



## **EXTENT OF IMPLEMENTATION OF GAD PROJECTS IN BAYBAY LAGUNA CIRCUIT**

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### **ABSTRACT**

*This study aims to determine the extent of gad projects in Baybay Laguna Circuit from 2020 – 2022. The Philippines has long been considered as one of the most gender-equal nations in Southeast Asia, ranking 8th in the Global Gender Gap Report in 2021. But despite this standing, the country still faces significant gender issues that need to be addressed. This study encompasses various aspects of GAD initiatives undertaken within the Baybay Circuit, seeking to provide a comprehensive analysis of their design, execution and outcomes.*

*The research involved in the study were 8 GAD Focal Persons and 8 GAD implementing staff of the Baybay Laguna Circuit, Descriptive Qualitative research design with structural interview was employed to determine what GAD goals were achieved, what problems and concern encountered in the time implementation of client focus, organizational focus and GAD attributed projects. Results showed that extensive training is needed to capacitate GAD focals and implementers. All municipalities are more Client focused and a little bit organizational focus rather than doing GAD attribution. Respondents see GAD Attribution as a complicated process, tedious and complex. Institutionalizing GAD Office and capacitating the staff thru GAD related trainings is deemed necessary to allow the full implementation of GAD activities. Limited funding is often the barrier to fully implement GAD activities.*

*The need to enhance GAD Implementation is clear and the direction of GAD could be moved towards success if actions to address these barriers are done.*

### **INTRODUCTION**

“We hold these truths to be self-evident: that all men and women are created equal.” penned by Elizabeth Cady Stanton at Seneca Falls, this Declaration of Sentiments paved the way for the first organized women’s rights and women’s suffrage movement in the United States. Stanton, one of the most prominent of the American suffragists, who fought to secure equal rights for women, including the right to vote.

Globally, International Mandates were enacted to mainstream gender equality. There is the United Nation Convention on the Elimination of all forms of Discrimination Against Women (UN CEDAW) which was adopted by UN in 1979 and took effect on September 4, 1981. There is also the International Bill of Rights of Women which promotes equality in all fields; affirmative action for women and protection of women from violence. Beijing Platform for Action (BPFA) 1995 is another gender mandate that calls for action on 12 areas of concern affecting women and girl-children. The United Nations have the Millennium Development Goals (MDGs) which are eight international development goals that all 192 member states of UN and at least 23 international organizations adopted during the 2000 UN Millennium Summit which aim to eliminate extreme poverty by 2015. And also from UN is the Sustainable Development Goals (SDGs), also known as the Global Goals adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. (Senate Electoral Tribunal, 2023)

In the Philippines, GAD made its mark in 1995 when Executive Order (EO) 273 was issued on September 9, 1995 and signed by President Fidel V. Ramos, adopted the Philippine Plan for Gender Responsive Development (PPGD) 1995-2025. This paved the way for GAD. The PPGD 1995-2025 is a 30 year perspective plan that outlines the policies, strategies, programs and projects that the government must adopt to enable women to participate in and benefit from national development.

The government also enacted Republic Act 9710 or Magna Carta of Women in 2009. This legislation became an integral part of implementation, monitoring and evaluation of policies and programs of government agencies and local government units alike promote women’s right and gender discrimination. The law defined 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. It sought to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development.



Furthermore, Memorandum Circular No. 2011 – 01 dated October 21, 2011 was released addressing to all Government Departments including their attached agencies, offices, State Universities and Colleges (SUCs), Government-Owned and Controlled Corporations (GOCCs) and all other government instrumentalities as their guidelines and procedures for the establishment, strengthening and institutionalization of the GAD Focal Point System (GFPS).

With all these legal mandates, GAD projects are a plenty in local governments. In Laguna, all municipalities have their own GAD plans. But the extent to which these projects were implemented were not measured. There are LGUs that may have easily planned, organized and implemented their GAD projects but there may also be some whose GAD projects may be lacking character. With this discrepancy in implementation, the researcher became interested in deeply assessing the extent of implementation of GAD projects through a combination of Quantitative and Qualitative Research Methods. This way, the researcher could gauge the true state of Gender and Development and could identify the usual problems and concerns, the GAD Goals achieved and the extent of implementation of GAD Attributed projects, By knowing all these, the researcher could make recommendations on how to heighten the extent of implementation of GAD projects and make it more efficient.

