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### RESEARCH ARTICLE

#### AWARENESS AND MANAGEMENT PRACTICES OF GAD ADVOCATES AMONG SUC's IN CALABARZON

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#### Abstract

The research design used in this study was the descriptive method of research to analyze the data systematically. The respondents of the study were one hundred forty (140) GAD Advocates among SUCs in CALABARZON. The GAD Advocates as the respondents belong to the GAD Focal Person, GAD Director/Chairperson, GAD unit head/coordinator, GAD trainer and others such as staff, researcher and secretariat in GAD Center. Purposive sampling technique was used in this study where GAD Advocates among SUCs in CALABARZON were involved. They were chosen using purposive sampling since they were knowledgeable persons who can provide the appropriate data useful to the study. The research instrument used in this study was questionnaire-checklists which was conducted and administered to the GAD Advocates Among SUCs in CALABARZON during the 2nd semester of the Academic Year 2017-2018. The statistical treatment of data was used to compute then analyze and interpret the data given by the respondents. After administering the questionnaire to the respondents, all the data were gathered, analyzed, presented and interpreted. Electronic forms and spreadsheet applications were used in tabulating and computing the statistics of the study. It was presented to the statistician for checking, computation and validation of the results. Based on the findings of the study the following conclusions were hereby given:

1. The hypothesis stating that there is no significant relationship between the Personal Profiles and the Management Practices of GAD Advocates among SUCs in CALABARZON is partially accepted.
2. The hypothesis stating that there is no significant relationship between the Awareness and the Management Practices of GAD Advocates among SUCs in CALABARZON is rejected.
3. Based on the findings and conclusions of the study the following recommendations were hereby given:
4. The GAD Advocates may attend more seminars and trainings needed preparation of Gender and Development.
5. The GAD Advocates may conduct more seminars and trainings imposing other GAD Legal Mandates.

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6. The GAD Advocates may conduct more seminars and trainings on the stakeholders for further information dissemination.
7. The GAD Advocates may attend seminars and trainings on the Management Practices especially on GAD Planning and GAD Budgeting.
8. CHED Region IV may conduct more awareness and management practices of GAD Advocates Among SUCs in CALABARZON to produce more efficient and effective competent GAD Advocates capable of molding a productive member of their respective communities, constructive citizens at par with global competitiveness.
9. The future researcher may use this research as their reference and may conduct a further study.

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### **Introduction:-**

The World Economic Forum (WEF) introduced the Global Gender Gap Index (GGI) in 2006. Since 2006 until 2017, the Philippines was included in the top ten ranking for almost twelve years among other countries across four thematic dimensions such as Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. The GGI rankings are designed to create global awareness that serves as the basis for creating effective measures to accept the challenges and provide opportunities in reducing gender gaps.

In the Philippines, many development programs had been improved for many years to challenge continuously the State Universities and Colleges (SUCs). These challenges are generally understood as preparing SUCs who can participate actively in the national but also in the international workplace in applying the Gender and Development.

Gender and Development adheres to the principle that development is for all. It means that everyone in the society whether male or female, has the right to equal opportunities to attain a satisfying life to the fullest potentials. Gender and Development (GAD) Program is one of those programs that the GAD Advocates adhere to the Gender and Development Legal Mandates such as international, national and local mandates. GAD Advocates play a very significant role in the society since they constitute the most important human resource of any GAD Organization. Management Practices should be given emphasis in order to respond effectively to the increasing demand for support and related services involving planning, budgeting, implementing, evaluation and monitoring ensuring the right of people. Thus, the present conditions demand that every GAD Advocate should therefore endeavor to arouse their consciousness on legal mandates and enhance management practices on Gender and Development Program to gain a better chance of attaining such goals.

Like many regions over the country offering higher education, the State Universities and Colleges in CALABARZON are on embarking its GAD vision, mission and goals. Thus, enhancing awareness and management practices of GAD Advocates Among SUCs in CALABARZON to produce more efficient and effective competent GAD advocates capable of molding a productive member of their respective communities, constructive citizens and at par with global competitiveness.

### **Objectives:-**

This study aimed to determine the awareness and management practices of GAD Advocates among SUCs in CALABARZON. Specifically, it sought answers to the following questions:

1. To determine the level of personal profiles of GAD Advocates in terms of: age, sex, civil status, length of service, highest educational attainment, seminars and trainings attended, and seminars and trainings conducted
2. To determine the level of awareness in terms of: international mandates, national mandates, other national laws on women, civil service commission memo circulars and government agencies integrating GAD Plan to Program, Projects and Activities (PPAs)
3. To determine the level of management practices in terms of: planning, budgeting, implementation, evaluation and monitoring

4. To determine if there a significant relationship between the personal profiles and the management practices of GAD Advocates among SUCs in CALABARZON
5. Is there a significant relationship between the awareness and the management practices of GAD Advocates among SUCs in CALABARZON

**Methodology:-**

The research design used in this study was the descriptive method of research to analyze the data systematically. The respondents of the study were one hundred forty (140) GAD Advocates among SUCs in CALABARZON. The GAD Advocates as the respondents belong to the GAD Focal Person, GAD Director/Chairperson, GAD unit head/coordinator, GAD trainor and others such as staff, researcher and secretariat in GAD Center. Purposive sampling technique was used in this study where GAD Advocates among SUCs in CALABARZON were involved. They were chosen using purposive sampling since they were knowledgeable persons who can provide the appropriate data useful to the study.

**Literature Review:-**

Management Practices, in this study refers to planning, budgeting, implementing, monitoring and evaluation. Planning is the first and most basic tool among the most commonly recognized managerial responsibilities which also includes organizing, directing, and controlling (Dicicco, 2007).

Obwogo (2016), on his study noted that gradual planning and continuous application of management practices are significant in managing organization changes. Some of the notable changes in management practices included the setting of vision, evaluation of the results, developing plans and infrastructure, embracing on effective communication strategies, engaging the senior management officials and involving all the stakeholders in the organization. Therefore, top level organization management should be actively involved in the decision making process even when implementing organizational changes.

Dorman (2012), found out that the planning methodology is proven to be beneficial in determining the best combination of management practices.

Budgeting is also one of the attributes in Management Practices.

