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GAYS' SELF-CONCEPTS: ITS IMPLICATION
TOWARDS PHILIPPINES 2000

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(Educational Management)

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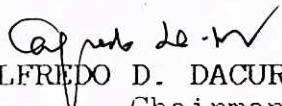
APPROVAL SHEET

This dissertation entitled "GAYS SELF-CONCEPTS: ITS IMPLICATIONS TOWARDS PHILIPPINES 2000", prepared and submitted by BIENVENIDO O. BABALCON, in partial fulfillment of the requirements for the degree of *DOCTOR OF PHILOSOPHY major in Educational Management* had been examined with a rating of *PASSED* is hereby recommended for acceptance and approved for ORAL EXAMINATION.

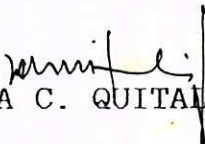
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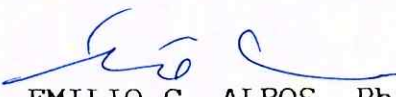
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DEDICATION

I humbly
dedicate this
piece of
accomplishment
to my family
Yolanda
my wife,
Ma. Preciosa
my daughter and
Ben Ceasar
my son

Ben

ABSTRACT

The study assessed the self-concept of gays and its implications relative to the extent of their contribution in attaining the aims of Philippines 2000. The study utilized the descriptive research design using the questionnaire as the principal instrument in the collection of pertinent data. The researcher attempted to elicit data relative to the gay-respondents' self-concept along seven factor-structures: behavior; intellectual and social status; physical appearance and attributes; anxiety/fear; popularity; happiness and satisfaction; as well as morality and spirituality. To find out whether there existed differences among the perceptions of the three groups of respondents, one-way ANNOVA was applied, where the computed F-value of 0.34036 proved to be lesser than the tabular F-value of 3.55 at 0.5 level of significance with degrees of freedom at 2 and 12. Therefore, the hypothesis that "there are no significant differences among the perceptions of the three categories of respondents on the extent to which gays contribute towards the implementation of the objectives of Philippines 2000" was accepted. Gays proved to have contributed towards the implementation of the objectives of Philippines 2000 along the following: 1) bureaucracy, 2) economic stability, 3) environment, 4) infrastructure and communication, 5) peace, order and national security, 6) political stability and 7) social reforms. This was evidenced by the fact that all the three groups of respondents gave responses that were all positive towards gays' contribution to Philippines 2000. The work experience of the gay-respondents showed that they had been in the service for quite a long period of time already.

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Chapter 1

THE PROBLEM: ITS BACKGROUND

Introduction

Gay men have been largely visible nowadays in mainstream surveys and even on radios, newspapers and televisions. Generally, when we talk about homosexuality we are talking about certain personality and social characteristics. They have always been troubled by groups in society even if it is divided along different ideological strands. Although homosexuals or gays compose already a social category, it is a reality that the "straight" ones have different experiences and, therefore, have different concerns compared to the gays or homos.

In the area of power-centered interactions, straight persons are generally thought of to be more proficient than gays and whose behavior encompasses aggression, assertion, dominance, competition, achievement, non-conformity and compliance. The image of straight males as the more dominant sex is strongly held in our culture. Think of the standard picture of our pre-historic ancestors - a caveman dragging a cavewoman by the hair. Part of the confusion about gender difference has been due to using straight men as the norm and then trying to understand why gay men do not act like real men. Gender stereotypes also hold that gay

men are more easily persuaded and more conforming than males.

However, in the early 60's and 70's, gay men started looking for their history and important grassroots projects like Gay History Project which used the techniques of the new social history to uncover the past of gay men who had been hidden from history like so many other marginalized people.¹ As gays created a public presence through organizations, marches and rallies, gay historians began to reclaim historical presence as well.

As gays inch toward the new millennium, they had been aware of their homosexual feelings as part of what it means to be human, and that a healthy set of values include respect for one's own uniqueness. Gays need to be cognizant of their entrenched sense of sexual inferiority-not to compensate by identifying, imitating and competing with men and women, but to be aware of their rights as human beings, to be treated fairly and equally as persons with human dignity.² 2) Gays are accepting, not subservient, enduring not self-sabotaging, assertive not aggressive. They are cosmic lovers, gentle nurturer and compassionate

¹B.L. Benderey, "The Myth of Two Minds" What Gender Means and Doesn't Mean (New York: New York Times Books, 1987), p. 262.

²Ibid.

healers.³ 3) They infuse the word with new balance, warmth and sentivity. However, it is not clearly seen by straight people.

Keenly aware of this problem and the task at hand, the researcher decided to conduct a study on how gays perceive themselves and how the community workers in the government and non-government think of the gays in such a fast growing society.

Statement of The Problem

This study assessed the self-concept of gays and its implications relative to the extent of their contribution in attaining the aims of Philippines 2000.

Specifically the study sought to answer the following questions:

1. What is the profile of the gay respondents as to:
 - 1.1 place of origin;
 - 1.2 age;
 - 1.3 residence;
 - 1.4 parents' profile
 - 1.5 educational background;
 - 1.6 work experience;

³Ibid. p. 265.

- 1.7 position; and
- 1.8 agency they are connected?

2. What is the self-concept of gays as perceived by themselves, the community workers from government and non-government agencies in terms of the following:

- 2.1 behavior;
- 2.2 intellectual and social status;
- 2.3 physical appearance and attributes;
- 2.4 anxiety/fear;
- 2.5 popularity;
- 2.6 happiness and satisfaction; and
- 2.7 morality and spirituality?

3. Are there significant differences among gays' self-concept as perceived by themselves and community workers from the government and non-government agencies?

4. As perceived by the three categories of respondents to what extent do the gay-respondents contribute towards the implementation of the objectives of the Philippines 2000 along the following areas:

- 4.1 bureaucracy;
- 4.2 economic stability;
- 4.3 environment;
- 4.4 infrastructure and communication;
- 4.5 peace, order and national security;

4.6 political stability; and

4.7 social reforms?

5. Are there significant differences among the perceptions of the three categories of respondents on the extent to which the gay-respondents contribute towards the implementation of the objectives of Philippines 2000?

6. What are the implications of the findings to the gays' self-concept towards Philippines 2000?

Hypotheses

The following hypotheses were pursued and tested in this study.

1. There are no significant differences among the perception of the gays, and community workers from government as well as non-government agencies along the following factor-structures;

1.1 behavior;

1.2 intellectual and social status;

1.3 physical appearance and attributes;

1.4 anxiety/fear;

1.5 popularity;

1.6 hapiness and sáatisfaction; and

1.7 morality and spirituality.

2. There are no significant differences among the perceptions of the three categories respondents relative to

gays' contribution towards the implementation of Philippines 2000 along the following areas:

- 2.1 bureaucracy;
- 2.2 economic stability;
- 2.3 environment;
- 2.4 infrastructure and communication;
- 2.5 peace, order and national security;
- 2.6 political stability; and
- 2.7 social reforms.

Theoretical Framework

This study is based on the theory enunciated by Buss and Finn when they said that man's expectations, experiences and roles are most apparent starting at adolescence and that gender difference are either biological or arise from early childhood experiences.⁴ A number of personality theorists, mainly psychodynamic have posited a theory that gays develop their sense of self which starts to emerge during their early years of life in the context of a relationship with a similar other.⁵ Consequently, gays develop an

⁴Hare Buss and Marecek Finn, "Gender Theory Post Modernism & Psychology", American Psychologist, (New York: Baywood, 1989), p. 455.

⁵Ibid., p. 458.

identity characterized by independence and autonomous striving. A small tendency has been found for gays to be more timid than boys in early childhood. They report more fears and are noted as more fearful by others. However, several studies do not show gays in childhood and adolescence, to actually manifest more timid behavior than straight males of that age. This probably is due to gender expectations.

Psychologists, on the other hand, support the belief that based on Freudian theory, gays are less-developed morally than males and females.⁶ In the prosocial areas, men seem more concerned than gay about relationships and about the feelings and ideas of others. In many situations, gays are more emphatic and more nurturant, although gays appear more likely to help someone else at least when that person is a stranger.⁷

Gays may have greater predisposition to act aggressively than males or females. However, aggressive behavior is influenced by social norms, situational factors, attitudes and previous learning history. Although sex and gender are frequently used interchangeably, the two actually

⁶Sigmund Freud, The Assault on Truth, (Englewood Cliffs, New Jersey: Prentice Hall, 1965), p. 142.

⁷Ibid, p. 145.

differ in important ways. Sex is a biological term either referring to a male or female depending on their sex organs and genes. In contrast, gender is a psychological and cultural term, referring to one's subjective feelings of maleness and femaleness. It may also be the society's evaluation of behavior as masculine or feminine.⁸

Social role and status theory⁹ explain the general pattern of social behavior exhibited by women and men. Gender differences, to the extent exist actually as a result of gender roles rather than an explanation of gender differences in social behavior. These words endanger clear pictures of two opposite sets of behavior and personal attributes. To some degree, we all know what are these characteristics. In fact one of the most impressive aspects of these images is the extent to which the Filipino share them. Men should be strong, rational, aggressive while women should be weak, emotional, submissive¹⁰. And yet to what extent do these images fit the majority of people?

The importance of distinguishing between the term sex

⁸Ward J. Chodorow, Sex Differences in Social Behaviors: Mapping the Moral Domain, (New York: Prentice-Hall, 1988), p. 368.

⁹Antonio, Bandura, Social Learning Theory (New York: NY University Press, 1982), p. 452.

¹⁰Ibid, p. 456.

and gender rest on the importance of distinguishing between biological and social aspects of being either male or female. All too frequently, people assume that apparent behavior and personality differences between male and female are due to sex differences - that is, that the differences are biological base. In the new psychology of sex and gender, maleness and femaleness are viewed largely as social constructs that are confirmed by sex characteristics, styles of self-presentation and the differential distribution of females and males into different social roles and statuses and maintained by intra-psychic needs for self-consistency and the need to behave in a socially desirable manner.¹¹ Thus, gender is constructed by people, not by biology and this construction is shaped by historical, cultural and psychological processes.

Children/youth in every culture need to learn their roles and the behaviors that go with them. They need to learn what a child, a student, a brother or sister, son or daughter man or woman should do. With gender roles as with other roles, the expectations are not always clear, nor does everyone adopt them to the same degree. In a working class family members involved are being physically aggressive and

¹¹Chodorow, op. cit., p. 372.

setting disagreements by a show of physical strength; in many middle and upper class homes the expectations for men is to be verbally and intellectually aggressive and settle disagreements through the use of the reasoning powers. Yet there are many working class men who disdain physical violence and many upper class men who use it. The former group, particularly, are likely to be accused of not being masculine enough. Such charges reveal the operation of specific role expectations.

Because roles are learned, the possibility always exist that the can be unlearned and the definitions of the male themselves redefined even stereotypes can be modified. Indeed some modifications of gender stereotypes appear to be occurring. The possibility of such changes is important to bear in mind as we examine the specific gender stereotypes in more depth. For most people, masculinity is associated with competency, instrumentality and activity; femininity is associated with warmth, expressiveness and nurturance.¹² In many areas gender difference are unclear. Furthermore, many of the differences seem to be differences in quality not quantity. When gender differences are found, they really always depend upon certain situational and personal

¹²Bandura, .op. cit., p. 483.

variables. In particular, status and sex-typing factors account for most of the findings of gender differences. The power of situational factors to increase or decrease gender difference in social behavior is most impressive. Rather than asking whether males and females differ on a certain behavior, we need to ask under what circumstances they do not.

