Harmonized Gender and Development Guideline and Its Effect on Gender Responsive Infrastructure Projects of DPWH Region XI

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Abstract*: This quantitative study to identify the effect of Harmonized Gender and Development Guidelines on DPWH Infrastructure Projects in Region XI, particularly the Daang Maharlika Road, covering the cities of Tagum and Panabo and the Municipality of Carmen. A stratified random sampling technique using Cochran (1977) was employed to determine the sampling size. In measuring the level of gender responsiveness Daang Maharlika Road, this study used the Harmonized Gender and Development Guidelines (HGDG) Box 10. GAD checklist for designing and evaluating infrastructure projects. Mean and Standard Deviation was utilized to analyze the data before and after the adoption of HGDG, while secondary data from the agency was used to describe how HGDG affects the prioritization of the DPWH Infrastructure Project in terms of gender and development responsiveness. The survey result showed that before the adoption of HGDG, the level of gender responsiveness of the infrastructure projects was moderate ($\bar{x}$=1.86) (sd=0.43), which means that most of its road infrastructures and related facilities have promising GAD prospects but still need further technical assistance in some areas. While after the HGDG was adopted, the gender responsiveness of the infrastructure projects improved, as shown in the result that was described as high ($\bar{x}$=2.50) (sd=0.25). By using the HGDG Tool, the department has guaranteed that the following factors are taken into account during the program/project identification stage: (a) the involvement of both men and women in problem identification; (b) the generation and use of sex-disaggregated data (SDD); and (c) gender analysis to identify gender issues. Lastly, the identified mechanisms to be developed to sustain a gender-responsive infrastructure project are the following: (a) involvement in the decision-making, (b) intensifying the implementation and monitoring, and (c) forging a partnership with other networks.

***Keywords*: Gender and Development, Gender responsiveness, Harmonized Gender, and Development Guidelines (HGDG), Philippine Infrastructure Projects**

I. INTRODUCTION

1.1 Rationale

Promoting gender and development has been tackled in all facets of life. Today, even tangible developments like infrastructures are designed to address gender needs. In the field of public transportation, for example, safety concerns disproportionately affect women because there are many public places without access to vehicles.

Transportation is one of the basic needs of society. It is, in fact, a vital factor in economic and social development, creating opportunities for the underprivileged and boosting economies' competitiveness. Transport infrastructure supports the provision of goods and services globally, connects people to jobs, educational opportunities, and healthcare resources, and allows for interactivity and the generation of ideas and solutions that promote sustainable development. According to World Bank [1], the transport sector is crucial to reducing poverty, boosting prosperity, and achieving the Sustainable Development Goals.

Moreover, transportation is often discussed as a gender-neutral concern [2]. Men and women have different mobility experiences; men usually travel two ways only, from home to work and work to home. Women, due to their domestic role, their travels are more complex, from home to school to send their little ones, then to work, then to school to fetch their child, then drop by the market to buy some groceries before coming home, and this is commonly referred to as "trip chaining" [3].

Women have multiple gender roles in the reproductive, productive, and community often means multi-tasking or juggling numerous daily tasks, resulting in time poverty for women. This significantly impacts how much women can allocate for their travel, where they go, for how long, for what purpose, and the scheduling of trips they make. Women tended to give up high-paying jobs away from home. If the transport system is poor, they may settle down with low-paying local jobs or informal income closer to home where they can still perform their reproductive duties. An equity-focused approach to transport dilemmas takes individual circumstances and needs into account when seeking to improve workplace accessibility and equality[4].

Improved mobility for women can greatly impact their ability to effectively manage their time, access, and services and increase social interaction. For example, the National Literacy Mission adopted the idea of cycling for women as part of the mass campaign to promote cycling in the Pudukkottai district in the State of Tamil Nadu in Southern India. It is believed that cycling would address women's transport needs to enable them to carry out their daily tasks efficiently. Riding a bicycle would give women confidence and freedom [5].

On the other hand, poor roads and transport infrastructure are key factors in the marginalization of women and other disempowered groups. Still, there is little understanding of how a lack of mobility affects people's lives [6]. Gender Action Plan transport studies of 2008 and 2010 in Casablanca, Morocco, the West Bank, and rural and urban Yemen revealed that compared to men, women have higher prices and more obstacles to travelling around. The studies concluded that the transportation systems do not adequately serve the needs of female populations in that areas. Still, predictable public transport schedules, sidewalks, street lighting, and an increased number of bus stops and pedestrian crossings could improve their mobility and safety while traveling.

