

An Evaluation On The Institutionalization Of Gender And Development (GAD) Program In Selected Barangays In Lupao, Nueva Ecija

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Abstract. This study evaluates the institutionalization of Gender and Development (GAD) programs in selected barangays in Lupao, Nueva Ecija. The research aims to assess the planning, implementation, and challenges encountered by barangay officials in integrating GAD initiatives into their development plans. Qualitative research methods were employed, including document analysis and interviews with barangay officials and secretaries from three barangays: Agupalo Weste, Burgos, and Alalay Chica. Findings reveal that while the barangays have GAD policies in place, their implementation varies, with most programs focusing on women's involvement or assistance. However, these programs often lack a clear gender-sensitive approach and fail to address the diverse needs of both men and women. Budget allocation for GAD programs also reflects this imbalance, with limited resources directed towards initiatives specifically targeting gender issues. Challenges faced by barangay officials include insufficient knowledge and understanding of GAD principles, resulting in the misinterpretation and misalignment of GAD policies in program planning and implementation. Additionally, inadequate monitoring and evaluation mechanisms hinder the effective assessment of GAD program outcomes and the identification of areas for improvement. Recommendations include capacity-building initiatives for barangay officials, strengthening of GAD structures, gender-sensitive budgeting, awareness campaigns, regular monitoring and evaluation, and collaboration with stakeholders. These measures aim to enhance the institutionalization of GAD and promote gender equality and women's empowerment at the grassroots level. Overall, this study highlights the importance of ensuring that GAD programs are effectively planned, implemented, and monitored to address gender inequalities and contribute to inclusive community development.

Keywords: *Barangay; Gender and Development; Implementation challenges; Institutionalization; Qualitative research*

1. Introduction

Philippine society is currently grappling with a range of issues that affect the economic, social, and cultural rights of its people. These include poverty, lack of education, violence, and the marginalization or discrimination of certain groups. These longstanding problems continue to contribute to inequality in the country. Gender roles are culturally defined by societal expectations for men and women in both public and private spheres. The United Nations High Commissioners for Refugees focuses on building organizational capacity to address how policies, programs, partnerships, and financial allocations impact

women with the aim of improving their outcomes. It's important to recognize that development efforts often involve significant resource allocation while being influenced by political and economic motivations rather than solely driven by a shared concern for improving living conditions for people. The GAD initiative across all government institutions was strengthened with the passage of Republic Act 9710, also known as the Magna Carta of Women, in 2009. This law aims to address discrimination against Filipino women by safeguarding their rights and allocating at least 5% of a government agency's budget for gender and development programs. The enactment of this law marked a significant milestone in advancing efforts for gender equality and empowerment. Additionally, local governments are encouraged to create comprehensive ordinances supporting women's human rights, with specific objectives such as aligning local initiatives with national commitments on gender issues and providing guidance on implementing GAD-related services. Furthermore, these ordinances must encompass key elements like legal mandate, principles, policies/strategies, definitions of terms related to development areas/interventions pertinent to GAD activities and should also include penalties for non-compliance.

This research investigates various Gender and Development programs within an organization's programmatic efforts. In the field of international development, integrating gender is widely recognized as a best practice, making it crucial for organizations to strive towards implementing diverse programs. Consequently, this study will analyze the different initiatives and examine the procedural aspects of Gender and Development within local government units as well as the associated budgetary considerations. The GAD programs in three selected barangays—Agupalo Weste, Alalay Chica, and Burgos—are overseen by their Barangay officials led by their respective Barangay Captains. Each barangay annually devises proposed plans addressing various issues aligned with their GAD responsibilities mandated by local government institutionalization policies stemming from RA 9710 or the Magna Carta of Women. Introduced in 2009, this GAD program aims to establish policies and procedures for mainstreaming gender perspectives into local planning, programming and budgeting; legislation; project development implementation; monitoring & evaluation per MCW guidelines. The study seeks to gather information through four objectives: understanding LGU procedures when implementing GAD at each barangay level; discerning plans provided by barangay officials in relation to Gender and Development; determining annual budget allocations for such programs across differing barangays; identifying indicators measuring effectiveness of GAD program implementation at Agupaloweste ,Burgos,and Alalychica levels. The study aims to answer the following questions about the evaluation on the institutionalization of Gender and Development Program of selected Barangays in Lupao, Nueva Ecija:

1. What are the procedures of the LGU for the implementation of Gender and Development (GAD) in every barangay?
2. What are the plans and programs concerning Gender and Development (GAD) provided by the barangay officials in their barangay development plan?

