

REPORT ON THE STATE OF WOMEN IN URBAN LOCAL GOVERNMENT PHILIPPINES

1. BRIEF DESCRIPTION OF THE PHILIPPINES

1.1. Socio-Economic Profile

The Philippines is an archipelago country of 7,100 islands with a land area of 30 million hectares. Its population is 75 million with an annual population growth rate of 2.02 per cent. Most of the population is concentrated in the twenty largest islands with about 54 per cent of the country's total population living on the island Luzon, 32 per cent in the central part of the country (Visayas), while the island Mindanao in Southern Philippines accommodates some 14 per cent. 55 per cent of the population is estimated to live in urban areas while 45 per cent lives rural areas. Continuous migration to highly urbanized centres has increased the number of urban dwellers who flocked to cities looking for employment opportunities in the industry, commercial and service sectors. In large cities like Metro Manila and Cebu, urban dwellers represent about 59 per cent of the city's population.

Table 1. Population of the Philippines

Year	Population	Female	Male	Level of Urbanization (As % of Total Population)
1970	36,684,486	18,434,135	18,250,351	31.80
1980*	48,098,460	24,128,755	23,969,705	37.30
1990*	60,559,116	30,115,929	30,443,187	48.60
1995	68,616,536	34,584,170	34,032,366	-
2000**	73,329,000	-	-	-

* Household population only

** Preliminary Count (as of May 1, 2000) and may not necessarily tally with final count. Rounded off to the nearest thousand

Table 2. Population of Five Largest Cities

Year	Quezon City	Manila	Caloocan	Davao	Cebu
1960	397,990	1,138,611	145,523	-	251,146
1970	754,452	1,330,788	274,453	392,473	347,116
1980	1,165,865	1,479,116	467,816	610,375	490,281
1990	1,669,776	1,601,234	763,415	849,947	610,417
1995	1,989,419	1,654,761	1,023,159	1,006,840	662,299
2000**	2,160,000	1,673,000	1,233,000	1,147,000	662,000

* Household population only

** Preliminary Count (as of May 1, 2000) and may not necessarily tally with final count. Rounded off to the nearest thousand

1.2. Politics and Governance

1.2.1 National governmental and political structure

The Philippines is a republic with a presidential system. The national government has three branches: the executive branch headed by the President, the legislative branch and the judicial branch. The executive branch consists of 26 cabinet secretaries and equivalent ranks in specialized agencies, the national bureaucracy and the military, of which the President is Commander in Chief. The legislative branch or Congress is a two-chamber legislature. There are 24 senators in the Philippines Senate, while there are 220 Congressmen or House Representatives. The judicial branch consists of the Supreme Court, the Court of Appeals, Regional Trial Courts and other special courts (i.e. juvenile, family or sharing courts). Each branch of the national government is coequal to each other. The Philippines' Constitution of 1987 also provides for the creation of the following constitutional commissions:

- Commission on Elections;
- Commission on Audit;
- Civil Service Commission; and
- Ombudsman.

The Philippines has a multi party democracy. The Constitution provides for term limits for elected public officials. This means that elected officials cannot serve continuously beyond their term limits. The President, and Vice President can be elected for one term of six years; the members of the Senate for two terms of six years each; the members of the House of Representatives, Provincial Governors, City and Municipal Mayors, members of the local councils and the Barangay Officials for three terms of three years each. Political parties at the local level are generally extensions of political parties engaged in national politics.

For the purpose of administration and development planning, the Philippines is divided into 15 administrative regions. In each regional capital, the 26 departments of the national government have their regional offices. The political subdivisions of the nation state are:

- 78 Provinces;
- 87 Cities;
- 1,534 Municipalities; and
- 42,000 Barangays.

These political subdivisions are guaranteed in the Constitution. Likewise the following political units have been created:

- Metropolitan Manila Development Authority (MMDA);
- Autonomous Region of Muslim Mindanao (ARMM); and
- Cordillera Administrative Region (CAR).

1.2.2 Evolution of Local Governments, its Legal and Political Background

Local governments in the Philippines have their roots in the colonial administration of Spain, which lasted for some 327 years. These three centuries under Spanish government were characterized by a highly centralized regime. The Spanish Governor General in Manila actually governed the provinces and cities in the whole country.

