

"Promoting Equity and Inclusion through Strengthening Gender Equality: A Capacity and Needs Assessment in Selected Barangays in Tacloban City"

Angelli Marie M. Antoni, LPT¹
Fatima Socorro M. Quianzon, PhD²

¹*angellimarie.antoni@evsu.edu.ph*

¹⁻²*Eastern Visayas State University
School of Arts and Sciences
Tacloban City*

Abstract

As one of the fundamental rights outlined in the United Nations Universal Declaration of Human Rights (UDHR) from 1948, Gender Equality and Diversity are considered prerequisites for achieving sustainable development and growth. Advancing gender equality fosters social and economic development and contributes to improving the overall outcomes and sustainability of activities, encourages innovation, and improves individual and organizational performance.

This study shows the outcomes of a comprehensive Gender Equality Capacity and Needs Assessment conducted in selected Barangays within Tacloban City, Philippines. Evaluating existing gender-related capacities and determining needs with a focus on advocating gender equality, empowering women, and marginalized groups, and addressing gender-based violence. This study utilized a mixed-method approach, including quantitative surveys and qualitative interviews with residents, community leaders, and local stakeholders with a focus on gender perspectives. Additionally, an in-depth analysis of existing policies and programs related to gender equality at the local level is also included. This assessment examines the role of community-based organizations and initiatives that aim to promote gender equality.

Furthermore, the research findings have substantial implications for policymakers, community leaders, and organizations involved in gender and development program implementation in fostering an inclusive community. Address the need for gender-responsive programs, policies, and initiatives. The data and result of this Gender Equality Capacity and Needs Assessment serve as a valuable resource for local policymakers, gender advocates, and community leaders in developing tailored strategies for advancing gender equality in the selected Barangays of Tacloban City. By recognizing and addressing the identified needs while leveraging existing capacities, it is possible to create more inclusive, equitable, and empowered communities, ultimately contributing to the broader goal of achieving gender equality at all levels of society.

Keywords: Gender and Development, Gender Equality, Needs Assessment, Implementation, Challenges, Policy Making

INTRODUCTION

Advancing gender equality is widely recognized as a crucial factor in promoting social and economic development. Efforts that support gender equality contribute to improved development outcomes, strengthen the sustainability of programs and initiatives, encourage innovation, and enhance both individual and organizational performance. When women and men are given equal opportunities to participate in social, economic, and political processes, communities are better positioned to achieve inclusive and sustainable development.

The Beijing Declaration and Platform for Action (United Nations 1995), adopted during the Fourth World Conference on Women, recognizes gender mainstreaming as a key strategy for advancing gender equality in development. Gender mainstreaming involves integrating a gender perspective into all stages of policies, programs, and development initiatives. Rather than simply increasing women's participation in development activities, this approach emphasizes examining the implications of any planned action for both women and men. By doing so, the experiences, needs, and concerns of all genders become integral to the planning, implementation, monitoring, and evaluation of development programs. This ensures that the benefits of development are shared equitably and that existing inequalities are not perpetuated. Ultimately, the goal of gender mainstreaming is to transform institutional systems and structures in order to achieve genuine gender equality.

As emphasized by the United Nations, gender mainstreaming (United Nations 1997), should be viewed not as an end in itself but as a strategic approach toward achieving gender equality. It requires making gender perspectives visible, recognizing how gender concerns intersect with broader development goals, and ensuring that policies and programs effectively respond to these issues. However, Caroline O. N. Moser and colleagues (1995) pointed out that many indicators used to evaluate development programs often focus on measuring progress in implementation rather than assessing the actual outcomes or impacts on gender equality. This observation highlights the importance of conducting localized assessments that examine both the existing capacities and the specific needs of communities in addressing gender-related concerns. Such assessments provide valuable insights that can guide more effective and responsive gender and development initiatives.

Through this assessment, the study aims to generate valuable data and evidence that can support local government officials, civil society organizations, and other stakeholders in designing and implementing gender-responsive programs and policies. The findings can contribute to evidence-based decision-making, improved allocation of resources, and prioritization of interventions in areas where gender disparities are most evident. Furthermore, the study underscores the importance of inclusivity in governance and community development by highlighting the need to actively involve women and other marginalized groups in decision-making processes at the barangay level. Such participation can contribute to more equitable, representative, and effective local governance.