Conceptual Framework

The paradigm shown in Figure 1, reflects the conceptual framework of the study. At the base of this figure is the research environment- the entire island of Samar, from where the three categories of respondents were taken. The first group of respondents were the gays themselves, the second group were the government workers while the third group were the non-government workers.

The respondents were made to assess the gays in terms of their self-concept along seven factor-structures, namely: 1) behaviour; 2) intellectual and social status; 3) physical appearance and attributes; 4) anxiety/fear; 5) popularity; 6) happiness and satisfaction; and 7) morality and spirituality.

Moreover, they were also made to assess the extent of the gays' contribution in the implementation of the objectives of Philippines 2000 in terms of seven areas, as

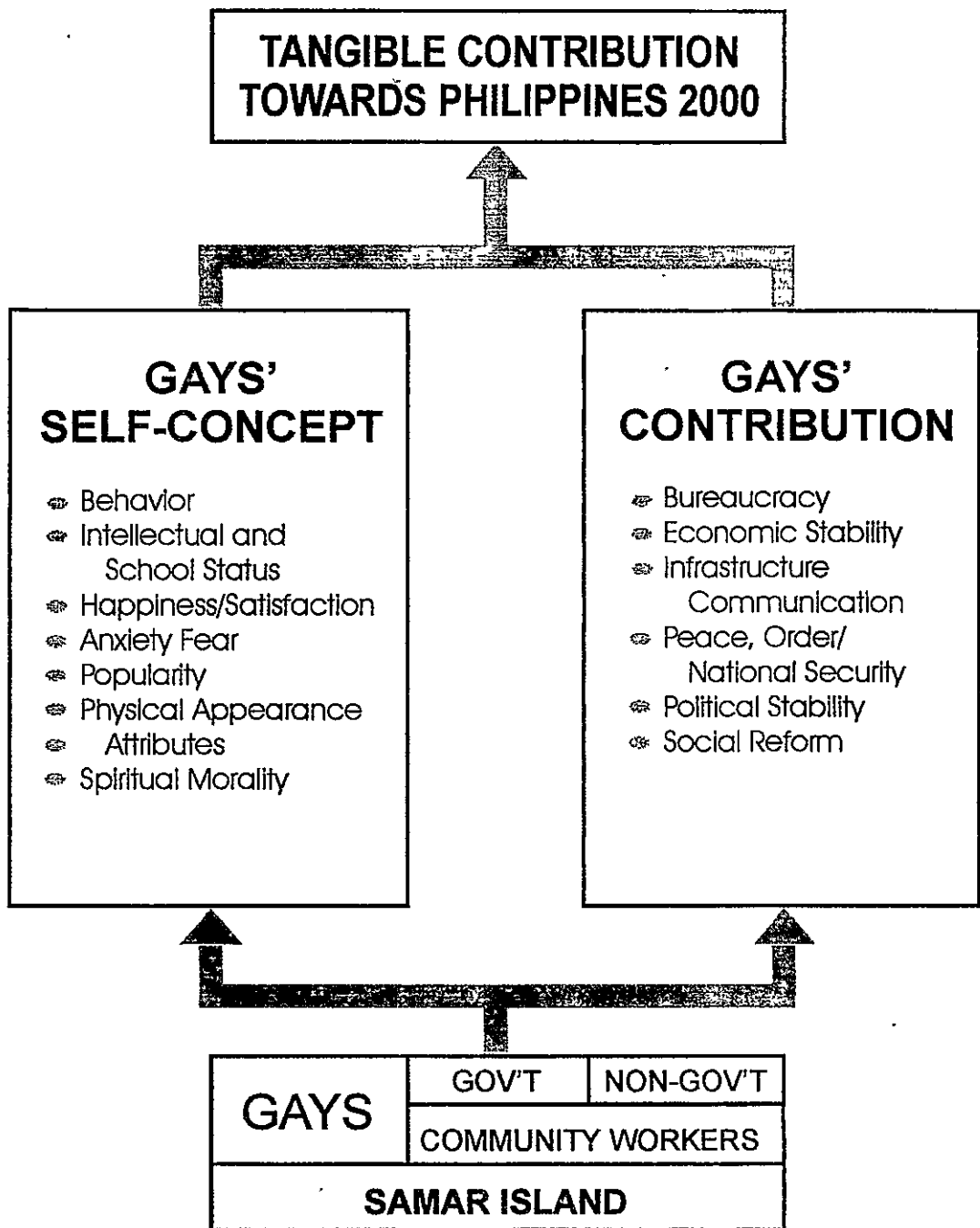


Figure 1. A Paradigm Showing Gay's Self-Concept Towards the Different Factor-Structures in the Formation of Himself and as Perceived by the Community Workers and His Contribution Towards the Agenda of Philippines 2000.

follows: 1) bureaucracy; 2) economic stability; 3) environment; 4) infrastructure and communication; 5) peace, order and national security; 6) political stability; and 7) social reforms.

The assessments and/or opinions provided by the respondents were compared, analyzed and interpreted in order to use them as bases for formulating policy redirections that would be used to achieve the ultimate goal of the study which was reflected at the apex of the paradigm-efficient and productive citizenry.

Importance of the Study

This study is the first to be undertaken in Eastern Visayas.

The researcher believed that the findings of this study would reveal important and new insights of gays' self-concept and the extent of their contribution towards bureaucracy, economic stability, environment, infrastructure and communication, peace, order and national security, political stability as well as social reforms.

Initially, this study would be beneficial to the gays, in particular and to society in general. The gays who are still in the process of adjusting to the conditions of life including conditions within himself, would be able to achieve total personality development and self-fulfillment.

Knowing his limitations as well as his assets would enable him to be true to himself and set his goals towards more realistic and attainable ends. This capacity for self-discovery would eventually lead towards understanding others. As the gay is helped, society is also benefited.

Secondly, the parents would be able to perceive better their role in child-rearing. The democratic methods were more likely to produce offspring with higher self-concept than do authoritarian laissez-faire approaches.

Thirdly, the result of this study would help the counselors identify people in need of help for psychological referral. Responses to questionnaires were used as aid to diagnostic interviewing or counseling. It would also helped the counselor to know which particular aspect of the child personality needed help.

On the otherhand, teachers would be enlightened and encouraged to understand as well as to deal more effectively with their students in general, and with gays in particular.

It was hoped. that this study would contribute in creating awareness among our people most especially the gays on how they could be assets in a community where they belong thereby enhancing their potential capabilities towards a collaborative efforts, based on the findings of this study.

Furthermore, the result of this study would become a guide for future studies on gays' self-concept and their

contribution providing future researchers with baseline data along this topics.

Finally, the school administrators, the educators and the public would be guided in the making the school educational program taking into consideration activities that would provide opportunities for every person to develop his intrapersonal and interpersonal relationship.

Scope and Delimitation of the Study

This study was focused on assessing the self-concepts of gays including the extent of their contribution in the implementation of the objectives of Philippines 2000. The self-concept of gays included seven factor structures with five indicators each. These factor structures were: Factor I - behavior, Factor II - intellectual and social status, Factor III - physical appearance and attributes, Factor IV - anxiety/fear, Factor V - popularity, Factor VI - happiness and satisfaction, and Factor VIII - morality and spirituality.

Additionally, there were seven broad objectives of Philippines 2000 that were considered in the study. These were: bureaucracy; economic stability; environment; infrastructure and communication; peace, order and national security; political stability and social reforms.

A total of 732 respondents were involved in this study

broken down as follows: gays - 150 , government workers - 318 and non-government workers - 264. These respondents came from the island of Samar - the research environment of the study. The gay-respondents were all working gay professionals from the department of education, health, justice, military, agriculture, politics and even in the different religious sectors. The government worker-respondents were those connected with educational institutions, health, public works and highways, justice, and other government bureaus. The non-government workers respondents came from organizations like WESAMAR, SAMELCO, and the like.

This study was conducted during SY 1998-1999.

Definition of Terms

Important terms used in this study are herein defined conceptually and operationally to provide a common frame of reference.

Agenda. In general terms, this refers to things to be done or discussed in a business meeting.¹³ In this study, this refers to the objectives of Philippines 2000.

Attributes. Conceptually, this term pertains to a trait, quality or characteristic that is regarded as

¹³Groiler New Webster Dictionary. (Danburry, Connecticut: Groiler Inc., 1992), p. 8.

either present or absent in the person or thing being measured.¹⁴ Operationally, this refers to the physical appearance of the gay-respondents.

Anxiety. It consists of persistent apprehension of future events as well as in generalized emotional reaction to any choice point or decision, is a state of apprehension, uncertainty, or dread caused by anticipated threat.¹⁵

Behavior. It is a term pertaining to the action or activities of an organization or a person that is anything that he does, including overt, physical action, internal physiological and emotional processes and implicit mental activity.¹⁶

Communal. A term about an agency organized for the purpose of providing gay education/concept.¹⁷

Community Workers. They refer to a group of individuals associated together by the fact of residence in the same locality organized into a common pursuit who are

¹⁴Carter V. Good, Dictionary of Education, 2nd ed.; (New York: McGraw-Hill Book Company, Inc., 1974), p. 49.

¹⁵Ibid, p. 34.

¹⁶Ibid, p. 58.

¹⁷The Readers Digest Great Encyclopedia Dictionary, London: Oxford University Press, 1962), p. 187.

coming to act together in the chief concerns of life.¹⁸ In this study, these include the workers in the government and non-government agencies.

Emotional Stability. Emotional stability is the condition or state wherein a person can give reaction to both his feelings of fear, jealousy, disgust and despair (disintegrative feelings) or of joy, love, hope, elation, affection and delight, (integrative feelings) but in a controlled manner at appropriate times and in socially accepted ways.¹⁹

Factor-Structure. Conceptually, this refers to a number of terms which, divided into a larger number of expressions, has an integral remainder, that is, any of the facts or circumstances, which taken together, constitute a result or a situation.²⁰ In this study, this refers to seven components or areas considered in assessing the self-concept of the gay-respondents.

Femininity. It is a term pertaining to a woman belonging to female sex.²¹

¹⁸William and Stith, "Middle Childhood Behavior and Development", New York MacMillan Publishing Co., Inc., 1974.) p.123

¹⁹Ibid., 130.

²⁰Grolier, op. cit., p. 131.

²¹Ibid., p. 205.

Gay. A colloquial term for homosexual which usually refers to men possessing feminine traits.²² As used in this study, these are the homosexuals who are working in different agencies both the government and non-government agencies.

Gender. Generally, it is a psychological and cultural term that refers to one subjective feelings of maleness or femaleness. It also refers to society's evaluation of behavior as masculine or feminine.²³

Growth. This is usually interpreted as qualitative change like increase in height, weight, vocabulary, sense of humor and imagination.²⁴

Homosexual. It is a term that refers to people who are sexually attracted to persons of the same sex.²⁵

Intellectual. It is a term that implies the faculty point of view as a designation of the so-called power to integrate experience.²⁶

²²S. Sheehaw, "Is There No Place on Earth for Me: (New York: McGraw Hill, 1982), p. 20

²³J.A. Hall "Nonverbal Sex Differences: Communication Accuracy and Expressive Style", (Baltimore John Hopkins Baltimore Press, 1982), p. 452.

²⁴Good, op. cit., p. 21.

²⁵Sheehaw, op. cit p. 9.

²⁶Good, op.cit., p. 309

Lesbians. It is a term that refers to women who are sexually attracted to persons of their own. They are called homosexual women.²⁷

Masculinity. Masculinity is a term which refers to a man or the male sex with a socio-cultural aspect associated with being agentic.²⁸

Morality. This is a conformity in behavior to some principle or code of right or good conduct.²⁹

Parents' profile. Conceptually this term refers to the attributes or concise biographical description of parents.³⁰ In this study, this refers to profile of the gay-respondents' parents in terms of their educational background, occupation, and the like.

