

Aiming High

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Saliksik

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Saliksik is a Filipino term for research. A kind of a masterpiece .

INTRODUCTION

PANANALIKSIK or SALIKSIK is the Filipino translation for the term “Research”. Research, like “change,” is one thing that is inevitable; it is something that we have to deal with on a daily basis. Doing research projects though creates negative reactions in some individuals; but research is involved in everything that we do, be it buying basic commodities or availing of services. Without us knowing, we do research before we decide to buy or avail of anything. We tend to compare products in terms of quality, durability, price; we are no longer enticed to buy cheaper products without checking some facts associated with the price tag; we no longer avail of a service without validating the efficiency of the same from reliable sources—that in essence, is research.

The Graduate School of Business and Management, being the highest academic unit of the institution incorporates research in its program offerings. Research forms part and parcel of the instructional process in all subjects embodied in the curriculum. With research as a part of the system, we understand that for every problem or question, no matter how difficult it may be, would always have some answers that could be found. Research-conscious people will not be satisfied by simply getting one possible answer to a problem that is at hand or might be experienced as a result of one factor, for example. They will continue to search for more answers by gathering all pertinent information, weighing the alternatives, and analyzing implications before arriving at a sound decision. In our quest to look for answers to a particular problem, we often identify some gaps that need to be explored through further researches, thereby making “research or *saliksik*” an unending activity.

It is our earnest hope that with the publication of this monograph; people will learn to embrace and enjoy the beauty of doing research.

Teresita Llanza-Nacion, Ed.D.
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Gender and Development in Malinao Treatment and Rehabilitation Center: An In-process Program Evaluation

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Transformed to **IMRaD**
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Abstract

Empowerment opportunities for women have not been on the same terms and conditions as they are for men; and education and training have not successfully broken down sex segregation in occupations. Even though women's employment levels, occupational representation and education, have improved compared to their levels in the past, there have been little or no changes in their relative positions vis-à-vis men. Women still lag behind men in all areas. To address this issue, an approach was formulated called Gender and Development (GAD). It is the latest approach that reflects a transformation in point of view from women's lack of involvement in the prolific sector which recognizes inequalities of men and women in every aspect of development (Momsen, 2004). The formulation of GAD plan was mandated in all government agencies, including Local Government Units (LGUs). Thus, the annual General Appropriations Act provided government agencies with funds for integrating gender issues into development programs, activities, and projects. The law provided a five (5) percent allocation from the total budget of National Government Agencies (NGA) and the Local government Units (LGUs) for GAD programs and projects using strategies and processes that identify gender issues answerable by gender-responsive services or activities. Gender mainstreaming thus became a part of the Department of Health–Malinao Treatment and Rehabilitation Center, DOH–MTRC, henceforth was also referred to as the Center, an institution that caters to individuals suffering from substance abuse, located in Barangay Comun, Malinao, Albay (MTRC Manual for Operations in 2012). From its initial implementation in 2014, evaluation was never conducted. Evaluation is appropriate whenever some social intervention occurs or is planned. This evaluation research was conceptualized to examine how far the DOC-MTRC has progressed towards producing the intended result.

This study was very timely and relevant as its result may prompt MTRC to make regular assessment or evaluation of its Gender and Development Program implementation. Specifically, it answered the following sub-problems: (1.) What mechanisms/structures for gender-responsive policy and program formulation and implementation are in place, including; (1.1) Coordination across government agencies and NGO's, (1.2) Institutionalization of sex-disaggregated data bases, (1.3) Mainstreaming of gender issues in all aspects of the DOH-MTRC functions?: (2) What specific GAD programs, projects, activities (P/P/As) have been planned and implemented addressing women in special circumstances among its personnel, if any, and among its clientele-women residents, and residents' family?: (3) What continuing GAD consciousness raising, advocacy and affirmative action P/P/As have been integrated into the MTRC's GAD program? And (4) What P/P/As may be included in the 5 -year DOH-MTRC GAD Plan 2019-2024.

The study used the descriptive research design to obtain information concerning the current status of the DOH-MTRC GAD Program. In analyzing the data, the researcher compared and contrasted the responses of these three groups of respondents to arrive at the answers to the research questions posed. From the findings and conclusions made, the following recommendations are forwarded: (1) MTRC's GAD TWG should plan a benchmarking activity to learn ideas from other government and non-government agencies, particularly on other mechanisms/structures that may be adopted to help the center become more gender-responsive; (2) MTRC's GAD TWG should conduct an annual needs assessment among the residents and the other employees, so that the women considered to be in special circumstances may be provided with programs, projects or activities for capacity building; (3) MTRC's GAD TWG's plans with corresponding budget allocation approved for implementation should be undertaken or until goals and purposes are reached; (4) The proposed 5-year DOH-MTRC GAD Plan 2019-2024 may be deliberated upon by the members of the TWG or the GFPS improved and eventually be considered in the planning and budget allocation for the next five years; (5) MTRC's employees other than the GAD TWG should also be given opportunities to be oriented and trained on the implementation of the GAD program and on other capacity

building activities that are gender-responsive so that they will not remain in the dark about the existence of the said program in the Center; (6) Information, Education and Communication (IEC) materials should be more informative and be widely disseminated; (7) An organizational structure should be put on display at a conspicuous place in MTRC for everybody's awareness that there indeed is a GFPS in MTRC; (8) Another gender and development evaluation may be done with focus on men or the male employees and residents; (9) Future research may be conducted giving focus on capacity building for both men and women, including their rights as equal beneficiaries of gender and development; (10) Replication of this study may be done to evaluate the level of GAD mainstreaming using the GAD Mainstreaming Evaluation Form in the same locale and in other government and non-government agencies.

Keywords: *Gender and Development, Program Evaluation, Malinao Treatment and Rehabilitation Center*

Gender is a social and cultural construct which refers to the “relative position of men and women” (Razabi and Miller, 1995) within the family as well as in society. Men and women both have needs which are inextricably linked to their gender. These gender needs are distinguished as either practical gender needs or strategic gender needs. The International Labor Organization (ILO) defines practical gender needs as “the needs women identify in their socially accepted roles in society.” Practical gender needs do not challenge, although they arise out of, gender divisions of labour and women's subordinate position in society. [It is] a response to immediate perceived necessity, identified within a specific context.” Meanwhile, strategic gender needs are defined as “the needs women identify because of their subordinate position in society. These needs vary according to particular contexts, related to gender divisions of labour, power, and control, and may include such issues as legal rights, domestic violence, equal wages, and women's control over their bodies” (ILO, 1998). One gender issue that is still common to most countries today (Tebeje, 2004) is the stereotyping of women seen in the confinement of the women in the homes to bear and rear children; to take care of the home and to serve the man. And since the women in most developing countries are economically dependent on men, they usually do not have a say in decision making regarding properties, which is placed in the hands of men. Another issue which is still true today is that society has fixed expectations of men and women; such that men are expected to be achievers, supporters of the family, and not confined to the home

doing household chores. On the other hand, women are supposed to be dependent on the man. For instance, parents expect that when a daughter marries, her husband should be able to support her so that she can simply take care of the family.

The 1987 Constitution states two prominent provisions relative to the protection of women. The first in the Declaration of Principles, Article II Section 14, asserts that "The State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men." Additionally, Article XIII, Section 14 provides that "The state shall protect working women by providing safe and healthful working conditions taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation". Furthermore, the Magna Carta of Women ("Magna Carta of Women", 2011) is a comprehensive women's human rights law that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting their rights as Filipinos, especially those in the marginalized sector. It defines such terms as discrimination against women, women empowerment, gender equality, including gender and development among others. It likewise cites the rights of women and their empowerment. Gender and Governance by Brody (2009) was able to arrive at a conclusion that gender-sensitive governance will mean a world with better choices, opportunities, access to resources and life outcomes for women, through governance policies and actions that challenge entrenched gender inequalities in society and are supported by strong accountability mechanisms.

