *interviews* and *questionnaires*. The researcher would be using a *random sampling*. A total of 60 respondents, all women, from the NCRFW and CWR staffs and beneficiaries would be dealt with dividing further into these categories: 30 respondents from NCRFW staffs and beneficiaries of their services (randomly selected) and 30 respondents from CWR staffs and beneficiaries (randomly selected). A Chi square test would be used to test the hypotheses.

In consonance with the questionnaires, a combination of *structured* and *unstructured* interviews would be done with some of the respondents.

V. HYPOTHESES

The researcher has identified several factors that would contribute to the analysis of effectiveness of NCRFW and CWR. Since these two organizations function differently from one another; hence, they have utilized different strategies to respond to gender issues. The following are the said factors of effectiveness: their staffs and beneficiaries should be aware that gender issues exist, their strategies should be capable of responding to gender issues, must be enough to foster the needs of their targeted beneficiaries and must be appropriate and reflective of the issues in the Philippine society. To become effective, the NCRFW and CWR should be consistent with these factors.

In order to have a point of comparison between these two organizations, the researcher has considered the rate of effectiveness given by their beneficiaries. 1 is the lowest rating and 10 is the highest rating.

By virtue of these, the researcher assumes that both the NCRFW and CWR have been effective in responding to gender issues. However, CWR is more effective in terms of a higher average rating of effectiveness coming from its beneficiaries. Also, CWR is assumed to be consistent with the factors of effectiveness.

VI. REVIEW OF RELATED LITERATURE

Bale, John and Smith, David Drakakis, gen. ed. Routledge Introductions to Development. London and New York: Routledge, 1991. Women and Development in the Third World, by Janet Henshall Momsen.

According to this book, Third World Countries have made spatial variations of male and female roles making it unequal and not fixed. The collection of data and research to document the conditions of women globally are significant and both the government and non-government women's organization and networks play a crucial role in the preparation and execution of development programs and projects on women. Therefore, these affairs should constitute a gender dimension in order to promote gender sensitivity and awareness.

Momsen have mentioned three fundamental themes emerging from the literature or women and development. First, all societies have established a clear-cut division of labour by sex. Second, gender roles within the household should be studied in order to understand gender roles in production. Lastly, the impact of economic development on women has been generally negative.

Deutscher, Penelope. Yielding Gender. London and New York: Routledge, 1997.

This book discusses the internal instability of the connotation of 'female' as an effect of culture, text and philosophical history. Gender is described as a term that is

illogically consistent and something that is self-contradictory. To elucidate on this misleading disjunctive of 'gender', the author considered two emblematically different feminist interpretations of the history of philosophy, Lloyd's *The Man of Reason* and Green's *The Woman of Reason*. Both works agree that reason is associated with masculinity and this association, although anchored by history is unstable.

Center for Women's Resources. Kalagin ang Ating Tanikala. 1999.

There are three modules dividing this work namely: *The Oppressed Conditions of Women in the Philippine Society*, *The History of Oppression and Struggle of the Filipino Women and Women's Movement*.

The first module discusses women emerging from different classes such as the women from the peasantry who comprise the biggest percentage of Filipino women. This class carries the burden of *feudal-patriarchal system* under which women are subordinated to men. Other classes from which women are categorized are the women laborers, petty-bourgeois women and the national-bourgeois women. Women are also classified into different sectors, such that each particular sector experiences as specific oppression based on their conditions: the migrant women, Moro women and the student women.

The second module reasons out that the oppression of women is not natural in character rather it is molded by historical and material basis. Before the Spaniards invaded the Philippines, there was already a relatively high societal condition of women but upon their interference, there had built a colonial and feudal system

wherein the condition of women had been degraded. So is the case under the ruling power of the United States that worsened the imperialist approach and the militarized regime of the Japanese. Now, the eminent feature of Philippine society, that is the semi-feudal and semi-colonial system, has been further stabilized by the persisting control of the U.S. in the Philippine governance.

The third module describes how the persisting system will be transformed by the unifying struggle of the women's movements. It emphasizes the importance and characteristics of a genuine women's movements.

Center for Women's Resources Data bank. Factsheet on the Situation of Women in the Philippines. January 2002.

A fact sheet stating the current situation of women in the Philippines was published by the Center for Women's Resources Data bank in order to inform the people that there is only a slight difference between male and female population, that is, male population (50.3%) slightly higher than female population (49.64%). Also, in terms of employment, particularly the Labor Force Participation Rate (LFPR), there was a notable increase among women (47.7% to 51.3%). The participation of women in agriculture declined by 3.2% but wage and salary women works increased by 3%. The increase in female unemployment rate (6%) delineates that many women wanted to work but employment opportunities are scarce. In the case of migrant women, there were more service workers who go to Saudi Arabia, Hongkong and Japan (70,917) compared with the professionals (67,449) who go to the same destination.

Newspaper reports stated that 64 out of the 565 arrested prostitutes were of minor age. Violence against women has worsened. Among the top five crimes committed against women are physical injuries/wife battering, rape, acts of lasciviousness, threats and attempted rapes. Also, health and nutrition of women is fastly deteriorating due to poverty. The data on education reveals that the government's support for education is decreasing (from 265 to 164). There exists the prevalence of private Higher Education Institutions (HEIs) (1,189) over public HEIs.

Harassments (77 cases), killings (39 cases) and destruction of properties (37 cases) were among the highest number of human rights violations under the Arroyo administration. Women victims of militarization, minor political prisoners and women political prisoners as of January-December, 2001.

Philippines. Comprehensive Agreement on Social and Economic Reforms Between the Government of the Republic of the Philippines and the National Democratic Front of the Philippines, part VII, article 7. "Rights of the Working People, Livelihood and Social Services," 26 February 1998.

Women shall enjoy equal opportunities as men in work, shall receive equal pay for equal work and shall enjoy guarantees against discrimination nation and harassment. Social services to lighter housework shall be provided, such as low-cost meals, cheap public laundry services and affordable day-care centers and nurseries. Working women shall be entitled to maternity leave with pay and guaranteed the support of their partners who shall also be entitled to paternity leave with pay. Single

parents and female household heads shall be assured benefits, including children's education and health care.

Simbulan, Roland G. US-led Globalization as Development Aggression: Effects on Philippine Women's Health and Development. /centennial/gender.html
Nation, Race and Gender. /centennial/power.html
The United States as a World Power.

As a guest speaker of the forum on the occasion of "Women's Month", sponsored by the Center for Multidisciplinary Studies on Health and development (CEMSHAD) and the Philippine Department of Health, Professor Simbulan has cited some impacts of globalization on women. Due to the increasing rate of unemployment, women are compelled to accept jobs that are contractual, part-time and labor intensive. Since Philippines is deemed as a tourist spot, women indulge in prostitution to attract foreigners.

Philippines. Congress. House. An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for Other Purposes. 5th sess.,1991, H.R. 7192.

This Act shall be cited as the "Women in Development and Nation Building Act."
The policy declares that the state recognizes the role of women in nation building and

shall ensure the fundamental equality before the law of women and men. The state shall provide women rights and opportunities equal to that of men.

Plan Framework of the Philippine Plan for Gender Responsive Development 1995-2025).

The Philippine Development Plan for Women recognizes the women's participation in the development process; thus, integrating their concerns in planning and implementation processes. The unending cycle of structures of inequality hampers the growth of women as free individuals and the infringement of this cycle should happen so that women will be effectively mobilized for development.

Honculada, Jurgette A. and Ofreneo, Rosalinda Pineda. Transforming the Mainstream 1975-1998. Edited by Rina-Jimenez David. Thailand: United Nations Development Fund for Women, 2000.

A partnership exists between the Government Organizations and Non-government Organizations to boost women's advocacy through the various activities held in the *Women's Week* like rallies of the left-oriented women's groups, symposia, exhibits, public for a and the like.

VII. SCOPE AND LIMITATION OF THE STUDY

The data gathered from this study could not estimate the feedbacks of the majority of the staff and beneficiaries of these two organizations, NCRFW and CWR, for the following reasons:

A. Limited coverage

The sampling coverage is not sufficient to provide estimate for a national level. Only 60 respondents (all women) from NCRFW and CWR staffs and beneficiaries in Metro Manila are equally divided: 30 respondents from NCRFW and 30 respondents from CWR (randomly selected). Due to financial and time constraints, the analysis of effectiveness of these two organizations would focus only on their strategies and frameworks to respond to gender issues. Their beneficiaries may include those who are indirectly affected by their projects aside from the direct beneficiaries. Not all projects of these two organizations would be assessed.

B. Comparison on the effectiveness between the NCRFW and CWR is not feasible

Their functions and characteristics are different from one another so the point of comparison would be drawn only based on the average rate of effectiveness as given by the beneficiaries. More so, the statistics produced is not a representative of the true population of the beneficiaries of these organizations.

VIII. SIGNIFICANCE OF THE STUDY

The researcher avows the significance of understanding gender issues since the development of the nation affects men and women in the same way. To achieve economic development, goods and services should be equally distributed among the two sexes. Political development is attainable only when women have an equal participation with that of men in the decision-making processes, implementation and evaluation of the projects of the government. Also, socio-cultural development is being fulfilled when women are able to assert their rights as free and independent individuals and are able to harness their full potentials through their interaction in the society, thus advocating emancipation of women. The development of the people entails the development of the nation. This is the truest gauge of development since no quantitative method could transform the well being of individuals.

A successful initiation and implementation of development strategies and frameworks depend on the crucial roles played by the women's organization and their networks at the community and national level thus, the full understanding of gender issues is based on the data collection and research documenting the real situation of women. The researcher has taken only the women respondents for the belief that most of the gender issues concern women; thus, they need to be aware of such. This study could be a basis or source of information of other researchers interested in gender issues, hence, the content of this study could provide the appropriate means to abolish gender inequalities.

Chapter 2: BACKGROUND OF THE STUDY:

NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN

The Beginning

The *National Commission on the Role of Filipino Women (NCRFW)* as an advisory body to the President was established on January 7, 1975 through Presidential Decree No. 633. It was mandated to "review, evaluate and recommend measures, including priorities to ensure the full integration of women for economic, social and cultural development at the national, regional and international levels and to ensure further equality between women and men". The *NCRFW* is the first national women's machinery established in Asia.¹ The Board of Commissioners is composed of the Cabinet Secretaries and the different Non- Government Organizations (NGOs) representatives.

The years 1975-1986 of *NCRFW* were focused on the promotion and advancement of women's welfare and the analysis of the programs and projects on women in order to eliminate discrimination. A nationwide women's movement called *Balikatan sa Kaunlaran* was organized, creating opportunities for expanded roles of women in economic, social and political activities of the nation.²

In the years 1986-1992, the role of *NCRFW* ushered in the realization that it is not only through the non-integration of women in development efforts that bring about

difficulties in the lives of women. Women's difficulties were seen as a result of unequal gender relations, perpetuated through social processes and institutions.³ Gender inequalities not only affect women but also development as a whole. There had been a radical shift in perspectives during the administration of the first woman president, Corazon Aquino. It was an advocacy to have an equal contribution of men and women to the society and in the same way, men and women benefit from development. The government had been tasked to perform a **Gender Mainstreaming** strategy in order to address gender issues in their policies, programs and projects.⁴

The period 1992-1998 gave birth to the implementation of the Phase II of the Institutional Strengthening Project supported by the Canadian International Development Agency (CIDA). This project has resulted in policy imperatives addressing gender issues and concerns, development planning for women, setting up of Gender and Development (GAD) institutional mechanisms, GAD focal systems, GAD training for national agencies and offices, GAD data base and gender statistics and strengthening partnership with women NGOs.⁵

Until now, the CIDA and the *NCRFW* have been continuously implementing the Institutional Strengthening Project Phase II. For the years 2001-2004, the *NCRFW* would be focusing on three priority areas: promoting women's economic empowerment, upholding women's human rights and promoting gender-responsive good governance.⁶

Vision, Mission and Goal:

Filipino women and men equally contribute to and benefit from national development. This dream is being realized by pursuing *NCRFW's* mission of making government work for women's empowerment and equity to achieve gender equality. Its goal is to attain women's empowerment and gender equity toward gender equality.⁷

Functions: Strategies and Frameworks to Deal with Gender Issues

The *National Commission on the Role of Filipino Women (NCRFW)* serves as the government's conscience on women further functioning as the oversight body on women's concerns.

