

EXPLORING GENDER MAINSTREAMING IMPLEMENTATION AND EFFECTIVENESS IN ANTI-VIOLENCE PROGRAMS IN ZAMBOANGA CITY

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ABSTRACT

Gender mainstreaming is a globally recognized strategy for achieving gender equality. It involves the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels. The main purpose of this study is to critically analyze the implementation and effectiveness of existing Gender and Development (GAD) initiatives in addressing the gender mainstreaming program of Zamboanga City. This study also seeks to determine the areas that require improvement in their planning, execution, and oversight. This study utilizes mixed-methods to offer a deeper and more thorough comprehension of the complex problem of violence against women (VAW) and the gender and development (GAD) programs initiatives. Surveys, interviews and FGD was conducted to gather information from program implementers, barangay officials, LGU and NGOs. And the findings pointed out the funds, lack of resources, training, and limited capacity building of barangay-based systems. Data shows some areas that need for improvements due to financial constraint, training and seminars that lead them in effectively, and this study will underscore the importance of community and other agency concern to empower and develop proactive policies.

Keywords: Gender and Development, Violence against Women, Control, Access and Empowerment.

1. INTRODUCTION

Gender and Development (GAD) is an approach that integrates gender perspectives into policies, programs, and initiatives to address historical inequalities and dismantle systemic barriers that limit women and marginalized groups from accessing equal opportunities (UN Women, 2022). It focuses on transforming power relations between men and women across economic, political, and social spheres. Analyzing gender mainstreaming gaps requires understanding the socio-economic conditions of vulnerable barangays such as poverty, access to healthcare and education, and employment opportunities. Data reveal inconsistencies in GAD implementation due to insufficient funding, limited resources, untrained personnel, poor monitoring, lack of political will, and unequal power relations (UNDP, 2022).

In Zamboanga City, the study focuses on Barangays Pamucutan, Talabaan, Malagutay, Guiwan, and Zone IV, which represent a cross-section of the city's Christian, Muslim, and indigenous populations. These areas provide valuable insights into how cultural and religious diversity affects the implementation of GAD programs and responses to Violence Against Women (VAW).

The study, "Exploring Gender Mainstreaming Implementation and Effectiveness in Anti-Violence Programs in Zamboanga City," aligns with the Philippine Development Plan (PDP) 2023–2028 goals on inclusive governance, gender equality, and social protection. By examining the effectiveness of anti-violence initiatives for women and children, it supports national efforts to strengthen social inclusion and reduce vulnerabilities.

Recent reports from the United Nations highlight a global regression in women's rights, with nearly a quarter of governments noting setbacks in gender equality programs (Lederer, 2025). This underscores the urgency of renewed commitment and innovative strategies to bridge the gap between policy and practice in gender mainstreaming (Heinzel, Weaver, & Jorgensen, 2024).

The research also aligns with Sustainable Development Goal No. 5, which promotes gender equality and women's empowerment through equal rights, leadership participation, and protection from violence. In the Philippines, Republic Act No. 9710, or the Magna Carta of Women (2009), reinforces this commitment by mandating government agencies and LGUs to institutionalize GAD efforts, guided by the Philippine Commission on Women's Gender Mainstreaming Evaluation Framework (GMEF).

Zamboanga City demonstrates strong local commitment through several ordinances: GAD Ordinance No. 356 (2010) established barangay focal committees; Ordinance No. 412 (2013), known as the GAD Code, institutionalized gender integration; Ordinance No. 450 (2016) strengthened its provisions; and Ordinance No. 543 (2020), the Comprehensive Anti-Discrimination Ordinance, emphasized equality and protection regardless of gender or identity.

2. METHODOLOGY

In the study "Exploring Gender Mainstreaming Implementation and Effectiveness in Anti-Violence Programs in Zamboanga City," the Explanatory Sequential Mixed Methods Design is used to give a thorough and nuanced knowledge of the research problem. The research process is logically divided into two stages by this arrangement. To determine the scope and kind of gender mainstreaming implementation and program efficacy, a quantitative phase is first carried out.

This study utilizes mixed-methods. This method offers a deeper and more thorough comprehension of the complex problem of violence against women (VAW) and the effects of GAD initiatives. Surveys to gather information from program implementers, barangay authorities, and maybe recipients, the availability and usability of resources and services associated with anti-VAW initiatives are monitored through observation and analyze program records, reports, and pertinent policies through document review under quantitative method while qualitative method will utilize interviews to collect complete information from key informants, such as community leaders, program implementers, and barangay officials and conduct Focus group discussions to analyze the points of view and experiences of various community groups.

The respondents of this study are Barangay officials, focal persons, Non-Government Organization, Local Government Unit of Zamboanga city as identified by Gender and Development Services office the Vulnerable barangays such as Malagutay, Guiwan, Zone IV, Pamucutan, Talabaan, of Zamboanga City. The researcher respondents are from different Local Government Unit (LGU), Non- Government (NGOs), Barangay Officials, Violence Against Women (VAWC) and Gender and Development (GAD) Focal person of the barangays. Excluded are the community and other agencies not involved in the programs of implantation a total of 175 respondents' men and women of the said five vulnerable barangays from West to East part of Zamboanga city.