The 1995 General Appropriations Act (GAA) was passed into law with Section 27, a general provision, now known as the GAD Budget Policy, mandating all departments, bureaus, offices and agencies to set aside at least five percent of their appropriations for projects designed to address gender issues. Every year thereafter, this GAD budget provision has been retained in the General Appropriations Act. With the GAD Budget Policy, the NCRFW performs the following oversight roles: a) set the policy environment for GAD Planning and Budgeting, b) provide technical assistance, and c) monitor the agencies' compliance with the policy. (pcw.gov.ph)

Given the numerous demands for technical assistance on GAD planning and budgeting, the NCRFW also developed manuals and guidebooks on the subject. Among these are "Making LGUs Gender-responsive: A Primer for Local Chief Executives" and "Gender Mainstreaming and Institutionalization in the Budgeting Process". The aforementioned tools are part of the Gender Mainstreaming Resource Kit (GMRK). The GMRK is a compendium of tools – handbooks, sourcebooks and manuals on gender mainstreaming produced by the NCRFW and its partners. (pcw.gov.ph)

Another attributes of Management Practices includes implementation.

Implementation, according to Okombo (2015), is a continuation of the planning process and is often preceded by strategy formulation. However, successful strategy formulation does not always guarantee successful implementation.

Significant differences were found on employees' responses in terms of their age, gender, educational level, length of service at the bank, position at the bank, and the bank they worked for before the changes. (Aravopoulou, 2015)

Meanwhile, Sihlali (2011), posit significant differences in terms of gender, age, employment status, length of service, and the highest tertiary qualification were computed by the SPSS software.

Nemukula (2012), explained that although the mandated change processes were intended to, among other things, improve the work performance of educators, they have, however, experienced a number of obstacles which are briefly discussed. Lack of participation by educators in the introduction and implementation of the change processes lead to resistance by some educators and this had a negative impact on their work performance.. Lack of coordination between the national department of education and provincial education departments resulted in lack of information needed by educators to implement the mandated change processes such as rationalization and redeployment of educators and curriculum 2005 and this had a negative impact on educators' work performance. More courses/workshops/seminars attended on the management of change processes had a positive influence not only on the ability of educators to manage the change processes but also on their motivation levels. However, the number of courses/workshops/ seminars attended on the management of change had no influence on the rationalization and redeployment of educators. Mandated change processes are accompanied by reactions such as anxiety, fear, low morale and motivation which had a negative impact on the work performance of educators.

To be effective, professional development, according to Mizell (2010), as cited by Olubia (2016), requires thoughtful planning followed by careful implementation with feedback to ensure it responds to educators' learning needs.

Another attributes of Management Practices is the Evaluation. According to Ascencios (2013), in her statement on "Evaluation of Gender Mainstreaming in UNDP", United Nations Development Program developed a corporate gender strategy and action plan. Positive steps in support to measure gender mainstreaming activity have been taken, such as the continuation of a gender unit at headquarters, the appointment of regional gender advisers, and the establishment of trust funds that support gender mainstreaming activities. But despite these measures, gender mainstreaming has not become visible and explicit in all activities of UNDP.

Ostgaard (2016), the purpose of her study was to highlight educational evaluation mandates, practices, and their implementation and impact in a rural context. This illustrated that "evaluation" meant different things to different people. It seems that these differences depended on what level they worked at, their involvement with state initiatives, and how directly they worked with students. Generally speaking, state mandates had a large influence on people's understandings of evaluation, and evaluation done for accountability purposes was not seen as useful or valued as much as evaluation done for self-identified goals and program improvement. Participants tended to focus more on organizational factors that affected evaluation practice than on individual factors.

Maingi (2009), recommended that alignment of strategies with resource allocation, performance monitoring, evaluation and reward systems.

Ndirangu (2013), found that strategic management is adopted implying that it is a practice. It also showed that strategic management practices adopted by virtual city group are yet to be fully implemented thus there is no need for current review. However implementation and evaluation is done every quarter which is an indication of how serious the organization takes strategic management and how fast it will achieve the set objectives and goals.

Ndung'u (2014) his study recommends that there should be comprehensive engagement of all stakeholders in strategy formulation, implementation and evaluation phases with organization open to enhancing capacity for strategic management through measures such as developing training programs and engaging change agents.

Lekalkuli (2016), on his findings indicate that the respondents strongly agreed that the gains in profits witnessed in the past four years as represented the company's profit growth rate as a result of implementation of financial risk management practices of risk identification, assessment, mitigation, management, implementation and evaluation.

Another attributes included in the variable management practices is Monitoring.

According to Mc Donnell (2011), it becomes the basis for monitoring and evaluating actual performance.

The key to success in decision making depends on the ability of the respondents to achieve good diagnosis, planning, implementing and monitoring and evaluation. That can only be achieved if the respondents are empowered with necessary skills required in production, management and marketing. Mbanjwa (2016), concluded that lack good quality information about management is not enough although respondents were determined and passionate.

Chilala (2016), in her study sought to evaluate the management practices employed by selected community school managers. The study revealed that not all managers and teachers were academically and professionally trained. All the school managers had no training in management of educational institutions and Furthermore, the study revealed that monitoring and evaluation was concentrated on class observation and not on all the school processes. Most of the school managers did not have the educational policies and other guidelines. They did not know the financial regulations and so were not adhering to them as expected hence having failure to interpret them.

According to Gurm, (2017), however concluded that understanding the management practices which are suitable for improving productivity in specific project type in a certain location, planning the appropriate practices, monitoring the implementation of the planned practices, and assessing whether the implemented practices are associated with high or low productivity can help increase productivity.

Training; policy planning and monitoring & evaluation are among the major project management practices that the rehabilitation project should ensure they are successfully implemented for the benefit of the respondents as recommended by Ambasa (2016).

The related literature cited on management practices has bearing to the present study because it gives light to the present study.

Another variable used in this study was Awareness which refers to the following International Mandates, National Mandates, Other National Laws on Women, Civil Service Commission Memo Circulars and Government Agencies Integrating GAD Plan to Program, Projects and Activities (PPAs).

Agencies implemented and proposed GAD Programs, Projects and Activities focused mostly on creating awareness and increasing gender sensitivity of key people in the agency. (library.pcw.gov.ph)

Sumadsad and Tuazon (2016), in spite of the Philippines' stellar position among countries with viable track records in gender equality, there is still a need to propagate such advocacy to the widest audience as possible. As such, the study aimed to determine school community awareness on Gender and Development (GAD) in a higher education institution as a potential basis for its comprehensive dissemination. They further recommended that authorities should give full support to GAD-initiated activities and should create a monitoring body to ensure compliance of government agencies with GAD provisions and to assist in promoting knowledge and appreciation of the GAD programs and activities.