3. How much budget is allocated for the GAD programs per year in different barangay?

4. What are the indicators of the effectiveness on the implementation of GAD program at the barangay level namely, Agupalo Weste, Burgos and Alalay chica?

2. Methodology

Initially, secondary documents such as records and reports on GAD from LGU's DILG had been collected and analyzed. The researcher used qualitative research in evaluating the GAD Programs; the researcher conducted an interview with the three (3) Barangay officials (i.e, Barangay Captain, GFPS chair and members) and (3) barangay secretary of the selected barangays namely, Agupalo Weste, Burgos and Alalay Chica.

2.1. Sampling Procedure

The research sampling procedure involved purposive sampling to select three barangays out of the total 24 barangays in Lupao, Nueva Ecija. The selection criteria likely included factors such as geographical representation, size, and diversity to ensure a comprehensive understanding of GAD implementation across different contexts within the municipality. Within each selected barangay, key informants were purposively chosen, including the Barangay Captain, Gender and Development Focal Point System (GFPS) chair and members, and barangay secretaries. These key informants were selected based on their roles and responsibilities related to GAD planning, implementation, and monitoring within their respective barangays. Purposive sampling ensured that participants had direct involvement and knowledge of GAD programs and policies, allowing for in-depth insights into the institutionalization of GAD at the grassroots level.

2.2. Respondents

The research respondents were selected based on their roles and responsibilities related to Gender and Development (GAD) planning, implementation, and monitoring at the barangay level. The primary categories of respondents included barangay officials, Gender and Development Focal Point System (GFPS) members, and barangay secretaries. These respondents were chosen based on their direct involvement in GAD planning, implementation, and monitoring processes within their respective barangays. Their diverse perspectives and experiences provided a comprehensive understanding of the institutionalization of GAD at the grassroots level, including challenges faced and areas for improvement.

3. Results and Discussion

3.1 Plans and Program

3.1.1 *Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of barangay Agupalo Weste*

Table 1 Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of barangay Agupalo Weste

Gender Issue or GAD mandate	GAD Program/Project/ Activity	Performance and Target Indicator	GAD Budget	Responsible person
Delivery of basic social services	Maintenance of Day Care Centers	January-December 2019	50,000	Punong Barangay, Comm. On Appro. Barangay Treasurer
Nutrition program	Feeding program	January-December 2019	36,609.50	Committee on Health BHW and BNS
Sports and recreation	Purchase of sports materials and equipment	January-December 2019	50,000.00	Punong Barangay, Committee on sports
Need to intensify knowledge about GAD	Trainings and seminars	January-December 2019	50,000.00	Barangay Gad officials GAD officers

Table 1 shows the Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of barangay Agupalo Weste. Barangay Agupalo Weste, their Barangay Officials are not familiar or lack skills on how to use the template or tools for planning. The plan failed to clearly define or establish the relationship of GAD to the issues on "Delivery of Basic Services", "Nutrition Program" and "Sports and Recreation". The identified activities or projects in their plans do not clearly indicate that they offer a solution to GAD-related problems like the maintenance of the Day Care Center and Feeding Programs. Which should have been under the time frame of the planned activity and the data gathered there were no specific indicators identified. This echoes challenges faced by State Universities and Colleges (SUCs) in the Philippines, where despite having established GAD tools and activities, there is a lack of organized data sources, particularly sex-disaggregated data, and necessary for gender analysis. Accordingly, the study of Sonza & Tumibay (2020), proposes an information technology-based solution utilizing a decision tree algorithm to improve gender analysis and inform program development for gender equality. Similarly, in barangay Agupalo Weste, there is a need for structured data collection and analysis mechanisms to ensure that GAD-related programs effectively address gender issues and contribute to gender equality goals.