This study focuses on the implementation of gender mainstreaming in anti-violence programs at the barangay level in Zamboanga City. It covers selected barangays including Talabaan, Pamucutan, Guiwan, Zone IV, and Malagutay, and involves barangay officials, GAD and VAWC focal persons, Non- Government Organization and the Local government of Zamboanga City.

The data collection instruments for the study "Exploring Gender Mainstreaming Implementation and Effectiveness in Anti-Violence Programs in Zamboanga City," which will employ both quantitative and qualitative research methodologies, will be designed to guarantee a thorough comprehension of this topic. The main quantitative tool will be self-made structured surveys with closed-ended questions and Likert-scale ratings to gauge the degree of gender mainstreaming implementation and program efficacy across factors like empowerment, development, control, access, and conscientization. Additionally, these surveys will collect demographic information to help with subgroup analysis and will seek the help of a panel of experts to validate the questionnaires using content validation in order to determine its validity and reliability.

Following the validation of the questionnaire, a letter of permission will be sent to the Dean of the Graduate School and once the letter has been approved, the researcher connects with the barangay officials who agreed to give them the questionnaire. Respondents who had difficulty comprehending the questions will also be assisted by the researcher. Following the respondents' completion of the survey, the researchers acknowledged them for their assistance. Throughout the study, a great commitment to upholding ethical standards will be established in order to safeguard the participants' integrity and welfare. Great care was made to ensure the total confidentiality of personal information because trust and respect were the most important values. It was crucial to ensure the participants' safety throughout the study, and numerous precautions were taken to reduce risks and avoid any kind of injury, whether it be physical or psychological.

In order to safeguard sensitive data, anonymity was crucial. Priority and rigorous adherence were maintained to data privacy regulations. Due to the respect for their autonomy, participants were also allowed to make choices that expressed their opinions.

3. RESULTS AND DISCUSSIONS

This chapter presents the results and discussion and analysis of quantitative and qualitative data gathered based on the research instrument on Exploring Gender Mainstreaming on Violence against Women in Zamboanga City,

Problem 1. What is the level of implementation and extend of effectiveness of gender mainstreaming in the counseling program in terms of; Access, Conscientization, Control, Development and Empowerment.

Table 1. Summary on Level of implementation of gender mainstreaming in the counseling program

Indicators	LGU		Barangay Officials		NGO		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	3.72	I	3.58	I	3.77	I	3.69	I
Conscientization	3.77	I	3.59	I	3.70	I	3.69	I
Control	4.05	I	4.02	I	4.08	I	4.05	I
Development	4.16	I	4.07	I	4.01	I	4.08	I
Empowerment	3.94	I	3.78	I	3.82	I	3.85	I
Overall Mean	3.93	I	3.81	I	3.88	I	3.87	I

Legend: 1.00 – 1.50 = Not at all implemented
 1.51 – 2.50 = Slightly implemented
 2.51 – 3.50 = Moderately implemented
 3.51 – 4.50 = Implemented
 4.51 – 5.00 = Fully implemented

The data presents the summary of level of implementation on gender mainstreaming across five key indicators the Development ranks as the highest score with overall mean of (4.08), followed by Control as a second highest score with the overall mean of (4.05) Empowerment has an overall mean of (3.85). Access and Conscientization has the lowest overall mean of (3.69). This means that local governance has made steps in integrating gender-sensitive policies into development programs. The table also shows that LGU, has the highest grand mean of (3.93) interpreted as *implemented* followed by NGO with the grand mean of (3.88), and the Barangay Officials got a lowest score recorded the with the grand mean of (3.81). And the overall grand of (3.87) This means that LGU focusing more on planning rather than implementation in which notable on the result of barangay officials wherein they got lowest score compare to other respondents. According to Villanueva (2020) that gender-related awareness programs in the Philippines often fall short in reaching marginalized sectors, especially in remote barangays. Hosein, Gobin, Gény, & Rosa (2020) Defines gender mainstreaming as central to national development planning and highlights both successes and difficulties in integrating gender into policies local governments are integrating gender concerns into development plans, even if challenges remain in grassroots implementation. Novovic (2023).Moreno & Aporongao (2024) mention on their study that critical evaluation of gender governance in Zamboanga City that shows progress in policy but highlights institutional resistance and lack of funding as obstacles.

Table 2. Summary on Extent of effectiveness of gender mainstreaming in the counseling program in terms of; Access, Conscientization, Control, Development and Empowerment.

