



## Gender and development (GAD) status in the identified barangay in Cebu City

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### Abstract

The GAD approach seeks to analyse the causes of gender inequality within the context of relations between women and men and social structure, and to change stereotyped division of labor as well as institutions and systems that bring about gender disparity. GAD program collaborates with government agencies, private institutions, civil society organizations, and academic institutions to hold interactive gender training activities. This research assessed the status of the Gender and Development (GAD) programs and activities in identified barangay. The researchers used the descriptive research method to gather information about the respondents' demographic profile. *The data obtained were analyzed using percentage weighted mean, and t-test for significant difference for the status of the GAD programs and activities.* Based on the findings data suggested that improvement in service in gender and development area is highly suggest to meet the community expectations in our government in general. Despite the importance of GAD in respected barangays, however, the programs and activities were not enough due to lack of funds and support by the government. Moreover, significant difference was seen on the aspect of administrative, organization focus, gender roles and issues while no significant difference was seen on the aspects of client focus. The results also indicated the urgent necessity for the government to elevate its support to the local government to maximize its GAD programs and activities.

**Keywords:** Gender and Development, Programs and activities, Client Focused, Administrative Focused, Gender Issues

### Introduction

Gender and Development or GAD primarily promotes women's empowerment and ensure that their full participation becomes essential for society. It has been formed by the government to respond to the gender imbalances and inequalities existing in the country. GAD works to eradicate gender biases to fully release the potential of women so they can perform active roles in the development process (Niyonkuru & Barrett, 2021) <sup>[12]</sup>. According to Buribayev & Khamzina (2019) <sup>[7]</sup> GAD is not only about women and their rights but also about men and women in sharing benefits and responsibilities. Moreover, gender and development are an important way of looking at how social norms and power structures impact on the lives and opportunities available to different groups of men and women (Morgan *et al.*, 2018) <sup>[10]</sup>. Globally, more women than men live in poverty. Women are also less likely than men to receive basic education and to be appointed to a political position nationally and internationally (Bako & Syed, 2018) <sup>[8]</sup>. Understanding that men and women, boys and girls experience poverty differently and face different barriers in accessing services, economic resources and political opportunities helps to target interventions (Unterhalter *et al.*, 2020) <sup>[17]</sup>.

According to the World Development Report (WDR) 2012, gender is defined as socially constructed norms and ideologies which determine the behavior and actions of men and women (Pandey & Kumar, 2019) <sup>[13]</sup>. Understanding these gender relations and the power dynamics behind them is a prerequisite for understanding individuals' access to and distribution of resources, the ability to make decisions and the way women and men, boys and girls are affected by political processes and social development.

Compared with men, women control fewer political and economic resources, including land, employment and traditional positions of authority (Moniruzzaman & Day, 2020) <sup>[11]</sup>. Acknowledging and incorporating these gender inequalities into programs and analyses is therefore extremely important, both from a human rights perspective and to maximize impact and socioeconomic development. The WDR 2012 highlights the importance of directly targeting the persistent constraints and obstacles to women's equality (especially in areas of economic empowerment, educational gaps, household/societal voice, and violence against women) in order to enhance productivity and improve longer-term development outcomes. Gender equality is also important for sustainable peace, and there is a growing body of empirical evidence suggesting that a higher level of gender inequality is associated with higher risks of internal conflict (Arya, 2022) <sup>[5]</sup>.