According to the United Nation Organization all individuals are equal as human beings by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of ethnicity, gender, age, language, sexual orientation, race, religion, political or other opinion, nationality, social or graphical origin, disability, birth, status as established by human rights standards.

The use of rhetoric to frame policy issues often influences the amount of attention countries pay to international issues and the level of support for those issues. (Rothman, 2009)

Schoppert (2013), believed that with strong institutions and mandates, policy agreement and strong leadership, can bring stability, development and even democracy to their regions.

International human rights agreements have always faced challenging questions concerning application and enforceability: He showed that the assessments constitute dynamic processes through which actors adapt human rights norms' meanings and mandates, and importantly, multiply and differentiate what count as obligations across time and states. (Clark, 2016)

Hjälms (2010), focuses on the interdisciplinary approach to the topic by both utilizing international relations and international law theories that acknowledges the responsibility of the international community and the intervening parties to actively participate in the rebuilding of the post-conflict state. He emphasized that bad planning and unclear mandates also limit the effectiveness of the interventions.

Mensah (2011), recommends that the current multiple agency structure is maintained, however, mandates, roles and responsibilities, and jurisdictions need to be clarified, and values reformed. Various kinds of support (e.g. funds, training) should be provided to enterprises to facilitate their compliance and enhance their access.

Moreover, implementing the legal mandate in higher education, particularly in fieldwork settings, poses a significant challenge to retaining academic integrity. She examines the intersection of legislated mandates for accommodation and academic integrity, by applying human rights legislation to higher education. Her conclusion draws these various threads together into a lifeline for accommodation analysis and planning. (Roberts, 2013)

Challenges associated with the care of orphans and vulnerable children are still evident in Sub-Saharan Africa according to Imathiu (2016), Government support is necessary to carry out necessary legal reforms and to enforce existing mandates concerning property rights.

Gender and Development is a continuing, common, and priority concern within the United Nation System for Economic and Human Development (UNSEHD). In the Philippines there are laws mandating the government agencies like the Higher Education Institutions (HEIs) specifically the State Universities and Colleges (SUC) to implement such GAD programs.

The success of the GAD programs can be determined by auditing the different practices of State Universities and Colleges. Gender and Development refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as fundamental value that should be reflected in development choices; seeks to transform society's social, economic and political structures and questions the validity of the gender rules they ascribed to women and men, contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political process to strengthen their legal rights.

Moreover, each agency shall develop its GAD plan, programs and budget in response to the gender gaps or issues faced by women and men employees, as well as the client and constituents. The Philippine Plan for Gender-Responsive Development (PPGD), The Beijing Platform for Action (BPIA), and the CEDAW, among others, shall serve as key documents to guide the identification of gender issues and the formulation of GAD plans, programs and budget (Magna Carta for Women 2009).

Furthermore, in relevant and responsive research development and extension (RDE), CHED supports the conduct of RDE aimed at generating, adapting and transferring or applying new knowledge and technologies for improving productivity and livelihood, promoting peace, empowering women, protecting the environment, reducing disaster devastation, and alleviating poverty.

While gender and development (GAD) Programs Includes advocacy and gender sensitivity activities to promote gender parity in education, equal access to scholarships by both gender and interventions to assist female students with extreme personal situations that prevent them from competing their higher education. (CHED 2011 Strategic Planning Report).

The related literature discussed above are related to the present study since the SUCs provide GAD related activities and programs for community development specifically for women and children. The government has initiated a program and provided allotted funds for gender and development in every local government unit specifically in barangays. In part of state universities and colleges, the school also provides programs for gender and development that will be implemented not only inside the school but will be brought to the community as part of community relations and linkages through the extension program of university for the community development program.

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The above cited literature are related to the present study since awareness on Legal Mandates on Gender and Development is one of the concerns of SUCs. In the present study, it aims to conduct information dissemination. It focused on awareness on legal mandates to be integrated in gender awareness and sensitivity in the different skills training and livelihood in the community.

Awareness, in this study, it refers to the Awareness on the Legal Mandates on Gender and Development in terms of international mandates, national mandates, other National Laws on Women, Civil Service Commission Memo Circulars and Government Agencies integrating GAD Plan to Program, Projects and Activities (PPAs). The act of an individual to be rationally admitted to be in the actual situation or happening.

International Mandates refers to the three international mandates which involves the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, Beijing Platform for Action of the Fourth World Conference on Women and the Commitments made in global meetings such as the UN conferences on Women, the International Conference on Population and Development, the World Summit for Social Development and the Habitat Conference.

National Mandates included in this study, this refers to the nineteen national mandates such as 1987 Philippine Constitution – Article II, Section 14, Republic Act 7192, Philippine Plan for Gender-responsive Development (PPGD), 1995-2025 (Executive Order No. 273), Executive Order No. 348, Executive Order No. 273, General Appropriations Act, DILG Memorandum Circular 1998-148, Local Budget Memorandum, DILG-DBM-NCRFW Joint Memorandum Circular No. 2001-01 (LGUs, Sangguniang Committee on Women and Family), DBM-NEDA-NCRFW Joint Circular No. 2001-1 (LGUs, All Departments, State Universities and Colleges), JDBM-NEDA-NCRFW Joint Circular No. 2004-1 (All Heads of Depts/Agencies/SUCs and other Offices of the National Government, GOCCs), RA 7192, RA 9710, RA 7877, RA 9208, RA 8353, Section 14, Article II of the 1987 Constitution (Recognizing the Role of Women in Nation Building and shall ensure the Fundamental Equality before the Law of Women and Men), Section 28 of the General Appropriations Act (GAA) (Directing Government Entities to formulate a GAD plan, the Cost of which shall not be less than Five Percent of their Yearly Budget. Otherwise known as the GAD Budget and last but not the least the Executive Order (EO) 273 (directing all Government Agencies and Local Levels to institutionalize (GAD) efforts in Government by incorporating GAD concerns in their Planning, Programming and Budgeting Process. While Other National Laws on Women. In this study, the Other National Laws on Women refers to Support for Reproductive Role of Women, Economic Rights, Political Rights and Violence Against Women.

Civil Service Commission Memo Circulars (CSC MC) included in this study, this refers to the selected Memo Circulars issued by the Civil Service Commission.

Government Agencies Integrating Gad Plan to Program, Projects and Activities (PPAs). In this study, this refers to following Government Agencies Integrating Gad Plan to PPAs such as Philippine Commission on Women (PCW), National Economic and Development Authority (NEDA), Department of Budget and Management (DBM) and Commission on Audit (COA).