It advises the president in formulating policies and implementing programs on increased contributions by women in national development. It also ensures the gender-responsiveness of national development plans and coordinates the preparation, assessment and updating of the National Plan for Women, ensures its implementation and monitors the performance of government agencies in the implementation of the Plan at all levels. The *NCRFW* also undertakes its continuing advocacy to promote economic, social and political empowerment of women and provide technical assistance in the setting-up and strengthening of mechanisms on gender mainstreaming.⁸

Gender Mainstreaming:

Gender mainstreaming refers to strategies and processes to integrate gender-responsive goals in the directions, policies, budgets, projects and services of line agencies.

As the main strategy, it is concerned with ensuring that women and men have equitable access to society or organization's resources, including socially valued goods, opportunities and rewards. It also implies equal participation in influencing what is valued, in shaping development directions and choices, such as planning, priority setting, policies, processes, implementation, evaluation and resource allocations.⁹

Gender mainstreaming involves the utilization of gender planning tools and methodologies such as gender analysis, gender statistics which refers to the use and collection of sex desegregated data, gender budgeting and gender audit to policies, programs and projects. These are the very essence why gender mainstreaming is a technical process that will help increase the participation of women in the programs and decision-making in the government.

Women Empowerment:

Women Empowerment means that attention shall be directed at building women's capabilities and responding to strategic interests and practical needs of women, particularly those in poverty and extremely difficult situations, and draw the attention of concerned agencies so that women's difficulties could be addressed by their programs and projects in a relevant and timely manner. Mainstreaming women considers understanding the problems and issues of women, namely: lack of participation in development; lack of social capacity to work as equal partners with men in the work place, family and community; lack of recognition by policy-makers of the extent to which women are engaged in development but on an unpaid and undocumented basis.¹⁰

The attainment of women empowerment and gender equity leads to gender equality whereby women and men equally contribute to and benefit from development.

The Beneficiaries of their Services

The *National Commission on the Role of Filipino Women* has adopted a two-pronged strategy for gender mainstreaming: a) creating gender-responsive organizations and b) gender responsive development planning. The work of *NCRFW* has focused on four major areas: 1.) conducting gender sensitivity training, clarifying and understanding the conceptual meaning and goals and principles of mainstreaming among key decision-makers; 2.) Organizing appropriate organizational arrangements and processes for the

implementation of mainstreaming; 3.) Developing gender tools and resource kits and staff and focal point personnel development; 4.) Capacity building and strengthening linkages to facilitate women's participation and empowerment. ¹¹

The *National Commission on the Role of Filipino Women* has established strong linkages among its Oversight Agencies, Statistical Agencies, Sub-national Agencies, Line Agencies and Government Training Institutes. There are four Oversight Agencies of NCRFW: National Economic and Development Authority (NEDA), Department of Budget and Management (DBM), Civil Service Commission (CSC) and Department of Interior and Local Government (DILG). Their target output is internal capability-building and coordinated system and technical resources (including standards and sustainability mechanisms for gender-responsive human resource management or development) developed and being used. ¹²

The Statistical Agencies namely the National Statistics Office (NSO), National Statistical and Coordination Board (NSCB) and Statistical Research and Training Center are responsible for gender-responsive statistics in government. ¹³

The Sub-national Agencies are institutionalized enabling environment at the sub-national level to support gender-responsive policy and planning in pilot regions. ¹⁴

The Line Agencies including the Department of Agriculture (DA), Department of Trade and Industry (DTI), Department of Labor and Employment (DOLE) and the

Department of Environment and Natural Resources (DENR), envision an institutionalized enabling environment in pilot line agencies to support gender-responsive policy, planning, implementation, and monitoring/evaluation.¹⁵

The Government Training Institutes are institutionalized enabling environment for gender training in government training institutes.¹⁶

However, the researcher had only taken randomly the respondents from an Oversight Agency, the **Department of Budget and Management** and a Line Agency, the **Department of Labor and Employment**. The researcher assumes that these two agencies play the most crucial methodologies in gender mainstreaming **gender budgeting** and **gender analysis**.

The **Department of Budget and Management (DBM)** is particularly responsible for formulating and disseminating guidelines that operationalize the GAD budget policy and providing relevant technical assistance. It is important for **DBM** personnel to understand the strategic role they play in helping agencies attain gender mainstreaming and institutionalization in a fiscally responsible manner. The **DBM** must ensure that agencies, state universities and colleges, government-owned and/or controlled corporations (GOCCs) and local government units (LGUs) comply with the budget call provision requiring them to submit their GAD Budget proposals along with their overall budget proposals.¹⁷

In 1999, **DBM's** Local Budget Memorandum stated that a minimum amount of 5 percent out of the 1999 appropriations shall be set aside for programs and projects designed to address gender issues in accordance with RA 7192.¹⁸

The *Department of Labor and Employment (DOLE)* as a Line Agency of *NCRFW* functions to identify the potential differential impact of policies, programs, activities and projects on the status, roles and responsibilities of women and men in society, as well as on their access to and control of resources, benefits and opportunities.¹⁹ It defines the very nature of the **gender analysis**.

Overall, the country's labor force population expanded by 2.049 million to reach 32.567 million in July 2001. Notable increases were observed among women. Female unemployment rate in rural areas rose by 6 percent from 1998 to 2000. This means that though more women wanted to work, many were unable to find work.²⁰

This report is a clear manifestation that women are in need of empowerment in terms of employment opportunities. The researcher, upon looking at the factsheet on women situation, deems it necessary to choose **DOLE's** staff in order to prove whether they are aware of their functions as a Line Agency of *NCRFW*.

The challenge to the *National Commission on the Role of Filipino Women (NCRFW)* is to prove its worth as an advisory body to Government Agencies (GAs) on gender mainstreaming and women empowerment.

CENTER FOR WOMEN'S RESOURCES

The Beginning

The *Center for Women's Resources (CWR)* was established in 1982 amidst the anti-dictatorship struggle in the Philippines. Since then, *CWR* has played a significant part in the effort to promote women's full participation in bringing about genuine social transformation. It has helped in building women's organizations, such as the **Samahan ng Malayang Kababaihang Nagkakaisa**, a national organization of urban poor women and **GABRIELA**, now the political center of the militant women's movement in the Philippines.²¹

CWR is one of the pioneering women's development institutions that focus on raising public awareness on the plight of Filipino grassroots women. Through quarterly consultations and resource exchanges, *CWR* maintains regular linkages with a network of 5 national grassroots women's organizations (**GABRIELA, SAMAKANA, AMIHAN, Kilusan ng Manggagawang Kababaihan and Concerned Mothers' League**) and 17 regional women's centers.²²

Apart from other women institutions, the *Center for Women's Resources* is a non-stock, non-profit, non-governmental women's service institution which focuses on research, education and training as vital components of empowering grassroots women so that their concerns would be integrated in development.

Mission, Vision and Goal

One of the pioneering institutions for women, *CWR* aims to empower grassroots women through awareness-raising and supporting their efforts in improving their situation through structural change. Its mission includes promoting the full participation of Filipino women in the genuine development of the Philippine society; responding to the specific needs of women from different sectors, particularly the grassroots women by working with institutions, community and voluntary groups concerned with programs for people's development; popularizing knowledge on women and development through research and publications in order to effect change in the consciousness of the larger public; and promoting the growth and consolidation of regional women centers and sectoral women organizations.²³

Functions: Strategies and Frameworks to Deal with Gender Issues

The thrust of the framework of the *Center for Women's Resources*, which is the organizing-mobilizing, is made possible through the main functions of this institution namely research, education and training. *CWR* has contributed a lot to raise the awareness of the grassroots women and their subordination to men through its researches; thus, empowering the grassroots women as its main strategy. It has adopted a holistic perspective of direct participatory observation on the causes of the different problems and issues faced by women, such that, it has explored on and has integrated with the various

women's sectors and areas. More so, their findings have been made helpful to the attainment of the mission of other women's organizations.

Women Empowerment:

Research, advocacy and publication as vital components of realizing *CWR's* mission, vision and goals; provide us with the particularities of the subordination of women to men within the context of the Philippine society.

The *Center* also gathers macro and micro data on sectoral, national and global developments and issues affecting women. The data gathered are consolidated and produced as a study or situationer on women that are released in the *Center's* various publications. It has published primary researches, as well as secondary data researches, in its various publications. These aim to respond to women's specific needs, to strengthen women's participation in the movement for genuine liberation and to help in the campaign against sexual discrimination and exploitation.²⁴

Examples of its publications are the *Piglas Diwa*, a quarterly monograph in English and Filipino editions which tackles socio-economic, cultural and political issues that confront Filipino women; *Usaping Lila*, a quarterly facts and figure bulletin on the condition and situation of Filipinas and *Marso 8*, an annual journal of *CWR* researches in English and Filipino editions.²⁵

As advocates of women's concerns, *CWR* has coordinated with the different networks, schools, organizations and media.

Education and Training empower the grassroots women by providing a basic women's orientation informing their situation affected by the impacts of the programs and policies of the government on men and women, featuring the feudal-patriarchal system and ideology of the Philippine society. This system is rooted in the semi-colonial and semi-feudal nature of the Philippine society where the peasant women and the working women have been greatly affected.

The *Center* coordinates the Paaralang Lisa Balandó (PLB), an education training school for grassroots women. It also develops education modules, manuals and training aids. It conducts instructor's training, seminars and discussion groups on women's conditions and issues. It convenes the inter-organizational educators' consultation and coordinates the annual education campaign for March 8, the International Day for Women.²⁶

Gender Mainstreaming:

The *Center* offers continuing **gender consultancies** within a period of six months to one year. It conducts gender-related training to mixed groups. *CWR* also provides a customized series of training, including organizational diagnosis which brings gender-sensitive management principles into practice, gender appraisal of programs and projects,

recommendations for further gender-sensitizing and other appropriate interventions to genuinely address gender concerns and integrate gender issues in the development framework.²⁷

The *Center's library and databank* is also open for research and it includes a unique collection of Filipiniana books, pamphlets and theses on women's concerns. *CWR* has also organized local and international conferences offering a package of services ranging from the conceptualization, technical preparation and conference assessment to publication of the proceedings.

The Beneficiaries of their Services

The *Center for Women's Resources* main function of empowering women has benefited both the 5 national grassroots women's organizations (**GABRIELA, SAMAKANA, AMIHAN, Kilusan ng Manggagawang Kababaihan and Concerned Mothers' League**) and the grassroots women in particular. *CWR* has directly extended its services to the 5 national grassroots women's organizations by providing researches on the situation of women or the issues affecting women by request of these organizations. It has also done educational discussions and trainings to the leaders and staff of these women's organizations in order for them to become effective in dealing with their functions to help raise the awareness of grassroots women. In the same manner, *CWR* has also indirectly benefited the grassroots women in general since they are the major targets of these 5 national grassroots women's organizations.

Among these organizations, the researcher had chosen the staff of **GABRIELA**, **SAMAKANA** and **AMIHAN** as the respondents since they are more familiar to the researcher, a reason why she could easily understand how these organizations work. Also, there would be respondents coming from the staff of the **Children's Rehabilitation Center (CRC)** since they take special focus in assisting women's organizations in promoting and addressing children's rights and welfare. **AMIHAN** is one of its allies and another reason for the researcher to consider the staff of **CRC** as respondents, due to the researcher's financial and time constraints, is that there are only three members of **AMIHAN** who are based here in Manila.

GABRIELA is a grassroots-based alliance of 200 organizations, institutions, desks and programs in Davao, Butuan, Panay, Iloilo, Cebu, Bohol, Negros, Samar, Leyte, Socsargen, Western Mindanao, Bicol, Cordillera and Central Luzon.²⁸

This benefits from the *Center for Women's Resources* in such a way that the researches, education and trainings conducted by *CWR* help to arouse, mobilize and organize the greatest number of women for genuine liberation eliminating unjust, unequal and oppressive and discriminatory structures that deter the full development of a Filipina personhood. These are among the functions that delineate the very reason why **GABRIELA** has been established.

