

Republika ng Pilipinas  
(Republic of the Philippines)  
MINISTRI NG EDUKASYON AT KULTURA  
(MINISTRY OF EDUCATION AND CULTURE)  
Maynila

October 6, 1980

MEC - M E M O R A N D U M  
No. 198, s. 1980

**PHILIPPINE TARGETS AND STRATEGIES FOR FULL PARTICIPATION  
OF WOMEN IN SOCIOECONOMIC DEVELOPMENT 1980-1985**

To: Bureau Directors  
Regional Directors  
Chiefs of Services and Heads of Units  
Presidents, State Colleges and Universities  
Heads of Private Schools, Colleges  
and Universities  
Schools Superintendents

1. In order to ensure the effective implementation of targets and strategies resulting from the just concluded World Conference on the United Nations Decade for Women held in Copenhagen, Denmark, the Ministry of Education and Culture has been directed by His Excellency, Ferdinand E. Marcos, President of the Republic of the Philippines per Letter of Instructions No. 1066 dated September 18, 1980 copy inclosed, to look into the priority areas in education as spelled out in the Targets and Strategies for the Full Implementation of Women in Socioeconomic Development 1980-1985.

2. In pursuance thereof, Dr. Mona D. Valisno, Executive Director of the National Educational Testing Center and Commissioner representing Education, National Commission on the Role of Filipino Women has been tasked in the same LOI to coordinate along with two others, namely, Minister Blas Ople, and Director Gloria Aragon on the recommended national targets and strategies, effective immediately, and to make a progress report to the President every six months until 1985 which marks the culmination of the UN Decade for Women. In this regard, Dr. Valisno will coordinate in the area of education.

3. It is urged that in the planning and monitoring of activities related to the aforementioned objectives, Director Valisno will be afforded the official cooperation and support due the position in which she will function.

4. It is requested that the contents of this Memorandum be disseminated to all concerned.

(SGD.) ONOFRE D. CORPUZ  
Minister of Education and Culture

Incl.:

As stated

Reference:

N o n e

Allotment: 1-2-3-4--(D.O. 1-76)

To be indicated in the Perpetual Index  
under the following subjects:

COMMUNITY DEVELOPMENT  
LEGISLATION  
OFFICIALS  
REPORT

MALACAÑANG  
Manila

LETTER OF INSTRUCTIONS NO. 1066

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

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

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

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

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

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

(SGD.) FERDINAND E. MARCOS  
President of the Philippines

CERTIFIED COPY:

(SGD.) MELQUIADES T. DELA CRUZ  
Presidential Staff Director  
Malacañang Records Office

A true copy

OFFICE OF THE PRESIDENT  
NATIONAL COMMISSION ON THE ROLE OF FILIPINO WOMEN  
1145 J.P. Laurel St., San Miguel, Manila

VI. PHILIPPINE TARGETS AND STRATEGIES FOR THE FULL PARTICIPATION OF WOMEN IN ECONOMIC AND SOCIAL DEVELOPMENT

In the next half of the Decade from 1980-1985 and in support of the over-all World Programme of Action of the United Nations Decade for Women as designed in the Copenhagen World Conference, the Philippine Government through the National Commission on the Role of Filipino Women (NCRFW) set forth its National Programme of Action.

This plan adopted three premises. First is that women, who constitute half of the population, a valuable human resource in national development, are called upon to participate in the total development effort, they should have equal opportunity and be accorded equal treatment. Second, that it is essential to integrate women in rural development. And third, that the family is the basic foundation of society where moral values are gained to ensure the stability of individuals and the community.

The National Targets and Strategies of the next half of the Decade (1980-1985) in the Philippines will focus on the different areas in the subthemes of the World Conference: Education, Employment and Health. To achieve these objectives, the respective Ministries of the Philippine government are enjoined to extend maximum support and cooperation.

