



GENDER AND SOCIETY

Fostering a
Gender Equal Society

SECONDEDITION

**Agustin Martin G. Rodriguez
A. M. Leal Rodriguez**

GENDER AND SOCIETY

Fostering a
Gender Equal Society

SECONDEDITION

**Agustin Martin G. Rodriguez
A. M. Leal Rodriguez**



**C & E Publishing, Inc.
2023**



**C & E
Publishing, Inc.**

*C & E Publishing, Inc. was
established in 1993, and is
a member of ABAP, PBAI,
NBDB, and PEPA.*

**Gender and Society: Fostering a Gender Equal Society
Second Edition**

Published in 2023 by C & E Publishing, Inc.

839 EDSA, South Triangle, Quezon City

Tel. No.: (02) 8929-5088

E-mail: info@cebookshop.com

Copyright © 2023 by C & E Publishing, Inc.,
Agustin Martin G. Rodriguez, and A. M. Leal Rodriguez

ALL RIGHTS RESERVED. No part of this publication
may be reproduced, stored in a retrieval system, or
transmitted in any form or by any means—electronic,
mechanical, photocopying, recording, or otherwise—
without the prior written permission of the publisher.

Cataloguing-in-Publication Data

GN479. Rodriguez, Agustin Martin G., author.

65

.R618

2023

Gender and society: fostering a gender
equal society/Agustin Martin G. Rodriguez and
A. M. Leal Rodriguez.—Second edition.—Quezon
City, Philippines: C & E Publishing, Inc., ©2023.

xiii, 334 pages ; 5.625 in x 8.625 in

Includes bibliographical references and index.

ISBN: 978-971-98-2017-8

EISBN: 978-971-98-2018-5

1. Women. 2. Sex role. 3. Feminism.

I. Rodriguez, A. M. Leal, author. II. Title.

Senior Editor: Janice D. Roman

Assistant Editors: Jacqueline E. Isidoro

Azriel T. Valmores

Book Designer: Nikita Mae L. De Pereira

Cover Designer: Ruth Anne D. Ellorin

Darwin M. Tolentino

Contents

Preface	xi
Acknowledgments	xiii

PART I

CHAPTER 1: Introduction	2
Discrimination Today	3
CHAPTER 2: Leveling Off: Gender and Sexuality	9
Gender and Sexuality	11
Gender Stereotypes	17
SOGIE	18
Why Equate Gender Issues with Women's Issues	20
CHAPTER 3: Cultures and Rationalities	23
Instinct and Culture	24
CHAPTER 4: Women's Ways of Knowing	30
Women and the Metaphor for Silence	31
Differences in Ways of Knowing: Women and Connectedness	32
Exclusion of Women in Disciplines	37
CHAPTER 5: Gender-fair Language	39
Language and Gender Relations	40
Philippine Culture and Language	43
Identities and Naming Things	44
Sexist Language and Culture	45
Toward a Gender-fair Language	45

CHAPTER 6: Women: A Sectoral Situationer	48
Sectoral Situationers	49
Women and the Economy: Women and Work	49
Women, Work, and Poverty in the Philippines	51
Women and Education	52
Women and Health	56
Violence Against Women	58
Women and Armed Conflict	58
Women in Power and Politics.	61
Institutional Mechanisms and the Human Rights of Women	63
Discrimination Against the Girl-child	64
Women and the Environment	66
Women and Disaster	68
Women in the Indigenous Communities	69
Filipino Women in Other Sectors.	71
CHAPTER 7: Women, Development, and the World	74
Growth and Development	75
Women and the Dominant Economic System	77
Gender and Development	80
Agriculture and the Values of Development.	82
How Women Feed the World.	84
Women in Relation to Development	88
Pro-women Perspectives on Development	90
CHAPTER 8: Gender Interests and Needs	96
Gender Interests and Needs in Development	97
Gender Interests	98
Gender Needs	99
Strategic Gender Needs.	100
Challenges for the Fulfillment of Gender Needs in the Philippines	102