AMIHAN, which is a national federation of peasant women that primarily takes up the issue of genuine agrarian reform and the right of peasant women to own land, is a member of **GABRIELA**.²⁹ Because the *Center for Women's Resources* do participatory researches on peasant women, it has benefited **AMIHAN** in a manner of knowing what issues these women face in terms of their status as peasants.

The **Samahan ng Malayang Kababaihan (SAMAKANA)**, is a nationwide federation of women from urban poor communities struggling against the adverse consequences of national economic policies on women, focusing on poverty, inflation, homelessness, unemployment and the lack of social services of urban poor communities.³⁰ It is also a member of **GABRIELA** and has also benefited from the researches, education and training conducted by *CWR* in order that **SAMAKANA** would be effective in analyzing the conditions of women in urban poor communities.

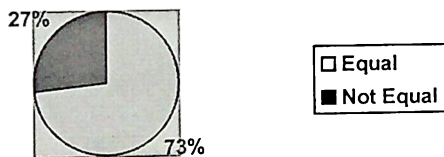
The functions of the *Center for Women's Resources* are put into challenge of making these grassroots women's organization work effectively and appropriately to the needs of the women particularly the grassroots.

Chapter 3: ANALYSIS AND PRESENTATION OF DATA

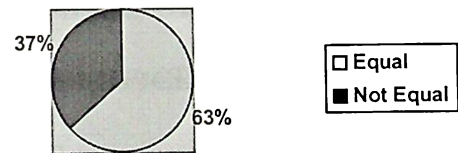
On the belief whether men and women are equal or not, Chart 1 shows that 73% of NRFW staff and beneficiaries believe that men and women are equal, which is relatively higher compared to the 63% belief of CWR staffs and beneficiaries. 37% of CWR staffs and beneficiaries say that men and women are not equal, which is relatively higher compared to the 27% belief of NCRFW staffs and beneficiaries.

Chart 1: Belief that Men and Women are Equal

NCRFW Staff and Beneficiaries



CWR Staff and Beneficiaries



It is probable that more NCRFW staffs and beneficiaries answered that men and women are equal because of the development paradigm, which their organization believes in. Table 1 shows that the most frequent answer (30) of NCRFW staffs and beneficiaries about the development paradigm that their organizations believe in is *gender and development*, next is women and development (2). According to the NCRFW manual, this is really what their organization believes in. They believe in the fundamental equality of men and women before the law (Art II, Sec 14, Philippine Constitution. See

Appendices). However, the NCRFW staffs and beneficiaries who do not believe that men and women are equal say that, it is only in theory that they become equal but not really in practice. Those who say "no" are in the positions of planning officers and media and communications officers of NCRFW, and on the side of its beneficiaries, the Budget Analyst from the Department of Budget and Management and also the Planning Officers of the Department of Labor and Employment. Their positions in their respective organizations also say something about their belief that men and women are not equal, such that, they are exposed to the inequalities of men and women in terms of planning, interaction with other people and budgeting.

Table 1: Development Paradigm of the Organizations

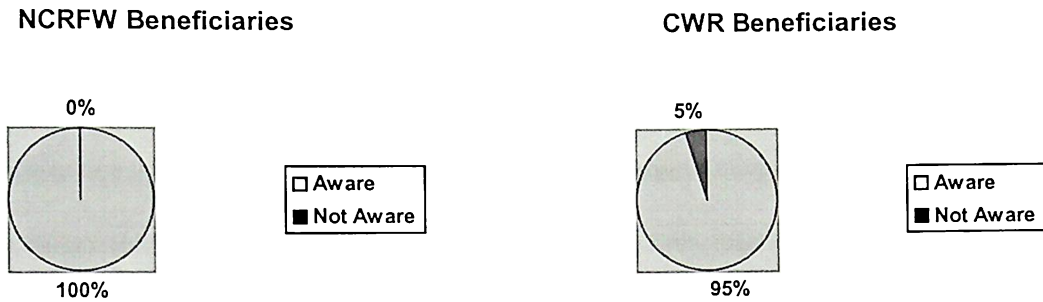
Development Paradigm	NCRFW STAFFS AND BENEFICIARIES	CWR STAFFS AND BENEFICIARIES
Women and Development	2	17
Gender and Development	30	8
Others	0	7

On the other hand, it could be that more CWR staffs and beneficiaries say that men and women are not equal because their organizations believe in *women and development* as their development paradigm. The frequency of answer is 17 compared to the frequency of answer in gender and development, which is 8. CWR and its beneficiaries (GABRIELA, SAMAKANA and AMIHAN) are women's organizations

which promote the full participation of women for genuine social transformation. Based on this, it is implied that women have not yet fully participated in genuine social transformation so they promote it. More so, the CWR beneficiaries are national grassroots women's organizations exposed to the inequalities and discrimination suffered by grassroots women. According to one NCRFW Information Officer whom the researcher had interviewed, the paradigm 'women and development' is more understood by grassroots women rather than 'gender and development' because it is not as technical as the other paradigm. The 7 CWR staff and beneficiaries say that they believe in national democracy and women's emancipation vis-a-vis Philippine society emancipation.

On the part of the beneficiaries only, Chart 2 exhibits that 100% of the NCRFW beneficiaries are aware that there are Government Organizations (GOs) and Non-government Organizations (NGOs) that deal with gender issues. It is relatively higher compared to the 95% of CWR beneficiaries who are aware. It could be the case that the NCRFW beneficiaries who belong to government agencies have wider access to these GOs and NGOs on the grounds that they have more resources to gain this access, and that NCRFW beneficiaries belong to large institutions so they have more linkages to these organizations that deal with these gender issues, compared to the CWR beneficiaries. It could also be that the CWR beneficiary who says that she is not aware might had been confused of the context of gender issues such that she might had women issues only in mind.

**Chart 2: Awareness that there are Government Organizations and Non-government
that Deal with Gender Issues**



For those who answered that they are aware of GOs and NGOs that respond to gender issues, both NCRFW and CWR beneficiaries, have also identified which between the National Commission on the Role of Filipino Women (NCRFW) and the Center for Women's Resources (CWR) they are familiar with. This is regardless whether they are beneficiaries of NCRFW or CWR. According to Table 2, the frequency of answering familiarity with NCRFW on the part of the NCRFW and CWR beneficiaries is 27 relatively lower compared to the frequency of answering familiarity with CWR on the part of the NCRFW and CWR beneficiaries which is 30. Familiarity in this context may imply that these people might have worked with these organizations but not necessarily mean that they are effective or it might be the case that they have heard or seen personally how these organizations have worked.

**Table 2: Comparison of Familiarity of the NCRFW and CWR Beneficiaries
between NCRFW and CWR Organizations**

Organizations	NCRFW and CWR Beneficiaries
NCRFW is familiar	27
CWR is familiar	30

On the main tasks of their organizations, NCRFW staffs has a frequency answer of 10, saying that the task of their organization is to advise the President and the Cabinet on policies and programs concerning women and this result is consistent because this is really the main task of their organization as stated in the NCRFW manual. Only one answers that their task is on research. This has also been a task of NCRFW but it is not their main task. On the other hand, 9 frequent answers on the part of CWR staffs state that their main task is to "research to organize, raise the awareness and mobilize grassroots women". This is true because this is the main program that they do to empower grassroots women. The staff who answered that CWR is an advisory body, is also true with respect to her response since the researches on women that they conduct are also being used by the government officials as basis on gender mainstreaming. In effect, both the NCRFW and CWR staffs have been knowledgeable on their respective tasks. (see table 3)

Table 3: The Main Tasks of NCRFW and CWR

Tasks	NCRFW Staffs	CWR Staffs
Advisory body to the president	10	1
Research to organize	1	9

On the goals of their organizations, NCRFW staffs have a frequency answer of 10, saying that the goal of their organization is to attain women's empowerment and gender equity toward gender equality and only 5 answers that it promotes women's participation in bringing about genuine social transformation (see table 4). These answers are also consistent because the goal of NCRFW is really to attain women's empowerment and gender equity toward gender equality. There are also some points why some NCRFW staff answered that their goal is to promote women's full participation in bringing about genuine social transformation. The age bracket of these people ranges from 23-28 years old and they are considered part of the category of young working women. The researcher assumes that at their young working age, they have been more aggressive in addressing women's concerns. Perhaps they believe that gender equality could only be attained through genuine social transformation, the reason also why majority (9 frequent answers compared to 2 who answered the other goal) of CWR staffs answered this goal. The answers of CWR staffs justify the very goal of their organization, which is to

promote women's full participation in bringing about genuine social transformation: a goal which addresses the root of gender issue, that is the feudal-patriarchal system and ideology that features the Philippine society.

Table 4: The Goals of NCRFW and CWR

Goals	NCRFW Staffs	CWR Staffs
Promote women's participation	5	9
Attain women's empowerment	10	2

According to the staffs and beneficiaries of NCRFW, gender mainstreaming and women empowerment having the frequencies of 27 and 23, respectively, are the two top strategies that NCRFW undertakes to respond to gender issues. Research and organizing, having only same 4 frequent answers, are not their top strategies (see table 5). Their answers are consistent since NCRFW's main strategy to deal with gender issues is gender mainstreaming and women empowerment. The CWR staffs are has also consistent answers with respect to the strategies taken by their organization to respond to gender issues. It is true that their top strategies are research and education, having the most frequent answers of 29 and 29, respectively. They are not really into organizing because according to one CWR staff whom the researcher had interviewed, they leave the organizing strategy to their beneficiaries. It is up to their beneficiaries to take the

necessary steps of organizing and utilizing the issues they have learned from CWR's researches. However, 5 CWR beneficiaries answered that there are other strategies taken by CWR to respond to gender issues. Their answers have something to do with the organization they belong to. Beneficiaries from SAMAKANA answer that CWR also does integration with the basic masses such as the women workers, peasant women and the urban poor. Same holds true with the AMIHAN beneficiaries who answer that CWR organizes peasant women. The organizations SAMAKANA and AMIHAN are grassroots women's organizations that also deal with women's issues in particular.

Table 5: Strategies Taken by NCRFW and CWR to Respond to Gender Issues

Strategies	NCRFW Staff and Beneficiaries	CWR Staff and Beneficiaries
Gender Mainstreaming	27	6
Women Empowerment	23	23
Educating	20	29
Research	4	29
Organizing	4	1
Mobilizing	12	22
Training	11	20
Others	4	5

Table 6 shows that on the part of the NCRFW and CWR, it is significant to determine who really benefit from their services to justify whether the researcher has chosen the appropriate respondents from their respective beneficiaries. The most frequent answer (10) among the NCRFW staffs is that government agencies are their top beneficiaries, so there is a sufficient evidence to say that the researcher has chosen the right beneficiaries of NCRFW, and these are the Department of Budget and Management and the Department of Labor and Employment. This also proves the NCRFW's main task of being the advisory body to the president and cabinet members belonging to different government agencies. On the part of the CWR staffs, the most frequent answer (9) is that women's organization is the top beneficiaries of their strategies. The researcher has also been proven right to choose the grassroots women's organization as the sample respondents from the CWR beneficiaries. Since CWR is a women's institution, their strategies include the empowerment of grassroots women through the help of these grassroots women organizations.