After Spain, the US came in the early 1900s and Filipinized local government administration. We are now celebrating 100 years of the Civil Service Commission. The last 50 years of the present century saw several developments towards decentralization. The Local Autonomy Act of 1959, the passage of the Barrio Charter and the Decentralization Act of 1967 were all incremental national legislations in response to the clamour for a self-rule concept. The Philippine Constitutions of 1972 and 1987 also significantly influenced the movement for political devolution. The most significant constitutional provisions (Article 10 on Local Government) are the following: "The Congress shall enact a local government code which shall provide for a more responsive and accountable local government structure instituted through a system of decentralization with effective mechanisms of recall, initiative and referendum, allocate among the different local government units their powers, responsibilities and resources and provide for the qualifications, election, appointment, removal, terms, salaries, powers, functions and duties of local officials and all other matters relating to the organization and operation of the local units".

The legislative initiative promoting local autonomy was strongly supported by academics and public servants who spearheaded the necessary reforms in changing the structure and organization of local governments and included new functions to enable local governments to address a changing environment. The struggle for decentralization that lasted more than 50 years culminated in the passage of the Local Government Code in October 1991. The Local Government Code is a most comprehensive document on local government touching on structures, functions and powers, including taxation and intergovernmental relations. Under the Local Government Code, local governments have been given four major categories of functions:

- Efficient service delivery;
- Management of the environment;
- Economic development; and
- Poverty alleviation.

1.3. Participation and representation of women in politics

1.3.1 Women in electoral politics

Voter- turn out in the Philippines has generally been higher among women than men. In 1995 national and local elections, the turn out rate for women was 71.0% and 70.3% for men, although there were more registered male (18.3 million) than female voters (18.1million). There has been no significant increase in the number of women running for elective posts, much less those who actually win. In 1995, there were 6 female candidates out of the 28 candidates for senatorial posts (21.4%). There were 56 female candidates out of the total 611 candidates for congressional

posts (9.2%). Women won 2 of the 12 Senate posts (16.67%) and 25 of 207 congressional seats (12.08%) in the 1998 national and local elections. If party list representatives would be included, we would have 27 women out of 220 seats.

In the House of Representatives, women legislators banded together into a caucus called the Philippine Organization of Women Elected Representatives, Inc. (POWER). It aims to serve as a venue for the discussion of issues affecting women, to formulate laws as needed, and to support bills to promote women's welfare.

In the Lower House of Congress, a party list representation was implemented, as provided in the Constitution. It allowed under-represented sectors, including women, to elect their parties to Congress. At the moment, Congresswoman Patricia Sarenas, one of the women representatives, voted through this party list system, is now a member of Congress and was appointed as chair of the Committee on Women and Family Relations.

One positive development for the women's cause is the success of the women's vote in the last elections. Article VI of the 1987 Constitution, Section 5.2 provides that for three consecutive terms after the ratification of the constitution, one half of the seats allocated to party list representatives would be filled, as provided by law, by selection or election from the labour, peasant, urban poor, indigenous, cultural communities, women, youth, and such other sectors as may be provided by law, except the religious sector. The elections under the party list system resulted in the entry of only one women's party-list organization (Abanse! Pinay) in the House of Representatives.

The Abanse! Pinay party garnered more than 2 percent of all party list organizations that participated in the May 1998 elections. The name Abanse!Pinay represents a commitment to advancing women's rights and welfare by fighting for women friendly legislation. The women representative under the Abanse! Pinay is actively promoting the passage of a new landmark legislation for women as well as for the revision or amendment or even repeal of existing laws that are discriminatory or disadvantageous to women.

At the moment, laws on trafficking in women, and minors, women empowerment and domestic violence are going through committee scrutiny.

At the local level, as of October 1998, women covered 21.31% of the total gubernatorial posts (233 of 1544), and 13.64% (or 94 out of 672) of the total posts. Almost 18% of the total mayoralty posts were women, and 12.78% were women vice-mayors. There were 2,102 women councillors out of the 12,680 contested seats.

1.3.2 Women in the Bureaucracy

There are more women than men in the government bureaucracy, with women accounting for 53.81% of the total 1.38 million government personnel in 1997. This figure is 0.51% lower than the 1996 figure of 54.32%. Women dominate only the second-level positions with 72.26% in 1997. At the first level, there were 34% women and the third level, the highest, they form 32.5%. There are also more men holding contractual/casual positions with 62.5% leaving women with only 37.5%.

