

Knowledge, Commitment and Compliance of Barangay Focal Persons on Gender and Development: Basis For An Action Plan

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Abstract

This study aimed to determine the level of knowledge, level of commitment, and extent of compliance of focal persons on the Gender and Development Program from the 61 barangays in Bacolod City for the Fiscal Year 2021 as basis for an enhancement program. The study employed a descriptive design. The respondents of the study were the 160 focal persons of all barangays of Bacolod City. The data gathering instrument was a self-made questionnaire. Descriptive, comparative analytical, relational analytical schemes were employed to determine the objectives of the study. The statistical tools used were Frequency count and Percentage, Mean Mann-Whitney U test, and Spearman Rho. Based on the findings, the researcher has come up with the following conclusions. Respondents in Bacolod City were dominated by the older group aging 42 years old, and the above majority were high school graduates and mostly serving in longer years for more than 13 years as barangay officials in the city. Generally, the level of knowledge of focal persons on the Gender and Development Program is high. Overall, focal persons have a high level of commitment to the Gender and Development Program. The extent of compliance of focal persons on the Gender and Development Program is generally to a great extent, particularly in the conduct of advocacy and promoting the activities of GAD programs. The level of knowledge of focal persons on the Gender and Development Program when grouped and compared according to age, educational attainment, and length of service were generally high. The level of commitment of focal persons on the gender and Development program is generally high when grouped and compared to their age, educational attainment, and length of service. This concludes that barangay officials adopt and implement actions to protect and promote GAD programs in their respective barangays in the city. The barangay officials' extent of compliance when grouped and compared according to age, educational attainment, and service length are great. There was no significant difference in the level of knowledge of barangay officials on gender development programs when they are grouped according to age, educational attainment, and length of service. Responses of the barangay officials on the level of commitment on the Gender and Development Programs are the same since no significant difference was found in the level of commitment when they are grouped according to their age, educational attainment, and length of service. There is no significant difference in the extent of compliance of focal persons on the Gender and Development program when they were grouped according to age, educational attainment, and length of service. The level of knowledge on the Gender and Development Program was influenced by the extent of compliance of the barangay officials on the Gender and Development Program. Likewise, the level of commitment of the barangay officials to the Gender and Development Program is influenced by the extent of their compliance. Finally, the level of commitment is affected by the level of knowledge of focal persons on the Gender and Development Program, which concludes that the more orientation conducted about the GAD program. An action plan was developed as an enhancement program for the focal persons on Gender and Development program in different barangays in Bacolod City.

Keywords: Focal Person Commitment, Gender and Development, Knowledge

Introduction

The Magna Carta of Women, as stated in the Republic Act No. 9710, defines Gender and Development Program (GAD) as the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination, and actualization of human potentials. This RA seeks to achieve gender equality. It is believed to be a fundamental value and should be reflected in development choices. It also contends that women are active agents of development, not just passive recipients of development. As stated in Approving and Adopting the Philippines Plan for Gender Responsive Development (PPGD) 19

95-2025 (Executive Order No. 273), Pertinent laws were signed by President Fidel V. Ramos, adopted the Philippine Plan is a 30-year perspective plan that outlines the policies, strategies, and programs. This hopes to enable women's active participation so they can contribute to national development. The EO 273 directs all government agencies, departments, bureaus, and instrumentalities, including government-owned and controlled corporations, at the national level, sub-national and local level to take appropriate steps to ensure the full implementation of the policies/strategies and programs/ projects outlined in the Plan; and to institutionalize gender and development (GAD) efforts in government by incorporating GAD concerns, as spelled out in the plan, in their planning, programming, and budgeting processes, but specifically to include GAD concerns. Moreover, Gender and Development is a developmental approach that seeks to equalize the status conditions and the relations between men and women by influencing the processes and evaluation, so they would deliberately address the issues and concerns affecting the full development of women. The said approach seeks not only to integrate women into the development process but also to continually search for innovation initiatives that will help transform gender relations into creative opportunities that would equally benefit both men and women (DBM-NEDA-NCRFW joint circular, 2014). Knowledge in the implementation of Gender and Development in barangay governance plays a crucial role. It addresses gender and development problems to mainstream GAD policy by acknowledging the role of barangay officials, especially its leadership in the delivery of GAD services and involvement of the civil society. The knowledge of barangay officials must be a good predictor for GAD policy implementation (Libre, 2017). The Local Government Units (LGU) are duty-bound to implement laws and carry out the mandates according to what the law prescribes. The 1987 Philippine Constitution says that the state recognizes the role of women in nation-building and shall ensure fundamental equality before the law of every man and woman. Further, the state shall protect working women by providing safe and healthy working conditions, taking into account the material functions and such facilities and opportunities that will enhance the welfare and enable women to realize their full potential in nation-building and service to the nation. The local government unit shall lay out government goals that will make everyone aware of Gender and Development Program activities and projects (Zeal and Soguibo, 2018). The Local Government Unit (LGU) is measured in its Gender and Development compliance in terms of how they practice good governance. The LGU cannot achieve good local governance without transparent, participatory, and equitable gender response. Being compliant, committed, and responsive in Gender and Development programs, activities and projects made LGU more efficient that encouraging the mobilization and involvement of women in the decision

n-making process and providing equal opportunities for both genders. The researcher conducted this study with the intent of determining the knowledge, compliance, and commitment of barangay officials on the Gender and Development Program in the 61 barangays of Bacolod City. Among the common problems encountered by the barangay officials are that they lack support and appreciation from the target clientele, uncooperative barangay officials, lack of willingness of GAD coordinators in the implementation of projects, activities, and programs of GAD. Lastly, they lack relevant pieces of training on GAD. Additionally, the researcher believes that no local study of this has been done in the past, and the result could be the starting point for the barangay to come up with the most appropriate and well-structured Gender and Development plan, not only to comply with the stated government laws and regulations but because gender concern should be well disseminated to all barangay officials of Bacolod City.

Objectives of the Study

This study aimed to determine the level of knowledge, level of commitment, and extent of compliance of focal persons on the Gender and Development Program from the 61 barangays in Bacolod City for the Fiscal Year 2021 as the basis for an enhancement program.