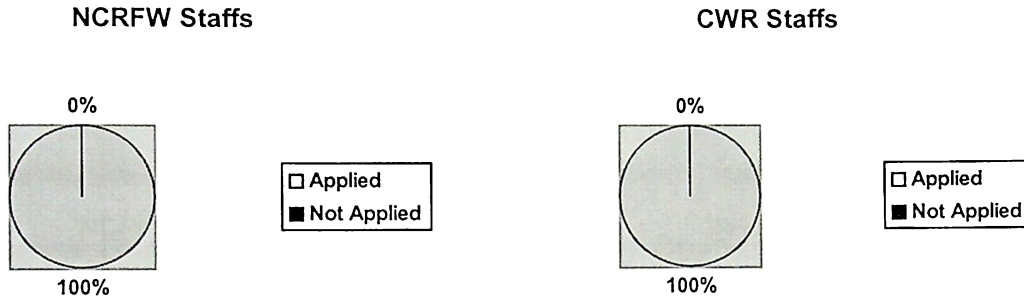
Table 6: Beneficiaries of the Strategies Taken by NCRFW and CWR to Respond to Gender Issues

Beneficiaries	NCRFW Staffs	CWR Staffs
Government Agencies	10	3
Local Government Units	9	6
Women's Organizations	9	9

Non-Government Organizations	8	6
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Upon knowing the strategies of NCRFW and CWR to respond to gender issues and their beneficiaries, it is likewise important to determine if they really apply these in their respective fields of work and if yes, how? Chart 3 exhibits that 100% of the NCRFW staffs taken as respondents say that they apply these strategies in their fields of work. The Planning Officers of NCRFW say that they make macro and micro policies gender responsive and monitor the extent of gender mainstreaming in the bureaucracy by providing technical assistance, policy analysis and recommendations and monitored reports and information on women. The Information Officers elucidate that they also collaborate with their Statistical Agencies (SAs) to generate gender-responsive statistics to be used in policy analysis. On the other hand, 100% also of the CWR staffs taken as respondents also claim that they apply these strategies in their fields of work. CWR staffs utilize these strategies in collaborating with the different women's organizations that use their researches. These help the grassroots women's organizations to organize and mobilize themselves to attain their goals. In essence, both NCRFW and CWR have used their respective strategies and this manifests that they have been upholding the functions of their organizations.

Chart 3: Application of Strategies in the Fields of Work of NCRFW Staffs

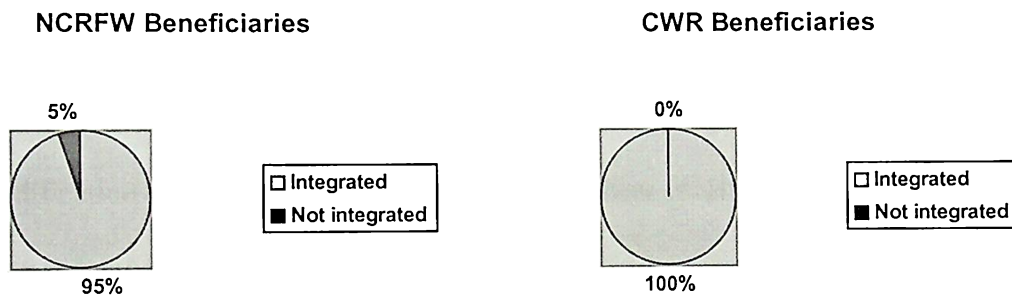


If NCRFW and CWR staffs affirm 100% that they apply the strategies mentioned earlier in their fields of work, it is also crucial to determine whether their beneficiaries have also integrated gender concerns in their goals and services to prove that NCRFW and CWR staff really apply those strategies.

Chart 4 shows that only 95% of the NCRFW beneficiaries claim that they integrate gender concerns in their goals and services which is relatively lower compared to the 100% claim of the CWR beneficiaries that they integrate gender concerns in their goals and services. The respondents from the Department of Budget and Management (DBM) say that they have integrated gender concerns in their work by ensuring that gender and development programs and projects are mainstreamed in each government agencies' budget. The Department of Labor and Employment (DOLE) staffs say that DOLE allots 5% of its budget for addressing gender concerns and they have a bureau (Bureau of Women and Young Workers), which handles gender and development issues. The allotment of 5% budget of DOLE to address gender issues is a reason to say that the

Department of Budget and Management has ensured gender and development be mainstreamed in the programs and projects of DOLE. The researcher sees complementary functions between NCRFW and its beneficiaries (DBM and DOLE).

Chart 4: Integration of Gender Concerns in Goals and Services



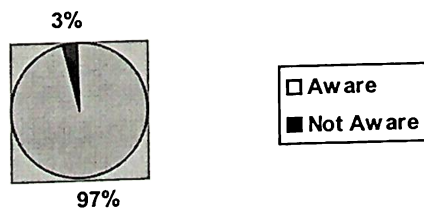
On the side of the CWR beneficiaries (GABRIELA, SAMAKANA and AMIHAN-CRC), complementary roles are also being applied to respond to gender issues in their aspects of work. GABRIELA staff says that they do researches, educational discussions and training to comprehensively address the gender concerns affecting their organization. In the same way, SAMAKANA does research, educational discussions and training to organize themselves so that they could address gender issues in urban poor communities. AMIHAN empowers the peasant women through their educating-organizing-mobilizing framework and their support organization, the Children's Rehabilitation Center, does psychosocial services to the children and their families in urban poor communities.

Chart 5 shows that 97% of the NCRFW Staffs and Beneficiaries are aware that gender issues exist, relatively higher than the response of CWR staffs and beneficiaries which is only 93%. The NCRFW staffs and beneficiaries may be more aware of gender issues because the paradigm of development that they believe in is gender and development, so they have more access to know about gender issues. On the other hand, CWR also deals with gender issues but focuses more on women issues.

Among the gender issues identified are domestic violence against women, women trafficking, gender stereotyping, double burden on women's part, sexual discrimination, commodification of women and sexual harassment. These issues are the actual issues that they face in their everyday lives.

Chart 5: Awareness of NCRFW and CWR Staff and Beneficiaries on the Existence of Gender Issues

NCRFW Staff and Beneficiaries



CWR Staff and Beneficiaries

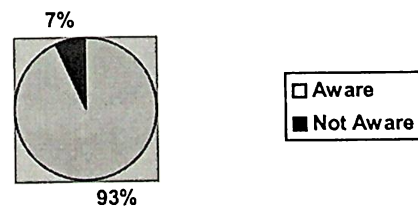


Chart 6 shows that 100% of the NCRFW and CWR staffs say that their strategies are adequate or enough to foster the needs of their beneficiaries. However, this does not

imply that they have the same opinion with their beneficiaries. The NCRFW and CWR beneficiaries might think that the strategies of these two organizations are not enough to foster their needs.

Chart 6: Adequacy of the Strategies Taken by NCRFW and CWR to Foster the Needs of their Beneficiaries

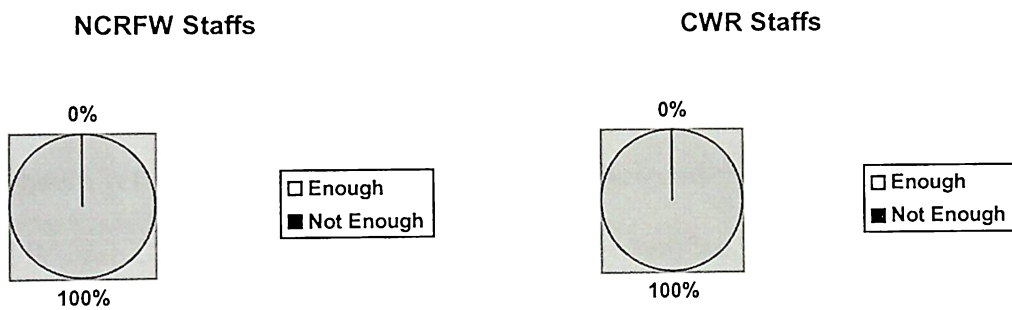
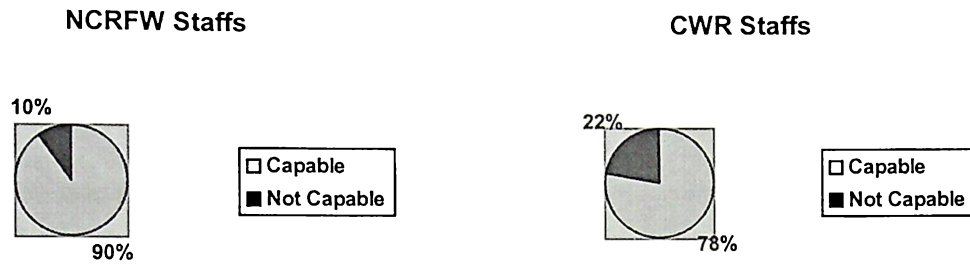


Chart 7 depicts that 90% of the NCRFW staffs claim that their strategies are capable of responding to gender issues, relatively higher compared to the 78% claim of the CWR staffs. Since both of them is capable to respond to gender issues, at different degrees, their capability maybe subjected to a test of effectiveness to respond to gender issues.

Chart 7: NCRFW's and CWR's Capability of Strategies to Respond to Gender Issues.



Their strategies should not only be capable of responding to gender issues but also they should reflect the real situation in the Philippine society. In Table 7, the both the NCRFW and CWR staffs and beneficiaries have identified the roots of these gender issues. The primary root which both the NCRFW and CWR staffs and beneficiaries have stated is the feudal-patriarchal system and ideology that features the Philippine society. It has a frequency of 26 and 28, respectively, compared to their frequencies of answers in the other root of gender issues, which are the impacts of the programs and policies of the government on men and women. The feudal-patriarchal system is the effect of the semi-colonial and semi-feudal character of the Philippine society. However, 8 NCRFW staffs and beneficiaries have identified other roots of gender issues such as cultural biases, sex stereotyping and discrimination. The researcher believes that these are not the roots because they are the gender issues themselves. There is an underlying factor that contributes to the occurrence of these issues.

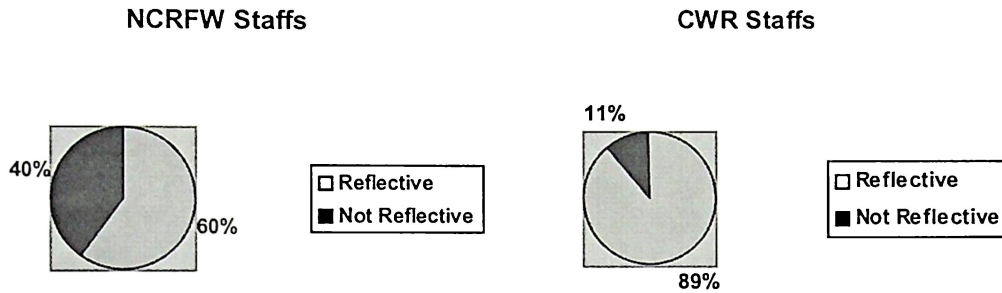
On the other hand, 9 CWR staff and beneficiaries have identified other roots such as imperialism, bureaucrat capitalism and feudalism. These identified roots also manifest the very nature of a feudal-patriarchal system.

Table 7: The Roots of Gender Issues

Roots	NCRFW Staff and beneficiaries	CWR Staff and Beneficiaries
Feudal-patriarchal system	26	28
Impacts of programs and policies	12	11
others	8	9

Chart 8 shows that only 60% of the staffs of NCRFW say that their strategies are reflective of what is happening in the Philippine society, relatively lower compared to the 89% of the CWR staffs who answered the same. In terms of proportion, CWR's strategies to respond to gender issues are more reflective in the Philippine setting. In essence, the primary root of the gender issues mentioned earlier is present in the Philippine society, that is why, the NCRFW and CWR's strategies should respond to this reality.

Chart 8: Reflection of Strategies in the Philippine Setting



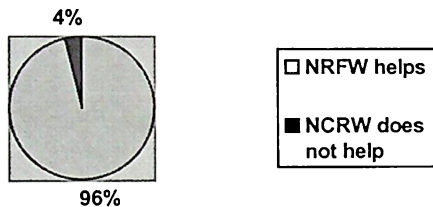
The NCRFW and CWR should help their beneficiaries to understand gender issues by means of using their respective strategies. If their beneficiaries were able to understand these, they may be able to help also themselves, individually, to address to it depending on how these two organizations have help them.

Chart 9 exhibits that 96% of the NCRFW and CWR beneficiaries familiar with NCRFW (as mentioned earlier) answer that NCRFW helps them in understanding gender issues. This is only 1% lower compared to the 97% of the NCRFW and CWR beneficiaries familiar with CWR who say that CWR helps them in understanding gender issues.

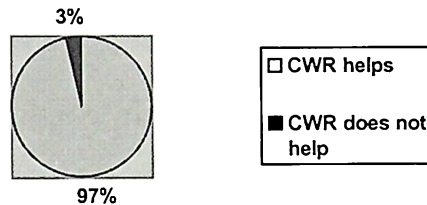
Chart 9: NCRFW's and CWR's Help to Their Beneficiaries to Understand Gender

Issues

NCRFW and CWR Beneficiaries



NCRFW and CWR Beneficiaries

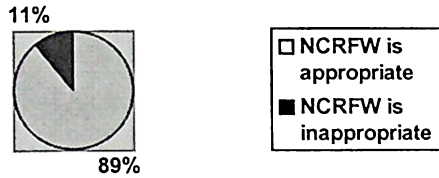


Appropriateness of the NCRFW's and CWR's strategies means that they are really what their beneficiaries need to respond to gender issues. These mean that these two organizations have corresponded appropriately to the gender issues identified by their targeted beneficiaries.