Since women have multiple roles- they work outside the home, fulfill various family needs outside of typical commuting hours and require access to education and health services for themselves and their children. This means that they have "a different way of moving," says Lamis Aljounaidi, a former junior professional associate at the World Bank who managed the studies in the West Bank and Yemen.

The Global Burden of Disease 2004 update study undertaken by the World Health Organizations (WHO), Harvard University, and the World Bank showed that in 2000, traffic crashes were assessed to be the world's 10th most important health problem and step up to the eighth place in 2016, killing 1.6 Million [7]. The study forecasts that by the year 2030, road crashes will rise to fifth place in the table of leading causes of death facing the world community.

Most road crash victims (injuries and fatalities) in developing countries are not motorized vehicle occupants but pedestrians, motorcyclists, bicyclists, and non–motorized vehicles (NVM). Most of them are women.

In the majority of transport sector projects, there is a wider issue relating to vulnerable road users (pedestrians, cyclists, motorcyclists), in particular women and children, since they are more likely to be on foot or non-motorized transport (NMT), and sharing the road space with larger vehicles. From a gender and transport perspective, the physical design of roads for enhanced safety should take into consideration the wider needs of vulnerable road users by encouraging the use of local area traffic management (e.g., use of traffic–calming devices such as road humps, creating lower-speed environments, and roundabouts) and safer road crossings (e.g., marked pedestrian crossings, controlled pedestrian crossing, and pedestrian overpasses or underpasses). Road safety awareness programs should be targeted to change driver behaviors and increase driver responsibility for crashes rather than blaming victims. In addition, road safety awareness needs to go beyond targeting drivers to also target vulnerable groups and be integrated into school curricula [8].

Road safety responses should also consider the specific vulnerabilities of women as pedestrians, including the needs of rural women who may regularly walk on rural paths and trails and who may be carrying out domestic tasks. Separate paths should be developed for pedestrians to remove the need for them to walk on the edge of roads with vehicles passing at high speeds. Improving the condition and safety of rural paths and trails can have a significant positive impact on the daily transport of rural women [8].

Roads are basically the widely used transportation facilities all over the world. In the Philippines, the national government, through the Department of Public Works and Highways (DPWH), has the mandate over the construction and maintenance of national roads and bridges. The agency has been deeply involved in mainstreaming gender and development in our country to address gender issues in public transport. As mandated in Republic Act 7192, commonly known as the "Women in Development and Nation Building Act of 1992," gender and development have been integrated with the department's projects and programs to ensure that not less than 5% of its annual budget will be intended to support Gender and Development initiatives [9]. All road projects implemented by the department must be gender-responsive, which means that gender issues and concerns identified during consultations are addressed, such as transportation infrastructure that supports women's unique needs and circumstances. When the road is gender-responsive, it is understood that the road is gender-sensitive as well.

This gender responsiveness initiative is not new in many developing countries. The Gender and Rural Transport Initiative (GRTI) of the Rural Travel and Transport Program (RTTP) was also implemented through the efforts of the World Bank, the United Nations Economic Commission for Africa (UNECA), and several bilateral and multilateral non-government agencies in 19 African countries. The main objective of the RTTP is to promote the mainstreaming of gender in rural transport policies, projects, and programs [10]. The specific gender objectives include reducing the transportation burden concerning time, effort, and cost for rural households, improving the accessibility of rural households to basic social services through increased mobility and improved location of services, and developing gender-sensitive economic and social evaluation methodology.

Moreover, the Philippine government has developed Harmonized Gender and Development Guidelines (HGDG) formulated by the National Economic Development Authority (NEDA) in collaboration with the Philippine Commission on Women (PCW) [11], which serves as the sole tool to assess the gender responsiveness of a road network.

In these contexts, Harmonized Gender and Development Guideline and its effect on Gender Responsive Infrastructure Projects of DPWH Region XI was conceptualized to provide a focal point for implementing these gender-responsive road projects. It primarily focused on assessing the gender and development responsiveness of roads in Region XI.