Specifically, this study aimed to answer the following questions:

1. What is the profile of the respondents in terms of the following variables?
 - a. Age
 - b. Highest Educational Attainment
 - c. Length of service
2. What is the level of knowledge of focal persons on the Gender and Development Program?
3. What is the level of commitment of focal persons to the Gender and Development Program?
4. What is the extent of compliance of focal persons on the Gender and Development Program?
5. What is the level of knowledge of focal persons on the Gender and Development Program when grouped according to the aforementioned variables?
6. What is the level of commitment of focal persons on the Gender and Development Program when grouped according to the aforementioned variables?
7. What is the extent of compliance of focal persons on the Gender and Development Program when grouped according to the aforementioned variables?
8. Is there a significant difference in the level of knowledge of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables?
9. Is there a significant difference in the level of commitment of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables?
10. Is there a significant difference in the extent of compliance of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables?
11. Is there a significant relationship between the level of knowledge and extent of compliance of focal persons on the Gender and Development Program?
12. Is there a significant relationship between the level of commitment and extent of compliance of focal persons on the Gender and Development Program?
13. Is there a significant relationship between the level of knowledge and level of commitment of focal persons on the Gender and Development Program?

Materials and Methods

Research Design

This study employed the descriptive research design to answer the objectives stated in the study. The researcher used a self-made survey questionnaire to determine the level of knowledge, level of commitment, and extent of compliance of focal persons on Gender and Development in barangays in Bacolod City. Descriptive research design is a methodology that shows the design through the analyses of numeric data. It describes data that have been collected and analyzed. It can be used for significant purposes of both qualitative and quantitative research studies (Creswell, 2015). Furthermore, this method of research is a design that describes the nature of a situation as it exists at the same time as the study and explores the cause of a particular happening. Therefore, the descriptive research design is suited for this study for it aims to gather information about the characteristics within the present study and will help make a professional judgment. Since the researcher is trying to determine the level of awareness, the extent of compliance, and the level of commitment, the researcher will effectively use the descriptive design to analyze the data statistically.

Respondents

The respondents of this study were the 122 focal persons of the barangays of Bacolod City, Fiscal Year 2021. Since the number of respondents is quite manageable, purposive sampling was utilized.

Instruments

This study utilized a self-made survey questionnaire which was composed of two parts. The first part comprised the personal profile of the respondents in terms of age, highest educational attainment, and length of service in the Gender and Development Program. The second part of the questionnaire answers the level of knowledge, level of commitment, and extent of compliance. Each area has 15 questions, a total of 65 items. The following is the range the qualitative interpretation for the level of knowledge and level of commitment of barangay officials, the following scores are 5 as to always, 4 as often, 3 as sometimes, 2 as rarely and 1 is almost never.

Validity

Validity comprises the full experimental concept and determines if the product results fit all the scientific research method requirements (Shuttleworth, 2015). The evaluation criteria set by Carter V. Good and Douglas F. Scates was utilized to establish the instrument's validity from a rating of 1 as poor and 5 as excellent. It was done through face-to-face and content validation by presenting the instrument and interviewing the jury of experts. The researcher carried over these members of the research instrument. For this study, five experts were chosen to evaluate the content value of the instrument. The first validator is a Doctor of Philosophy and Doctor of Public Administration, and she is currently working as the Public District Supervisor of the Department of Education, Bacolod City Division. The second validator is also a Doctor of Philosophy and Doctor of Public Administration, and currently working as the Division Education Supervisor in Edukasyon sa Pagpapakatao. The third juror is also a Doctor of Philosophy and a Doctor of Public Administration; currently working as the Chief of the School Governance Operation Division and a Division Gender and Development Focal System. The fourth juror is a District Supervisor and a member of the Child Protection Committee of Department of Education, Bacolod City Division. Lastly, the fifth juror who validated the instrument is a Doctor of Philosophy and currently the Chief Curriculum Division of Schools Division of Bacolod City. For this study, the average validation score is 4.86 interpreted as "Excellent", which means that the instrument used in this study is valid.

Reliability

Reliability estimates and evaluates the stability of measures, internal consistency of measurements, and inter-rater of instrument score. Reliability is the extent to which the interpretations of the results of a test are warranted, which depends on the particular use the test is intended to serve (McGregor, 2016). Since the instrument is self-made, reliability was established. To establish the reliability of the research instrument, the researcher administered the instrument to the chosen 30 barangay officials from barangays in Escalante City. The barangay officials are not part of the actual respondents of the study. The response of the respondents was tallied and subjected to statistical computation using Statistical Package for Social Sciences (SPSS) software. For the test to be reliable, a reliability instrument which is Cronbachs' Alpha was used. The researcher administered the test once. The reliability coefficient of 0.70 to 1.00 is considered reliable in most research situations. The computed alpha for the Level of Knowledge is 0.899 interpreted as "Good", for the Level of Commitment was 0.846 interpreted as "Good", and for the Extent of Compliance was 0.910 interpreted as "Excellent". This means that the instrument used in this study is highly reliable.

Data Gathering Procedure

In the conduct of the study, the researcher sought permission from the Bacolod City Gender and Development Focal System to undertake this study. A letter of request was furnished to the 61 barangay captains to allow the researcher to distribute the instrument to the target respondents. After the permission was granted, the researcher distributed the survey questionnaire to each respondent. The researcher also gave proper instructions and clearly explained the items contained in the instrument to fully understand everything in answering the survey questionnaire. Health protocol was strictly observed since the questionnaires were distributed face-to-face. The data were tallied and tabulated using the Statistical Package for Social Sciences (SPSS) software.

Analytical Schemes

In the analysis of the data, various procedures were employed depending on the objectives of the study.

Objective No. 1 used the descriptive analytical scheme to determine the profile of the respondents in terms of age, highest educational attainment, and length of service.

Objective No. 2 used the descriptive analytical scheme to determine the level of knowledge of focal persons on the Gender and Development Program.

Objective No. 3 used the descriptive analytical scheme to determine the level of commitment focal persons on the Gender and Development Program.

Objective No. 4 used the descriptive analytical scheme to determine the extent of compliance of focal persons on the Gender and Development Program.

Objective No. 5 used the descriptive analytical scheme to determine the level of knowledge of focal persons on the Gender and Development Program when grouped according to the aforementioned variables.

Objective No. 6 used the descriptive analytical scheme to determine the level of commitment of focal persons on the Gender and Development Program when grouped according to the aforementioned variables.

Objective No. 7 used the descriptive analytical scheme to determine the extent of compliance of focal persons on the Gender and Development Program when grouped according to the aforementioned variables.

Objective No. 8 used the comparative analytical scheme to determine the significant difference in the level of knowledge of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables.

Objective No. 9 used the comparative analytical scheme to determine the significant difference in the level of commitment of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables.

