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## Research Article

### Iba Si Eba: An Assessment of the Gender and Development (GAD) Program as a Basis for Improvement

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#### ABSTRACT

This study assessed the Gender and Development (GAD) program in Lucena City, with the objective of assessing community awareness, availability of the program, participation, existing policies, and barriers to implementation. A descriptive quantitative research design and purposive sampling were used to gather data from five barangays with the largest populations. Findings were supposed to inform the development of integrated and sustainable GAD initiatives addressing gender-based violence and promoting gender equality effectively. Demographics reflect participatory involvement from the younger generations, who are mostly within the 18-27 age category. Women are very participatory at 78%; hence, there needs to be a participatory balance between men and LGBTQIA+ sectors. 39% were college-educated, but this did not transfer to high levels of awareness as information and outreach were not dispersed. The programs were not made available to all barangays; scheduling, access, and resources were all different and not accessible at the same levels to participate. Yet, staff training, resource allocation, community involvement, and policy implementation still face issues. Recommendations would include diversification in communication strategy, inclusiveness, program inconsistencies, and monitoring and implementation mechanisms. This study, therefore, served to highlight the importance of partnership between local governments, stakeholders, and community people in the enhancement of gender equality and the effectiveness of GBV, leading to safer communities.

**Keywords:** *Gender and Development, Gender-Based Violence, Local Government Unit, Barangay*

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#### Introduction

Gender-based violence (GBV) continues to be an ongoing issue that impacts people of all

ages, gender identities, and socioeconomic origins. In fact, The frequency of sexual assault and violence against children and women has

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alarmed the Commission on Human Rights (CHR). At the beginning of March, which is designated as "Women's Month," the agency reported that it had received four new cases. Aguilar-Delavin (2017) highlighted that for many years, women's enlightenment in the size of society has increased, perhaps in the workforce, business, politics, and similar fields. Therefore, the intense interaction between scholars and activists with the establishment of development has made "gender" a valid policy concern for organizations and movements functioning on various levels. However, disparities in gender power are still a constant and essential component of the contemporary world and its establishments, including marketplaces and macroeconomic movements; governments, political parties, and social movements; and the private realm of the family, both at home and in the community.

According to the 2022 National Demographic and Health Survey (NDHS) conducted by the Philippine Statistics Authority, 17.5% of Filipino women aged 15-49 have experienced any form of physical, sexual, and emotional violence from their intimate partners.

In the same vein, CHR revealed that it vehemently denounces the recent incidents of violence and rape against women and girls. It mentioned the seven-year-old girl from Atimonan, Quezon, who was discovered dead inside a sack while not wearing any underwear. Based on CCTV evidence, the girl was last seen with a 20-year-old man who reportedly went undercover as a concerned citizen when reporting the remains to the authorities. On March 2, the CHR also revealed that a woman from Alfonso, Cavite, had been sexually assaulted and molested by her father on multiple occasions. According to the daughter's testimony, the abuse led to a pregnancy, which she was compelled to terminate because of her father's threats.

Another juvenile whom her godfather in Manila reportedly assaulted was the subject of the two other cases against girls and women that the CHR documented. The suspect was apprehended in Cavite by agents of the Manila Police's Women and Children Concern Section on the grounds of statutory rape charges. The victim of the crime was a 31-year-old woman from Tarangnan, Samar, who was allegedly raped,

killed, chopped, and burned before her remains were dumped into the sea. A man who admitted to the crime has been taken into custody by local authorities (CHR, 2024).

Due to the existence of legislation and regulations addressing gender-based violence (GBV), a range of interventions and services have been utilized, implemented, and adjusted to meet the distinct needs and concerns of affected communities and displaced families during emergencies. Nevertheless, as a result of the changes that arose during emergencies, novel interventions and programs addressing gender-based violence (GBV) were established. Over eight years, the country successfully implemented new laws, rules, and standards to enhance the effectiveness of GBV programming in response to significant and intricate catastrophes.

Indeed, the Philippines has a strong system of national legislation designed to advance gender equality. Nevertheless, despite the implementation of these laws, the enduring and widespread occurrence of gender-based violence (GBV) throughout the nation undermines the effectiveness of policy measures aimed at protecting women and children from mistreatment and misuse. The 2017 National Demographic and Health Survey (NDHS) revealed concerning levels of violence against women (Worldbank, 2020). 17% of women between the ages of 15 and 49 have reported encountering physical violence at some point since they turned 15. The prevalence of this violence varies significantly across different regions. Among women in the same age group, a total of 5% reported instances of sexual violence, with significant variations observed across different regions. Women who have children and those from the lowest socioeconomic quintile are more prone to reporting instances of both physical and sexual assault.

On the same note, Violence against women (VAW) appears as one of the country's pervasive social problems. According to the 2022 National Demographic and Health Survey (NDHS) conducted by the Philippine Statistics Authority, 17.5% of Filipino women aged 15-49 have experienced any form of physical, sexual, and emotional violence from their intimate partners. As of 2021, there were 8,399 reported

cases of physical violence, 1,791 on rape, and 1,505 on acts of lasciviousness. It is alarming that despite addressing the concern, VAW persists.

Although gender-based violence (GBV) is widespread, the 2017 NDHS survey found that only a small proportion of women who were victims of physical or sexual assault sought assistance or reported abuse. This highlights the immediate necessity for all-encompassing support services and heightened awareness efforts to encourage survivors to actively seek help and liberate themselves from patterns of abuse and silence.

In connection to the high prevalence of gender-based violence (GBV) underscores the urgent need for local governments to implement comprehensive programs aimed at addressing justice for victims. As statistics reveal alarming rates of GBV incidents across various regions, it becomes imperative for local authorities to take proactive measures to protect and support survivors. Establishing programs dedicated to addressing justice for victims of GBV can play a pivotal role in this regard.

Additionally, providing programs for GBV victims underscores the commitment of local governments to upholding human rights and promoting social justice. By prioritizing the needs of survivors and holding perpetrators accountable for their actions, local authorities send a clear message that GBV will not be tolerated in their jurisdictions. Thus, the establishment of this program dedicated to addressing justice for victims of GBV is essential for local governments to combat this pervasive issue effectively. By providing support, raising awareness, and upholding human rights principles, these programs can make significant strides toward creating communities where all individuals can live free from violence and discrimination. The events described highlight proactive initiatives undertaken by governmental institutions to address gender-based violence (GBV) and promote sexual and reproductive health and rights (SRHR) awareness. But the question is, to what extent is the community aware of this program? This question will be answered through the findings of this research.

Gender and Development (GAD) is an inclusive approach and process that prioritizes participation, empowerment, equity, sustainability, non-violence, respect for human rights, and support for self-determination and the realization of human potential. It aims to achieve gender equality as a core value, which should be reflected in development decisions. GAD seeks to transform societal social, economic, and political structures and challenges the traditional gender roles assigned to women and men. It views women as active agents of development rather than passive recipients of aid. It emphasizes the importance of women organizing and engaging in political processes to strengthen their legal rights (GAD, Commission on Audit).

Recognizing that women and men have different development needs and interests, GAD acknowledges that these differences are institutionalized and perpetuated by existing cultural, social, economic, and political norms, systems, and structures. According to Zack (2022), gender-based organizations around the globe are addressing gender inequality in their local communities and organizing, listening to, and supporting GBV survivors. These groups are led by women. Furthermore, they typically have incredibly few resources at their disposal. Donations or grants rarely pay operating costs for grassroots organizations because these organizations typically depend on volunteers and project-based funding. The sustainability and impact of this essential, life-saving service are eventually threatened by this financial instability. According to a recent analysis of feminist movements and global philanthropy, women's rights organizations received just 1% of foreign donations with a gender focus. Moreover, the women's rights groups have never been granted unrestricted or multiyear funding.

Since the research locale of this study focused on Lucena, it was found that the Provincial Government of Quezon, through its Provincial Gender and Development Office, actively participates in the annual national observance of the 18-Day Campaign to End Violence Against Women (VAW). This campaign, mandated by Proclamation No. 1172 and Republic Act No. 10398, aims to raise awareness and mobilize collective action to combat VAW. With

the theme "UNITED for a VAW-free Philippines," the campaign emphasizes the importance of unified efforts in creating a society free from violence. By joining this nationwide initiative, the provincial government demonstrates its commitment to ending GBV and promoting gender equality within its jurisdiction.

Also, to further develop the program, initiative support was conducted by the University of the Philippines Center for Women's and Gender Studies (UPCWGS); they provided an arts-based research workshop with the Adolescent Cluster in Lucena, Quezon, as part of its Sexual Health and Empowerment (SHE) Project. This aims to foster more engaging and accessible discussions on SRHR and GBV prevention through creative methods such as movement, visual arts, and life story sharing. By recontextualizing SRHR beyond mere health concerns, the research endeavors to broaden the discourse to encompass concepts like pleasure, bodily autonomy, and GBV. The findings from this research will inform the development of more effective strategies and knowledge products to address SRHR issues within communities.