Personality. Personality is the sum total or the integration of the inter-relation of all those traits, qualities or characteristics which constitute a particular human being.³¹ In other words, personality is the unique and dynamic organization of all the powers which underlie

²⁷Sheehaw, op. cit., p. 20.

²⁸Ibid, p. 135.

²⁹Ibid, p. 203.

³⁰Grolier, op.cit., p.316.

³¹Floyd L. Ruch, Psychology and Life", 6th ed., (Chicago: Scott, Foreman and Company, 1983), p. 658.

an individual's system of behavior. The personality traits here includes behavior or conduct, intellectual or mental achievement, physical appearance and attributes, anxiety or fear, popularity and happiness.

Philippines 2000. It is a term otherwise called Agenda 21 or PA 21 which was a pet project of then President Fidel V. Ramos on sustainable development which required specific executive actions to help nurture and preserve Mother Earth, which must be matched with an updated, much stronger environmental management capability.³²

Self-concept. Self-Concept is the perception that an individual has of himself, his awareness of his containing identity as a person which includes all his thoughts, feelings, attitudes, values and aspirations. It is also a set of cognition and feelings which each of us has about ourself.³³

Spirituality. It is a term pertaining to an ideal of development to be attained through the quality of personal social experience.³⁴

³²Fidel V. Ramos, Policy Statements, (Philippines Office of the Press Secretary, Bureau of Communication Services, Vol. 6, July, 1997), p. 24.

³³Walter B. Kolesnik, Educational Psychology, (New York: McGraw-Hill Book Company, Inc., 1963), p. 503.

³⁴Ibid., p. 402.

Chapter 2

REVIEW OF RELATED LITERATURE AND STUDIES

This chapter presents readings and studies related to this research. The researcher undertook an exhaustive review of literature and found out that there was a number of researches and studies conducted in the field pertaining to self-concept but only a few were found to be relevant and useful to the present research subject. Also, some literature materials were obtained from books, journals, unpublished theses and dissertations which had given substance to this particular study.

Related Literature

The following review of literature is limited to a few discussions on gays' self-concept and their contribution towards the agenda of Philippines 2000.

Drum, and Figler in their separate studies on gays both stressed the need for the gay community to avail of the government resources in promoting mental health among the gay.³⁵ They observed that there are often agencies in the community which might satisfy some needs of the gays. It

³⁵H.. Figler and D.J. Drum, "Outreaching Gay People (Cranston, RJ: Carrol Press Publisher, 1986), p. 113.

was recommended that help from the government must be actually solicited since it also includes financial, spiritual as well as the need for good models of the self-actualization which would raise their self-esteem and explore various options: In line with the recommendation of the aforementioned authors, this study tried to find out how the establishment of linkages with specific government agencies can actually help promote respect among the gay respondents.

Government-sponsored agencies provide help to a wide range of gay respondents with a variety of problems. The agencies seek to help improve the individuals' capacity to cope and achieve in socially acceptable ways.³⁶ The study revealed that gays regardless of the sponsoring activities were more functional in groups by having conferences with close relatives or families. An action plan was implemented wherein human resources of the community and the local government units would be aware about specific gay communal services for the specific target clientele as a whole.

Studying people with some abnormality who need some form of treatment also is challenging, because by

³⁶F. Gelman, Counseling: Facilitating Gay Potential and Change of Processes, (Ohio: Mifflin Co., 1974), p. 201.

definition, these are individuals whose development differs from the normal ones. People with inconsistent sex characteristic may be treated differently by their parents from other children, and research may be defined to specifically highlight their differences. Such problems limit the generalization of findings.

In examining the studies on male and female behaviors and characteristics, one must be aware of the many research problems that can invalidate the results. Science is constructed by people, and people are never value-free or impervious to social forces. As Sue Rosser³⁷ notes, until our society is neutral with respect to gender, class, race, and sexual preference, it is impossible to assume that science will be. Therefore, it is incumbent upon all people to understand how the social context influences the research process.

As provided by the 1987 Constitution, section 1 of Article XIII;

The Congress shall give the highest priority to the enactment of measures that protect and enhance the right of all the people to human dignity, reduce social, economic and political inequalities and remove cultural inequities by equitably diffusing wealth and political power for the common good.

³⁷Sue Rosser, "The History of Gay, Men and Women", Gay Almanac, (University of Chicago Press, 1994), p. 120.

To this end, the state shall regulate the acquisition, ownership, use and disposition of property and its increment.

In the workplace, gays often complain that they are subject to suspicion, defiance or feeling of having to be the guard which they have acquired through their personal experience with other workers. Each gay respondents brings with him a collection of characteristics and reacts to the behavior in his own precise fashion. Obviously, human beings like gays develop earlier than we generally imagine³⁸.

Each of us has labeled personality concepts as having good or poor perceptions. It is a complex subject. As gays grow and develop, he acquires varied experiences. He may perceive himself as quite important. Any person behaves in ways congruent with his concept of self. The self-concept shapes new experiences to conform to its already established pattern and such behavior can be understood as a person's attempts to maintain the consistency of his self-concept.³⁹

³⁸William Stith, Middle Childhood Behavior and Development, (New York: Macmillan Publishing Co., Inc., 1974), p. 152.

³⁹Adoracion Tañega, Norms of Personality Development, (Q.C., Philippines: The Phil. Mental Asso., Inc., 1989); p. 1.

Personality traits and characteristics of successful people include a superior coping behavior which is described as long in frustrations, tolerance, achievement oriented, energetic, enduring, flexible, resourceful, self-confident and holding a positive self-concept.

The basic reason for this study as presented in the paradigm is to recognize the importance of a good self concept and how it affects one's perception. Gay self concept greatly affects his social self-confidence and his ability to see himself realistically. Broadbeck and Parimutta⁴⁰ said that:

As person with a good self-concept will develop and demonstrate self-confidence, the ability to see himself realistically and there will be little defensive behavior such as shyness or withdrawal. Hereby, he will make better social adjustment, more higher social acceptance which in turn will reinforce him to his positive self-concept.

This research premised on the concept that gays are a contributory factor to the efficiency and economic success of any working environment. The greater part of workers efficiency and productivity also depends on the performance and output of gays as office personnel or employees. After

⁴⁰A.N. Broadbeck and Parimutta, "Self-dislike as a Determinant of Marked Group-Out Group Performance," Journal of Psychology, (New York: Prentice-Hall, 1979), pp. 371-380.

all, gays are also human beings who are also touched by human interventions. Nevertheless gays can also serve high performance quality output that results in the efficiency and productivity of the agency where these gays are connected.

This research was guided by the concept that gays have a great contribution toward efficiency and productivity of any agencies he is working with. They too can perform with great facility and high precision with minimal cost, effort and working time.

Related Studies

The researcher referred to a number of related studies to find out what have been undertaken relative to the concerns of the present study. The following review of related studies is thus limited to a few studies related to self-enhancement for the prospective gay respondents. Investigations on self-concept correlated with mental ability and school achievement are also discussed.

Sequi⁴¹ conducted a study on the relationship of self-

⁴¹Amado B. Sequi, "Self-Concept Relationship with Achievement in Social Studies and Socio-Economic Status for Second Year Students of San Francisco High School, Quezon City," (unpublished master's thesis, Manila Central University, 1990).

concept with achievement in social studies and socio economic status of both high achievers and low achievers students. The study revealed that self-concept, personal social orientation, socio- economic status and mental ability are all positively connected with scholastic achievement in social studies and interrelated with each other. Hence, he suggested that programs and innovations in education should take into account the non-intellectual aspects of the personality of the learner that bear on his capacity for academic success.

Pano⁴² made a study regarding the self concept of Filipino adolescents to determine whether the self-concept of Filipino adolescents vary according to sex, age, curriculum level and the type of school they attended. The analysis of the data was focused on the four major aspects of self-concept: self-esteem, self-criticism, variability and certainty.

The findings were the following: That the private institutions tended to have conditions that were forwarded to the development of self-concept and the students in public schools had less variability in the different areas

⁴²Evelyn Espino de-Pano, "Self and Other Perception in High & Low Anxious Female College Students", (unpublished master's thesis, Ateneo de Manila, Quezon City, 1983).

of self. He further stressed that students in private schools had a higher level of self-esteem and were more confident of what they said about themselves. As for the sex variables which was one of the four independent variables, marked difference was more evident as far as the score of self-concept. Females tended to have higher level of self-esteem compared to the males who had a higher capacity for self-criticism far better than the things they said about the member.

In line with the study conducted by Segui and Pano, the present study also tried to find out the relationship of self-concept with achievement towards self-enhancement or modification and how these relationship linked with specific community agencies which could actually promote self-development among gay respondents.

Ortiz⁴³, another researcher who aimed towards the identification of the Filipino personality, sought to explore, identify and analyze the Filipino adolescents perception of feminity and masculinity, the expected sex males, behavior, outlook in marriage and family life and their expected roles in society. She tried to find out

⁴³Leonila J. Ortiz, "Manila Adolescent Perceptions of Masculinity and Feminity" (unpublished doctoral dissertation, Centro Escolar University, 1992).

whether personality differences between males and females were inherently sex-linked or were the result of early training and cultural expectations. The study was centered on three variables; age, sex, and socio-economic status. Respondents were third and fourth year students coming from exclusive sectarian private and from public secondary schools.

The researchers had these findings and conclusions: Initially, adolescents' perception of sex roles were influenced to a large degree by childhood training, parental expectations and by their expected roles in the society and not by biological sex differences. Secondly, the characteristics of aggression, dominance and strength were associated with masculinity while emotionally, tolerance, vanity and patience were associated with femininity. Thirdly, the perception was independent of sex, age and social status at most. Furthermore, the differences in sex roles were manifested in their behavior, interpersonal relationship in their roles in the family and in their outlook in marriage. And lastly, the differences in roles were culturally based and not due to biological sex differences.

Similarly, Ortiz study and the present study were designed to identify the needs and problems of gays and made

use of community agencies to provide physical, social, emotional and even spiritual upliftment as well as other opportunities for personal development of gay respondents.

Boddez⁴⁴ conducted a study on the impact of success and failure upon the perception of performance and upon the self-concept of third year high school students. She used 33 charts displaying geometric figures of varied colors and shapes. Each subject was ask to rate himself regarding his ability to estimate the area of these geometric figures. She came up with the following findings:

That the previous success or failure in a specific fields significantly affected the concept of self in that same field positively in case of success and negatively in case of failure. She also discovered that previous success or failure affected differently between boys and girls in their perception of performance in their self-concept, and that the difference existed in the fact that the boys were more affected by failures than boys. She also positively pinpointed that there was a positive relationship between previous academic performance in a particular field and the

⁴⁴Sr. Marita Boddez, JCM "An Analysis of the Self-Concept and the Impact of Success and Failure Upon the Self-Concept of Junior High School Students, Baguio City, St. Lois University (unpublished master's thesis:, St. Louis University, 1992).

self-concept rating in that same field, and that the previous success or failure affected prescription of performance significantly in the direction of an increment or reduction of performance.

Boddez's study and the present study had a semblance in the sense that the present study tried to find out if the community worker both government and non-government entities whose assistance was solicited for the self-enhancement program of gays could actually help them to be referred gays in formation of their total-self actualization.