Additionally, the study is expected to raise awareness among community members regarding gender-related concerns and the importance of promoting equality and inclusion. Increased awareness may encourage communities to advocate for gender-responsive initiatives and actively participate in local efforts aimed at strengthening gender equality. The research also supports broader development frameworks, particularly the United Nations Sustainable Development Goals, specifically Sustainable Development Goal 5 (Gender Equality), which emphasizes the empowerment of women and the elimination of gender-based inequalities.

Moreover, there remains limited localized research examining gender equality at the barangay level in Tacloban City. This study therefore contributes to filling this gap by providing baseline data that can serve as

a reference for future research, policy formulation, and program development related to gender and development. Ultimately, the findings of this study may help strengthen efforts toward promoting equity and inclusion in local communities and support ongoing initiatives aimed at advancing gender equality at both local and broader levels.

OBJECTIVES

The general objective of this study is to provide information on the capacity that a barangay or its staff has to include gender equality in its programs and operations, and key information for planning a larger capacity development strategy that features training for gender equality and inclusion. Specifically, the study aims to

1. To evaluate the existing capacity and resources within the selected barangays in Tacloban City about promoting gender equality and inclusion.
2. To identify the specific gaps and needs in the barangays concerning gender equality and social inclusion.
3. To assess the level of awareness and attitudes of the community members and local leaders in the selected barangays regarding gender equality and social inclusion.
4. To provide recommendations for specific interventions and programs that can be implemented in the barangays to strengthen gender equality and social inclusion.

These objectives collectively reflect the study's aim to assess, understand, and address the issues of gender equality and inclusion at the local level in Tacloban City, with a focus on selected barangays. The study seeks to provide a comprehensive and data-driven approach to promoting equity and inclusion in these communities.

REVIEW OF RELATED LITERATURE

International research highlights both innovative strategies and persistent gaps in Gender and Development (GAD) services. Practical interventions, such as educational workshops integrated with tailored livelihood training—as demonstrated in South Asia—have significantly increased participation and community engagement (Haq et al., 2021; FAO, 2021). Despite notable improvements in maternal healthcare across many low-income countries, economic empowerment programs often remain limited by their failure to adopt communication strategies responsive to the needs of working women (Zhou et al., 2021; WHO, 2016).

Educational attainment also plays a crucial role in access to services. Lower levels of education are consistently associated with heightened stigma and limited awareness, restricting access to mental health services (Al-Darmaki et al., 2022; WHO, 2021; CEDAW, 2017). In the agricultural sector, entrenched gender norms continue to constrain access to resources and services, not only excluding women but, in certain contexts, also marginalizing men (Aregu et al., 2020; FAO, 2019). Moreover, formal employment does not necessarily ensure access to gender-based violence (GBV) recovery services, particularly in the absence of proactive employer support and advocacy (Heise & Kotsadam, 2015; United Nations, 2020; UN Women, 2022).

Declining youth engagement in traditional agriculture further underscores the need for modernized, context-responsive education and support systems (Khanal et al., 2021; Pun & Shrestha, 2020). Collectively, these global studies emphasize the importance of inclusive and intersectional approaches, participatory governance,

and grassroots mobilization in advancing gender equality (World Bank, 2016; Chant & Sweetman, 2012; Cornwall & Rivas, 2015).

In the Philippine context, the commitment to gender equality is institutionalized through comprehensive legal and policy frameworks. Early legislation such as Republic Act (R.A.) 7192 mandates government agencies to eliminate gender biases and allocate at least five percent of Official Development Assistance (ODA) to women and development initiatives. This is reinforced by policies requiring government agencies and local government units (LGUs) to allocate at least five percent of their annual budgets to GAD programs and activities. Such mechanisms aim to ensure sustained financial and institutional support for gender-responsive governance and development planning.

Local government units play a critical role in translating these policies into practice. As Perez (2013) notes, LGUs are strategically positioned to advance gender equality through policy implementation, program development, and service delivery. However, the effectiveness of these efforts largely depends on political will, the availability of gender-sensitive data, and the capacity of personnel to design and implement responsive interventions. While some LGU-led initiatives are comprehensive and policy-driven, others remain fragmented or reactive, often emerging in response to specific issues or crises.