On the cusp of 2015, we are in a different world from the one in which the Millennium Development Goals (MDGs) were first conceived. Acknowledgment of achievements, particularly in girls' primary education and women's political representation, has gone alongside a 'deep concern with the overall progress for women and girls across the MDGs, which remains low and uneven both within and between countries (Reilly, 2021) <sup>[14]</sup>. Gender equality and women's empowerment are, we contend, frames that have led feminist activists. Both have been reduced to buzzwords that garland policy discourses in which there is little or nothing of the clamor for equality or equity that was once so powerful a part of the gender agenda (Angoro, 2018) <sup>[1]</sup>. Critical reflections on feminist efforts to transform international development policy and practice has led to a far more realistic view of the limits of enlistment of bureaucratic institutions – governments, UN agencies, donor bureaucracies in the task of social transformation. This in turn, has reinforced the importance of grassroots feminist organizing as a motor of change, and of collectivization and collective action as a counterpoint to today's neoliberal 'empowerment' programs aimed at the self-optimizing individual. It has also brought into sharp relief the larger canvas on which struggles for women's rights are fought, refocusing attention both on global capitalism and the inequalities it fosters, and on modes of organizing and resistance that characterize the struggle for global justice (Ranta, 2021) <sup>[16]</sup>.

But the newly emerging field of Gender and Development (GAD) came to be reliant on the gender binary for its frameworks and tools. "Gender training" consisted of equipping participants with the means to organize the world into two genders, dividing men/in/general and women/in/general into categories defined by their access to resources and opportunities, place in the market etc. Amidst vague talk about "intersectionality" that never translated into thoroughgoing analysis of race and racism, there was little scope to attend to class differences, or indeed to age, ethnicity, sexuality or any other marker of difference. What gender offered, however, was the prospect of going beyond a liberal concern with integrating women into androcentric

development policy and practice. It brought back into sight the relational entailments of gendered difference: the fact that women did not exist in a vacuum, but in entanglements of affinity and connection (Ahiane, 2021) <sup>[2]</sup>.

The Philippines is one of the early countries in Asia with strong advocacy for gender and sustainable development. As one of the signatory countries of the Beijing Platform for Action (BPA) and Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Philippine government and its national women machinery, the National Commission on the Role of Filipino Women (NCRFW) had adapted and implemented international gender policies and legislated Gender and Development (GAD) mandates and structures. The government's concern for women is embodied in the Philippine Plan for Gender Responsive Development (PPGRD) 1995-2025. Over the years, through various legal mandates, GAD has shifted from being highly centralized to decentralization, from national government to sub-national governments, more known as local government units in the Philippines. As Heilet (*et al.* 2008) aptly stated, local government is in a unique position to contribute to the global struggle for gender equality and can have a great impact on the status of gender equality around the world, in its capacities as the level of governance closest to the citizens.

As a development approach, GAD seeks to equalize the status and condition of and relations between women and men by influencing the process and output of policy-making, planning, budgeting, implementation and monitoring, and evaluation so that they would deliberately address the gender issues and concerns affecting the full development of women. This study assesses the awareness of the respondent groups on Philippine government's strategy for making agencies work for women's empowerment and gender equality. The authors believe that GAD are giving more opportunities to those who have less and those who are historically and socially disadvantaged based on their needs for them to operate on a level playing field and focusing on the needs of women does not mean discriminating against men or putting them at a disadvantage.

### Research Methodology

This research assessed the status of the Gender and Development (GAD) programs and activities in identified barangay in terms of administrative, client, organization, gender issues and roles. The descriptive method of research was used in this study, which will be describing the descriptive response of the respondent's group. It is concerned with conditions of relationships that exist; practices that prevail; beliefs, processes that are going on; effects that are being felt, or trends that are developing. The main instrument in this study was adapted from the study of Sumadsad & Tuazon (2016). Their study aimed to determine school community awareness on Gender and Development (GAD). These data were analyzed, and interpreted in order to arrive at a more conclusive statements and implications of the results.