Estebañez⁴⁵ investigated the relationship of self-concept, perception of the classroom climate, mental ability and academic achievement of 130 college freshmen, all females. A total of 15 variables were investigated in this study, namely I.Q., academic achievement artistic, conventional, enterprising, intellectual, realistic, social, freedom from defensive behavior conformity, responsibility standard, rewards, organizational clarity and team spirit. The instrument used was the Self-Concept Psycholomecian to measure the students self-concept and the Classroom Climate

⁴⁵Sr. M. Audia A. Estebañez, "SSPs, Relationships of Self-Concept, Perception of the Classroom, Mental Ability and Academic Achievement of the CMS College Freshmen," (unpublished master's thesis, University of Sto. Tomas, 1993).

Survey for their perception of the classroom climate.

The study yielded the following important findings:

First, mental ability related significantly with academic achievement but it was independent of self-concept. Second, the self-concept was independent of academic achievement. Third, a multi-correlation among the tried of self-concept traits and mental ability with academic achievements yielded the highest prediction index for academic achievements. Fourth, positive and highly significant relationship were found between the student self-concept and the perception to the classroom climate and fifth, the subjects perceived a classroom climate permitted with socially reinforcing elements. Those with higher I.Q. and higher academic achievement perceived a classroom climate fostering organizational clarity, reward and team spirit. They tended to perceive themselves positively.

It was recommended that further research be made on the identification of students self-concept and vocational performance.

Based on the findings of the study of Estebañes the present study also made use of referral slip that was made available to all identified non-governmental and governmental agency personnels who was in direct contact with the gay respondents. The assumption was that there

were more gays who could avail of the guidance services which were in turn under its referral based to all willing and available community agencies.

The preceding review of related literature and studies served to support the primary aim of the present study to discover the functional value of having a self-enhancement program and to establish an active working relationship with community agencies in serving the needs of the gay respondents. The review also pointed out what the present study attempted to confirm - the usefulness of seeking the active support and involvement of human resources in the community in order to promote gays development through a self-guided enhancement program.

Chapter 3

METHODOLOGY

This chapter presents the methodology used. It includes among others: research design, instrumentation, validation of the instrument, sampling procedure, data gathering, as well as the treatment of data, which includes a discussion of the statistical tools used in hypothesis testing.

Research Design

The study utilized the descriptive research design using the questionnaire as the principal instrument in the collection of pertinent data. The researcher attempted to elicit data relative to the gay-respondents' self-concept along seven factor-structures: behavior, intellectual and social status, physical appearance and attributes, anxiety/fear, popularity, happiness and satisfaction, as well as morality and spirituality.

Moreover, the gay themselves, government workers as well as non-government workers were made to opine on the gays' contribution towards the implementation of the objectives of Philippine and beyond along seven area, viz: bureaucracy; economic stability; environment; infrastructure and communication; peace, order and natural security;

political stability; and social reforms.

Comparisons of the perceptions of the three groups of were undertaken to verify whether their assessments were similar and subsequently, corresponding implications were formulated.

Instrumentation

This study employed the questionnaire as the main data collection tool which was augmented by observation, interview and documentary analysis and are herein discussed to wit:

The Questionnaire. Two sets of questionnaires were constructed by the researcher for the three groups of respondents - the gays in the Island of Samar and the government and non-government workers from different agencies. The Mark R. Douglas Self-Concept Scale which is a self-report inventory designed for people ages 12 and above was resorted to as reference. It was constructed primarily for research on the development of people self-attitudes and correlates of these attitudes. The scale consists of 35 simple declarative statement answerable by a five-point scale, to assess the gays self-concept and as perceived by community workers. It was designed to be administered individually or in group and could be quickly accomplished within 30 to 50 minutes.

This instrument was composed of two major parts. Part I attempted to determine the profile of the gay-respondents specifically along: place origin, age, residence, parents, educational background, work experience, position and agency they are connected.

Part II was designed to find out the self-concept of gays as perceived by themselves, the government workers as well as non-government workers. Their self-concepts were determined based on the seven factor-structures, where each of these structures had five indicators. The responses were quantified using the five-point Likert scale as follows: 5-strongly agree or SA, 4-agree or A, 3-undecided or U, 2-disagree and 1 for strongly disagree or SD. The seven factor-structures were. 1) behavior, 2) intellectual and social status, 3) physical appearance and attributes, 4) anxiety/fear, 5) popularity, 6) happiness and satisfaction and, 7) morality and spirituality.

Finally, Part III of the question elicited the opinions of the three groups of respondents relative to the extent of contribution of the gays in the implementation of the objectives of Philippines 2000. This part was broken down into seven areas, namely: bureaucracy; economic stability; environment; infrastructure and communication; peace, order and national security; political stability; and

social reforms. Too, the respondents' answers were quantified utilizing the five-point libert scales of 1,2,3,4 and 5, for fully contributed (FC), highly contributed (HC), moderately contributed (MC), slightly contributed (SC) and no contribution (NC), respectively.

Observation. This was made to gain insights into the actual conditions of the gays involved. To check the veracity of the responses to the questions, actual observations in the different municipalities of the Province of Samar were done with some of the residents specifically relatives and neighbors. Moreover, observations of environmental conditions was also made. These findings served to support data obtained from the instrument used.

Interview. Unstructured interview was availed of by the researcher as a secondary means of obtaining data and to verify information about the respondents' family, ordinal position, personal child - rearing attitudes and practices. People in relation to the respondents were also interviewed. Their manner of giving responses, the way they talked, and their attitude towards answering the questionnaire were also noted.

Documentary Analysis. This study utilized documentary analysis as a means of obtaining data. The records

documented by the National Statistic Office was obtained.

Validation of Instrument

To test the questionnaires' validity and reliability, the instrument was tried out among the 10 gays of Tacloban City as respondents. The able support and help of other professionals were also sought by the researcher for comments for the improvement of the instrument. The instrument after they were validated, were then submitted back to the adviser for further comments, suggestions and recommendations. Final draft of the questionnaire was then constructed with the appropriate suggestion properly incorporated.

Sampling Procedure

In determining the sample size, Sloven's formula ⁴⁶ was used, as follows:

$$n = \frac{N}{1 + Ne^2}$$

Where n refers to the sample size
 N refers to the total population
 e refers to the margin of error which was set .05

⁴⁶Rosita G. Santos, et.al., Statistics, (Manila: Centro Escolar University Department, 1994), p. 11.

The researcher employed random sampling in the selection of the respondents of this study - the gays, government workers as well as non-government workers. First, the researcher identified the total number of those who belonged to each category through the National Statistics Office.

Then, the names of these respondents were written on a piece of paper, rolled and placed in a box. The researcher drew the names of his respondents from the box until the desired sample size was reached.

Data Gathering Procedure

The researcher asked permission from the proper authorities. The questionnaire for the gay respondents and the community workers were personally fielded by the researcher. Since there were only 150 gay respondents and 582 community workers respondents, the retrieval of the questionnaire was one hundred percent.

The researcher personally visited them with the help of some of the community workers for easy retrieval. Upon retrieval of the sets of questionnaires tallying, collating and analysis followed. These data were presented, analyzed and interpreted quantitatively and qualitatively in accordance with the most appropriate statistical device.

The data and information were derived from the total

number of the questionnaires from the gay respondents and community worker respondents coming from the different municipalities of the Island of Samar.

Statistical Treatment of Data

In the analysis of data collected through the instruments discussed in the previous section, the researcher utilized frequency counts, percentages, weighted means as well as the one-way analysis of variance.

Weighted mean. This statistical tool was applied to determine the self-concept of gays as well as their extent of contribution in the implementation of the objectives of Philippines 2000. The formula used is shown below:⁴⁷

$$\bar{X}_w = \frac{\sum f_i X_i}{\sum f_i}$$

Where \bar{X}_w refers to the weighted mean

$\sum f_i X_i$ refers to the sum of the products of the frequencies and the scales ranging from 1-5

$\sum f_i$ refers to the total of the frequencies or responses

⁴⁷Ibid., p. 24.

Analysis of variance (ANOVA). This inferential statistics was employed to ascertain significant differences among the responses of the gays, government workers, and non-government workers. The formula used is shown as follows:⁴⁸

| Source of Variation (S.V.) | degrees of freedom (df) | Sum of Squares (SS) | Mean Squares (MS) | Computed F-value |
|-------------------------------|----------------------------------|------------------------------------|-------------------------|-------------------------|
| Between Groups | k-1 | $SSB = \frac{\sum T_i^2}{n_k} - C$ | $MSB = \frac{SSB}{k-1}$ | $F_c = \frac{MSB}{MSW}$ |
| Within Groups | N-k | $SSW = SST - SSB$ | $MSW = \frac{SSW}{N-k}$ | |
| Total | N-1 | $SST = \sum X^2 - C$ | - | |

Where C refers to the correction factor, $C = \frac{(\sum X)^2}{N}$

k refers to the number of groups

N refers to the total number of cases

$\sum T_i^2$ refers to the sum of squares of the totals for each group

n_k refers to the number of cases for the corresponding groups

$\sum X^2$ refers to the total of the squares of the values regardless of groupings

The computed F-value was compared with the tabular F-value at .05 level of significance. For the two hypotheses, the computed F-value proved to be lesser than the tabular value which led to their acceptance. Furthermore, no posteriori test was applied since no hypothesis was rejected.

The researcher made use of MICROSTAT software in applying the statistical tools mentioned to ensure accuracy and efficiency in the computations.

⁴⁸Mario F. Triola, Elementary Statistics, 6th ed., (New York: Addison-Wesley Publishing Co., 1994), p. 576.

Chapter 4

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

This chapter presents the data gathered, their corresponding analysis as well as the interpretation of the results. Included in this chapter are: 1) profile of the gay-respondents, 2) self-concept of the gays as perceived by themselves, the government and non-government workers, 3) the perceived contribution of gays for Philippine 2000, and 4) tests of hypotheses.

Profile of the Gay-Respondents

This section discusses the profile of the gay-respondents relative to their place of origin, age, parents' profile, educational background, work experience, position and agencies they are connected.

Place of origin. The data found in Table 1 reflect the place of origin of the gays involved in the study. As provided by the said table, majority of the respondents, that is 99 out of 150 or 66.00 percent were from Western Samar followed by those who came from Eastern Samar and Northern Samar with 28 gay-respondents or 18.67 percent and 23 gay-respondents or 15.33 percent, respectively. Among those from Western Samar, the highest number of gays, that is 26, or 17.33 percent came from Catbalogan, while the

Table 1

Profile of the Gay - Respondents
as to Place of Origin

| Province / Municipality | Number | Percent |
|-------------------------|------------|----------------|
| Eastern Samar | | |
| Can-avid | 4 | 2.67 |
| Dolores | 5 | 3.33 |
| Guiuan | 7 | 4.67 |
| Llorente | 2 | 1.33 |
| Oras | 3 | 2.00 |
| Sulat | 2 | 1.33 |
| Taft | 5 | 3.33 |
| Subtotal | 28 | 18.67 |
| Northern Samar | | |
| Bobon | 4 | 2.67 |
| Catarman | 5 | 3.33 |
| Lapinig | 2 | 1.33 |
| Lavezares | 4 | 2.67 |
| Mapanas | 2 | 1.33 |
| Palapag | 6 | 4.00 |
| Subtotal | 23 | 15.33 |
| Western Samar | | |
| Calbayog | 11 | 7.33 |
| Calbiga | 8 | 5.33 |
| Catbalogan | 26 | 17.33 |
| Hinabangan | 4 | 2.67 |
| Jiabong | 6 | 4.00 |
| Motiong | 11 | 7.33 |
| Pinabacdao | 5 | 3.33 |
| Paranas | 14 | 9.33 |
| San Jorge | 5 | 3.33 |
| San Sebastian | 9 | 6.00 |
| Subtotal | 99 | 66.00 |
| Grand Total | 150 | 100.00% |

least number four respondents or 2.67 percent came from Hinabangan. Moreover, among those who originated from Eastern Samar, the highest number of gays, that is seven or 4.67 percent were from Guiuan and the least number, that is two respondents or 1.33 percent originated from Llorente as well as Sulat. Finally, among those who came from Northern Samar, the highest number of gay-respondents originated from Palapag, with six respondents or 4.00 percent and the least number, that is, two or 1.33 percent were from Lapinig as well as Mapanas. The data just discussed implied that gays were all over the island of Samar, and they already comprised a portion of the population, hence, must be accepted and considered as realities of the human race.