Education

1. Bring about changes in attitudes and values through curricular reform and textbook revisions in order to eliminate prejudices, stereotyping, etc. Targets will be established for the nationwide implementation of the relevant learning materials developed.
2. Raise literacy rate for women to 93%.
3. Encourage the retrieval of school drop-outs back to the formal system under the Accreditation and Equivalency Program of the Ministry of Education and Culture.

4. Rationalize the career choices of young Filipinos with a view to assist boys and girls in choosing their careers based on their capacities and not according to stereotype roles.
5. Promote instruction and interdisciplinary research on women and the implication of the goals of the Decade as important to the education process, particularly in institutions of higher learning and teacher education.
6. Provide incentives for an increased enrolment of female students in science and mathematics courses as well as in management courses in the areas of science and technology.
7. Provide incentives through scholarship programs for capable female students to enroll in traditionally male-dominated courses.
8. Provide innovative programmes and methodologies for the raising of literacy rate level especially in the rural areas and the urban poor while at the same time upgrading functional skills and basic information about employment and such health related matters as nutrition, consumer education, family planning, child rearing and the like.
9. Promote scientific researches on literacy and retention with the goal of providing policy makers valid information to guide them in their decisions.
10. Where appropriate, design and implement flexible formal and non-formal training programmes for women in non-traditional areas in the rural areas to advance them in the job market and to enable them to generate income through production of goods and services.
11. Provide non-formal education for women in the context of life-long education in all major development sectors (agriculture, industry, urban/rural development, health, local government).

Employment

1. Upgrade employment opportunities and conditions for women with provisions for appropriate technology to lighten their burden in the home.
2. Increase participation in policy and decision making positions in the government on national and local levels to at least 20%.
3. Intensify drive against exploitation of women particularly in media, domestic employment, etc.
4. Institute information programming aimed at making women, especially in the rural areas and from socio-economic disadvantaged groups, aware of employment opportunities and of the opportunities for education, training and skill acquisition.
5. Adopt and implement legislation and/or other measures to secure men and women the same right to work, to enjoy employment benefits as well as to prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissal on the basis of marital status.
6. Adopt and implement legislations and other measures to facilitate the return to the labor market of women who have left it and for women who return to work after maternity leave.
7. Increase rural women access to rural services by broadening the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing and marketing and by increasing the number of women in the training and extension programmes of development agencies at all levels.
8. Examine carefully the possibility of valuing or quantifying women's labour in the sphere of agricultural production, keeping in mind the need for increasing investments in agriculture to improve techniques and increase production.

9. Undertake feasibility studies for guiding policies and action programmes aimed at widening the range of employment opportunities for women.
10. Increase the access of women workers to recreation and culture since their double workload prevents them from having enough necessary free time; it is, therefore, essential for household chores and family care to be shared by men and for special emphasis to be placed on the obligation of couples to share household tasks with a view to facilitating the access of women to gainful employment.
11. Take measures to protect women against consequences of technological change on their employment and health and ensure that women share equally with men in the social and economic benefits of technological change.
12. Repeal or amend discriminatory provisions of law.
13. Accelerate the integration of women in the economic development to further strengthen and improve family and community life.

#### Health

1. Improve health education and increase health care delivery systems, sanitation, water supply, housing, nutrition, family planning and other welfare services.
2. Ensure accessibility for all women to maternal health care (including care during pregnancy and child birth), nutrition (including measures to control nutritional anemias), family planning, prevention and treatment of infectious diseases.
3. Develop simple economic, social and cultural indicators at the country-side level in order to obtain better data on trends in morbidity and mortality among women and their access to and utilization of health services.
4. Develop explicit programmes at national and local levels to improve hygiene, sanitation and access to safe water supplies and shelter as fundamental bases for good health.

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

#### Miscellaneous

1. Escalate the Balikatan Movement of the National Commission on the Role of Filipino Women (NCRFW) to reach 100 percent of the provinces and cities to the smallest political unit, the Barangay, with its program involving the participation of people, shoulder to shoulder with one another and together with the government.



2. Institute measures, policies to make the National Commission on the Role of Filipino Women more effective in carrying out its programs and projects.

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