Indicators	LGU		Barangay Official		NGO		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	3.69	VE	3.53	VE	3.53	VE	3.58	VE
Conscientization	4.00	VE	3.83	VE	3.96	VE	3.93	VE
Control	4.20	VE	3.87	VE	4.02	VE	4.03	VE
Development	4.04	VE	3.77	VE	3.90	VE	3.90	VE
Empowerment	4.02	VE	3.98	VE	4.05	VE	4.02	VE
Overall Mean	3.99	VE	3.80	VE	3.89	VE	3.89	VE

Legend: 1.00 – 1.50 = Not at all Effective
 1.51 – 2.50 = Slightly Effective
 2.51 – 3.50 = Moderately Effective
 3.51 – 4.50 = Very Effective
 4.51 – 5.00 = Extremely Effective

Based on the data shows the overall mean scores of the on Extent of effectiveness of gender mainstreaming in the counseling program in terms of; Access, Conscientization, Control, Development and Empowerment have an overall mean of **(3.89)** which means very effective in terms of implementation on gender mainstreaming, in terms of indicator "Control" ranked the highest with an overall grand mean of 4.03, interpreted as Very Effective (VE). This suggests that stakeholders Local Government Units (LGUs), Barangay Officials, and Non-Governmental Organizations (NGOs) are effectively facilitating mechanisms that allow individuals, especially women, to influence decisions and actions affecting their lives. According to Ferrant et al. (2020), control over decision-making is a key element of gender equality and long-term empowerment. Following closely is "Empowerment", with a mean of 4.02 (VE), indicating that the respondents perceive high levels of agency and confidence being promoted among marginalized sectors, particularly women. As highlighted by UN Women (2021), empowerment is both a process and an outcome, and it reflects in the ability of people to make strategic life choices. The "Development" indicator comes next with an overall mean of 3.90 (VE), showing that development opportunities such as skills training, livelihood programs, and education are being made accessible across levels. This aligns with the Sustainable Development Goal (SDG) 5 agenda of enhancing equal participation in development processes (United Nations, 2023). Conscientization", with a mean score of 3.93 (VE), showing that stakeholders are engaged in raising awareness and critical consciousness about gender issues. Asian Development Bank, (2022). This indicates room for improvement in ensuring equitable access to gender-related services and programs, especially at the grassroots level. Access remains a fundamental concern in gender mainstreaming efforts, particularly in remote and underserved areas (World Bank, 2021).

Problem 2. *Is there a significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the counseling program as perceived by the two groups of respondents?*

Table 3

Variable	Group of Respondents	Mean Response	t-value	p-value	Decision on Ho	Interpretation
Level of implementation of gender mainstreaming in the counseling program	LGU	3.9220	0.695	0.491	Accept Ho	Not Significant
	NGO	3.8449				
Extent of effectiveness of gender mainstreaming in the counseling program	LGU	4.0478	-1.134	0.263	Accept Ho	Not Significant
	NGO	3.9083				

The data indicates that both the Local Government Units (LGUs) and Non-Governmental Organizations (NGOs) perceived the level of implementation of gender mainstreaming in the counseling program as relatively high, with mean responses of 3.9220 for LGUs and 3.8449 for NGOs. However, the computed t-value of 0.695 and a p-value of 0.491 suggest no statistically significant difference between the perceptions of the two groups. This implies that both LGUs and NGOs share a similar view regarding how gender mainstreaming is being implemented. Similarly, regarding the extent of effectiveness, the LGUs reported a higher mean (4.0478) compared to NGOs (3.9083), suggesting a slightly more favorable perception among government representatives. However, the t-value of -1.134 and a p-value of 0.263 again lead to the acceptance of the null hypothesis (Ho), indicating no significant difference in their assessments of program effectiveness. These findings align with recent studies that suggest gender mainstreaming efforts often receive uniformly moderate-to-high evaluations across stakeholder groups when there is common exposure to policy and training initiatives (Torres, 2021; Santos & Medina, 2023).

The lack of significant difference may be attributed to standardized government-led gender programs and shared training platforms, which have been rolled out through national mechanisms such as the Philippine Commission on Women (PCW) and the Magna Carta of Women implementation frameworks (Reyes, 2022)

Problem 3. *What is the level of implementation and extent of effectiveness of gender mainstreaming in the legal assistance program in terms of;*

Table 4. Summary on Level of implementation on gender mainstreaming in the legal assistance program in terms of;

Indicators	LGU		Barangay officials		NGO		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	4.08	I	4.10	I	4.06	I	4.08	I
Conscientization	3.93	I	3.91	I	3.99	I	3.94	I
Control	3.47	MI	3.47	MI	3.40	MI	3.45	MI
Development	3.80	I	3.95	I	3.63	I	3.79	I
Empowerment	3.94	I	3.92	I	3.90	I	3.92	I
Overall Mean	3.84	I	3.87	I	3.80	I	3.84	I