CHAPTER 9: Laws, Policies, and Programs for Philippine Women.	104
Human Rights Approach	105
International Treaties for Women's Protection	106
Laws and Policies for Women in the Philippines	114

PART II

CHAPTER 10: Theories on the Origin of Women's Oppression.	122
Women's Oppression	123
Goddess Worship to God Worship	124
Eve and the Other	126
A Shift of Production	130
CHAPTER 11: The Western Women's Movement	134
Where Does Liberation Begin?	135
What Is Feminism?	136
The First Wave of Feminism: Women and Civil Rights	138
The Second Wave of Feminism and Women's Liberation	144
The Third Wave of Feminism	152
Summing Up the Western Feminist Movement.	155
CHAPTER 12: Women in the Philippines	157
Women in the Pre-colonial Philippines	158
Women in the Hispanic Period	163
Women in the American Era	166
The Birth of Militant Groups with a Feminist Agenda	170
10 Filipinas Who Advanced Modern Feminism in the Country	175
Current Forms of Oppression Against Filipino Women and Their Responses	180
Practical Feminism in the Philippines.	182

PART III

CHAPTER 13: Women and Education	186
Gender and Education	187
The Importance of Education: An International Perspective	188
Philippine Laws on Gender-Responsive and Gender-Fair Education	191
Gender and Development Markers in Education	194
Gender Issues in Education	197
Future Steps, Looking Forward	215
CHAPTER 14: Women and Work in the Philippines	217
Women in the Productive Sphere	218
Migrant Women	226
Women in the Informal Sector	228
Domestic Work and Domestic Workers	229
The Sex Trade	230
Women and the Domestic Sphere	232
CHAPTER 15: Women and Violence	237
Violence Against Women	238
Defining Violence Against Women	241
Types of Violence Against Women	242
The Impacts of VAW	254
Laws on VAW	256
Prevention and Response	256

CHAPTER 16: Representation of Women in the Arts and Media	260
Women in Western Art: The Beginning of Female Objectification?	262
Women in Advertising	266
Women in Film and the Film Industry	267
Women and Sexualization	269
Beauty as a Weapon Against Women	271
Beauty and the Western Ideal	273
Reclaiming the Media	274
CHAPTER 17: Special Topics: Masculinity and SOGIE Equality.	277
Masculinity	278
SOGIE Equality	294
CHAPTER 18: Conclusion	301
References	305
Index	323
The Authors	

Index

A

- Abanse! Pinay*, 173
- Abortion, 56, 64, 151, 159
 - sex-selective, 64
- Abuse of women in intimate relationships (AWIR), 253
- Affirmative action, 116, 150
- Africa, 52, 58, 78, 84, 89
 - Saharan, 4
 - sub-Saharan, 52
- Aggression, relational, 210–214
- Agriculture, 51, 70, 76, 82–86
 - development of, 82
 - sector, 225
 - shift to, 144
- Aguinaldo, Emilio, 166
- Akbayan*, 173
- Alternative learning systems, 203
- Amazon, 89
- Ambubuyog, Roselle, 179
- American Psychological Association, 269–270
- Annan, Kofi, 240
- Anti-Sexual Harassment Law of 1995, 204–205, 235, 246–247, 256
- Anti-slavery movement, 141
- Anti-Violence against Women and their Children Law of 2003, 173, 242, 244, 256
- Aquino, Benigno Jr., 171

- Armed conflict, 58–59, 71
 - victimization of women in, 59
- Armed Forces of the Philippines, 72
- Asia, 84, 169
 - East, 4
 - Southeast, 5
 - Southern, 52
- Asian Development Bank, 225
- AWIR
 - See Abuse of women in intimate relationships

B

- Babaylan*, 160–163, 292
 - at present, 162
 - rebellions, 162
 - role, 161
- Bangladesh, 4
- Barrios, Joi, 178
- Barros, Lorena, 178
- Beauty myth, 272–273
- Beauty, Western ideal, 274
- Bechdel, Alison, 271
- Bechdel-Wallace Test, 271
- Beijing Platform for Action (BPfA), 49, 51, 64, 106, 107–110
 - 12 critical areas of concern, 49, 108–109
- Benitez, Helena, 176
- Berger, John Peter, 261, 263