Furthermore, to enhance the GAD program in Lucena, this study aimed to collaborate with the LGU Lucena and propose a program grounded in the findings. The objective is to implement a holistic approach to addressing the needs of victims of gender-based violence. These initiatives showcase the collaborative efforts between academic institutions, governmental agencies, and local communities in addressing GBV and advancing the gender-based program. Through innovative approaches and unified campaigns, this contributes to creating a safer environment.

## Research Objectives

This study assessed the Gender and Development (GAD) program of Lucena City, which can also be adopted by municipalities in Quezon, given that Lucena is the provincial capital. The objectives of this research were as follows:

1. to determine the demographic profile of the community members as respondents in terms of:
  - a. age
  - b. educational attainment

- c. barangay
  - d. gender
2. to assess the GAD program of Lucena City in terms of:
    - a. community awareness
    - b. program availability to the community
    - c. community participation
  3. to identify the GAD program of Lucena City in terms of:
    - a. gender analysis tools
    - b. existing GAD policies
  4. to determine the challenges and barriers in the implementation of the GAD program in Lucena City, in terms of:
    - a. implementation
    - b. resource allocation
    - c. community engagement
    - d. policy enforcement
  5. to evaluate if there is a significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

## Hypothesis of the Study

There is no significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

## Research Methods

This study involved a descriptive design through survey questionnaire, collecting data from a sample or population through standardized questionnaires or interviews. According to Hassan (2024), descriptive research design is a type of research methodology that aims to describe or document the opinions or perceptions of a group or population being studied.

The research locale for this study is Lucena. Lucena is a coastal, highly urbanized city in the CALABARZON region. Although administratively independent due to its status as a highly urbanized city, Lucena is commonly grouped with the province of Quezon. The city also served as the provincial capital and comprises 33 barangays. Given the large number of barangays, the researchers employed a purposive sampling procedure, selecting only the five barangays with the largest populations based on the 2020 census (Philippine Atlas, 2024). The researchers chose the five barangays with

higher number of cases involving violence against women shown in the data retrieved from the PNP Critical Incident Reporting and Analysis System (CIRAS) and higher population percentage as of 2020. In the same way, Hassan (2024) mentioned that the purpose of purposive sampling is to select participants based on specific criteria relevant to the research question or objectives. Unlike probability sampling techniques, which rely on random selection to

ensure representativeness, purposive sampling allows researchers to select participants who are most relevant to their research question or objectives.

According to the 2020 census, the barangays with the largest populations in Lucena are Cotta, Dalahican, Gulang-gulang, Ibabang Dupay, and Ibabang Iyam. The table below illustrates the population percentages of these barangays:

Barangay	Population Percentage	Population (2020)
Cotta	7.75%	21,603
Dalahican	9.09%	25,346
Gulang-gulang	10.18%	28,405
Ibabang Dupay	10.08%	28,119
Ibabang Iyam	10.07%	28,078

Meanwhile, for community respondents, the criteria require that they have been residents of their respective barangays for at least three years. This ensured that they have sufficient experience living in Lucena to be aware of the GAD program. For objectives 2 and 3, the respondents must be officials from the LGU Lucena's GAD department. These respondents were chosen due to their direct involvement and initiatives in implementing the GAD program in Lucena.

Also, to get reliable responses and findings for Objective 1, the respondents were community members from the five barangays that have a high number of populations in Lucena. Sub-objective A aimed to measure the level of awareness and understanding of the GAD program among Lucena City residents. It sought to determine how well-informed the community is about the program's goals, activities, and benefits. While sub-objective B aimed to evaluate the accessibility and availability of the GAD program's services and resources to the community. It examined whether the program is effectively reaching and serving its intended beneficiaries. Lastly, the sub-objective C assessed the extent of community involvement

and participation in the GAD program. It looks at how actively community members are engaged in the program's initiatives and activities.

Meanwhile, for objectives 2 and 3, the respondents were the members of the Local Government of Lucena involved in the GAD program. These individuals were selected because of their knowledge of the program and their experience with the challenges of its implementation. Twenty-five respondents were GAD officials from the Lucena City Government Unit, and forty respondents were from the five selected barangays, with eight officials per barangay, totaling forty respondents. Overall, there were sixty five (65) GAD program implementing agencies as respondents. The table below shows the profile of the GAD implementing bodies.

In Problem 5, a one-way Analysis of Variance was adopted to determine if there is indeed a significant variation in the assessments of the program variables of the GAD under profile variables-gender. Significant variation was exhibited in the evaluation of the availability variable.

Table 1. Summary Profile of The Respondents (N)=65 GAD Implementing Bodies

Profile	Frequency	Percentage
<b>Age Group</b>		
18-22	0	0
23-27	9	13.85%
28-32	9	13.85%
33-37	12	18.46%
38-42	11	16.92%
43-47	9	13.85%
48-52	7	10.77%
53-57	5	7.69%
58-62	3	4.62%
63-67	0	0
68-72	0	0
73-77	0	0
n	<b>65</b>	<b>100%</b>
<b>Educational Attainment</b>		
Primary	7	10.77%
Secondary	27	41.54%
College	31	47.69%
n	<b>65</b>	<b>100%</b>
<b>GENDER</b>		
Male	21	32.31%
Female	42	64.62
LGBTQIA+	2	3.08
n	<b>65</b>	<b>100%</b>

This table has a demographic profile of 65 participants engaged in executing the GAD program in Lucena City. Of these, 25 officials from the local government of Lucena City made up the count while 40 members were representatives from five identified barangays wherein eight personnel manned each barangay.

Most of the respondents fell within the age brackets 23-47 years, with a population of 76.93%. The highest were the ones aged between 33 and 37 years, which totaled 18.46%, followed by those aged 38-42 years, which accounted for 16.92%. None of the respondents were below 23 years or above 62 years old. Therefore, the age groups of GAD implementing agencies were predominantly working-age persons.

The respondents have had a higher education since 47.69% held a college degree and

41.54% have finished secondary education. A smaller proportion, 10.77%, had only completed primary education. This indicated that most of the GAD implementers possessed the educational background necessary to support the program's objectives.

The respondents were female, accounting for 64.62%, while males made up 32.31%. Out of the remaining percentage, 3.08 percent identified themselves as LGBTQIA+ gender. From this gender composition, it indicated that the GAD program is open and, in its implementation, involved the participation of women actively.

The general demographic profile showed that the implementers of the GAD program consisted of middle-aged, educated individuals. This composition indicated that the program was inclusive and implemented by highly

experienced personnel, ensuring its objectives were supported effectively across all genders.

Whereas, the researchers chose sixty community members per barangay, to gather

reliable data based on the 2020 Census of Lucena. The population numbers and recommended sample sizes for each barangay are as follows:

Barangay	Population Percentage	Population (2020)
Cotta	7.75%	21,603
Dalahican	9.09%	25,346
Gulang-gulang	10.18%	28,405
Ibabang Dupay	10.08%	28,119
Ibabang Iyam	10.07%	28,078

The researchers provided letters to the appropriate authorities in the LGU Lucena to request permission for the officials to participate in the research. Similarly, letters were brought to the Barangay Captains of the five selected barangays to request permission to gather data in their jurisdictions. After the request was approved, the researchers began conducting face-to-face surveys. Additionally, according to the GAD officials, barangay officials should also be included as respondents since they assist the GAD officials in implementing GAD programs and policies. Therefore, the researchers also submitted a request and had the barangay officials complete the survey. For the community members, the researchers requested permission from each barangay captain of the selected research locale to distribute questionnaires to the community members. When distributing the questionnaires, the researchers explained the purpose of the study and provided a consent letter indicating voluntary participation in data gathering. Respondents were free to withdraw their participation at any time if they choose not to continue providing responses.

This study is a quantitative type of research that utilized surveys to gather the numerical data needed. The results obtained from the surveys provided the respondents a firm basis for bringing strong conclusions. The weighted mean formula justified the objectives of this study. Frequency, percentage distribution, and weighted mean were the statistical tools used to analyze the gathered data in this study. In a similar manner, the last research objective was achieved through statistical treatments such as the F-value and p-value to determine the significance of the variables in the assessment of the

GAD program when grouped according to the profile variables of the study. Overall, the research objectives were interpreted through statistical methods with corresponding related studies and literature.

### **Research Instrument**

This study used a structured questionnaire. Using Likert scale questions, the researcher developed pre-defined questions needing a certain response. The carefully crafted questions sought consistent answers subject to statistical analysis and investigation.

For the respondents from the community members, a socio-demographic data sheet helped to define the independent variables for this study. This covered details on the gender, age, educational background, and barangay of the community members. For the GAD implementing agencies, their socio-demographic profile comprised details on age, gender, educational background, and occupation. Percentage formulas were used to evaluate the percentage of every variable in the acquired data. To meet the objectives, the Likert Scale was used. A Likert scale is a rating scale often used to evaluate people's ideas, attitudes, or actions, Bhandari and Nikolopoulou (2020) clarified. Furthermore, the fact that respondents chose the answer most precisely corresponding with their opinion on the topic or statement. Since Likert scales offer a range of potential replies, they were successful in capturing respondents' degree of agreement or their opinions toward a more complexly nuanced problem. Likert scales are rather common in survey research.

