



TRAINING NEEDS ANALYSIS OF FILIPINO COMMUNITY OFFICIALS: EVIDENCE FROM UNIVERSITY EXTENSION PROJECT

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As the basic political unit in the Philippines, barangays are expected to exercise their power and authority in managing the interactions of the community members. This includes their knowledge, skills, and competencies to exercise their oath of office, without compromising the needs of the constituents as a public trust. This research aims to measure the knowledge of the barangay officials in their duties, not limited to the mandated roles, the research also tackled the extent of their orientation to Sustainable Development Goals (SDGs) and lifelong learning as these emphasize the prevalent concerns present in countries, identified by intergovernmental organizations. Governance, including procedures, technicalities, and duties, plays a vital role in the harnessing the assets present in the localities towards participatory and societal development. Capacity-building, through offering a certificate program was seen as an aid to empower the barangay leaders to realize their role as catalysts of change in their barangays.

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1. Introduction

Governance regulates the interaction of people to fulfill a certain goal through power and authority. As a process, it comprises of procedures and structures, leading towards the achievement of “equity, transparency, participation, responsiveness, accountability, and the rule of law.” (UNDESA, UNDP, UNESCO, 2012) Moreover, this was also identified by the United Nations Department of Economic and Social Affairs (2019), adding effectiveness and inclusiveness as focus of the principles of good governance. Biermann, *et. al.* (2014) and Szerletics (2011) emphasize the value of good governance in its manner for the cultivation of the rule of law and human rights, which is essential in the cultivating inclusive social welfare. This was considered among the Sustainable Development Goals, as the 16th goal towards Peace, Justice and Strong Institutions, which indicated good governance as one of the tools to uplift the lives of the people. This ensures that the interest of governance will be for the welfare of the people. Dhaoui (2009) further gave importance in the participation of the constituents in the government processes to ensure the alignment of its programs to the prevalent needs. This can be realized through empowering different local government units (LGUs) through promoting partnerships across government units. (Organization for Economic Co-operation and Development, 2017).

Strategies and methods were usually crafted to uphold integrity to the people what has been due to provide opportunities of experiencing the diverse way of living as an information material towards realization of priorities. (Kaplan, 2016) This has been reflected in the duty of the government of promoting just and dynamic social order through policies that will support the needs of the citizens towards the improvement of the quality of life. (Phil Const. art 2, § 9)

As the smallest political unit legally recognized in the Philippines, barangays primarily serve directly to the population to be “a forum wherein the collective views of the people may be expressed, crystallized, and considered, and where disputes may be amicably settled.” (Local Government Code, 1991) As the range of roles immerse the leaders, their exercise of responsibilities in the projects and programs for planning, implementation, and monitoring may be affected. (Local Government Code, 1991.) Thus, it is expected that the barangay leaders will exercise accountability, fairness, and transparency in duties and functions as a servant in his community. Serving with full intention to the barangay, officials are expected to be acquire and realize the competencies to perform their duties.

The research aims to measure the extent of knowledge of the barangay officials in their duties and responsibilities towards their role in their localities. Among the specific objectives are 1.) Assess the level of knowledge of the barangay officials in their duties and responsibilities entailed to their position; and 2.) Identify the procedures and responsibilities that are needed to be capacitated for the barangay officials.

2. Methods

Research participants

The research catered participants holding elective and appointive positions in the barangay level in the cities within the National Capital Region. 46 *Barangay Chairpersons*,

329 *Barangay Council Members*, 46 *Barangay Secretaries*, 46 *Barangay Treasurers*, and 36 *Youth Council Chairpersons* participated in the research. Notably, 250 (49.70%) of the participants were 56 years old or older. The rest of the participants were in the 41-55 (112 participants), 25-40 (92 participants), and 18-24 (49 participants) years old groups.

Research instrument

Survey questionnaires, with Filipino translation, were in the manner of soft copies to be answered through Google Forms, and in hard copies. The questionnaires focused on the barangay leadership and management in the localities that comprises the evolution of the barangay system, barangay leadership and core values, powers and authority, barangay powers and local legislation, aspects of Republic Act 9184 (The Philippine Procurement Act), Sangguniang Kabataan (Youth Council) Reform Law (SK Reform Law), barangay justice system through the Katarungang Pambarangay, barangay parliamentary procedure, livelihood and barangay entrepreneurship, climate change and disaster risk management, barangay funds and budgeting system, administrative, and criminal and civil liabilities of barangay officials.

The questionnaire focuses on two (2) aspects of the capacity of the participants. The application of the mentioned aspects in barangay leadership and management were measured through a 5-point Likert scale (always, often, sometimes, never, rarely).