- Biodiversity, 83–85
- Bisexual, 19, 295
- Bosson, Jennifer, 283
- BPfA
 - See Beijing Platform for Action
- Brannon, Robert, 283
- Bullying, 210–211
- Butler, Judith, 153–154

C

- Cahabagan, Agueda Iniquinto, 166
- Campus culture and gender, 208
 - bullying, 210–211
 - campus culture, 208
 - microaggression, 208
 - relational aggression, 210–214
- Catholicism, 161–162, 164
- CEDAW
 - See Convention on the Elimination of All Forms of Discrimination against Women

CHED

- See Commission on Higher Education
- Child, defined, 65
- Child care, 3
- Child marriage, 64–66, 70
- Child trafficking, 65
- China, 5
- Chromosomes, 13
- Cisgender, 19, 279
- Civil rights movement, 147, 155
- Climate change, 68, 77
- Comfort women, 179, 251

- Commission on Higher Education, *xii*, 176, 196, 200, 298
- Communist Party, 170
- Consent, 57, 244, 246, 252, 284, 288
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 105–107, 175, 188–189
- Convention on the Rights of the Child, 66
- Cortes, Irene, 176
- Critical reflection, 27
- Cultural practices, considered as VAW, 245–246
 - child brides, 245–246
 - female genital mutilation, 246
- Culture, 23–25, 30, 206–208
 - campus, 208, 213–214
 - defined, 24
 - peer, 214
 - superiority of, 26
- Cyberbullying, 211

D

- De Beauvoir, Simone, 145
- De Gouges, Olympia, 139
- De Jesus, Gregoria, 166
- De la Cruz, Leslie, 143
- De los Reyes, Isabelo, 165
- Declaration of Sentiments, 142
- Deles, Teresita Quintos, 176
- Department of Education (DepEd), 196
- Department of Health, 70
- Department of Labor and Employment (DOLE), 196

Department of Social Welfare and
Development, 72

DepEd

See Department of Education

Dery, Luis, 159

Development, 75–94

agriculture and, 82

and gender, 80

destructive, 91

existing models, 78

in relation to women, 88

measurement of, 75

pro-women perspectives on, 90

pursuit for, 77

Western, 90

Disaster resilience, and gender, 68

Discrimination, *xi*, 3–8, 19–20, 21,

64, 66, 105–106, 139, 196, 202,
222, 282, 296

against the girl-child, 64

against the LGBTQIA+, 19, 282

against women, *xi*, 5, 181, 189,
204

gender, 180

DOLE

See Department of Labor and
Employment

Domestic servitude, 59

Domestic violence, 100, 173, 180,
239, 253

Drake, Jennifer, 153

E

East Asia, 4

Education, 52, 106, 169–208
as part of BPfA, 190

gender and development
markers in, 194

gender issues in, 197

gendered, 206

gender-responsive and gender-
fair, 191

importance of, 188

inclusive, 203

inhibited access to, 202

sexual violence in, 204

Empathy, 32, 280

Employment, 50

home-based, 50

vulnerable, 50

Engels, Friedrich, 140

Equality, 2, 5, 20–21, 99, 108, 111

Eve, biblical, 126

Eviota, Elizabeth, 232

F

FAO

See Food and Agriculture
Organization

Fear theory, 129

Female circumcision, 4, 66, 246

Female nude, 263–266

Femininity, 15, 136, 212, 280

Feminism, 136

in the Philippines, 182

radical, 137

waves of, 138–152

Feminism, waves of, 138–152

first, 138

second, 144

third, 152

Filipino, language, 43

- Firestone, Shulamith, 146
- First wave of feminism, 138
- Food and Agriculture Organization (FAO), 225
- Food security, 87
- Fragile masculinities, 289
- Freedman, Estelle, 160
- French Revolution, 138–139
- Friedan, Betty, 44