Notes from [www.nps.gov](http://www.nps.gov) (2007), discussed the preliminary findings on national and international best practices and recommended that the use of skilled staff should recognize that event and maintenance employees who have specialized skills, ensure that they are knowledgeable in leading edge management practices and focus on needed skills.

According to Kalai (2012), stated the scholars, policy makers and practitioners in education unanimously recognize the dire need for effective and efficient management of educational institutions. Effective management becomes a necessity if most of the developing countries are to realize their national goals of education. Translating the foregoing goals for education into a reality calls for planning at both the policy level and institutional level. Planning and educational standards at both institutional and national level have been unsatisfactory in majority of the cases as attested by a number of studies.

According to Magna Carta for Women (2009), in support to the Gender and Development program of the national government, the Philippine State College of Aeronautics (PHILSCA) constituted the PHILSCA Gender and Development Committee as its core group through the issuance of special Order No. 50, s. 2011 signed on March 28, 2012 was tasked to prepare and plan for the possibility of establishing a Gender and Development Center for the Aviation Industry to be attached to the office of the director for community extension of the college.

However, according to RA No. 7192 known as “Women in Development and Nation Building Act” as cited by De Jesus, J. (2012), said that the province of Rizal implements Gender and Development program by means of GAD seminars and integrating gender awareness and sensitivity in to the different livelihood projects in Agriculture and Health Care Programs. She also added that the division of Rizal Department of Education Office advocates Gender and Development (GAD) program by providing GAD training and capacity development support to the school heads and teachers in the division.

According to Illo, Jeanne Frances (2010) on her book “Accounting for Gender Results” as taken from journal in entitled “A Review of the Philippine GAD Budget Policy”, which assess the implementation of a key Gender and Development Policy of the Philippines at the national level by government departments or agencies and is a valuable input to the agenda to mainstream gender equality.

Another study of Cook and Pullaro (2010), highlights the complexities of measuring what many policy makers view as a simple compliance metric with the existing national databases.

Programs Projects and Activities makes teacher closer to the community. Programs have to include tapping resources and personalities from industry, government agencies, and non-government organizations (Olubia, 2016).

The enactment of the Magna Carta for Women in 2009 mandates all government departments, including their attached agencies, offices, bureaus, state universities and colleges, government owned and controlled corporations, local government units, other government instrumentalities to formulate their annual gender and development plans and budget (GPBs) within the context of their mandate to mainstream gender perspective in their policies, programs, and projects. GAD planning shall be integrated in the regular activities of the agencies, the cost of the implementation of which shall be at least 5% of their total budget (IRR, Magna Carta of Women, 2009).

The literature cited is important in this study in the sense that this study attempt to find out the relationship between the awareness and the management practices.

Another variable in this study was Personal Profile, in this study, it refers to the attributes such as age, sex and civil status, length of service, highest educational attainment, seminars and trainings attended and seminars and trainings conducted.



One of the significant attribute included in this study is the age of respondents. It is defined as the length of time that a person has lived (Webster Encyclopedia, 2008).

The New Lexicon Webster dictionary defines age as the length of time that a person or thing has lived or existed, the time when one is legally, socially, physically, or mentally qualified for a particular purpose, or a great period of time distinguished from other by its special characteristics.

The fact is leaders can be any age. Leadership skills are combination of innate and learned behaviors. Leaders re all ages. (www.clomedia.com)

According to 4thegraphy.com, as people age, the ability to achieve relaxation response after a stressful event becomes more difficult. Aging may simple wear out the systems in the brain that respond to stress so that they become inefficient.

Tella (2007) stated that age is one factor affecting job satisfaction. Different studies conducted show that older workers are more satisfied than younger ones.

Ukueza (2007), as the age of individual increases it usually affects various developmental changes. It also affects every area of human performance.

In this study sex is another attributes of personal profiles.

Sex is a state of being either male or female. It is the condition or character of being male or female, the physiological, functional and psychological differences that distinguish the male and female (<http://dictionary.reference.com/>).

Goldberg (2008) stated that although males and females are different in their genetic and hormonally-driven behavior, this does not mean that one sex is superior or inferior to another. Each gender has different strengths and weaknesses. However, he believes that neuro-endocrinological evidence is clear: the high level of testosterone in males drives them toward dominance in the world, while the lack of high levels of this hormone in women creates natural, biological push in the direction of less dominant and more nurturing roles in the society. In his book “Why men Rule—A theory of Male Dominance,” Goldberg wrote: “There is not, nor has there ever been, any society that even remotely failed to associate authority and leadership in suprafamilial areas with the male. There are no borderline cases.

Another attributes is educational attainment.

Educational Attainment refers to the number of years of education a person has attended and completed or the highest degree earned. This includes the number of elementary and high school years completed, participation in college prior to graduation and varying levels of degree attainment. (www.humannneeds.vcu.edu)

Sibayan (2005), claimed that the best performing teachers are those with masters and doctorate degree have lots of background to share among their students. A wide variety of activities enable them to design techniques on how to improve the students’ achievement. However it is also observe that those who are trained for so many years performed well.

Labawig concluded that the educational attainment and professional experience had a little effect on the leadership effectiveness of barangay captains along communications, coordination and support, decision making, and evaluation of performance and feedback. The three attributes of qualifications namely educational attainment, professional experience and length of service do not influence the degree of seriousness of problems encountered by barangay captains along project implementation (www.eisrjc.com).

Length of service is another attributes in this study.

Bepko (2008) stated how the university chancellors and presidents can make a difference in their educational institutions based on length of service. They are shaped and formed over long periods of time and eventually accumulate the relevant experience.

The years of teaching experience of the faculty was cited as one of the factors that affect the ability of the faculty to do their job well, other than: Competence, mental and Physical capacity, education, knowledge and comprehension. (Dorgan, 2005)

Marchiori and Henkin (2004) revealed, in their study on the organizational commitment of health profession faculty, that tenure in higher education was found to be one of the most important predictors of organizational commitment.

Gong (2015), he further evidence indicates that while laid-off workers' preference is not driven by age, particular cohort effect or transformation wave, their length of service in the state sector has significant positive effect.

Roopai (2012), in her examine the relationship between age, marital status, qualifications and length of service with the job satisfaction factors and overall job satisfaction respectively.

Sete (2015), found that there are no significant differences were found in terms of length of service, gender or race.

Aravopoulou (2015), significant differences were found on employees' responses in terms of their age, gender, educational level, length of service at the bank, position at the bank, and the bank they worked for before the changes.