Research Procedure

The instruments were distributed in the different offices of the Department of Interior and Local Government in the cities through email and in-person basis. Descriptive analysis, focusing on the measure of frequency was utilized. Through the conditions set in the Likert-scales, the researchers tallied the frequency of the responses of the participants. Content analysis was done in the qualitative answers of the participants in the essay part.

3. Result and Discussion

Evolution of the Barangay

Basic tenets of the barangay unit as a primary planning area of programs and projects of the community and a venue of forum for settlement and issue discussions have often been understandable. In Table 1, it is shown that the participants were able to explain the historical and basic foundations of the barangay as a unit of governance. Many participants recognize their need to review of the nature of the barangay of being created, divided, merged, or abolish, or boundaries may be substantially altered by a municipal or city ordinance, although a need for a review on the structural and technical aspects of the evolution was identified.

Table 1.
 Frequency of assessment of the participants on their knowledge about the evolution of the barangay

No	Statements	Always	Often	Sometimes	Never	Rarely
1	I can explain the history and the origin of the word “barangay” and the history of barangay management in the Philippines.	130	311	62	0	0
2	I can illustrate how the Barangay as the basic political unit serves as the primary planning and implementing unit of government policies, plans, programs, projects, and activities in the community, and as a forum wherein the collective views of the people may be expressed, crystallized, and considered, and where disputes may be amicably settled.	126	295	81	1	0
3	I understand that a barangay may be created, divided, merged, abolished, or its boundary substantially altered, by law or by an ordinance of the Provincial Council or City Council, subject to approval by a majority of the votes cast in a plebiscite to be conducted by the Comelec in the local government unit.	54	131	286	25	7

Pillars of Good Governance: Barangay Leadership and Core Values

Table 2 emphasizes the strong recognition of the participants in the core values in good governance. They were able to use the mandated development plan, projects and programs aligned with the strategic vision of the government as their blueprint to fulfill their responsibility of delivering the social services to people. Accountability, fairness, and transparency in the exercise of the duties were deemed important for the barangay officials to exercise. The participants also exhibit the importance of communication skills, empathy, ability to inspire, and instilling community identity to initiate cooperation and collaboration for people to work together towards common goals is notably realized by the participants.

Table 2.

Frequency of assessment of the participants on their attainment of core values in relation to barangay leadership and good governance

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	As a primary planning and implementing unit political unit, our barangay is fully implementing the mandated development plan, projects and programs and ensure that government policies and activities in the community are delivered to the people	493	10	0	0	0
2	I understand that barangay governance plays a vital role in the empowerment of the local government units in the country. This is linked with the leader's accountability, fairness, and transparency in the exercise of his duties and functions as a servant in his community	503	0	0	0	0
3	I recognize that Barangay Officials must possess empathy, the ability to inspire, strong communication skills and pride in their community. Effective leaders are problem solvers who involve all members of their teams. They get people to work together toward a common goal and focus on building effectiveness.	503	0	0	0	0

Powers and Authority

Table 3 shows that barangay officials are knowledgeable of their powers and authority entailed to their position. Many participants were able to differentiate the variety of responsibilities for each barangay official, in which familiarity on their capacity as persons in authority were recorded. All participants were able to understand the importance of the preservation of culture and morals, promotion of health and safety, enhancement of the right of people to their right on balanced ecology, support of self-reliant scientific and technological capabilities, social justice, employment opportunities and maintenance of peace and order, which has been part of the national state policies. (Phil Const. art 2)

Table 3.
Frequency of assessment of the participants on their understanding of the powers and authority as barangay officials

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	I can explain why the Barangay Chairperson, Barangay Council members, and members of the Peace and Order Committee in each Barangay are deemed as persons in authority in their jurisdictions	187	233	83	0	0
2	I understand that the barangay shall exercise its power to create its own sources of revenue and to levy taxes, fees, and charges subject to the provisions herein, consistent with the basic policy of local autonomy.	503	0	0	0	0
3	I fully understand that within my barangay, I ensure and support, among other things, the preservation and enrichment of culture, promote health and safety, enhance the right of the people to a balance ecology, encourage and support the development of appropriate and self-reliant scientific and technological capabilities, improve public morals, enhance economic prosperity and social justice, promote full employment among their residents, maintain peace and order, and preserve the comfort and convenience of their inhabitants.	503	0	0	0	0

Barangay Powers and Local Legislation

Being knowledgeable and reflecting on the skills that they possess to fulfill their responsibilities were seen as an asset in their awareness. All participants who are barangay chairpersons and barangay treasurers responded that they always exercise their responsibilities to their delegated powers. However, records show that a large number of barangay council members identified that they were not fully knowledgeable of their roles

in barangay governance, as some commit lapses on enacting ordinances. A large number of barangay council members recognized that they rarely or never practiced their role as peace officer of their locality. Six barangay secretaries recognized their need on the roles of updating the record of all inhabitants of their jurisdiction.