Objective No. 10 used the comparative analytical scheme to determine the significant difference in the extent of compliance of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables.

Objective No. 11 used the comparative analytical scheme to determine the significant relationship between the level of knowledge and extent of compliance of focal persons on the Gender and Development Program.

Objective No. 12 used the comparative analytical scheme to determine the significant relationship between the level of commitment and extent of compliance of focal persons on the Gender and Development Program.

Objective No. 13 used the comparative analytical scheme to determine the significant relationship between the level of knowledge and level of commitment of focal persons on the Gender and Development Program.

Statistical Tool

In the analysis of the data, different statistical tools were employed depending on the objective of the study.

Objective No. 1 aims to determine the profile of focal persons on the Gender and Development Program in terms of the following variables: age, highest educational attainment, and length of service. Frequency count and percentage were used. Frequency count is the measure of the number of times that an event occurs (Stat Trek, Statistic Dictionary, 2021). This will be used in counting the number of respondents that belong to each category of the variables in their demographic profile. Whereas a percentage is another way of expressing a portion. A percentage is equal to the portion times 100 (Stat Trek, Statistic Dictionary, 2021). Likewise, it was used in converting the frequency into the percentage of the respondents that belong to each category of the variables in the demographic profile.

Objective No. 2 aims to determine the level of knowledge of focal persons on Gender and Development Program, mean was used. This is also known as the arithmetic mean and is the most used measure of central tendency. According to Glass (2017), mean is considered the most accurate

measure of central tendency. The obtained mean score for the level of knowledge of the barangay officials was interpreted using the following guide.

Range Score	Verbal Interpretation
4.50 – 5.00	Very High Level
3.50 – 4.49	High Level
2.50 – 3.49	Moderate Level
1.50 – 2.49	Low Level
1.00 – 1.49	Very Low Level

Objective No. 3 which aims to determine the level of commitment of focal persons on Gender and Development Program, likewise, mean was used.

The mean score was interpreted as follows:

Range Score	Verbal Description
4.50 – 5.00	Very High Level
3.50 – 4.49	High Level
2.50 – 3.49	Moderate Level
1.50 – 2.49	Low Level
1.00 – 1.49	Very Low Level

Objective No. 4, which aims to determine the extent of compliance of focal persons on Gender and Development Program in the aforementioned variable, mean was used.

The mean score will be interpreted as follows:

Range Score	Verbal Interpretation
4.50 – 5.00	Very Great Extent
3.50 – 4.49	Great Extent
2.50 – 3.49	Moderate Extent
1.50 – 2.49	Low Extent
1.00 – 1.49	Very Low Extent

Objective No. 5, which aims to determine the level of knowledge of focal persons on Gender and Development Program when grouped according to the aforementioned variables, mean was used.

Objective No. 6, which aims to determine the level of commitment of focal persons on Gender and Development Program when grouped according to the aforementioned variables, mean was used.

Objective No. 7, which aims to determine the extent of compliance of focal persons on Gender and Development Program when grouped and compared according to the aforementioned variables, mean was used.

Objective No. 8, which aims to determine the significant difference in the level of knowledge of focal persons on Gender and Development Program when grouped and compared according to the aforementioned variables, Mann-Whitney U test was used.

A popular nonparametric test to compare outcomes between two independent groups is the Mann-Whitney U test, sometimes called the Mann Whitney Wilcoxon Test or the Wilcoxon Rank Sum Test. It is used to test whether two samples are likely to derive from the same population (i.e., that the two populations have the same shape (Wayne W. La Morte, 2017).

Objective No. 9, which aims to determine the level of commitment of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables, the Mann Whitney U test was used.

Objective No. 10, which aims to determine the extent of compliance of focal persons on Gender and Development Program when grouped and compared according to the aforementioned variables, Mann-Whitney U test was used.

Objective No. 11, which aims to determine the significant relationship between the level of knowledge and extent of compliance of focal persons on the Gender and Development Program, Spearman Rho was used.

The Spearman Rank-Order Correlation Coefficient (Spearman's Correlation or Spearman Rho (r) is a nonparametric measure of the strength and direction of association that exists between two variables measured on at least an ordinal scale. It is used to determine the relation existing between two sets of data. The test is used for either ordinal variables or for interval data that has failed the assumptions necessary for conducting Pearson's Product Moment Correlation. It gauges the relationship between two variables measured at the ordinal level (Chen, 2018).

The computed p-value were interpreted using the guide significance of the p-value is less than or equal to 0.05 level of significance, and not significant if the p-value is more than 0.05 level of significance.

Objective No. 12, which aims to determine the relationship between the level of commitment and extent of compliance of focal persons on the Gender and Development Program, Spearman Rho was used.

Objective No. 13, which aims to determine the significant relationship between the level of knowledge and level of commitment of focal persons on the Gender and Development Program, Spearman Rho was likewise was used.

Results and Discussion

The presentation, analysis, and interpretation of data gathered to carry out the objectives of this study. All these were made possible by following certain appropriate procedures to give the exact data and solution to each specific problem.

Profile of the Respondents According to the Variables

Table 2. Profile of Barangay Officials

Variables	Category	Frequency (f)	Percentage (%)
Age	Younger (Below 42 years old)	55	45.1
	Older (42 years old and above)	67	54.9
	Total	122	100.0
Highest Educational attainment	Lower (High School graduate and College level)	82	67.2
	Higher (College graduate)	40	32.8
	Total	122	100.0

Length of Service	Shorter (Below 13 years)	59	48.4
	Longer (13 years and above)	63	51.6
	Total	122	100.0

Table 2 shows the profile of the GAD Focal Persons in terms of age, highest educational attainment, and length of service.

In terms of age, there are 55 or 45.1% younger respondents (below 42 years old), and there are 67 or 54.9% older respondents (42 years old and above). In terms of highest Educational Attainment, there are 82 or 67.2% belong to the lower group (High School graduate and College level), and 40 or 32.8% belong to the higher group (College graduate). In terms of length of service, 59 or 48.4% belong to the shorter group (below 13 years), and 63 or 51.6% belong to the longer group (13 years and above).

The table reveals that majority of the respondents are older and in terms of their age. A large percentage of the total respondents have high school and college graduates. In terms of their length of service, majority of them are tenured in service.

Gender is defined as socially constructed norms and ideologies that determine the behavior and actions of men and women. Understanding these gender relations and the power dynamics behind them is a prerequisite for understanding individuals' access to and distribution of resources, the ability to make decisions, and the way women and men, boys and girls are affected by political processes and social development (World Development Report, 2012).

