



## GRASSROOTS GOVERNANCE AND GENDER MAINSTREAMING: COMPETENCY, CAPACITY, AND SERVICE DELIVERY IN SELECTED PHILIPPINE RURAL BARANGAYS

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### ABSTRACT

The Philippines, with its commitment to gender equality, mandates all government agencies, including local units, to institutionalize gender mainstreaming across their systems, programs, and policies from the highest offices down to the barangays. Positioned at the grassroots, barangays have unique potential to advance gender equality in local communities. Despite national gender mainstreaming policies, significant gaps persist at the grassroots in translating them into concrete, measurable actions. This quantitative research aimed to examine the descriptive and associative relationships between the organizational competency and institutional capacity of rural barangays in relation to gender mainstreaming, and the extent of gender integration in the delivery of basic services and facilities. A descriptive correlational study was conducted among 200 barangay leaders and constituents in selected barangays in the province of Iloilo, Philippines, in 2025, using a survey instrument. Results revealed that as an institution, the barangay has limited competency and capacity to fully implement gender mainstreaming. The delivery of basic services and facilities in the barangay is embedded with gender mainstreaming to a sensitive level. The competency and institutional capacity of the barangay council as an institution appear to have no relation or influence on the level of gender mainstreaming in the delivery of basic services and facilities, which means that other factors may be contributing to gender perspectives in service delivery. The barangays under study remain in the early stages of gender mainstreaming and can benefit from the assistance of other organizations for the capability building and enhancement of their gender mainstreaming strategies.

*Keywords: Public administration, Barangay Governance, Gender and Development, grassroots communities, Philippines*

### INTRODUCTION

Gender mainstreaming is one of the facets of good governance nowadays. Since becoming a state party to the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1980, the Philippines has made integration of gender perspectives into public service as a vital indicator of inclusivity in

the evolving landscape of both national and local governance. This commitment led to the enactment of the Magna Carta of Women (RA 9710), which mandates government agencies, including local government units, to institutionalize gender mainstreaming within their systems, programs, policies, and procedures (MCW, 2009). This means that a gender mainstreaming perspective is required to be embedded in the

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government policies and processes from the highest government departments down to the barangay level.

As the most basic unit of local governance in the Philippines, the barangay serves as the frontline mechanism for policy implementation, service delivery, and grassroots engagement. It plays a crucial role in ensuring that gender and development (GAD) programs are effectively felt at the community level. The competency and capacity of the barangay council to integrate gender perspectives into local governance can significantly influence the quality and equity of governance outcomes. Positioned at the heart of rural communities, barangays hold a unique potential to advance gender equality at the grassroots level.

Research indicates that, despite the institutionalization of gender mainstreaming in national policies, major gaps remain at the grassroots level in turning these mandates into concrete and measurable actions. Countries like India faced several challenges, like gender norms and cultural barriers often hinder the empowerment of women in rural areas despite the implementation of several programs (Ali & Kamraju, 2023). In Myanmar and Nepal, efforts to boost women's participation have often framed gender equality solely as a women's issue, overlooking deeper power structures and slowing real progress (Cheong et al., 2024). Philippine cities have taken notable steps to integrate gender mainstreaming into their operations. According to the League of Cities of the Philippines (LCP, 2025), initiatives include the establishment of active Violence against women and children (VAWC) desks in Roxas City; the Hugpong Serbisyo program which promotes gender sensitivity and reproductive health in Tagum City; institutionalized GAD databases and sex-disaggregated data (SDD) collection in General Santos City; temporary shelters and legal aid for VAWC survivors and at-risk youth in Samal City; the construction of the Bahay Pag-asa women's crisis center in Tangub City; and the Nasudi Center for Women, a halfway house for gender-based violence survivors in San Fernando City, Pampanga. Yet, despite this progress in urban areas, municipalities and rural barangays remain

behind. Sagcal & Ramos (2024) found that though barangays have GAD policies, implementation varies, with most programs narrowly focused on women and lacking a gender-sensitive approach that meets the diverse needs of all genders. Meanwhile, lack of information and lack of funds were deemed as two major problems faced by the local officials in addressing women's concerns in General Santos City (Calva, 2024). Further, Sagcal & Ramos (2024) noted that barangay officials' limited knowledge and understanding of GAD principles led to misinterpretation and misalignment of GAD policies during program planning and implementation, while weak monitoring and evaluation mechanisms hinder the effective assessment of program outcomes.

