

ANNEX III

Gender and Development (GAD) Survey Results 2023

Respondents' Profile	Total		Disaggregation				Total Number of Personnel
	Number	Percent	Male	Percent	Female	Percent	
Number of Respondents	101		43	43%	58	57%	
Age Group							
18-24	0	0%	0	0%	0	0%	
25-34	28	27.72%	13	30.23%	15	25.86%	
35-44	18	17.82%	7	16.28%	11	18.97%	
45-54	26	25.74%	11	25.58%	15	25.86%	
55-64	29	28.71%	12	27.91%	17	29.31%	
65 and Over	0	0%	0	0%	0	0%	
Civil Status							
Single	48	47.52%	15	34.88%	33	56.90%	
Married	45	44.55%	21	48.84%	24	41.38%	
Widow/Widower	1	0.99%	0	0%	1	1.72%	
Married Annulled	5	4.95%	5	11.63%	0	0%	
Separated in Fact	2	1.98%	2	4.65%	0	0%	
Place of Residence							
Resides within Taguig/ Batangas II, Mariveles/ Mabini, Batangas	19	18.81%	9	20.93%	10	17.24%	
Resides outside Taguig/ Batangas II, Mariveles/ Mabini, Batangas	82	81.19%	34	79.07%	48	82.76%	
Present Address in Comparison to Permanent Address							
Same	77	76.2%	29	67.44%	48	82.76%	
Different	24	23.8%	14	32.56%	10	17.24%	
Health Concerns/ Issues							
A. Asthma	1	0.99%	0	0%	1	1.72%	
A-1. Asthma, Eye Problem, Migraine, Degenerative Hearing Loss	3	2.97%	1	2.33%	2	3.45%	
B. Diabetes	8	7.92%	4	9.30%	4	6.90%	

B-1. Diabetes, Eye Problem	1	0.99%	1	2.33%	0	0%
C. Eye Problem	11	10.89%	4	9.30%	7	12.07%
C-1. Eye Problem, Arthritis (Gout), High Cholesterol Level, Rhinitis Allergy	3	2.97%	1	2.33%	2	3.45%
D. Heart Ailments	2	1.98%	2	4.65%	0	0%
E. Hypertension/ High Blood Pressure	12	11.88%	5	11.36%	7	12.07%
E-1. Hypertension/ High Blood Pressure, Migraine, Diabetes, Eye Problem, High Blood Cholesterol, Pre-diabetes, High Cholesterol, Fatigue, Shortness of Breath, Asthma	15	14.85%	6	13.95%	9	15.52%
F. Migraine	2	1.98%	1	2.33%	1	1.72%
F-1. Migraine, and others	2	1.98%	1	2.33%	1	1.72%
G. Physically Challenged	3	2.97%	1	2.33%	2	3.45%
G-1. Migraine, Eye Problem, Vertigo/ Lumbar, Radiculopathy	1	0.99%	0	0%	1	1.72%
H. Others such as: Allergy, Breast Cancer, GERD, Hyperacidity, Myoma, Obese, PCOS. Rheumatoid, Arthritis, Rhinitis, Gastro-Esophageal Reflux, Disease Skin Problems, and Urticaria	13	12.87%	1	2.33%	12	20.69%
I. N/A	5	4.95%	1	2.33%	4	6.90%
J. None	19	18.81%	14	32.56%	5	8.62%
Solo Parents						
18-24	1	0.99%	0		1	1.72%
25-34	0		0		0	
35-44	0		0		0	
45-54	0		0		0	
55-64	2	1.98%	1	2.33%	1	1.72%
65 and over	0		0		0	