Level of Knowledge of Focal Persons on Gender and Development Program

Table 3. Level of Knowledge of Focal Persons on Gender and Development Program

Items	Mean	Interpretation
<i>As barangay officials, we...</i>		
1. organize GAD Focal Point System in our barangay.	4.26	High level
2. conduct orientation on the GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.13	High level
3. establish violence against women (VAW) crisis/counseling room in our barangay.	3.95	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.89	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.81	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.02	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.52	High level
8. implement gender response program project operation, gender equality in our barangay.	4.02	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.23	High level
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.25	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.38	High level
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.45	High level
13. encourage our Barangay and Purok officials to support	4.25	High level

GAD programs.		
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.25	High level
15. have a long-term plan to monitor and enforce the different gender-responsive services.	4.23	High level
Overall mean	4.11	High level

Table 3 presents the level of knowledge of focal persons on a gender development program. The overall mean scores are 4.11 as assessed by barangay officials and is interpreted as "high level"

The table further reveals that item no. 12, which states "continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws" got the highest mean score of 4.45, interpreted as "high level" while item no. 7 which states "prepare barangay GAD annual plan and present it during barangay session or meeting" got relatively the lowest mean score of 3.52, interpreted as "high level".

The findings implied that the knowledge of focal persons on gender and development programs was on a high level. This is because focal persons continue to conduct advocacy and promote activities such as seminars, lectures on R.A 9262, Magna Carta on Women, and other related laws. However, the respondents were at peril in focal persons' ability to prepare barangay GAD annual plan and present it during barangay sessions or meetings. These must be looked into because these are part of the level of knowledge of gender and development programs among barangay officials.

According to Illo (2010), in compliance with the PCW-NEDA-DBM Joint circular no. 2021-01, Guidelines for the Preparation of Annual Gender and Development Plan and budgets, ten of the 15 sample barangays in this study have complied. One key informant disclosed there while there is a 5% GAD budget in his barangay, the barangay officials were not keen to submit a GAD plan % Budget to the city government. The absence of penalty for non-compliance is one factor that explains why not all barangays have complied.

Level of Commitment of Focal Persons on Gender and Development Program

Table 4. Level of Commitment of Focal Persons on Gender and Development Program.

Items	Mean	Interpretation
<i>As barangay officials, we...</i>		
1. organize GAD Focal Point System in our barangay.	4.30	High level
2. conduct orientation on GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.13	High level
3. establish violence against women (VAW) crisis/counseling room in our barangay.	4.00	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.91	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.84	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.07	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.57	High level
8. implement gender response program project operation, gender equality in our barangay.	4.06	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.25	High level
10. prepare and submit barangay GAD plans to Bacolod City	4.25	High level

GAD coordinating council.		
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.36	High level
12. continue to conduct advocacy and promote activities such as seminars, lecture on R.A. 9262, Magna Carta on Women, and other related laws.	4.46	High level
13. encourage our Barangay and Purok officials to support GAD programs.	4.20	High level
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.23	High level
15. have a long-term plan in monitoring and enforcing the different gender-responsive services.	4.25	High level
Overall mean	4.13	High level

Table 4 shows the level of commitment of focal persons to the GAD program. The overall mean score is 4.13 as assessed by focal persons and is interpreted as "high level".

The findings further present that item no. 12, which states, "continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws" got the highest mean score of 4.46, interpreted as "high level" and item no. 7 which states, "prepare barangay GAD annual plan and present it during barangay session or meeting" got the lowest mean score of 3.57, interpreted as "high level".

The table reveals that the commitment of focal persons to gender and development programs is on a high level. This is because focal persons are highly committed to the advocacy of GAD programs as reflected in their activities in their respective barangays like organizing the GAD Focal Point System, conducting orientation on the GAD program, establishing Violence Against Women (VAW), encouraging barangay officials to support the implementation and sustainability of GAD program in their barangay.

These results agree with the study of Clulow and Manson (2015), which shows that despite the strong legislation to support gender equality and women empowerment, implementation of the GAD budgetary requirement is unevenly realized across government agencies and political units in the Philippines.

The Extent of Compliance of Focal Persons on Gender and Development Program

Table 5. Extent of Compliance of Focal Persons on Gender and Development Program

Items	Mean	Interpretation
<i>As barangay officials, we...</i>		
1. organize GAD Focal Point System in our barangay.	4.29	Great extent
2. conduct orientation on the GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.12	Great extent
3. establish violence against women (VAW) crisis/counseling room in our barangay.	3.98	Great extent
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.92	Great extent
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.78	Great extent
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.01	Great extent
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.53	Great extent

8. implement gender response program project operation, gender equality in our barangay.	4.00	Great extent
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.23	Great extent
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.25	Great extent
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.36	Great extent
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.45	Great extent
13. encourage our Barangay and Purok officials to support GAD programs.	4.22	Great extent
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.21	Great extent
15. have a long-term plan in monitoring and enforcing the different gender-responsive services.	4.21	Great extent
Overall mean	4.10	Great extent

Table 5 shows the extent of compliance of focal persons on the gender development program. The overall mean score is 4.10 as assessed by GAD focal persons and is interpreted as "great extent".

Item no. 12, which states, "continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws" got the highest mean score of 4.45, interpreted as "great extent" and Item No. 7 which states "prepare barangay GAD annual plan and present it during barangay session or meeting" got the lowest mean score of 3.53, interpreted as "great extent".

The table reveals that the compliance of focal persons on gender and development programs is to a great extent. This is because focal persons were able to comply with the necessary activities to sustain the implementation of all GAD programs in their respective barangays. However, a need to enhance the ability of the barangay officials in preparing the barangay GAD annual plan is a must, as well as giving them enough time and an extensive orientation in making and presenting them with confidence during the barangay session or in their barangay meetings.

These results agree with (Illo, 2015) published, Accounting for Gender Results: A review of Philippine GAD Budget Policy. This research focuses on online government agencies in the Philippines and reviews the implementation of the GAD budget Policy on their respective offices. The GAD budget, which is the cost of implementing the Gad plan, shall form part and is not in addition to the agencies' approved budget.

Level of Knowledge of *Focal Persons* on Gender Development Program when Grouped According to Aforementioned Variables

Tables 6 to 8 present the level of knowledge of focal persons on the Gender Development program when grouped according to age, highest educational attainment, and length of service.