1.2 Research Question

This study seeks to identify the effect of Harmonized Gender and Development Guidelines on DPWH Infrastructure

Projects in Region XI. Specifically, this ought to answer the following research questions:

a) What was the level of gender responsiveness of infrastructure projects of DPWH Region XI before the Harmonized Gender and Development Guidelines?
b) What is Harmonized Gender and Development Guideline?
c) What is the level of Gender and Responsiveness of infrastructure projects of DPWH Region XI after the Harmonized Gender and Development Guidelines?
d) How does the Harmonized Gender and Development Guideline affect the prioritization of the DPWH Infrastructure Project in Region XI in terms of gender and development responsiveness?
e) What mechanism can be developed to sustain a gender-responsive infrastructure project in Region XI?

1.3 Theoretical Lens

This study is anchored on the theory of gender equality by Judith Buber Agassi [12]. She develops three criteria to assess whether gender equality is observed in public spaces: (1.) access to resources; (2) autonomy, that is, the freedom to make choices and the freedom of movement; and (3) power, that is, participation in the making of decisions concerning the members of the social group through membership and active participation in the decision – making institutions, and the holding of positions of power – economic, political, and ideological.

One of the most important parts of autonomy is freedom of movement. In Agassi's gender-based urban analysis, she questioned why women suffer more than men in terms of spatial constraints. She mentioned that women tend to travel less because they lack the resources, are less mobile because they have lower than average incomes, or have less access to cars. She argued further that tangible products of urban development, such as buildings, streets, roads, and other public spaces, should not contribute to female oppression.

II. METHODOLOGY

This quantitative research used descriptive statistics to determine the level of gender responsiveness of the national highway using an improved Guide for Field Inspection of Gender Responsiveness of Road Infrastructures and Related Facilities adopted from DPWH Toolkit No. 9 for Making Road Infrastructure Projects Gender Responsive.

Stratified random sampling was employed to identify the respondent of this study. These respondents are residents of the selected cities and municipalities, regardless of gender and status, with an age bracket of 20 to 65 years old. The respondents were divided equally into four groups depending on age bracket, 20 – 30, 31 – 40, 41 – 50, and 51 – 65 years old. The researcher chose this age group because most people this age are already employed/working and even have a family of their own. Since gender mobility is the main concern, this particular age group is fitted to represent the entire population.

In determining the sampling size, the researcher uses Cochran's (1977) sample size formula for Categorical Data with an alpha level of 0.05 and a margin of error of only 5%. The alpha level used in determining sample size in most educational research studies is either 0.05 or .01 [13]. The general rule relative to acceptable margins of error in educational and social research is a 5% margin of error for categorical data and 3% for continuous data [14].

The data gathering procedure was conducted in Davao del Norte, specifically the Daang Maharlika Road, covering the cities of Tagum and Panabo and the Municipality of Carmen.

Figure 2. Map of Davao del Norte reflecting Daang Maharlika (Agusan – Davao Road)

To measure the level of Gender and Development (GAD) responsiveness of Agusan – Davao Road (Daang Maharlika), this study used the Harmonized Gender and Development Guidelines (HGDG) Box 10. GAD checklist for designing and evaluating infrastructure projects using the following parameter to interpret the result.

Table 1. The descriptive table on the level of Gender and Development (GAD) responsiveness.

Range of means	Descriptive rating	Interpretation
3.20 – 4.00	Very High	Road infrastructure and related facilities are gender-responsive (to be commended)
2.40 – 3.19	High	Road infrastructure and related facilities are gender-responsive (Needs GAD technical advice in a few areas)
1.60 – 2.39	Moderate	Road infrastructure and related facilities have promising GAD prospects (Needs GAD technical assistance in some areas)
0.80 – 1.59	Low	GAD is low in observed road infrastructure and related facilities (Needs GAD technical assistance or advice in most areas)
0.00 – 0.79	Very Low	GAD is invisible in observed road infrastructure and related facilities (Needs GAD technical assistance or advice in all areas)

Mean and Standard Deviation was utilized to determine the level of gender responsiveness of road infrastructures and facilities of DPWH Region XI before and after the Harmonized Gender and Development Guideline, while secondary data from the agency was used to describe how HGDG affects the prioritization of DPWH Infrastructure Project in Region XI in terms of gender and development responsiveness.

III. PRESENTATION, ANALYSIS, AND INTERPRETATION OF THE DATA

The subsequent sections present the result, the analysis, and the interpretation of the data regarding the level of gender responsiveness of infrastructure projects of DPWH Region XI before and after the Harmonized Gender and Development Guidelines. This chapter also provides information on how the Harmonized Gender and Development Guidelines affect the prioritization of the DPWH Infrastructure Project in Region XI in terms of gender and development responsiveness and the identified mechanism to be developed to sustain a gender-responsive infrastructure project in Region XI.