### **MATERIALS AND METHOD**

This study used Descriptive Research Design employing both Quantitative and Qualitative research methods. This approach involved collecting, analyzing, and interpreting both quantitative (numerical data) and qualitative (non-numerical data) to gain a more comprehensive understanding of a research problem. She made use of Survey Method and Interview and then integrated both types of data during the analysis and interpretation phase.

Buseta (2020) defined Qualitative Research Method as the study of the nature of phenomena including their quality, different manifestations, the context in which they appear or the perspectives from which they can be perceived. The researcher specifically used Document analysis which is a qualitative research technique which involves evaluating electronic and physical documents to interpret them, gain an understanding of their meaning and develop upon the information they provide. In this study, the researcher requested for GAD Plans or Accomplishment reports for the years 2020-2022. After doing document analysis, the researcher conducted a focus interview of the GAD Focal persons of the LGUs in Baybay Laguna Circuit.

### **RESULTS AND DISCUSSION**

The determination of the Demographic Profile of the population under study is a form of demographic analysis in which information is gathered about a group to better understand the group's composition or behaviors. In this study, the demographic and professional profile of the GAD focal persons and GAD implementers could be used to analyse their capacity to implement GAD programs, what its relationship with the achievement of GAD goals and its relationship to problems they encountered.

**Table 1.1 Demographic Profiles in terms of age of the Respondents.**

<b>Age</b>	<b>f</b>	<b>Percentage</b>
18-30 years old	6	37.5
31- 59 years old	4	25
60 years old and above	6	37.5
Total	16	100%

The distribution of respondents across age can be seen in Table 1.1. Those ages 18-30 and 60 years old and above both at 37.5% comprise of the majority of respondents. This means that GAD implementers and GAD focal persons are a mix of the young and the old. This is good for the variety would mean that the GAD staffing and focal persons possesses the technological know-how of millennials and the expertise and experience of a tenured employee which is good in implementing GAD programs.

Grimaldi (2021) stated that the most productive and high-performing companies include a nice mix of employees of all age ranges, older employees included. He added that age diversity can improve organizational performance and productivity. Organizations are stronger when they include the contributions of more seasoned employees. A blend of different ages means there is more diverse perspectives and a synergy that gives a competitive edge. Younger workers can come up with different ideas and may push for meaningful social and environmental change. But older employees brings in a wealth of experience, insight, stability and soft skills that younger people may not have developed yet.



Most GAD focal persons and implementers are females as can be seen in Table 1.2. They comprise of 93.75% of the respondents. There was only 1 male GAD focal or Implementer.

**Table 1.2 Demographic Profiles in terms of gender of the Respondents.**

Gender	f	Percentage
Male	1	6.25
Female	15	93.75
Total	16	100%

This may be the case since the GAD approach gives opportunities to women. It seeks to analyse the causes of gender inequality within the context of relations between women and men and social structure, and to change stereotyped division of labour as well as institutions and systems that bring about gender disparity. This goal may have also caused these women to be placed as GAD focals and implementers. (Ministry of Foreign Affairs of Japan, 2023)

Table 1.3 & 1.4 shows that the researcher has equally represented all 8 municipalities under study. A total of 16 respondents all in all and this is a combination of a focal person and a GAD implementer. The names of the municipalities were kept anonymous for data privacy. Analysis of GAD program implementations were done for the whole Baybay Region of Laguna and not by comparing municipalities. The researcher wanted to see the Baybay Region's extent of implementation.