G

GABRIELA

- See* General Assembly Binding Women for Reforms, Integrity, Equality, Leadership, and Action

Gay, 19, 295

GDP

- See* Gross domestic product

Geertz, Clifford, 24

Gender and Society, course, *xi*

Gender equality, 20, 61–63, 99–111, 136, 198, 256, 289

Gender expression, 18, 295

Gender identity, 18, 154, 295

Gender interests, 96–102

- practical, 98, 101

- strategic, 98, 101

Gender mainstreaming, 63, 102, 106, 109

- defined, 109

Gender needs, 96–102

- challenges in the fulfillment of, 102

- practical, 99

- strategic, 100

Gender parity, 52, 197

Gender perspective, 102

Gender role socialization, 15

- external regulations, 16

- internalized self-control, 16

Gender roles, 21, 50

- discriminatory, 21

- socialized, 50

Gender socialization, 45

Gender stereotypes, 17

- compounded stereotypes, 17

- sex stereotypes, 17

- sex-role stereotypes, 17

- sexual stereotypes, 17

Gender, defined, 14–15

Gender studies, 11, 278

Gender subordination, 102

Gender-fair language, violations of, 41

- fostering unequal gender relations, 42

- gender polarization, 42

- hidden assumptions, 43

- invisibilization of women, 41

- trivialization of women, 41

Gender-fair textbooks and programs, 203

Gender-role conflict scale (GRCS), 289

General Assembly Binding

- Women for Reforms, Integrity, Equality, Leadership, and Action (GABRIELA), 45, 172–173

Genitalia, 13

Ghana, 98

Giligan, Carol, 37, 280

Girl-child, 64–65, 102

- discrimination against, 64

Glass ceiling, 3

- Global South, 79
- Global Study on the
Implementation of Security
Council Resolution 1325, 59–60
- Global warming, 76–79
- Globalization, 71, 180, 291
- GNP
 See Gross national product
- Goddess worship, 124, 127
- Gross domestic product (GDP), 72
- Gross national product (GNP), 72
- H**
- Harassment, 7, 28, 41, 44, 59, 65,
118, 180, 197, 202, 204, 235,
246–247, 249
 sexual, 44, 246–247
 street, 202, 249
- Harper, Frances E. W., 142
- Hegemonic masculinity, 283–285
- Henson, Rosa, 179
- Heteronormativity, 19
- Heterosexual, 18–19
- Heywood, Leslie, 153
- Hofstede, Geert, 291
- Homophobia, 281, 286–287
- Homosexual, 18–19
- Hormones, 14
- Human trafficking, 58–60, 227
- I**
- Identity politics, 154
- Income, 75, 81, 97, 160, 170, 201,
228
- India, 4–5, 79, 89
- Indigenous peoples, 55, 69, 158, 163,
177, 202
- Informal sector, 51, 201, 218,
228–229
- Instinct, 24–26
- Intergovernmental Panel for Climate
Change, 77
- International bill of rights of women,
106
 See also Convention on the
 Elimination of All Forms
 of Discrimination against
 Women
- International treaties for women's
protection, 106
- Intersectional oppression, 180
- Intersectionality, 137
- Intuition, 34
- J**
- Jajurie, Raissa, 179
- K**
- KALAYAAN
 See *Katipunan ng Kababaihan
 Para sa Kalayaan*
- Katipunan ng Kababaihan Para sa
Kalayaan* (KALAYAAN), 171
- Katipunan*, 165–166
- Kilusan ng Kababaihang Pilipina*
(PILIPINA), 171
- Kimmel, Michael, 281, 290
- Kintanar, Thelma, 40, 197
- Knowledge, representation of, 31
 light, 31
 listening, 31