Table 6. Level of Knowledge of Focal Persons on Gender and Development Program when Grouped According to Age

Items	Age			
	Younger		Older	
	Mean	Interpretation	Mean	Interpretation
<i>As barangay officials, we...</i>				
1. organize GAD Focal Point System in our barangay.	4.31	High level	4.22	High level
2. conduct orientation on GAD Program on the important services of R.A.9262, R.A. 9710 ...	4.05	High level	4.19	High level

3. establish violence against women (VAW) crisis/...	3.85	High level	4.03	High level
4. encourage barangay officials to support the implementation and sustainability ...	3.87	High level	3.90	High level
5. encourage men and women to participate in barangay GAD ...	3.73	High level	3.88	High level
6. conduct Gender Sensitivity Training for Barangay Health...	4.00	High level	4.03	High level
7. prepare barangay GAD annual plan and present ...	3.42	Moderate level	3.61	High level
8. implement gender response program project operation, gender equality in our barangay.	3.93	High level	4.09	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee ...	4.15	High level	4.30	High level
10. prepare and submit barangay GAD plans to ...	4.09	High level	4.37	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.44	High level	4.33	High level
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.47	High level	4.43	High level
13. encourage our Barangay and ..	4.16	High level	4.31	High level
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.22	High level	4.27	High level
15. have long term plan in monitoring and enforcing the different gender-responsive services.	4.25	High level	4.21	High level
Overall mean	4.06	High level	4.15	High level

Table 6 shows the level of knowledge of focal persons on gender and development programs when grouped according to age.

In the level of knowledge of focal persons on gender and development program, item no. 12 which states, "continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws", got the highest mean score of 4.47 for the younger group. Item no. 12, which states, "continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws", also got the highest mean score of 4.43 for the older group. Both were interpreted as "high level". Meanwhile, item no. 7, which states "prepare barangay GAD annual plan and present it during barangay session or meeting" got the lowest mean score of 3.42 for the younger group and was interpreted as "moderate high level". Item no. 7, which states, "prepare barangay GAD annual plan and present it during barangay session or meeting "got the lowest mean score of 3.61 for the older group and was interpreted as "high level". The overall mean scores are 4.06 for the younger group and 4.15 for the older group; both are interpreted as "high level".

The result of the study shows that in the area of knowledge of focal persons on the Gender and Development program, it is at a high level. However, per results, the younger group showed a need to further train all barangay officials, especially in preparing the barangay GAD annual plan. On the one hand, the older respondents believe there is a need to ensure barangay officials are properly oriented to continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.

Through the years, Mendoza et al. (2017) said that because of the limited funds (5% allocated budget for barangay office are not used properly for the training to prepare the gender plan and development of barangay funds), not all mandated facilities and services mentioned in the assessment manual can be provided and funded under GAD funds. However, the bigger barangay infrastructure projects, which are gender-responsive such as the construction of the barangay health center, daycare center, waterworks system, canal, drainage, flood control system, and street lighting program, are found included in the Barangay Development Plans.

Table 7. Level of Knowledge of Focal Persons on Gender and Development Program when Grouped According to Highest Educational Attainment

Items	Highest Educational Attainment
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	Lower		Higher	
	Mean	Interpretation	Mean	Interpretation
<i>As barangay officials, we...</i>				
1. organize GAD Focal Point System in our barangay.	4.30	High level	4.18	High level
2. conduct orientation on GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.24	High level	3.90	High level
3. establish violence against women (VAW) crisis/counseling room in our barangay.	3.98	High level	3.90	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.93	High level	3.80	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.78	High level	3.88	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.09	High level	3.88	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.59	High level	3.40	Moderate level
8. implement gender response program project operation, gender equality in our barangay.	4.04	High level	3.97	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.24	High level	4.20	High level
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.28	High level	4.18	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.35	High level	4.42	High level
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.43	High level	4.50	Veryhigh level
13. encourage our Barangay and Purok officials to support GAD programs.	4.33	High level	4.07	High level
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.3	High level	4.13	High level
15. have a long-term plan in monitoring and enforcing the different gender-responsive services.	4.27	High level	4.15	High level
Overall mean	4.14	High level	4.04	High level

Table 7 shows the level of knowledge of focal persons on gender and development programs when grouped according to the highest educational attainment. Results show that the overall mean for the lower group (high school graduates) are 4.14 and 4.04 for the higher group (college graduates) got the highest educational attainment.

In the level of knowledge of focal persons on gender and development program, item no. 12, which states, “continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws”, got the highest mean score of 4.43 for the lower group, the high school graduates barangay officials also got the highest mean score of 4.50 for the higher group, the college graduate barangay officials, both are interpreted as “high level”. Meanwhile, item no. 7, which states, “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.59 for the lower group, and item no.7 which states, “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.40 for the higher group, both

were interpreted as “high level”. The overall mean scores are 4.14 for the lower group and 4.04 for the higher group; both are interpreted as relatively a “high level”.

The table implies that the Bachelors’ Degree group of focal persons believed to continue to conduct advocacy and promote activities in GAD as well as implement gender response program project operation and gender equality in their barangay. On the one hand, the high school and college-level barangay officials believed that there is a greater need to train the barangay officials on how to prepare barangay GAD annual plan, which shows a lack of background, experiences, and exposure in crafting and preparing the barangay GAD annual plan. This should be given focus to have better and more well-applicable programs and projects intended for the Gender and Development program.

National policy for the recognition, protection, fulfillment, and promotion of the rights of Filipino women, especially those coming from the marginalized sectors. It mandates all government instrumentalities to adopt Gender Mainstreaming to implement the law. The Magna Carta of Women identified GAD planning and Budgeting as an essential mechanism to ensure the implementation of the law (RA 9710).