3.1.2 Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of barangay Burgos

Table 2 Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of barangay Burgos

Gender Issue or GAD mandate	GAD Program/Project/ Activity	Performance and Target Indicator	GAD Budget	Responsible person
Lack of awareness and understanding of GAD issues and concern including a legal mandate on GAD among teacher and student	GAD Trainings and Seminars	Number of Gad Training/Seminar to be attended	70,000	Barangay officials/School Head/Rep
Observance of Women’s National Day every March	Livelihood programs (hairdressing, manicure, pedicure)	Number of women enrolled in the livelihood program	50,000	Barangay officials
Need to sustain the operation of Day Care Center in the Barangay	Improvement of the Day Care Center of the Barangay	Number of Day care Center improved in the barangay	42,137 .30	Barangay officials

Table 2 shows Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of barangay Burgos, the different plans of barangay Burgos in which it is listed on the GAD programs of the barangay. Their program on the “Improvement of the Day Care Center of the Barangay” is one of their programs that do not imply the GAD template because, even if they improve the Day Care Center it is still not ideal for GAD program and it is not a gender sensitive place they only improve the building itself. Also, most of their plans are more on widening the knowledge and awareness of their constituents with regards to GAD, which is good for the community to make them more aware of what GAD program is. In barangay governance, officials must align their programs with the principles of GAD to ensure initiatives promote gender equality and inclusivity. Parallely, the study of Viernes, Gabriel, and Sarmiento (2021), reveals the active involvement of LGUs in educating cooperative members and persuading them to follow regulations, emphasizing the recognition of cooperatives' roles in the community and their contribution to promoting government projects.

3.1.3 Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of Barangay Alalay Chica

Table 3 Barangay Annual Gender and Development (Gad) Plan and Budget 2019 of Barangay Alalay Chica

Gender Issue or GAD mandate	GAD Program/Project/Activity	Performance and Target Indicator	GAD Budget	Responsible person
Lumalaki ang bilang ng mag-aaral	Rehabilitation of Day Care Center	Improvement of Day Care Center for the convenience of no. of students	20,000	Punong Barangay Day Care Worker
Hindi sapat ang kaalaman ng Day Care Worker sa mga batang mag-aaral	Provision of Day Care Services Conduct skill training for Day Care Worker	Various aids and other expenses obligated Skill knowledge of training in teaching children		
Hindi sapat ang kaalaman ng Day Care Worker sa mga batang mag-aaral	Attendance to training/seminars among the Barangay Council on RA 9262 and RA7160	5 barangay council attended seminar on RA 9262, RA 7160 Support program of suspected child abuse and women trafficking	28,897.68	Punong Barangay Sangguniang barangay committee on Womens and Children
Maraming senior citizens at PWDs na hindi na kayang magtrabaho	Provision of Senior Citizen/PWDs Services	General Welfare of 300 senior citizen and PWDs in the barangay	23,897.68	Punong Barangay Pangulo ng PWDs
Kulang sa kaalaman ang mga bagong halal na barangay council tungkol sa batas sa GAD related laws.	Attendance to training/seminars among the barangay council on GAD-related laws	5 barangay council attended seminar on RA 9262, RA 7160 Support program of suspected child abuse and women trafficking	20,692.99	Punong Barangay Sangguniang Barangay