L

- Labor Force Survey, 51, 223
- Language, 39–47
 - as form of power, 44
 - gender-fair, 39, 44
 - sexist, 39, 44
- Lesbian, 19, 295
- LGBTQIA+ movement, 19
- LGBTQIA+, 18, 295
- Liberal democracy, 136
- Liberal feminist thought, 139
- Licuanan, Patricia Benitez, 176
- Local Government Code of 1992, 174
- Logia de Adopcion*, 165

M

- Machismo, 230, 292
- Magna Carta of Women (MCW), 63, 102, 107, 117, 173, 191, 196, 219, 241
- MAKIBAKA
 - See Malayang Kilusan ng Bagong Kababaihan*
- Malayang Kilusan ng Bagong Kababaihan* (MAKIBAKA), 171
- Male gaze, 263–265
- Male performance in schools, 204
- Mamonova, Tatiana, 273
- Man, responsibility of, 290–291
- Mananzan, Mary John, Sr., 165, 177
- Manet, Édouard, 265
- Mangahas, Fe, 160
- Manhood, 279–285
 - See also Masculinity*

- Maranan, Aida Santos, 159, 166
- Marcos, Ferdinand, *President*, 171
- Marginalized sectors, 71, 144, 197, 201–202
- Marital infidelity, 243
- Marriage, 64–66, 70, 140–141, 149, 158, 164, 195–196, 230, 246
 - child, 64, 66, 70
- Martial Law, 168, 171, 256
- Marx, Karl, 135
- Masculine culture, 282
 - hookup culture, 282
 - lad culture, 282
 - raunch culture, 282
- Masculinities, 279–293
 - Filipino, 291
 - fragile, 289–290
- Masculinity, 279–293
 - as homophobia, 286–287
 - as power, 287
 - beginning of, 280
 - hegemonic, 283
 - proving, 281
 - rules of American masculinity, 283
- Mass media, 199, 264, 274–275
- Material support, 201–202
- Maternal health, 56, 151
- Maza, Liza, 45
- MCW
 - See Magna Carta of Women*
- MDGs
 - See Millennium Development Goals*
- Men, as masculine generic, 288
- Micro, small, and medium enterprises (MSMEs), 224, 233–234

Microaggression, 16, 26, 208–213
 as a form of control, 27
 definition of, 26
 examples of, 26, 209
 LGBTQIA+-specific, 210
 theory, 208–209