Table 4.
 Frequency of the assessment of the participants on their knowledge about their powers as barangay officials

No.	Statements	Always	Often	Sometimes	Never	Rarely
Punong Barangay						
1	I enforce all laws and ordinances which are applicable within the Barangay	46	0	0	0	0
2	In coordination with the Barangay Development Council, I prepare the annual executive and supplemental budgets of the Barangay	46	0	0	0	0
3	I ensure the delivery of basic services as mandated under Section 17 of RA 7160.	46	0	0	0	0
Barangay Kagawad						
1	I am fully knowledgeable in enacting ordinances as may be necessary to discharge the responsibilities conferred upon it by law or ordinance and to promote the general welfare of the inhabitants therein	178	101	50	0	0
2	I assist the Barangay Chairperson in the discharge of his duties and functions	223	106	0	0	0
3	I act as peace officer in the maintenance of public order and safety.	133	158	10	9	19
Barangay Secretary						
1	I keep custody of all records of the Barangay Council and the Barangay assembly meetings	46	0	0	0	0
2	I prepare and keep the minutes of all meetings of the Barangay Council and the Barangay assembly	46	0	0	0	0
3	I keep an updated record of all inhabitants of the Barangay	40	5	1	0	0

Barangay Treasurer						
1	I keep custody of Barangay funds and properties	46	0	0	0	0
2	I disburse funds in accordance with the financial procedures provided in this RA 7160	46	0	0	0	0
3	I render a written accounting report of all Barangay funds and property under his custody at the end of each calendar year and ensure that such report shall be made available to the members of the Barangay assembly and other government agencies concerned.	46	0	0	0	0

Republic Act 9184 (Philippine Procurement Act)

Transparency, accountability, and efficiency were the focus on the enactment of the Government Procurement Reform Act. (2003) Barangays are registered with the Philippine Government Electronic Procurement System (PhilGEPS) and follows the procurement process to attain resources to use in the programs and projects of the unit through the Bids and Awards Committee (BAC) in the barangays. Notably in the process, the invitation of a representative from the Commission on Audit (COA) and/or a duly recognized private institution or non-government organization is vital, however, technical mishaps are recorded in this aspect.

In Table 5, many participants seldomly practice the process of barangay procurement, even if there is Bids and Awards Committee (BAC) present in their barangays.

Table 5.

Frequency of responses of the participants on the implementation of Republic Act 9184 (The Philippine Procurement Act) in their barangays

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	My barangay is registered with the Philippine Government Electronic Procurement System-PhilGEPS	146	153	205	0	0
2	Our barangay has a procuring entity that has established BAC for its procurement that has at least five (5) members, but not more than seven (7) members for a fixed term of 1 year.	488	15	0	0	0

3	To enhance the transparency of the process of barangay procurement, our barangay, in all stages of the procurement process, invites, in addition to the representative of the Commission on Audit, at least two (2) observers to sit in its proceedings, one (1) from a duly recognized private group in a sector or discipline relevant to the procurement at hand, and the other from a non-government organization	82	97	177	56	91
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Sangguniang Kabataan (SK) Reform Act of 2015

The Sangguniang Kabataan (SK) Reform Act serves as a platform of ensuring meaningful participation of the youth in national development. (2015) As associative to the structure and role of the barangay unit, it serves as the platform for the youth members to contribute to the development through involvement in local governance. Stipulated in the statues and in the recent reform on the SK, barangay officials are informed of the division of their budget for the projects of the youth. Notably, 11 participants stated that they never set aside a portion of the general fund of the barangay, in which 10% has been mandated for the use of SK. 40.16% of the participants never conduct its procurement activities through Competitive Bidding or any of the Alternative Methods of Procurement in accordance with the statue and its Implementing Rules and Regulations (IRR). However, the participants stated that they respect the financial independence of their Sangguniang Kabataan.