Legend: 1.00 – 1.50 = Not at all implemented

1.51 – 2.50 = Slightly implemented

2.51 – 3.50 = Moderately implemented

3.51 – 4.50 = Implemented

4.51 – 5.00 = Fully implemented

The data shows the overall summary of the level of implementation of gender mainstreaming in the legal assistance program in terms of Access Conscientization, Control, Development, Empowerment with an overall grand mean of **(3.84)**, among the five indicators the highest rank is Access with the grand mean of (4.08) which indicated as implemented by all respondents, followed by Conscientization with an grand mean of (3.94) which also interpreted as implemented, Empowerment is the third highest among respondents responses with a grand mean score (3.92), this simply mean that by the implementation of gender mainstreaming is will implemented across the three groups of respondents Local Government Units (LGU), Barangay Officials, and Non-Governmental Organizations (NGOs). It also shows that the Barangay Officials has a highest overall mean score of 3.87 followed by LGU, 3.84 and the NGOs score the lowest among all stakeholder with an average of, 3.80 for NGOs resulting in an overall average of 3.84. This consistency across stakeholder groups indicates a shared recognition of the program's empowering effects. Empowerment through legal aid aligns with the findings of Chen et al. (2021), who emphasized that legal empowerment enhances access to justice and bolsters individual agency, particularly in marginalized communities. According to Smith and Hernandez (2023) noted that when legal programs actively promote participatory decision-making and provide tools for self-navigation of the justice system, they contribute meaningfully to sustainable community development. It also that the legal aid program is effectively empowering clients by promoting autonomy, informed decision-making, and civic engagement. Continued efforts to enhance clarity of legal information and reduce systemic inequalities could further strengthen its impact. The figures recommends that the gender mainstreaming efforts in the legal assistance program are generally successful and well-implemented. This is demonstrated by the high grand mean scores for all five indicators, which are all interpreted as "implemented." The overall average score further reinforces this constructive result, representing a comprehensive awareness of the program's effectiveness across all participant groups. In general, the findings suggest that the legal assistance program effectively promotes autonomy, awareness, and civic participation through gender mainstreaming.

Table 5. Summary on Extent of effectiveness of gender mainstreaming in the legal assistance program in terms;

Indicators	LGU		Brgy. Official		NGO		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	3.73	VE	3.62	VE	3.73	VE	3.69	VE
Conscientization	3.34	ME	3.18	ME	3.42	ME	3.31	ME
Control	3.93	VE	3.82	VE	3.81	VE	3.85	VE
Development	4.01	VE	3.86	VE	3.83	VE	3.90	VE
Empowerment	3.80	VE	3.63	VE	3.77	VE	3.73	VE
Overall Mean	3.76	VE	3.62	VE	3.71	VE	3.70	VE

Legend: 1.00 – 1.50 = Not at all Effective

1.51 – 2.50 = Slightly Effective

2.51 – 3.50 = Moderately Effective

3.51 – 4.50 = Very Effective

4.51 – 5.00 = Extremely Effective

The data shows the overall summary of the level of implementation and extent of effectiveness of gender mainstreaming in the legal assistance program in terms of. Access, Conscientization, Control, Development, Empowerment among the five indicators the highest rank is Development with the total grand mean of (3.90) which indicated as implemented by all respondents, followed by Control with an grand mean of (3.85) which also interpreted as effective, Empowerment is the third highest among respondents responses with a grand mean score (3.73), this simply mean that the level of effectiveness of gender mainstreaming is will implemented across the three groups of respondents Local Government Units (LGU), Barangay Officials, and Non-Governmental Organizations (NGOs). It also shows that the LGU has a highest overall mean score of 3.76 followed by NGOs, 3.71 and the Barangay Officials score the lowest among all participant with an average of, 3.62,

The data disclose that the overall level of implementation of gender mainstreaming across various sectors Local Government Units (LGUs), Barangay Officials, and Non-Government Organizations (NGOs) is rated as "Very Effective" (VE), with an overall grand mean of **3.70**. This suggests that these groups perceive the efforts to integrate gender perspectives into programs and policies as significantly impactful on the implementation of gender mainstreaming in the legal assistance program in terms Access, Conscientization, control, development and empowerment.

The data reveal that the overall level of implementation of gender mainstreaming across various sectors Local Government Units (LGUs), Barangay Officials, and Non-Government Organizations (NGOs) is rated According to (Montiel et al., 2022). Stakeholders feel they have influence and decision-making power in gender mainstreaming activities, an essential component of participatory governance (Montiel et al., 2022). Supported by (Torres & Reyes, 2021). Indicates a relative gap in deeply embedding gender awareness and education, which remains a foundational element of transformative gender policy implementation. (Cadelina, 2023; de Guzman & Roldan, 2021). highlighting that while many local initiatives in the Philippines have successfully

implemented structural aspects of gender mainstreaming (e.g., access, control, empowerment), there is still room to deepen community awareness and engagement through sustained gender sensitization efforts. And strengthening conscientization would be crucial for long-term attitudinal change and the sustainability of gender-equitable outcomes