1.3.3 Women in Decision-Making Positions

The cabinet includes 2 women (12.5%) heading the social welfare and tourism departments. The number of women heads of the constitutional commissions increased from 3 in 1990 to 4 in 1996.

Women comprised 17.8% of the total incumbent judges in the Philippine courts in 1997 or 301 out of the total 1,694 incumbent judges. In 1990, the Philippines had 3 women members of the Supreme Court. However, after two of them retired, male justices took their place and today, only one woman sits in the 15-member court.

Of the fifteen incumbent justices in the Sandiganbayan, 3 are women. However, the Court of Tax Appeals (with 3 justices) has remained all-male and so have the three Sharia District Courts. Women comprised 29% of the country's 121 State prosecutors in 1995.

In 1995, there was a total of 138 women diplomats. They accounted for 41.6% of the total number of diplomatic posts. Of the 138 women diplomatic service personnel employed in 1995, 37 were Chiefs of Mission with the rank of Ambassador, 21 were Minister-Counsellors, and 80 were holders of Foreign Service Officer position.

Out of the 147 Philippines Military Academy graduates in 1997, 7 were women. As of 1995, women police officers comprised 3.1% of the total 2,658 police force.

Women have also become active members of labor unions. Almost 60% of registered members of the public sector labor unions between 1994 and 1996 were women. 41.4% of the total labor union membership of 858,900 in the private industries in 1993 were women. Women's share of union leadership was registered at 20.7% of the presidents of 314 registered public sector unions for the same period.

In spite of these gains, women's share in decision-making positions remains low. This pattern is also true in other institutions in both government and private sectors where women's participation also decreases as the position level goes up.

2. WOMEN'S PARTICIPATION IN URBAN LOCAL GOVERNANCE

The Philippine Constitution of 1987 recognizes the fundamental equality of women and men and the New Family Code of 1987 affirms women's rights, such as participation of women in major decision making activities either in the community and in their homes. Examples are the right to own property and to contract employment and credit without the need of their husband's consent, etc.

The Women in Development and Nation Building Act of 1992 also provide for the equal access to resources and training. It also requires the allocation of a substantial portion of Official Development Assistance (ODA) funds to support programmes and activities for women.

Both Presidents Corazon Aquino and Fidel Ramos played pivotal roles in moving Gender and Development (GAD) forward to bring it to the front and center of the government's agenda.

The Congress, though traditionally a male dominated system has passed laws addressing the issues of women. All of them were not easy fights. Women groups had to lobby hard. Among the more significant laws include:

- RA 7192, Women in Development and Nation Building Act
- RA 8353, The Anti-Rape Law which expanded the definition of the crime of rape as crime against persons and not against chastity;
- RA 8505, The Rape Victim Assistance and Protection Act, which establishes Rape Crisis Centers
- RA 7877, Anti-Sexual Harassment Act, which declares sexual harassment unlawful in the employment, education and training environment;
- RA 6955, The Anti-Mail Order Bride Scheme environment

2.1. Participation of women in urban local government

All of the above legislation has created an environment in which, at least legally, women are equal to men with regards to participating in governance and decision-making. However there are constraints that significantly affect women's participation in meetings/discussions. Some of the relevant ones are as follows;

- The notion that they will never ever be heard. That their concerns can be solved at home and they are not as important as the concerns being raised by the head of the family which is traditionally in the Philippines a man;
- Multiple roles that women play in the society. Due to overburdened role of women, they find little time attending and even participating in major decision-making activities. Many still believe that major decisions will be done by the male counterpart;
- Lack of confidence. Generally, women think they lack knowledge on the various aspects of urban governance, and that men are more knowledgeable in these matters. However research has proven that women know more about the problems/issues confronting the society;
- Lack of awareness by men and women of women's legal rights in regard to access to resources and membership in decision-making bodies. Moreover, Gender-awareness sessions do not usually deal with women's legal rights.

2.2 Gender sensitizing of urban local government

As stated earlier the Government of the Philippines has taken several legislative initiatives in promoting women in development. It has also adopted the Philippine Plan for Gender Responsive Development, 1995-2025, which is the government's thirty-year blueprint of policies, programmes, projects and strategies wherein women, are both major participants and beneficiaries in national development.

Since 1996, the General Appropriations Act (GAA), commonly known as the government's budget, has included the so-called GAD or Women's Budget. This directs all government agencies to allocate five percent of their annual budgets to address gender issues.