Despite the foregoing bases, there are still evidences of contradicting situations for women in the Philippines as mentioned by Añonuevo (2000) in his online paper. He said there are women in the Philippines who have advanced in politics, academics, legislation and have even shown professional excellence, but this is contrasted by images of prostituted women, battered wives, economically disadvantaged women and exploited migrant workers.

Hence, there is still a need to propagate gender equality and women's empowerment to the widest audience possible (Tuazon, 2016). Nostrand (1993), refined the people's understating of the confusing interplay among rigid sex roles, power differentials in mixed groups, our collusion in these power maneuvers, and how all of this mirrors a culture that, in general, condones male entitlement, privilege, and violence- especially violence against women. The primary goal is to develop

appropriate, well-timed intervention strategies for remedying our own sexism and confronting it in those we lead. These techniques will help create learning and working environments in which females have the same advantages as males, and in which the ideas and talents of women are valued, respected and actively sought out.

Even though women's employment levels, occupational representation and education, have improved compared to their levels in the past, there have been little or no changes in their relative positions vis-à-vis men. Women still lag behind men in all areas. An approach called Gender and Development (GAD) was formulated to address this issue. It focuses on the socially constructed basis of differences between men and women. It also adheres to the notion that development is for all and that in every society there should be equality. Gender and Development is the latest approach that reflects a transformation in point of view from women's lack of involvement in the prolific sector which recognizes inequalities of men and women in every aspect of development (Momsen, 2004).

The GAD plan mandated all government agencies, including Local Government Units (LGUs). Thus, the annual General Appropriations Act provides government agencies with funds for integrating gender issues into development programs, activities, and projects. Beside addressing gender issues and community prejudices in a specific area, GAD is also concerned with management results of integrating gender equality along women's empowerment issues into key aspects of the project cycle, such as assessment of projects intended for funding, project identification with appropriate design, project implementation, as well as monitoring and evaluation. The Philippine Plan for Gender Responsive Development (PPGD) provides the framework for the implementation of Gender and Development Program (GAD) in all extents of the Philippines, from the national down to the local government of the country (PPGD, 2011). It is founded on the vision of development that is equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and the actualization of human potentials. Prior to the adoption of Sustainable Development Goals (SDGs), the Philippines, enacted Republic Act 7192 known as Women in Development and Nation-Building Act in 1992. This functioned as a road map for government institutions and their private sector partners in addressing women affairs in the Philippines.

The idea spells out gender-related aspirations of diverse sectors as well as assets policies, plans, and programs which need to be executed. Further, the Philippine Commission on Women (PCW), issued Memorandum Circular no. 2011-01 on October 21, 2011 which provides the guidelines for the creation, strengthening and institutionalization of the Gender and Development (GAD) focal point system for all government departments, including their attached agencies, offices, bureaus, state universities and colleges, government-owned and controlled corporations (GOCCs) and all other government instrumentalities. The circular mandates all government departments to adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes and procedures.

Gender mainstreaming has thus become a part of the Department of Health–Malinao Treatment and Rehabilitation Center, DOH – MTRC, henceforth will also be referred to as the Center, an institution that caters to individuals suffering from substance abuse, located in Barangay Comun, Malinao, Albay (MTRC Manual for Operations in 2012). The establishment of this first drug treatment and rehabilitation center in Bicol was spearheaded in 1999 by the Hon. Edcel Lagman of the 1st District of Albay. This was made operational through a Memorandum of Agreement (MOA) among three parties: the National Drug Enforcement and Prevention Coordinating Center (NDEPCC), the first party; the Dangerous Drugs Board (DDB), the second party; and the Missionary of Poor Sisters, the third party. As a government institution it has its Gender and Development Plan and Budget (GADPB), which caters to both its clients and the organization or its employees. The DOH-MTRC's GAD plan and budget was started in 2014 and it has been continuing its GAD plans with six people comprising the Technical Working Group (TWG). The MTRC with its GAD Focal Point System has to date been running for four years and is ripe for assessment.

Although Republic Act 7192, the Women in Development and Nation Building Act, and its corresponding implementing Rules and Regulations was already in place in 1995, it was only in 2014 that GAD Focal Point System (FPS) in DOH-MTRC was set up. The Center's GAD-FPS, as in other government agencies, is the machinery that is tasked to integrated gender concerns into its policies, programs, and projects. From its initial implementation in 2014, no evaluation has yet been done. Evaluation is appropriate whenever some social intervention occurs or is

planned. Thus, this evaluation research was conceptualized to look into how far the DOC-MTRC has progressed towards producing the intended result. Evaluation research, usually referred to as program evaluation, comes in many forms such as needs assessment, cost benefit studies and monitoring studies as in the case of this research. (Babbie, 2006).

Sumadsad and Tuazon (2016) conducted a study entitled, Gender and Development Awareness in a Higher Education Institution. Their objectives included (1) Determine the level of awareness of the school community on national mandates and other related laws on the government's Gender and Development (GAD) program at the Polytechnic University of the Philippines–Sto. Tomas, Batangas Branch; (2) determine the extent of awareness of the school personnel regarding government agencies mandated to implement GAD; (3) establish the awareness level of the school community on gender issues and gender roles; and (4) determine level of significance of the factors affecting GAD awareness.

Formative in intent, this study assessed how gender concerns have been integrated in the implementation of GAD in the Center. The Philippine Plan for Gender-Responsive Development (PPGD) must address the concerns of women for equality and development across six major spheres: individual, family, socio-cultural, economic, political and legal. But across each of these spheres, three goals must cut through. The first is the establishment of mechanism/structures for gender-responsive policy and program formulation and implementation. The second pertains to the special attention that must be placed on women in special circumstances and the manner in which their circumstances are aggravated by other national policies and programs. The third goal is continuing consciousness raising, advocacy and affirmative action (PPGD, 1995).

This is very timely as its result may prompt MTRC to make regular assessment or evaluation of its Gender and Development Program implementation.

Statement of the Problem

Primarily, this study could be considered as the first GAD audit for MTRC, although it has not yet covered all aspects of the GAD program implementation in said institution.

Specifically, it answered the following sub-problems:

1. What mechanisms/structures for gender-responsive policy and program formulation and implementation are in place, including:
 - 1.1 Coordination across government agencies and NGO's,
 - 1.2 Institutionalization of sex-disaggregated data bases,
 - 1.3 Mainstreaming of gender issues in all aspects of the DOH-MTRC functions?
2. What specific GAD programs, projects, activities (P/P/As) have been planned and implemented addressing women in special circumstances among its personnel, if any, and among its clientele—women residents, and residents' family?
3. What continuing GAD consciousness raising, advocacy and affirmative action P/P/As have been integrated into the MTRC's GAD program?
4. What P/P/As may be included in the 5-year DOH-MTRC GAD Plan 2019-2024

Theoretical Framework

This study is anchored on the concept of Development Administration, and Inclusive Development. The Development Administration is considered as a sub-phase of the modern phase of public administration. It was first introduced in the 1950s but it became popular in the 1960s (Brilliantes and Fernandez, 2005). As a term which encompasses several other concepts in public administration, it has been defined differently by scholars. Another definition is that it is about projects, programs, policies and ideas which are focused at development of a nation, with the point of view of socio-economic and socio-political development of society in general, carried out by talented and skilled bureaucrats (Juneja, 2010). Although, the term development administration has many definitions, there is one thing common among the definitions, which is "it is a special kind of administration that is best suited to the needs and