Despite these frameworks, local studies reveal persistent challenges that mirror global trends. Livelihood and economic empowerment initiatives at the barangay level are frequently underpublicized and underutilized due to funding limitations and weak advocacy (Reyes, 2019), even with guiding policies such as the Magna Carta of Women (R.A. 9710). Although the Barangay GAD Planning and Budgeting Handbook (Philippine Commission on Women, 2016) emphasizes gender-responsive livelihood programs, these are often deprioritized due to limited resources and insufficient technical expertise (De Luna, 2017).

Support services for gender-based violence, particularly through Violence Against Women (VAW) desks, remain essential yet constrained. While these desks provide accessible entry points for reporting and assistance, challenges persist in documentation and the provision of sustained psychosocial support (Tupaz & Enriquez, 2019; Delos Santos, 2020). Furthermore, low awareness and participation in livelihood training among rural married women continue due to time constraints and caregiving responsibilities (Medina & Santos, 2020; ILO, 2019), indicating the need for more inclusive and community-driven outreach strategies (Galdas et al., 2020; NEDA, 2017).

Traditional methods of disseminating agricultural and livelihood programs also prove inadequate in engaging working adults, highlighting the need for flexible, technology-integrated approaches (Pretty et al., 2022; ILO, 2021; García et al., 2023). While health-related GAD services are generally more visible and accessible, livelihood programs are often inconsistently implemented and less visible, limiting their reach—particularly among the youth (Latorre, 2019; Baring et al., 2021).

At the barangay level, institutional mechanisms such as VAW desks play a crucial role in delivering frontline services, offering safe spaces for reporting and accessing legal, medical, and psychosocial support. Equally important is the systematic collection and use of sex- and gender-disaggregated data, which serves as a foundation for evidence-based planning and policy formulation. Reliable data enable LGUs to better understand the diverse needs of their constituents and to design more targeted, inclusive, and responsive GAD interventions (Francisco, 2023).

Overall, the reviewed literature underscores that while policy frameworks and institutional mechanisms for gender equality are well-established, significant gaps remain in implementation, accessibility, and inclusivity.

These gaps highlight the importance of conducting capacity and needs assessments at the local level, particularly in barangays, to inform the development of context-specific, participatory, and sustainable GAD programs.

METHODOLOGY

This study adopted a quantitative descriptive research design that emphasizes objective measurements and the statistical, numerical analysis of data collected through questionnaires. The questionnaire utilized was an adopted tool published by UN Women Training Centre in collaboration with UN Women Moldova. The Gender Equality Capacity and Needs Assessment Questionnaire (UN Women Training Centre, 2021). This can be used to gather information on individual capacities related to gender equality and the empowerment of women, to inform the customization of a capacity development plan and related initiatives in this area.

The study respondents were the existing Barangay GAD focal person, Barangay Chairman, Barangay Councilor, Barangay Personnel, and Barangay secretary in selected barangays in Tacloban, City. Respondents were chosen using purposive sampling. As mentioned by Ritchie, Lewis, Elam (2003), purposive sampling is a strategy where members of a sample are chosen with a purpose to represent a location or type concerning the criterion. In this study, GAD focal persons representing each Barangay are selected since they are knowledgeable in GAD endeavors in the Barangay.

RESULTS AND DISCUSSION

This presents the analysis and results drawn out from the respondents' answers during the interview.

Part 1. General Information

Table 1. Sex

Sex	Frequency	Percent (%)
Male	2	15.4
Female	11	84.6
Total	13	100.0

Table 1 shows the distribution of sex. It can be gleaned from the table that the majority of the respondents are female which has a frequency of 11 out of 13 respondents or it is equivalent to 84.6 percent. Meanwhile, there were only 2 male (15.4%) respondents.