Table 6.
 Frequency of the assessment of the participants to their implementation of the Sangguniang Kabataan Reform Law (SK Reform Law)

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	Ten percent (10%) of the general fund of the barangay is being set aside for the Sangguniang Kabataan to be disbursed solely for youth development and empowerment purposes.	245	183	59	11	5
2	The Sangguniang Kabataan in our barangay has financial independence in its operations, disbursements and encashment of their fund, income, and expenditures.	433	57	13	0	0

3	The SK in our barangay conducts its procurement activities through Competitive Bidding or any of the Alternative Methods of Procurement in accordance with RA No. 9184 and its 2016 revised IRR as it has the capacity to act as a procuring entity as defined under Sections 5(o) 4 of RA No. 9184 and 5(bb) of its 2016 revised IRR	87	108	106	202	0
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Katarungang Pambarangay (KP)

As the assigned body in reconciliation and mediation of disputes in the community, the members Katarungang Pambarangay (KP) are expected to be knowledgeable on the barangay justice system. Majority of the participants assess the exercise of duties of their KP as often to always to settle disputes in their locality. 501 participants responded that their KP handles only civil disputes, and criminal offences subject to the jurisdiction of the KP. However, most participants cannot differentiate mediation from conciliation processes, as five (5) participants only done it rarely, two (2) never distinguish the differences, and 209 participants can sometimes differentiate the variations of the processes.

Table 7.

Frequency of the assessment of the participants in their familiarity on the role of Katarungang Pambarangay

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	Our Katarungang Pambarangay demonstrates a system for amicable settlement of disputes at the barangay. It is an out-of-court resolution of conflicts by the community members themselves under the guidance of the barangay chairperson and without intervention of legal counsels and representatives	477	23	3	0	0
2	Our Katarungang Pambarangay handles only civil disputes and every criminal offense punishable by imprisonment not exceeding one year or a fine not exceeding P5,000. 00 are subject to amicable settlement under the KP when parties involved are individuals who are residing in the same city or	501	2	0	0	0

	municipality.					
3	I can differentiate Mediation from Conciliation process in settling disputes.	137	150	209	2	5

Barangay Parliamentary System

Table 8 shows that several participants never had the Internal Rules of Procedures (IRP), conducted the Parliamentary Procedure, and cannot follow this in conducting meetings and approving resolutions and ordinances. In contrast of the 161 participants who can identify and 178 participants who can conduct the contents of their IRP, difficulties in following the basic parliamentary procedure are identified as a weakness in ensuring order in the assembly. The need for the review and orientation of its contents and implementation are seen, as the barangay parliamentary system was deemed to be part of the functions of the unit.

Table 8.
Frequency of the assessment of the participants in their knowledge on the Barangay Parliamentary Procedure

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	We in the Sangguniang Barangay has Internal Rules of Procedures (IRP) being followed.	161	139	100	103	0
2	Our barangay conducts the Parliamentary Procedure contained in our Internal Rules of Procedures	178	115	126	83	1
3	It is easy for us to follow the Basic Parliamentary Procedure in conducting meetings and approving resolutions and ordinances.	91	138	170	104	0

Barangay Livelihood and Microfinance

Barangay officials believed that their livelihood programs are based on the needs and goals defined by their residents, though they also acknowledged that they lacked knowledge on how to maximize their Community Development Fund (CDF) in support of economic developments in the barangays.

Table 9 shows that 173 participants believed that their livelihood programs are based on the needs and goals defined by their residents. However, 39 participants never and 36 participants rarely consulted their residents on their needs and goals as part of their planning for programs and projects. Though recording many participants who are familiar on the maximization of CDF, 49 participants acknowledge that they lacked

knowledge on how to maximize their CDF in support of economic developments in the barangays, and 179 participants need the review on the maximization of CDF. Moreover, some barangays see that they need trained professional and business experts in the barangay to guide them in the formulation and implementation of their livelihood programs, in contrasts to the 168 participants who recalled that their barangay sometimes invite trained professionals and business experts.

Table 9.
 Frequency of the participants to apply their role as barangay officials in barangay livelihood and assistance

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	Our livelihood programs are based on the needs and goals defined by the residents of our community.	173	155	100	39	36
2	We have sufficient knowledge on how to maximize our Community Development Fund (CDF) that supports economic development in our barangay	126	146	179	49	3
3	We have trained professionals and business experts in the barangay to guide us in the formulation and implementation of our livelihood programs	127	126	168	80	2

Climate Change and Disaster Risk Management

Risks in the livelihood and economy of the barangays were among those prioritized in the Republic Act 10121, known as the Philippine Disaster Risk Reduction and Management Act of 2010. This is to ensure that maximum care and assistance shall be provided in relation to the adaptability amidst the disasters to facilitate the resumption of social and economic life. (Philippine Disaster Risk Reduction and Management Act, 2010) Stipulated in the provisions of the rule on the spending of the Barangay Disaster Risk Reduction and Management (BDRRM) Fund, constant following of the 70% and 30% rule on spending were evident. This is to ensure that socioeconomic development of the constituents will be supported despite the hazards present in the community.