**Table 1.3 Demographic Profiles in terms of Municipality of the Respondents**

Municipality	f	Percentage
Municipal 1	2	12.5%
Municipal 2	2	12.5%
Municipal 3	2	12.5%
Municipal 4	2	12.5%
Municipal 5	2	12.5%
Municipal 6	2	12.5%
Municipal 7	2	12.5%
Municipal 8	2	12.5%
Total	16	100%

Note: Table 1.3 municipality names are strictly confidential

**Table 1.4 Demographic Profiles in terms of Positions Held by the Respondents**

Position Held	f	Percentage
Implementing Staff	8	50
GAD Consultant	0	0
GAD Focal	8	50
Total	16	100%

The 1987 Constitution of the Republic of the Philippines (2021) enumerated that the District 4A of Laguna is composed of the following municipalities namely Famy, Kalayaan, Mabitac, Paete, Pakil, Pangil, Santa Maria and Siniloan.

The researcher was able to survey GAD implementers and GAD focal persons. There were no GAD consultants surveyed maybe because they are not always there or maybe because the Baybay District tap more of their existing staffing to be GAD implementers rather than spending on GAD Consultants.

CBSUA (2023) cited the role of the GAD focal person as the lead in monitoring the judicious use of GAD Fund, the one that formulates recommendations in the implementation of GAD plan and budget, ensures the establishment and maintenance of sex-disaggregated data or GAD Database. and spearheads the preparation of GAD Plan and Budget.



The GAD approach also capacitates its implementers and focal persons. And it was shown in Table 1.5 that half of the respondents have had 11 trainings and more and very few accounts to those with 1-3 trainings. And these are the respondents who are newly involved in GAD. There are 81.2% who have had 6 or more seminars. It is worth noting that most of the respondents are equipped with the proper GAD trainings and knowledge which could capacitate them to be good implementers of GAD Activities.

**Table 1.5 Demographic Profiles in terms of Number of GAD-Related seminars attended**

Number of Seminars	f	Percentage
1-5 seminars	3	18.8
6-10 seminars	5	31.2
11 seminars and above	8	50
Total	16	100%

GSIS (2023) stated that GAD seminars seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development. Seminars also make sure that all GAD implementers and focal persons have the same understanding and knowledge base to maintain the same effectiveness level across all GAD centers.

**Table 1.6 Seminars Attended**

Seminars	F	Percentage
GAD Sensitivity Orientation	16	100
GAD Awareness	14	87.50
GAD Concepts Seminar	15	93.75
Gender- Fair Education Seminar	5	31.25
Teenage Pregnancy	9	56.25
Reproductive Health Seminar	10	62.50
HIV Awareness Seminar	5	31.25
HIV, TB Hepatitis	4	25
Young Adolescence Sexuality	9	56.25
Breast Cancer	2	12.5
Human Rights	5	31.25
Pressure and Stress	3	18.75
Mental Health	4	25
Child Sexual Abuse	9	56.25
WEASH	0	0
GAD Laws and Mandates	9	56.25
Magna Carta of Women	10	62.50
Anti Sexual Harassment	12	75
VAWC	13	81.25
Anti-Trafficking in Persons Act	9	56.25
Safe Spaces Act	10	62.50
Gender Responsive Extension	4	25
Gender Responsive Planning and Budgeting	12	75
GAD Tools	7	43.75
Use of GAD Tools	4	25

Table 1.6 specifically detailed the GAD related seminars offered to GAD staff and focal persons. It could be seen that some seminars were attended by all or almost all respondents. These are Gender Sensitivity Orientation (100%), GAD Concepts Seminar (93.75%) GAD Awareness (87.5%), and VAWC (81.25%). While some have missed or haven't attended seminars that are vital in the implementation of GAD activities and these are seminars on GAD tools (43.75%), Gender Responsive Extension (25%), WEASH (0%), Mental Health (25%), Pressure and Stress (18.75%), Human Rights (31.25%), Breast Cancer (12.5%), HIV, TB, Hepatitis (25%), HIV Awareness Seminar (31.25) and Gender Fair Education Seminar (31.25%).