In this study, the first objective Likert scales were used in surveys and research to evaluate

the opinions or perceptions of the respondents about the evaluation of the GAD program as a basis for development. Together with this, Likert scales gave researchers a choice of options that let them get complex insights, guide decisions, evaluate effectiveness, and identify areas

for improvement. The scales below provide an easy and effective way to understand the degrees of awareness, knowledge about the availability of the program to the community, and community involvement among the members.

RANGE	RESPONSES	Descriptions
4.21 to 5.00	5- Strongly Agree	They responded as "Strongly Agree" as they perceive the GAD program in Lucena City as really effective in the three areas mentioned: that it has properly and effectively informed the community of its existence and content; it has reached and engaged the participation of all the people in the locality; and is highly participative on the part of the people of Lucena City. Thus, the people have really attained their goal.
3.41 to 4.20	4 - Agree	The program, respondents selecting "Agree", think raises enough awareness and there is always provision available for use in the community though not a full-proof solution with lapses now and again. Community involvement level is also found mostly above average though certainly not the greatest it can possibly be. There is something here to work from which has led to them generally perceiving it as being an all-positive program in every sense.
2.61 to 3.40	3 - Uncertain	Respondents who choose "Uncertain" are not sure if the program has worked in any of the three areas. They might not have sufficient information or experience to be decisive about community awareness, the availability of the program, or the participation level. They also express confusion or ambiguous perceptions of the effects of the program.
1.81 to 2.60	2 - Disagree	The respondents find at least one area the GAD program fails to effectively serve appropriately. Some feel the program does not carry an awareness from within the community regarding it. Other such perceptions of such respondents are that this is not broadly spread and also less accessible or rather un-accessible to everybody. Still others view low community involvement. Still others find some such scope in considerable improvement through the mentioned area alone.
1.00 to 1.80	1 - Strongly Disagree	Those who choose "Strongly Disagree" are of the opinion that the GAD program is failing in all three aspects. They believe that the community does not know the program, the program is not available to them, and they are not participating in the program. For these respondents, the program is mostly ineffective in engaging the community with minimal to no effect on the awareness, availability, or participation.



Concurrently, the responses of the Gender and Development (GAD) implementing people were evaluated on this scale in the second and third objectives:

For the third objective:

RANGE	RESPONSES	Descriptions
4.21 to 5.00	5- Fully Implemented	Respondents consider that the Lucena City GAD program had already incorporated GAD tools as well as installed GAD policies that are utilized actively. Full operation exists both with the tools and the policies while guiding activities properly and gender being given priority.
3.41 to 4.20	4 – Partially	Asserts that gender analysis tools and GAD policies exist but not in an effective implementation or even strict observance. This simply means that there may be loopholes or areas wherein these tools and policies are partially effective but not fully implemented.
2.61 to 3.40	3 – Uncertain	Respondents are not sure whether gender analysis tools or GAD policies are available in the program. They cannot say whether such components exist or if they are working accordingly due to less information or experience.
1.81 to 2.60	2 – Previously Implemented but not currently	Respondents who said "Already Implemented but no longer," think that the GAD program had, at some time in the past, applied gender analysis tools and that the GAD policies existed a long time ago and have already been used or have stopped way back. It might have been modified or was no longer being used sometime in the past.
1.00 to 1.80	1 – Not Implemented	The respondents who chose "Not Implemented" believe that the GAD program lacks tools for gender analysis and existing GAD policies. These are either absent or not implemented at all in the program.

### Results and Discussions

This section provides the results of the study along with their interpretation. The findings are analyzed to provide insights into the objectives of the research, pointing out the

most significant data collected and their implications for the assessment of the GAD program.

**Problem No. 1.** Demographic Profile of the respondents (N=300 community members)

Table 1. Summary Profile of The Respondents

Profile	Frequency	Percentage
<b>Age Group</b>		
18-22	56	18.67%
23-27	51	17%
28-32	47	15.67
33-37	47	15.67
38-42	39	13%
43-47	34	11.33%
48-52	11	3.67%

<b>Profile</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Age Group</b>		
53-57	8	2.67
58-62	4	1.33%
63-67	2	0.67%
68-72	1	0.33%
73-77	0	0%
<b>N</b>	<b>300</b>	<b>100%</b>

<b>Educational Attainment</b>		
Primary	76	25.33%
Secondary	107	35.67%
College	117	39%
<b>N</b>	<b>300</b>	<b>100%</b>

<b>Barangay</b>		
COTTA	60	20%
DALAHICAN	60	20%
IBABANG DUPAY	60	20%
IBABANG IYAM	60	20%
GULANG GULANG	60	20%
<b>N</b>	<b>300</b>	<b>100%</b>

<b>GENDER</b>		
Male	55	18.33%
Female	234	78%
LGBTQIA+	11	3.67
<b>N</b>	<b>300</b>	<b>100%</b>

A sample of 300 community respondents in Lucena City can be beneficial for the evaluation of the extent of the reach of the GAD program regarding community awareness, availability of programs, and involvement from the community side. Ensuring gender equality is an important development challenge, especially in rural areas, where women are often marginalized by economic, socio-cultural and policy structures. The responses received were primarily concentrated in the groups 18-22 (18.67%) and 23-27 years (17%). These are younger adults with higher involvement and participation in most community activities. In line with this, UNESCO (2024) revealed that research claims that the youth of today are more likely to engage themselves with social programs directed to and catered to their interests and aimed at solving specific social problems.

Furthermore, a large proportion of the respondents were college-educated at 39%, an

indication that this is a population knowledgeable enough in their education to understand and appreciate GAD policies and programs. To strengthen this, the World Bank (2018) claimed that a higher education level increases civic engagement and acquaintance with social programs and activities. They also added that education is a human right, but it can also be one of the factors that drive development, improving health, gender equality, and income. It was also found that those with a higher education were more active in civic activities, such as participation in government and social programs, hence making the development of the community stronger.

In another vein, the fact that female respondents dominate (78%) signifies that the GAD program has been successful in its objective of gender inclusiveness. Although the program involves men (18.33%) and LGBTQIA+ individuals (3.67%), the gender gap indicates a

stronger need for the program to reach more people to have wider community participation by all genders. Inclusive gender policies are best implemented when every sector of the community is well represented (Asian Development Bank, 2021.)

Additionally, with five barangays represented by respondents, this could provide an

Table 2.1 a. community awareness

Indicators	Mean	Interpretation	Rank
1. I know that there is a GAD program in Lucena City and it is being implemented in our barangay.	3.39	Uncertain	3
2. The objectives of the GAD program are clearly explained in our barangay.	3.35	Uncertain	4
3. There is no information being disseminated in our barangay or through social media communications about the GAD program in Lucena City.	2.27	Disagree	10
4. The programs under the GAD program are not shown in social media communications or in our barangay, so we are unaware of the activities being carried out by GAD.	2.99	Uncertain	8
5. Flyers or information are distributed in our barangay to increase our awareness and knowledge about the GAD program.	3.28	Uncertain	6
6. The objectives of the GAD program were explained to us through a seminar in our barangay.	3.32	Uncertain	5
7. Our barangay encourages us to participate in GAD seminars and other programs.	3.71	Agree	1
8. There are barangay bulletin boards displaying information about the GAD program.	3.69	Agree	2
9. The GAD program is promoted and discussed in our barangay through various activities such as seminars.	3.24	Uncertain	7
10. I am unaware of the benefits of the GAD program.	2.89	Uncertain	9
	<b>3.21</b>	<b>Uncertain</b>	<b>--</b>

The community awareness assessment of the GAD program in Lucena City reveals varying degrees of awareness and communication effectiveness. The highest mean score of 3.71 was recorded for the statement indicating that the barangay encourages residents to participate in GAD seminars and other programs. This demonstrates the barangay's active efforts to engage the community in the program. This finding aligns with the study by Perigo & Mangila (2020), which emphasized that active encouragement from local authorities

equitable understanding of how the program was available and accessible. The balance of representation in different community segments in assessing the reach and effectiveness of the program is fundamental.

**Problem 2.** To assess the GAD program of Lucena City in terms of:

significantly enhances public engagement in gender and development initiatives.

Similarly, the statement about barangay bulletin boards displaying information about the GAD program earned a mean score of 3.69, showing that physical communication tools like bulletin boards are being effectively used to share information. According to Delacruz (2021), visual and localized communication channels, such as bulletin boards, are important for disseminating information in communities where digital access might be limited.