Table 3 presents the different plans and programs of the barangay Alalay Chica for the year 2018. The only program that is GAD-related is their program on "Attendance to training/seminars among the Barangay Council on RA 9262 and RA7160" that concern to addressed their issue on lack of knowledge of the newly elected official in understanding GAD, and "Attendance to training/seminars among the barangay council on GAD-related laws" which related to the addressed their issue on lack of awareness of the new elected

barangay council that are related to GAD Laws. You can also see that these barangay officials or council don't have enough knowledge on what Gender and Development Program is, they did not fully know how to use the proper template for constructing programs concerning GAD. Their other programs are not related to GAD, specifically their program on the rehabilitation of the Day Care Center, which seeks to address their issue on the growing population of the incoming students. Table above shows the different programs planned in the barangay for GAD-related programs. The only program that is GAD-related is their program on the "Attendance to training/seminars among the Barangay Council on RA 9262 and RA7160" and "Attendance to training/seminars among the barangay council on GAD-related laws" you can see that this are the only programs that concern to GAD. It is simply to address the issue of lacking awareness of the newly elected barangay official. According to the study of Gabriel (2017), the Dumagat women's perceptions on seminar/training priorities shed light on their preferences, with a strong emphasis on topics such as child abuse, women's rights, and livelihood training. This indicates a recognition of gender-specific concerns and a desire for empowerment and knowledge enhancement among women.

3.1.4 Shows the breakdown of the proposed plan for GAD program for 2019 and the accomplished program for 2019 prepared by the Barangay officials of each barangay for the year 2019

Table 4 Shows the breakdown of the proposed plan for GAD program for 2019 and the accomplished program for 2019 prepared by the Barangay officials of each barangay for the year 2019

Barangay	A Proposed Plan For Gad Program For 2018	Accomplished Program For 2018
AGUPALO WESTE	<ul style="list-style-type: none"> • Maintenance of Day Care Centers • Feeding program • Purchase of sports materials and equipment • Training and seminars 	<ul style="list-style-type: none"> • Rehabilitation of the Dat Care Center (improvement of the building) • Conducted feeding program to each area of the barangay (50 kids per Zone, there are 15 Zones in the Barangay) • Purchase sports materials for the Barangay Sports League (basketball ball, repainting of the court, replacing the net and the rings) • Seminars in the barangay (twice a year every March and July- 100 attendees)

BURGOS	<ul style="list-style-type: none"> • Observance of Women’s National Day every March • Livelihood programs (hairdressing, manicure, pedicure) • Improvement of Day Care Center in the Barangay 	<ul style="list-style-type: none"> • 1 GAD Training and Seminar (1 Day Care Center Teacher, and 8 barangay councillors, secretar, treasurer, chief tanod • 15 women enrolled in the different livelihood program
ALALAY CHICA	<ul style="list-style-type: none"> • Rehabilitation of Day Care Center • Provision of Day Care Services • Conduct skill training for Day Care Worker • Attendance to training/seminars among the Barangay Council on RA 9262 and RA7160 • Provision of Senior Citizen/ PWDsServices • Attendance to training/seminars among the barangay council on GAD-related laws 	<ul style="list-style-type: none"> • Rehabilitated the Day Care Center (Purchase of school materials, repainting of the DDC building) • Conducted skills for training of the Day Care Worker (DDC teacher) • 10 barangay council have seminar/training (seminar on GAD awareness and BADAC in Baguio last March 2018) • Attended barangay training and seminars on GAD-related Laws last March 2018- attended by barangay captain and barangay councillors, secretary and treasurer

As shown in Table 4, the three barangays have an existing GAD Code or template that they are following that aims to promote the protection of rights and dignity of women. One out of the three Barangays only barangay Agupalo Weste had their GAD Council and is still in the process of familiarising the GAD code and what it is really all about. Most of the GAD programs in the three barangays focus on women involvement or in providing assistance to women; each barangay official thinks that GAD commonly view programs as simply programs that have women as participants and beneficiaries. You will also notice that most of the programs are essentially social welfare services programs and cannot be clearly explained by the barangay official on why and what GAD really is. Programs of the three barangays are most likely to be social welfare services because according to the secretary of Alalay Chica, the program implementers lack knowledge and understanding on what GAD is. Furthermore, Ramos et al. (2020) emphasizes the importance of transparency, accountability, and community participation in local governance for effective service delivery and GAD programs through the active involvement of Civil Society Organizations and the community. This suggests that increased community engagement and a bottom-up approach in budgeting and planning could lead to more meaningful GAD initiatives addressing the needs and rights of all genders within the community. Accordingly, Antonio and Arive (2018) highlight the dynamics between the executive and legislative branches of local government. The