Miles, Rosalind, 123

Millennium Development Goals
 (MDGs), 53, 105, 110

Millett, Kate, 146

Mills, Phoebe, 264

Mindanao, 60, 65, 69, 71–72

Missing women, 5

Molyneux, Maxine, 98

Monoculture, 83, 85–86

Moro Islamic Liberation Front, 72

Moser, Caroline, 97, 100

Mother goddess, 124, 125

Mother goddess cult theory, 125

Mott, Lucretia, 141

MSMEs

See Micro, small,
 and medium enterprises

Multiple burden of women, 220

Mulvey, Laura, 263

Muslim women, 71, 103, 179

N

National Commission on Disability
 Affairs, 203

National Commission on the Role of
 Filipino Women (NCRFW), 159,
 176

See also Philippine Commission
 of Women

National Economic Development
 Authority (NEDA), 191

National Organization of Women
 (NOW), 172

NCRFW

See National Commission on the
 Role of Filipino Women

Nolasco, Cynthia, 180

NOW

See National Organization of
 Women

Nudity, 263, 265

O

Objectification, 42, 149, 209, 240,
 244, 262, 265, 270

OFWs

See Overseas Filipino workers

Oppression against Filipino women,
 180

Overseas Filipino workers (OFWs),
 51, 226–228

men, 226

women, 226–228

P

Pakistan, 4–5

Palma, Cecilia Munoz, 176

Pandora, myth, 126–127, 129

Paternalistic system, 90

Patriarchal society, 7, 20, 150, 207

Patriarchal values, 82, 85, 88, 90, 269

Patriarchy, 137, 147–149, 168, 279,
 284

Pay gap, 3, 50

PCW

See Philippine Commission
 on Women

PDPW

See Philippine Development Plan for Women

Peak oil, 76

Penal Code, 64

Phallus cult, 125

Philippine Commission of Women (PCW), 115

Philippine Constitution of 1987, 114, 256

Philippine Development Plan for Women (PDPW), 115, 191

Philippine National Action Plan on Women, Peace, and Security (PNAPWPS), 60

Philippine Plan for Gender-Responsive Development (PPGD), 116, 191

Philippines, 2–8, 19, 21, 51, 102, 114, 158, 182, 217

Philosophy of equal rights, 136

PILIPINA

See *Kilusan ng Kababaihang Pilipina*

Plato, 31

PNAPWPS

See Philippine National Action Plan on Women, Peace, and Security

Policies empowering women in economic sphere, 233–235

Pornography, 149, 243–244, 249–251, 273, 303
defined, 249

Postfeminism, 153

Postmodern feminism, 153

Poverty, 51, 65, 68, 75, 92–94, 108, 110, 169–170, 187, 218
feminization of, 108

PPGD

See Philippine Plan for Gender-Responsive Development

Practical feminism, 182

Propaganda Movement, 165

Prostitution, 60, 69, 149, 231, 250, 304
defined, 250
forced, 60
issues related to, 251–252

R

Rape, 44, 58–59, 69, 118, 240, 244–245, 252, 288, 303
attempted, 244
corrective, 240
date, 44
defined, 244
gang, 244
marital, 244

Reproductive Health Law, 7, 64, 173, 175

See also Reproductive Health and Responsible Parenthood Act of 2012

Reproductive rights of women, 70, 106

Responsible Parenthood and Reproductive Health Act of 2012, 57, 202

Reyes, Soledad, 6

Right to Universal Primary Education, 187

Rizal, Jose, 11, 164

Rubens, Paul, 262

S

- Saudi Arabia, 97, 227
- Scopophilia, 263
- SDGs
 See Sustainable Development Goals
- Second wave of feminism, 144–149
 other feminisms, 146–147
 radical feminism, 147
 socialist feminism, 146
- Sectoral situationers, 48–71
 discrimination against the girl-child, 64
 institutional mechanisms and human rights of women, 63
 violence against women, 58, 238
 women and armed conflict, 58
 women and disaster, 68
 women and education, 52, 186–215
 women and health, 56
 women and the economy, 49
 women and the environment, 66
 women in power and politics, 61
 women in the indigenous communities, 69
 women, work, and poverty, 51
- Sen, Amartya, 5
- Service sector, 50
- Sex slaves, 251
- Sex tourism, 251
- Sex trade, 230
- Sex trafficking, 227, 231, 249, 252
- Sex, 12–13
 as a category, 13
 as an act, 12–13
 difference with gender, 15
 double standard of, 230
- Sexism, 20, 45, 64, 149, 197, 209, 287
 normalization of, 45
- Sexual and reproductive health and rights (SRHR), 57–58, 66, 111, 114, 202
- Sexual exploitation, 251
- Sexual harassment, 44, 246–247
 defined, 204
 in education, 204
 list of acts, 247–248
 Philippine law's definition, 246
 UN's definition, 247
- Sexual orientation, 18, 225
- Sexual violence, 59, 204, 242, 244–245, 255
 cultural practices, 245
 defined, 244
 in education, 204
 incest, 245
 pornography, 249–250
 prostitution, 250–251
 rape, 244–245
 sexual harassment, 246–247
 violence in public spaces, 249
- Sexuality, 18, 295
- Sexualization, 269
- Shahani, Leticia Ramos, 175
- Shiva, Vandana, 85, 90–92
- Silang, Gabriela, 166
- Silence, 31–33
 metaphor for, 31
- Socialism, 147
- Socialization, 15–16