Table 10 shows that 221 participants often implement the provisions of Republic Act 10121 with respect to the role of the barangays in conducting preparation, mitigation, response and recovery and psycho-social support, although 15 participants rarely implement the provisions, and two (2) participants acknowledged that they never implemented the statute. 403 participants identified that they always constantly following the rule on spending in the BDRRM Fund, and all participants allocated 5% of their total barangay budget for the latter.

Table 10.

Frequency of assessment of the participants in their implementation of the disaster risk management and response to climate change

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	We are implementing the provisions of RA 10121 or the Philippine Disaster Risk Reduction Act of 2010 regarding the role of the barangay in conducting preparation, mitigation, response and recovery and psycho-social support	203	221	62	2	15
2	We are constantly following the 70% / 30% spending of the Barangay BDRRM Fund	483	20	0	0	0
3	We are allocating 5% fund to BDRRM from the total barangay budget	503	0	0	0	0

Barangay Funds and Budgeting System

Table 11 shows the distribution of responses of the participants in terms of their utilization of barangay funds, and implementation of the budgeting system. Distribution of responses were recorded on the fulfillment of the Barangay Treasurer a statement covering the estimates of income and expenditures for the ensuing fiscal year, 253 barangay officials often adhere to the time frame of budget process that involves that preparation, submission, and review of their annual budget. They also follow strictly the prescribed line-item budget format prescribed by laws, identified by the 501 participants and personal services do not exceed the 55% allotment for salaries and wages, mentioned by all the participants.

Table 11.

Frequency of the assessment of the participants on the utilization of barangay funds and budgeting system

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	We ensure that on or before the 15th day of September of each year, our Barangay treasurer submits to the Punong Barangay a statement covering the estimates of income and expenditures for the ensuing fiscal year, based on a certified statement issued by the city treasurer covering the	155	253	83	7	5

	estimates of income from local sources in line with the budget preparation					
2	Our Barangay Budget strictly follows the line-item budget for the Personnel Services; Statutory or Mandatory Obligations; Maintenance and Other Operating Expenses (MOOE) and Capital Outlay	501	1	1	0	0
3	Our personnel services do not exceed the 55% allotment for salaries and wages	503	0	0	0	0

Administrative and Disciplinary Actions

Administrative and disciplinary actions are among those discussed in the responsibilities of the barangay officials. Table 12 shows that some barangays officials are fully aware of the causes for disciplinary actions that maybe filed against them, however, 93 participants were not aware of the consequences. 221 barangays officials exhibit lack of understanding on the grounds for disciplinary actions that they may receive in violation of RA 7160. On the other hand, 195 participants recognize that barangay officials are covered under the ruling of RA 6713.

Table 12.

Frequency of the assessment of the participants in their awareness on the administrative and disciplinary actions entailed to their position as barangay officials

No.	Statements	Always	Often	Sometimes	Never	Rarely
1	I am fully aware of the causes for disciplinary actions that may be filed against me as stipulated in RA 7160 Section 60.	189	162	56	93	3
2	I understand that any violation written in RA 7160 Section 60 is a ground for any disciplinary actions, suspension, or removal from office	67	47	145	221	23
3	I recognize that Barangay Officials are covered under the ruling of Republic Act No. 6713, otherwise known as the "Code of Conduct and Ethical Standards for Public Officials and Employees".	158	195	106	42	2

Considerations for Capacity-Building

Given the assistance provided by the national government, primarily through the Department of Interior and Local Government (DILG), Table 13 further enumerated the

frequencies of the identified topics by the participants as focus for capacity building and skills development of the barangay officials.

Topics related to the procedures and technical aspects in the implementation of the procurement process, additional provisions fiscal aspects, budgeting system, and liabilities were those identified as mostly needed for capacity-building. These serve as the basic tenets of governance, as it is anchored for ensuring transparent and accountable utilization of resources that has been allocated from the national budget. The procedures and technicalities mandated by the Philippine Procurement Act was seen as the top priority topic to strengthen the capacity of the barangay officials in the fair application of the processes of barangay procurement in connection to the administrative, criminal, and civil liabilities of barangay officials. Vulnerability of the communities in natural and man-made hazards due to climate change affects the policy making and planning of the barangays in terms of their mitigation and response to its adverse consequences was also seen as a priority for capacity-building.