Table 2. Gender

Gender	Frequency	Percent (%)
Straight Male	2	15.4
Straight Female	10	76.9
Nonbinary	1	7.7
Total	13	100.0

Table 2 shows the distribution of gender. It reflects a predominantly straight female demographic, with females comprising the majority of the group at 76.9 %. The presence of only two straight males in the sample indicates a significant gender disparity at 15.4%, potentially highlighting a

gender imbalance within the population while the inclusion of one non-binary individual at 7.7% signifies a level of diversity within the sample population.

This analysis sheds light on the gender composition of the sample population, highlighting both gender imbalances and the presence of gender diversity.

Table 3. Age Range

Age	Frequency	Percent (%)
21-30	1	7.7
31-40	1	7.7
41-50	4	30.8
51-60	5	38.5
61 and above	2	15.4
Total	13	100.0

The distribution of the age range is shown in Table 3, with ages 51-60 at 38.5%.

Table 4. Functional Role in the Barangay

Functional Role in the Brgy	Frequency	Percent (%)
Elected Executive Official	7	53.8
Committee on Planning	1	7.7
Committee on GAD	0	0
Barangay Health Worker	1	7.7
Office Staff	4	30.8
Total	13	100.0

The distribution of functional roles within the Barangay is provided in Table 4. This contributes valuable insights into the organizational structure and allocation of responsibilities within the community. With elected officials comprising 53.8% of the functional roles, it is evident that elected representatives play a significant role in the Barangay's governance structure. Office staff, accounting for 30.8%, and Barangay health workers together with the committee on, representing 7.7%. The absence of respondents in the Committee on Gender and Development functional role underscores the need for enhanced efforts to mainstream gender perspectives and promote gender equality within the Barangay.

*Part 2. Knowledge of Gender Equality and Women's Empowerment***Table 5.**

Questions	Yes	No
1. Have you received an introductory training or orientation seminar on gender issues?	12 (92.3%)	1 (7.7%)
2. Have you taken any gender-related training courses in the last two years?	8 (61.5%)	5 (38.5%)
3. Are you taking any courses on gender now?	1 (7.7%)	12 (92.3%)
4. Have you received support from the gender unit or gender focal point in your organization for your work on gender? (mentoring, coaching, detailed assignments, etc.)	8 (61.5%)	5 (38.5%)
5. Are you familiar with the international conventions on Gender Equality and the empowerment of Women such as CEDAW, UN and BfPA?	7 (53.8%)	6 (46.2%)
6. Have you received IEC materials (leaflets, infographics, etc.) on gender that helped you learn new gender concept?	8 (61.5%)	5 (38.5%)
7. Is the difference between gender mainstreaming and equal representation of women clear to you?	9 (69.2%)	4 (30.8%)
8. Do gender concerns influence your everyday work?	11 (84.6%)	2 (15.4%)
9. Are gender concerns relevant to the mandate of your office?	12 (92.3%)	1 (7.7%)
10. Are you aware of any gender policies, strategies, and/or gender focal points or networks in place in your barangay?	12 (92.3%)	1 (7.7%)

Table 5 shows the respondent's knowledge of gender equality and women's empowerment. The majority of the respondents have already received introductory training or seminars on gender issues. Questions 9 and 10 also received a majority of YES responses on awareness of gender concerns as part of the mandate of the office and gender policies in the barangay.

The following are the list of trainings and seminars they have attended related to Gender and Development; Gender Sensitivity Training, KATROPA, Women's Human Rights for Brgy. VAW Desk Officers and Gender and Development Program.

Table 6. Modality of Training/Seminar

Modality	Frequency	Percent (%)
1. Face to Face (learning materials are taught in person to a person)	13	100%
2. Self Paced online short courses	6	46.2%
3. Webinars	6	46.2%
4. On the job/learning by doing with follow-up specialist	5	38.5%
5. Coaching/mentoring	8	61.5%
6. Blended training	4	30.8%

Table 6 shows the top three preferred modalities of training/seminar the respondent would like to have. It was revealed that most of the respondents preferred a face-to-face modality which accounts for 100% (13 out of 13) of the total respondents. Meanwhile, there were 8 respondents (61.5%) who suggested coaching/mentoring and 6 respondents (46.2%) who suggested a self-paced and webinar form of learning modality. On-the-job/earning by-doing accounts for 38.5% (5 out of 13) of the total respondents and blended learning accounts for 30.8% (4 out of 13) of the total respondents.