Problem 4. *Is there a significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the legal assistance program as perceived by the three groups of respondents?*

Table 6

Variable	Group of Respondents	Mean Response	F-value	p-value	Decision on Ho	Interpretation
Level of implementation of gender mainstreaming in the legal assistance program	LGU	3.8449	0.316	0.730	Accept Ho	Not Significant
	Brgy. Officials	3.8724				
	NGO	3.7971				
Extent of effectiveness of gender mainstreaming in the legal assistance program	LGU	3.7542	0.793	0.454	Accept Ho	Not Significant
	Brgy. Officials	3.6081				
	NGO	3.7106				

The data reveals that there is no statistically significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the legal assistance program across the three groups of respondents Local Government Units (LGUs), Barangay Officials, and Non-Governmental Organizations (NGOs). For the level of implementation, the mean responses were 3.8449 for LGUs, 3.8724 for Barangay Officials, and 3.7971 for NGOs, with an F-value of 0.316 and a p-value of 0.730. Since the p-value is greater than the 0.05 significance level, the null hypothesis is accepted, indicating that the variation in responses is not statistically significant. Similarly, for the extent of effectiveness, LGUs had a mean score of 3.7542, Barangay Officials 3.6081, and NGOs 3.7106, with an F-value of 0.793 and a p-value of 0.454 again leading to the acceptance of the null hypothesis. The results suggest a consistent perception among participants regarding the moderate implementation and effectiveness of gender mainstreaming within legal assistance programs. This consistency may reflect a shared understanding or standardized practices being implemented across various levels of governance and civil society, aligning with the principles promoted by recent literature on gender mainstreaming. According to Moser and Moser (2021), effective gender mainstreaming requires integration across all policy levels, institutional commitment, and stakeholder cooperation, which might explain the observed consistency. Additionally, the findings are supported by recent studies (e.g., UN Women, 2022; Villareal & De Jesus, 2023), which emphasize that while progress in gender mainstreaming has been observed in

legal and institutional frameworks, actual implementation tends to plateau without deliberate and sustained interventions.

Problem 5. *What is the level of implementation and extent of effectiveness of gender mainstreaming in the shelter services program in terms of;*

Tables 7 Summary Level of implementation of gender mainstreaming in the shelter services program in terms of;

Indicators	LGU		Brgy. Officials		NGO		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	3.92	I	3.91	I	3.94	I	3.92	I
Conscientization	4.06	I	4.10	I	3.96	I	4.04	I
Control	3.86	I	3.96	I	3.68	I	3.83	I
Development	3.86	I	3.97	I	3.95	I	3.93	I
Empowerment	4.00	I	3.95	I	3.88	I	3.94	I
Overall Mean	3.94	I	3.98	I	3.88	I	3.93	I

Legend: 1.00 – 1.50 = Not at all implemented
1.51 – 2.50 = Slightly implemented
2.51 – 3.50 = Moderately implemented
3.51 – 4.50 = Implemented
4.51 – 5.00 = Fully implemented

The table presents the summary on the level of implementation of gender mainstreaming in terms of Access, Conscientization, Control, Development, and Empowerment have an overall grand mean of **(3.93)**, the findings suggest that while gender mainstreaming is perceived as being generally implemented across sectors. Among three groups of respondents: groups LGU, the Barangay Officials, and the Non-Government Organization (NGO) All indicators across respondent groups produced an interpretation of “Implemented” (I), The Conscientization is the highest among all indicator with grand mean of 4.04, followed by Empowerment with the grand mean of 3.94, implying that gender-responsive mechanisms and participatory opportunities are moderately integrated in community structures. Next in line is the development with the grand mean of 3.93, and the second to the lowest is access with the grand mean of 3.92, and the lowest of all indicators is control with the grand mean of 3.83, indicating that decision-making power and resource control may still be limited for certain gender groups within institutional settings. The implication is that participants are making significant steps in gender mainstreaming, but there remains a need to strengthen strategies that promote equitable participation and control over resources and decisions.

According to Cruz and Reyes (2022), conscientization is a pivotal step in achieving genuine gender equity, as it shapes attitudes and behaviors towards inclusive governance. Garcia et al. (2023), who emphasize that equitable access to programs and participatory empowerment mechanisms enhances marginalized groups’ agency in local development. Navarro and Dizon (2021), As pointed out the control over resources and decisions is a deeper form of empowerment that remains underdeveloped in many grassroots programs.

Table 8. Summary of Extent of effectiveness on gender mainstreaming in the shelter services program in terms of;

Indicators	LGU		Brgy. Officials		NGO		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	3.82	VE	3.70	VE	3.89	VE	3.80	VE
Conscientization	3.70	VE	3.69	VE	3.82	VE	3.74	VE
Control	3.92	VE	3.80	VE	3.85	VE	3.86	VE
Development	4.09	VE	4.00	VE	4.13	VE	4.07	VE
Empowerment	4.00	VE	3.90	VE	3.69	VE	3.86	VE
Overall Mean	3.91	VE	3.82	VE	3.88	VE	3.87	VE

Legend: 1.00 – 1.50 = Not at all Effective
1.51 – 2.50 = Slightly Effective
2.51 – 3.50 = Moderately Effective
3.51 – 4.50 = Very Effective
4.51 – 5.00 = Extremely Effective.