The effectiveness of gender mainstreaming at the grassroots level partly depends on the structure and function of the barangay council, as well as its ability to identify and address gender issues through the delivery of basic services. However, both the role of the barangay council and service delivery are often overlooked from a gender perspective. This study examines the relationship between grassroots governance and gender mainstreaming, focusing on the organizational competency, institutional capacity, and gender integration in basic service delivery within Philippine barangays. By exploring how barangay leaders understand, implement, and apply gender mainstreaming in their roles, the research aims to generate insights that can guide capacity-building efforts and policy reforms toward more gender-responsive governance at the community level.

Grounded in the Human Development Perspective by, this study emphasizes emancipative cultural shifts that foster gender-egalitarian attitudes and self-expression values. It underscores how cultural modernity supports women's development and promotes greater gender equality. This study explored how the level of organizational competency and institutional capacity of rural barangays is related to the level of gender mainstreaming in the delivery of basic services and facilities, in terms of social welfare and development, health and safety, social infrastructure, economic services, and



environmental services. Organizational competency is defined as the foundation upon which culture, core values, and strategy are built and supports skills and abilities that allow an organization to be successful in achieving its goals (Harrin, 2022). In the context of this research, it refers to the barangay council's culture, core values, skills, and abilities as an organization to achieve gender mainstreaming goals. Institutional capacity, on the other hand, is the ability to efficiently and effectively perform the functions, which include human, capital, and infrastructure resources and elements such as leadership, processes, internal control, and adaptive systems (Badr, 2025). In the context of this research, it is the human, capital, or infrastructure capacity of the barangay as an institution to pursue gender mainstreaming goals.

## OBJECTIVES OF THE STUDY

This quantitative research aimed to examine the descriptive and associative relationships between the organizational competency and institutional capacity of rural barangays in relation to gender mainstreaming, and the extent of gender integration in the delivery of basic services and facilities. This study was conducted to: 1) determine the level of organizational competency and institutional capacity of rural barangays' towards gender mainstreaming; 2) determine the level of gender mainstreaming in the delivery of basic services and facilities in the barangay in terms of a) social welfare and development, b) safety and protection, c) social infrastructure, d) economic services, and e) environmental services; 3) assess the significant relationship between the level of organizational competency and level of gender mainstreaming in the delivery of basic services and facilities in the barangay; 4) assess the significant relationship between the level of institutional capacity and the level of gender mainstreaming in the delivery of basic services and facilities in the barangay; and 5) identify appropriate policy recommendation and/or intervention that can be conducted to enhance gender mainstreaming in the barangay.

## METHODOLOGY

This study is descriptive-correlational in nature. Correlational designs are a type of non-experimental quantitative research where researchers describe relationships between two or more variables using statistical correlation techniques. These designs do not involve manipulation of variables and are often used to identify patterns and associations without implying causation (Creswell, 2009). It will investigate the relationship between the institutional competency and organizational capacity of barangays towards gender mainstreaming and the level of gender mainstreaming in their service delivery.

The respondents of this study comprised barangay officials and constituents from three rural barangays in a municipality in the province of Iloilo, Philippines. Using the G\*Power calculator with parameters set at an effect size of  $f^2 = 0.3$ , power = 0.90, and error probability = 0.05, the required minimum sample size was determined to be 122. However, the researcher opted to include a total of 200 respondents, consisting of 40 barangay officials and 160 barangay constituents. To account for the diverse characteristics of the population and avoid under-coverage bias, the researcher used stratified random sampling to ensure proper representation of both male and female respondents in each barangay. This method involves dividing the population into subgroups (strata) and randomly selecting samples from each subgroup (Taherdoost, 2016). The percentage of males and females aged 18 to 70 within the total population was first determined. The researcher then ensured that all genders were proportionally represented among the 200 respondents, reflecting the same percentages found in the overall population.