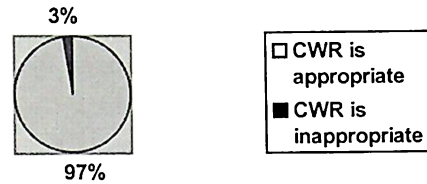
Chart 10 shows that only 89% of the staffs and beneficiaries of NCRFW say that NCRFW has been appropriately responding to gender issues while 11% of them say that NCRFW is not appropriate. This response is lower compared to the NCRFW and CWR staff and beneficiaries who say that CWR is appropriate and only 3% of them answered that it is not. In terms of proportion, it only manifests that CWR's strategies are more appropriate in addressing to gender issues.

Chart 10: Appropriateness of NCRFW's and CWR's Strategies

NCRFW and CWR Staffs and Beneficiaries



NCRFW and CWR Staffs and Beneficiaries



CHI SQUARE χ^2 TESTS FOR EFFECTIVENESS

Table 8: On the Effectiveness of NCRFW to Respond to Gender Issues

Familiar Staffs and Beneficiaries	Effective	Ineffective	Total
NCRFW Staffs and Beneficiaries	30	5	35
CWR Staffs and Beneficiaries	2	0	2
Total	32	5	37

H₀: There is no significant difference between those NCRFW and CWR staffs and beneficiaries familiar with NCRFW who believe that NCRFW is effective in responding to gender issues compared to those who believe that it is not effective.

H_a: There are more NCRFW and CWR staffs and beneficiaries familiar with NCRFW who believe that NCRFW is ineffective in responding to gender issues.

$\alpha = .05$

$N = 37$

Degrees of freedom: $(2-1)(2-1)=1$

Critical Region: Reject H_0 if $\chi^2 \geq 3.841$

Computation:

Expected Values: $(35 \times 32) / 37 = 30.27$ Cell A

$(35 \times 5) / 37 = 4.73$ Cell B

$(2 \times 32) / 37 = 1.73$ Cell C

$(2 \times 5) / 37 = 0.27$ Cell D

$$\chi^2 = \frac{N ([AD-BC] - N/2)^2}{(A+B)(C+D)(A+C)(B+D)}$$

$$\chi^2 = \frac{37 ([8.17 - 8.18] - 18.5)^2}{(35)(2)(32)(5)}$$

$$\chi^2 = 1.13$$

Decision: Do not reject H_0 $1.13 \geq 3.841$

Interpretation: There are insufficient data to reject H_0 .

Table 9: On the Effectiveness of CWR to Respond to Gender Issues

Familiar Staffs and Beneficiaries	Effective	Ineffective	Total
CWR Staffs and Beneficiaries	36	0	36
NCRFW Staffs and Beneficiaries	1	2	3
Total	37	2	39

Ho: There is no significant difference between those CWR and NCRFW staffs and beneficiaries familiar with CWR who believe that CWR is effective in responding to gender issues compared to those who believe that it is not effective.

Ha: There are more CWR and NCRFW staffs and beneficiaries familiar with CWR who believe that CWR is ineffective in responding to gender issues.

$$\alpha = .05$$

$$N = 37$$

Degrees of freedom: $(2-1)(2-1)=1$

Critical Region: Reject Ho if $\chi^2 \geq 3.841$

Computation:

$$\text{Expected Values: } (36 \times 37) / 39 = 34.15 \text{ Cell A}$$

$$(36 \times 2) / 39 = 1.85 \text{ Cell B}$$

$$(3 \times 37) / 39 = 2.85 \text{ Cell C}$$

$$(3 \times 2) / 39 = 0.15 \text{ Cell D}$$

$$\chi^2 = \frac{N ([AD-BC] - N/2)^2}{(A+B)(C+D)(A+C)(B+D)}$$

$$\chi^2 = \frac{39 ([5.12 - 5.27] - 19.5)^2}{(36)(3)(37)(2)}$$

$$\chi^2 = 1.88$$

Decision: Do not reject Ho $1.88 \geq 3.841$

Interpretation: There are insufficient data to reject Ho.

Therefore, based on these tests, the researcher has proven that both the NCRFW and CWR have been effective in responding to gender issues. This is according to the

NCRFW and CWR staffs and beneficiaries who are familiar with these two organizations.

HYPOTHESIS TESTING FOR THE COMPARISON OF EFFECTIVENESS BETWEEN NCRFW AND CWR

Type of Hypothesis Testing: Independent Samples

Case: The population variances are unknown but can be assumed to be equal, i.e.

$\sigma_1^2 = \sigma_2^2$ (Homoscedastic).

A hypothesis of the comparison of effectiveness between the NCRFW and CWR is that, **CWR is more effective** in terms of the rates of effectiveness given by the NCRFW and CWR beneficiaries familiar with CWR. There are 39 (N) respondents who have given their rates of effectiveness to these two organizations. 23 (n_1) NCRFW and CWR beneficiaries have given rates of effectiveness to CWR while 16 (n_2) NCRFW and CWR beneficiaries have also given rates of effectiveness to NCRFW. The sample mean (\bar{X}_1) for CWR is 8.83 while the sample variance (S_1^2) is 2.69. The sample mean (\bar{X}_2) for NCRFW is 6.88 while the sample variance (S_2^2) is 2.53. Frequency of the rates of effectiveness for each organization is given below:

Table 10: Rates of Effectiveness for NCRFW and CWR

Center for Women's Resources		National Commission on the Role of Filipino Women	
$\bar{X}_1 = 8.83$	$S_1^2 = 2.69$	$\bar{X}_2 = 6.88$	$S_2^2 = 2.53$
N1	Rates	N2	Rates
1	10	1	10
2	9	2	7
3	10	3	8
4	10	4	4
5	10	5	6
6	10	6	6
7	10	7	6
8	10	8	8
9	10	9	5
10	10	10	5
11	6	11	8
12	6	12	6
13	7	13	7
14	7	14	7
15	10	15	8
16	10	16	9
17	8		
18	9		
19	10		
20	10		
21	5		
22	7		
23	9		

H₀: $\mu_1 - \mu_2 = 0$ There is no significant difference on the average rate of effectiveness between NCRFW and CWR.

H_a: $\mu_1 - \mu_2 > 0$ The average rate of effectiveness is higher for CWR than NCRFW.

Preliminary Test for Homoscedasticity:

H₀: $\sigma_1^2 = \sigma_2^2$

H_a: $\sigma_1^2 \neq \sigma_2^2$

$$\alpha = .05$$

$$\text{Test Statistic: } F = S_1^2 / S_2^2$$

$$\text{Critical Region: } F \geq F_{n_1-1, n_2-1, \alpha/2} \text{ or } F \leq F_{n_1-1, n_2-1, 1-(\alpha/2)}$$

$$F \geq F_{22, 15, .025}$$

$$F \geq 2.76$$

$$\text{Computation: } F = 2.69/2.53 = 1.06$$

$$\text{Decision: Do not reject } H_0 \quad 1.06 \geq 2.76$$

Interpretation: There is not enough evidence to say that $\sigma_1^2 \neq \sigma_2^2$. Homoscedasticity is assumed.

$$\text{Test Statistic: } t = (\bar{X}_1 - \bar{X}_2) - (\mu_1 - \mu_2)$$

$$\frac{\text{Sp} (1/n_1 + 1/n_2)^{1/2}}$$

Where Sp = pooled standard deviation

$$Sp^2 = \frac{(n_1-1) S_1^2 + (n_2-1) S_2^2}{n_1 + n_2 - 2}$$

$$n_1 + n_2 - 2$$

$$\text{degrees of freedom} = n_1 + n_2 - 2 = 23 + 16 - 2 = 37$$

$$\text{Critical Region: } t \geq 1.684$$

$$\text{Computation: } t = \frac{(8.83 - 6.88) - 0}{1.62 (0.106)^{1/2}} = 3.65$$

$$1.62 (0.106)^{1/2}$$

$$Sp^2 = \frac{(22) 2.69 + (15) 2.53}{23 + 16 - 2}$$

$$23 + 16 - 2$$

$$Sp^2 = 2.63$$

$$Sp = 1.62$$

$$\text{Decision: Reject } H_0 \quad 3.65 \geq 1.684$$

Interpretation: There is sufficient evidence to say that the average rate of effectiveness is higher for CWR than NCRFW.

Therefore, based on this test, the researcher has been proven right to assume that CWR is more effective in terms of the rates of effectiveness given by the NCRFW and CWR beneficiaries familiar with CWR.

Chapter 4: CONCLUSION AND RECOMMENDATIONS:

The following factors contribute to the analysis of the effectiveness of NCRFW and CWR: awareness of the staffs and beneficiaries of these two organizations that gender issues exist, capability of their strategies to respond to gender issues, adequacy of their strategies to foster the needs of their beneficiaries and appropriateness and reflectiveness of their strategies to the issues in the Philippine setting. Based on the data obtained on these factors, the NCRFW staffs and beneficiaries are more aware that gender issues exist compared to the CWR staffs and beneficiaries. It is because NCRFW focuses more on gender and development involving these gender issues compared to the CWR, which focuses on women, and development concerning more on women's issues.

According to the NCRFW staff, the strategies of NCRFW are more adequate to foster the needs of their targeted beneficiaries compared to CWR but CWR staffs believe that there are still a lot of gender issues to be addressed to giving more complications to the strategies needed to solve these. However, according to CWR staffs, CWR is more capable of responding to gender issues and their strategies are more reflective of the Philippine society compared to NCRFW. It is justifiable because though their strategies are not enough to foster the needs of their beneficiaries, they are capable and reflective in a real life situation.

Both the NCRFW and CWR help their beneficiaries to understand gender issues and this manifests the complementary roles they play in addressing to gender issues. The government as the most powerful institution should be responsive to gender issues by applying more sophisticated strategies to deal with such issues and the NCRFW does

their part as advisory body on gender and development. On the other hand, the CWR complements the roles portrayed by the NCRFW by helping the grassroots women who really experience gender inequalities. If the government will work for women's emancipation, then we could achieve gender equality.

The researcher considers the appropriateness of these two organizations to reflect the Philippine situation as the most significant factor of effectiveness since strategies should be applicable to real life situations. The people, regardless of their classes, should not be alienated to these strategies for them to fully understand why gender issues exist and this is where the CWR has proven their worth.

Finally, results show that both the NCRFW and CWR have been effective in responding to gender issues, but in terms of the average of the rates of effectiveness of NCRFW and CWR, CWR has been more effective since it has a higher average. The beneficiaries who are familiar with these organizations are the ones who could really determine their effectiveness and not their staffs alone.

The researcher recommends this study to those who wish to explore on comparative studies on effectiveness having two different sets of respondents. Furthermore, it is advisable that women's organizations and those who are interested in gender issues, should read this to help them understand the strategies that are appropriate and responsive to deal with these gender issues. This study would help assert the civic, social and political rights of men and women since it has enumerated the different strategies taken to respond to gender issues.

ENDNOTES:

¹ National Commission on the Role of Filipino Women. Making Government Work for gender Equality (Manila, Philippines), p. 1.

² Ibid, p. 1.

³ Ibid, p. 2.

⁴ Ibid, p. 2.

⁵ Ibid, p. 3.

⁶ National Commission on the Role of Filipino Women. Primer (Manila, Philippines).

⁷ National Commission on the Role of Filipino Women. Making Government Work for gender Equality (Manila, Philippines), p. 7.

⁸ National Commission on the Role of Filipino Women. Primer (Manila, Philippines).

⁹ National Commission on the Role of Filipino Women. Making Government Work for gender Equality (Manila, Philippines), p. 10.

¹⁰ Ibid, p. 19.

¹¹ Ibid, p. 12.

¹² Ibid, p. 12.

¹³ Ibid, p. 12.

¹⁴ Ibid, p. 13.

¹⁵ Ibid, p. 14.

¹⁶ Ibid, p. 14.