According to Ngcobo (2013), found that there was no significant difference in organizational commitment across the biographical variables of marital status, age, length of service and span of control. The results also indicated that age, education and experience had an impact on continuance commitment. Similarly, age and education contribute significantly to normative commitment.

Bray (2016), found out that there was no significant difference between different age groups, male or female, number of children (dependents) an employee had, their marital status or the qualifications that they held. However, it was found that there was no statistically significant difference between length of service and job satisfaction, but that there was a significant difference when taking into account the impact length of service had on the intention to quit.

Results from the study of Whittaker (2015), indicated that there is no statistically significant difference in perceptions based on gender and professional certification. However, there were statistically significant differences in perceptions based on age, length of service.

Chuaywongyart (2012), investigates the impact of four core human resources management practices on employee engagement. These human resources management practices are (1) recruitment and selection, (2) training and development, (3) performance management, and (4) compensation and reward. It also examines the impact of the personal factors including gender, age, and length of service, education, and job categories on the level of employee engagement. The results show significant relationships among personal factors including age and length of service on employee engagement. In contrast, the results indicate that higher level of education, higher level in organization and age do not contribute to higher engagement.

Another attributes were seminars and trainings attended.

Sjöqvist (2010), emphasized that useful information has come from several journals and seminars attended.

Kibaara (2012), in his study found out that most civil servants were Knowledgeable and aware to related issues attributable to training/seminars attended.

Gray (2011), founthatd out seminar were statistically significant increases in both knowledge and actions taken and a positive significant relationship between knowledge scores and knowledge transfer. Hunger activity responses revealed positive trends in empathy and willingness to act

Natarajan and Marishkumar (2017), suggested that more seminars and workshops should be conducted in educational institutions. Awareness should be created among consumers through newspapers, televisions, pamphlets and hoarding at different places in the rural areas.

Thuku (2011), on his study found that use of highly qualified staff, competent personnel, training and holding of seminars on risks management and advancement of management systems greatly contributed to increased performance on student enrollment.

According to Olubia (2016), the initiatives of the college deans in planning and implementing related activities and programs must be further improved by enhancing their strategic leadership skills through the conduct of effective strategic planning-themed seminars and trainings.

The literature cited analysis on the personal profiles is related to this investigation that will give a shed of light to current study because personal profiles is used as one of the variables.

### Discussions:-

In this study, the status of Personal Profiles of GAD Advocates are categorized in terms of age, sex, civil status, length of service, highest educational attainment, seminars and trainings attended, and seminars and trainings conducted.

In terms of Age, it was found that most of the respondents belong to the age bracket of 40 – 49. In terms of Sex, it was found that most of the respondents were female and most of them were married in terms of Civil Status. As to Length of Service, most of them belong to bracket 1-10. Their Highest Educational Attainment, belong to bracket of with doctoral units. With regards to Seminars and Trainings Attended, and Seminars and Trainings Conducted, both revealed that most of the respondents belong to bracket 1 -5.

While the Level of Awareness of GAD Advocates, in this study refers to the International Mandates, National Mandates, Other National Laws on Women, Civil Service Commission Memo Circulars and Government Agencies Integrating GAD Plan to Program, Projects and Activities (PPAs). The following tables shows the mean, standard deviation and verbal interpretation.

**Table 1:-** presents the Level of Awareness of GAD Advocates in terms of International Mandates.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. The United Nations Convention on the Elimination of All Forms of Discrimination Against Women.	4.14	0.92	Moderately Aware
2. Beijing Platform for Action of the Fourth World Conference on Women.	3.66	1.09	Moderately Aware
3. Commitments made in global meetings such as the UN conferences on Women, the International Conference on Population and Development, the World Summit for Social Development and the Habitat Conference.	3.80	1.10	Moderately Aware
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>3.87: 1.06</b> <b>Moderately Aware</b>		

#### Legend:

Scale	Range	Verbal Interpretation
5	4.50-5.00	Extremely Aware
4	3.50-4.49	Moderately Aware
3	2.50-3.49	Somewhat Aware
2	1.50-2.49	Slightly Aware
1	1.00-1.49	Not at All Aware

The overall mean of (M=3.87, SD = 1.06) manifested that the level of awareness of GAD Advocates in terms of International Mandates with a verbal interpretation of Moderately Aware, an indication that respondents such are

need to be address. Likewise, large values for standard deviation in all indicator (statement) appears that respondents' perception are heterogeneous in terms of International Mandates.

The level of Awareness of GAD Advocates in terms of National Mandates were revealed in Table 2, which shows the average mean, standard deviation and verbal interpretation.

**Table 2:-** presents the Level of Awareness of GAD Advocates in terms of National Mandates.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. 1987 Philippine Constitution – Article II, Section 14	4.31	0.80	Moderately Aware
2. Republic Act 7192, Women in Development and Nation-Building Act	4.22	0.94	Moderately Aware
3. Philippine Plan for Gender-responsive Development, 1995-2025	4.11	0.92	Moderately Aware
4. Executive Order No. 348	4.16	0.93	Moderately Aware
5. Executive Order No. 273.	3.97	0.95	Moderately Aware
6. General Appropriations Act	4.13	0.96	Moderately Aware
7. DILG Memorandum Circular 1998-148	4.01	0.96	Moderately Aware
8. Local Budget Memorandum	4.11	0.83	Moderately Aware
9. DILG-DBM-NCRFW Joint MC No. 2001-01	3.94	0.92	Moderately Aware
10. DBM-NEDA-NCRFW Joint Circular No. 2001-1	3.96	0.95	Moderately Aware
11. JDBM-NEDA-NCRFW Joint Circular No. 2004-1	4.01	0.97	Moderately Aware
12. RA 7192 – Women in Development and Nation Building Act	4.16	0.91	Moderately Aware
13. RA 9710 – The Magna Carta of Women	4.37	0.83	Moderately Aware
14. RA 7877 – Anti-Sexual Harassment Act of 1995	4.39	0.84	Moderately Aware
15. RA 9208 – Anti-Trafficking in Persons Act of 2003	4.26	0.83	Moderately Aware
16. RA 8353 – Anti-Rape Law of 1997	4.29	0.87	Moderately Aware
17. Section 14, Article II of the 1987 Constitution	4.28	0.86	Moderately Aware
18. Section 28 of the General Appropriations Act (GAA)	4.24	0.89	Moderately Aware
19. Executive Order (EO) 273	4.14	0.93	Moderately Aware
<b>Overall Mean: SD</b>	<b>4.16: 0.91</b>		
<b>Overall Interpretation</b>	<b>Moderately Aware</b>		

The table 2 presents the level of awareness in terms of National Mandates with the overall mean of 4.16, SD=0.91, Moderately Aware.