Table 8. Level of Knowledge of Focal Persons on Gender and Development Program when Grouped According to Length of Service

Items	Length of Service			
	Shorter		Longer	
	Mean	Interpretation	Mean	Interpretation
<i>As barangay officials, we...</i>				
1. organize GAD Focal Point System in our barangay.	4.20	High level	4.32	High level
2. conduct orientation on the GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.17	High level	4.10	High level
3. establish violence against women (VAW) crisis/counseling room in our barangay.	4.05	High level	3.86	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.90	High level	3.87	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.75	High level	3.87	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.14	High level	3.90	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.53	High level	3.52	High level
8. implement gender response program project operation, gender equality in our barangay.	4.07	High level	3.97	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.29	High level	4.17	High level
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.39	High level	4.11	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.24	High level	4.51	Very high level
12. continue to conduct advocacy and promote activities such as seminars, lecture on R.A. 9262, Magna Carta on Women, and other related laws.	4.36	High level	4.54	Very high level
13. encourage our Barangay and Purok officials to support GAD programs.	4.17	High level	4.32	High level
14. strengthen barangay advocacy on GAD for positive	4.24	High level	4.25	High level

impact on family health and safety of the community.				
15. have long term plan in monitoring and enforcing the different gender-responsive services.	4.17	High level	4.29	High level
Overall mean	4.11	High level	4.11	High level

Table 8 shows the level of knowledge of focal persons on Gender and Development programs when grouped according to the length of service. However, 4.11 got the shorter group (below 13 years) and 4.11 got the longer group (13 years and above) as the overall mean.

In the level of knowledge of focal persons on gender and development program, item no. 12, which states, “continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws”, got the highest mean score of 4.36 for the shorter group interpreted as “high level”. Item no. 12, which states, “continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws”, also got the highest mean score of 4.54 for the longer, interpreted as “very high level”. Meanwhile, item no. 7, which states “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.53 for the shorter group, and item no.7 which states, “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.52 for the longer group, both were interpreted as “high level”. The overall mean scores are 4.11 for the shorter group or those who have been in service below 13 years and 4.11 for the longer group for those who have been in service for more than 13 years; both are interpreted as “high level”.

The table implies that the shorter group or those who have been in service for less than 13 years as barangay officials believed to continue to conduct the advocacy and promote activities in GAD. On the one hand, the longer group of barangay officials who have been in service for more than 13 years believed that there is a greater need to train the barangay officials to prepare the barangay GAD annual plan. The organization-focused GAD includes capacity building and skills enhancement training of barangay officials such as GAD planning and budgeting and gender analysis, development of tools and information, education and communication materials on GAD.

The results agree with Baden and Reeve (2018). Gender mainstreaming is an organizational strategy to bring a gender perspective to all aspects of an institution's policy and activities through building gender capacity and accountability. Mainstreaming gender perspectives in agency PAPs to attain the desired outcomes for Gad shall be a priority in GAD planning and budgeting. Using the 5% Gad budget for gender mainstreaming is a way for agencies to influence the entire agency program, plan, and budget. To aid gender mainstreaming, agencies shall perform gender analysis using existing tools such as harmonized Gender and Development Guidelines (HGDG), to ensure that the different concerns of women and men are addressed equally and equitably in their PAPs.

Level of Commitment of Focal Persons on Gender and Development Program when grouped according to the Aforementioned Variables

Tables 9 to 11 present the level of commitment of focal persons on the Gender and Development Program when grouped according to age, highest educational attainment, and length of service.

Table 9. Level of Commitment of Focal Persons on Gender and Development Program when Grouped According to Age

Items	Age			
	Younger		Older	
	Mean	Interpretation	Mean	Interpretation
<i>As barangay officials, we...</i>				
1. organize GAD Focal Point System in our barangay.	4.36	High level	4.25	High level
2. conduct orientation on the GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.09	High level	4.16	High level

3. establish violence against women (VAW) crisis/counseling room in our barangay.	3.93	High level	4.06	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.89	High level	3.93	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.73	High level	3.94	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.05	High level	4.07	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.42	Moderate level	3.69	High level
8. implement gender response program project operation, gender equality in our barangay.	3.98	High level	4.12	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.16	High level	4.33	High level
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.13	High level	4.34	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.47	High level	4.27	High level
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.51	Very high level	4.42	High level
13. encourage our Barangay and Purok officials to support GAD programs.	4.16	High level	4.24	High level
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.24	High level	4.22	High level
15. have a long-term plan in monitoring and enforcing the different gender-responsive services.	4.29	High level	4.21	High level
Overall mean	4.10	High level	4.15	High level

Table 9 shows the level of commitment of barangay officials on Gender and Development programs when grouped according to age. Generally, the overall mean for the younger group of barangay officials aged below 42 years of age is at 4.10; while for those aged 42 years old and above is at 4.15.

In the level of commitment of barangay officials on gender and development program, item no. 12, which states, “continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws”, got the highest mean score of 4.51 for the younger group interpreted as “very high level”. Item no. 12, which states, continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, Magna Carta on Women and other related laws”, “also got the highest mean score of 4.42 for the older group, interpreted as “high level”. Meanwhile, item no. 7, which states, “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.42 for the younger group, interpreted as “moderate level” and item no.7 which states, “prepare barangay GAD annual plan and present it during barangay session or meeting “got the lowest mean score of 3.69 for the older group, interpreted as “high level”. The overall mean scores are 4.10 for the younger group and 4.15 for the older group; both are interpreted as “high level”.

The table implies that the older group of focal persons believe that they could continue to conduct advocacy and promote activities in GAD, adopt and implement actions to protect and promote equal rights of women and men to guarantee the active participation of all GAD programs. While the younger group of focal persons believed that there is a greater need to train the barangay officials on how to prepare the barangay GAD annual plan. Capability building on gender development, a clear understanding, and

appreciation of gender and development. Training should include gender mainstreaming, gender analysis, and gender-responsive planning and budgeting. This will augment the needs in preparing the barangay GAD Annual Plan.

According to Scott (2015), men and women experience differences in perception in the workplace. An employee's gender each illustrates differences in perception related to organizational structure, problem-solving style, and view of the work-related conflict. Also, differences in individual working styles are prominent. Women perceive that individual work styles should be combined, where everyone works as part of a whole. On the other hand, men recognize that work should be completed self-reliantly without the assistance of others. Women also tend to be more supportive managers, whereas men are more direct. A GAD plan is a systematically designed set of programs, projects, and activities with a corresponding budget carried out by the government agencies, departments, including attached agencies, offices, bureaus. It systematizes agencies to gender mainstreaming women's empowerment and gender equality.