Age. Table 2 contains data on the age characteristics of the respondents. It can be noted from this table that the modal age of the gays involved in the study was between 29-32 years of age, with 32 out of 150 gay-respondents or 21.33 percent. This was followed by those who belonged to the age bracket of 37-40 years old and 25-28 years old with 28 gays or 18.67 percent and 27 gays or 18.00 percent, respectively. On the other hand, the least observed frequency of three respondents or 2.00 percent were between 49-52 years of age and those who were 53 years old and above. On the whole, the gay-respondents' age clustered

Table 2

Profile of the Gay-Respondents as to Age

| Age Bracket | Number | Percent |
|--------------------|--------|---------|
| 53 and above | 3 | 2.00 |
| 49 - 52 | 3 | 2.00 |
| 45 - 48 | 8 | 5.33 |
| 41 - 44 | 14 | 9.33 |
| 37 - 40 | 28 | 18.67 |
| 33 - 36 | 21 | 14.00 |
| 29 - 32 | 32 | 21.33 |
| 25 - 28 | 27 | 18.00 |
| 21 - 24 | 14 | 9.33 |
| Total | 150 | 100 % |
| Mean | 33.94 | - |
| Standard Deviation | 7.63 | - |

around the average age of 33.94 years with a standard deviation of 7.63 years implying that the norm of their ages was between 26.31 to 41.57 years. This means that the gay-respondents were relatively young, thus, they were expected to stay longer on the service and could do a lot for development in their places.

Parents' profile. The parents' profile of the gay

Table 3

Parents' Profile of the Gay-Respondents
as to their Occupation

| Occupation/Nature | Parents | | | |
|---|------------|----------------|------------|----------------|
| | Father | | Mother | |
| | Number | Percentage | Number | Percentage |
| Agriculture | | | | |
| Farm Owner | 20 | 13.33 | 20 | 13.33 |
| Tenants | 12 | 8.00 | 12 | 8.00 |
| Laborers | 14 | 9.33 | 14 | 9.33 |
| Sustenance Farmers | 35 | 23.33 | 35 | 23.33 |
| Subtotal | 81 | 54.00% | 81 | 54.00% |
| Non-Agriculture | | | | |
| Transport & Community Workers | 0 | - | 2 | 1.33 |
| Craftsman, Production Workers & Laborers | 13 | 8.67 | 11 | 7.33 |
| Sales Workers | 0 | - | 3 | 2.00 |
| Professional, Administrative | 30 | 20.00 | 31 | 20.67 |
| Clerical | 3 | 2.00 | 2 | 1.33 |
| Not Specified | 23 | 15.33 | 20 | 13.33 |
| Subtotal | 69 | 46.00% | 69 | 46.00% |
| Grand Total | 150 | 100.00% | 150 | 100.00% |

respondents were also looked into in this study in relation to their occupation and educational attainment. Data on these aspects are reflected in Tables 3 and 4. As shown in Table 3, majority of the occupations of the parents of the respondents was agricultural in nature with 81 or 54.00 percent, whereas 69 of the gay's parents or 46.00 percent were doing non-agricultural occupation. Among those parents engaged in agriculture, the highest number, 35 fathers and 35 mothers or 23.33 percent were sustenance farmers followed by those who were farm owners, that is 20 fathers and mothers or 13.33 percent. The least number, that is 12 fathers and mothers which comprised eight percent were tenants. Meanwhile, for those parents engaged in non-agricultural occupation, the highest number - 31 mothers or 20.67 percent and 30 fathers or 20.00 percent were professionals and were in administrative type of work. Quite a number of parents, that is 23 fathers and 20 mothers did not specify their nature of non-agricultural occupations.

On the other hand, the educational attainment of the gay-respondents' parents as shown in Table 4 depicted that the highest number of their parents, that is 44 fathers or 29.33 percent and 43 mothers or 28.67 percent were college graduates or had attained higher degrees. The least among

Table 4

Parents' Profile of the Gay-Respondents
as to their Educational Attainment

| Educational Attainment | Parents | | | |
|---------------------------|---------|------------|--------|------------|
| | Father | | Mother | |
| | Number | Percentage | Number | Percentage |
| College Graduate & Higher | 44 | 29.33 | 43 | 28.67 |
| College Level | 20 | 13.33 | 30 | 20.00 |
| High School Graduate | 29 | 19.33 | 12 | 8.00 |
| High School Level | 23 | 15.33 | 31 | 20.67 |
| Elementary Graduate | 24 | 16.00 | 14 | 9.33 |
| Elementary Level | 10 | 6.67 | 20 | 13.33 |
| Total | 150 | 100.00% | 150 | 100.00% |

their fathers, that is, 10 or 6.67 percent were elementary level while the least among their mothers - 12 or 8.00 percent were able to graduate from high school.

The data presented on the parents' profile of the gays involved in the study indicated that they came from good family background which was important in the development of their personality and character.

Educational attainment. Presented in Table 5 are

Table 5

Profile of the Gay-Respondents as to
their Educational Attainment

| Educational Attainment | Number | Percent |
|---------------------------|--------|---------|
| College Level | 24 | 16.00 |
| College Graduate & Higher | 126 | 84.00 |
| Total | 150 | 100.00% |

information gathered in relation to the educational attainment of the gay-respondents. Significantly, the lowest educational attainment of the respondents was college level with 24 out of 150 gay-respondents or 16 percent. More so, the greatest majority of them where 126 or 84.00 percent had graduated in college or had even pursued higher educational levels like master degree or doctoral degree. This implied that the gays involved in the study had adequate educational background. Therefore, they could be considered as assets in their respective communities.

Work experience Table 6 presents data on the work experience of the gay-respondents. The highest number of these gays, that is, 42 or 28.00 percent had been in the service for 16-20 years followed by those who had been in

Table 6

Profile of the Gay-Respondents as to
their Work Experience

| No. of Years in the Service : | Number : | Percent |
|---------------------------------|--------------|----------------|
| 31 and above | 2 | 1.33 |
| 26 - 30 | 14 | 9.33 |
| 21 - 25 | 28 | 18.67 |
| 16 - 20 | 42 | 28.00 |
| 11 - 15 | 34 | 22.67 |
| 6 - 10 | 27 | 18.00 |
| 1 - 5 | 3 | 2.00 |
| Total | 150 | 100.00% |
| Average Years in Service | 16.83 | - |
| Standard Deviation | 6.64 | - |

the service for 21-25 years and 6-10 years, with 28 or 18.67 percent and 27 or 18.00 percent, respectively. Meanwhile, the least of them, with two out 150 or 1.33 percent had been in the service for 31 years or over. In general, the average length of service of the respondents was pegged at 16.83 with a standard deviation of 6.64 years. This meant that the norm of their work experience ranged from 10.19 years to 23.47 years implying that they had been in service

for quite a long period of time.

Position The positions occupied by the gays involved in the study are shown in Table 7. As can be gleaned from the said table, the highest number of these respondents were middle managers with 67 of them or 44.67 percent, followed by those who were in the rank and file and those in the top management with 49 or 32.67 percent and 34 or 22.67 percent, correspondingly. This data provided evidence of the fact that the gays involved in the study were occupying good positions in their respective agencies, indicating that they were good performers. This could be attributed to the fact that they were educationally qualified as evidenced by the data gathered on their educational qualification.

Table 7

Profile of the Gay-Respondents
as to their Position

| Position | Number | Percent |
|-------------------------------|--------|---------|
| Top Management/Administrators | 34 | 22.67 |
| Middle Managers | 67 | 44.67 |
| Rank and File | 49 | 32.67 |
| Total | 150 | 100.00% |

Agency connected with. Table 8 presents data gathered relative to the agencies where the gay-respondents were Connected. As depicted by the said table, most of the respondents 81 of them or 54.4 percent were connected with the DECS; followed by those who were connected with the DOH with 42 out 150 or 28.00 percent. The least observed frequency was two respondents which corresponds to 1.33 percent, for those who belonged to DOJ, and BIR. The data

Table 8

Profile of the Gay-Respondents as to
their Nature of Work/Agency
They Are Connected

| Agency Connected With | : | Number | : | Percent |
|-----------------------|---|------------|---|----------------|
| DECS | | 81 | | 54.00 |
| DOH | | 42 | | 28.00 |
| DOJ | | 2 | | 1.33 |
| PNP (Military) | | 3 | | 2.00 |
| DA | | 5 | | 3.33 |
| BIR | | 2 | | 1.33 |
| WESAMAR | | 5 | | 3.33 |
| SAMELCO | | 6 | | 4.00 |
| Private Offices | | 4 | | 2.67 |
| Total | | 150 | | 100.00% |

just discussed implied that the gay-respondents belonged to agencies in the government whose nature were focused on service delivery, specifically services on education and health. This further provided evidence of the fact that the gay - respondents were contributing towards the development of the communities where they belonged.

Self-concept of the gay-respondents

The study delved into the self-concept of gays along seven major factor-structures, as follows: 1) behavior; 2) intellectual and social status; 3) physical appearance and attributes; 4) anxiety / fear; 5) popularity; 6) happiness and satisfaction; and 7) morality and spirituality. The self-concept of these respondents was collected by gathering the perceptions of the gays themselves as well as the community workers who were categorized as government workers and non-government workers. The data collected relative to these structures are herein presented.

Behavior The self concept of gays as perceived by themselves relative to their behavior are shown in Table 9. As depicted by this table, the gays manifested their strong agreement on two indicators, to wit: 1. I am good at the things I do at work, home, etc, and 2) I usually can influence others to do that which benefit us. These

Table 9

Self-Concept (Behavior) of Gays as
Perceived by Themselves

| Indicators | Responses | | | | | Total | Weighted Mean/ Inter- pretation |
|--|--------------|-------------|-------------|------------|------------|--------------|--|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (O) | 1 (SD) | | |
| 1. My conduct is usually beyond reproach. | (50) 10 | (260) 65 | (60) 20 | (90) 45 | (10) 10 | (476) 150 | 3.13 U |
| 2. I usually can influence others to do that which benefit us. | (390) 78 | (288) 72 | 0 | 0 | 0 | (678) 150 | 4.52 SA |
| 3. I do not cause trouble with my family members. | (200) 40 | (380) 95 | - | (30) 15 | - | (610) 150 | 4.07 A |
| 4. I am good at the things I do at work, home, etc. | (615) 123 | (108) 27 | - | - | - | (723) 150 | 4.82 SA |
| 5. I treat people in a way so that they feel important and of value. | (100) 20 | (344) 86 | (132) 44 | - | - | (576) 150 | 3.84 A |
| Grand Total | | | | | | | 20.38 |
| Grand Mean | | | | | | | 4.08 A |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

indicators obtained weighted means of 4.82 and 4.52, respectively. Moreover, two indicators, namely: "I do not cause trouble to my family member", with a weighted mean

of 4.07 and "I treat people in a way so that they feel important and of value" with a weighted mean of 3.84 were found to be agreeable among the gay-respondents. However, they were undecided on the indicators which states: "My conduct is usually beyond reproach" with a weighted mean of 3.13. On the whole, the gay-respondents agreed on the listed indicators for behavior as evidenced by the grand mean which was pegged at 4.08. This implied that the gay-respondents perceived themselves to have positive or good behavior.