Society, masculine, 291
 SOGIE, 18, 294–295
 Spanish colonizers, 160
 SRHR
 See Sexual and reproductive health and rights
 Stanton, Elizabeth Cady, 141–142
 STEM fields, 53
 issues in, 201
 Stereotypes, 17, 20, 22, 41, 45, 62, 196, 198, 199, 209
 gender, 17, 295
 Stewart, Maria, 142
 Street harassment, 249
 Structural inequality, 135
 Structural oppression, 44
 Subsistence economies, 91–92
 Sue, Derald Wing, 208
 Suffrage movement, 142, 168
 Sustainable Development Goals (SDGs), 110–114

T

Tan, Christine, Sr., 177
 Technical Education and Skills Development Authority (TESDA), 196
 Teenage pregnancy, 56–57
 reason for increase in, 57
 TESDA
 See Technical Education and Skills Development Authority
The Judgment of Paris, 262
 Training, non-traditional skills, 201
 Transgender, 19, 295
 Truth, Sojourner, 142

U

UN Women Report, 59
 UN Women Watch, 247
 UN World's Women Report, 49
 United Nations, 12, 28, 52, 69, 106, 109, 187
 Universal caregiving, role of, 32
 Universal Declaration of Human Rights, 105, 188

V

Vandello, Joseph, 281–283
 VAW
 See Violence against women
 Violence against indigenous women, 70
 Violence, 239–240
 domestic, 239
 gender-based, 240
 Violence against women (VAW), 5, 58, 113, 197, 238–257
 culture-specific, 58
 defined, 241
 health consequences of, 254
 impacts of, 254
 laws on, 256
 prevention and response, 256
 types of, 242
 Violence against women, types of, 242–254
 domestic, 253
 economic, 243
 intimate partner violence, 253
 medical, 252
 physical, 242
 psychological, 242

reproductive, 252
 sexual, 244
 spiritual, 252

W

- Wallace, Liz, 271
- Ways of knowing, differences in, 32
- Western art, 262
- Western women's movement, 36, 132
 first wave, 36
 history, 137
 See also Feminism
- Wolf, Naomi, 272
- Wollstonecraft, Mary, 139–140
- Women, 2–8, 30–36, 56, 84, 88, 123, 137, 262, 266–267
 access to health services, 56
 artists, 6
 as keepers of biodiversity, 84
 as the weaker sex, 4
 discrimination against, 5, 8
 equal rights of, 137
 exclusion in disciplines, 36
 importance of, 2
 in advertising, 266
 in film and the film industry, 267
 in Western art, 262
 liberation of, *xi*
 right to vote, 137
 roles of, 3
 traditional role, 123
 Woman, Culture, and Development (WCD) approach, 88
 writers, 6
- Women, oppression of, 123
 due to paradigm shift, 124
 due to shift of production, 130
 essentialist reasons, 131
- Women, ways of knowing, 30–37
 constructed knowledge, 33, 36
 procedural knowledge, 33, 35
 received knowledge, 32–33
 silence, 31–32
 subjective knowledge, 32–34
- Women empowerment, 88
- Women groups in the Philippines, 167
- Women in Development and Nation-Building Act (Republic Act 7192), 115
- Women in the Third World, 180
- Women's condition, 158–175
 during the birth of militant groups, 170
 in pre-colonial Philippines, 158
 in the American era, 166
 in the Hispanic period, 163
- Women's development, human rights approach to, 105
- Women's Empowerment, Development and Gender Equality (EDGE) Plan, 63, 117, 191, 195, 200, 227
- Women's movement, 20–21, 135–155, 168
 insights about, 168
 nationalist and militant, 170
 Philippine, 136, 182
- Women's needs, 99
- Women's Protest Day, 172
- Work, in relation to women, 49–51, 211–224

- care work, 221
 - domestic work, 229
 - informal sector, 228
 - migrant women, 226
 - multiple burden, 220
 - nature of paid work, 222
 - right to decent work, 212
 - rural/agriculture sector, 225
 - sex trade, 230
 - sex-role stereotyping, 222
 - small- and medium-scale enterprises, 224
 - women-friendly work spaces, 221
- World Bank, 88
- World Economic Forum, 3, 61
- World Health Organization, 56