The data shows the overall summary of the and extent of effectiveness of gender mainstreaming in the legal assistance program in terms of. Access, Conscientization, Control, Development, Empowerment with an overall grand mean of **(3.87)**, interpreted as (VE) Very effective. The table also illustrated among the five indicators the highest rank is Development with the total grand mean of 4.07, followed by Control and Empowerment with a grand mean of (3.86) which also interpreted as very effective, development is the third highest rank among respondents' responses with a grand mean score (3.80), and the lowest among all indicators is Conscientization with a grand mean of 3.74, but still effective. This mean that the level of effectiveness of gender mainstreaming is will implemented across the three groups of respondents Local Government Units (LGU), Barangay Officials, and Non-Governmental Organizations (NGOs). Meanwhile, Conscientization which pertains to raising awareness and critical understanding of gender issues received the lowest overall mean. This indicates that while initiatives are effective, more targeted efforts may still be needed in enhancing awareness and internalization of gender equality principles among participants.

Almazan et al. 2022) Dizon and Ferrer (2021) stressed that the success of local gender programs depends not only on policy but on sustained empowerment and awareness-building. In summary, the data suggests that gender mainstreaming practices in the locality are being implemented very effectively, with particular strengths in development-oriented programs. However, continuous enhancement in conscientization efforts could further solidify these gains (Javier & Santos, 2023).

6. Is there a significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the shelter services program as perceived by the three groups of respondents?

Table 9. Results of the significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the shelter services program as perceived by the three groups of respondents

Variable	Group of Respondents	Mean Response	F-value	p-value	Decision on Ho	Interpretation
Level of implementation of gender mainstreaming in the shelter services program	LGU	3.9395	0.556	0.574	Accept Ho	Not Significant
	Brgy.	3.9771				
	Officials					
	NGO	3.8820				
Extent of effectiveness of gender mainstreaming in the shelter services program	LGU	3.9083	0.358	0.700	Accept Ho	Not Significant
	Brgy.	3.8171				
	Officials					
	NGO	3.8771				

On the significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the shelter services program as perceived by the three groups of respondents LGU mean response 3.9395), Barangay Officials (M = 3.9771), and NGO (M = 3.8820) suggesting a generally positive perception of gender mainstreaming efforts in shelter services. Likewise, the extent of effectiveness was also rated favorably, with LGUs (M = 3.9083), Barangay Officials (M = 3.8171), and NGOs (M = 3.8771) all reflecting moderate to high levels of agreement. Statistical analysis showed that there is no significant difference among the groups for either variable, with F-values of 0.556 ($p = 0.574$) for implementation and 0.358 ($p = 0.700$) for effectiveness. As a result, the null hypotheses were accepted, indicating that the perceptions of gender mainstreaming efforts in shelter services are statistically similar across the different respondent groups. According to Tolentino et al. (2022), Their study emphasizing the importance of inclusive and consistent gender mainstreaming policies across governance levels. gender mainstreaming in local programs, including shelter services, benefits from institutional coherence and shared understanding among stakeholders. Also, Morales and Dela Cruz (2021) highlight that consistent implementation regardless of agency type ensures equitable service delivery, particularly in circumstances that serve vulnerable populations.

Problem 7. Level of implementation on gender mainstreaming in the community-based program terms of; Access, Conscientization, Control, Development, and Empowerment

Table 10 Summary of Level of implementation on gender mainstreaming in the community-based program terms of; Access, Conscientization, Control, Development, and Empowerment

Indicators	LGU		Brgy. Officials		NGOs		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	3.91	I	3.90	I	3.91	I	3.91	I
Conscientization	3.69	I	3.58	I	3.80	I	3.69	I
Control	3.96	I	4.00	I	3.97	I	3.98	I
Development	4.04	I	4.10	I	3.98	I	4.04	I
Empowerment	4.27	I	4.30	I	4.11	I	4.23	I
Overall Mean	3.97	I	3.98	I	3.95	I	3.97	I

Legend: 1.00 – 1.50 = Not at all implemented
 1.51 – 2.50 = Slightly implemented
 2.51 – 3.50 = Moderately implemented
 3.51 – 4.50 = Implemented
 4.51 – 5.00 = Fully implemented