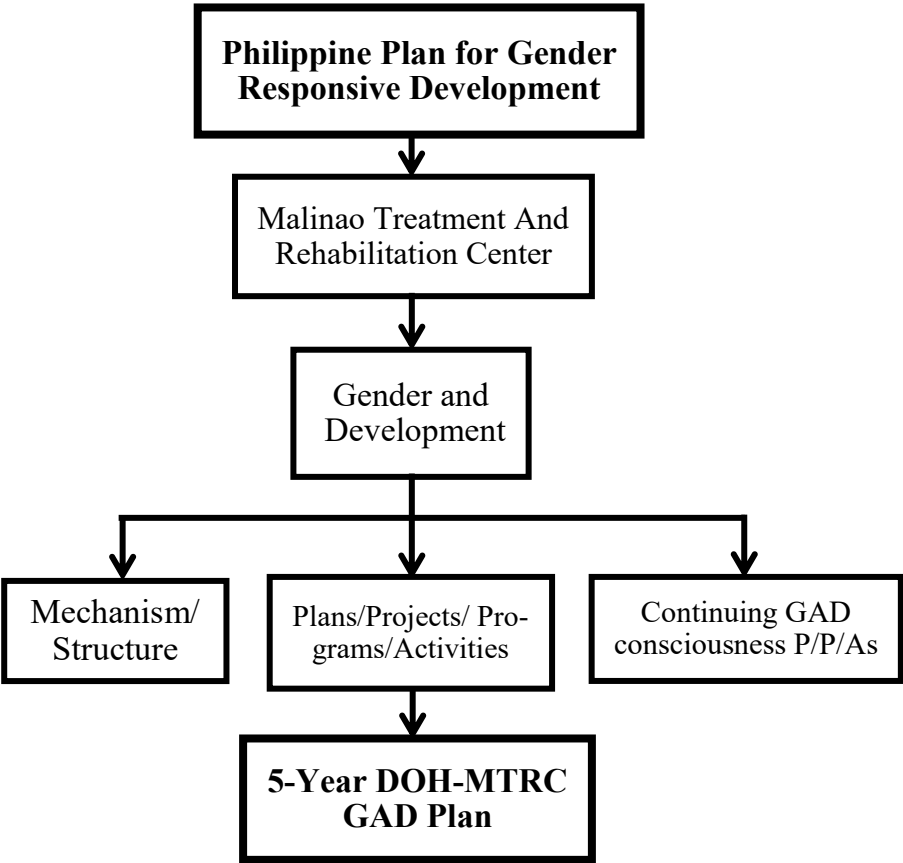
challenges of developing countries, where there are formidable obstacles in the road to development” (Masango, 2015).

Inclusive development is a pro-poor approach that equally values and incorporates the contributions of all stakeholders-including marginalized groups-in addressing development issues. It promotes transparency and accountability, and enhances development cooperation outcomes through collaboration between civil society, governments and private sector actors. Policies, programs and projects may be in place, but if these do not become means of providing the needs of the very people, then development will fail. On the contrary, development initiatives are more effective for poverty reduction when all stakeholders, especially citizens and marginalized communities, are actively involved in the planning, execution and monitoring of development programs (“inclusive development”, n.d.).

With the idea of inclusive development, the Philippine Plan for Gender-Responsive Development (PPGD) comes to mind. The PPGD is a development initiative which, generally aims to help marginalized communities, especially women and children, contribute to development. To achieve the goals of the PPGD, the Philippine government mandates all government and non-government agencies to be gender-responsive, to ensure that everyone is aware of the goals of PPGD, and to ensure that everyone assists in helping the marginalized communities become self-reliant or independent. Inclusive development encourages collaboration towards the achievement of the same goals-economic development and progress. Development administration becomes more effective with inclusive development.

Conceptual Framework

The current issues of gender equity and equality demand development reforms. The thought of development has been enduring a redefinition in order to hold a more wide-ranging, human-centered as well as rights-based orientation (Bhavnanni, Foran and Kurian, 2003). This paradigm shift lined the birth of gender and development approach (Barriteau, 2009) on which this present study is anchored.



Methods

This study used a mixed methods approach involving quantitative and qualitative methodologies. Both quantitative and qualitative data analyses allowed the researcher to describe the extent of implementation of the GAD in MTRC. To describe the GAD program in MTRC, certain aspects were verified using triangulation: the establishment of mechanism/structures for gender-responsive policy and program formulation and implementation; specific GAD programs, projects, activities (P/P/As) have been planned and implemented addressing women in special circumstances; and whether there is continuing consciousness raising, advocacy and affirmative action or not. Triangulation in research is the use of more than one approach to researching a question

Sources of Data

This study used two sources of data. The first one was the respondents, comprising the employees who are directly involved in the GAD program implementation, the employees who are not directly involved in the GAD implementation and the residents, who were purposively selected to answer the questionnaire prepared by the researcher. Secondary sources of data were documents from MTRC, such as the Center's operational manual, certain memoranda, copies of the GAD Annual and Budget Plan for 2017 – 2019 and GAD Accomplishment Reports for 2017-2018, and those relevant to GAD downloaded from PCW websites and other related web sources.

Population and Sample Size

The key respondents of the study were the employees, both those directly involved in the GAD program implementation and those who were not directly involved including the residents of the Malinao Treatment and Rehabilitation Center, Malinao, Albay. The respondents comprised both male and female employees and clients, regardless of socio-economic status and designation. There are a total of 73 employees, 12 of whom are members of the GAD TWG of MTRC. The researcher used simple majority or $50\% + 1$ of the other employees not directly involved with GAD as respondents. To compute, 73 employees less 12 equal 61 remaining employees. These are the employees not directly involved in the GAD implementation. Using the simple majority percentage of $50\% + 1$, the researcher only chose 31 respondents from the 61 remaining employees. The resident respondents were selected using purposive sampling. A respondent is selected as part of the sample due to viable evidence that he/she represents the total population. For the respondents to be considered viable, the Center's medical doctor had to give permission as to who among them would be able to coherently answer the questionnaire and so, only 33 were considered as respondents of this study.

Data Gathering Procedure

Following protocol, the researcher first sought the permission of the adviser including the college dean to conduct the survey in Malinao Treatment and Rehabilitation Center. Once permission was granted, the

researcher submitted letter to the said institution's administration to request permission to conduct the research there. When request was approved, the researcher distributed questionnaires to all employees and the residents/clients. All the questionnaires distributed to the members of the TWG and the selected employees not directly involved to GAD implementation were retrieved. However, this was not the case with the residents/clients because the researcher had low retrieval rate from the latter. The reasons which hindered full retrieval of the questionnaires included illiteracy from some of the residents and those who were declared by the MTRC physician as medically unfit to answer the questionnaires. Another factor which made it difficult for the researcher to administer the questionnaire was the fact that many of the residents were skeptical about the study. The contents of the questionnaire were explained to the respondents prior to survey so that the latter would know how to properly answer the questions therein. Questionnaires were collected in two weeks to give the researcher ample time to tabulate data and interpret them.

Instrument

The instrument comprised three sets of questionnaires to assess the Gender and Development program of MTRC along six major spheres. The first set was intended for the employees directly involved with the implementation of the GAD program, the second set was for those employees not directly involved in the implementation while the third one was for the clients/residents of MTRC.

The first part of the questionnaire was intended to find out whether there are Established Mechanism/structures for gender-responsive policy and program formulation. The second part determined whether there are specific GAD programs, projects, activities (P/P/As) planned and implemented that address women in special circumstances covering the six major spheres; while the third part determined any continuing GAD consciousness raising, advocacy and affirmative action P/P/As integrated into the MTRC's GAD program. Also included in the questionnaire is the part that solicited any P/P/As to be included in the formulation of a GAD plan for the next five years.

The questionnaires were validated by administering them to at least five respondents for each set in a different government office. To validate the questionnaire intended for MTRC's employees directly connected to the implementation of GAD, the researcher sought employees from

Camarines Sur Treatment and Rehabilitation Center. For the validation of questionnaires intended for the other employees of MTRC, not directly concerned with the implementation of GAD, and those for the residents/clients, the researcher conducted the initial dry run at the MTRC itself.