¹⁷ Department of Budget and Management. Gender Mainstreaming and Institutionalization in the Budgeting Process (Manila, 2002), p. 6.

¹⁸ National Commission on the Role of Filipino Women. Making Government Work for Gender Equality (Manila, Philippines), p. 46.

¹⁹ Department of Budget and Management. Gender Mainstreaming and Institutionalization in the Budgeting Process (Manila, 2002), p. 3.

²⁰ Center for Women's Resources. Factsheet on the Situation of Women in the Philippines (Manila, 2002)

²¹ Center for Women's Resources. Primer (Manila, Philippines).

²² Ibid.

²³ Ibid.

²⁴ Ibid.

²⁵ Ibid.

²⁶ Ibid.

²⁷ Ibid.

²⁸ GABRIELA. National Alliance of Women's Organizations (Manila, Philippines).

²⁹ Ibid.

³⁰ Ibid.

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Plan Framework of the Philippine Plan for Gender Responsive Development. 1995-2025.

Simbulan, Roland G. US-led Globalization as Development Aggression: Effects on Philippine Women's Health and Development./centennial/gender.html Nation, Race and Gender.
/centennial/power.html The United States as a World Power.

Name:

Civil Status:

Age:

Sex:

Organization/Position:

This questionnaire aims to assess the understanding of the member/leader/staff about their organization and their awareness regarding gender issues.

1. Do you believe that men and women are equal? ___ yes ___ no
2. What is the development paradigm that your organization believes in? Please check
___ women and development
___ gender and development
___ others (please specify) _____
3. Are you aware that gender issues exist? ___ yes ___ no. If yes, what are the gender issues that you are familiar with?

4. What do you think is the root of these gender issues? Please check all that apply.
___ feudal-patriarchal system and ideology that features the Philippine society
___ impacts of the programs and policies of the government on men and women
___ others (please indicate) _____
5. Do you think that your organization responds to these gender issues? ___ yes ___ no. If yes, do you think it is effective or ineffective? ___ effective ___ ineffective
6. What is the main task of your organization?
___ advisory body to the president and the cabinet on policies and programs concerning women
___ research to organize, raise the awareness and mobilize grassroots women
7. What is the goal of your organization?
___ promote women's full participation in bringing about genuine social transformation
___ attain women's empowerment and gender equity toward gender equality
8. What are the strategies taken by your organization to respond to gender issues? please check all that apply.
___ gender mainstreaming
___ women empowerment
___ educating
___ others (please indicate) _____
___ research
___ organizing
___ mobilization
9. Who benefit from these strategies? Please check all that apply.
___ government agencies
___ local government units
___ women's organizations
___ NGOs (___ all NGOs or ___ women NGOs only)
10. Do you apply these strategies in your field of work? If yes, how? _____

11. Do you think that these strategies are enough to foster the needs of your target beneficiaries? ___ yes ___ no
12. Do you think that these strategies are capable of responding to gender issues?

___ yes ___ no. Are they really reflective of what is happening to the Philippine society (based on your answer in number 4)? ___ yes ___ no

13. Are these strategies appropriate or not? ___ appropriate ___ not appropriate

14. What other strategies or actions do you suggest to further improve your organization?

Thank you!

Good day! I am Maria Angeli C. Perez, a senior B.A. Development Studies student from the University of the Philippines, Manila. I am currently conducting my undergraduate thesis about the comparative study between the National Commission on the Role of Filipino Women and the Center for Women's Resources--the effectiveness and appropriateness of their frameworks and strategies to deal with gender issues.

In this light, I would like to ask your cooperation to answer this questionnaire in order to assess your understanding about gender issues and how effective and appropriate either of these organizations have become in dealing with gender issues.

Whatever information you state here would be of significance and is highly appreciated. Thank you!

Name:

Civil Status:

Age:

Sex:

Organization/Position:

1. Do you believe that men and women are equal? ___ yes ___ no
2. What is the development paradigm that you believe in?
___ women and development
___ gender and development
___ others (please specify) _____
3. Are you aware that gender issues exist? ___ yes ___ no. If yes, what are the gender issues that you are familiar with? _____
4. What do you think is/are the root/s of these gender issues? Please check all that apply.
___ feudal-patriarchal system and ideology that features the Philippine society
___ impacts of the programs and policies of the government on men and women
___ others (please indicate) _____
5. Are you aware that there are Government Organizations (GOs) and Non-government organizations (NGOs) that deal with these gender issues?
___ yes ___ no.
6. If your answer in number 5 is yes, which between these two organizations that deal with gender issues are you familiar with? Please check all that apply.
___ National Commission on the Role of Filipino Women
___ Center for Women's Resources
___ others (please specify) _____
7. Do you think that this/these organization/s help you in understanding gender issues?
___ yes ___ no.
8. If your answer in number 7 is yes, in what way? Please check all that apply.
___ gender mainstreaming ___ education
___ women empowerment ___ training
___ research ___ mobilization
___ others (please indicate) _____

9. Do you think that this/these organizations have been effective in dealing with gender issues?

___ yes ___ no.

If yes, please rate the effectiveness from 1-10 (10 as the highest & 1 as the lowest) _____

10. Do you think that this/these organizations are appropriate in reflecting the real gender issues in the Philippines? ___ yes ___ no

11. Does your present organization integrate gender concerns in your goals and services? ___yes ___no. If yes, in what way or in what aspect of work? _____

12. Do you think that your present organization has been effective in dealing with gender issues?

___ yes ___ no.

If yes, please rate (10 as the highest and 1 as the lowest) _____

13. What other strategies or actions do you suggest in order to integrate gender concerns in your organization? _____

Thank you!

Name: *Gertrudes A. R. Libang*
Age: *49* Sex: *F*

Civil Status: *Married*
Organization/Position: *OUR, Exec. Director*

This questionnaire aims to assess the understanding of the member/leader/staff about their organization and their awareness regarding gender issues.

1. Do you believe that men and women ~~are~~ ^{are} equal? yes ___ no
2. What is the development paradigm that your organization believes in? Please check.
___ women and development
___ gender and development
 others (please specify) *gender is the roots of gender inequality is the existing economic, political system of society. From this kind of society will come the type of culture.* *rooted in*
3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with?
Sexual discrimination, VAW, *defined in*
4. What do you think is the root of these gender issues? Please check all that apply.
___ feudal-patriarchal system and ideology that features the Philippine society
___ impacts of the programs and policies of the government on men and women
___ others (please indicate) *feudal-patriarchal system that is a product* *of the*
5. Do you think that your organization responds to these gender issues? ___ yes no. If yes, do you think it is effective or ineffective? effective ___ ineffective *of the*
6. What is the main task of your organization?
___ advisory body to the president and the cabinet on policies and programs concerning women
 research to organize, raise the awareness and mobilize grassroots women *extend,*
7. What is the goal of your organization?
 promote women's full participation in bringing about genuine social transformation
 attain women's empowerment and gender equity toward gender equality *semi-fund*
8. What are the strategies taken by your organization to respond to gender issues? please check all that apply.
 gender mainstreaming research
 women empowerment ___ organizing
 educating ___ mobilization
___ others (please indicate) _____ *Chm. of Phil*
9. Who benefit from these strategies? Please check all that apply.
___ government agencies
___ local government units
 women's organizations
___ NGOs (___ all NGOs or ___ women NGOs only) *Acadly*
10. Do you apply these strategies in your field of work? If yes, how? *yes, women empowerment is the main goal of our work.*
11. Do you think that these strategies are enough to foster the needs of your target beneficiaries? ___ yes no *- they need to organize themselves!*
12. Do you think that these strategies are capable of responding to gender issues? *Yes*

yes ___ no. Are they really reflective of what is happening to the Philippine society (based on your answer in number 4)? yes ___ no

13. Are these strategies appropriate or not? appropriate ___ not appropriate

14. What other strategies or actions do you suggest to further improve your organization?

strong networking & start advisory work.

Thank you!

Name: Myra Aquilino
Age: 36 Sex: F

Civil Status: Married
Organization/Position: CW

This questionnaire aims to assess the understanding of the member/leader/staff about their organization and their awareness regarding gender issues.

1. Do you believe that men and women are equal? ___ yes no
2. What is the development paradigm that your organization believes in? Please check.
 women and development
 gender and development
 others (please specify) National Democracy
3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with?
all
4. What do you think is the root of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
 others (please indicate) imperialism, bureaucratic capitalism, feudalism
5. Do you think that your organization responds to these gender issues? yes ___ no. If yes, do you think it is effective or ineffective? effective ___ ineffective
6. What is the main task of your organization?
 advisory body to the president and the cabinet on policies and programs concerning women
 research to organize, raise the awareness and mobilize grassroots women
7. What is the goal of your organization?
 promote women's full participation in bringing about genuine social transformation
 attain women's empowerment and gender equity toward gender equality
8. What are the strategies taken by your organization to respond to gender issues? please check all that apply.
 gender mainstreaming
 women empowerment
 educating
 others (please indicate) _____
 research
 organizing
 mobilization
9. Who benefit from these strategies? Please check all that apply.
 government agencies
 local government units
 women's organizations
 NGOs (all NGOs or ___ women NGOs only)
10. Do you apply these strategies in your field of work? If yes, how? Yes
we research, write, edit
11. Do you think that these strategies are enough to foster the needs of your target beneficiaries? ___ yes no
12. Do you think that these strategies are capable of responding to gender issues?
Yes

yes no. Are they really reflective of what is happening to the Philippine society (based on your answer in number 4)? yes no

13. Are these strategies appropriate or not? appropriate not appropriate

14. What other strategies or actions do you suggest to further improve your organization?

Thank you!

Name: Catharine Solomon
Age: 25 Sex: F

Civil Status: ✓
Organization/Position: Media & Comm'n Officer
NCRFW

This questionnaire aims to assess the understanding of the member/leader/staff about their organization and their awareness regarding gender issues.

1. Do you believe that men and women are equal? yes no *human rights ← & → in conditions they aren't yet due to society & cult But they still B*
2. What is the development paradigm that your organization believes in? Please check.
 women and development
 gender and development
 others (please specify) _____
3. Are you aware that gender issues exist? yes no. If yes, what are the gender issues that you are familiar with?
gender issues are present in various development processes, society/cultural, rights-based issues
4. What do you think is the root of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
 others (please indicate) *cultural biases*
5. Do you think that your organization responds to these gender issues? yes no. If yes, do you think it is effective or ineffective? effective ineffective
6. What is the main task of your organization?
 advisory body to the president and the cabinet on policies and programs concerning women
 research to organize, raise the awareness and mobilize grassroots women
7. What is the goal of your organization?
 promote women's full participation in bringing about genuine social transformation
 attain women's empowerment and gender equity toward gender equality
8. What are the strategies taken by your organization to respond to gender issues? please check all that apply.
 gender mainstreaming research
 women empowerment organizing
 educating mobilization
 others (please indicate) *advocacy*
9. Who benefit from these strategies? Please check all that apply.
 government agencies
 local government units
 women's organizations
 NGOs (all NGOs or women NGOs only)
immediate } long term benefits: women
10. Do you apply these strategies in your field of work? If yes, how? *as media officer, I ensure that advocacy strategies are adept to promote PL's rights*
11. Do you think that these strategies are enough to foster the needs of your target beneficiaries? yes no
12. Do you think that these strategies are capable of responding to gender issues?

___ yes no. Are they really reflective of what is happening to the Philippine society (based on your answer in number 4)? ___ yes ___ no

13. Are these strategies appropriate or not? ___ appropriate ___ not appropriate

14. What other strategies or actions do you suggest to further improve your organization?

Thank you!

For 12-14:

~~As mentioned~~ these strategies are enough, taking into consideration the limitations of NCRFW's functions & mandate. Thus, based on the org's goals, these strategies are enough. However, on a wider & holistic perspective. An integrated approach to address gender issues should be adopted to make it "enough". Initial steps, through an inter-agency collaboration "isw" has been initiated.

Good day! I am Maria Angeli C. Perez, a senior B.A. Development Studies student from the University of the Philippines, Manila. I am currently conducting my undergraduate thesis about the comparative study between the National Commission on the Role of Filipino Women and the Center for Women's Resources--the effectiveness and appropriateness of their frameworks and strategies to deal with gender issues

In this light, I would like to ask your cooperation to answer this questionnaire in order to assess your understanding about gender issues and how effective and appropriate either of these organizations have become in dealing with gender issues.