Albaladejo (2016) cited the problems encountered in GAD implementation by educational managers such as inadequate trainings/seminars, lack of funding support, non-priority of GAD programs, limited collaboration of institutions on GAD-related activities, and unsustainable implementation

Respondents were asked to rank the goals according to how they have met them with 1 being the highest and 5 the lowest. Of the 16 respondents, only 4 provided a rating. Some remarked that it is not applicable since they feel that they have not yet achieved these goals

**Table 2.1 GAD Goals Achieved as per survey**

GAD Goals	Rank Average	Rank
Capability	2	1
Governance and Linkaging	3	2
Gender Sensitivity	3.5	3
Gender Responsiveness	4.5	4
Advocacy	5	5

After computing for the average weighted mean, the following rank average emerged. In rank 1 is Capability Building, that aims to address the academic, technical /vocational and professional skills and capabilities of constituents to better address key gender issues. Rank 2 Governance and Linkaging, which is geared to support the reduction of poverty and vulnerability of people and improving community’s risk management capacity. Rank 3 is Gender Sensitivity, which aim in preventing all forms of gender-based discrimination It ensure the promotion of “women’s empowerment” to be undertaken through the provision availability, and accessibility of opportunities, services, and contribute to the political, economic, social, and cultural development of the nation. Rank 4 is Gender Responsiveness, which aims to provide a collaborative set of activities designed to contributed to the empowerment of both the institution and identified communities to promote and achieve the core value of gender equality and last in rank is advocacy, that is geared to increase people’s sensitivity to the implications of gender inequality and demanding that problems of gender discrimination be identified and overcome.

Documentary Analysis was performed by the researcher to all Accomplishment Reports of all 8 municipalities under study. She then listed all the goals that were achieved thru the GAD Activities of these municipalities. The analysis was done as a whole Baybay Laguna District and not by municipality. After careful review, the results showed that most programs are Client focus and there are a few Organizational focus GAD activities. There were few GAD Attributed programs since most municipalities lack funding and interview results showed that they lack knowledge in using the HGDG tool. Most Attributed Programs are in food security, agriculture, Infrastructure and livelihood programs. Pangil and Famy are model municipalities for GAD Attribution.

**Table 2.2 GAD Goals Achieved as per Accomplishment Reports**

GAD Goals Achieved	Client Focus GAD Activities	Organizational Focus GAD Activities	GAD Attributed Projects
Provide Safe Settlement	Emergency Shelter Assistance Program		
Enhance knowledge in Parenting and adolescents	Training on Responsible Effective and Active Parenting Seminar Family Planning Health Counselling on Family Planning		
Protection and support of infant and young child	Organization of Breastfeeding Support Group		
Decrease incidence of food and water borne disease	IEC Campaigns Water Quality Surveillance Food Sanitation Provision of Sanitary Toilets		



Decrease number of underweight, wasted and stunted pre-school children	Monitoring of Height and Weight of Pre-school children Supplementary Feeding Mother's Class Pabasa Nutrisyon
Support School needs of the indigent	Implementation of Special Program for Employment of Student (SPES) Scholarship Program for Indigent
Provide Medical Support for Mental Illness	Treatment and Management of Mental Illness Cases
Provide support to Pregnant disadvantaged, solo parents, indigent mothers	Procurement of prenatal vitamins and medicines
Provide Adequate Livelihood Development Programs	Livelihood Trainings Job Fairs Local Recruitment Activities
Increase knowledge in VAWC	Training Seminar on VAWC
Preservation of Culture	Conduct of Socio Cultural Activities
To provide HIV/AIDS Cancer Control	Conduct of Free PAP Smear AND Visual inspection of cervix Financial Assistance HIV Awareness Month Smoking Cessation Month
Day Care Welfare	Purchase of ECCD Educational Materials
Equitable quality education and lifelong learning	Conduct of Sportsfest
To empower women	Women's month celebration Livelihood training Symposiums
Provide financial and medical and burial assistance	Provision of medical, financial and burial assistance
Food Stability thru increased crop production	Provision of fertilizers and seedlings
Capacitate all office personnel and staff in dealing with GAD issues	GAD Awareness Training
Ensure proper implementation of GAD operations	Hiring of GAD Personnel
Support school needs of indigent students	Special Program for Employment of Students (SPES)
Increase Crop Production	Procurement of seedlings and fertilizers

After reviewing the Annual Reports of the municipalities of the Baybay Laguna Districts, the researcher found out that most objectives met are from Client-focused GAD Activities, but it was worth noting that there were notable Organizational focused GAD activities and there were two municipalities with GAD attributed projects, however, they were still in the project development phase. Efforts to come



up with GAD Attributed activities can be seen but the need to institutionalize the GAD Office, provision of office and skilled staffing should be prioritized.