Table 10 shows that the extent of effectiveness of gender mainstreaming in the counseling program in terms of control the highest-ranked of all indicators is Clients can make independent personal and political decisions with an overall mean of (4.10), followed by Counselors are successfully promoting a sense of agency and supporting their experiences with an overall mean of (4.05). Customers say they are more conscious of and use their own resources and strengths to overcome obstacles with an overall mean of (4.03), and the second to the lowest is Clients are taking an active role in determining their goals for counseling and guiding the sessions with an overall mean of (4.01) and the lowest rank among all indicators is The ability of clients to recognize and confront gender-based improvements with an overall mean of (3.95). with the overall mean of (3.93) (VE) suggests a broadly positive perception of accessibility, affirming that initiatives aimed at making counseling programs more inclusive and fruitful. Counseling programs also were considered very effective in terms of being equally accessible regardless of identity. And the extent of effectiveness of gender mainstreaming in the counseling program in terms of Conscientization has an overall grand mean of (3.93) (VE) Among the respondents, LGUs reported the highest perception of effectiveness, with a grand mean of 4.20, suggesting they view their clients as significantly empowered to make personal and political decisions and to engage actively in counseling. Followed by NGOs with a grand mean of 4.02), highlighting clients' ability to use their own strengths to overcome obstacles. And the Barangay officials got the lowest grand mean of 3.87, reflecting a slightly more conservative view of clients' autonomy and engagement, particularly in recognizing and confronting gender-based improvements.

In conclusion the extent of effectiveness of gender mainstreaming in the counseling program in terms control the overall grand mean is 4.03, indicating that the effectiveness of implementation and the empowerment mechanisms is considered very effective across all groups. According to United Nations Women, 2021) Empowerment, particularly in gender-sensitive programming, is crucial in enabling individuals to take control of their lives and actively participate in social and political scopes. It was supported by Garcia and Santos (2023), who highlighted that multisectoral involvement particularly LGUs and NGOs enhances the sustainability of empowerment initiatives through participatory counseling approach.

Summary of Extent of effectiveness on gender mainstreaming in the community-based program in terms of; Access, Conscientization, Control, Development, and Empowerment

Table 11

Indicators	LGU		Brgy. Officials		NGOs		Overall	
	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.	Grand Mean	Int.
Access	4.30	VE	4.38	VE	4.09	VE	4.26	VE
Conscientization	4.07	VE	3.95	VE	3.90	VE	3.97	VE
Control	3.68	VE	3.65	VE	3.78	VE	3.70	VE
Development	3.90	VE	3.90	VE	3.94	VE	3.91	VE
Empowerment	4.11	VE	4.10	VE	4.04	VE	4.08	VE
Overall Mean	4.01	VE	4.00	VE	3.95	VE	3.98	VE

Legend: 1.00 – 1.50 = Not at all Effective
 1.51 – 2.50 = Slightly Effective
 2.51 – 3.50 = Moderately Effective
 3.51 – 4.50 = Very Effective
 4.51 – 5.00 = Extremely Effective

The table presented the summary table of the level of implementation and the extend of effectiveness of gender mainstreaming in terms of five key indicators Access, Conscientization, Control, Development, and Empowerment with an overall grand mean of **(3.98)** Local Government Units (LGUs), Barangay Officials, and Non-Governmental Organizations (NGOs). All mean scores fall within the "Implemented" (I) interpretation range, indicating a generally positive perception of gender mainstreaming practices across groups. Among the indicators, Empowerment received the highest ratings from all sectors, with an overall mean of 4.23, suggesting that stakeholders perceive gender mainstreaming efforts as effectively contributing to the empowerment of individuals, particularly in community-based initiatives. Followed by Development also scored high overall mean of 4.04, implying that gender initiatives are perceived to support growth opportunities and capacity-building. Control is the third highest among indicator with an overall mean of 3.98, Conversely, Conscientization received the lowest overall mean (3.69), particularly from Barangay Officials (3.58), suggesting a relative gap in raising awareness and critical consciousness on gender issues. This aligns with findings by Javier and Lopez (2022), who reported that awareness campaigns at the barangay level often face implementation challenges due to limited training and resource allocation.

The Overall Mean across all groups is 3.97, indicating a consistent level of implementation, with Barangay Officials slightly scoring higher (3.98). The uniformity of responses across the three stakeholder types suggests a shared perception that gender mainstreaming has been reasonably integrated into community structures. This supports the findings of Perez et al. (2023), who emphasized that empowerment is a critical outcome of sustainable gender mainstreaming in local governance and grassroots programming. Santos & Dela Cruz (2021), who noted that development-oriented gender programs often yield measurable improvements in community resilience and inclusion. Javier and Lopez (2022), who reported that awareness campaigns at the

barangay level often face implementation challenges due to limited training and resource allocation.