On the part of the government workers' assessment of the behavior of gays, it can be noted from Table 10 that they agreed on four out of the five listed indicators, where the highest weighted mean was 4.40 followed by 4.37 for the statements "Gays' are good at the things they do at work, home, etc." and "Gays' conduct are usually beyond reproach," respectively. The government workers manifested "uncertainty" along the indicator that "Gay usually influence others to do that which benefit them all" as evidenced by the obtained weighted mean of 3.18. In general, the government workers "agreed" on the listed indicators on behavior of gays in as much as the obtained grand mean was 4.05, indicating the fact that government workers deemed the gay's behavior to be positive or good. This could be attributed to the fact that most of the gays

Table 10

**Self-Concept (Behavior) of Gays as Perceived
by Government and Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation | |
|--|-----------|----------|----------|----------|-----------|-------|-------------------------------------|---------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | | |
| 1. Gays' conduct are usually beyond reproach. | (GW) | (690) | (680) | - | (20) | - | (1390) | |
| | | 138 | 170 | 0 | 10 | 0 | 318 | 4.37 A |
| | (NGW) | (715) | (462) | - | (10) | - | (1187) | |
| | | 143 | 116 | 0 | 5 | 0 | 264 | 4.50 A |
| 2. Gays usually influence others to do that which benefit them all. | (GW) | (55) | (619) | (96) | (240) | - | (1010) | |
| | | 11 | 155 | 32 | 120 | 0 | 318 | 3.16 U |
| | (NGW) | (110) | (308) | (210) | (190) | - | (818) | |
| | | 22 | 77 | 70 | 95 | 0 | 264 | 3.09 U |
| 3. Gays do not cause trouble with their family members. | (GW) | (405) | (948) | - | - | - | (1353) | |
| | | 81 | 237 | 0 | 0 | 0 | 318 | 4.25 A |
| | (NGW) | (185) | (908) | - | - | - | (1093) | |
| | | 37 | 227 | 0 | 0 | 0 | 264 | 4.14 A |
| 4. Gays are good at the things they do at work, home, etc. | (GW) | (635) | (764) | - | - | - | (1399) | |
| | | 127 | 191 | 0 | 0 | 0 | 318 | 4.40 A |
| | (NGW) | (860) | (368) | - | - | - | (1228) | |
| | | 172 | 92 | 0 | 0 | 0 | 264 | 4.65 SA |
| 5. Gays treat other people in a way so that they will feel important and of value. | (GW) | (180) | (1068) | (45) | - | - | (1293) | |
| | | 36 | 267 | 15 | 0 | 0 | 318 | 4.07 A |
| | (NGW) | (230) | (640) | (174) | - | - | (1044) | |
| | | 46 | 160 | 58 | 0 | 0 | 264 | 3.95 A |
| Grand Total | GW | - | - | - | - | - | - | 20.27 - |
| | NGW | - | - | - | - | - | - | 20.33 - |
| Grand Mean | GW | - | - | - | - | - | - | 4.05 A |
| | NGW | - | - | - | - | - | - | 4.07 A |

Legend:

4.51 - 5.00 Strongly Agree (SA)
 3.51 - 4.50 Agree (A)
 2.51 - 3.50 Undecided (U)
 1.51 - 2.50 Disagree (D)
 1.00 - 1.50 Strongly Disagree (SD)

GW - Government workers perceptions
 NGW - Non-government workers perceptions

involved in the study were connected with government agencies and proved to be effective in their respective positions. This was supported by the fact that data collected on the gay-respondents' position showed that most of them were already middle managers and top managers.

Also, from Table 10, it can be noted that the non-government workers posted the highest weighted mean of 4.65 or "strongly agree" for the indicator that "Gays are good at the things they do at work, home, etc." This was followed by a weighted mean of 4.50 or "agree" for the statement "Gays' conduct are usually beyond reproach," and like the government workers, the non-government workers who were involved in the study showed that they were "uncertain" on the indicator that "Gays usually influence others to do that which benefit them all" inasmuch as the corresponding weighted mean was posted at 3.09. On the whole, the non-government workers posted a grand mean of 4.07 for the indicators on behavior of gays indicating that they agreed on the listed statements. Thus, this also implied that the government workers perceived the gays to have positive or good behavior.

Intellectual and Social Status. The gays' self-assessment relative to their intellectual and social status are depicted in Table 11. Of the five listed indicators,

Table 11

Self-Concept (Intellectual and Social Status)
of Gays as Perceived by Themselves

| Indicators | Responses | | | | | Total | Weighted Mean/ Inter- pretation |
|---|--------------|--------------|----------|----------|-----------|--------------|--|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I do not have trouble remembering things. | (615) 123 | (108) 27 | - | - | - | (723) 150 | 4.82 SA |
| 2. Other people at work, school or home think I am smart & interesting. | (180) 36 | (456) 114 | - | - | - | (636) 150 | 4.24 A |
| 3. I am smart. | (20) 4 | (548) 146 | - | - | - | (604) 150 | 4.03 A |
| 4. I am not dumb about things and even about the small world I am in. | (10) 2 | (592) 148 | - | - | - | (602) 150 | 4.01 A |
| 5. I do not fear having to converse with someone with a good education. | (110) 22 | (512) 128 | - | - | - | (622) 150 | 4.15 A |
| Grand Total | | | | | | | 21.25 - |
| Grand Mean | | | | | | | 4.25 A |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

the gays posted the highest weighted mean value of 4.82 or "strongly agree" for the statement "I do not have trouble remembering things," followed by 4.24 or "agree"

for the statement "Other people at work, school or home think I am smart and interesting." The least weighted mean of 4.01 or "agree" referred to the statement "I am not dumb about things and even about the small world I am in". Consequently, the grand mean was pegged at 4.25 or "agree", implying that the gays assessed themselves to have high intellectual and social status owing to the fact that they manifested agreement to the five listed indicators of intellectual and social status.

Meanwhile, the assessments of the two other groups of respondents on intellectual and social status of the gays are found in Table 12. As assessed by the government workers, "Gays do not have trouble remembering things" as evidenced by the fact that this indicator obtained the highest weighted mean of 4.06 or "agree". Furthermore, this group of respondents also agreed that: 1) Other people at work, school or home think gays are smart and interesting," 2) Gays do not fear to converse with someone with a good education," and 3) Gays are not dumb about things and even the small world they are in," with weighted means of 4.04, 4.03 and 3.98, respectively.

The government workers showed that they were "uncertain" on one indicator - "Gays are smart" which obtained a weighted mean of 3.26. In general, the government workers pegged a grand mean of 3.87 or "agree" for the

Table 12

Self-Concept (Intellectual and Social Status)
of Gays as Perceived by Government and
Non-Government Workers

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|-----------|----------|----------|----------|-----------|-------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays do not have trouble remembering things. | (GW) | (95) | (1196) | - | - | - | (1291) |
| | | 19 | 299 | - | - | - | 318 |
| | (NGW) | (185) | (908) | - | - | - | (1093) |
| | | 37 | 227 | - | - | - | 264 |
| | | | | | | | 4.06 A |
| | | | | | | | 4.14 A |
| 2. Other people at work, school or home think gays are smart and interesting. | (GW) | (65) | (1120) | - | - | - | (1285) |
| | | 13 | 305 | - | - | - | 318 |
| | (NGW) | (295) | (820) | - | - | - | (1038) |
| | | 59 | 205 | - | - | - | 264 |
| | | | | | | | 4.04 A |
| | | | | | | | 4.22 A |
| 3. Gays are smart. | (GW) | - | (720) | (126) | (192) | - | (1038) |
| | | - | 180 | 42 | 96 | - | 318 |
| | (NGW) | (20) | (385) | (276) | (182) | - | (863) |
| | | 4 | 77 | 92 | 91 | - | 264 |
| | | | | | | | 3.26 U |
| | | | | | | | 3.27 U |
| 4. Gays are not dumb about things & even about the small world they are in. | (GW) | - | (1248) | (18) | - | - | (1266) |
| | | - | 312 | 6 | - | - | 318 |
| | (NGW) | - | (952) | (78) | - | - | (1030) |
| | | - | 238 | 26 | - | - | 264 |
| | | | | | | | 3.98 A |
| | | | | | | | 3.90 AA |
| 5. Gays do not fear to converse with someone with a good education. | (GW) | (40) | (1240) | - | - | - | (1280) |
| | | 8 | 310 | - | - | - | 318 |
| | (NGW) | (405) | (732) | - | - | - | (1137) |
| | | 81 | 183 | - | - | - | 264 |
| | | | | | | | 4.03 A |
| | | | | | | | 4.31 A |
| Grand Total | GW | - | - | - | - | - | 19.37 |
| | NGW | - | - | - | - | - | 19.84 |
| Grand Mean | GW | - | - | - | - | - | 3.87 |
| | NGW | - | - | - | - | - | 3.97 |

Legend:

| | | |
|-------------|------------------------|--|
| 4.51 - 5.00 | Strongly Agree (SA) | GW - Government workers perceptions |
| 3.51 - 4.50 | Agree (A) | NGW - Non-government workers perceptions |
| 2.51 - 3.50 | Undecided (U) | |
| 1.51 - 2.50 | Disagree (D) | |
| 1.00 - 1.50 | Strongly Disagree (SD) | |

listed indicators on intellectual and social status of gays, implying that they considered gays to have high intellectual and social status.

On the part of the non-government workers' assessment, it can be gleaned from Table 12 that this group of respondents "agreed" on four out of the five listed indicators of gays' intellectual and social status. Of these four, the indicator that "Gays do not fear to converse with someone with a good education" obtained the highest weighted mean of 4.31 which means "agree". This was followed by "Other people at work, school or home think gays are smart and interesting," and "Gays do not have trouble remembering things" with weighted means of 4.22 and 4.14, respectively which meant "agree". Like the government workers, they were "uncertain" on the statement that "Gays are smart" as evidenced by the obtained weighted mean of 3.27. On the whole, the non-government workers assessed gays to have high intellectual and social status inasmuch as the grand mean for this factor-structure was pegged at 3.97, indicating that they agreed on the listed indicators.

Physical appearance and attributes. The data contained in Table 13 referred to the self-assessments of gays on their physical appearance and attributes. It can be noted

Table 13

**Self-Concept (Physical Appearance and Attributes)
of Gays as Perceived by Themselves**

| Indicators | Responses | | | | | Total | :Weighted :Mean/ :Inter- :pretation |
|---|-----------------|----------------|----------------|----------------|-----------------|--------------|--|
| | : 5 : :(SA): | : 4 : :(A): | : 3 : :(U): | : 2 : :(D): | : 1 : :(SD): | | |
| 1. I am strong. | (490) 98 | (208) 52 | - | - | - | (698) 150 | 4.65 SA |
| 2. I am popular to most of the people I meet. | (210) 42 | (400) 100 | (24) 8 | - | - | (634) 150 | 4.23 A |
| 3. Everyone compliments me about my looks. | (115) 23 | (508) 127 | - | - | - | (623) 150 | 4.15 A |
| 4. I feel that my figure is as acceptable as I want it to be. | - | (600) 150 | - | - | - | (600) 150 | 4.00 A |
| 5. My looks please me. | (735) 147 | (12) 3 | - | - | - | (747) 150 | 4.98 SA |
| Grand Total | | | | | | | 22.01 - |
| Grand Mean | | | | | | | 4.40 A |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

from the said table that the gays "strongly agreed" on two of the five listed indicators and "agreed" on the remaining three. The highest mean was pegged at 4.98 followed by the weighted mean of 4.65 both meant "strongly agree" which

corresponded to: "My looks please" and "I am strong," respectively. On the otherhand, the lowest weighted mean posted at 4.00 or "agree" for the statement "I feel that my figure is as acceptable as I want it to be." On the whole, the grand mean of the responses of the gay-respondents was 4.40 or "agree," indicating that they had positive self-concept on their physical appearance and attributes.