There were eight (8) Camarines Sur Treatment and Rehabilitation Center employees who answered the questionnaires during the dry-run. As for the questionnaires intended for the other employees of MTRC and the residents, the researcher sought the help of ten (10) employees and ten (10) residents, respectively. Although this is the first study that assessed the institution's GAD program, the years before 2017 were not covered by the study. The researcher chose 31 respondents only from the 62 remaining employees aside from the employees' members of the Technical Working Group. Those respondents were considered according to their capacity to answer the questionnaire, for the employees not directly involved with GAD program implementation and others declined to answer the questionnaire resulting in low retrieval rate.

Results and Discussion

This section presents the results and dissection of the assessment of the Gender and Development (GAD) Program in Malinao Treatment and Rehabilitation Center (MTRC). Three groups of respondents were interviewed: the members of the Technical Working Group (TWG), the MTRC employees not directly concerned with GAD, and the residents.

1. Mechanisms/structures for gender-responsive policy and program formulation and implementation that are in place

Gender and Development program mechanisms/structures are also in place in MTRC evident in its having a GFPS and GAD TWG. Proof of this is also notable in the annual GAD plan and budget including the accomplishment reports. In the latter, it may be found that certain activities and projects have been proposed and accomplished showing that there are GAD mechanism/structures being employed in MTRC. One project found in the accomplishment report (MTRC Annual GAD Accomplishment Report, 2017) showing gender mainstreaming is the establishment of GAD responsive facilities, such as maintenance building for men and women. Another mechanism that proves MTRC has begun to include gender and development into its operations and among its people

is the existence of a GAD TWG. With the idea of inclusive development, on which this study is anchored, the Philippine Plan for Gender-Responsive Development (PPGD) comes to mind. The PPGD is a development initiative which, generally aims to help marginalized communities, especially women and children, contribute to development. To achieve the goals of the PPGD, the Philippine government mandates all government and non- government agencies to be gender-responsive, to ensure that everyone is aware of the goals of PPGD, and to ensure that everyone assists in helping the marginalized communities become self-reliant or independent. Inclusive development encourages collaboration towards the achievement of the same goals – economic development and progress. Development administration becomes more effective with inclusive development.

From the answers in the survey questionnaire, reflected in Table 1, it may be noted that not only do the members of the Technical Working Group know that MTRC has a GAD Focal Point Person but so do the other employees and most of the residents. Among the members of the GAD TWG, it was noted that the government agencies commonly mentioned in the survey include the Department of Health Regional Office V (DOH RO V), the Philippine Commission for Women (PCW), the Commission on Audit (COA) and one said that MTRC also coordinates with the Civil Service Commission (CSC). But, the employees not directly involved in the implementation of GAD added Bicol Regional Teaching and Training Hospital (BRTTH) and the Department of Health Central Office, including those cited previously, among the institutions with which MTRC coordinates. On the other hand, the residents or the clients were aware of only one government agency to whom MTRC coordinates with, which is the Department of Health. Coordination, with the cited government agencies, is done by the members of the MTRC's GAD TWG.

Although there is a GAD TWG, MTRC does not display its organizational structure and so the top most response among all the three groups of respondents was 'No'. In fact, one respondent in the TWG said that the organizational structure was only on paper. Most of the residents can even attest to the fact that there is indeed no organizational structure displayed anywhere in MTRC. This fact is contrary to the requirement of the Executive Order No. 273, which mandates agencies "to incorporate and reflect GAD concerns in their agency performance commitment contracts, annual budget proposals, work and financial plans." This mandate necessitates that agencies create an organizational structure which

should also be placed in a conspicuous place to convey to everyone that Gender and Development is indeed being observed in such agency. In relation to the existence of an organizational structure, it is likewise necessary for the members of the TWG to have well-defined functions/designations to be specified in the organizational structure. According to 12 members of MTRC's GAD TWG, they have well defined functions, although the organizational structure is not put on display.

Table 1

Result of the Survey on Mechanisms/Structures for Gender-responsive Policy and Programs

| | TWG (n = 12) | | | | Other Employees (n = 31) | | | | Residents (n=33) | | | |
|---|--------------|----|----|----|--------------------------|----|----|----|------------------|----|----|----|
| Items | Y | N | NA | To | Y | N | M | To | Y | N | M | To |
| <i>There is a GAD FPP</i> | 12 | 0 | 0 | 12 | 31 | 0 | 0 | 31 | 26 | 3 | 4 | 33 |
| <i>There is a GAD TWG</i> | 10 | 2 | 0 | 12 | 29 | 0 | 2 | 31 | 20 | 6 | 7 | 33 |
| <i>**Conduct of regular meetings for GAD TWG</i> | | | | | 4 | 20 | 7 | 31 | 6 | 23 | 3 | 32 |
| <i>GAD organizational structure is on display</i> | 0 | 12 | 0 | 12 | 0 | 31 | 0 | 31 | 4 | 25 | 3 | 32 |
| <i>Each personnel in the structure has well-defined functions</i> | 10 | 2 | 0 | 12 | 0 | 21 | 10 | 31 | 11 | 4 | 6 | 21 |
| <i>Each had GAD training</i> | 11 | 1 | 0 | 12 | 17 | 3 | 10 | 30 | 18 | 10 | 4 | 32 |
| <i>There is a well-formulated GAD Development Plan or GAD Action Plan</i> | 10 | 2 | 0 | 12 | 18 | 8 | 5 | 31 | 3 | 22 | 7 | 32 |
| <i>There is an accompanying budget allocation for the GAD Plan</i> | 12 | 2 | 0 | 12 | 8 | 6 | 16 | 30 | 17 | 10 | 4 | 31 |
| <i>**Accomplishment Reports are presented in meetings</i> | | | | | 24 | 4 | 3 | 31 | 8 | 12 | 10 | 30 |

*Legend: ** answered by other employees and residents only; item was not in the questionnaire for TWG*

Similarly, 11 out of 33 residents answered that the members of the TWG had well defined functions. Conversely, all other employees said that the TWG did not have well defined functions. This implies that not everyone in MTRC is informed of the existence and implementation of Gender and Development program in the same institution. Another prerequisite to the implementation of GAD program in government and non-government institutions is that all members of the TWG should be sent to relevant trainings, which is one way to prepare people in mainstreaming gender and development. However, only those in the TWG were able to give an affirmative response. Likewise, the majority of the other employees and the residents also gave an affirmative response to this. This may be due to the fact that MTRC conducted a gender and development diversity camp for the officers and staff (MTRC Annual GAD Accomplishment Report, 2017) sometime in August 2017. It was intended to increase awareness of employees on current GAD-related programs of the institution.

Section 2, number 2.3 of the Joint Circular 2012-01 of the Philippine Commission on Women (PCW), National Economic and Development Authority (NEDA), and Department of Budget and Management (DBM) states that all government departments, including their attached agencies, offices, bureaus, state universities and colleges (SUCs), government-owned and controlled corporations (GOCCs), local government units (LGUs) and other government instrumentalities shall allocate 5% of their total budget for the GAD planning and activities. To this, majority of the members of the GAD TWG and the residents were aware that there is an accompanying budget allocation for the GAD Plan. On the contrary, there were more employees not directly involved in the implementation of GAD who answered 'Maybe', meaning they were not really sure if there is indeed a budget allocation for the GAD program. Although MTRC has begun to put gender and development in place in its policy making, its operations and among its people, there is still a need to strengthen the GAD implementation and mainstreaming because not everyone in the Center is aware of other aspects regarding it.

a. Coordination across government agencies and NGOs.