The awareness of the existence of the GAD program in the barangay scored 3.39, which reveals that residents are still unsure about whether the program is implemented or not. This implies that, despite promotion, full awareness of the program remains to be very narrow. As Perigo & Mangila (2020) indicated, barriers to full awareness often arise from inconsistencies in communication strategies and segregation with marginalized groups.

In a similar way, the statement on the clear explanation of the objectives of the program scored 3.35, meaning that although the goals are communicated, they may not be understood by all members of the community. Delacruz (2021) revealed that clear articulation of program objectives plays a critical role in enhancing participants' understanding and motivation to engage.

Distribution of flyers or information scored 3.28, indicating attempts to inform the community through printed materials, though their effectiveness in raising awareness is uncertain. Similarly, the mean score of 3.32 for the statement about seminars suggests that while the program's objectives are explained in these sessions, their clarity may vary. In line with the findings of Perigo and Mangila (2020), printed materials and seminars remain foundational tools for program communication. However, their impact is amplified when combined with interactive and participatory methods.

The statement concerning the promotion of the GAD program through seminars and similar

activities received a mean of 3.24, indicating that, even though the program is discussed, its reach may be limited, and more effort could enhance its visibility and community engagement. The statement about the awareness of the benefits of the program to the residents scored 2.89. This finding is consistent with UN Women (2020), which emphasizes that there is a need for focused information campaigns on the real benefits of gender-oriented programs to inform the community better and increase participation.

Lastly, the claim about the lack of resources being circulated on social media platforms scored 2.27 as the lowest mean score. This indicates that the use of modern communication tools to reach the community is still a matter of concern, especially among the younger and tech-literate people. As Delacruz (2021) pointed out, social media can be an effective tool for community awareness and participation, especially in programs that target younger demographics.

Summarily, there is a showing that the GAD program does have a degree of community awareness. However, the method improves from using diversified effective communication to enhancing participation and understanding of objectives and benefits through the program. In the future, efforts may blend traditional and digital communication strategies in order to attain broad awareness and inclusion.

**Problem 2.** To assess the GAD program of Lucena City in terms of:

Table 2.2 b. program availability to the community

Indicators	Mean	Interpretation	Rank
1. The GAD unit has an adequate number of staff to organize the program in our barangay effectively.	3.14	Uncertain	5
2. The GAD provides various services that help increase our knowledge about the GAD program.	3.10	Uncertain	6
3. GAD activities are scheduled at times that are convenient for us to attend.	2.16	Disagree	9
4. GAD programs are conducted in areas of our barangay that are easily accessible.	3.27	Uncertain	3
5. No GAD program is being conducted in our barangay.	2.58	Disagree	8
6. There are no barriers preventing us from attending GAD programs.	2.14	Disagree	10

Indicators	Mean	Interpretation	Rank
7. The GAD does not provide information on how to access their services in our barangay.	2.96	Disagree	7
8. The GAD program provides services and assistance relevant to our needs concerning gender development and related issues under its scope.	3.16	Uncertain	4
9. Regular updates about GAD services and programs are shared in our barangay so we can stay informed about their various activities.	3.32	Uncertain	1
10. I am not satisfied with the services and programs provided by GAD.	3.30	Uncertain	2
	<b>3.00</b>	<b>Uncertain</b>	<b>--</b>

Several insights into community availability were gathered from an assessment of the GAD program in Lucena City. The mean value with the highest value, which is 3.32, indicates uncertainty about regular updates on GAD services as if there exist dissemination efforts that are not consistent or clear. This is in line with the findings of the Philippine Commission on Women's National GAD Resource Program (2016), which underscored the importance of timely and strategic communication to promote community engagement. A mean of 3.30 reflects mixed satisfaction with GAD services, which means that there are varied experiences in the community. Similar feelings were echoed in the 2021 GAD Accomplishment Report of the City Government of Lucena, which stated that there is a need for more specific and responsive programs to meet the needs of the community. The mean score of 3.27 for accessibility of GAD programs means that some are accessible, but others are not.

On the other side, the Commission on Audit's guides (2016) assessed gender responsiveness and emphasized appraisal and improvement to make programs as accessible as possible. Lack of clarity on being relevant, which means it is at 3.16, then calls for relevancy to a community's concern. For such concerns to be addressed aptly, there is a push for unique localized interventions, in the words of the Gender and Development Local Learning Hub (2020). The average of 3.14 on staffing sufficiency has to do with perceptions that may raise a question of sufficiency in personnel. Valdez (2023) suggested that the main limitation in her study on GAD programs of the Division of

Quezon is staffing, which affects the implementation and success of the program. A score of 3.10 in knowledge of the GAD program requires higher awareness and understanding. The Philippine Commission on Women certifies GAD training programs, thus standardizing and improving quality in capacity-building efforts to bridge such gaps (Philippine Commission on Women, 2023).

Meanwhile, lower mean values for statements about obstacles to attendance and scheduling, such as 2.58 for GAD programs not existing in barangays, indicate that such a gap exists. As per Lucena City GAD Accomplishment Report, 2021, "Accessible areas should be considered for conducting programs to enhance participation.". The lowest-ranked items, with means of 2.16 and 2.14, suggest scheduling concerns and barriers to participation. The Commission on Audit's tools (2016) for assessing gender responsiveness recommended evaluating program schedules and locations to minimize participation obstacles.

In summary, the general weighted mean of 3.00 reflects the perception that the GAD program is not available. This suggests that although some are positively recognized, a major improvement is to address the barriers, improve access, and ensure that the program serves the needs of the community. Indeed, one may say that from here on, strategic technical assistance and proper mechanisms must be in place in order to respond to the challenge effectively.

**Problem 2.** To assess the GAD program of: Lucena City in terms of:

Table 2.3 c. community participation

Indicators	Mean	Interpretation	Rank
1. The LGU Lucena encourages us to participate in GAD activities.	3.80	Agree	1
2. The LGU Lucena provides us with an opportunity to give input in planning and improving programs under the GAD.	3.06	Uncertain	9
3. The GAD does not request feedback from us to improve their activities and make them more effective.	3.08	Uncertain	8
4. I always participate in activities under the GAD program.	2.44	Disagree	10
5. The activities under the GAD program address my questions about gender-based violence issues.	3.74	Agree	2
6. My participation in the GAD program has been helpful in gaining knowledge about issues related to sexuality and gender discrimination.	3.40	Uncertain	3
7. The leaders of our barangay are actively supporting the GAD program and encourage us to participate.	3.25	Uncertain	7
8. The GAD program provides incentives or certifications for community participation.	3.35	Uncertain	5.5
9. Through my participation in the GAD program, I gain social awareness and additional knowledge on gender sensitivity issues.	3.35	Uncertain	5.5
10. My involvement in the GAD program has helped me better understand its presence in our local government and its objectives for our community.	3.38	Uncertain	4
	<b>3.29</b>	<b>Uncertain</b>	--

Community participation in government programs, specifically from a gender and development perspective, is great in the delivery of the same and very supportive to the population. The output where there is a huge strive to get some participation from local government scored an average of 3.80, which reflects studies on the roles of LGUs as avenues towards effective involvement. A report by the Philippine Commission on Women (2016) stated that LGUs play a very vital role in instituting GAD programs and guaranteeing community participation in gender-sensitive activities. This had a very high positive perception of gender-based violence as it addressed this problem with an average of 3.74. This is consistent with the results of Pangilinan (2018) which established that municipal GAD plans preferred women-centered programs. For instance, one municipality had 20 out of 30 program interventions in the 2015 GAD Plan, which were all GAD-related and had extremely high commitment

levels of gender-responsive governance. Total budgetary provision was made for GAD initiatives, amounting to 69%. Of this share, 27% was used directly as support for women and children. Among them were the creation of a safe haven for victims, counseling, financial support, medical, food, and transportation assistance, and livelihood training for VAWC survivors. Such a move, therefore, underlined the need to pay attention to vulnerable groups and prevent gender-based violence, with LGUs playing an important role in empowering women and protecting them through well-funded and implemented GAD programs.

Simultaneously, uncertainty about the benefits of participation in understanding issues concerning gender discrimination and sexuality is recorded at a mean of 3.40, consistent with the report by Thoreson (2017), which indicated that while community programs created opportunities for learning, their success depended on the quality and inclusiveness of

the training sessions. Report findings included that the core of creating an accommodating environment was also the adoption of anti-bullying and anti-discrimination policies that were all-inclusive concerning sexual orientation and gender identity. A moderate positive change in awareness of the goals of GAD, with a mean of 3.38, was through participation. This study, conducted by the Philippine Commission on Women in the assessment of local GAD implementation (2024), found that "effective dissemination of program objectives had been a challenge, and awareness and participation levels in the community were variable."

In parallel, improvements in incentives or certifications, at a mean of 3.35, as well as improvements in social awareness through participation, were a bit positive. "The NGRP of PCW offered strategic technical assistance on GAD for effective implementation and mainstreaming. This program underscored the imperative of local ownership and sustainable engagement in GAD programs" (Philippine Commission on Women, 2016).