3.1 Level of gender responsiveness of infrastructure projects of DPWH Region XI before the Harmonized Gender and Development Guidelines

Prior to the Harmonized Gender and Development Guidelines, the DPWH used only its planning application tools, such as the Road Bridge Information Application (RBIA), to identify the proposed project of the department. The RBIA is the official source of Road and Bridge Information. It is DPWH's official central database repository for network-level road and bridge-related data. The RBIA is a computer application that is commonly known as a database. The data it holds is contained within Tables that are linked together to provide coherent meaning to the information. All data collected in the RBIA is uploaded to CONFIRM Enterprise, a software that acts as the core central data repository. This was developed by Pitney Bowes Software of Australia. From the data taken from RBIA, the department will formulate its priority projects.

Though the projects were presented and endorsed by the provincial development council and the regional development council, the marginalized sector, particularly women, were not given a venue to voice their concerns and suggestions for these priority projects. In effect, some vital road components were not given importance, such as the lane for non–motorized vehicles. The abovementioned statements are coherent with the findings shown in Table 2 through the result of the responses with regards to the level of responsiveness of infrastructure projects of DPWH in Region XI before the Harmonized Gender and Development Guidelines.

Table 2. Level of gender responsiveness of infrastructure projects of DPWH Region XI before the Harmonized Gender and Development Guidelines

Indicators	Mean Rating	SD	Descriptive Equivalent
Road Surface	2.19	0.95	Moderate
Pedestrian Areas	1.73	1.02	Moderate
Lanes for Non – motorized vehicles	1.00	1.13	Low
Accessibility	2.49	0.95	High
Security	1.87	1.05	Moderate
Hygiene	1.73	1.20	Moderate
Environment Friendly	1.99	1.00	Moderate
Overall	**1.86**	**0.43**	**Moderate**

Source: Result of the survey assessment among the residents of Agusan – Davao Road (Daang Maharlika) after the adoption HGDG

The result shows an overall mean of 1.86 with a moderate descriptive level and a standard deviation of 0.43. Most of its road infrastructures and related facilities such as the road surface, pedestrian, accessibility, security, hygiene, and environment friendly have promising GAD prospects but still need further technical assistance in some areas. However, only lanes for non–motorized vehicles got a mean rating of 1.00 (sd=1.13) with a descriptive equivalent of low. This means that this infrastructure does not meet GAD responsiveness and that it needs further technical assistance in most areas. The said lane is vital for the safety of bicycle riders and pedestrians. Having this road component, more women will be encouraged to use bicycles as a means of transportation as they are certain of their safety and security while traveling the main highway.

3.2 About Harmonized Gender and Development Guidelines

The Harmonized Gender and Development Guidelines is a tool to ensure that programs and projects undertaken by the government in their various stages are gender-responsive. The formulation and development of the HGDG were initiated by the National Economic and Development Authority (NEDA), National Commission on the Role of Filipino Women (NCRFW), and Official Development Assistance- Gender and Development Network (ODA-GAD) with funding assistance from the United Nations Development Programme (UNDP) and Asian Development Bank (ADB) in 2004 to ensure that programs and projects of the government (from design to Monitoring & Evaluation) are gender-responsive.

The harmonized GAD guidelines seek to promote the twin goals of gender equality and women's empowerment. Specifically, these aim to:

a) Provide NEDA, ODA donors, Philippine government agencies, and development practitioners with a common set of analytical concepts and tools for integrating gender concerns into development programs and projects; and
b) Help achieve gender equality, and empower women through projects and programs.

The guidelines consist of three parts. Part I focuses on a core set of requirements, in the form of questions, that applies to project development in general, regardless of sector or project type. Part II deals with GAD guidelines for the development of certain types of projects or projects in particular sectors. Part III presents GAD checklists for the management, implementation, monitoring, and evaluation of development projects.