Moreover, a review on the barangay leadership and core values has been identified to cultivate the culture of trustworthiness in services to the public. This includes the barangay justice system, to realize cooperation and collaboration with the people towards development. Alignment of the projects to the needs of their constituents, barangay livelihood and entrepreneurship was also identified, in relation to the role of the barangays in uplifting of the socioeconomic aspect of the citizens through support and opportunities possible to be offered. Barangay Parliamentary Procedure emphasizes the bureaucratic foundation of barangay governance. Although the least priority, the provisions on the creation, division, abolition, merging and altering of the boundaries of jurisdiction of barangays are specified as those needed for review in the evolution of the barangays.

Table 13.
 Topics identified by the participants as a need for review

Topics	Top Priority Topic	Rank
RA 9184- The Philippine Procurement Act	66	1
Barangay Funds and Budgeting System	62	2
Administrative, Criminal and Civil Liabilities of Barangay Officials	60	3
Climate Change and Disaster Risk Management	50	4
Powers and Authority	46	5
Barangay Powers & Local Legislation	41	6
Barangay Justice System	40	7
Livelihood and Barangay Entrepreneurship	34	8
Barangay Leadership and Core Values	33	9
The Sangguniang Kabataan (SK) Reform Law	26	10
Barangay Parliamentary Procedure	23	11
The Evolution of the Barangay	22	12

Qualitative Analysis: Sustainable Development Goals and Lifelong Learning

In response to the call towards sustainable development and lifelong learning, certain concerns that will cater the needs and those promulgated by human rights were identified to be the focus of the programs to be affected by barangay governance, as part of their social responsibility to their constituents. Jarvis, Holford, and Griffin (2003) identifies the role of the society and its institutions as part of lifelong learning, in which interventions are suggested for support.

Intervention in the New Normal of Learning

With the new normal of learning anchored in distance education is in implementation, the participants suggested the provision of an alternative mode of learning in substitute to the normal face-to-face delivery in classes. Improvement of the distribution of modules and other learning resources such as books and handouts, based on the timeframe has been suggested to avoid any delays in the education system. Schools were also suggested to provide an interactive mode of learning, as the current implementation scheme lacks stimulation of the learning environment that will establish the interest of the students to learn. Despite of having online classes, the participants raised concerns on the stability of internet connection, availability of gadgets, and support for the students in their synchronous and asynchronous time of classes. Time management, guidance, and discipline among the students should be fostered to attain the goals of education despite the challenges.

As preparations for the possibility for face-to-face classes in the future, and of the continuous delivery of service in the schools which requires in-person transactions are continuous, observation of minimum health protocols should be done. An intervention to the cases of rising tuition fees of the private schools in the locality of the participants, and the improper dissemination of information must also be resolved which can be done through giving financial and educational support for those who are identified as needed.

Youth's Capacities for Sustainable Livelihoods through Entrepreneurship

Jarvins, Holford, and Griffin (2003) emphasizes on the employability of the youth as part of consideration in lifelong learning. The participants recognize the need to harness the interests of the students towards the inclination in the development of livelihood an entrepreneurial skill. Different strategies in pedagogies are seen as a method of exploration towards providing learning experiences that the students can immerse in the realities of employment and/or entrepreneurship, such as hands-on exposure, face-to-face interaction, maximization of Alternative Learning System (ALS), offering of interactive and technical based programs and classes, and assessment strategies.

Livelihood programs were seen to adapt and develop the capacities of the youth in livelihood. The respondents identified the Technical Education and Skills Development Authority (TESDA) as a lead-agency of the government that can assist in initiating and sustaining livelihood programs. Additional subjects on livelihood and entrepreneurship are also suggested to be included in the basic education curriculum. Training programs and seminars on basic livelihood and sustainability that are technical based in barangay training centers were also suggested by the participants.

Youth Participation

Providing a free platform for the youth to express their ideas, reflections, and actions is seen as effective by the respondents in terms of generating their perspectives on certain issues, creating solutions based on their own experiences. Trainings, programs, assemblies, and activities that are designed on interactive approach was seen as a way of promoting youth participation in the barangays. Topics to be discussed should also be align to their lifestyle and interest, such as relationships with family and peers, moral values, community development, sports, livelihood, and education, without withholding the development of the necessary skills. Establishment of a youth organization and peer counselling were also suggested to provide a platform for engagement and initiation of community involvement. Extrinsic motivations and provision of technologies were among those suggested as a motivation for youth participation in the creation and implementation of community initiatives.

Motivational talks and strategies that can foster camaraderie were among those identified. Approaches related to counselling is also seen as helpful for the youth, which will provide guidance as they reach the age that will be undergoing milestones and life-changing experiences.