For the assessments of the government and non-government workers, the data are reflected in Table 14. The government workers, "agreed" on two indicators of gays' physical appearance and attributes, namely: 1) Everyone compliments gays about their looks - 4.00, and 2) Gays feel that their figures are acceptable as they want to be - 4.00. This group of respondents were "uncertain" on the indicators as follows: "Gays feel that their looks please them," "Gays are strong," and "Gays are popular to most people they meet," with weighted means of 3.47, 3.45 and 3.16, respectively. Taking the government workers' responses as a whole, the grand mean was pegged at 3.62 or "agree", implying that they assessed gays to have positive self concept on their physical appearance and attributes.

Meanwhile, the non-government workers, "agreed" on three indicators of gays' physical appearance and attributes to wit: 1) Everyone compliments gays about their looks -

Table 14

**Self-Concept (Physical Appearance and Attributes)
of Gays as Perceived by Government and
Non-Government Workers**

| Indicators | Responses | | | | | | Total | Weighted Mean/ Interpretation |
|---|-----------|----------|----------|----------|-----------|---|--------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | | |
| 1. Gays are strong. | (GW) | (160) | (660) | (108) | (170) | - | (1098) | |
| | | 32 | 165 | 36 | 85 | - | 318 | 3.45 U |
| | (NGW) | (295) | (632) | (33) | (72) | - | (1032) | |
| | | 59 | 158 | 11 | 36 | - | 264 | 3.91 A |
| 2. Gays are popular to most people they meet. | (GW) | (20) | (644) | (102) | (238) | - | (1004) | |
| | | 4 | 161 | 34 | 119 | - | 318 | 3.16 U |
| | (NGW) | (65) | (316) | (177) | (222) | - | (780) | |
| | | 15 | 79 | 59 | 111 | - | 264 | 2.95 U |
| 3. Everyone compliments gays about their looks. | (GW) | - | (1272) | - | - | - | (1272) | |
| | | - | 318 | - | - | - | 318 | 4.00 A |
| | (NGW) | (165) | (924) | - | - | - | (1089) | |
| | | 33 | 231 | - | - | - | 264 | 4.12 A |
| 4. Gays feel that their figures are as acceptable as they want to be. | (GW) | (265) | (848) | (159) | - | - | (1272) | |
| | | 53 | 212 | 53 | - | - | 318 | 4.00 A |
| | (NGW) | (440) | (468) | (177) | - | - | (1085) | |
| | | 88 | 117 | 59 | - | - | 264 | 4.11 AA |
| 5. Gays feel that their looks please them. | (GW) | - | (916) | (24) | (162) | - | (1102) | |
| | | - | 229 | 8 | 81 | - | 318 | 3.47 U |
| | (NGW) | - | (600) | (51) | (194) | - | (845) | |
| | | - | 150 | 17 | 97 | - | 264 | 3.20 U |
| Grand Total | GW | - | - | - | - | - | - | 18.08 - |
| | NGW | - | - | - | - | - | - | 18.29 - |
| Grand Mean | GW | - | - | - | - | - | - | 3.62 A |
| | NGW | - | - | - | - | - | - | 3.66 A |

Legend:

| | | |
|-------------|------------------------|--|
| 4.51 - 5.00 | Strongly Agree (SA) | GW - Government workers perceptions |
| 3.51 - 4.50 | Agree (A) | NGW - Non-government workers perceptions |
| 2.51 - 3.50 | Undecided (U) | |
| 1.51 - 2.50 | Disagree (D) | |
| 1.00 - 1.50 | Strongly Disagree (SD) | |

4.12, 2) Gays feel that their figures are as acceptable as they want to be - 4.11, and 3) Gays are strong - 3.91. This group of respondents were "uncertain" that "Gays feel that their looks please them," and "Gays are popular to most people they meet" with weighted means of 3.20 and 2.95, respectively. In general, the non-government workers pegged a grand mean of 3.66 or "agree", indicating that this group also assessed the gays to have positive self-concept in relation to their physical appearance and attributes.

Anxiety/Fear. The self-concept of gays relative to their anxiety/fear are shown in Table 15. It can be gleaned from the said table that the responses of the gays on their fear/anxiety varied from one indicator to another. The highest weighted mean of 4.56 or "strongly agree" referred to the indicator that "My look bother me". This was followed by the weighted means of 4.07 and 4.00, both mean "agree" for the indicators, "I am often sad and lonely" and "I really worry a lot," respectively. The lowest weighted mean, on one hand, was posted at 1.17 or "strongly disagree" for the indicator that "I do not face my problems to overcome them". Consequently, the gays' responses clustered around the grand mean of 3.08 or "undecided," which meant that no generalization could be arrived at in relation to

Table 15

Self-Concept (Anxiety / Fear) of Gays
as Perceived by Themselves

| Indicators | Responses | | | | | Total | :Weighted :Mean/ :Inter- :pretation |
|---|-----------------|---------------|---------------|---------------|----------------|--------------|--|
| | : 5 : :(SA): | : 4 : (A): | : 3 : (U): | : 2 : (D): | : 1 : (SD): | | |
| 1. I am often sad and lonely. | (225) 45 | (315) 78 | (60) 20 | (14) 7 | - | (611) 150 | 4.07 A |
| 2. My looks bother me. | (420) 84 | (264) 66 | - | - | - | (684) 150 | 4.56 SA |
| 3. I do not face my problems to overcome them. | - | - | - | (52) 26 | (124) 124 | (176) 150 | 1.17 SD |
| 4. I really worry a lot. | (140) 28 | (408) 102 | (36) 12 | (16) 8 | - | (600) 150 | 4.00 A |
| 5. I have not learned to be happy based on my expectations. | - | - | - | (184) 92 | (58) 58 | (242) 150 | 1.61 D |
| Grand Total | | | | | | | 15.41 - |
| Grand Mean | | | | | | | 3.08 U |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

the gays' self assessment on their anxiety/fear. This indicated that there were times when they felt anxious or fearful and there were also times when they felt comfortable and/or confident.

Table 16

Self-Concept (Anxiety / Fear) of Gays as Perceived
by Government and Non-Government Workers

| Indicators | Responses | | | | | Total | Weighted | |
|---|-----------|-------------|------------|-------------|-----------|-------|----------|----------------|
| | | | | | | | Mean/ | Interpretation |
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | | |
| 1. Gays are often sad and lonely. | (GW) | - (16) | - (450) | (89) | (555) | | | |
| | | - 4 | - 225 | 89 | 318 | 1.75 | D | |
| | (NGW) | - (88) | - (286) | (99) | (473) | | | |
| | | - 22 | - 143 | 99 | 264 | 1.79 | D | |
| 2. Gays are bothered by their looks. | (GW) | (255) (680) | (39) (128) | (20) (1122) | | | | |
| | | 51 170 | 13 64 | 20 318 | 318 | 3.53 | A | |
| | (NGW) | (155) (308) | (66) (158) | (55) (742) | | | | |
| | | 31 77 | 22 79 | 55 264 | 264 | 2.81 | U | |
| 3. Gays do not face their problems to overcome them. | (GW) | - - | - (398) | (119) (517) | | | | |
| | | - - | - 199 | 119 318 | 318 | 1.63 | D | |
| | (NGW) | - - | - (264) | (132) (396) | | | | |
| | | - - | - 132 | 132 264 | 264 | 1.50 | SD | |
| 4. Gays worry a lot. | (GW) | (445) (856) | (45) - | - (1346) | | | | |
| | | 89 214 | 15 - | - 318 | 318 | 4.23 | A | |
| | (NGW) | (440) (432) | (204) - | - (1076) | | | | |
| | | 88 108 | 68 - | - 264 | 264 | 4.08 | AA | |
| 5. Gays have not learned to be happy based on their expectations. | (GW) | - - | - (602) | (7) (609) | | | | |
| | | - - | - 301 | 7 318 | 318 | 1.92 | D | |
| | (NGW) | - - | - (426) | (51) (477) | | | | |
| | | - - | - 213 | 51 264 | 264 | 1.81 | D | |
| Grand Total | GW | - - | - - | - - | - - | 13.06 | - | |
| | NGW | - - | - - | - - | - - | 11.99 | - | |
| Grand Mean | GW | - - | - - | - - | - - | 2.61 | U | |
| | NGW | - - | - - | - - | - - | 2.40 | D | |

Legend:

| | | |
|-------------|------------------------|--|
| 4.51 - 5.00 | Strongly Agree (SA) | GW - Government workers perceptions |
| 3.51 - 4.50 | Agree (A) | NGW - Non-government workers perceptions |
| 2.51 - 3.50 | Undecided (U) | |
| 1.51 - 2.50 | Disagree (D) | |
| 1.00 - 1.50 | Strongly Disagree (SD) | |

The assessments of the government workers on gays anxiety and fear are shown in Table 16, where the highest weighted mean was pegged at 4.23 or "agree" followed by 3.53 or "agree". These means referred to "Gays worry a lot" and "Gays are bothered by their looks," respectively. Meanwhile this group of respondents "disagreed" that 1) "Gays have not learned to be happy based on their expectations," 2) "Gays are often sad and lonely," and 3) "Gays do not face their problems to overcome them" with weighted means of 1.92, 1.75 and 1.63, respectively. In general, the government workers were "uncertain" of the gays' self concept relative to fear/anxiety inasmuch as the obtained grand mean was 2.61.

Meanwhile, the non-government workers, as can be noted from Table 16, "agreed" to one indicator that "Gays worry a lot" as evidenced by the weighted mean of 4.08. This group of respondents "disagreed" on indicators, namely: "Gays have not learned to be happy based on their expectations" with a weighted mean of 1.81, and "Gays are often sad and lonely" with a weighted mean of 1.79. On the otherhand, the lowest weighted mean was pegged at 1.50 which meant "strongly disagree" which referred to "Gays do not face their problems to overcome them". Generally, the non-government workers "disagreed" on the indicators of gays' self-concept in relation to their anxiety/fear as evidenced by the grand mean of 2.40. This meant they perceived gays

to have less anxiety/fear, and that most often, they were confident of themselves.

Popularity Relative to the self-concept of gays along their popularity, Table 17 shows that out of the five listed indicators, they agreed on four indicators, where the highest weighted mean was pegged at 4.11 which referred to two statements, namely: 1) "I am one of the most accepted and popular people I know, and 2) "My fellow workers and classmates include me in their conversation and activities". The lowest weighted of 1.69 or "disagree" was rated to "I do not feel that other people are making fun of me behind my back." On the whole, the gay-respondents agreed on the listed indicators of their self-concept on popularity since the grand mean obtained was 3.65. This implies that the gays involved in the study considered themselves popular which could be attributed to the fact that they proved themselves to be capable of equipping themselves with sufficient educational background and were occupying important and strategic positions in their respective agencies.