Table 10. Level of Commitment of Focal Persons on Gender and Development Program when Grouped According to Highest Educational Attainment

Items	Highest Educational Attainment			
	Lower		Higher	
	Mean	Interpretation	Mean	Interpretation
As barangay officials, we...				
1. organize GAD Focal Point System in our barangay.	4.34	High level	4.23	High level
2. conduct orientation on GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.23	High level	3.93	High level
3. establish violence against women (VAW) crisis/counseling room in our barangay.	4.02	High level	3.95	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.96	High level	3.80	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.83	High level	3.88	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.15	High level	3.90	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.65	High level	3.40	Moderate level
8. implement gender response program project operation, gender equality in our barangay.	4.07	High level	4.02	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.27	High level	4.22	High level
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.27	High level	4.20	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.32	High level	4.45	High level
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.44	High level	4.50	Very high level
13. encourage our Barangay and Purok officials to support GAD programs.	4.27	High level	4.07	High level
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.28	High level	4.13	High level

15. have long term plan in monitoring and enforcing the different gender-responsive services.	4.28	High level	4.17	High level
Overall mean	4.16	High level	4.06	High level

Table 10 shows the level of commitment of focal persons on gender and development programs when grouped according to the highest educational attainment. Overall, the average mean of 4.16 was obtained by the lower group those focal persons who graduated from high school, and 4.06 got the higher group, those who graduated from college as the overall mean.

In the level of commitment of focal persons on gender and development program, item no. 12, which states, “continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, magna Carta on Women and other related laws”, got the highest mean score of 4.44 for the lower group interpreted as “high level”. Item no. 12, which states, continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, magna Carta on Women and other related laws”, “also got the highest mean score of 4.50 for the higher group, interpreted as “very high level”. Meanwhile, item no. 7, which states “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.42 for the lower group, interpreted as “high level” and item no.7 which states “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.40 for the higher group, interpreted as “moderate level”. The overall mean scores are 4.16 for the younger group and 4.06 for the higher group; both are interpreted as “high level”.

The table implies that the higher group of focal persons believed to continue to conduct advocacy and promote activities in GAD. Hence, the lower group of barangay officials believed that there is a greater need to train the focal persons on how to prepare the barangay GAD annual plan. Conduct various training programs on preparing the GAD annual plan. The allocated Gad budget for the conduct of the enhancement training should be utilized accordingly to prepare the focal persons assigned to preparing the GAD annual plan.

According to Gannon (2012), research shows that gender characteristics do exist and that they play an influential role in the workplace. The Magna Carta of Women (MCW) is a comprehensive women's human rights law that seeks to eliminate discrimination through the recognition, protection, fulfilment, and promotion of the rights of Filipino women, especially those belonging to the marginalized sectors of the society. It conveys a framework of rights for women based directly on international law.

Table 11. Level of Commitment of Focal Persons on Gender and Development Program when Grouped According to Length of Service

Items	Length of Service			
	Shorter		Longer	
	Mean	Interpretation	Mean	Interpretation
As barangay officials, we...				
1. organize GAD Focal Point System in our barangay.	4.20	High level	4.40	High level
2. conduct orientation on the GAD Program on the important services of R.A.9262, R.A. 9710, and R.A. 7610 in our barangay.	4.10	High level	4.16	High level
3. establish violence against women (VAW) crisis/counseling room in our barangay.	4.03	High level	3.97	High level
4. encourage barangay officials to support the implementation and sustainability of the GAD program in our barangay.	3.85	High level	3.97	High level
5. encourage men and women to participate in barangay GAD activities like sports and Zumba.	3.76	High level	3.92	High level
6. conduct Gender Sensitivity Training for Barangay Health Workers, Barangay officials, and Purok officials.	4.10	High level	4.03	High level
7. Prepare the barangay GAD annual plan and present it during the barangay session or meeting.	3.53	High level	3.60	High level

8. implement gender response program project operation, gender equality in our barangay.	4.07	High level	4.05	High level
9. adopt and implement action to protect and promote equal rights of women and men to guarantee active participation in all GAD programs.	4.29	High level	4.22	High level
10. prepare and submit barangay GAD plans to Bacolod City GAD coordinating council.	4.31	High level	4.19	High level
11. understand that expenses can be charged to the GAD budget for transparency in GAD budget utilization in our barangay (5% of gender budget).	4.19	High level	4.52	Very high level
12. continue to conduct advocacy and promote activities such as seminars, lectures on R.A. 9262, Magna Carta on Women, and other related laws.	4.36	High level	4.56	Very high level
13. encourage our Barangay and Purok officials to support GAD programs.	4.1	High level	4.3	High level
14. strengthen barangay advocacy on GAD for positive impact on family health and safety of the community.	4.17	High level	4.29	High level
15. have long term plan in monitoring and enforcing the different gender-responsive services.	4.19	High level	4.3	High level
Overall mean	4.08	High level	4.17	High level

Table 11 shows the level of commitment of focal persons to gender and development programs when grouped according to the length of service. For now, 4.08 got the shorter group, those who have been in service for less than 13 years, and 4.17 got the longer group for those who have been in service for more than 13 years as the overall mean.

In the level of commitment of focal persons on gender and development program, item no. 12, which states, “continue to conduct advocacy and promote activities such as seminar, lecture on R. A. 9262, magna Carta on Women and other related laws”, got the highest mean score of 4.36 for the shorter group interpreted as “high level”. Item no. 12, which states, continue to conduct advocacy and promote activities such as seminar, lecture on R.A. 9262, Magna Carta on Women and other related laws”, “also got the highest mean score of 4.56 for the longer group, interpreted as “very high level”. Meanwhile, item no. 7, which states, “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.53 for the shorter group, interpreted as “high level” and item no.7 which states “prepare barangay GAD annual plan and present it during barangay session or meeting” got the lowest mean score of 3.60 for the higher group, interpreted as “high level”. The overall mean scores are 4.08 for the shorter group and 4.17 for the longer group; both are interpreted as “high level”.

The table implies that the longer group of focal persons believed to continue to conduct advocacy and promote activities in GAD. Meanwhile, the shorter group of focal persons believed that there is a greater need to train the barangay officials on how to prepare the barangay GAD annual plan. It needs technical assistance on how to draft and prepare the barangay GAD annual plan. Ensure that GAD issues and concerns, gender equality, and women's empowerment are integrated into the GAD annual plan.

According to Ryan (2011), equality issues, including discrimination, remain significant in the workplace and the course of employment. Employers, therefore, should have proactive measures in place to inform and protect their employees and the company. An employer is responsible for all equality issues within the workplace and should deal with equality issues". The gender issue could be client-or organization-focused. A client-focused gender issue refers to concerns arising from the unequal status of women and men. This arises from not considering women's special needs during the formulation of the agency's policies, planning, and implementation of its program and/or projects of the agency. It is important to establish the cause or cause of the issue to ensure that the GD program or activity will directly address the gender issue leading to its gradual or complete elimination.