It has also integrated women's concerns into the poverty alleviation programmes of the government to address the problems of the marginalized members of society. One such programme called the Comprehensive and Integrated Delivery of Social Services (CIDSS) was launched to meet the needs of women in impoverished communities. Some of the projects under this program are those designed to expand

economic opportunities for women, measures to counteract violence against women and the setting up of day-care centers.

Under President Aquino, "focal points" were established, defined as the "basic machinery for integrating gender concerns into policies, programs and projects of government agencies" But "machinery" needs oil, tools, supporting and enabling mechanisms, constant strengthening and capability building.

With the adoption of the Philippine Development Plan for Women (PDPW), the National Commission on the Role of Filipino women was faced with the task of undertaking "massive consciousness raising and technical training for people in government". The training design covers gender analysis and gender sensitivity modules, gender responsive planning and more customized modules to fit the specific culture, systems and situations of the different agencies undertaking the training. While considerable work has been done at the national level, gender mainstreaming in the regions is in its infancy stage. Databases of regional pools of trainers are being set up.

The Philippines has started its efforts to make the statistical system gender responsive. Among the substantial accomplishments are:

- Implementation of a program of action labelled as The Development of a Philippine Data on Women Indicators and Statistics;
- Release of the first edition on Statistics on Filipino Women';
- In 1992, NCRFW and ADB entered into a "Technical Assistance Agreement for the Development of Sex-Disaggregated Database System" which aims, among others, to assess available data sources and gaps, and to compile and computerize statistics from census, surveys and other administrative reports;
- The National Coordination and Statistics Board (NSCB), the policy making body for all the statistical agencies of government, decided in 1997 to undertake several trail-blazing researches which include studying ways and means of putting value to unpaid women's labor for inclusion in the national statistical system and recommendations for research modules in gathering data on crimes of violence against women;
- Intensive advocacy on the need to have sex-disaggregated statistics, hence, the celebration of the Statistics Month for the year 2000, carried a national theme of Empowering Filipino Women through Gender Statistics,

3. WOMEN'S REPRESENTATION IN URBAN LOCAL GOVERNMENT

3.1 Legal and political initiatives

In the executive branch, a deliberate effort was mounted to have women represented in all decision-making bodies. The Department of Interior and Local Governments issued an administrative order stipulating a 30 percent representation by women in all barangay assemblies, and in all mandatory consultations within local governments and in the national government.

The Republic Act 7162, or the Local Government Code of 1991 (IRR LG Code Rule XVII, Art. 93 Sections A.2, B.2 and C.2), provides for a sectoral representative for women in the different local government units. However, no elections for sectoral

representatives have been held, owing to the reluctance of local government officials to pay for the salaries and other expenses to be incurred by the sectoral representatives. In 1993, 3,000 women's organizations were accredited for the holding of elections to elect sectoral representatives to the Local Development Councils.

At present the House of Representatives is considering House Bill 142 (1995, or the Women Empowerment Act, which mandates that appointive positions in the national and local governments be reserved for qualified women by a fraction of at least one third per classification. It requires that all duly accredited political parties reserve at least one third of its party slate of official candidates to women in elections for the municipality/city councils and provincial boards. The bill is encountering opposition from some groups who are questioning, among others, the constitutionality of the bill.

3.2 Training and support mechanisms for women in urban local government

Several governmental and non-governmental organizations have been working to support women in local government within the broader framework of women in politics and decision-making. The Women's Legal Bureau, an NGO, conducts legal training for elected officials (local and national levels) and advocacy campaigns for women in politics.

Other NGOs with legal literacy programs on human rights are the University of the Philippines Law Center, Institute for Social Studies and Action, Legislative Advocates for Women, Buhay Foundation, Kalayaan, Participatory Research and Organization of Communities through Education and Self-help, National Federation of Workers Clubs, PILIPINA, Ang Kilusan ng Kababaihang Pilipino, Stop Trafficking of Pilipinas, University of the Philippines Women's Lawyers' Circle, KABAPA, Kalakasan, Circulo de Abogadas, Sentro ng Batas Pangtao, Philippines Muslim Association, Free Legal Assistance Volunteers Association, and National Council of Women of the Philippines.