dominance of the executive branch can influence governance effectiveness and program implementation, including GAD initiatives. This is related to research findings in that internal political dynamics and power imbalances within LGUs could compromise the effectiveness of GAD programs, affecting their scope and impact. While not directly related to GAD, research by Casimiro, Santiago, and Gabriel (2021), points to the broader context in which GAD programs operate. Integrating gender perspectives into DRR and CCA is crucial, as vulnerabilities and needs in disasters often differ by gender. The findings from this RRL underscore the importance of integrating GAD into all aspects of local governance, beyond traditional welfare and social services, to ensure inclusive and effective responses to contemporary challenges.

3.2 Implementation Of Gender And Development Program

On the implementation of GAD programs, barangay officials have specific steps and guidelines for their program's implementation. The barangay prepares and submits GPBs which include issues and solutions related to the Gender and Development program. These submitted plans are reviewed by the Municipality Planning and Development Office to ensure alignment with municipal priorities, correct use of templates/forms, and completeness. Following this review, the proposed GPB is also evaluated by the DILG office MLGOO for its responsiveness to gender-related issues. Once all reviews are complete, the DILG returns the GPBs with comments along with a certificate of Review and endorsement. Lastly, both barangays and cities/municipalities submit their GAD ARs for consolidation and further review as required.

Monitoring Of The DILG On The Implementation Of Gad Plan And Budget

According to joint memorandum no. 2013-01, the barangay must issue a policy directive to disseminate and execute the GAD Plan and Budget after receiving it from DILG municipal office along with a certificate of approval. The directive should include requirements for technical assistance, overseeing execution, preparing and submitting GAD Annual Report, and consolidating reports on implementation. Any changes in approved GAD Plans or additional necessary programs related to gender issues will be notified by the DILG municipal Office in writing. The GFPS will monitor that GAD budget is used as intended.

3.3 Challenges Difficulties Of The Barangay Officials

In Agupalo Weste, the challenge is that barangay officials lack knowledge and understanding of GAD, resulting in ineffective programs for identifying gender needs. The members of their GAD desk also lack sufficient knowledge on GAD, which hinders their ability to address the issue effectively. In barangay Burgos, the challenges stem from a lack of awareness about vulnerability to GAD issues and legal mandates related to GAD. This results in programs that primarily benefit women due to this lack of awareness. Even with seminars offered by LGUs or other government offices, there is still insufficient understanding among barangay officials for creating effective plans and programs related to GAD. In Alalay Chica, the challenge lies in budget allocation; funds intended for program

use are being used as salary for Barangay Health Workers instead. Additionally, there is a general lack of awareness regarding vulnerability to GAD issues and legal mandates linked with GAD implementation.

4. Conclusions

Based on the research findings on the institutionalisation of GAD plans and programs of the three selected barangays in Lupao, I found that each barangay has different approaches to implementing GAD. In Barangay Agupalo Weste, their GAD policy focuses on issues and concerns of women and children; however, they struggle to clearly translate these into GAD-sensitive programs. While most of their GAD programs are centred around women, there is a lack of monitoring and evaluation tools. Additionally, more budget is allocated for sports materials compared to GAD training. Barangay Burgos also faces challenges with translating identified issues into fully GAD-sensitive plans despite having a dedicated committee for this purpose. Their lower budget allocation for women-centred programs further highlights the need for improvement. Meanwhile in Alalay Chica, insufficient understanding among barangay officials about GAD impedes proper implementation even though various programs were created to address gender-related issues. Budgeting constraints also hinder the effective utilisation of funds specifically allocated for GAD programs. This study reveals that there are limitations in how well codes or mandates regarding gender equality are translated into action at the local government level.

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