In this study, the level of Awareness of GAD Advocates in terms of Other National Laws on Women. In this study, the Other National Laws on Women refers to Support for Reproductive Role of Women, Economic Rights, Political Rights and Violence Against Women.

**Table 3:-** presents the Level of Awareness of GAD Advocates in terms of Other National Laws on Women as to Support for Reproductive Role of Women.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. RA 7322 Increase in Maternity Leave Benefits	4.40	0.72	Moderately Aware
2. RA 8187 Paternity Leave Act	4.35	0.77	Moderately Aware
3. RA 7600 Rooming-in and Breastfeeding Act	4.33	0.79	Moderately Aware
4. RA 6972 Day-Care in Every Barangay	4.31	0.78	Moderately Aware
<b>Overall Mean: SD</b>	<b>4.35: 0.76</b>		
<b>Overall Interpretation</b>	<b>Moderately Aware</b>		

The table 2 presents the level of awareness in terms of Other National Laws on Women as to Support for Reproductive Role of Women with the overall mean of 4.35, SD=0.76, Moderately Aware.

**Table 4:-**presents the Level of Awareness of GAD Advocates in terms of Other National Laws on Women as to Economic Rights.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. RA 6657 Comprehensive Agrarian Reform Law	3.89	0.80	Moderately Aware
2. RA 7796 Technical Education and Skills Development Act (TESDA)	4.11	0.79	Moderately Aware
3. RA 7655 Minimum Wage of Local Domestic Helpers and Providing Social Security for Them	4.00	0.82	Moderately Aware
4. RA 7882 Assistance to Women in Micro and Cottage Business Enterprises	3.88	0.83	Moderately Aware
5. RA 8042 Migrant Workers and Overseas Filipinos Act	3.91	0.82	Moderately Aware
6. RA 8972 Solo Parents' Welfare Act of 2000	4.09	0.83	Moderately Aware
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>3.98: 0.82</b> <b>Moderately Aware</b>		

The table proves that the Economic Rights got the (M=3.98, SD=0.82) with verbal interpretation of "Moderately Aware".

**Table 5:-**Level of Awareness of GAD Advocates in terms of Other National Laws on Women as to Political Rights.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. RA 7160 Local Government Code	4.09	0.83	Moderately Aware
2. RA 7941 Party List Systems Act	3.93	0.90	Moderately Aware
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.01: 0.87</b> <b>Moderately Aware</b>		

The table proves that the level of awareness of GAD Advocates in terms of Other National Laws on Women as to Political Rights got the (M=4.01, SD=0.87) with verbal interpretation of "Moderately Aware".

**Table 6:-**presents the Level of Awareness of GAD Advocates in terms of Other National Laws on Women as to Violence Against Women.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. RA 6955 Anti-Mail Order Bride Law	4.00	0.98	Moderately Aware
2. RA 7877 Anti-Sexual Harassment Law	4.38	0.80	Moderately Aware
3. RA 8353 Anti-Rape Law	4.32	0.85	Moderately Aware
4. RA 8505 Rape Victim Assistance and Protection Act	4.26	0.83	Moderately Aware
5. RA 7610 Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act	4.34	0.78	Moderately Aware
6. RA 9262 Anti-Violence Against Women and their Children Act	4.42	0.76	Moderately Aware
7. RA 9208 Anti-Trafficking in Persons Law	4.24	0.80	Moderately Aware
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.28: 0.84</b> <b>Moderately Aware</b>		

Table 6 reveals the level of Awareness of GAD Advocates in terms of Other National Laws on Women such as Violence Against Women got the (M = 4.28, SD= 0.84) with verbal interpretation of "Moderately Aware"

**Table 7:-**presents the Level of Awareness of GAD Advocates in terms of Civil Service Commission Memo Circulars.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. CSC MC 41, s. 1998 -Entitlement of Contractual Employees to Maternity Leave Benefits Like Regular Employees	4.06	0.92	Moderately Aware

2. CSC MS 8, s. 1999- Equal Representation of Women and Men in Third Level Positions	4.00	0.87	Moderately Aware
3. CSC MC 3, s. 2001- Revised Merit Promotion Plan	3.89	0.97	Moderately Aware
4. CSC Res. 01-0940- Administrative Disciplinary Rules on Sexual Harassment Cases	4.01	0.87	Moderately Aware
5. Res. 89-463 Policy Directions on Equality of Employment Opportunity in the Government Service	3.91	0.90	Moderately Aware
6. CSC MS 30, s. 1994- Checklist of Reasonable Working Conditions in the Public Sector	3.89	0.95	Moderately Aware
7. MC 6, s. 1996- Special Leave Privileges	4.04	0.88	Moderately Aware
8. MC 43, s. 1998 Amending the Age Requirement of the LSP MD from 45-50 and LSP SWG 50-58	3.84	0.92	Moderately Aware
9. CSC MC 15-2006- Guidelines on the Availment of the 10-Day Leave Under R.A. 9262	3.84	0.92	Moderately Aware
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>3.94: 0.91</b> <b>Moderately Aware</b>		

Table 7 reveals the level of Awareness of GAD Advocates in terms of Other National Laws on Women. The table proves that the overall mean of (M=3.94, SD=0.91) with verbal interpretation of “Moderately Aware”.

**Table 8:-**presents the Level of Awareness of GAD Advocates in terms of Government Agencies Integrating GAD Plan to Programs, Projects and Activities (PPAs).

Statement	Mean	Standard Deviation	Verbal Interpretation
1. The Philippine Commission on Women (PCW), previously the National Commission on the Role of Filipino Women (NCRFW), leads in setting the priority agenda for women’s empowerment and gender equality.	4.19	0.76	Moderately Aware
2. The National Economic and Development Authority (NEDA) ensures that GAD issues and concerns, gender equality and women’s empowerment are mainstreamed.	4.14	0.76	Moderately Aware
3. The Department of Budget and Management (DBM) ensures that agencies submit their annual GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR)	4.15	0.78	Moderately Aware
4. The Commission on Audit (COA) conducts annual audit on the use of the GAD budget.	4.19	0.79	Moderately Aware
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.17: 0.77</b> <b>Moderately Aware</b>		

The table 8 proves that the Level of Awareness of GAD Advocates in terms of Government Agencies Integrating GAD Plan to Programs, Projects and Activities (PPAs) (M=4.17, SD=0.77) with a verbal interpretation of Moderately Aware.