**Table 1: Client Focus**

Indicators	Community		GAD Representative	
	Mean	VD	Mean	VD
Conduct of Women's Month activities	3.46	A	4.40	SA
Produce audio-video presentation on Gender Sensitivity Awareness	3.28	MA	3.28	MA
Granting of Scholarship to dependents of solo parents, PWDs, and IPs	3.20	MA	3.18	MA
Conduct of Home Visit for PWD members and senior citizens	3.24	MA	3.32	MA
Facilitate various programs and projects, i.e., Extensive information dissemination, dialogues to address gender issues, concerns.	3.20	MA	4.28	SA
Grand Mean	3.28	MA	3.69	A

Table 1 presents the data in terms of client focus as to GAD activities and programs. Data shows that the statements refer conduct of women's month activities got the highest weighted mean of 3.46 which verbally described as agree while the statement refers to granting of scholarship to dependents of solo parents, PWDs, and IPS and facilitate various programs and projects, i.e., extensive information dissemination, dialogues to address gender issues, concerns

got the lowest weighted mean of 3.20 which verbally described as moderately agree. GAD representative on the other hand, the statement refers to conduct of women's month activities got the highest weighted mean of 4.40 which verbally described as strongly agree while the statement refers to granting of scholarship to dependents of solo parents, PWD'S, and IPS got the lowest weighted mean of 3.18 which verbally described as moderately agree.

**Table 2: Administrative Focused**

Indicators	Community		GAD Representative	
	Mean	VD	Mean	VD
Institutionalize Gender and Development (GAD) efforts in government by incorporating GAD concerns	3.20	MA	4.32	MA
Establish or strengthen their GAD Focal Point System (GFPS) or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency.	3.28	MA	4.28	MA
Formulation, assessment and updating of their inputs to the medium/long-term development plans	3.12	MA	4.62	MA
Preparation of their inputs to sectoral performance assessment reports, public investment plans and other similar documents.	3.20	MA	3.80	A
Annual Agency Budget Proposals and work and financial plans	3.28	MA	3.30	MA
Provide appropriate steps to ensure the full implementation of the policies/strategies and programs/projects outlined in the Plan.	3.12	MA	3.62	MA
Grand Mean	3.20	MA	3.99	A

Table 2 presents the data in terms of administrative focus as to GAD activities and programs. Data shows that the statements refer to establish or strengthen their gad focal point system (gfps) or a similar gad mechanism to catalyze and accelerate gender mainstreaming within the agency and annual agency budget proposals and work and financial plans got the highest weighted mean of 3.28 which verbally described as moderately agree while the statement refers to formulation, assessment and updating of their inputs to the medium/long-term development plans and provide appropriate steps to ensure the full implementation of the

policies/strategies and programs/projects outlined in the plan got the lowest weighted mean of 3.12 which verbally described as moderately agree. GAD representative on the other hand, the statement refers to formulation, assessment and updating of their inputs to the medium/long-term development plans got the highest weighted mean of 4.62 which verbally described as strongly agree while the statement refers to annual Agency Budget Proposals and work and financial plans got the lowest weighted mean of 3.30 which verbally described as moderately agree.

**Table 3: Organization Focused**

Indicators	Community		GAD Representative	
	Mean	VD	Mean	VD
Publication of one Primer on Sexual Harassment in the Workplace and distribution of copies to all employees	3.28	MA	4.26	SA
Attend Gender Audit Training and Gender Analysis Tools for GFP	3.26	MA	4.40	SA
Conduct study on mandatory GAD trainings for employees as prerequisite to advancement.	3.15	MA	4.20	A
Livelihood Seminar for Solo Parents	3.25	MA	4.46	SA
Conduct of GAD Trainings for GFPS, CO and BO employees	3.60	A	4.22	SA
Conduct of training on sex-disaggregated database.	3.25	MA	4.40	SA
Grand Mean	3.30	MA	4.32	SA

Table 3 presents the data in terms of organization focus as to GAD activities and programs. Data shows that the statements refer to conduct of gad trainings for GFPS, co and to employees got the highest weighted mean of 3.60 which verbally described as agree while the statement refers to

conduct study on mandatory gad trainings for employees as prerequisite to advancement got the lowest weighted mean of 3.15 which verbally described as moderately agree. GAD representative on the other hand, the statement refers to livelihood seminar for solo parents got the highest weighted

mean of 4.46 which verbally described as strongly agree while the statement refers to conduct study on mandatory gad trainings for employees as prerequisite to advancement got

the lowest weighted mean of 4.20 which verbally described as Agree.