DPWH (2023) enumerated the GAD objectives as stated in the Magna Carta for Women (RA No. 9710). These are as follows: it seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society’s social, economic and political structures and questions the validity of the gender roles ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance;and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.

In Table 3.1, the respondents ranked the problems and concerns they encountered according to their seriousness and effects. With one (1) as the highly serious problem and five (5) as the least serious problem.

Results showed that lack of funding is the major, most affecting problem GAD implementers and Focal persons encountered with 13 out 16 respondents experiencing it. This was followed by insufficient data and research. And tied at third rank are Inadequate training and inadequate human and technical. The problem on lack of funding is very limiting and hinders the full implementation of programs,

The Philippine Commission on Women (2023) defined Gender and Development Budget as the policy that directs all government departments and agencies to allocate a minimum of five percent (5%) of their total annual budgets for gender programs, projects and activities. GAD budget is by attribution. Meaning, agencies don’t set aside (i.e., appropriate) a separate budget for GAD activities; instead, agencies integrate GAD activities into their regular programs.

**Table 3.1 Problems and Concerns Encountered**

Problem and concern encountered	Frequency	Percentage	Rank
Inadequate training	6	37.5	3.5
Lack of Funding	13	81.25	1
Non-priority of GAD programs	4	25	6
Unsustainable implementation	4	25	6
Inadequate Human and Technical	6	37.5	3.5
Weak Coordination	4	25	6
Insufficient data and research	7	43.75	2
Limited attention to neglected groups and issues	1	6.25	8

\*\* Multiple answers allowed.

Gabotaf (2024) clarified that While it is true that the GAA set a 5% threshold for GAD activities, the same does not pertain to a separate budget that should be set aside by the agency; instead, at least 5% of the total cost of the agency’s regular activities must pertain to GAD. The reason why it is called “by attribution” is because the law presupposes that the regular activities of the agency contain or at least address GAD issues/concerns. Therefore, most projects are Client-focus and a little of Organizational focus.

The summary of the survey and interview questionnaires has yielded results on how Client-focus and Organizational focus GAD Activities have outnumbered GAD Attributed programs. Only one LGU was able to have GAD Attributed projects, however it was still in the project design phase. The researcher identified the problems and concerns encountered.

Albaladejo (2016) identified the top three problems met by the educational managers and faculty members in the implementation of GAD programs were: the inadequacy of training, seminars, workshops and conferences related to GAD; followed by the lack of funding/budget support for GAD programs implementation; and GAD programs are not the priority of the institution. It can therefore be said that GAD related programs were given less attention by the institutions. Further, the results imply that since there is a lesser awareness and implementation, institutions should allocate minimum, if not maximum, funding to mobilize the GAD programs and gain better appreciation among stakeholders of the institution. In the following discussion, the researcher presents the most common issues and problems encountered by the GAD Focal Persons in implementing GAD activities.

For municipalities that have Client-focused GAD Activities, the usual problems are lack of funding often caused by the non-priority of GAD Program, unsustainable implementation which could have been triggered by Inadequate Human and Technical, insufficient Data and Research, Inadequate Training, Weak Coordination and Limited Attention to neglected groups and issues.



The Department of Budget and Management (2009) in their BP 600 defined Client-focused GAD activities as activities that seek to address the gender issues of the agency's clients. For oversight agencies whose clients are government organizations, client-focused GAD activities may include the review and integration of GAD in policies, database systems, monitoring and evaluation, or integration of GAD in training modules of government employees. Organizational-focused.

As for municipalities with Organizational-focused GAD activities the usual problems are lack of funding, unsustainable implementation, Insufficient Data and Research, Inadequate Training, Inadequate Human and Technical, Weak Coordination and Non-priority of GAD Programs. It should be noted that though the Client-focused far exceeds Organizational-focused GAD activities in the number of activities and programs, they both share almost the same problems encountered in their implementation.