Promoting the Rights of Children with Disabilities, and Mental and Physical Impairments

The Convention on the Rights of the Child (1989) and The Convention on the Rights of Persons with Disabilities (2006) emphasizes the need of recognition of human rights of people, regardless of their abilities for their fulfillment to live an individual life. In 2008, the Philippines ratified the conventions towards its fulfillment in the local context. As part of the pledge, the national government, and the local government units (LGUs) initiated campaigns towards child protection and rights. The Commission on Human Rights (CHR) discussed that there are practices in the system that are still for the alignment of the provisions of the convention. Statutory provisions were added, which also became a basis on its recommendation to strengthen the budget allocation for the programs of the sector. The National Council for Disability Affairs (NCDA) was empowered to monitor the situation up to the barangay and community levels is vital in the obligation of the convention.

Inclusivity has been the prevailing theme for the barangay officials in dealing with the children and persons with disabilities. Programs and projects that are holistic, promotes equality, and provides protection on their rights were suggested for the barangays, such as awareness programs, information campaigns, establishment of the PWD committee, and establishment of rehabilitation centers that could cater professional assistance and special education classes. Passage of laws, ordinances, and regulations across the levels of governance, and its stricter implementation of the statues are seen as effective to promote the rights and welfare of the children and persons with disabilities.

Support and Alliances for Women Leaders and Politicians

A rise in the engagement of women in politics and governance were seen in the localities. As instances that degrade the dignity of women are still present, initiatives from

the local government units (LGUs) through having an established perspective of support for women leaders, giving them equal opportunities and holistic support are seen as a need. The participants emphasized the need to give equal opportunities to women to lead in all aspects of barangay leadership.

Financial, intellectual, and moral support were also mentioned as a need. Platforms for dialogue through organizations, committees, and statues to capacitate women leaders and members of the communities were suggested to foster collaboration, cooperation, and equal opportunities to contribute to societal welfare. Legislatures to protect the rights of women were also seen as important to erase the stigma on the capacity of women. Upholding it through equal opportunities and protection against violence to women and children (VAWC) are deemed important in barangays.

LGBTI Rights

Discrimination in the people belonging to the LGBTI (lesbian, gay, bisexual, transgender, and intersex) group are deemed prevailing in the barangays. Mentioned by the participants, having the conceived formation of religious and conservative views is a factor in the fulfillment of recognition of LGBTI rights.

Emphasizing equality, the participants mentioned the need to enact statutes, ordinances, and regulations that will affirm protection the LGBTI group. Similarly, a more stringent implementation of the existing laws, such as Republic Act 11313 (Bawal Bastos Act), no bullying and no discrimination policies, and similar statutes are a need. The participants also suggested the recognition of the achievements of the LGBTI people in their contribution towards development. Among those that will capacitate and empower LGBTI people are the creation of programs for their livelihood, and awareness program about the LGBTI rights for the members of the community.

Adaptability of Climate Change

Climate change causes adverse impacts in the lifestyle of the people, particularly in the acquisition of diseases and instances of the occurrence of disasters that disrupted social movements. These affected their capacity in livelihood activities, which was a result of lack of preparation and way of living that contributes to climate change. Disaster preparation has been one of the major aspects of governance in the barangay level, as it aims to capacitate the constituents in their response and mitigation in case of the occurrence of disasters.

The participants mentioned lack of awareness, discipline, perspective of the public on climate change, and the understanding of the public in its role as contributor to climate change is seen as a major factor in the occurrence of its adverse impacts. The perceptions of people in climate change in the way of living was mentioned as the cause of the inability to realize their role in disaster risk management. The participants emphasized the need of change in the lifestyle and perspective, which must be transcended in their own homes.

Ensuring the public that they will be educated in disaster preparedness has been mentioned as effective for the barangay officials through the conduct of lectures, trainings, and seminars. Projects relating to the latter, and the conduct of community outreach were also emphasized by the participants. Information campaigns in all available platforms were seen as essential officials to properly disseminate important concepts and skills in relation to disaster preparedness and mitigation. Residents, homeowners' associations,

And different groups should also be directly communicated, as per suggestion of the participants. A disaster team was also suggested to be created to cultivate closer relationship with people and prioritizing the allocation of sufficient budget and resources in for disaster preparation.