Summary of Findings

The researcher has come up with the following findings based on the gathered, presented, and analyzed data. Findings show that most of the respondents are 42 years old and above. In terms of the Highest Educational Background, majority of the respondents belong to the higher group, which are High School graduate and College level. The majority of the barangay officials have been in the service for 13 years and above. The level of knowledge of focal persons on the Gender and Development Program is high. The indicator which states that knowledge to continue to conduct advocacy and promote activities such as seminar, lecture on RA 9262, Magna Carta on Women and other related laws obtained the highest mean while indicator which stated on the knowledge of preparing the barangay GAD annual plan and presented it during barangay session or meeting obtained the lowest mean which is described as a relatively high level. The level of commitment of focal persons to the Gender and Development Program is generally high. An indicator on the commitment to continue to conduct advocacy and promote activities such as seminar, lecture on RA 9262, Magna Carta on Women and other related laws obtained the highest mean while indicator which stated on the commitment on the preparation of barangay GAD annual plan and presented it during barangay session or meeting obtained the lowest mean which described as relatively high level. The extent of compliance of focal persons on the Gender and Development Program is generally to a great extent. The indicator which stated the compliance of the barangay officials in continuing the conduct of advocacy and promoting the activities of GAD programs obtained the highest mean while compliance on the preparation of barangay GAD annual plan and presenting it during barangay session or meeting obtained the lowest mean, which is described as the relatively high level of compliance. The level of knowledge of focal persons on the Gender and Development Program when grouped and compared according to the aforementioned variables was generally high. Specifically, when grouped as to age, both younger and older barangay officials obtained the highest level of mean on the indicators which stated their knowledge in conducting advocacy and promoting activities of GAD programs, while both younger and older barangay officials obtained the lowest mean on the indicator which states the knowledge of the barangay officials in preparing and submitting barangay GAD plans to Bacolod City GAD coordinating council. The level of commitment of focal persons on the gender and Development program is generally high when grouped and compared as to their age, educational attainment, and length of service. The extent of compliance of focal persons, when grouped and compared according to the aforementioned variables, got the lowest mean score from "prepare GAD annual plan and present it during barangay session or meeting", got the lowest mean score from interpreted as not significant.

There is no significant difference in the level of knowledge of barangay officials on gender development programs when they were grouped according to age, educational attainment, and length of service. There is no significant difference in the level of commitment of barangay officials on gender development programs when they were grouped according to the variables above. There is no significant difference in the extent of compliance of focal persons on the Gender and Development program when they were grouped according to the variables above.

There is a significant relationship between the level of knowledge and the extent of compliance of barangay officials on the Gender and Development Program. There is a significant relationship between the level of commitment and extent of compliance of focal persons on the Gender and Development Program. There is a significant relationship between the level of knowledge and level of commitment of focal persons on the Gender and Development Program.

Conclusions

Based on the findings enumerated in this chapter, the researcher has come up with the following conclusions. Respondents in Bacolod City were dominated by the older group aging 42 years old, and the above majority were high school graduates and mostly serving in longer years for more than 13 years as barangay officials in the city. Generally, the level of knowledge of focal persons on the Gender and Development Program is high. This also concludes that barangay officials in the city are highly knowledgeable in conducting advocacy and promoting the activities such as seminars lectures on RA 9262, Magna Carta on Women, and other related laws of GAD programs. However, there is a need to prepare the barangay GAD annual plan and present it during barangay sessions or meetings. Overall, there is a high

level of commitment of focal persons to the Gender and Development Program. In the findings, it can be concluded that barangay officials were highly committed to conducting the advocacy and committed to promoting the activities such as seminars, lectures on RA 9262, Magna Carta on Women and other related laws of GAD programs while there is a need for them to be guided in the preparation, planning, and implementation of GAD annual plans to encourage the barangay officials to be more committed on this indicator. The extent of compliance of focal persons on the Gender and Development Program is generally to a great extent, particularly in the conduct of advocacy and promoting the activities of GAD programs. The level of knowledge of focal persons on the Gender and Development Program, when grouped and compared according to age, educational attainment, and length of service, was generally high. Both older and younger barangay officials, those high school graduates and college graduates, and those who have been serving the barangay for more than or less than 13 years, were considered as highly knowledgeable in conducting advocacy and promoting activities of GAD programs. However, a need to learn more in preparing and submitting barangay GAD plans to Bacolod City GAD coordinating council. The level of commitment of focal persons on the gender and Development program is generally high when grouped and compared to their age, educational attainment, and length of service. This concludes that barangay officials adopt and implement actions to protect and promote GAD programs in their respective barangays in the city. The barangay officials' extent of compliance when grouped and compared according to age, educational attainment and length of service are to a great extent. To conclude, encouraging the barangay officials to support the implementation and sustainability of the GAD program in their barangays is not difficult, especially for both young and old barangay officials, a graduate of high school or college, and those who have been serving the barangay for less than or more than 13 years. There is no significant difference in the level of knowledge of barangay officials on gender development programs when they were grouped according to age, educational attainment, and length of service. This shows that despite some problems in the preparation of barangay GAD annual plans, the respondents still have high regard for their annual plans as well as knowledge to carry out and conduct GAD plans and programs. Responses of the barangay officials on the level of commitment on the Gender and Development Programs are the same since no significant difference was found in the level of commitment when they are grouped according to their age, educational attainment, and length of service. This result signifies the shared opinion of the respondents when it comes to the overall preparation of barangay GAD annual plans in their respective barangays. The result of the conduct advocacy attests to this fact. There is no significant difference in the extent of compliance of focal persons on the Gender and Development program when they were grouped according to age, educational attainment, and length of service. This implies that despite some challenges in the preparation of barangay GAD annual plans, the overall program is highly regarded to be in order. Despite the identified issues, the respondents share the same level of opinion that preparation of barangay GAD annual plans is still related to their barangay GAD program. The level of knowledge on the Gender and Development Program was influenced by the extent of compliance of the barangay officials on the Gender and Development Program. The more they learn about GAD, the more activities were implemented and established in their respective barangays. Likewise, the level of commitment of the barangay officials on Gender and Development Program is influenced by the extent of their compliance, which concludes that the more they are encouraged to support the implementation and sustainability of GAD programs in their barangay the stronger their advocacy to conduct and promote the GAD laws, plans and programs. Finally, the level of commitment is affected by the level of knowledge of focal persons on the Gender and Development Program, which concludes that the more orientation conducted about the GAD program, the more stable is the implementation of the GAD programs in all barangays of the city.

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