Whatever information you state here would be of significance and is highly appreciated. Thank you!

Name: RUBY MACASPAC

Civil Status: S

Age: 23 Sex: F

Organization/Position: GABRIELA/ COUNCILOR

1. Do you believe that men and women are equal? ___ yes no

2. What is the development paradigm that you believe in?

women and development

gender and development

others (please specify) _____

3. Are you aware that gender issues exist? yes ___ no If yes, what are the gender issues that you are familiar with? FEUDAL-PATRIARCHAL SYSTEM & THE THIRD SEX

4. What do you think is/are the root/s of these gender issues? Please check all that apply.

feudal-patriarchal system and ideology that features the Philippine society

impacts of the programs and policies of the government on men and women

others (please indicate) LACK OF LAWS ON WOMEN

5. Are you aware that there are Government Organizations (GOs) and Non-government organizations (NGOs) that deal with these gender issues?

yes ___ no.

6. If your answer in number 5 is yes, which between these two organizations that deal with gender issues are you familiar with? Please check all that apply.

National Commission on the Role of Filipino Women

Center for Women's Resources

7. Do you think that this/these organization/s help you in understanding gender issues?

yes ___ no.

8. If your answer in number 7 is yes, in what way? Please check all that apply.

gender mainstreaming

education

women empowerment

training

research

mobilization

others (please indicate) _____

9. Do you think that this/these organizations have been effective in dealing with gender issues?

yes ___ no.

If yes, please rate the effectiveness from 1-10 (10 as the highest & 1 as the lowest) 10

10. Do you think that this/these organizations are appropriate in reflecting the real gender issues in the Philippines? yes ___ no

11. Does your present organization integrate gender concerns in your goals and services?

yes ___ no. If ^{yes} in what way or in what aspect of work? TRAINING, ORGANIZATION, EDUCATION, MOBILIZATION & COUNSELING

12. Do you think that your present organization has been effective in dealing with gender issues?

yes ___ no.

If yes, please rate (10 as the highest and 1 as the lowest) 10

13. What other strategies or actions do you suggest in order to integrate gender concerns in your organization? _____

Thank you!

Good day! I am Maria Angeli C. Perez, a senior B.A Development Studies student from the University of the Philippines, Manila. I am currently conducting my undergraduate thesis about the comparative study between the National Commission on the Role of Filipino Women and the Center for Women's Resources--the effectiveness and appropriateness of their frameworks and strategies to deal with gender issues.

In this light, I would like to ask your cooperation to answer this questionnaire in order to assess your understanding about gender issues and how effective and appropriate either of these organizations have become in dealing with gender issues.

Whatever information you state here would be of significance and is highly appreciated. Thank you!

Name: Gie G-Flores
Age: 41 Sex: F

Civil Status: Married
Organization/Position: SMKN/Community Organizer

1. Do you believe that men and women are equal? yes ___ no
2. What is the development paradigm that you believe in?
 women and development
 gender and development
 others (please specify) _____
3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with? _____

4. What do you think is/are the root/s of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
 others (please indicate) _____
5. Are you aware that there are Government Organizations (GOs) and Non-government organizations (NGOs) that deal with these gender issues?
 yes ___ no.
6. If your answer in number 5 is yes, which between these two organizations that deal with gender issues are you familiar with? Please check all that apply.
 National Commission on the Role of Filipino Women
 Center for Women's Resources

7. Do you think that this/these organization/s help you in understanding gender issues?
 yes ___ no.
8. If your answer in number 7 is yes, in what way? Please check all that apply.
 gender mainstreaming
 women empowerment
 research
 others (please indicate) _____
- education
 training
 mobilization

9. Do you think that this/these organizations have been effective in dealing with gender issues?

yes ___ no.

If yes, please rate the effectiveness from 1-10 (10 as the highest & 1 as the lowest) 6 ; though much has to be done to reach and raise the awareness of

10. Do you think that this/these organizations are appropriate in reflecting the real gender issues in the Philippines? yes ___ no *all Filip. women*

11. Does your present organization integrate gender concerns in your goals and services?

yes ___ no. If yes, in what way or in what aspect of work? in dealing w/ domestic violence of women in urban poor communities

12. Do you think that your present organization has been effective in dealing with gender issues?

yes ___ no.

If yes, please rate (10 as the highest and 1 as the lowest) 7

13. What other strategies or actions do you suggest in order to integrate gender concerns in your organization? programs for ^{urban poor} women that will develop their skills at the same time raise their awareness

Thank you!

Good day! I am Maria Angeli C. Perez, a senior B.A. Development Studies student from the University of the Philippines, Manila. I am currently conducting my undergraduate thesis about the comparative study between the National Commission on the Role of Filipino Women and the Center for Women's Resources--the effectiveness and appropriateness of their frameworks and strategies to deal with gender issues

In this light, I would like to ask your cooperation to answer this questionnaire in order to assess your understanding about gender issues and how effective and appropriate either of these organizations have become in dealing with gender issues.

Whatever information you state here would be of significance and is highly appreciated. Thank you!

Name: Cathy Estavillo
Age: 39 Sex: F

Civil Status: M
Organization/Position: Amihan

1. Do you believe that men and women are equal? yes ___ no
2. What is the development paradigm that you believe in?
___ women and development
 gender and development
___ others (please specify) _____
3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with? discrimination against women, sexism, commodification of women
4. What do you think is/are the root/s of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
___ others (please indicate) _____
5. Are you aware that there are Government Organizations (GOs) and Non-government organizations (NGOs) that deal with these gender issues?
 yes ___ no.
6. If your answer in number 5 is yes, which between these two organizations that deal with gender issues are you familiar with? Please check all that apply.
___ National Commission on the Role of Filipino Women
 Center for Women's Resources
7. Do you think that this/these organization/s help you in understanding gender issues?
 yes ___ no.
8. If your answer in number 7 is yes, in what way? Please check all that apply.
___ gender mainstreaming education
 women empowerment training
 research mobilization
___ others (please indicate) organizing peasant women, publication, documentation

9. Do you think that this/these organizations have been effective in dealing with gender issues?

yes ___ no.

If yes, please rate the effectiveness from 1-10 (10 as the highest & 1 as the lowest) 10

10. Do you think that this/these organizations are appropriate in reflecting the real gender issues in the Philippines? yes ___ no

11. Does your present organization integrate gender concerns in your goals and services?

yes ___ no. If yes, in what way or in what aspect of work? empowering peasant women through education, organizing & mobilizing

12. Do you think that your present organization has been effective in dealing with gender issues? around 1 issue affect peasant & women

yes ___ no.

If yes, please rate (10 as the highest and 1 as the lowest) 10

13. What other strategies or actions do you suggest in order to integrate gender concerns in your organization? to integrate gender issues in the school curriculum

Thank you!

Good day! I am Maria Angeli C. Perez, a senior B.A Development Studies student from the University of the Philippines, Manila. I am currently conducting my undergraduate thesis about the comparative study between the National Commission on the Role of Filipino Women and the Center for Women's Resources--the effectiveness and appropriateness of their frameworks and strategies to deal with gender issues

In this light, I would like to ask your cooperation to answer this questionnaire in order to assess your understanding about gender issues and how effective and appropriate either of these organizations have become in dealing with gender issues.

Whatever information you state here would be of significance and is highly appreciated. Thank you!

Name.

Age: 32

Sex: Female

Civil Status: Married

Organization/Position:

1. Do you believe that men and women are equal? yes ___ no
2. What is the development paradigm that you believe in?
 women and development
 gender and development
 others (please specify) _____
3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with? men and woman are created equal.
4. What do you think is/are the root/s of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
 others (please indicate) _____
5. Are you aware that there are Government Organizations (GOs) and Non-government organizations (NGOs) that deal with these gender issues?
 yes ___ no.
6. If your answer in number 5 is yes, which between these two organizations that deal with gender issues are you familiar with? Please check all that apply.
 National Commission on the Role of Filipino Women
 Center for Women's Resources
7. Do you think that this/these organization/s help you in understanding gender issues?
 yes ___ no.
8. If your answer in number 7 is yes, in what way? Please check all that apply.
 gender mainstreaming
 women empowerment
 research
 others (please indicate) _____
 education
 training
 mobilization

9 Do you think that this/these organizations have been effective in dealing with gender issues?

yes no.

If yes, please rate the effectiveness from 1-10 (10 as the highest & 1 as the lowest) 5 for NCFW 7 for OWR

10 Do you think that this/these organizations are appropriate in reflecting the real gender issues in the Philippines? yes no

11 Does your present organization integrate gender concerns in your goals and services? yes no. If yes, in what way or in what aspect of work? to ^{make} gender specific the ^{some} statistical indicators in the dept.

12. Do you think that your present organization has been effective in dealing with gender issues?

yes no.

If yes, please rate (10 as the highest and 1 as the lowest) 5

13. What other strategies or actions do you suggest in order to integrate gender concerns in your organization? educate + more proactive on gender issues & concerns rather than focusing only on advocacy/researches/conceptualization

Thank you!

Good day! I am Maria Angeli C. Perez, a senior B.A. Development Studies student from the University of the Philippines, Manila. I am currently conducting my undergraduate thesis about the comparative study between the National Commission on the Role of Filipino Women and the Center for Women's Resources--the effectiveness and appropriateness of their frameworks and strategies to deal with gender issues.

In this light, I would like to ask your cooperation to answer this questionnaire in order to assess your understanding about gender issues and how effective and appropriate either of these organizations have become in dealing with gender issues.

Whatever information you state here would be of significance and is highly appreciated. Thank you!

Name: LUZ M. CANTOR
Age: 48 Sex: FEMALE

Civil Status: Married
Organization/Position: DBM, DIRECTOR IV

1. Do you believe that men and women are equal? yes ___ no

2. What is the development paradigm that you believe in?

___ women and development

gender and development

___ others (please specify) _____

3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with? _____

4. What do you think is/are the root/s of these gender issues? Please check all that apply. *inequity in access to information either thru jobs, acc
in credit
etc*

feudal-patriarchal system and ideology that features the Philippine society

___ impacts of the programs and policies of the government on men and women

___ others (please indicate) _____

5. Are you aware that there are Government Organizations (GOs) and Non-government organizations (NGOs) that deal with these gender issues?

yes ___ no.

6. If your answer in number 5 is yes, which between these two organizations that deal with gender issues are you familiar with? Please check all that apply

National Commission on the Role of Filipino Women

___ Center for Women's Resources

7. Do you think that this/these organization/s help you in understanding gender issues?

yes ___ no.

8. If your answer in number 7 is yes, in what way? Please check all that apply.

gender mainstreaming

___ education

women empowerment

training

___ research

mobilization

___ others (please indicate) _____

9. Do you think that this/these organizations have been effective in dealing with gender issues?

yes no.

If yes, please rate the effectiveness from 1-10 (10 as the highest & 1 as the lowest) 7

10. Do you think that this/these organizations are appropriate in reflecting the real gender issues in the Philippines? yes no

11. Does your present organization integrate gender concerns in your goals and services? yes no. If yes, in what way or in what aspect of work? Budgeting for natl. govt. agencies (NGAs)

12. Do you think that your present organization has been effective in dealing with gender issues?

yes no.

If yes, please rate (10 as the highest and 1 as the lowest) 5

13. What other strategies or actions do you suggest in order to integrate gender concerns in your organization? gender concerns should be one of the topics to be discussed during performance review of NGAs

Thank you!

Name: Irene F. Daguina
Age: 27 Sex: F

Civil Status: S
Organization/Position: NCRFW / POII

This questionnaire aims to assess the understanding of the member/leader/staff about their organization and their awareness regarding gender issues.