At the Local level the Provincial Women's Commission (PKKB), based in Bulacan, a province in Central Luzon, is pioneering integrating women and gender concerns at this level. The Samasamang Inisyatiba sa Pagbabago ng Batas at Lipunan (SIBOL), a coalition of 13 women's networks for politics, has working on transformative gender perspectives. It has committed itself to the advancement of a legislative agenda for women and to raising the level of public debate on women's issues from the women's point of view.

The Center for Asia-Pacific Women in Politics (CAPWIP), a regional organization based in the Philippines, is advancing women's political participation by creating a critical mass of competent, effective and committed women politicians holding elective and appointive posts. The Women Empowerment Lobby Group (WELGROUP) was recently formed to lobby for the implementation of the GAD programs through ODA and local government units (LGU) funds.

The NCRFW led in conducting gender sensitivity training for women and men in the bureaucracy. Also, in 1992, the NEDA conducted a GAD training for Lady Mayors and Wives of Mayors in the Region I. Also, series of trainings for LGU officials have been conducted.

Several local governments have Setup of Focal Points for Gender and Development at the local government levels to mainstream women's and gender concerns in the bureaucracy. In addition a Presidential Directive (8 march 1993) provides for the establishment of Women's Desks in police stations.

There are several NGOs, which aim specifically at advancing women's participation in politics and in government. In its special program for women, the Center for Legislative Development provides critical intervention to legislative staff, legislators and NGOs through:

- Training, documentation and research services on legislative processes;
- Conducting gender sensitivity training for elected local officials and legislators;
- Regular dialogues with other NGOs on legislative advocacy for women.

At the Local level women politicians have established their own networks to promote and support their causes. At the provincial level, the Provincial Women's Commission (PKKB), based in Bulacan, a province in Central Luzon, is pioneering in integrating women and gender concerns at this level. Similarly at the urban local government level the Women Municipal Mayors League was organized with Mayor Lacanilao of Brooke's Point, Palawan as President.

4. QUALITATIVE ANALYSIS OF THE EXPERIENCE OF WOMEN IN URBAN LOCAL

This section is based on an analysis of questionnaires that were administered to 17 women in local government. The sample is by no means representative but when correlated to other studies it was found to be indicative of the general conditions of women in local government in the Philippines.

4.1 Methodology

Questionnaires were sent to 44 respondents and after a series of follow-ups, only 17(39%) were received. Of the ten women City Mayors in the Philippines only 7, including the author replied to the questionnaires. The questionnaires were followed up by interviews with selected respondents to clarify their responses.

Twelve of the respondents were elected officials and 5 appointed officials in their respective local governments. Of the respondents in elective positions, 10 (60%) are mayors, either city or municipal mayors; one is a Vice-Mayor, and one a Councillor. Of the respondents in appointive positions, two are Administrative Officers, one is a Treasurer, one a Planning Officer and one a Chief Accountant. The length of service in government of the respondents ranged from 2 years to 33 years.

4.2 Personal and professional background

Six (35 per cent) of the respondents come from the upper income group. Eight (47 per cent) come from the middle-income group, while the remaining 3 come from the low-income group. All of them have finished tertiary education. The findings

correlate to a study done by the Local Government Center of the College of Public Administration of the University of the Philippines¹.

Thirteen (76%) are married, two (12%) are widowed, one (6%) is separated, and one (6%) is single. A majority of the respondents were above the age of forty (64 per cent). This indicates that women reached decision-making positions at a relatively late age. Thirteen (76 percent) had either dependent children or other family members.

Of the respondents who were elected to office 5 (29%) were in their first term in office; 2 (12%) were in their second term, and 5 (29%) were in their third term. Mayor Imelda Roces has served government for 22 years in various capacities. Ms. Daylin Villanueva, has served the longest among the appointed officials with a record of 33 years.

4.3 Entering urban local government

Of the 17 respondents, 15 had close relatives in either politics or government. Of the elected officials 8 had been encouraged by close family members to stand for election. This again corresponds to the Local Government Center Report cited earlier. In fact the researchers state, "Family political experience seems to be the main factor which make Filipino women who, while aware of their own influence from the sidelines, transcend the covert area of politics (defined by Tapales in 1984 as participation in policy-making levels in the bureaucracy and by Reyes in 1995 as participation in advocacy groups) to the overt political domain of elections."

Various reasons were cited by respondents elected to office as to why they entered politics. Reasons ranged from a desire to serve the public, to improving the living conditions of residents, to promoting good governance, to continuing work of father or husband. Among the appointed officials reasons ranged from being in the same town as other family members to a means of steady employment and professional advancement.