Coordination by the members of the TWG, per mandate of the PPGD, includes coordination across departments or units within an organization and across other government and non-government agencies. In the case of MTRC, the TWG is expected to coordinate with the residents/clients and the other employees to ensure that everyone is aware of the GAD

implementation and its accompanying policies. The TWG is also expected to coordinate with other agencies through reports, attendance in conferences and collaboration. Doing the latter warrants that MTRC is in the right track in its implementation of the GAD program.

Table 2

Result of the Survey on Coordination

| | TWG (n = 12) | | | | Other Employees (n = 31) | | | | Residents (n = 33) | | | |
|--|---------------------|---|----|-----------|---------------------------------|---|---|-----------|---------------------------|----|---|-----------|
| <i>Items</i> | Y | N | NA | To | Y | N | M | To | Y | N | M | To |
| <i>GAD FPS coordinates with relevant government agencies</i> | 12 | 0 | 0 | 12 | 31 | 0 | 0 | 31 | 16 | 10 | 6 | 32 |

As revealed in the survey among the members of the GAD TWG, (Table 2) the other employees of MTRC not directly involved with the implementation of GAD and the residents said MTRC indeed coordinates with other government agencies. However, no non-government agency was mentioned by this group of the respondents. Again this proves that not everybody in the Center is aware of the functions that the TWG of GAD needs to do. Coordination or consultation as EIGE (Gender Stakeholder Consultation, 2018) terms it is where feedback may be gathered in order to improve operation of a program. The survey disclosed that all the members of the TWG and the other employees not directly involved with GAD implementation who were considered as respondents knew that MTRC coordinates with certain government agencies. Among the 33 resident-respondents, only 16 gave an affirmative response, 10 answered ‘No’, while 6 were not sure about this in answer to the question as to whether MTRC coordinates with other government agencies or not.

Other agencies with which all other government institutions must coordinate with regarding the implementation of gender and development program but which have not been mentioned by the respondents include the Department of Budget and Management (DBM), National Economic and Development Authority (NEDA), and the Department of Interior and Local Government (DILG).

b. Institutionalization of sex-disaggregated data bases.

Institutionalization of sex-disaggregated data bases takes a while to do. Sex-disaggregated data are data on males and females collected and analyzed separately. Sex-disaggregation of data is important for policy makers and even those who will conduct gender audit. For example, in MTRC there should be separate listing of men and women according to severity of substance abuse or those who have been victims of violence so that the GAD TWG can easily formulate support mechanisms for them. Through sex disaggregation, data about which gender has greater percentage of those who suffered from substance abuse or even the percentage of the gender that can easily be rehabilitated can be easily accessed.

To do sex-disaggregation requires training among the members of the TWG, so that they may know what to do, how to do it and what data to disaggregate. On this aspect, the majority of the members of the GAD TWG of MTRC said that this is not in effect yet in MTRC. This item as revealed in Table 3, however, this was not among the data collected from other employees and the residents. This was intentionally left out of the questionnaire for the residents, because they would not be in a position to answer whether or not data bases in MTRC are sex-disaggregated.

Table 3
Result of the Survey on Institutionalization

| | TWG (n = 12) | | | | Other Employees (n = 31) | | | | Residents (n = 33) | | | |
|--|--------------|---|----|----|--------------------------|---|---|----|--------------------|---|----|----|
| Items | Y | N | NA | To | Y | N | M | To | Y | N | M | To |
| <i>*Institutionalization of Sex-disaggregated data bases</i> | 5 | 8 | 0 | 12 | | | | | | | | |
| <i>**Sex biases are discouraged</i> | | | | | 17 | 3 | 4 | 24 | 10 | 8 | 13 | 31 |

*Legend: *Answered by the member of TWG only; ** Answered by other employees and residents only*

In relation to this, however, MTRC discourages sex biases, which is affirmed by majority or 17 of the other employees and 10 of the residents/clientele. This is further supported by the result of the survey regarding the idea that there is no discrimination in hiring, selection and promotion of MTRC's employees (Table 5, Item 1.4a). According to all the members of the TWG "no sex-discrimination policy" is enforced. The majority of the other employees and even the residents affirmative to this.

Referring to MTRC's Annual GAD Plan and Budget 2017, it is evident that MTRC has begun to be mindful of the provision of separate facilities for its male and female residents. MTRC planned to have its activity building renovated to provide privacy and protection to its women residents. With a well-spaced activity building, the residents will have separate recreation spaces for the male and the female. This plan was accomplished by the end of 2018, indicating that MTRC has begun its continuing program to provide the male and the female separate facilities for the safety and security of female residents, particularly.

c. Mainstreaming of gender issues in all aspects of the DOH-MTRC functions.

As defined, mainstreaming pertains to the integration of certain people or matters into the mainstream or whatever is conventional. ("mainstreaming", 2010) In the case of gender and development program, what needs to be mainstreamed are gender issues, such as women empowerment, into all aspects of operation and functions of the MTRC. As observed in MTRC's annual GAD plan and budget and accomplishment report, certain gender issues, such as the fact that the activity building is not yet gender-sensitive and so is proposed for rehabilitation. However, this is not yet fully implemented because not all of the other employees are aware of the implementation of GAD. Table 4 shows that 8 of the 12 members of the TWG know that gender issues are already being mainstreamed, which is also revealed in MTRCs annual GAD accomplishments of 2017.

Table 4
Result of the Survey on Mainstreaming of Gender Issues

| | TWG (n = 12) | | | | Other Employees (n = 31) | | | | Residents (n = 33) | | | |
|--|--------------|---|----|----|--------------------------|---|---|----|--------------------|---|---|----|
| Items | Y | N | NA | To | Y | N | M | To | Y | N | M | To |
| <i>*Gender issues are mainstreamed</i> | 8 | 5 | 0 | 12 | | | | | | | | |

*Legend: *answered by the member of TWG only*

Another requirement of the Joint Circular 2012-01 is that gender issues need to be mainstreamed. To do this, government and non-government institutions create activities relative to the six important spheres of Gender and Development. By so doing, these issues are addressed and are made known to its employees and stakeholders. Such activities include training programs to capacitate women and people with special needs to become self-sufficient, to engage in entrepreneurial activities, to have a voice, to be leaders, to be contributor to economic development, among others. The National Economic and Development Authority and National Commission on the Role of Filipino Women jointly developed a set of viable criteria not only to integrate women into development, but also to look for the potential in development initiatives to transform unequal social and gender relations to empower women. A long-term goal of GAD is the equal partnership of women and men in determining and directing their collective future. Among its objectives are: (1) Integrate gender perspective in the current development planning process; (2) Ensure implementation of the government’s gender-responsive development programs and projects; and (3) Institute gender-responsive data generation and processing systems at the program/project level (NEDA, 2011).

Table 5 shows that MTRC has sufficient support mechanisms along the personal sphere (Item 1.1a), this is according to 10 of the members of the TWG and 25 other employees. Unlike them, 19 of the 33 residents gave a negative answer and a few said ‘*Maybe.*’ This may be because they did not see any evidence of this support mechanism. This result, however, contradicts the Annual GAD Accomplishment Report for

2017, showing that 100% of MTRC officers and staff “are empowered and have gained knowledge on GAD related programs.” The result implies that there was lack of awareness on the part of the other employees regarding the activity they may have attended.