The Department of Budget and Management (2009) in their BP 600 defined Organization-focused activities as activities that seek to create the, organizational environment for implementing gender-responsive policies, programs and projects; and b) address the gender issues of employees particularly those that affect women's performance as government workers like sexual harassment, low participation of women in human resource development undertakings and decision making structures and processes, and lack of support to ease women's multiple burden such as daycare in the workplace.

For the few Municipalities with GAD-Attributed programs (at project development stage or project proposal stage), though not yet implemented, the main problems encountered were Insufficient Data and Research, Unsustainable implementation and Limited Attention to neglected groups and issues.

The Commission on Audit (2024) defined GAD Attributed Activities as the attribution of the whole budget appropriations for major programs/projects or a portion thereof to gender-responsive programs using the appropriate Harmonized Gender and Development Guidelines (HGDD) design checklists during the GAD planning and budgeting phase.

There were no specific solutions applied by the GAD Focal Persons mentioned in their interviews. The problems were clearly presented and the Focal Persons were aware that they are prevalent but the solutions are not yet applied to the problem. Mostly because of lack of funding and lack of prioritizing GAD activities. But the respondent GAD focal persons were able to suggest ways to address these pressing problems to their GAD implementations.

For one, it was clear that the National and Local Government both made efforts to capacitate the GAD Focal Persons and Implementers through series of seminars offered. Though the lack of trainings still fall part of the most pressing problems, it is not because of the absence of training but more of the unavailability of the GAD Focal persons and implementers to attend these seminars since most of them are also functioning as DSWD Heads and Staff and it is often impossible to leave their posts to attend seminars. The implementing body could schedule trainings and seminars so as not to coincide with their regular work.

The GAD approach also capacitates its implementers and focal persons. And it was shown in Table 1.5 that half of the respondents have had 11 trainings and more and very few accounts to those with 1-3 trainings. And these are the respondents who are newly involved in GAD. There are 81.2% who have had 6 or more seminars. It is worth noting that most of the respondents are equipped with the proper GAD trainings and knowledge which could capacitate them to be good implementers of GAD Activities.

The GAD related seminars offered to GAD staff and focal persons. It could be seen that some seminars were attended by all or almost all respondents. These are Gender Sensitivity Orientation (100%), GAD Concepts Seminar (93.75%) GAD Awareness (87.5%), and VAWC (81.25%).

Seminars with low attendance but are vital in the implementation of GAD activities should be reoffered such as seminars on the use of GAD tools (43.75%), Gender Responsive Extension (25%), WEASH (0%), Mental Health (25%), Pressure and Stress (18.75%), Human Rights (31.25%), Breast Cancer (12.5%), HIV, TB, Hepatitis (25%), HIV Awareness Seminar (31.25) and Gender Fair Education Seminar (31.25%).

Institutionalization of the GAD Office, designating a GAD Focal and hiring of Skilled and Professional GAD Staff are some of the recommendations of the GAD Focal Persons. All in all, putting high priority and importance to GAD Programs is the tantamount trigger to resolve the problems and issues in the implementation of GAD Programs.





**ACTION PLAN PROPOSAL**

Name of the Proposal: Enhancing the Implementation of GAD Programs

Proponent: VIRINICI V. MARTINEZ

Date of Proposal: April 2024

Proposal Overview:

The study “EXTENT OF IMPLEMENTATION OF GAD PROJECTS IN BAYBAY LAGUNA CIRCUIT” has yielded results showing how much Client-focus and Organizational focus GAD Activities have outnumbered GAD Attributed programs. Only one LGU was able to have GAD Attributed projects, however it was still in the project design phase. The researcher identified the problems and concerns encountered, so that she can address these issues and improve the implementation of GAD Programs.