Table 7. Level of Knowledge and Proficiency on GAD related Processes

Processes	I don't know about this	I slightly know about this	I am confident to use this in my everyday work	I am very much confident lead work on this	Mean
1. Gender analysis for strategic planning	4 (30.8%)	5 (38.5%)	3 (23%)	1 (7.7%)	2.08 Moderately Low
2. Collection and analysis of sex-disaggregated data	3 (23%)	6 (46.2%)	3 (23%)	1 (7.7%)	2.15 Moderately Low
3. Integration of gender strategic planning and processes	3 (23%)	7 (53.8%)	2 (15.4%)	1 (7.7%)	2.08 Moderately Low

4. Gender-responsive monitoring and evaluation	2 (15.4%)	8 (61.5%)	2 (15.4%)	1 (7.7%)	2.15	Moderately Low
5. Gender-responsive budgeting and tracking of resources	1 (7.7%)	8 (61.5%)	3 (23%)	1 (7.7%)	2.3	Moderately Low
6. Gender-responsive planning	1 (7.7%)	8 (61.5%)	4 (30.8%)		2.23	Moderately Low
7. Gender-specific programming	4 (30.8%)	7 (53.8%)	2 (15.4%)		1.85	Moderately Low
8. Training/capacity development for gender equality	2 (15.4%)	6 (46.2%)	4 (30.8%)	1 (7.7%)	2.3	Moderately Low
9. Gender-responsive audit	4 (30.8%)	4 (30.8%)	4 (30.8%)	1 (7.7%)	2.15	Moderately Low
10. Gender-sensitive communications	4 (30.8%)	4 (30.8%)	4 (30.8%)	1 (7.7%)	2.15	Moderately Low
11. Inclusion of gender into policies, administrative instructions and other directives on finance/procurement/IT/ Human Resources/Management Services/ Security	3 (23%)	6 (46.2%)	3 (23%)	1 (7.7%)	2.15	Moderately Low
12. Inclusion of gender into administrative/operations documents	4 (30.8%)	5 (38.5%)	3 (23%)	1 (7.7%)	1.85	Moderately Low

13. Policies and plans for the equal representation women	1 (7.7%)	5 (38.5%)	5 (38.5%)	2 (15.4%)	2.62
					Moderately High
					2.14
Over-all Mean					Moderately Low

Table 7 shows the level of knowledge and proficiency of respondents on GAD-related processes. These results provide insights into the competency and preparedness of individuals or groups in addressing gender issues and integrating gender perspectives into development initiatives. With an over-all mean of 2.14 indicates a moderately low level of knowledge and proficiency on GAD-related processes among the respondents.

Table 8. Level of Knowledge and Proficiency in GAD-related Skills

Processes	I don't know about this	I slightly know about this	I am confident to use this in my everyday work	I am very much confident to lead work on this	Mean
1. Conduct a situation and context analysis	3 (23%)	6 (46.2%)	3 (23%)	1 (7.7%)	2.15
					Moderately Low
2. Formulate a good theory of change	3 (23%)	4 (30.8%)	4 (30.8%)	2 (15.4%)	2.38
					Moderately Low
3. Formulate a good impact, outcome and output statements	2 (15.4%)	5 (38.5%)	5 (38.5%)	1 (7.7%)	2.38
					Moderately Low
4. Develop SMART indicators for impact, outcomes and outputs	2 (15.4%)	6 (46.2%)	5 (38.5%)		2.23
					Moderately Low
5. Develop a good situation and context analysis and results framework for a project document	2 (15.4%)	4 (30.8%)	5 (38.5%)	2 (15.4%)	2.54
					Moderately High