Table 5

Result of Survey along the 2nd Goal across the 6 Spheres

| No. | Items | Y | N | NA | To | Y | N | M | To | Y | N | M | To |
|------------------------------|--|----|---|----|----|----|----|----|----|----|----|---|----|
| | On P/P/As that address the development of women in various spheres | | | | | 24 | 3 | 4 | 31 | 27 | 3 | 1 | 31 |
| Personal Sphere | | | | | | | | | | | | | |
| 1.1a | Sufficient support mechanism | 10 | 0 | 2 | 12 | 25 | 2 | 4 | 31 | 11 | 19 | 2 | 32 |
| 1.1b | Training programs created for capacity bldg. | 10 | 0 | 2 | 12 | 4 | 3 | 24 | 31 | 23 | 8 | 1 | 32 |
| 1.1c | P/P/As propagating women role models | 8 | 3 | 1 | 12 | 4 | 0 | 27 | 31 | 23 | 6 | 2 | 31 |
| Family Sphere | | | | | | | | | | | | | |
| 1.2a | Encouragement for families to share responsibilities | 10 | 0 | 2 | 12 | 13 | 0 | 18 | 31 | 20 | 7 | 4 | 31 |
| 1.2b | Parenting education | 10 | 0 | 2 | 12 | 17 | 4 | 10 | 31 | 24 | 6 | 3 | 33 |
| 1.2c | Institutional support and facilities, such as counselling | 9 | 3 | 0 | 12 | 23 | 4 | 4 | 31 | 17 | 9 | 5 | 31 |
| Socio-cultural Sphere | | | | | | | | | | | | | |
| 1.3a | IECs portray equality of sexes | 10 | 1 | 1 | 12 | 8 | 17 | 6 | 31 | 11 | 18 | 3 | 32 |
| 1.3b | Promotion of women's health, nutrition and FP programs | 9 | 1 | 2 | 12 | 8 | 3 | 20 | 31 | 16 | 10 | 5 | 31 |
| 1.3c | Linkage with NGOs and religious institutions' to help women in special circumstances | 8 | 4 | 0 | 12 | 10 | 0 | 21 | 31 | 27 | 1 | 3 | 31 |

Table 5 continued...

| Economic Sphere | | | | | | | | | | | | |
|-------------------------|---|----|---|---|-----------|----|---|----|-----------|----|----|-----------|
| 1.4a | No discrimination in hiring, selection and promotion | 10 | 0 | 2 | 12 | 25 | 0 | 6 | 31 | 29 | 9 | 40 |
| 1.4b | Women's participation in decision-making | 11 | 0 | 1 | 12 | 22 | 3 | 6 | 31 | 16 | 12 | 31 |
| 1.4c | Participation of women in entrepreneurial activities | 11 | 0 | 1 | 12 | 25 | 0 | 6 | 31 | 19 | 5 | 29 |
| Political Sphere | | | | | | | | | | | | |
| 1.5a | Women empowerment through participation in elections | 2 | 9 | 1 | 12 | 26 | 0 | 5 | 31 | 29 | 0 | 31 |
| 1.5b | IEC made available to MTRC women clientele | 6 | 5 | 1 | 12 | 23 | 0 | 6 | 29 | 15 | 7 | 32 |
| 1.5c | Encouragement of women personnel and clientele to participate in civic activities | 2 | 9 | 1 | 12 | 22 | 3 | 5 | 30 | 17 | 10 | 31 |
| Legal Sphere | | | | | | | | | | | | |
| 1.6a | Legal literacy re: VAWC, property rights, citizenship rights | 10 | 1 | 1 | 12 | 24 | 3 | 4 | 31 | 15 | 13 | 33 |
| 1.6b | Promotion and protection of equal employment opportunities legally sanctioned | 9 | 2 | 1 | 12 | 8 | 0 | 23 | 31 | 19 | 11 | 31 |
| 1.6c | Special consideration for women | 7 | 3 | 2 | 17 | 25 | 0 | 5 | 30 | 16 | 11 | 32 |

In the MTRC's Annual GAD Accomplishment Report for 2017, a Gender Sensitivity Seminar was conducted for the new employees who were deemed lacking awareness on gender and development. Another activity reportedly accomplished was the conduct of a Spiritual Wellness and Gender and Development Diversity Camp aimed at providing gender and development advocacy campaigns and enrichment for MTRC's internal and external clients. Its accomplishment for CY 2018 also revealed that gender and development is becoming mainstreamed because of activities conducted for the psychological and social benefit, including the well-being, of both men and women through celebrations of Grand Family Day, Father's Day and Mother's Day.

2. GAD programs, projects, activities (P/P/As) that address women in special circumstances among personnel, and its clientele

MTRC's programs, projects, activities (P/P/As) for women in special circumstances have been created along the six spheres. Table 5, however, shows that the three groups of respondents do not have the same idea about it.

Along the **personal sphere**, for example, it may be noted that majority of the members of the TWG and the residents say that there have been training programs to enhance capacity of women and to tap their full potential to become self-sufficient citizens of the society. This is not the same with the other employees because majority was not sure whether it was being implemented or not. This may be because these other employees have not noticed or participated in any of these capacity building programs of MTRC. This is similar to the observation of Delavin (2017) in Masbate State College who observed that conducting echo and re-echo seminars was not executed in the Masbate State College along client and organization that is why some policies and other key areas were not institutionalized in the college. Likewise, the majority of the other employees' answer to whether or not there are P/P/As in MTRC that propagate women as role models was also '*Maybe*'; whereas, the majority of the members and the residents said such P/P/As are implemented in MTRC.

Along the **family sphere**, P/P/As done were parenting education and institutional support facilities. These include family counselling, family dialogue and family conference (MTRC GAD Annual Plan Budget

2019). All three groups of respondents were in agreement that there had been parenting education done in MTRC. Based on the result, there were only a few among the other employees and the residents who answered 'Maybe'. Again the of all three groups of respondents gave an affirmative response or a 'Yes' to the provisions of majority institutional support facilities. The number of those who answered 'Maybe' on this P/P/A was even less than those who gave the same answer regarding parenting education. The implication is that all these three groups of respondents may have become attendees to said activities.

On the **socio-cultural sphere**, the P/P/As include (1) education/training and the distribution of IECs that portray equality of sexes, (2) programs that promote women's health, nutrition and family planning and that there are (3) NGOs and religious institutions tapped in order to provide help to women in special circumstances. Along said P/P/As, the majority of the members of the TWG answered 'Yes' and only a negligible number said 'Maybe'. Similarly, the majority of the residents also gave an affirmative response regarding the 2nd and the 3rd cited P/P/A, but the majority of them gave a 'No' for the first P/P/A. On the contrary, the majority of the other employees, answered 'Maybe' to the last 2 P/P/As, while there were more who said 'No' for the first P/P/A. Delavin (2017) said the success of any gender mainstreaming effort depends, to a large extent, on the resources allocated and the mechanisms that are institutionalized to implement it. Again, the implication is that the other employees may have been neither made aware nor invited to said P/P/A. Another implication may be that there has been no wide dissemination for such.

Along **economic sphere** shows that women were encouraged to participate in decision-making and in entrepreneurial activities. One activity where women actively participated in decision-making was in general meetings or assemblies where their voices were heard, particularly on certain issues that concern them in MTRC. According to the result of the survey, all the members of the TWG gave an affirmative response or a 'Yes' to both P/P/A. In the same way, all the other employees also said 'Yes', these were indeed being implemented in MTRC. Also, the majority of the residents' answer was also 'Yes' though there were a negligible number who answered 'Maybe' indicating that they were unsure as to whether this was being done or not.

In terms of the **political sphere** shows one notable P/P/A is the availability of literacy, information and education for women clientele in MTRC. To this, the response of the members of the TWG was mostly 'No'; while almost the same number said 'Yes', which is contrary to the responses of the majority of the other employees and the residents, which were mostly affirmative and none among the other employees said 'No' while a few said 'Maybe'. This could imply that some of the members of the TWG may not have considered the activities conducted as political in context. Nonetheless, this is not supposed to be the case because as members of the TWG, they are supposed to have firsthand knowledge about the purpose of whatever P/P/As they plan or create.

Still on the **legal sphere** another P/P/A reportedly done was the promotion of legal literacy in the areas of Violence against Women and Children (VAWC), property rights, citizenship rights, among others. The majority of the members of the TWG, said this is indeed being done in MTRC, in other words, most of them answered 'Yes'. Similarly, the majority of the other employees and the residents also provided affirmative responses.