The researcher employed a researcher-made instrument consisting of five parts. Part 1 is a researcher-made questionnaire that gathered the demographic profile of respondents. Part 2 is a 14-item survey questionnaire about the organizational competency of barangays towards gender mainstreaming. Part 3 is a 10-item survey questionnaire about the institutional capacity of barangays towards gender mainstreaming and Part 4 is a 35-item questionnaire regarding the



level of gender mainstreaming in the delivery of basic services and facilities in the barangay. Part 5 is a 10-item checklist that requires respondents to rank the listed training activities that they think they need most from 1 as the highest and 10 as the lowest. Some of the items in the instrument were based on Gender Responsive LGU Assessment Tool of the Philippine Commission on Women (PCW, 2018) which was modified to suit the barangay setting. The instrument was reviewed by three expert evaluators whose feedback was incorporated by the researchers. To assess its reliability in the context of the target participants, the instrument was pilot-tested among public sector employees in a different town within Iloilo province, Philippines, and calculated results of Cronbach's alpha of  $\alpha=.85$  for organizational competency,  $\alpha=.77$  for institutional capacity, and  $\alpha=.614$  for basic services and facilities delivery. The researcher randomly distributed the questionnaire online via Google Forms to barangay officials and constituents in three selected barangays in Barotac Viejo, Iloilo, Philippines in 3<sup>rd</sup> quarter of 2025. Out of 250 total responses received, only the first 200 that met the gender proportion requirements of the stratified sample were included. The responses were recorded, coded, and analyzed.

An Informed Consent Form outlining the study's purpose and objectives, methodology, benefits, respondents' right to withdraw, and instructions for completing the survey was included at the beginning of the Google Form. The researcher ensured the strict confidentiality and anonymity of respondents' information throughout data collection and analysis.

The researcher collected the online questionnaire responses, organized and coded them, and then entered the data into the Statistical Package for Social Sciences (SPSS). The encoded data were analyzed using statistical methods, including mean, frequency, standard deviation, Pearson's  $r$ , and regression analysis. Results of the statistical test were used to determine a significant relationship and its implications for the organizational competency, institutional capacity of the barangays toward gender mainstreaming, and the level of gender mainstreaming in the delivery of basic services

and facilities within the barangay. The result was also made basis for possible intervention to enhance gender mainstreaming in the barangay.

## RESULTS AND DISCUSSION

### 1. Level of organizational competency and institutional capacity of rural barangays towards gender mainstreaming

**Table 1**  
*Level of organizational competency of rural barangays towards gender mainstreaming*

Categories	n	Mean	SD	Description
Organizational Competency	200	2.97	0.51	Intermediate
Barangay Official	40	3.05	0.40	Satisfactory
Constituents	160	2.94	0.53	Intermediate

As shown in Table 1, respondents who include 40 barangay officials and 160 constituents rated their barangay's organizational competency towards gender mainstreaming as "intermediate" ( $M = 2.97$ ,  $SD = 0.51$ ). Intermediate level means the barangay is beginning to emerge as a gender mainstreaming instrument, but implementation is still not obvious across its processes and functions. The barangay council has started to develop initiatives towards gender mainstreaming, but it is not yet fully aligned across its long term strategic goals. When viewed according to type of respondents, it is noticeable that barangay official rated their organizational competency towards gender mainstreaming as "satisfactory" ( $M = 3.05$ ,  $SD = 0.40$ ) while the barangay constituents rated organizational competency as "intermediate" ( $M = 2.94$ ,  $SD = 0.53$ ). The result means that the barangay council in rural barangays under study has a minimal competency towards gender mainstreaming. The barangay council are oriented of the GAD requirement, initiated efforts in integrating GAD perspectives in its goal statements, attempted to create a GAD focal point system, established a women's organization, started collating sex-disaggregated data, and are aware of the requirement for GAD Plan and budget. There is however absence of GAD agenda, and lacking of gender perspectives in local ordinances or resolutions. This is reflective





of the study of (Moyani et al., 2023) in Bacolod City that barangays GAD focal persons generally had high levels of knowledge and strong commitment to the GAD program which was influenced by extent of GAD compliance and thus requires a need for enhancement program. In Guimaras, though there was no sporadic application of GAD concepts and tools as LGUs have put in place the key people, necessary policies, support structures, systems and mechanisms to facilitate gender mainstreaming (Infante & Siva, 2015).