6. Develop a good situation and context analysis and results framework for a strategic note/annual work plan	1 (7.7%)	6 (46.2%)	4 (30.8%)	2 (15.4%)	2.54	Moderately High
7. Develop/define baseline and targets	2 (15.4%)	4 (30.8%)	5 (38.5%)	2 (15.4%)	2.54	Moderately High
8. Develop a good data collection plan with means of verification impact, outcome and output indicator	1 (7.7%)	6 (46.2%)	3 (23%)	3 (23%)	2.62	Moderately High
9. Develop a good monitoring and evaluation plan for a project/program	1 (7.7%)	6 (46.2%)	4 (30.8%)	2 (15.4%)	2.54	Moderately High
10. Monitor projects/programs effectively in a result-oriented manner	1 (7.7%)	7 (53.8%)	4 (30.8%)	1 (7.7%)	2.58	Moderately High
11. Collect and analyze quantitative and qualitative data per indicator as part of monitoring work	1 (7.7%)	7 (53.8%)	4 (30.8%)	1 (7.7%)	2.58	Moderately High
12. Produce a good quality result-oriented report for a project/program	2 (15.4%)	5 (38.5%)	4 (30.8%)	2 (15.4%)	2.46	Moderately Low
13. Conduct RBM training as a trainer	2 (15.4%)	5 (38.5%)	4 (30.8%)	2 (15.4%)	2.46	Moderately Low
14. Provide technical support to colleagues and partners in the areas of RBM	2 (15.4%)	5 (38.5%)	4 (30.8%)	2 (15.4%)	2.46	Moderately Low
					2.46	
Over-all Mean						Moderately Low

Table 8 shows the distribution of gender. It can be gleaned from the table that the majority of the respondents are female which has a frequency of 11 out of 13 respondents or it is equivalent to 84.6 percent. Meanwhile, there were only 2 male (15.4%) respondents.

CONCLUSION AND RECOMMENDATION

The study assessed the capacity and needs related to gender equality among selected barangay officials and personnel in Tacloban City. The findings revealed that the majority of respondents were female and primarily composed of elected barangay officials and office staff. Despite the presence of gender diversity among respondents, there was a noticeable absence of representatives from the Gender and Development (GAD) Committee, indicating a gap in the institutional structure supporting gender mainstreaming at the barangay level.

Results showed that most respondents have participated in introductory gender-related trainings and demonstrate general awareness of gender concerns, gender policies, and the relevance of gender equality to their roles in local governance. However, while awareness levels are relatively high, the study revealed that respondents' knowledge and proficiency in key GAD processes and technical skills remain moderately low. This suggests that although gender equality is recognized as important, the practical capacity to effectively implement gender-responsive planning, budgeting, monitoring, and evaluation remains limited.

The preferred modality for capacity-building activities was face-to-face training, followed by coaching or mentoring and online learning formats. These findings highlight the need for more structured, continuous, and practical training programs that focus not only on awareness but also on strengthening technical competencies in gender-responsive governance.

Overall, the results indicate that while gender equality is acknowledged and supported within the selected barangays, there remains a need to strengthen institutional capacity, technical skills, and structural mechanisms for gender mainstreaming. Addressing these gaps is essential in promoting more inclusive governance and ensuring that gender equality initiatives are effectively implemented at the community level.

Based on the findings of the study, the following recommendations are proposed:

1. **Strengthen Capacity-Building Programs on Gender and Development (GAD).** Local government units should organize regular and comprehensive training programs that focus on gender analysis, gender-responsive planning, budgeting, monitoring, and evaluation. These trainings should prioritize practical application and skills development to improve the competency of barangay officials and staff in implementing gender-responsive initiatives.
2. **Establish or Strengthen Barangay GAD Committees.** The absence of respondents from the Committee on Gender and Development suggests the need to institutionalize or strengthen GAD committees within barangays. These committees should play an active role in planning, implementing, and monitoring gender-related programs and policies.
3. **Promote Continuous Learning and Mentoring Mechanisms.** Since respondents expressed a preference for face-to-face training and mentoring, local government units may establish coaching or mentoring systems where trained gender focal persons can guide barangay officials in implementing gender mainstreaming practices.
4. **Enhance Gender-Responsive Planning and Budgeting.** Barangays should be encouraged to integrate gender-responsive strategies in their development plans and allocate sufficient resources for GAD-related programs to address gender disparities in the community.

5. **Increase Community Awareness and Participation.** Information, Education, and Communication (IEC) campaigns on gender equality should be strengthened to raise awareness among community members and encourage the participation of women and marginalized groups in local governance and decision-making processes.
6. **Conduct Further Research on Gender Equality at the Local Level.** Future studies may expand the scope of research to include more barangays and community members in order to gain a broader understanding of gender equality issues and the effectiveness of Gender and Development initiatives in local governance.