Particulars	Total		Disaggregation				Remarks
	Number	Percent	Male	Percent	Female	Percent	
Gender and Development (GAD) Awareness							
Are you aware of any Gender and Development (GAD) programs, projects, activities, policies and others being implemented in the Company?							
Yes	99	98.02%	42	97.67%	57	98.28%	
No	3	1.98%	1	2.33%	2	1.72%	
Are you aware of the existence of the Gender and Development Focal Point System (GFPS) in the Company?							
Yes	97	96.04%	40	93.02%	57	98.27%	
No	4	3.96%	3	6.98%	1	1.72%	
If yes, do you know the members and their contact information?							
Yes	85	84.16%	29	67.44%	56	96.55%	
No	16	15.84%	14	32.56%	2	3.45%	
Financial Information							
Breadwinners of the Family							
Yes	70	69.31%	32	74.42%	38	62.52%	
No	31	30.69%	11	25.58%	20	34.48%	
Family Annual Income							
500,000 to 1,500,000	74	73.27%	30	69.77%	44	75.86%	
1,500,001 to 2,000,000	15	14.85%	6	13.95%	9	15.52%	
2,000,001 to 3,500,000	3	2.97%	2	4.65%	1	1.72%	
3,500,001 and over	2	1.98%	1	2.33%	1	1.72%	
No Answer	7	6.93%	4	9.30%	3	5.17%	
Source of Income							
Employment	75	74.26%	33	76.74%	42	72.41%	
Mixed Source of Income	21	20.79%	8	18.60%	13	22.41%	
Not Applicable	5	4.95%	2	4.65%	3	5.17%	
Access to Family Financial Resources							

Yes	72	71.29%	30	69.77%	42	72.41%	
No	29	28.71%	13	30.23%	16	27.59%	
Participation in Decision-Making Involving Family Finances							
Yes	72	71.29%	30	69.77%	42	72.41%	
No	29	28.71%	43	30.23%	16	27.59%	
Family Related Matters							
Child-Bearing/Rearing Stage Family Member/s							
Yes	21	20.79%	11	25.58%	10	17.24%	
No	80	79.21%	32	74.42%	48	82.76%	
Family Planning							
Yes	23	22.77%	12	27.91%	11	18.97%	
No	9	8.91%	7	16.28%	2	3.45%	
Not Applicable	69	68.32%	24	55.81%	45	77.59%	
Spouse Sharing Responsibility in Child Rearing							
Yes	40	39.60%	23	53.49%	17	29.31%	
No	1	0.99%	1	2.33%	0	0%	
Not Applicable	60	59.41%	19	44.19%	41	70.69%	
Spouse Participation in Household Tasks							
Yes	54	53.47%	28	65.12%	26	44.83%	
No	0	0%	0	0%	0	0%	
Not Applicable	47	46.53%	15	34.88%	32	55.17%	
Other Family Members Participation in Household Tasks							
Yes	92	91.09%	39	90.70%	53	91.38%	
No	9	8.91%	4	9.30%	5	8.62%	
Active in the Decision Making in Management of Household Affairs							
Yes	89	88.12%	36	83.72%	53	91.38%	
No	12	11.88%	7	16.28%	5	8.62%	

Availability of Household Help						
Yes	23	22.77%	9	20.93%	14	24.14%
No	78	77.23%	34	79.07%	44	75.86%
Participation in Professional, Civic, Religious, Cultural, Sports, Other Community Organizations or Associations						
Yes	32	31.68%	17	39.53%	15	25.86%
No	69	68.32%	26	60.47%	43	74.14%
Exercising Political Rights (Right to Vote)						
Yes	95	94.06%	40	93.02%	55	94.83%
No	6	5.94%	3	6.98%	3	5.17%
House/ Property Ownership						
Yes	80	79.21%	32	74.42%	48	82.75%
No	21	20.79%	11	25.58%	10	17.24%
Number of Available Utilities, Equipment, Etc. at Home						
One	1	0.99%	1	2.33%	0	0%
Two	0	0%	0	0%	0	0%
Three	1	0.99%	1	2.33%	0	0%
Four	1	0.99%	0	0%	1	1.72%
Five	4	3.96%	1	2.33%	3	5.17%
Six	4	3.96%	2	4.65%	2	3.45%
Seven	10	9.90%	7	16.28%	3	5.17%
Eight	25	24.75%	9	20.93%	16	27.59%
Nine	53	52.48%	21	48.84%	32	55.17%
Ten	2	1.98%	1	2.33%	1	1.72%
Regular Medical/ Dental Check Up						
Yes	84	83.17%	36	83.72%	48	82.76%
No	17	16.83%	7	16.28%	10	17.24%
Attending Church or Religious Gathering with Family						
Yes	80	79.21%	32	74.42%	48	82.76%
No	21	20.79%	11	25.58%	10	17.24%