## 2. Level of institutional capacity rural barangays towards gender mainstreaming

**Table 2**

*Level of institutional capacity rural barangays towards gender mainstreaming*

Categories	n	Mean	SD	Description
Institutional Capacity	200	3.00	0.63	Emerging
Barangay Official	40	2.98	0.60	Emerging
Constituents	160	3.00	0.64	Emerging

Meanwhile, in Table 2, respondents perceived the institutional capacity of their barangay towards gender mainstreaming as “*emerging*” ( $M = 3.00$ ,  $SD = 0.63$ ). Emerging level of institutional capacity means that the barangays recognize the need for gender mainstreaming and are beginning to develop its core capability. They already have efforts to establish foundational elements of gender mainstreaming and are starting to focus on how to integrate it with efficiency across its programs and functions. Meanwhile, when viewed according to the type of respondents, both barangay officials and barangay constituents viewed the level of institutional capacity as “*emerging*” with  $M = 2.98$ ,  $SD = 0.60$ ,  $M = 3.00$ ,  $SD = 0.64$ ) respectively. The result means that the barangays under study, as an institution, have a limited capacity towards gender mainstreaming as manifested in the installation of GAD Office and GAD Focal person, the conduct of a few GAD-related

programs/projects/activities, or orientations with the participation of women. Yet, the barangay scored low in institutional capacity due to a lack of a GAD corner, GAD-related Information and Education materials, timely and appropriate submission of GAFD accomplishment report, and failure to utilize GAD funds appropriately. The result is indicative of the study of Brosas et al. (2025) that, though women are very participatory at 78%, programs were not made available to all barangays; scheduling, access, and resources were all different and not accessible at the same levels to participate.

## 3. Level of gender mainstreaming in the delivery of basic services and facilities

**Table 3**

*Level of gender mainstreaming in barangay service delivery*

Categories	n	Mean	SD	Description
Overall Service Delivery	200	3.00	0.30	Gender Sensitive
Barangay Official	40	3.06	0.28	Gender Responsive
Constituents	160	2.98	0.30	Gender Sensitive
Social Welfare and Development	200	3.10	0.58	Gender Responsive
Barangay Official	40	3.23	0.58	Gender Responsive
Constituents	160	3.07	0.58	Gender Responsive
Safety and protection Services	200	3.07	0.64	Gender Responsive
Barangay Official	40	2.98	0.66	Gender Sensitive
Constituents	160	3.09	0.64	Gender Responsive
Social Infrastructure	200	2.98	0.61	Gender Sensitive
Barangay Official	40	3.17	0.57	Gender Responsive
Constituents	160	2.94	0.62	Gender Sensitive
Economic Development Services	200	2.91	0.63	Gender Sensitive
Barangay Official	40	3.02	0.59	Gender Responsive
Constituents	160	2.88	0.64	Gender Sensitive
Environmental Development	200	2.92	0.68	Gender Sensitive
Barangay Official	40	2.91	0.64	Gender Sensitive
Constituents	160	2.93	0.70	Gender Sensitive

Indicated in Table 3, the level of gender mainstreaming in overall service delivery is “*gender sensitive*” ( $M = 3.00$ ,  $SD = 0.30$ ). Gender sensitive level means the barangay council has acknowledged that gender perspective matters in



the delivery of basic services for the people of the barangay, has started addressing gender inequality, but still lacks the mechanism and appropriate programs to fully integrate gender perspective in service delivery. However, when viewed in terms of types of service delivery, it is noticeable that barangay officials and constituents have different perceptions. Barangay officials perceived a “gender responsive” overall service delivery ( $M = 3.06$ ,  $SD = 0.28$ ), social welfare and development services ( $M = 3.23$ ,  $SD = 0.58$ ), social infrastructure services ( $M = 3.17$ ,  $SD = 0.57$ ), and economic development services ( $M = 3.02$ ,  $SD = 0.59$ ). Gender responsive level of gender mainstreaming in the delivery of basic services and facilities means policies and programs are designed based on gender issues, and resources are allocated to address the needs of both men and women to reduce disparities through basic services and facilities. All other types of services were perceived by barangay officials as “gender sensitive”. Meanwhile, barangay constituents viewed all types of services as “gender sensitive” except for social welfare and development services, which they perceived as “gender responsive” ( $M = 3.07$ ,  $SD = 0.58$ ). The differences in means show that barangay officials tend to rate the level of gender mainstreaming in service delivery higher than their constituents. This means that as the barangay officials wanted to emphasize their efforts for gender mainstreaming, the constituents may feel it lacking and look for a more concrete manifestation of gender mainstreaming in the delivery of basic services. The result means that to some extent, gender mainstreaming is felt by the constituents through various services and facilities such as placement of barangay VAWC desk, reproductive health services, evacuation center during calamities, and credit programs for women’s groups. However, women’s participation also posed a challenge as their attendance to gender-various programs is limited due to various reasons like jobs and unavailability of time. On top of this, there is a very large room for improvement to further bring gender-responsive basic services and facilities to the people in the barangays under study. The result is consistent to that of Awi (2018) that there is a presence of social services such as women’s month, solo parent act orientation, and

VAWC protections –that are seemingly helpful to the women in the locality but participation of women is limited because of lack of awareness of the program. This is also supportive of that of Ali & Kamraju (2023) that several factors such as such as gender norms and cultural barriers has contributed to its limited impact of gender mainstreaming in rural areas.