3.2.1 Focus

The guidelines focus on (1) the process, (2) strategies, and (3) the development and management results of integrating gender equality and women's empowerment concerns (such as Welfare, Access, Conscientization, Participation, and Control) in various stages of the project cycle, including (a) project identification and design and assessment of projects for funding; (b) project implementation; and (c) monitoring and evaluation [15]

3.2.2 Principles

This set of GAD guidelines subscribes to the idea that the process of development entails increasing freedoms and enhancing capacities. In this connection, it recognizes that Gender equality means promoting women's equal participation as agents of economic, social, and political change. Achieving equality between women and men may require the introduction of specific measures intended to eliminate existing gender inequalities and inequities[15]. Participation in development is crucial to the empowerment of women and men.

3.2.3 Users

The GAD guidelines are designed for the use of those engaged in the development, execution, management, supervision, and evaluation of development projects and initiatives in the Philippines. These are supposed to help NEDA evaluate or assess projects for funding. The guidelines are also expected to assist government agencies and local government units (LGUs) not just in design but also in implementing, managing, monitoring, and evaluating development interventions[15]. The guidelines are likewise useful to ODA donors and their consultants for developing, managing, monitoring, and evaluating projects.

3.2.4 Applications

The guidelines apply to all types of programs and projects, supporting: the identification and design of projects and programs, implementation and management, and monitoring and evaluation.

The harmonized GAD guidelines are compatible with the GAD checklists of ODA donors and the GAD strategies of Philippine government agencies. These are formulated as minimum requirements for development projects, including those supported by ODA funds. ODA donors and government agencies may want to introduce additional requirements to Þ t their priorities and policies[15].

3.3 Level of Gender Responsiveness of infrastructure projects of DPWH Region XI after the Harmonized Gender and Development Guidelines

The level of Gender responsiveness of infrastructure projects of DPWH Region XI after the Harmonized Gender and Development Guideline has improved. Various actions were taken to support gender-based needs in road infrastructures and other related facilities. The result of the survey is presented in table 3:

Table 3. Level of gender responsiveness of infrastructure projects of DPWH Region XI after the Harmonized Gender and Development Guidelines

Indicators	Mean Rating	SD	Descriptive Equivalent
Road Surface	2.84	0.81	High
Pedestrian Areas	2.34	0.88	Moderate
Lanes for Non – motorized vehicles	2.06	0.90	Moderate
Accessibility	2.52	0.69	High
Security	2.73	0.94	High
Hygiene	2.35	0.73	Moderate
Environment Friendly	2.70	0.49	High
Overall	**2.50**	**0.25**	**High**

Source: Result of the survey assessment among the residents of Agusan – Davao Road (Daang Maharlika) after the adoption HGDG

The result shows an overall mean of 2.50 and a standard deviation of 0.25, which is described as a High level. The result indicates that most of its road infrastructures and related facilities have met the criteria for gender -sensitivity but only need further technical assistance in a few areas. Road surface, accessibility, security, and environment friendly were described as high, while pedestrian areas, the lane for non-motorized vehicles, and hygiene were described as moderate. There are factors that contributed to the changes in the result from the previous one prior to the adoption of the Harmonized Gender and Development Guidelines.

Several actions were undertaken to meet the gender-based needs of the people, such as: widening roads and making sure that road surfaces are smooth to ensure the safety of travel for pregnant women and sick persons; adding more facilities, pavement markings, and signages for crossing streets complying with the national standards in the pedestrian areas; exclusive lanes were intended for bicycles, tricycles, trisikad, and other intermediate and non-motorized modes of transport; constructing missing links/new roads for easy access to markets, schools, health facilities, and public terminals; installing more lighting facilities such as solar street lights; and putting up more trash bins along the national roads.

3.4 Effects of Harmonized Gender and Development Guidelines in the prioritization of DPWH Infrastructure Project in Region XI (In terms of gender and development responsiveness)

The purpose of conducting a gender analysis using the Harmonized GAD Guidelines (HGDG) tool is to make the program identification and design stages interactive, consultative, strategic, quantifiable, and effective in addressing gender issues and concerns of the stakeholders and beneficiaries.

By using the HGDG Tool, it is guaranteed that the following factors are taken into account during the program/project identification stage: (a) the involvement of both men and women in problem identification; (b) the generation and use of sex-disaggregated data (SDD); and (c) gender analysis to identify gender issues[15].

Correspondingly, the HGDG Tool's use of gender analysis aims to direct the program's or project's design to include the following components: (a) GAD through its goals, objectives, outcomes, or outputs; (b) activities that correspond to identified gender issues; (c) gender analysis of the designed project; (d) gender-sensitive M&E system that would capture GAD results; (e) requirement of a sex-disaggregated database; (f) commitment of resources to address the gender issues.