Concurrently, the policies that the Commission on Audit (COA) had for GAD also included guidelines for formulating GAD Plans to empower women and address gender issues. It was important that these programs had clear objectives and involved the community in the effective operation of GAD. Active support from barangay leaders in the GAD program and encouraging barangay people to participate in the GAD program placed seventh position, with a mean of 3.25, which pointed out uncertainty on this aspect. This emphasized that barangay-level support is not always visible, but more important is that most of the time, it is ineffective. The barangay officials play a key role as agents in effectively mainstreaming GAD in barangay governance. Their active participation ensured that gender-responsive initiatives remained progressively attuned to the specific needs and requirements of their communities. A study by Libre (2017) analyzed the mainstreaming implementation of GAD in barangay governance. It underlined the importance of local government leadership in providing GAD services and

civil society involvement in issues concerning gender and development. The Awi (n.d.) study found how local government initiatives helped improve the morale of women constituents. It identified gender-related issues and programs aimed at women's empowerment and emphasized the barangay officials' role in promoting gender-responsive programs.

In addition, feedback mechanisms for improvement ranked eighth, with a mean of 3.08, which was interpreted as uncertain. This indicated that the process of soliciting feedback from respondents was either spotty or poorly communicated. According to Brandofino (2024), feedback from citizens is essential for local governments and organizations to understand public opinion, determine what is to be improved upon and establish that policies and services provided in the area meet people's expectations. In an attempt to seek such feedback, officials had several routes they could explore to obtain the much-needed feedback.

The lowest-ranked item, with a mean of 2.44, on consistent participation indicated the challenges faced by individuals due to lack of time, access, and the relevance of the program. According to a study by Miller et al. (2024), the significant barriers to sustaining participation in community programs included conflict schedules, a lack of program promotion, and insufficient outreach. To increase participation, it was essential that programs aligned with the schedule and needs of the community. The mean score of 3.29 reflects uncertainty regarding community participation in GAD programs. Thus, a better communication strategy should have been developed, a more inclusive process in decision-making should have been implemented, and feedback mechanisms should have been strengthened to ensure that programs were more adequately responsive to the needs of the community. In fact, according to the Philippine Commission on Women (2016), "to promote sustainable community engagement and citizens' empowerment towards contributing to gender and development efforts."

**Problem 3.** to identify the GAD program of Lucena City in terms of:

Table 3.1. a. gender analysis tools

Indicators	Mean	Interpretation	Rank
1. Gender Roles Framework/ Triple Roles Framework	4.20	Partially Implemented	4
2. 24- hour profile (gender-based activity profile)/ Histogram/ Timeline	4.14	Partially Implemented	5.5
3. Access and Control Matrix	4.03	Partially Implemented	8
4. Resource & Benefits Profile/ Resource Analysis	4.14	Partially Implemented	5.5
5. Social Relations Framework & Social Mapping	4.08	Partially Implemented	7
6. Practical/Strategic Gender Needs	4.26	Fully Implemented	2
7. Gender Equality and Women’s Empowerment Framework (GEWEF)	4.25	Fully Implemented	3
8. Harmonized Gender & Development Guideline (HGDG)	4.32	Fully Implemented	1
	<b>3.71</b>	<b>Partially Implemented</b>	<b>--</b>

In Lucena City, gender mainstreaming in their Gender and Development (GAD) program manifests through a whole range of tools for gender analysis. Among them is the HGDG which scored an average of 4.32 as ranked number one, hence comprehensive, in gender integration into the processes of development. According to NEDA (2019), the HGDG is utilized to promote the evaluation of programs and projects regarding their gender responsiveness, and consequently, gender concerns are integrated systematically into planning and budgeting. According to the Philippine Commission on Women, the HGDG plays a significant role in promoting gender equality and women's empowerment. Third is the Gender Equality and Women's Empowerment Framework (GEWEF), which gives a mean of 4.25, a framework focusing on identifying the praxis and strategical needs which will lead to empowering women or promoting gender equalization.

Its full implementation in Lucena City indicates a specific, targeted effort designed to augment and enhance the different roles, especially the status of women within the community. The Philippine Commission on Women (2019) considered the tool as the GEWEF to formulate strategies which are responsive to the particular needs and rights of women. Such an environment is inclusive. The practical/Strategic Gender Needs tool ranked second, with a mean score of 4.26. For instance, practical needs pertain to those immediate needs

that help for survival, while strategic needs relate to those whose demands challenge the existing gender relationships. Its full implementation shows that Lucena City addresses both the short-term and long-term needs of women in its efforts to support sustainable development and gender equality.

Understanding and responding to these needs are therefore central to GAD planning and budgeting. In this sense, they are critical for making sure that interventions are relevant and transformative. Practical gender needs refer to basic needs people have because of their gender roles. These are water, shelter, and employment. Strategic gender needs are needs that people have to improve their status and overcome gender inequality. They include access to education, equal pay, and land rights (Joseph, 2019.) The Gender Roles Framework/Triple Roles Framework ranked fourth with a mean score of 4.20, considering the productive, reproductive, and community roles of individuals, shedding light on labour division and power relations.

Partial implementation indicates that Lucena City recognizes such roles but possibly lacks deeper integration into GAD initiatives. A gender analysis framework (GAF) is an organizing structure of information about gender roles and relations. It helps provide a system for information regarding the differences between men and women concerning various social aspects of life. It can help to consider ways in which differences influence the lives and



health of different genders: males, females, boys, and girls (Johns Hopkins University Affiliate, 2016.). Ranking fifth was the 24-hour Profile (Gender-Based Activity Profile)/Histogram/Timeline with a mean score of 4.14, which examined daily activities to detect time allocation and workload distribution among genders.

Also, partial implementation means that Lucena City is in the process of applying this tool for clearer gendered time use, important in the design of interventions for more equitable workload distribution and resources. The profile is basically known as the 24-hour profile or gender-based activity profile. It uses the analytic tool to determine how people spend their time and differentiates it between genders. It helps to identify who does what, who has access to resources, and how work is distributed (Anonymous, n.d.). The Access and Control Matrix ranks eighth with a mean score of 4.03. This matrix is about who has access to and control over resources. Partial implementation would mean that Lucena City is starting to analyze these dynamics, which are critical for power imbalance identification and correction and equal distribution of resources. According to the EU Resource Package (n.d.), "it is tools like the Access and Control Matrix that are important to understanding and redressing imbalances in resource distribution". Fifth was the Resource & Benefits Profile, with a mean score of 4.14, which examined the resource and benefits distribution by gender. Partial implementation can be interpreted to mean that Lucena City is still at its infant stages in employing this tool towards equal resource distribution, an integral aspect of sound GAD planning.

Furthermore, ranking seventh is the Social Relations Framework & Social Mapping, having a mean rating of 4.08. This takes into consideration social structures and relationships amongst the people of the community. Partial implementation involves when Lucena City started doing the exercise of mapping and analyzing the social relations to be very key in understanding the dynamics of the community as well as determining points for interventions. In relation to this, Equilo (2024) pointed out the underlined importance of social mapping in pinpointing the social structures that influence gender relations.

In summary, Lucena City's GAD program demonstrates a strong commitment to gender mainstreaming through the implementation of various gender analysis tools. While some tools are fully implemented, others are in the process of being integrated, reflecting a comprehensive approach to addressing gender disparities and promoting women's empowerment. Continuous evaluation and enhancement of these tools are essential for achieving sustainable and inclusive development.

Furthermore, students often struggle due to a lack of mastery in essential mathematical concepts, such as the correct application of formulas and the ability to analyze complex calculations. Jailani et al. (2020) similarly observed that problem-solving in mathematics remains one of the most challenging aspects for learners. Senior high school students, in particular, face difficulties in establishing meaningful mathematical connections, further compounding their challenges in solving problems.

**Problem 3.** to identify the GAD program of Lucena City in terms of:

Table 3.2. b. existing GAD policies

Indicators	Mean	Interpretation	Rank
1. Creation and/or Strengthening of the GFPS	4.34	Fully Implemented	2.5
2. Creation of Committee on Decorum and Investigation (CODI) for Sexual Harassment Cases	4.32	Fully Implemented	4
3. Establishment and Maintenance of a GAD Database	4.20	Partially Implemented	9
4. GAD Code	4.22	Fully Implemented	6.5
5. Reproductive Health (RH) Code	4.34	Fully Implemented	2.5

Indicators	Mean	Interpretation	Rank
6. Establishment of Violence Against Women (VAW) Desk	4.35	Fully Implemented	1
7. Policies on Women Economic Empowerment	4.22	Fully Implemented	6.5
8. Gender-Responsive Revenue/Incentive Code	4.22	Fully Implemented	6.5
9. Policy on the use of gender-fair or gender-sensitive communication	4.29	Fully Implemented	5
	<b>3.71</b>	<b>Partially Implemented</b>	<b>--</b>

Lucena City’s Gender and Development (GAD) program demonstrates substantial progress in implementing existing GAD policies, as evidenced by the data. The highest-ranking policy, the Establishment of Violence Against Women (VAW) Desk, achieved the highest mean score of 4.35, indicating full implementation. This reflects the city’s commitment to providing accessible support systems for women who experience violence. The Philippine Commission on Women (PCW) underscores the importance of VAW desks as essential mechanisms for addressing gender-based violence and ensuring the safety and well-being of women (PCW, 2019). In addition, the Implementing Rules and Regulations of the Magna Carta of Women provides for the establishment of a VAW desk in every barangay. The Violence Against Women (VAW) Desk is a barangay-level facility which serves as a frontline service provider to victim-survivors who experience physical, sexual, psychological, economic, and other forms of abuse. It is managed by a VAW Desk Officer designated by the Punong Barangay and is usually situated within the premises of the barangay hall.