**Table 9:-**shows the Level of Management Practices of GAD Advocates in terms of Planning.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. GAD Planning involves plan formulation such as analyzing the situation; visioning; setting the goals, objectives and targets; identifying the program, plans and activities.	4.31	0.80	Moderately Practice
2. GAD plans include funding for the integration of GAD in existing education program programs, improving access of men and women to higher education, creating awareness among technical staff	4.22	0.77	Moderately Practice
3. Review existing Laws and Policies in the formulation of GAD Action Plan	4.21	0.82	Moderately Practice

4. Establishing a networking system that would systematically link agencies and allow collaborative work between and among partners' agencies, LGUs and the academe.	4.16	0.82	Moderately Practice
5. Participatory Rural Appraisal was conducted to address the training needs.	4.19	0.85	Moderately Practice
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.22: 0.81</b> <b>Moderately Practice</b>		

**Legend:**

Scale	Range	Verbal Interpretation
5	4.50-5.00	Extremely Practice
4	3.50-4.49	Moderately Practice
3	2.50-3.49	Somewhat Practice
2	1.50-2.49	Slightly Practice
1	1.00-1.49	Not at All Practice

The table 9 proves that the level of management practices of GAD Advocates in terms of Planning (M=4.22, SD=0.81) with a verbal interpretation of Moderately Practice.

**Table 10:-**presents the Level of Management Practices of GAD Advocates in terms of Budgeting.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. The General Appropriation Act requirement for all agencies to allocate 5% of their budget to GAD.	4.26	0.85	Moderately Practice
2. Conducting GAD Orientation and Training among planning and budget offices, and other strategic personnel.	4.26	0.83	Moderately Practice
3. Submission of Budget Proposal and Regional Development Council (RDC) by virtue of EO 325.	4.17	0.83	Moderately Practice
4. Compliance to the Five-percent mandatory allocation to GAD-Related undertakings.	4.23	0.83	Moderately Practice
5. Develop a budgeting manual to train the responsive agency officers and personnel on GAD Budgeting particularly on costing.	4.21	0.83	Moderately Practice
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.21: 0.83</b> <b>Moderately Practice</b>		

The table 9 proves that the level of management practices of GAD Advocates in terms of Budgeting (M=4.21, SD=0.83) with a verbal interpretation of Moderately Practice.

**Table 11:-**presents the Level of Management Practices of GAD Advocates in terms of Implementation.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. Institute mechanisms that will encourage greater implementation of the Laws and Policies	4.21	0.78	Moderately Practice
2. Continue the efforts to strengthen the capability building of agencies to diagnose projects, programs and activities.	4.19	0.79	Moderately Practice
3. Tapping the GAD Resource Pool/Facilitating Exchange and sharing resources	4.21	0.79	Moderately Practice
4. Celebrating important events and recognizing GAD friendly offices by integrating GAD in the intra and inter meeting such as Women's Month Celebration through parades, hanging streamers, sports and activities and other various fora.	4.27	0.80	Moderately Practice
5. Advocating GAD among local, regional and international government executives.	4.29	0.79	Moderately Practice
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.24: 0.79</b> <b>Moderately Practice</b>		

The table 11 proves that the level of management practices in terms of Implementation (M=4.24, SD=0.79) with a verbal interpretation of Moderately Practice.

**Table 12:-**Level of Management Practices of GAD Advocates in terms of Evaluation.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. Evaluation process identified GAD Programs realistic and responsive to the GAD issues, objectives and targets.	4.26	0.83	Moderately Practice
2. Through evaluation provisions for both women and men involvement as partners, advocates and beneficiaries are properly address.	4.19	0.85	Moderately Practice
3. The result of evaluation will further enhanced the skills of project managers in coordination, consultation and networking.	4.16	0.79	Moderately Practice
4. The evaluation will determine if the beneficiaries benefitted them the way it was intended to.	4.14	0.81	Moderately Practice
5. In depth evaluation was done because there is a sufficient funds allotted for the purpose.	4.17	0.80	Moderately Practice
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.18: 0.82</b> <b>Moderately Practice</b>		

The table 12 proves that the level of management practices of GAD Advocates in terms of evaluation (M=4.18, SD=0.82) with the overall mean of 4.18, standard deviation of 0.815 with a verbal interpretation of Moderately Practice.

**Table 13:-**presents the Level of Management Practices of GAD Advocates in terms of Monitoring.

Statement	Mean	Standard Deviation	Verbal Interpretation
1. The periodic monitoring visits provided project managers and beneficiaries excellent opportunities to discuss problems and issues in implementation.	4.11	0.83	Moderately Practice
2. Monitoring enable the implementing agencies to get first-hand information on the project status.	4.10	0.79	Moderately Practice
3. Regular monitoring of project accomplishments ensure timely action and response to implementation	4.11	0.82	Moderately Practice
4. Conducting field monitoring visits is beneficial to the validation of monitoring report submitted by implementing agents.	4.12	0.80	Moderately Practice
5. Active involvement of male and female beneficiaries in monitoring is necessary to ensure success of GAD Programs.	4.16	0.82	Moderately Practice
<b>Overall Mean: SD</b> <b>Overall Interpretation</b>	<b>4.12: 0.81</b> <b>Moderately Practice</b>		

The table 13 proves that the level of management practices of GAD Advocates in terms of monitoring (M=4.12, SD=0.81) with a verbal interpretation of Moderately Practice.

**Table 14:-**presents the Significant Relationship between the Personal Profiles and the Management Practices of GAD Advocates.

Management Practices	Personal/Professional Profiles	r	Interpretation	p	Rank
Planning	Age	0.039 <sup>ns</sup>	Negligible	0.646	6
	Sex	-0.089 <sup>ns</sup>	Negligible	0.294	5
	Civil Status	0.162 <sup>ns</sup>	Very Small	0.057	4
	Length of Service	0.007 <sup>ns</sup>	Negligible	0.938	7
	Highest Educational Attainment	0.205*	Small	0.015	2
	Seminars and Trainings Attended	0.203*	Small	0.016	3
	Seminars and Training Conducted	0.288*	Small	0.001	1