3.5 Mechanisms to be developed to sustain a gender-responsive infrastructure project in Region XI

One of the long-term of the department through the use of the Harmonized GAD Guidelines (HGDG) tool is to strengthen the gender responsiveness of the road infrastructures and related facilities in order to address gender-based issues and needs. During the household survey, the respondents identified several mechanisms to propose to the department to achieve and sustain gender responsiveness of the infrastructure projects in Region XI based on their observations and experiences. These are; (a) involvement in the decision-making, (b) intensifying the implementation and monitoring, and (c) forging partnerships with other networks.

3.5.1 Involvement in the Decision Making

A significant number of the respondents perceived that both men and women should be involved in the decision-making in the planning and operation of the developmental programs in infrastructures. This entails using solid data to examine gender issues using a cross-sectoral approach that takes into account both men's and women's socioeconomic roles[16]. Through this approach, the department's national development initiatives will be more attentive to the different needs of society, particularly those of women, children, and the underprivileged sector, and more gender-responsive in terms of bringing about good changes.

3.5.2 Intensifying the Implementation and Monitoring

One identified mechanism to sustain a gender-responsive infrastructure project is to intensify the implementation and monitoring of compliance of contractor's to DPWH Order 2016-111: Guidelines for the Implementation of the DPWH Anti-TIP Policy to Attain Zero-Tolerance Against Trafficking in Persons; and monitoring and compliance of contractors with prescribed minimum wage for its workers regardless of gender[17].

The opinions of contractors and construction employees exhibit their stereotyped viewpoint that civil and construction work is primarily performed by males because these jobs require a man's physical strength. Given their technical/supervisory positions in the workplace, there is also a general notion that women make greater salaries. Therefore, it is important to emphasize to the relevant parties (including contractors and construction workers) that both sexes are capable of performing comparable duties if given equal access to opportunity, training, and the flexibility to make their own decisions.

3.5.3 Forging Partnership with Other Networks.

It should be made clear that the DPWH Region XI cannot solve all gender-related problems or concerns on its own. There are government instrumentalities with relevant mandates that can complement the mandate of the DPWH and respond to its stakeholders and beneficiaries/clients. Relative to this, convergence efforts are very important, especially since GAD is being mainstreamed in all the government's processes, procedures, and systems, among others[17]. By strategically forging partnerships with the DPWH's central GFPS, pertinent women's organizations, social accountability mechanisms, social watch groups, and the private sector, the resources can be made more effective. This will create a conducive environment for women, men, and marginalized sectors to access and use socially inclusive, gender-responsive, safe, and high-quality Network Development Programs.

IV. CONCLUSION & RECOMMENDATION

Conclusion Paragraph

The prioritization of gender and development of the DPWH Infrastructure Projects in Region XI was made stronger by the Harmonized Gender and Development Guidelines. The proposed road network development project in Region XI, which has a significant potential to increase women's economic empowerment, strengthens the agency's efforts to advance gender equality.

Although predicaments can still be observed as a concurrence of the foregoing roles of the DPWH, which consequently affect the whole process of delivering the outputs and services to the people, with significant catch-up in infrastructure development through the Harmonized Gender and Development Guidelines, gender-based needs in road infrastructures and related facilities can be addressed with clear and defined program outputs and outcomes. These may involve creating new road networks and enhancing existing roadways, increasing access to financial resources as well as opportunities in healthcare and education for women and children. Particularly in rural areas, the safety and

convenience of travel can improve the number of children attending school and the opportunity for women to obtain employment.

Recommendation

The researcher suggests several actions be carried out to further strengthen the gender responsiveness of road infrastructure projects and related facilities.

First, immediately after the construction project is done, the DPWH has to ensure post-construction clearing and restoration operation on the site in order to protect the immediate community from any form of gender-based violence, such as robbery, sexual harassment, forced prostitution among minors, and other related crimes.

Second, the department also has to make sure displaced stakeholders—men and women, especially the most vulnerable group—caused by construction of the infrastructure projects or other civil works are relocated appropriately and receive support from authorized government agencies.

Finally, government officials and public administrators have to provide more opportunities for women to participate in different development activities such as public hearings, employment facilitation, and skills training. Through this action, they can promote equal, and just roles for men and women in the field of developmental work as women nowadays are equally as competent, capable, strong, and responsible as men, even in male-dominated industries.

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