3. Continuing GAD consciousness raising, advocacy and affirmative action integrated into the MTRC's GAD program

Continuing GAD consciousness raising, advocacy and affirmative action P/P/As may be carried out through programs that are done regularly, which may be annually or biannually. This can also be fully and perhaps successfully implemented if there is regular assessment or audit to check it is continued and if the goals are achieved. According to Delavin (2017) the GAD Plan and Budget or GAD Plan in the Masbate State College must not end in a plan, rather, what is more important is its implementation and sustainability. True enough, government or non-government institutions or agencies must ensure that whatever is included in the GAD plan and budget must appear as accomplished in the subsequent accomplishment report.

Along continuing GAD consciousness raising P/P/As, the majority of the members of the TWG said that continuing GAD consciousness raising, advocacy and affirmative action P/P/As were integrated into the MTRC's GAD program. However, no specific P/P/As were cited by this group of respondents in the survey form.

Table 6
Result of Survey along the 3rd Goal: Continuing GAD Consciousness

| No. | Items | TWG (n = 12) | | | | Other Employees (n = 31) | | | | Residents (n = 33) | | | |
|-----|--|--------------|---|----|----|--------------------------|---|----|----|--------------------|----|---|----|
| | | Y | N | NA | To | Y | N | M | To | Y | N | M | To |
| 1 | On continuing GAD consciousness raising P/P/As in MTRC | 9 | 2 | 1 | 12 | 4 | 6 | 21 | 31 | 23 | 6 | 1 | 30 |
| 2 | Advocacy P/P/As initiated and implemented by MTRC | 11 | 1 | 0 | 12 | 12 | 0 | 19 | 31 | 11 | 18 | 0 | 29 |
| 3 | Affirmative action initiated and implemented by MTRC | 10 | 2 | 0 | 12 | 10 | 0 | 21 | 31 | 20 | 6 | 5 | 31 |

Conversely, the majority of the other employees and the residents answered ‘*Maybe*’, which again could indicate that these other employees were not aware of the continuing GAD consciousness raising. Or that perhaps, this is being done, but it is not widely disseminated. It may also be that, the other employees have not been provided sufficient information regarding the purpose of such activities which in fact, may have really been implemented.

The response of the majority of the residents was the same as the response obtained from the members of the TWG, indicating that they are better informed than the other employees. In fact, there were very few who said ‘*No*’ and only one among the residents who answered ‘*Maybe*’. This result could further indicate that those who answered ‘*Yes*’ may have been attendees to such P/P/As.

On the aspect of an advocacy P/P/A, the responses of the members of the TWG, were entirely contradictory to the responses of the other employees and the residents because the majority of the other employees answered ‘*Maybe*’; while the majority of the residents answered ‘*No*.’ Either these groups of respondents lack knowledge about P/P/As that advocate the implementation of GAD programs in institutions or there

really is no P/P/A to speak of that advocates Gender and Development. In fact, to the question as to whether this P/P/A has been conducted in previous years, the majority of these two groups of respondents gave a negative response or they said 'No'. As for the question whether there had been affirmative action initiated and implemented by MTRC on the GAD program, again the majority of the members of the TWG said 'Yes'. Likewise, the residents answered 'Yes' and only a few said the opposite. Conversely, the majority of the other employees answered 'Maybe'. Again, this result implies that the other employees may not have been included or they may have not participated in such activities which may be because they have bigger work load. The residents, on the other hand, are the primary beneficiaries of the services of MTRC and thus, this P/P/A is one among a number of other activities they participated in so that when they return to society, they may become productive contributors to economic development. It may be noted in MTRC's Annual GAD Plan and Budget from CY 2017 to 2019 that the institution is doing its best to be a gender-responsive institution through its proposed GAD activities for the said years. From MTRC's Annual GAD Plan and Budget for the years mentioned, it is noticeable that training on GAD strategic Planning and Budgeting for GFPS, through the conduct of a GAD Wellness Camp. This is an indication that there is a continuing GAD program. Another example is the conduct of a Grand Family day for CY 2017 – 2018, which is included in the GAD Plan and Budget for CY 2019.

Also noticeable in the GAD Plan and Budget is the allocation for infrastructure improvement or development, especially for the female clients or residents who need to be given privacy and protection from the male residents who may still have the tendency to be violent or abusive. Another activity planned for CY 2019 is the conduct of GAD orientations for external clients intended to "generate awareness and support on responsible parenting and family planning".

4. P/P/As to be included in the 5-year DOH-MTRC GAD Plan 2019-2024 towards the attainment of the PPGD goals

The Philippine Plan for Gender Responsive Development (PPGD) provides the framework for the implementation of Gender and Development Program (GAD) in all extents of the Philippines, from the national down to the local government of the country (PPGD, 2011). It is founded on the vision of development that is equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and the actualization of human potentials. The PPGD likewise seeks to help bring about a future that is peaceful and just,

unmarked by gender and other biases and respectful of democratic processes. Women, like men, are empowered to act on their own and to realize their potentials. It presents the goals that will make gender equity innate in public programs and policies.

The P/P/As that the researcher proposes focuses on learning and development intervention. This is necessary because the survey reveals that there is still a need to make the other MTRC employees not directly involved with the GAD implementation, become more knowledgeable about the various aspects of gender and development. In addition, they too need to undergo relevant training so that they will gradually understand the components of the Philippine Plan for a Gender-Responsive Development. And so, the researcher proposes plans to be included in the 5-year learning and development intervention for DOH – Malinao Treatment and Rehabilitation Center.

Proposed Malinao Treatment and Rehabilitation Center 5-Year Learning (2019-2024) and Development Intervention towards Gender and Development

I. VISION

A gender-responsive DOH–Malinao Treatment and Rehabilitation Center committed to the promotion of women’s empowerment, through appropriate trainings, capacity building activities, proper nutrition, spiritual and physical well-being for the Center’s progress.

II. GOALS AND PRINCIPLES

a. Goals of this Intervention Plan

- i. Provide capacity building programs and technical training to employees and residents that support gender education, updating and enhancing skills, particularly on informatics and other fields (PPGD);
- ii. Empower women, promote legal and political education and reform public images of women;
- iii. Provide sustainable development to equally benefit men and women in a sustainable environment;
- iv. Provide training on the creation of sex-disaggregated data bases for the members of the TWG and the other employees; and
- v. Create relevant Information, Education and

Communication materials to be disseminated to
DOH – MTRC employees and clientele.

b. PPGD Principles

- i. Recognition of the positive effects of economic liberalization;
- ii. Gender equity, respect for human rights, women empowerment, access to media, participation in its production and decision-making processes;
- iii. Employment of men and women in better-paying ends of the informatics job market;
- iv. Women's organization to protect their interests vis-à-vis their employers or contractors; and,
- v. Sustainable development that equally benefits women and men.