The Creation and/or Strengthening of the GAD Focal Point System (GFPS) and the Reproductive Health (RH) Code both achieved a mean score of 4.34, ranking second. Commission on Audit defined that the GFPS serves as the backbone of gender mainstreaming efforts in local government units, ensuring that GAD programs and activities are effectively planned, implemented, and monitored. Meanwhile, the RH Code supports the provision of reproductive health services, aligning with the goals of the Responsible Parenthood and Reproductive Health Act of 2012 (RA 10354), which guarantees universal access to reproductive health

care and education (The Lawphil Project, 2025). In addition to this, the Creation of the Committee on Decorum and Investigation (CODI) for Sexual Harassment Cases, ranked fourth with a mean score of 4.32, highlights Lucena City’s proactive stance against sexual harassment in workplaces and public institutions. According to the Safe Spaces Act (RA 11313), CODIs are crucial in addressing and resolving complaints related to gender-based harassment (The Lawphil Project, 2019.)

Whereas, policies promoting the use of gender-fair or gender-sensitive communication, ranked fifth with a mean score of 4.29, emphasize the city’s efforts to foster inclusivity and eliminate stereotypes in public discourse. The UNDP Gender Equality Seal initiative (n.d.) identifies gender-fair communication as a vital step toward changing societal perceptions and promoting equality. The GAD Code, Policies on Women Economic Empowerment, and the Gender-Responsive Revenue/Incentive Code, all ranked sixth with mean scores of 4.22, signify the city’s commitment to integrating gender perspectives into local legislation and economic frameworks. These policies aim to enhance women’s economic participation and support gender equality in resource allocation. Article of Hung (2023) highlighted the importance of such codes in fostering inclusive economic growth.

Despite the positive results, the Establishment and Maintenance of a GAD Database, with a mean score of 4.20 and ranked ninth, remains only partially implemented. The GAD database is a critical tool for monitoring and evaluating the outcomes of GAD initiatives.

In summary, Lucena City has made significant strides in fully implementing key GAD policies, reflecting its commitment to gender

equality and women’s empowerment. However, areas such as data management require further attention to enhance the program's overall effectiveness. Continuous evaluation and alignment with national laws and guidelines will ensure that these policies

achieve their intended impact on the community.

**Problem 4.** Challenges and barriers in the implementation of the GAD program in Lucena City, in terms of:

Table 4.1 a. implementation

Indicators	Mean	Interpretation	Rank
1. the goals and objectives of the GAD program in Lucena City are clear and attainable.	4.08	Agree	1
2. the GAD program is effectively communicated to the community.	3.94	Agree	2
3. there is a lack of training and capacity-building provided to staff involved in the GAD program.	2.31	Disagree	6.5
4. there is a poor coordination with the local government unit and community in the implementation of the GAD program, which often deviated from the plan.	2.62	Uncertain	5
5. there is no clear plan and timeframe for the implementation of GAD program to the community.	2.03	Disagree	8
6. the roles and responsibilities of the people involved in the GAD program are vague and unclear.	1.91	Disagree	9
7. the GAD program is rarely evaluated and monitored for the improvement.	3.31	Uncertain	4
8. the challenges encountered during the implementation of the GAD program are often ignored.	2.31	Disagree	6.5
9. the GAD program implementation often exceeds the allocated budget and resources.	3.62	Agree	3
10. there is a lack of support from local government units in the implementation of the GAD program.	1.86	Disagree	10
	<b>2.80</b>	<b>Uncertain</b>	<b>--</b>

The implementation of the Gender and Development (GAD) program in Lucena City exhibits both strengths and areas requiring improvement. Respondents agree that the program's goals are clear and attainable (Mean: 4.08) and that communication to the community is effective (Mean: 3.94). However, challenges persist, including insufficient training for staff (Mean: 2.31), poor coordination with local government units (Mean: 2.62), and a lack of clear implementation plans (Mean: 2.03). These issues are compounded by vague role

definitions (Mean: 1.91), infrequent evaluations (Mean: 3.31), budgetary constraints (Mean: 3.62), and limited local government support (Mean: 1.86). As what mentioned by Perigo & Mangila (2020), addressing these barriers through enhanced training, structured planning, and improved coordination is essential for the program's success.

**Problem 4.** Challenges and barriers in the implementation of the GAD program in Lucena City, in terms of:

Table 4.2 b. resource allocation

Indicators	Mean	Interpretation	Rank
1. the financial resources allocated for the GAD program are sufficient to meet its goals.	4.22	Strongly Agree	2

Indicators	Mean	Interpretation	Rank
2. the distribution of resources for the GAD program is fair and appropriate.	4.26	Strongly Agree	1
3. there is a lack of transparency in the allocation and use of resources for the GAD program.	2.28	Disagree	6
4. the GAD program has access to necessary facilities and equipment.	3.94	Agree	5
5. human resources allocated for the GAD program are insufficient and inadequately qualified.	2.08	Disagree	7
6. there is a clear and efficient process for resource allocation in the GAD program.	4.11	Agree	3
7. resource allocation for the GAD program is seldom reviewed or adjusted.	1.97	Disagree	8
8. there is inadequate funding for training and capacity-building in the GAD program.	1.92	Disagree	10
9. resource allocation challenges are promptly identified and addressed.	4.09	Agree	4
10. stakeholders are rarely involved in decisions regarding resource allocation for the GAD program.	1.95	Disagree	9
	<b>3.082</b>	<b>Uncertain</b>	<b>--</b>

Generally speaking, mixed results were revealed when the results from the study are analyzed concerning challenges and barriers within the implementation process of the GAD program at the Lucena City level. Responses generally show respondents' high ratings on fairness in the appropriation and appropriateness of resources assigned (mean = 4.26) placed top, while an adequacy level of financial provisions for the GAD program itself was reported by respondents to rank second (mean = 4.22). These results indicate that the respondents see the allocation of resources as largely fair and adequate. However, there was a concern over the transparency of the allocation and use of resources (mean = 2.28), and the respondents did not agree that the process is transparent.

There is also a significant disagreement on the adequacy and competency of human resources allocated to the program (mean = 2.08), which suggests a perceived lack in both number and competency. That resources for

training and capacity-building have not been made available (mean = 1.92) once again highlights resource support that needs more improvement. Besides, the present research findings imply that the system for allocating the resources does not allow enough review and adjustments (mean = 1.97). It also highlights limited stakeholder involvement in decisions, which makes the system respond to challenges (mean = 1.95) less in an inclusive and responsive manner. On an overall basis, there are aspects which are viewed more positively than not, yet with significant barriers remaining in terms of transparency, human resources, training, and stakeholder engagement. A mean score average of 3.082 thus indicates that respondents remain uncertain over the effectiveness of the resource allocation process within the GAD program.

**Problem 4.** Challenges and barriers in the implementation of the GAD program in Lucena City, in terms of:

Table 4.3 c. community engagement

Indicators	Mean	Interpretation	Rank
1. the community is well-informed about the GAD program and its initiatives.	4.08	Agree	2

Indicators	Mean	Interpretation	Rank
2. community members seldom participate in GAD program activities.	3.69	Agree	3
3. there are effective channels for community feedback and suggestions on the GAD program.	3.57	Agree	4
4. the GAD program fails to address the specific needs and concerns of the community.	2.82	Uncertain	7
5. community leaders are involved in the planning and implementation of the GAD program.	4.23	Strongly Agree	1
6. the GAD program does not foster a sense of ownership and responsibility within the community.	2.55	Disagree	10
7. community engagement activities are regularly conducted and well-attended.	2.78	Uncertain	8
8. there is a weak partnership between the GAD program and community organizations.	3.20	Uncertain	5
9. the GAD program effectively reaches out to marginalized and vulnerable groups in the community.	3.14	Uncertain	6
10. challenges in community engagement are rarely identified and addressed.	2.74	Uncertain	9
	<b>3.28</b>	<b>Uncertain</b>	<b>--</b>

Results of this study on community engagement with the GAD program in the city of Lucena were drawn to reveal significant findings. The highest rating is on the involvement of community leaders in the planning and implementation of the program, where they strongly agreed with their active role (mean = 4.23). In addition to this, respondents agreed that the community is well-informed about the program and its initiatives, with a mean score of 4.08, and that community members do participate in program activities, with a mean score of 3.69. Such findings reveal a positive level of communication and involvement at both the leadership and general community levels.