Key Results	Problem Encountered	Solution	Duration
Most respondents were not able to attend some of the GAD related seminars which are crucial in the implementation of GAD Projects. Specifically , the seminar on the use of GAD tools, Gender Responsive Extension, WEASH, Mental Health, Pressure and Stress, Human Rights, Breast Cancer, HIV, TB, Hepatitis, HIV Awareness Seminar and Gender Fair Education Seminar	.Lack of Knowledge on these Gender Issues	Conduct of Seminars about these GAD topics	June-December 2024
The government could offer additional manpower or consider institutionalizing the GAD office for a smoother operations of GAD activities.	Lack of funding and of human and technical manpower	Institutionalizing GAD offices and Upskilling GAD staff	June-December 2024
Monitoring and Evaluation trainings could be conducted to ensure continuous implementation of projects.	Inconsistent Implementation	Project planning and Monitoring and Evaluation of Projects	June-December 2024
LGUs should also do Research and Development studies to provide GAD implementers with needed data.	Lack of data and information	Tapping CBMS and Census for GAD data	June-December 2024
GAD offices could focus on Advocacy projects to heighten the involvement in GAD Activities.	Lacking Advocacy initiatives	Promotion of GAD advocacy in schools and Civic Society Organizations	June-December 2024

**CONCLUSIONS**

After careful review of the results and information gathered, the researcher was able to come up with the following:

Majority of the interviewed GAD focal persons are female but their age varies. And most of them took 11 seminars and more, making them skilled GAD implementers. But most of them were still demanding for more capacity enhancement training. Though these GAD capacitating trainings were offered, some were unable to attend due to other DSWD related tasks. The GAD approached also capacitates its implementers and focal persons in addressing GAD issues.

The GAD office employees were also designated as the implementers with one GAD Focal Person. There were no GAD consultants surveyed maybe because the Baybay District tap more of their existing staffing to be GAD implementers rather than spending on GAD Consultants.



It could be seen that some seminars were attended by all or almost all respondents. These are Gender Sensitivity Orientation, GAD Concepts Seminar GAD Awareness, and VAWC. While some have missed or haven't attended seminars that are vital in the implementation of GAD activities and these are seminars on GAD tools, Gender Responsive Extension, WEASH, Mental Health, Pressure and Stress, Human Rights, Breast Cancer, HIV, TB, Hepatitis, HIV Awareness Seminar and Gender Fair Education Seminar.

Among the GAD Goals achieved by Focal Persons and Implementers Capability Building is the one most gainfully achieved, followed by Governance and Linkaging, and Gender Sensitivity.

The results revealed that most programs were Client focus and there were a few Organizational focus GAD activities. There were few GAD Attributed programs since most municipalities lack funding and interview results showed that they lack knowledge in using the HGDG tool. Most Attributed Programs are in food security, agriculture, Infrastructure and livelihood programs. Pangil and Famy are model municipalities for GAD Attribution.

The obtained outcome showed that lack of funding was the major, most affecting problem GAD implementers and Focal persons encountered with 13 out of 16 respondents experiencing it. This was followed by insufficient data and research. And tied at third rank are Inadequate training and inadequate human and technical. The problem on lack of funding is very limiting and hinders the full implementation of programs.

There were only 2 responses out of the 8 Focal Persons Surveyed. The 6 others refused to rank the objectives met since they felt they have not yet met these objectives.

Addressing the age groups, lack of funding is the most serious problem faced by the GAD Focal persons. The young GAD Focal Persons have problems with lack of training. The Tenured 60 years old and above Focal Persons have issues with training, and inadequate technical and Human Resources.

The data revealed that regardless Sex, lack of funding is still the most pressing problem among Focal Persons. Followed by Inadequate training. There were more problems faced by the female Focal Persons than male focal persons since they have outnumbered male respondents with the ration 7 females to 1 male.

## RECOMMENDATIONS

1. Conduct of seminars by municipalities that were least attended such as GAD tools, Gender Responsive Extension, WEASH, Mental Health, Pressure and Stress, Human Rights, Breast Cancer, HIV, TB, Hepatitis, HIV Awareness Seminar and Gender Fair Education Seminar.
2. The municipalities may offer additional manpower or consider institutionalizing the GAD office for a smoother operations of GAD activities.
3. Monitoring and Evaluation trainings by municipalities may be conducted to ensure continuous implementation of projects every year.
4. LGUs may also do Research and Development studies to provide GAD implementers with needed data.
5. GAD offices can focus on Advocacy projects to heighten the involvement in GAD Activities

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