Through these initiatives, barangays in Tacloban City can strengthen their capacity to implement gender-responsive programs and promote inclusive governance that advances equity and empowerment for all members of the community.

REFERENCES

- Al-Darmaki, F. R., Elzamzamy, K., Shahwan, S., & Chong, S. A. (2022). Barriers to mental health help-seeking among individuals from low educational backgrounds in the Middle East: A scoping review. *Frontiers in Psychiatry*, 13, Article 879655. <https://doi.org/10.3389/fpsyt.2022.879655>
- Aregu, L., Chilot, Y., Mintewab, B., & Senait, G. (2020). *Gender dynamics in livestock production and marketing: The case of smallholder farmers in Ethiopia*. *Journal of Gender, Agriculture and Food Security*, 5(3), 13–26. <https://doi.org/10.19268/JGAFS.532020.2>
- Baring, R., Panganiban, C., & Talosig, J. (2021). Community-based GAD mainstreaming in selected municipalities: Implementation gaps and prospects.
- Chant, S., & Sweetman, C. (2012). Fixing women or fixing the world? ‘Smart economics’, efficiency approaches, and gender equality in development. *Gender & Development*, 20(3), 517–529. <https://doi.org/10.1080/13552074.2012.731812>
- Cornwall, A., & Rivas, A. (2015). From ‘gender equality and ‘women’s empowerment’ to global justice: Reclaiming a transformative agenda for gender and development. *Third World Quarterly*, 36(2), 396–415. <https://doi.org/10.1080/01436597.2015.1013341>
- De Luna, M. C. (2017). Implementing Gender and Development Programs in Selected Barangays in Bulacan [Master’s thesis, Bulacan State University].
- García, M. E., Santos, L., & Tran, H. N. (2023). Community-based aquaculture and livestock development: Pathways for inclusive rural transformation. *Sustainable Development*, 31(2), 298–312. <https://doi.org/10.1002/sd.2419>
- Haq, M. U., Khan, N., & Raza, S. H. (2021). Assessing the impact of extension services on livestock-based livelihood enhancement in rural South Asia. *Journal of Rural Development and Agriculture*, 6(1), 22–35. <https://doi.org/10.37762/jrda.v6i1.104>
- Heise, L., & Kotsadam, A. (2015). Cross-national and multilevel correlates of partner violence: An analysis of data from population-based surveys. *The Lancet Global Health*, 3(6), e332–e340. [https://doi.org/10.1016/S2214-109X\(15\)00013-3](https://doi.org/10.1016/S2214-109X(15)00013-3)
- Khanal, S., Dhital, P. R., & Christian, S. J. (2021). Farming the future: Youth enthusiasm and transforming Nepal’s economy through agriculture. *Journal of Agriculture, Food Systems, and Community Development*, 10(2), 359–372.
- Latorre, M. V. (2019). Implementation of Gender and Development Programs and Services in the Selected Barangays of Las Piñas City (Unpublished undergraduate thesis). Polytechnic University of the Philippines.
- Medina, C. A., & Santos, M. L. (2020). Awareness and participation in livelihood programs among rural women in selected barangays in the Philippines [Master’s thesis, University of the Philippines].
- Moser, C., 1993, *Gender Planning and Development: Theory, Practice and Training*, Routledge, London

Pretty, J., Bharucha, Z. P., & Wang, H. (2022). Engaging communities through agroecology: A review of participatory models in livestock and aquaculture promotion. *Agricultural Systems*, 195, 103300. <https://doi.org/10.1016/j.agsy.2021.103300>

Reyes, A. P. (2019). An evaluation of gender-responsive programs in selected barangays in Metro Manila [Unpublished master's thesis]. Polytechnic University of the Philippines.

Tupaz, J. R., & Enriquez, K. V. (2019). An evaluation of the functionality of VAW desks in selected barangays in Metro Manila. *Journal of Gender and Development Studies*, 5(2), 45–60.

World Health Organization. (2016). Standards for improving quality of maternal and newborn care in health facilities. <https://apps.who.int/iris/handle/10665/249155>