However, some of the major concerns were expressed on the aspect of a sense of ownership and accountability among the people, as respondents disagreed with the fact that the program fosters a sense of ownership and responsibility (mean = 2.55). Weak partnership

between the GAD program and community organizations was another area to be improved since it scored 3.20, and reaching out to the poor and vulnerable populations scored 3.14. This aspect shows a lot of indicators associated with community involvement, such as regularity and attendance of activities and addressing needs and challenges of the community, whose scores fell within the 2.74-2.82 range, reflecting uncertainty, hence indicating that though the community is somewhat engaged, there is room for ensuring regular participation, fulfilling specific needs, and enhancing effective partnerships. The overall average mean of 3.28 will imply that engagement of the community by the GAD program is uncertain and still far from being ideal for further development in terms of increasing deeper participation and overcoming problem issues.

**Problem 4.** Challenges and barriers in the implementation of the GAD program in Lucena City, in terms of:

Table 4.4 d. policy enforcement

Indicators	Mean	Interpretation	Rank
1. the policies supporting the GAD program are clear and comprehensive.	3.97	Agree	2.5
2. there is weak enforcement of GAD-related policies in Lucena City.	2.37	Disagree	6

Indicators	Mean	Interpretation	Rank
3. the local government is committed to upholding GAD policies and programs.	4.25	Strongly Agree	1
4. there are insufficient mechanisms in place to monitor compliance with GAD policies.	2.08	Disagree	8
5. penalties for non-compliance with GAD policies are rarely enforced.	1.85	Disagree	10
6. the GAD policies are regularly reviewed and updated as needed.	3.91	Agree	4
7. there is inadequate training on GAD policies for those responsible for enforcement.	2.02	Disagree	9
8. community are unaware of and do not understand the GAD policies.	2.34	Disagree	7
9. policy enforcement challenges are promptly identified and addressed.	3.23	Uncertain	5
10. there is a clear process for reporting and addressing violations of GAD policies.	3.97	Agree	2.5
		Agree	
	<b>3.00</b>	<b>Uncertain</b>	<b>--</b>

Mixed opinions on policy clarity, policy enforcement, and monitoring were depicted by the outcomes of the policy enforcement study among the GAD program in Lucena City. The respondents strongly agreed that the local government is dedicated to implementing the GAD policies and programs (mean = 4.25). Policies supporting the GAD program were seen to be clear and comprehensive (mean = 3.97). The respondents were also in agreement that there was a clear process for reporting and addressing violations (mean = 3.97). This indicates that there is a framework in place for the enforcement aspect. However, some significant challenges were identified: Respondents disagreed with statements regarding the enforcement of GAD policies, particularly the weak implementation of policies (mean = 2.37) and the infrequent imposition of penalties for non-compliance (mean = 1.85). Data also showed a concern about a lack of mechanisms for monitoring compliance (mean = 2.08), and the lack of training for the implementers in terms of their

responsibilities in enforcement (mean = 2.02), which can affect effective implementation. In addition, respondents disagreed that the community is aware of or understands the GAD policies (mean = 2.34), indicating a gap in public awareness. The policies are reviewed regularly (mean = 3.91), and the overall score of 3.00 suggests uncertainty about the effectiveness of policy enforcement in practice. In a nutshell, there is a strong commitment to GAD policies, but the enforcement mechanisms, public awareness, and monitoring efforts need improvement for the program to be more effective.

**Problem 5.** to evaluate if there is a significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

H0: There is no significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

Table 5.1 a. Gender

	Gender	Mean	S.D.	F-value	p-value	Sig
COMMUNITY AWARENESS	MALE	3.09	0.468	2.180	p = 0.115 > 0.05	NS
	FEMALE	3.25	0.547			
	LGBT	3.14	0.284			

	Gender	Mean	S.D.	F-value	p-value	Sig
<i>PROGRAM AVAILABILITY</i>	MALE	2.86	0.387	4.817	p = 0.009 < 0.05	S
	FEMALE	2.94	0.409			
	LGBT	2.58	0.346			
<i>COMMUNITY PARTICIPATION</i>	MALE	3.27	0.449	.265	p = 0.768 > 0.05	NS
	FEMALE	3.28	0.473			
	LGBT	3.38	0.306			

The results in Table 5.1 show that gender has a significant effect on program availability but not on community awareness or community participation. Males, females, and LGBT persons share common assessments of community awareness and participation. However, program availability is found to vary very significantly across the gender groups, with LGBT reporting much lesser availability compared to others. Such findings, according to McLeod (2023), are found to be consistent with those based on the Social Identity Theory of Tajfel & Turner, who assert that such findings are well explained by social identity, like gender, in influencing human perceptions and behavior. Since no significant differences appear

between community awareness and participation, it may indicate that such factors are seen equally among different gender groups. However, the variation by program does imply that such differences may arise because of certain needs that will permit gender also to fit within access to public programs.

Problem 5. to evaluate if there is a significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

H0: There is no significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

Table 5.2 b. Age

	Age	Mean	S.D.	F value	p-value	Sig
<i>COMMUNITY AWARENESS</i>	18-22	3.17	0.606	3.171	p = 0.001 < 0.05	S
	23-27	3.50	0.570			
	28-32	3.20	0.441			
	33-37	3.08	0.478			
	38-42	3.17	0.431			
	43-47	3.29	0.489			
	48-52	2.93	0.338			
	53-57	2.88	0.656			
	58-62	3.15	0.311			
	63-67	3.60	0.141			
68-72	2.40					
<i>PROGRAM AVAILABILITY</i>	18-22	2.85	0.392	1.789	p = 0.062 > 0.05	NS
	23-27	3.08	0.537			
	28-32	2.98	0.368			
	33-37	2.89	0.334			
	38-42	2.86	0.370			
	43-47	2.84	0.424			
	48-52	2.93	0.228			
	53-57	2.70	0.273			
	58-62	2.88	0.411			
	63-67	2.80	0.283			

	Age	Mean	S.D.	F value	p-value	Sig
	68-72	2.30				
COMMUNITY PARTICIPATION	18-22	3.29	0.440	1.534	p = 0.127 > 0.05	NS
	23-27	3.36	0.510			
	28-32	3.34	0.467			
	33-37	3.11	0.452			
	38-42	3.35	0.397			
	43-47	3.32	0.359			
	48-52	3.19	0.468			
	53-57	2.96	0.805			
	58-62	3.50	0.476			
	63-67	3.35	0.071			
	68-72	3.30				

The significance of Table 5.2 results is a significant variation as it applies toward community awareness rather than programs in existence or even community participation. For example, participants between the ages of 23-27 indicate a high community awareness level mean = 3.50, and participants between 68-72 report the lowest level of mean = 2.40. A significant F-value of p = 0.001 of community awareness depicts an obvious distinction among the groups that may attribute the fact to how age makes individuals view their awareness and involvement with community-based programs. There is no significant difference in the rating of program accessibility or community engagement between age groups, indicating that these

are similar across age lines. According to Life Course Theory, one would expect different ages may influence the areas that may worry one or how things appear. There are, however, some possible general aspects. Accessibility and Public engagement are most probably similar from different age brackets' perspectives (Study.com, 2023.)

Problem 5. to evaluate if there is a significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

H0: *There is no significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.*

Table 5.3 c. educational attainment

		Mean	S.D.	F value	p-value	Sig
COMMUNITY AWARENESS	PRIMARY	3.27	0.511	1.597	p = 0.204 > 0.05	NS
	SECONDARY	3.24	0.555			
	COLLEGE	3.15	0.513			
PROGRAM AVAILABILITY	PRIMARY	2.96	0.341	.732	p = 0.482 > 0.05	NS
	SECONDARY	2.90	0.415			
	COLLEGE	2.89	0.442			
COMMUNITY PARTICIPATION	PRIMARY	3.35	0.415	1.091	p = 0.337 > 0.05	NS
	SECONDARY	3.25	0.499			
	COLLEGE	3.27	0.457			

The results in Table 5.3 show that there are no significant differences in the assessment of the GAD program variables, namely community awareness, program availability, and community participation when grouped by educational attainment. The p-values for all three

variables are greater than 0.05, and none of them is statistically significant, namely community awareness (p = 0.204), program availability (p = 0.482), and community participation (p = 0.337). This indicates that the level of educational attainment



tion does not play a big role in the way participants will rate the GAD program, at least on the basis of these variables. This finding can be explained by the Human Capital Theory, which explains that educational attainment influences skills and knowledge. However, it might not affect the judgment of some social programs directly if the objectives and the operating systems of the program are accessible to everyone regardless of their level of education (Wuttaphan, 2017.). Besides, the similarity in answers by different educational levels could

imply that some other factors, for example, access to the program or socio-economic conditions, might have a greater impact on the ranking of the program than the educational level.