Problem 8. *Is there a significant difference in the level of implementation and extent of effectiveness of gender mainstreaming in the community-based program as perceived by the three groups of respondents?*

Table 12

Variable	Group of Respondents	Mean Response	F-value	p-value	Decision on Ho	Interpretation
Level of implementation of gender mainstreaming in the community-based program	LGU	3.9756	0.040	0.961	Accept Ho	Not Significant
	Brgy.	3.9729				
	Officials					
	NGO	3.9530				
Extent of effectiveness of gender mainstreaming in the community-based program	LGU	4.0116	0.466	0.628	Accept Ho	Not Significant
	Brgy.	3.9958				
	Officials					
	NGO	3.9500				

Table 12 show the results that the level of implementation and extent of effectiveness of gender mainstreaming in community-based programs, as perceived by the participant such as Local Government Units (LGUs), Barangay Officials, and Non-Governmental Organizations (NGOs) are all moderately high, with mean scores ranging from 3.95 to 4.01. Yet, numerical study shows no significant differences among the groups, as echoed in the high p-values ($p = 0.961$ for implementation; $p = 0.628$ for effectiveness), leading to the acceptance of the null hypotheses. This suggests a shared perception across sectors regarding the moderate yet consistent implementation and effectiveness of gender mainstreaming efforts.

According to (Boserup et al., 2021; UN Women, 2023). The importance of collaborative governance in gender mainstreaming, where multisectoral involvement fosters unity but may also reflect similar limitations due to same factors. Notwithstanding ongoing hard work, the results indicate the need for more targeted and differentiated strategies to enhance program outcomes and address localized gender issues more effectively.

Problem 9. *What are the challenges encountered in the implementation of gender mainstreaming in the different anti-violence against women program in select barangays of Zamboanga City?*

The results show, that while there is a strong commitment to GAD programs at the barangay level, their effectiveness largely depends on regular training, open communication, community inclusion, and above all, insufficient financial support. Recio, R. B. (2022). *Mainstreaming gender in local governance: Lessons from gender and development programs in the Philippines*. Philippine Journal of Public Administration, 66(1), 1–24.

In conclusion, the implementation and extend of effectiveness of gender mainstreaming programs in Zamboanga City is hindered by a lack of awareness and participation, financial limitations, and cultural resistance. Addressing these challenges requires focused efforts on community education, budget support, inclusive communication strategies, and consistent stakeholder engagement. (Serrano, M. R., & Capistrano, C. P. (2021). *Mainstreaming gender in local governance: Practices, challenges, and policy directions*. Philippine Journal of Public Administration, 65(1), 22–39.

In summary the respondents consistently highlighted the critical role of the barangay in addressing Violence Against Women and Children (VAWC) cases through coordination, education, and capacity-building. Emphasized the importance of inter-agency coordination and referrals, particularly to the CSWDO and legal institutions, to ensure holistic support for victims. And the need of continuous training and seminars to build and capacitate the barangay officials in handling sensitive cases effectively. Moreover, the barangay as the initial platform for mediation and counseling, asserting its central role in the justice process before cases escalate to higher authorities. And the barangay must promote a preventive strategy through VAWC seminars to raise awareness and empower families with knowledge on proper conflict resolution. These insights align with the findings of Reyes et al. (2021), who emphasized that grassroots-level interventions, such as training and inter-agency collaboration, are essential for improving VAWC case management and victim support across Philippine communities.

4. CONCLUSIONS AND RECOMENDATIONS

The findings of the study reveal that gender mainstreaming initiatives in community-based programs, particularly within legal assistance and related services, are generally well-implemented and moderately to highly effective across Local Government Units (LGUs), Barangay Officials, and Non-Governmental Organizations (NGOs). The results demonstrate a shared perception among stakeholders regarding the integration of gender-sensitive policies, indicating substantial progress in promoting inclusivity, empowerment, and awareness at various governance levels. However, challenges such as limited resources, insufficient training, and varying degrees of community participation persist, particularly at the barangay level. To ensure balanced and sustainable outcomes, there is a need to strengthen community engagement, enhance capacity-building efforts, and institutionalize regular gender audits. Moreover, sustained advocacy and localized strategies should be pursued to deepen gender conscientization, improve program implementation, and bridge the gap between policy intent and actual practice.

Overall, the findings highlight that effective gender mainstreaming in community-based programs requires strengthened collaboration among Barangay Officials, Local Government Units (LGUs), and Non-Governmental Organizations (NGOs). Barangay officials must prioritize active community participation, continuous training, proper monitoring, and dedicated funding to effectively translate policies into practice. LGUs, on the other hand, should reinforce their dual role in policy formulation and program implementation by enhancing capacity-building initiatives and providing sustained financial and technical assistance to barangays. NGOs should intensify their role as key partners in promoting gender awareness and empowerment through advocacy, training, and inclusive partnerships that address financial and structural limitations. For future researchers, exploring persistent challenges such as funding constraints, limited training, and weak grassroots engagement can lead to the development of evidence-based, sustainable, and community-driven gender initiatives. Furthermore, academic literature should continue to examine

gender mainstreaming within a multi-level governance framework, emphasizing the critical role of participatory governance, collaboration, and empowerment in achieving gender-equitable outcomes.

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