III. The 5-Year Plan

Table 7

The Proposed Five-Year Plan for P/P/As

| Program/ Project/Activity | Gender Related Issue/ Concern | GAD Result | GAD Activity | Targets | GAD Budget |
|---|--|---|---|---|---------------|
| GAD Advocacies, Seminars, and Trainings | | | | | |
| Organization Focus | Lack of awareness of employees on GAD mandates | Capacitated and technically adept employees (74 pax) | Needs assessment | 1 conduct of Needs assessment per year (2019, 2021, 2023) | P 90,000.00 |
| | Need to provide equal opportunities | Provision of equal opportunities for female employees to hold positions or designations (74 pax) | Annual Seminar- Orientati on on GAD | 1 conduct Seminar- Orientation on GAD (2019- 2023) | P 120,000.00 |

Table 7 continued...

| | | | | | |
|-------------------------------|---|---|--|---|--------------|
| | Need to institutionalize sex - disaggregated data bases | Trained employees on sex- disaggregated data bases (25 pax) | Training-workshop (sex- disaggregated data bases) | 1 conduct of Training-workshop (sex- disaggregated data bases) (2021, 2023) | P 90,000.00 |
| Client Focus | Productivity and effectiveness of women residents/ clients due to familial obligations | Enabling environment where women's full potential is tapped (25 pax) | Training-workshop (capacity building – basic baking) | 1 conduct of Training-workshop (capacity building – basic baking) (2019-2023) | P 80,000.00 |
| | Need to build capability of women residents for political and legal affairs | Provision of opportunities for female residents to be politically and legally educated (74 pax) | Seminar - orientation (VAWC) | 1 conduct of Seminar - orientation (VAWC) yearly (2019 - 2023) | P 120,000.00 |
| Organization and Client Focus | Lack of awareness on rights as citizen | Provision of avenues for women to increase awareness of their rights (74 pax) | Orientation- seminars (citizenship rights) | 1 conduct of Orientation- seminars on Citizenship Rights (2020, 2022) | P 120,000.00 |
| | Need to capacitate employees and residents for GAD mandates and components | Avenues for both male and female to be oriented about the components of GAD (74 pax) | Orientation- seminars (gender biases) | 1 conduct of Orientation-seminars on gender biases (2019, 2021, 2023) | P 50,000.00 |
| | Need to strengthen spiritual formation, health condition, and maintain proper nutrition | Provide opportunities for health, spiritual well-being and proper nutrition (74 pax) | Annual Recollection / spiritual formation | 1 conduct of Annual Recollection / spiritual formation (2019-2023) | P 120,000.00 |
| | Lack of opportunities to learn about basic human rights | Trained employees & residents on gender biases and sex discrimination (74 pax) | Orientation- seminars (human rights) | 1 conduct of Orientation- seminars on human rights (2019 -2023) | P 60,000.00 |

I. Other Programs/Projects/Activities

1. Dissemination of relevant Information, Education and Communication (IEC) materials
 - a. Promotion of equality of sexes through IEC;
 - b. Inclusion in the IEC of ideas on legal literacy along the are as of Violence against Women and Children (VAWC), property rights, citizenship rights, safety standards and equal opportunities;
 - c. IEC materials be made accessible to all employees and residents for updated information and better understanding of the goals of gender and development;
 - d. Inclusion in the IEC of updates on accomplishments of certain plans in the Annual GAD Plan
 - e. Provision of information on women's empowerment not only as an person at home but also in society by providing women role models in politics, economy, career among others; and
 - f. Inclusion in the IEC announcements regarding opportunities for personal, professional and financial enrichment;
 - g. Display of organizational structure on a conspicuous wall in MTRC;
 - h. Ensuring that plans for gender and development are included in the Annual GAD Plan and Budget to be accomplished on the target date;
 - i. Ensuring that all employees and stakeholders are kept updated on MTRC's GAD programs, activities and plans;
 - j. Putting up of bulletin board may be dedicated to information updates, news and articles regarding MTRC's and other related institutions GAD Program;
 - k. Orientation and information to employees and other residents about other government and non-government agencies with which MTRC coordinates with;
1. Attendance of the TWG to workshops on GAD Audit, GAD monitoring and other pertinent activities for effective implementation of GAD programs;
2. Inclusion in the implementation of GAD P/P/As in the manual of operations of MTRC;
3. Conduct of regular meetings not only members of the TWG, but also with other employees so that the latter may not be left groping in the dark for information or updates regarding GAD P/P/As and accomplishments; and,

4. Conduct of regular capacity building programs and activities, either semi- annually or annually, to ensure that goals and objectives are realized.

In order to institutionalize the foregoing strategies for the implementation of GAD Programs in MTRC, each P/P/A plan should be submitted as a proposal for approval by the head of agency.

Conclusions

From the foregoing findings, the researcher came up with the following conclusions:

1. Mechanisms/structures for gender-responsive policy and program formulation and implementation are in place at Malinao Treatment and Rehabilitation Center. Its policies and activities are gradually becoming gender-responsive. Its people, the other employees and the residents, are becoming aware that these mechanisms are in place.
2. The GAD programs, projects, activities (P/P/As) that address women in special circumstances among MTRC's personnel and clientele are still few
3. MTRC's Annual GAD Plan and Budget has continuing GAD consciousness raising, advocacy and affirmative action integrated into the MTRC's GAD program. However, there are P/P/As which are not accomplished within the target period, while others are no longer a follow up activity in the succeeding years.
4. The proposed 5-year DOH-MTRC GAD Plan 2019-2024 may serve as a basis for MTRC's next GAD planning and budgeting activity so that programs will be sustained for five years until the PPGD goals are attained.

Recommendations

From the findings and conclusions, the following recommendations are forwarded:

1. MTRC's GAD TWG should plan a benchmarking activity to learn ideas from other government and non-government agencies,

particularly on other mechanisms/structures that may be adopted to help the center become more gender-responsive.

2. MTRC's GAD TWG should conduct an annual needs assessment among the residents and the other employees, so that the women considered to be in special circumstances may be provided with programs, projects or activities for capacity building.
3. MTRC's GAD TWG's plans with corresponding budget allocation approved for implementation should be undertaken or until goals and purposes are reached.
4. The proposed 5-year DOH-MTRC GAD Plan 2019-2024 may be deliberated upon by the members of the TWG or the GFPS improved and eventually be considered in the planning and budget allocation for the next five years.
5. MTRC's employees other than the GAD TWG should also be given opportunities to be oriented and trained on the implementation of the GAD program and on other capacity building activities that are gender-responsive so that they will not remain in the dark about the existence of the said program in the Center.
6. Information, Education and Communication (IEC) materials should be more informative and be widely disseminated.
7. An organizational structure should be put on display at a conspicuous place in MTRC for everybody's awareness that there indeed is a GFPS in MTRC.
8. Another gender and development evaluation may be done with focus on men or the male employees and residents.
9. Future research may be conducted giving focus on capacity building for both men and women, including their rights as equal beneficiaries of gender and development.
10. Replication of this study may be done to evaluate the level of GAD mainstreaming using the GAD Mainstreaming Evaluation Form in the same locale and in other government and non-government agencies.

Limitations, Directions for Future Researchers and Implications

The undertaking assessed whether coordination across government agencies and NGOs, institutionalization of sex-disaggregated data bases, and mainstreaming of gender issues manifested in the GAD programs, projects and activities (P/P/As) of the DOH-MTRC across the six spheres for 2017 and 2018. This study may be about gender and development but its focus is only on women, so the contents of the questionnaire feature only situations/circumstances in favor of women. In addition, the women mentioned includes only the women clients/residents and the women employees. Although this was the first study that assessed the institution's GAD program, the years before 2017 were not covered by the study.

Residents who are declared by the institution's physician as mentally incapacitated were also not considered as respondents. Women in special circumstances, such as those who have criminal cases, were also excluded as respondents. For the respondents to be considered viable, the Center's medical doctor had to give permission as to who among them would be able to coherently answer the questionnaire.

The result of the research study provided needed data for the employees and administration of DOH-Malinao Treatment and Rehabilitation Center regarding the effectiveness of the implementation of the GAD Focal Point System as mandated by the Memo Circular no. 201-01. As stated in the circular, one of the functions of the Focal Point System is to monitor the effective implementation of GAD-related policies and this may serve the purpose. The result may likewise serves as motivation for other private and government institutions to do a similar evaluation of the implementation of the Gender and Development Program in their respective institutions as it is required by the same executive order. Whatever information resulted in this study have provided the administration as to what course of action is necessary either for the improvement of a less than efficient GAD, or the maintenance of a well implemented GAD in MTRC. Other researchers may also find avenues for the conduct of similar studies along areas beyond the scope of this research.

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