1. Do you believe that men and women are equal? yes ___ no
2. What is the development paradigm that your organization believes in? Please check.
 women and development
 gender and development
 others (please specify) _____
3. Are you aware that gender issues exist? yes ___ no. If yes, what are the gender issues that you are familiar with?
VAW, prostitution; women's lack of economic empowerment (poverty); Sexism
4. What do you think is the root of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
 others (please indicate) lack of gender perspective in the gov't's development undertakings
5. Do you think that your organization responds to these gender issues? yes ___ no. If yes, do you think it is effective or ineffective? effective ___ ineffective ↳ but not directly because of our mandate
6. What is the main task of your organization?
 advisory body to the president and the cabinet on policies and programs concerning women
 research to organize, raise the awareness and mobilize grassroots women
7. What is the goal of your organization?
 promote women's full participation in bringing about genuine social transformation
 attain women's empowerment and gender equity toward gender equality
8. What are the strategies taken by your organization to respond to gender issues? please check all that apply.
 gender mainstreaming
 women empowerment
 educating
 others (please indicate) _____
 research
 organizing
 mobilization
9. Who benefit from these strategies? Please check all that apply.
 government agencies
 local government units
 women's organizations
 NGOs (all NGOs or ___ women NGOs only)
10. Do you apply these strategies in your field of work? If yes, how? by providing technical assistance to NGAs, LGUs, NGOs on CAD & gender mainstreaming; but not by coordinating modeling projects on
11. Do you think that these strategies are enough to foster the needs of your target beneficiaries? yes ___ no modeling gender mainstreaming strategies at the sub-national levels
12. Do you think that these strategies are capable of responding to gender issues?

yes ___ no. Are they really reflective of what is happening to the Philippine society (based on your answer in number 4)? yes ___ no

13 Are these strategies appropriate or not? appropriate ___ not appropriate

14. What other strategies or actions do you suggest to further improve your organization?

more active political networking with the top and
strengthened ^{internal} capability building towards the staff's
in-depth understanding of gender issues -

Thank you!

Name.

Age: 24

Sex: f

Civil Status: Single

Organization/Position: CWR / Researcher

This questionnaire aims to assess the understanding of the member/leader/staff about their organization and their awareness regarding gender issues.

1. Do you believe that men and women are equal? yes no *As in the present context of society, ~~no~~*
2. What is the development paradigm that your organization believes in? Please check.
 women and development
 gender and development
 others (please specify) women emancipation vis-a-vis Phil. society emancipation
3. Are you aware that gender issues exist? yes no. If yes, what are the gender issues that you are familiar with?

4. What do you think is the root of these gender issues? Please check all that apply.
 feudal-patriarchal system and ideology that features the Philippine society
 impacts of the programs and policies of the government on men and women
 others (please indicate) historical & political set-up of the Phils.
5. Do you think that your organization responds to these gender issues? yes no. If yes, do you think it is effective or ineffective? effective ineffective
6. What is the main task of your organization?
 advisory body to the president and the cabinet on policies and programs concerning women
 research to organize, raise the awareness and mobilize grassroots women
7. What is the goal of your organization?
 promote women's full participation in bringing about genuine social transformation
 attain women's empowerment and gender equity toward gender equality
8. What are the strategies taken by your organization to respond to gender issues? please check all that apply.
 gender mainstreaming
 women empowerment
 educating
 others (please indicate) _____
 research
 organizing
 mobilization
9. Who benefit from these strategies? Please check all that apply.
 government agencies
 local government units
 women's organizations
 NGOs (all NGOs or women NGOs only)
10. Do you apply these strategies in your field of work? If yes, how? In research & education, we use govt stats & studies & integrate them with our analysis.
11. Do you think that these strategies are enough to foster the needs of your target beneficiaries? yes no
12. Do you think that these strategies are capable of responding to gender issues?

there are still so many things ^{needed} to be done.

___ yes no. Are they really reflective of what is happening to the Philippine society (based on your answer in number 4)? yes ___ no

13. Are these strategies appropriate or not? appropriate ___ not appropriate

14. What other strategies or actions do you suggest to further improve your organization?

As of yet, none because we continuously study & restudy our objectives in the present & historical context of women problem in the country.

Thank you!

RA No. 7192: “Women in Development and Nation Building Act”

REVISION OF IMPLEMENTING RULES AND REGULATIONS (2001)

LEGAL MANDATE: Rule 1 Section 5 (e) of the IRR specifies: “NEDA and the NCRFW in consultation with the concerned agencies shall, in the course of implementing the guidelines make the necessary amendments in response to emerging developments”.

- ◆ The NCRFW in its meeting of July 26, 2000 approved a resolution recommending the amendment of the IRR and furnished a copy of the resolution to Secretary Madalla and the Office of the President.
Scope of the review: Per Section 9 of RA 7192, the IRR (1993) focuses on Section 2 Declaration of Policy, Section 3 Responsible Agency, and Section 4 Mandate of RA 7192, thus limiting the review of the IRR (1993) to only these sections.
- ◆ It is vital to note that **other sections** of RA 7192 have not been provided with Implementing Rules and Regulations (IRR) namely: Section 5 Equality in Capacity to Act, Section 6 Equal Membership in Clubs, Section 7 Admission to Military Schools, Section 8 Voluntary Pag-IBIG, GSIS, and SSS Coverage, and Sections 9, 10, 11, 12, and 13.

OBJECTIVES AND TARGET OUTPUTS OF THE REVIEW PROCESS: The Review will examine whether the implementation mechanism and the systems and procedures as specified in the IRR are still effective in enforcing the spirit of the law, given the **emerging developments**, namely, 1995 Beijing Platform for Action and Special Session of the UN General Assembly, Women 2000 Outcome Document, and the CEDAW Provisions.

I. OBJECTIVES

- a. To recommend improvements in the procedures for accessing ODA for gender related activities, integration of women in the economy, (APEC) and women empowerment programs and projects, particularly critical issues and rights affecting women.
- b. To proposed a more realistic delineation of responsibilities among the NEDA, NCRFW, DBM, DILG, CSC, performing **oversight function** and other concerned government agencies in implementing policies, programs and projects on gender and development and women empowerment.
- c. To recommend a system for ensuring that gender principles, GAD policies, gender mainstreaming methodologies are considered in government regulations, circulars, issuances, procedures and in their implementation gender biases are removed.
- d. To propose systems wide institutional mechanisms, and specific measures to strengthen the WID agency focal persons, improve the GAD steering Focal committees at the national, regional and local levels as systems for the elimination of discrimination against women, for promoting gender mainstreaming and women empowerment to achieve gender equality.
- e. To recommend measures for improving the monitoring and evaluation system in implementing the GAD budget, so as to achieve **positive results** in the lives of women and to identify strategic interventions for resource mobilization that can advance gender mainstreaming for capacity building, issues and rights for women’s empowerment, and gender equality.

II. TARGET OUTPUTS AND AREAS FOR REVIEW

1. Analysis of the extent of implementation of reviewed sections/ provisions
2. Identifies new rules/sections/provisions for inclusion in the revised IRR
3. Revised/Reformulated IRR 2001

COVERAGE

The Review will cover all efforts of national offices and their attached agencies both in the national, regional and local levels, government-owned corporations, NGOs, other stakeholders in the private sector, civil society in implementing the Law.

PARTICIPATION

As the Review progresses, the TWGs may see the need to expand their original membership to include other GOs, LGUS, NGOs, experts, individuals who might provide substantive inputs to ensure a comprehensive review process. Each TWG may identify their respective constituencies, for consultation in reviewing the viability of the implementing new rules and regulations.

DEVELOPMENT PARADIGMS: Women's Participation in Development Efforts

WID WOMEN IN DEVELOPMENT	WAD WOMEN AND DEVELOPMENT	GAD GENDER AND DEVELOPMENT
<ul style="list-style-type: none"> ➤ Integrates women in economic development through legal and administrative support ➤ Examines the sexual division of labor and the differential impact of gender in development ➤ Recognizes that women's and men's role in development & societal changes are different ➤ Focuses an advocacy strategies for more equal participation of women. ➤ Implements projects, e.g. transfer of technology, extension services, etc. ➤ Does not challenge gender relations and assumes these will change over time 	<ul style="list-style-type: none"> ➤ Recognizes that women have always been part of development ➤ Focuses on the relationship between WAD processes rather than purely on strategies ➤ Critiques relations between developed and developing nations ➤ Maintains that women's position will improve once reforms are installed ➤ Includes a critique of the donor agencies' agenda for promoting women's integration in development ➤ Focuses on productive and income generating projects at the expense of women's reproductive work 	<ul style="list-style-type: none"> ➤ Started in the '80s as an alternative to WID ➤ Questions gender relations between women and men and the gender roles ascribed to them ➤ Sees the gender division of labor as the root of inequality ➤ Recognized women as agents of development, not merely as passive recipients ➤ Stresses the need for women to organize themselves and participate in political processes ➤ Questions current social, economic and political structures

STRATEGIC INTERVENTIONS: Gradual Shift from WID to GAD

WID WOMEN IN DEVELOPMENT	GAD GENDER AND DEVELOPMENT
<ul style="list-style-type: none"> ➤ Women in isolation ➤ Women as a homogeneous group ➤ Integrating women into development 	<ul style="list-style-type: none"> ➤ Women in relation to men ➤ Women's & men's economic & social conditions ➤ Interrelationships between women & men ensure a more equitable development for both women & men

PRESIDENTIAL DECREE NO. 633

MALACAÑANG
Manila

CREATING A NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN.

WHEREAS, the General Assembly of the United Nations has designated 1975 as International Women's Year with its central theme of "Equality, Development and Peace";

WHEREAS, the United Nations will convene during International Women's Year an International Conference in which, *inter alia*, will be launched an international action-program including short and long term measures aimed at achieving the integration of women as full and equal partners with men in the total development effort;

WHEREAS, the Government of the Republic of the Philippines recognizes the significant contribution of Filipino women as citizens, homemakers, workers, volunteers, as well as their increasing participation in the development of friendly relations and cooperation among nations, and the promotion of world peace; and

WHEREAS, there is a need for a body to review, evaluate and recommend measures, including priorities, to ensure the full integration of women for economic, social, and cultural development at national, regional and international levels and to ensure further equality between men and women;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby create under the Office of the President a National Commission on the Role of the Filipino women. The membership shall be as follows:

Chairman - Mrs. Imelda Romualdez Marcos

Members:

- (1) Members of the Cabinet whose respective departments directly or indirectly affect the participation of women in national development and their integration therein;
- (2) The heads of the women's organizations as the President may designate;
- (3) The heads of the different chambers of commerce and industry;
- (4) Representatives of government and private sectors as the President may designate who would be in a position to help implement the aims of International Women's Year;
- (5) Others as may be deemed necessary by the Commission.
The members of the Commission may designate qualified and competent representatives to act in their stead. The Commission may create such committees as it may deem necessary to carry out its functions;

The Commission shall have the following functions:

- (1) To advise the President in formulating policies and implementing programs on increased contribution by women in national development;

ment authority emanates

an instrument of national
s of international law as
policy of peace, equality,
nations.

upreme over the military.
ctor of the people and the
State and the integrity of

is to serve and protect the
people to defend the State
may be required, under
military or civil service.

er, the protection of life,
the general welfare are
ole of the blessings of

shall be inviolable.

↳ safe from
violation or
desecration

ent foreign policy. In its
leration shall be national
st, and the right to self-

national interest, adopts
apons in its territory.

ynamic social order that
f the nation and free the
rovide adequate social
ndard of living, and an

e in all phases of nation^{al}

Sec. 11. The State values the dignity of every human person and guarantees full respect for human rights.

Sec. 12. The State recognizes the sanctity of family life and shall protect and strengthen the family as a basic autonomous social institution. It shall equally protect the life of the mother and the life of the unborn from conception. The natural and primary right and duty of parents in the rearing of the youth for civic efficiency and the development of moral character shall receive the support of the Government.

Sec. 13. The State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and social well-being. It shall inculcate in the youth patriotism and nationalism, and encourage their involvement in public and civic affairs.

Sec. 14. The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men.

Sec. 15. The State shall protect and promote the right to health of the people and instill health consciousness among them.

Sec. 16. The State shall protect and advance the right of the people to a balanced and healthful ecology in accord with the rhythm and harmony of nature.

Sec. 17. The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development.

Sec. 18. The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare.

Sec. 19. The State shall develop a self-reliant and independent national economy effectively controlled by Filipinos.

Sec. 20. The State recognizes the indispensable role of the private sector, encourages private enterprise, and provides incentives to needed investments.

Sec. 21. The State shall promote comprehensive rural development and agrarian reform.