#### 4. Relationships between level of organizational competency and level of gender mainstreaming in the delivery of basic services and facilities

**Table 4**  
*Level of organizational competency and level of gender mainstreaming in the delivery of basic services and facilities*

Gender mainstreaming in Service Delivery							
		Overall Service Delivery	Social Welfare and Development Services	Safety and Protection Services	Social Infrastructure Services	Economic Development Services	Environmental Development Services
Organizational Competency	Pearson $r$	.075	.100	.039	-.093	.093	.039
Institutional Capacity	Pearson $r$	.148*	.020	.222**	.043	.032	.024

\*\*  $p < .01$ , \*  $p < .05$

Correlation analysis has been conducted to test the relationship level of organizational capacity and level of gender mainstreaming in service delivery in terms of a) social welfare and development, b) health, c)safety and protection, d)social infrastructure, e)economic services, and f)environmental services. As indicated in Table 4, the level of organizational capacity has no significant relationship to level of gender mainstreaming in service delivery either in overall service delivery level ( $r = .075$ ,  $p > .05$ ), or in terms of social welfare and development services ( $r = .100$ ,  $p > .05$ ), safety and protection services ( $r = .039$ ,  $p > .05$ ), social infrastructure services ( $r = -.093$ ,  $p > .05$ ), economic development services ( $r = .093$ ,  $p > .05$ ), environmental development services ( $r = .039$ ,  $p > .05$ ). This means that the barangay’s level organizational capacity is not related to the level of gender mainstreaming in the delivery of basic services. The capacity of the barangay as an organization has no relationship on the level of integration in the delivery of its basic services and facilities. This means that regardless of the barangay officials’ awareness, commitment, and efforts to integrate GAD perspective in its goal statements, it has no association with the level of gender mainstreaming in the delivery of basic



services and facilities. The result is inconsistent with that of Palma (2025) that awareness level and extent of implementation affect one another, as enhanced awareness can only be achieved if there is strengthened implementation. The result may reflect that of Sagcal & Ramos (2024) as they pointed out barangay officials' insufficient knowledge and understanding of GAD principles, inadequate monitoring and evaluation mechanisms resulted to misinterpretation and misalignment of GAD policies in program planning and implementation and hinder the effective assessment of GAD program outcomes.

Also in Table 4 is the result of the correlation test between the level of organizational capacity and the level of gender mainstreaming in service delivery. As indicated, there is a very low positive correlation between level of organizational capacity and level of gender mainstreaming in overall service delivery ( $r = .146, p < .05$ ), and between level of organizational capacity and level of gender mainstreaming in safety and protection services ( $r = .222, p < .01$ ). However, gender mainstreaming in all other types of service delivery is not related to level of organizational capacity as it has no significant correlation coefficient. This means that organizational capacity has a very low relationship to the gender mainstreaming in service delivery when it is generally viewed, but since there is no significant relationship when viewed according to types of service delivery, it is not advisable to conclude that this very low correlation has indeed impacted the delivery of basic services. It is thus safe to note that regardless of organizational competency as manifested in barangay officials' awareness and commitment, and efforts to put GAD policy in place, they struggle to clearly translate these into gender-responsive programs. The result is inconsistent with that of Infante & Siva (2025) that although expression of support for gender mainstreaming and capability building interventions to enhance GAD was not sustained, participation of women and benefits for women are visible in the planning and decision-making processes.

To further test the impact of the two variables on gender mainstreaming in service delivery, with organizational capacity showing a

very low relationship, the researcher has conducted a regression analysis with institutional competency and organizational capacity as predictor variables and level of gender mainstreaming in service delivery as outcome variable. Consistent with the prior result of no significant relationship.