Regular Recreation Activity/ies by Themselves							
Yes	66	65.35%	29	67.44%	37	63.79%	
No	35	34.65%	14	32.56%	21	36.21%	
Regular Recreational Activity/ies with Family							
Yes	55	54.46%	24	55.81%	31	53.45%	
No	46	45.54%	19	44.19%	27	46.55%	
Gender and Development Related Laws							
Number of Gender and Development Related Laws that you are Aware							
One	10	9.90%	6	13.95%	4	6.90%	
Two	4	3.96%	2	4.65%	2	3.45%	
Three	12	11.88%	4	9.30%	8	13.79%	
Four	18	17.82%	9	20.93%	9	15.51%	
Five	14	13.86%	4	9.30%	10	17.24%	
Six	7	6.93%	2	4.65%	5	8.62%	
Seven	6	5.94%	1	2.33%	5	8.62%	
Eight	5	4.95%	2	4.65%	3	5.17%	
Nine	25	24.75%	13	30.23%	12	20.69%	
Number of Gender and Development Related Laws Observed in the Office							
One	8	7.92%	3	6.98%	5	8.62%	
Two	13	12.87%	4	9.30%	9	15.52%	
Three	7	6.93%	3	6.98%	4	6.90%	
Four	16	15.84%	7	16.28%	9	15.52%	
Five	13	12.87%	4	9.30%	9	15.52%	
Six	7	6.93%	4	9.30%	3	5.17%	
Seven	12	11.88%	2	4.65%	10	17.24%	
Eight	25	24.75%	16	37.21%	9	15.52%	
Necessity for an Awareness Program on Gender Related Laws							
Yes	93	92.08%	42	97.67%	51	87.93%	
No	8	7.92%	1	2.33%	8	13.79%	
Awareness on Constitutional Rights							
Yes	51	50.50%	25	58.14%	26	44.83%	
No	50	49.50%	18	41.86%	32	55.17%	

Number of Dependent/s in the Family							
Zero	34	33.66%	13	29.55%	21	36.84%	
One	16	15.84%	6	13.64%	10	17.54%	
Two	29	28.71%	12	27.27%	17	29.82%	
Three	15	14.85%	9	20.45%	6	10.53%	
Four	3	2.97%	1	2.27%	2	3.51%	
Five	3	2.97%	2	4.54%	1	1.75%	
Six	1	0.99%	1	2.77%	0	0%	
Mother Employees							
Work as Hindrance to the Role as a Parent							
Yes					3	5.17%	
No					24	41.38%	
Not Applicable					31	53.45%	
Working Parent as a Hindrance to Career Advancement							
Yes					2	3.45%	
No					24	41.38%	
Not Applicable					32	55.17%	
Having Enough Time to Rest							
Yes	94	93.07%	40	93.02%	54	93.10%	
No	7	6.93%	3	6.98%	4	6.90%	
Stress Management							
Well	84	83.17%	29	67.44%	55	94.83%	
Not Well	17	16.83%	14	32.56%	3	5.17%	
Undertaking Activities that Enhance Capabilities and/or Empower an Individual							
Yes	74	73.27%	28	65.12%	46	79.31%	
No	27	26.73%	15	34.88%	12	20.69%	
Home Environment provides opportunities to grow and reach maximum potential as individuals							
Yes	94	93.07%	39	90.70%	55	94.82%	
No	7	6.93%	4	9.30%	3	5.17%	