**Table 4:** Gender Issues

Indicators	Community		GAD Representative	
	Mean	VD	Mean	VD
Inadequate information on Gender Sensitivity and Unawareness on Gender and Development	3.25	MA	4.42	A
Unequal status of men and women in national development and gender inequality	3.18	MA	4.18	MA
Unrecognized women's participation in development	3.26	MA	4.24	MA
Unrecognized women's participation in development	3.32	MA	4.28	MA
Grand Mean	3.25	MA	4.28	SA

Table 4 presents the data in terms of gender issues as to GAD activities and programs. Data shows that the statements refer to unrecognized women's participation in development got the highest weighted mean of 3.32 which verbally described as moderately agree while the statement refers to unequal status of men and women in national development and gender inequality got the lowest weighted mean of 3.18 which verbally described as moderately agree. GAD representative

on the other hand, the statement refers to inadequate information on gender sensitivity and unawareness on gender and development got the highest weighted mean of 4.42 which verbally described as strongly agree while the statement refers to unequal status of men and women in national development and gender inequality got the lowest weighted mean of 4.18 which verbally described as Agree.

**Table 5:** Gender Roles

Indicators	Community		GAD Representative	
	Mean	VD	Mean	VD
Men are expected to do physical labor, engineering and leadership as compared to women	3.28	MA	4.16	MA
Domestic activity such as housekeeping, care of the sick and children, done mostly by women	3.32	MA	4.06	MA
Woman has the right to vote, run for election and hold public office	3.28	MA	4.28	MA
Woman has the right to vote, run for election and hold public office	3.30	MA	4.62	A
Production or economic activity usually dominated by men	3.36	MA	4.20	MA
Grand Mean	3.31	MA	4.26	SA

Table 5 presents the data in terms of gender roles as to GAD activities and programs. Data shows that the statements refer to production or economic activity usually dominated by men got the highest weighted mean of 3.36 which verbally described as moderately agree while the statement refers to woman has the right to vote, run for election and hold public office got the lowest weighted mean of 3.28 which verbally described as moderately agree. GAD representative on the

other hand, the statement refers to woman has the right to vote, run for election and hold public office got the highest weighted mean of 4.62 which verbally described as strongly agree while the statement refers to domestic activity such as housekeeping, care of the sick and children, done mostly by women got the lowest weighted mean of 4.06 which verbally described as Agree.

**Table 6:** Significant Difference

Constructs	Mean	P-value	Decision
Client Focus	3.28	0.19897	Failed to Reject Ho Highly Significant
	3.69		
Administrative Focus	3.2	0.01202	Reject
	3.99		
Organization Focus	3.30	0.00000	Reject
	4.32		
Gender roles	3.25	0.00000	Reject
	4.28		
Gender issues	3.31	0.0.0006	Reject
	4.26		

Table 6 shows the significant difference between community and GAD representative. Data shows that difference was seen on the aspect of administrative, organization focus, gender roles and issues while no significant difference was seen on

the aspects of client focus. Thus, majority of the domain in reject the null hypothesis. This indicates that there is significant difference on the perceptions of the respondent groups.



**Table 7:** Issues and Concerns

Indicators	Rank
Lack of source of funds	1
Lack of Support by the government	2
Not enough delegation of GAD representative	3
Administrators should recognize successful efforts done by an employee.	4

Table 7 presents the data in terms of issues and concerns. Finding shows that lack of source of funds was rated as number 1 issues and concerns by the respondent groups, followed by lack of Support by the government, delegation of authority is unbalanced and lastly administrators should recognize successful efforts done by an employee.

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