When asked whether being a woman created obstacles in the electoral/appointment process, only two respondents answered in the affirmative. One of two said the problems caused were not insurmountable while the other stated that her opponents used "black propaganda" against her, telling potential voters that she would perform better as a fashion model than as a mayor. These remarks and people's perception that a woman could not resolve tough conflicts almost cost her the first election. Another reason why she faced difficulties was because she was the first woman to be elected mayor in her constituency.

There are several reasons why other women stated that they did not face overt discrimination in the electoral or appointment process. In the electoral process reasons range from the fact that most of the women come from politically connected families that are locally powerful. For example, the husband, father-in-law and mother-in-law of one mayor had been mayors of the town before her. Those who do not come from politically powerful families, have a long record of public service,

¹ Domingo-Tapales, Proserpina and Santiago, Eden V., "Elite Women as Public Servants: A Study of Female Local Chief Executives of the Philippines," Local Government Center of the College of Public Administration of the University of the Philippines, paper presented during the Island Conferences of the League of Municipalities

through which they have proven their abilities to manage their towns. For example, one Mayor started her career as a classroom teacher, became the district non-formal education coordinator, municipal planning and development coordinator and finally became mayor. One mayor stated that being a woman actually helped her get elected by opening doors that would otherwise have been closed.

None of the appointed women stated that they had faced discrimination. This could be because Philippines women have long been active in the bureaucracy. In fact as stated earlier, they form the majority of bureaucrats in the Philippines and dominate middle and lower-level positions. However, there seems to be a glass ceiling when it comes to decision-making positions. Women occupy roughly one-third of such posts.

4.4 Breaking the barriers

Seven of the respondents stated that once in office they faced initial discrimination from their colleagues and some members of the local community. However, they were able to overcome this discrimination by showing that they could perform just as well or even better than their male counterparts. One appointed official stated that she faced discrimination from her colleagues in meetings where decisions were made. Some colleagues felt that as a woman she had little to contribute.

One mayor while stating that she faced discrimination from one councillor was not sure whether that was because she was a woman or because she had exposed his corruption, while she was a congresswoman. This may apply in other cases as well where opposition or overt discrimination may be mixed with political motives.

When asked whether there were barriers that restricted women from entering local government, none of the appointed officials felt that there were barriers. Six of elected officials stated that they felt there were barriers that restricted women from entering local government. Reasons included balancing family and work responsibilities, general attitudes that politics and decision-making was a male preserve and that women were physically and intellectually not capable to manage towns. One respondent stated that the Filipino society still did not regard women as important agents of change. Another stated that traditional governance attitudes such as making important decisions during evening drinking sprees also excluded women from fully participating in decision-making.

When asked what changes could be made to make local government positions more accessible to women, answers included general change in attitude, greater sharing of family responsibilities by males, more legislation, education and training, gender sensitization in local governments and economic empowerment of women. Some among those who stated women faced no barriers outlined some of the above strategies. One went so far as to state that a 50 per cent quota for women in local government should be legislated.

All of the elected representatives regarded themselves as women leaders and stated that they had taken special measures to promote the participation and empowerment of women in their local government programmes. These measures included recruiting more women, increasing the number of women in consultative roles in various committees and programmes, promoting and supporting women's

organizations, initiating economic empowerment programmes and ensuring better access of women to health services.

Appointed women in decision-making roles also viewed themselves as women leaders. They too had initiated programmes to empower women or to increase their participation in local governance within their areas of work. Some saw themselves as leaders because of what they had achieved, "leadership by example" as one respondent put it.

In general there is considerable awareness among both elected and appointed officials of local governments of the need to bring about gender equality and their role in this struggle. All of the respondents also agreed that with the increase of women in elected and appointed decision-making positions the perception of women as leaders in urban local government had changed for the better.

4.5 Women's perspective on urban local government issues

Fifteen also said that women's concerns and priorities differed from those of men, one said not so much, one did not respond, and five said they did not differ.

Although there were only 17 respondents, they had multiple answers, and so we have 22 kinds of responses. Fifteen also said they believed that increasing the number of women with power in urban local government will have a direct effect on the status of women and only two did not agree. All respondents agreed that they see themselves as women leaders, and as such have undertaken and been part of programmes to promote women's representation. Among others these programmes included recruiting more women, encouraging other women to run for office, establishing women's organizations, initiating or supporting programmes that promoted economic independence of women, gender sensitizing programmes in the local government and increasing the number of women in consultative committees.