Office Related Matters						
Office Environment provides opportunities to grow and reach maximum potential as individuals						
Yes	93	92.08	42	97.67%	51	87.93%
No	8	7.92%	1	2.33%	7	12.07%
Mistreatment Experience						
Being Harassed	4	3.96%	0	0%	4	7.84%
Emotional Distress	5	4.95%	2	4.88%	3	5.88%
Physical Harm	5	4.95%	3	7.32%	2	3.92%
Verbal and Emotional Abuse	3	2.97%	2	4.88%	1	1.96%
None	75	74.26%	34	82.93%	41	80.39%
Willingness to Discuss the Mistreatment Experience/s to a Guidance Counselor or an Expert						
Yes	37	36.63%	17	39.53%	20	34.48%
No	64	63.37%	26	60.47%	38	65.52%
Necessity for a Crisis/Counseling Room Manned by a Guidance Counselor or an Expert Within the Company						
Yes	48	47.52%	19	44.19%	29	50%
No	53	52.48%	24	55.81%	29	50%
Aware about the availability of Legal Assistance in the Office						
Yes	78	77.23%	33	76.74%	45	77.59%
No	23	22.77%	10	23.26%	13	22.41%
Aware of the Right to a 10-day Paid Leave if One is a Victim of Violence Under RA 9262						
Yes	41	40.59%	18	41.86%	23	39.66%
No	60	59.41%	25	58.14%	35	60.34%
Awareness on Company Programs/Projects/Activities Related to Environmental						

Protection and Sustainable Development							
Yes	78	77.23%	35	81.40%	43	74.14%	
No	23	22.77%	8	18.60%	15	25.86%	
Awareness on Company Programs/Projects/Activities Related to Disaster Management							
Yes	88	87.13%	38	88.37%	50	86.21%	
No	13	12.87%	5	11.63%	8	13.79%	
Emergency Drills Experienced/Participated in the Company							
Fire Drills	1	0.99%	0	0%	1	1.72%	
Earthquake Drills	16	15.84%	4	9.30%	12	20.69%	
Both	84	83.17%	39	90.70%	45	77.59%	
Awareness of an Office Personnel Specially assigned and Trained to Act as Marshals, First-aiders/Paramedics, etc.							
Aware	67	66.34%	30	69.77%	37	63.79%	
Not Aware	34	33.66%	13	30.23%	21	36.21%	
Emergency Preparedness							
Availability of Basic Emergency Equipment and Necessities like Flashlight, Whistle, Rope, Water, Food, Medicines, Matches, etc. Prepared at Home							
Yes	73	72.28%	31	72.09%	42	72.41%	
No	28	27.72%	12	27.91%	16	27.59%	
Availability of Basic Emergency Equipment and Necessities like Flashlight, Whistle, Rope, Water, Food, Medicines, Matches, etc. Prepared at the Office							
Yes	52	51.49%	25	58.14%	27	46.55%	
No	49	48.51%	18	41.86%	31	53.45%	
Have access to Office Supplies							
Yes	91	90.10%	35	81.40%	56	96.55%	

No	10	9.90%	8	18.60%	2	3.45%	
Having control over the Utilization of Office Supplies/Resources							
Yes	75	74.26%	29	67.44%	46	79.31%	
No	23	22.77%	13	30.23%	10	17.24%	
Not Applicable	3	2.97%	1	2.33%	2	3.45%	
Involvement in the Office Decision-Making Process							
Yes	57	56.44%	26	60.47%	31	53.45%	
No	44	43.56%	17	39.53%	27	46.55%	
Consultation on Work Assignments, Work Area, and Work Equipment/ Facilities							
Work Area	2	1.98%	1	2.33%	1	1.72%	
Work Assignment	27	26.73%	12	27.91%	15	25.86%	
Work Equipment/ Facilities	9	8.91%	4	9.30%	5	8.62%	
Work Area, Work Assignment	5	4.95%	3	6.98%	2	3.45%	
Work Area, Work Equipment/ Facilities	3	2.97%	0	0%	3	5.17%	
Work Assignment, Work Equipment/ Facilities	5	4.95%	2	4.65%	3	5.17%	
Work Area, Work Assignment, Work Equipment/ Facilities	50	49.50%	21	48.84%	29	50.0%	
Immediate Supervisor's Consideration on their Personal Circumstances and Respect to their Basic Rights							
Yes	100	99.01%	42	97.67%	58	100%	
No	1	0.99%	1	2.33%	0	0%	
Treatment with Respect and Dignity as a Person in their Day-to-day Dealings as Subordinates/ Peers in the Office							
Yes	100	99.01%	42	97.67%	58	100%	
No	1	0.99%	1	2.33%	0	0%	