## 5. Relationships between level of institutional capacity and level of gender mainstreaming in the delivery of basic services and facilities

**Table 5**  
*Regression Results, Non-mediated*

Predictor Variables	Outcome Variables Level of satisfaction		
	$\beta$	$t$	Sig.
Institutional Competency	.030	0.398	.691
Organizational Capacity	.138	1.818	.071
Adj. $R^2$		.012	
F	2.22		

\*\*  $p < .01$ , \*  $p < .05$

\*\*  $p < .01$ , \*  $p < .05$

Table 5 demonstrates an insignificant relationship and a model ( $F(2, 197) = 2.22, p > .05$ ). The regression equation means that the two variables have no significant impact on the level of gender mainstreaming in service delivery in the barangay. A manifestation that both the institutional competency and organizational capacity towards gender mainstreaming have nothing to do with the gender mainstreaming level in the delivery of basic services. Integration of gender mainstreaming in the delivery of basic services might be affected by other factors.

## 6. Proposed intervention

Based on the results of the checklist in part 5 of the survey instrument, both barangay leaders and constituents identified their top five priority needs as follows: training on GAD agenda formulation, GAD plan and budget preparation, use of the Harmonized Gender and Development Guidelines (HGDG), orientation on the functions of the GAD Focal Point System (GADFPS), participation of men in gender-related activities. In response, the researchers developed a proposed



extension program titled “MR GAD: Mobilizing Resources and Governance towards an Enhanced Implementation of Gender and Development in the Barangays”. This program aims to mobilize community resources—human, financial, and institutional—to support sustainable GAD initiatives. Its overarching goal is to assist the target barangay in becoming gender-responsive, gender-inclusive, and GAD-compliant. The intervention is designed to be implemented over a period of one to three years, through a memorandum of agreement between the barangay and Northern Iloilo State University-Barotac Viejo Campus.

## CONCLUSION

The barangay council, as an organization, possesses the necessary competencies to pursue gender mainstreaming but may benefit from capability building. Although the GAD Technical Working Group is not yet functional, there is a clear demonstration of knowledge and commitment among barangay leaders to carry out gender mainstreaming efforts. Institutionally, however, the council has limited capacity to fully put the commitment into action. While it has shown strengths—such as the institutionalization of a GAD office, availability of GAD funds, and strong leadership support for GAD-related activities—it continues to face challenges, particularly the limited participation of women.

The delivery of basic services and facilities in the barangay reflects a gender-sensitive approach to mainstreaming. Key services such as the presence of a VAWC desk, health centers, and evacuation facilities demonstrate responsiveness to gender-specific needs. The organization of women's groups for credit programs and livelihood initiatives also shows promising potential as a platform for strengthening gender mainstreaming efforts. Above all, the commitment and dedication of the barangay leadership in providing social, health, safety, economic, and environmental services are genuinely appreciated by the community.

The organizational competency and institutional capacity of the barangay council appear to have no relation or influence on the level

of gender mainstreaming in the delivery of basic services and facilities. Despite limited capacity and competencies, the barangay has still managed to incorporate a gender perspective into the delivery of social, health, safety, economic, environmental services, and infrastructure. This suggests that other factors may be contributing to the integration of gender perspectives in service delivery.

Despite evident efforts to mainstream gender in service delivery, the barangay under study remains in the early stages of gender mainstreaming. The implementation of their programs, projects, and activities is sporadic and lacks a strategic framework that should guide their actions. The identification of gender issues in the barangay is passive, as they only address concerns that arise at the moment, rather than uncovering potential issues that could be revealed through a systematic collection of gender-based data. The barangay can benefit from the assistance of other organizations for the enhancement of their gender mainstreaming strategies.

## RECOMMENDATIONS

The barangays under study could greatly benefit from utilizing gender-based statistics to identify gender issues and inform the development of their GAD agenda and strategic framework. This would provide clear guidance for the effective planning and implementation of gender-related programs, projects, and activities at the barangay level. Although barangay leaders demonstrate knowledge and commitment to gender mainstreaming, there is a need for orientation and capacity-building on how to develop consistent gender policies and establish enabling mechanisms to effectively implement the gender and development agenda. Designation of people who will work as technical working group for GAD should be in place.

The barangay should align its programs, projects, and activities with its GAD Agenda and gender and development (GAD) goals to ensure consistency and long-term impact. It should also leverage existing women's organizations and available infrastructure to effectively implement





gender-related initiatives. Partnership with other organizations can be explored for guidance, resources and knowledge sharing through trainings, technical support, and benchmarking. Through barangay-academe partnership, a university extension program can be conducted in the barangays to mobilize community resources—human, financial, and institutional—to support sustainable GAD initiatives.

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