Budgeting	Age	0.152 <sup>ns</sup>	Very Small	0.074	5
	Sex	0.003 <sup>ns</sup>	Negligible	0.971	7
	Civil Status	0.187*	Very Small	0.027	4
	Length of Service	0.081 <sup>ns</sup>	Negligible	0.339	6
	Highest Educational Attainment	0.279*	Small	0.001	3
	Seminars and Trainings Attended	0.281*	Small	0.001	2
	Seminars and Training Conducted	0.301*	Small	0.000	1
Implementation	Age	0.186*	Very Small	0.028	5
	Sex	-0.089 <sup>ns</sup>	Negligible	0.294	7
	Civil Status	0.226*	Small	0.007	4
	Length of Service	0.158 <sup>ns</sup>	Very Small	0.062	6
	Highest Educational Attainment	0.319*	Small	0.000	1
	Seminars and Trainings Attended	0.223*	Small	0.008	3
	Seminars and Training Conducted	0.295*	Small	0.000	2
Evaluation	Age	0.127 <sup>ns</sup>	Very Small	0.136	4
	Sex	-0.125 <sup>ns</sup>	Very Small	0.142	5
	Civil Status	0.082 <sup>ns</sup>	Negligible	0.333	7
	Length of Service	0.094 <sup>ns</sup>	Negligible	0.272	6
	Highest Educational Attainment	0.285*	Small	0.001	1
	Seminars and Trainings Attended	0.140 <sup>ns</sup>	Very Small	0.099	3
	Seminars and Training Conducted	0.232*	Small	0.006	2
Monitoring	Age	0.112	Very Small	0.187	6
	Sex	-0.113	Very Small	0.182	5
	Civil Status	0.030	Negligible	0.726	7
	Length of Service	0.168	Very Small	0.047	3
	Highest Educational Attainment	0.258	Small	0.002	1
	Seminars and Trainings Attended	0.135	Very Small	0.111	4
	Seminars and Training Conducted	0.217	Small	0.010	2

\*significant at 0.05

ns-not significant

The table 14, shows the significant relationship between the personal profiles and the management practices of GAD advocates among SUCs in CALABARZON which predicts significantly as manifested by lower probability values in its indicator at 0.05 level of significance. Further, the positive values for r indicates direct relationship.

The table 15 show that the significant relationship between the awareness and the management practices of GAD advocates.

**Table 15:-**shows the Significant Relationship between the Awareness and the Management Practices of GAD Advocates.

Management Practices	Awareness	r	Interpretation	p	Rank
Planning	International Mandates	0.498*	Moderate	0.000	7
	National Mandates	0.601*	High	0.000	2
	Other National Laws on Women	0.625*	High	0.000	1
	• Support for Reproductive Role of Women		High	0.000	5
	• Economic Rights		Moderate	0.000	8
	• Political Rights		High	0.000	4
	• VAW	0.537*	High	0.000	5
CSC Memo Circulars	0.531*	High	0.000	6	
Government Agencies Integrating GAD Plan	0.586*	High	0.000	3	
Budgeting	International Mandates	0.436*	Moderate	0.000	8
	National Mandates	0.700*	High	0.000	2
	Other National Laws on Women	0.660*	High	0.000	3
	• Support for Reproductive Role of Women				

	<ul style="list-style-type: none"> <li>• Economic Rights</li> <li>• Political Rights</li> <li>• VAW</li> </ul>	0.518*	High	0.000	5
		0.474*	Moderate	0.000	7
		0.592*	High	0.000	4
	CSC Memo Circulars	0.507*	High	0.000	6
	Government Agencies Integrating GAD Plan	0.701*	High	0.000	1
Implementation	International Mandates	0.537*	High	0.000	7
	National Mandates	0.684*	High	0.000	1
	Other National Laws on Women				
	<ul style="list-style-type: none"> <li>• Support for Reproductive Role of Women</li> <li>• Economic Rights</li> <li>• Political Rights</li> <li>• VAW</li> </ul>	0.639*	High	0.000	3
		0.525*	High	0.000	8
		0.569*	High	0.000	6
		0.588*	High	0.000	4
	CSC Memo Circulars	0.571*	High	0.000	5
	Government Agencies Integrating GAD Plan	0.659*	High	0.000	2
Evaluation	International Mandates	0.542*	High	0.000	6
	National Mandates	0.644*	High	0.000	1
	Other National Laws on Women				
	<ul style="list-style-type: none"> <li>• Support for Reproductive Role of Women</li> <li>• Economic Rights</li> <li>• Political Rights</li> <li>• VAW</li> </ul>	0.597*	High	0.000	4
		0.544*	High	0.000	5
		0.521*	High	0.000	7
		0.620*	High	0.000	2
	CSC Memo Circulars	0.509*	High	0.000	8
	Government Agencies Integrating GAD Plan	0.604*	High	0.000	3
Monitoring	International Mandates	0.569*	High	0.000	3
	National Mandates	0.611*	High	0.000	1
	Other National Laws on Women				
	<ul style="list-style-type: none"> <li>• Support for Reproductive Role of Women</li> <li>• Economic Rights</li> <li>• Political Rights</li> <li>• VAW</li> </ul>	0.529*	High	0.000	6
		0.486*	Moderate	0.000	8
		0.518*	High	0.000	7
		0.570*	High	0.000	2
	CSC Memo Circulars	0.555*	High	0.000	4
	Government Agencies Integrating GAD Plan	0.539*	High	0.000	5

\*significant at 0.05

ns-not significant

The table 15, shows the significant relationship between the awareness and the management practices of GAD advocates among SUCs in CALABARZON which predicts significantly as manifested by lower probability values in its indicator at 0.05 level of significance. Further, the positive values for r indicates direct relationship.

### Conclusions:-

Based on the findings of the study the following conclusions were hereby given:

1. The hypothesis stating that there is no significant relationship between the Personal Profiles and the Management Practices of GAD Advocates among SUCs in CALABARZON is partially accepted.
2. The hypothesis stating that there is no significant relationship between the Awareness and the Management Practices of GAD Advocates among SUCs in CALABARZON is rejected.

### Recommendations:-

Based on the findings and conclusions of the study the following recommendations were hereby given:

1. The GAD Advocates may attend more seminars and trainings needed preparation of Gender and Development.
2. The GAD Advocates may conduct more seminars and trainings imposing other GAD Legal Mandates.
3. The GAD Advocates may conduct more seminars and trainings on the Stakeholders for further information dissemination.

4. The GAD Advocates may attend seminars and trainings on the Management Practices especially on GAD Planning and GAD Budgeting.
5. CHED Region IV may conduct more awareness and management practices of GAD Advocates Among SUCs in CALABARZON to produce more efficient and effective competent GAD Advocates capable of molding a productive member of their respective communities, constructive citizens atpar with global competitiveness.
6. The future researcher may use this research as their reference and may conduct a further study.

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