Policies for Migration and Its Consequences

Migration was seen as a potential contributory factor in the economic growth of the country, providing opportunities for Filipinos to have jobs and uplift their quality of life. As per the processes needed by the potential migrants to undergo as clearance and their protection for their jobs, creation of government policies is a must. Mentioned as interventions are the improvement of government services through eliminating red tape, graft and corruption, policies that protects the safety, security, and skills of the migrants, fostering discipline and cooperation, and stringent implementation of the statutes, such as Republic Act 8042 (Migrant Workers and Overseas Filipino Workers Act of 1995). Support for families of migrant workers through employment, improvement in education, health, and infrastructural needs, fostering proper nutrition, and maintaining peace and order was seen as a need to maximize the benefits of the migrant workers. In relation, transparency about the policies on migrant workers will ensure that the programs will benefit its intended beneficiaries.

Small and Medium Enterprises

Support from the government agencies through finances, technology, regulation of the processes needed to open local businesses, and programs to support the small and medium enterprises are deemed important for the participants. This includes financial and technical support, focus on agricultural sector, giving wider audience for the promotion of own products, and processes for loan and cooperatives. Providing support through employment opportunities, education, and promotion in a wider audience, providing facilities and equipment, lenient economic opportunities and the maximization of cooperative system were also mentioned. For the barangay officials, empowering their capacity to support small and medium enterprises is a must to fulfill their responsibility in the cultivation of socioeconomic development.

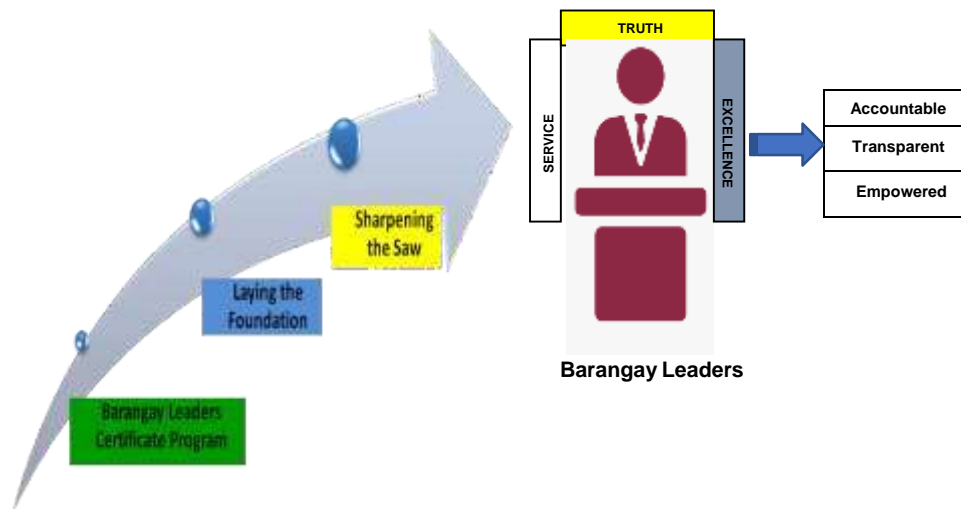
4. Conclusion

Knowledge and skills in management and leadership of barangays significantly affects the quality of services due to the citizens. Thus, empowerment of barangay leaders in governance are seen as important in societal development. As the intergovernmental organizations prioritizes easing of the prevalent issues that impede the individual and collective development of nations, it is important for the barangay officials to be oriented and inculcate the approaches that will allow them to immerse in the conditions contextualized within their jurisdiction.

Given the technical aspects, budgetary concerns, and the skills to immerse in the needs of the constituents, a capacity-building program is recommended. Establishment of a program is recommended as for the officials to review and harness their knowledge and skills in leading their local barangays. Although some educational institutions in the country had already been offering certificate courses and academic degrees for

government officials, most of it focus on the management styles as part of their continuing education. Sustainable Development, Lifelong Learning, and Global Citizenship will further help the barangay leaders to recognize the essence of their responsibilities in fulfilling the common goal of societal development. Through further discussions on legal bases, processes, reforms, and fiscal features, this will be further harnessed through the inculcation of core values of accountability, transparency, and empowerment in service. It is also expected that the barangay leaders will be truthful in the exercise of their duties, practice excellence beyond what has been expected by the mandated duties in their position, and service in relation to the needs of their constituents resilient to the changes in their localities. Figure 1 shows the framework for the proposed barangay leaders certificate based on the findings of the study.

Figure 1
 Framework of the Barangay Leaders Certificate Program



Immersion in the reality of the societal issues will be realized and incorporated among the priorities of planning, implementation, and evaluation. This can pave the opportunities for empowerment of the constituents and promote inclusivity in community development, as participatory approaches in the governance and leadership will be significant in the fulfillment of the development goals across entities in the society.

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