Eleven (65 per cent) of the respondents felt that women's concerns and priorities were either different or somewhat different than men in local government. They felt that women were more concerned about social issues such as health services, poverty alleviation, community development etc. Some of those that felt that priorities and concerns were similar pointed out that women tended to work on making sure that details were worked out and tended not to politicise issues but tended to work towards achieving consensus on specific policies and programmes.

On the question on whether their approach and style in urban local government was different from their male colleagues, twelve said yes, three no and two did not respond. Some differences in style and approaches were that women were more compassionate and were more democratic, consulting constituents and other stakeholders more often and sincerely listening to their problems and advice. Women tried not to push people into a corner preferring to build consensus rather than conflict. They tended to be less corrupt and abided by rule of law. At the same time women also tended to show flexibility in solving problems as long as that flexibility was within the law. They were also more concerned in getting the details worked out as well as policies.

5. ANNOTATED LIST OF ORGANIZATIONS AND INDIVIDUALS

5.1 Annotated list of organizations

National Council on the Role of Filipino Women
National Commission of Women in the Philippines
Women Empowerment Lobby Group
Soroptimist Club
Zonta Club International
Innerwheel Club of the Philippines

5.2 List of individuals/respondents

Name	Present Position	Address	Tel.	Fax	e-mail
Leonora C. Fajardo	City Mayor	Palayan City			
Elenita S. Binay, M.D.	City Mayor	Makati City			
Imelda Roces	City Mayor	Legazpi City			
Janet Espinosa Torres	City Mayor	Bago City			
Omel Basman	City Mayor	Marawi City			
Katherine Gordon	City Mayor	Olongapo City			
Ma. Minda Fontanilla	Municipal Mayor	Bacnotan, La Union			
Josefina Tero	Municipal Mayor	Damulog, Bukidnon			
Visitacion M. Piaoan	Municipal Mayor	Sudipen, La Union			
Reylina Nicolas	Municipal Mayor	Sta. Maria, Bulacan			
Cynthia C. Cajudo	City Vice Mayor	Olongapo City			
Erlinda Cristin	City Councilor	Olongapo City			
Annjanette E. Dimaculangan	City Administrator	City of San Fernando, La Union			
Althea R. Balanon	City Accountant	City of San Fernando, La Union			
Daylin Villanueva	Administrative Officer	Bacolod City			
Lorna Lopez	Municipal Treasurer	Agoo, La Union			
Marivic E. Rimando	Mun. Planning & Dev't. Coord.	Naguilian, La Union			

6. RECOMMENDATIONS

The National Government should implement the use of a percentage from Overseas Development Assistance Funds for gender and development (GAD). The Local Government units (LGUs) should also allot as provided by law 5 per cent of their budget for GAD, not only using them for items such as uniforms but for a truly comprehensive development program, with emphasis on capacity building, networking and advocacy.

The Local Government Code in Article 93 (b) (2) states that "there shall be one (1) sectoral representative from the women, one (1) from the workers, and one (1) from any of the following sectors." However, the LGUs have not complied with this provision because they invoke the lack of budget. Also, LGUs are supposed to limit their Personnel Services to 45 per cent and to add the three elective positions and their staff will make them exceed the 45 per cent. We therefore suggest that new positions created due to the compliance of the above provision should be exempt from the PS limitation.

Women already in political posts should help encourage more women to join in urban governance. Networking and setting up of organizations for the purpose would help. Academic institutions should also be more proactive in conducting seminars for women in politics, especially right after their election. From the respondents, we have heard that the first few months were the hardest in adjusting to the situation, and if the women with experience in public service would share their experience, it would make the adjustment easier.

Awards and incentives, although not the end all and purpose of public service, can help inspire other women to follow suit. The awardees in turn will be energized to continue the good work. More important, we should include the men in the gender and development training and workshops, so that they would encourage their spouses or relatives to enter the realm of politics. We have seen in the study that the women have had relatives in public service and they were encouraged by husbands, family, friends, party, and civic groups and the people themselves. To corner the women's votes alone would be a close call. We have to convince the men folk as well, that women are equal in capacity and therefore should have the same opportunity.