**Problem 5.** to evaluate if there is a significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.

H0: *There is no significant difference in the assessment of the GAD program variables when grouped according to profile variables of the study.*

Table 5.4 d. barangay

		Mean	S.D.	F value	p-value	Sig
COMMUNITY AWARENESS	COTTA	3.03	0.287	6.763	p = 0.000 < 0.05	S
	DALAHICAN	3.06	0.475			
	IBABANG DUPAY	3.40	0.620			
	IBABANG IYAM	3.37	0.567			
	GULANG GULANG	3.22	0.533			
PROGRAM AVAILABILITY	COTTA	2.70	0.266	20.284	p = 0.000 < 0.05	S
	DALAHICAN	2.84	0.380			
	IBABANG DUPAY	2.76	0.293			
	IBABANG IYAM	3.18	0.415			
	GULANG GULANG	3.10	0.436			
COMMUNITY PARTICIPATION	COTTA	3.28	0.355	1.643	p = 0.164 > 0.05	NS
	DALAHICAN	3.16	0.491			
	IBABANG DUPAY	3.31	0.447			
	IBABANG IYAM	3.35	0.380			
	GULANG GULANG	3.32	0.591			

As seen in Table 5.4, the assessments of the barangay GAD program variables differ significantly between barangays regarding Community Awareness and Program Availability at p-values of 0.000, less than 0.05. This means that while some barangays may have conceived these aspects differently, probably again because of localized engagement, localized resources, and/or communication tactics, no form of community participation showed statistical difference with a p-value of 0.164, which indicates the participation might not vary differently between different barangays. This outcome is actually based on the Social Capital Theory that social networks and community ties have impacts on access and benefit extraction of resources in relation to individual and group performances. Next, this case may prove that better barangay community

awareness and program availability by some barangays could be associated with a local social capital in general, and uniform participation will represent shared expectations within the community itself (Bakel & Horak, 2024.)

**Conclusions**

1. Demographic profiling of the respondent may indicate several facts and details regarding characteristics and engagement capabilities within the community that might find GAD acceptable for use with themselves. Major portions of respondents belonged to younger adults, who mostly lay within the 18-22 age and 23-27. Thus, active involvement from populations is apparent from these demographical surveys. This is supported by the claim by UNESCO that the youths are more involved

in community initiatives. In addition, 39% of college-educated adults indicate that this is a literate and educated population which would be able to comprehend and make worthwhile contributions towards the GAD program objectives. In terms of gender, the female participants made up a whopping 78% share, suggesting the women have largely been engaged, albeit showing this needs to extend across the board to more balanced participation by men and the LGBTQIA+ sector. On a demographic basis, the overall profile supports the understanding that there has been solid footing in GAD awareness and participation, but there remains further room for development in its objective of full-gender mainstreaming and extension efforts to the greater community sectors.

2. There are efforts in community awareness, availability, and participation, but there are some challenges in implementing the GAD program. From the view of community awareness, it manifested a moderate level of awareness of the GAD program in a way; that is, in some way, it is aware of it regarding encouraging participation by barangay and information displayed on bulletin boards. However, the program objective, activity, and benefits seem to remain fuzzy among residents while there are minimum and hardly available provisions for delivery through the Internet, the information campaign is not up to par for this program, and that leaves a necessity for an enhanced more diversified approach through communication where social media blends modern tools with some traditional techniques towards awareness building. The availability of the program was also one of the findings, indicating that although the GAD program is available in some barangays, access is still inconsistent. Hindrances in terms of scheduling, as well as location, and lack of clear information on how to access services, are limiting participation in these community activities. The respondents' main concerns were that the services are really relevant to their needs and if it is adequate in terms

of personnel. Regarding community participation, it can be derived that the local government units encourage involvement and respond to gender-based violence, but it remains unsure how engaged it will be. A lack of incentives, insufficient feedback mechanisms, and inconsistent community involvement in program planning hinder sustained participation. However, while there was a positive disposition toward participation in certain activities, gender-based violence remained significant barriers like time constraints and lack of perceived program relevance that were not considered important by people. In addition, outreach proved to be largely ineffective.

3. To put it simply, the program of Lucena City manifests its commitment to gender mainstreaming in its active use of various gender analysis tools and existing GAD policies. The utilization of several gender analysis tools, among these are the Harmonized Gender and Development Guidelines (HGDG) and the Gender Equality and Women's Empowerment Framework (GEWEF), in the development plan of the city shows a robust approach to mainstreaming gender. The full implementation of tools such as the Practical/Strategic Gender Needs framework has been a show of the attempts made by the city to address all immediate and long-term gender problems, ensuring the practical needs and strategic goals for women are met. On the policy front, Lucena City has successfully implemented several key GAD policies, with the establishment of the Violence Against Women (VAW) Desk and the Reproductive Health Code standing out as major achievements. These policies are crucial for supporting women's rights and providing them with necessary services. Similarly, the GAD Focal Point System (GFPS) and policies on women's economic empowerment are vital in fostering gender-sensitive governance and promoting gender equality in the local economic context. Lucena City's GAD program showed substantial progress towards the promo-

tion of gender equality. However, with persistent improvement, particularly in data management and integration of some tools, these efforts must be sustained and improved.

4. The GAD program's implementation in Lucena City confronts several obstacles and barriers along the dimensions of implementation, resource allocation, community engagement, and policy enforcement. These translate, upon implementation, as effective goals and communication of the program but prove to be largely ineffective due to areas such as lacking proper training in staff, failing coordination with the local government unit, lack of clear implementation, and unclearly defined roles in the implementation stage. In terms of resource allocation, it is a mixed response. Even though the distribution of finance and resources is said to be enough and just, issues about transparency, fewer human resources, lack of funds for training, and a smaller stakeholder's input indicate a number of weaknesses in this aspect. A more responsive system should reassess and update its resources because the current mechanisms are inefficient. Regarding community engagement, although there is active community leadership and there is enough communication about the program, a sense of ownership of the program by the community members and weak partnerships with community organizations show significant barriers. Finally, in the policy enforcement area, the aforementioned factors - the strong commitment of the local government and the clarity of policy frameworks - are disrupted by factors such as weak laws to enforce, limited monitoring mechanisms, penalties for failing to comply, and the lack of training for enforcers. Overall, the GAD program in Lucena City has a lot of potential but is constrained by several challenges that need to be addressed.
5. The assessment of the GAD program variables by profile variables gives important information on the effectiveness of the program. The availability of the program was significantly different in gender; LGBT

people reported lower availability compared to males and females. However, community awareness and participation did not show any significant differences; this means that these aspects of the program are similarly perceived among genders. While, significant differences were found for age in terms of community awareness. The young (ages 23-27) were highly aware, and the elderly (ages 68-72) were least aware. The two aforementioned differences notwithstanding, the program availability and participation levels did not vary much with the age group. From an educational attainment point of view, the results are found to have no significant difference in community awareness, program availability, and community participation. It may indicate that there is a negligible effect on the educational level of what participants perceived regarding the GAD program. Finally, barangay-level analysis presented varying ratings between communities on awareness and availability. In this regard, it indicates that barangay Cotta had the lowest rating in both aspects. This can be attributed to localized engagement and resources. However, no significant differences were noted between the community participation of the barangays. This shows that participation is relatively uniform between communities. In short, whereas gender, age, and barangay location are all highly significant variables in a few areas of the GAD program, educational attainment seems not to be an important determining variable of respondents' attitudes. Further focused programs in improving program offerings for LGBTs and community-level advocacy initiatives would enhance the overall impact of the GAD program.

## Recommendations

1. Given the fact that GAD is open to all age groups, it is necessary to stretch efforts to include all age groups, especially older people, regardless of their age. The program should find ways to appeal to both the younger and older generations so that

there is equal engagement and participation from all sectors of the community. This approach will create a more balanced and inclusive program that will increase the awareness and involvement of all people of different age ranges.

2. For the average awareness levels, a more diversified and effective approach to communication would be needed. It would be a blend of the new and old types of communication involving community bulletin boards, social media, and outreach programs at local levels to target a broader and more effective spectrum of understanding GAD.
3. Targeted strategies to involve men and the LGBTQIA+ sector more actively in the program are needed. Specific outreach efforts should be designed to promote inclusivity and equal participation across gender groups.
4. To address inconsistencies in the availability of programs in barangays, there should be a more localized approach to the delivery of the programs. This means addressing scheduling conflicts, improving access to services, and ensuring there are enough resources in all barangays, particularly those with low ratings.
5. The Gender and Development Office of the City, with the efforts and assistance of GAD focal persons will improve monitoring, training, and implementation to strengthen stronger mechanisms in relation to policy and resource allocation through a clear and transparent definition of the roles of implementers for an adequate program support system by sufficient funding or resources.

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