As depicted in Table 18, the government workers involved in the study showed that they were "uncertain" in the four listed indicators on gays' popularity. Of these,

Table 17

**Self-Concept (Popularity) of Gays
as Perceived by Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Inter- pretation |
|---|-----------|----------|----------|----------|-----------|-------|--|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I do not feel that other people are making fun of me behind my back. | - | - | - | (206) | (47) | (253) | 1.69 D |
| 2. I am quite popular, because I care about people. | (40) | (568) | - | - | - | (608) | 4.05 A |
| 3. People do not pick on me. | (250) | (360) | (30) | - | - | (640) | 4.27 A |
| 4. I am one of the most accepted and popular people I know. | (100) | (504) | (12) | - | - | (616) | 4.11 A |
| 5. My fellow workers or classmates include me in their conversation and activities. | (100) | (508) | (9) | - | - | (617) | 4.11 A |
| Grand Total | | | | | | | 18.23 - |
| Grand Mean | | | | | | | 3.65 A |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

the highest weighted mean was 3.44 while the lowest weighted mean was 2.53 for the statements "Gays' fellow workers and

Table 18

**Self-Concept (Popularity) of Gays as Perceived
by Government and Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-------------|----------|----------|----------|-----------|--------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays do not feel that other people are making fun of them behind their back. | (GW) - | - | (102) | (538) | (15) | (655) | |
| | - | - | 34 | 269 | 15 | 318 | 2.06 D |
| | (NGW) - | - | (177) | (360) | (25) | (562) | |
| | - | - | 59 | 180 | 25 | 264 | 2.13 D |
| 2. Gays are quite popular because they care about people. | (GW) - | (612) | (39) | (178) | (63) | (892) | |
| | - | 153 | 13 | 89 | 63 | 318 | 2.18 U |
| | (NGW) - | (336) | (66) | (140) | (88) | (630) | |
| | - | 84 | 22 | 70 | 88 | 264 | 2.39 D |
| 3. People do not pick on gays. | (GW) (30) | (312) | - | (458) | (5) | (805) | |
| | 6 | 78 | - | 229 | 5 | 318 | 2.53 U |
| | (NGW) (185) | (176) | - | (338) | (14) | (713) | |
| | 37 | 44 | - | 169 | 14 | 264 | 2.70 U |
| 4. Gays are the most accepted and popular people. | (GW) (20) | (660) | (90) | (196) | (21) | (987) | |
| | 4 | 165 | 30 | 98 | 21 | 318 | 3.10 U |
| | (NGW) (110) | (468) | (165) | (140) | - | (883) | |
| | 22 | 117 | 55 | 70 | - | 264 | 3.34 UA |
| 5. Gays' fellow workers or classmates include them in their conversation and activities. | (GW) (20) | (812) | (165) | (84) | (14) | (1095) | |
| | 4 | 209 | 55 | 42 | 14 | 318 | 3.44 U |
| | (NGW) (75) | (556) | (186) | (96) | - | (913) | |
| | 15 | 139 | 62 | 48 | - | 264 | 3.46 U |
| Grand Total | GW | - | - | - | - | - | 13.94 - |
| | NGW | - | - | - | - | - | 14.02 - |
| Grand Mean | GW | - | - | - | - | - | 2.79 U |
| | NGW | - | - | - | - | - | 2.80 U |

Legend:

4.51 - 5.00 Strongly Agree (SA)
 3.51 - 4.50 Agree (A)
 2.51 - 3.50 Undecided (U)
 1.51 - 2.50 Disagree (D)
 1.00 - 1.50 Strongly Disagree (SD)

GW - Government workers perceptions
 NGW - Non-government workers perceptions

classmates include them in their conversation and activities," and "People do not pick on gays," respectively. The remaining one indicator - "Gays do not feel that other people are making fun of them behind their backs" obtained a weighted mean of 2.06 or "disagree." Thus, the grand mean of the responses of this group of respondents which was pegged at 2.79 or "uncertain" indicated that they were not sure of the popularity of gays.

Meanwhile, the non-government workers manifested that they were uncertain on three out of the five listed indicators on gays' popularity with weighted means of 3.46, 3.34, and 2.70. These means corresponded to the following: 1)Gays fellow workers or classmates include them in their conversation, 2) Gays are the most accepted and popular people, and 3) People do not pick on gays. Furthermore, the non-government workers disagreed that "Gays are popular because they care about people" and "Gays do not feel that other people are making fun of them behind their back" which obtained weighted means of 2.39 and 2.13, respectively. Like the government workers, this group of respondents were in general uncertain of the popularity of gays as evidenced by the grand mean of 2.80.

Happiness and Satisfaction. For this factor - structure, the self assessment of gays are found in Table 19

Table 19

Self-Concept (Happiness and Satisfaction)
of Gays as Perceived by Themselves

| Indicators | Responses | | | | | Total | Weighted Mean/ Inter- pretation |
|--|--------------|-------------|------------|------------|------------|--------------|--|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I am a happy person. | (400) 80 | (280) 70 | - | - | - | (680) 150 | 4.53 SA |
| 2. I am satisfied with the way things are. | - | - | (60) 20 | (80) 40 | (80) 80 | (220) 150 | 1.47 SD |
| 3. I really live the life I live. | (350) 70 | (320) 80 | - | - | - | (670) 150 | 4.47 A |
| 4. My family life is the greatest. | (600) 120 | (120) 30 | - | - | - | (720) 150 | 4.80 SA |
| 5. I am easy to go along with. | (300) 60 | (360) 90 | - | - | - | (660) 150 | 4.40 A |
| Grand Total | | | | | | | 19.67 - |
| Grand Mean | | | | | | | 3.93 A |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

As suggested by the said table, the highest weighted mean was posted at 4.80 followed by 4.53, both mean "strongly agree." These were for the following statements: 1) "My family life is the greatest," and 2) "I am a happy person," respectively, Meanwhile, the lowest weighted mean

was pegged at 1.47 or "strongly disagree" for the statement "I am satisfied with the way things are." On the whole, the grand mean of 3.93 or "agree" indicate that gays are in general, happy and satisfied persons.

In Table 20, the government workers' perception on self-concept of the gays particularly along happiness and satisfaction showed that this group "agreed" on three out of the five listed indicators with the highest weighted mean of 4.28 which referred to "Gays are easy to get along with." On the other hand, the lowest weighted means of 2.73 or "uncertain" was given to the statement "Gays are satisfied with the way things are: As a whole, the grand mean of 3.66 or "agree" meant that the government workers who were involved in the study considered gays to be happy and satisfied, in general.

The same trend of responses could be observed from the non-government workers' group. For this group the highest weighted mean was posted at 4.29 or "agree" which corresponded to: "Gays are easy to get along with." The statement "Gays are satisfied with the way things are" posted the lowest weighted mean of 2.95. Taking the responses of the non-government workers as a whole, it could be deduced that they agreed on the listed indicators along the popularity aspect of gays. This was evidenced by

Table 20

**Self-Concept (Happiness and Satisfaction) of
Gays as Perceived by Government and
Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted | |
|---|-----------|----------|----------|----------|-----------|-------|-------------------------|---------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | Mean/ Interpretation | |
| 1. Gays are happy people. | (GW) | (40) | (1052) | - | (94) | - | (1186) | |
| | | 8 | 263 | - | 47 | - | 318 | 3.73 A |
| | (NGW) | (110) | (688) | - | (140) | - | (938) | |
| | | 22 | 172 | - | 70 | - | 264 | 3.55 A |
| 2. Gays are satisfied with the way things are. | (GW) | (105) | (168) | (255) | (340) | - | (868) | |
| | | 21 | 42 | 85 | 170 | - | 318 | 2.73 U |
| | (NGW) | (130) | (228) | (177) | (244) | - | (779) | |
| | | 26 | 57 | 59 | 122 | - | 264 | 2.95 U |
| 3. Gays like the life they live. | (GW) | (105) | (804) | (33) | (170) | - | (1112) | |
| | | 21 | 201 | 11 | 85 | - | 318 | 3.50 U |
| | (NGW) | (255) | (632) | (72) | (62) | - | (1021) | |
| | | 51 | 158 | 24 | 31 | - | 264 | 3.87 A |
| 4. Gays feel that their family life are the greatest. | (GW) | (75) | (1204) | (6) | - | - | (1285) | |
| | | 15 | 301 | 2 | - | - | 318 | 4.04 A |
| | (NGW) | (110) | (572) | (297) | - | - | (979) | |
| | | 22 | 143 | 99 | - | - | 264 | 3.71 AA |
| 5. Gays are easy to get along with. | (GW) | (445) | (916) | - | - | - | (1361) | |
| | | 89 | 229 | - | - | - | 318 | 4.28 A |
| | (NGW) | (385) | (748) | - | - | - | (1133) | |
| | | 77 | 187 | - | - | - | 264 | 4.29 A |
| Grand Total | GW | - | - | - | - | - | - | 18.28 - |
| | NGW | - | - | - | - | - | - | 18.37 - |
| Grand Mean | GW | - | - | - | - | - | - | 3.66 A |
| | NGW | - | - | - | - | - | - | 3.67 A |

Legend:

| | | |
|-------------|------------------------|--|
| 4.51 - 5.00 | Strongly Agree (SA) | GW - Government workers perceptions |
| 3.51 - 4.50 | Agree (A) | NGW - Non-government workers perceptions |
| 2.51 - 3.50 | Undecided (U) | |
| 1.51 - 2.50 | Disagree (D) | |
| 1.00 - 1.50 | Strongly Disagree (SD) | |

the fact that the grand mean was 3.67 or "agree". This data implied that the non-government workers deemed gays to be popular and satisfied.

Morality and Spirituality. The perceptions of the gays themselves in relation to their morality and spirituality are reflected in Table 21. It can be gleaned that the gays "agreed" on the five listed indicators, with the highest mean of 4.37 for "I do not deny my needs, feelings or opinions," while the lowest weighted was 4.01 for "The love of God lives in me, the love of God lives as the power of God flows through me. Whenever I am, God is and all is well." Consequently the grand mean was posted at 4.15 which also means "agree". This was indicative of the fact that gays perceived themselves to be moral and spiritual.

Likewise, Table 22 shows that the government workers agreed with all the five listed indicators of gays' morality and spirituality. The statement that "Gays can control the way they feel about other because yield their good feeling for negative and destructive things and feelings obtained the highest weighted mean of 4.10. On one hand, the statement that "Gays face reality and resist nothing they cannot change" posted the lowest weighted mean of 3.72.

Table 21

Self-Concept (Morality and Spirituality)
of Gays as Perceived by Themselves

| Indicators | Responses | | | | | Total | :Weighted :Mean/ :Inter- :pretation |
|--|-----------------|---------------|---------------|---------------|----------------|--------------|--|
| | : 5 : :(SA): | : 4 : (A): | : 3 : (U): | : 2 : (D): | : 1 : (SD): | | |
| 1. I face reality and resist nothing I cannot change. | (120) 24 | (504) 126 | - - | - - | - - | (624) 150 | 4.16 A |
| 2. I do not deny my needs, feelings or opinions to please others. | (280) 56 | (376) 94 | - - | - - | - - | (656) 150 | 4.37 A |
| 3. Our life is what our thoughts make us. | (105) 21 | (516) 129 | - - | - - | - - | (621) 150 | 4.14 A |
| 4. I can control the way I feel about others because I choose not to yield my good thoughts and feelings for negative and destructive things and feelings. | (10) 2 | (592) 148 | - - | - - | - - | (602) 150 | 4.01 A |
| 5. The love of God lives in me, the love of God lives as the power of God flows through me. Whenever I am, God is and all is well. | (70) 14 | (544) 136 | - - | - - | - - | (614) 150 | 4.09 A |
| Grand Total | | | | | | | 20.77 - |
| Grand Mean | | | | | | | 4.15 A |

Legend:

| | |
|-------------|------------------------|
| 4.51 - 5.00 | Strongly Agree (SA) |
| 3.51 - 4.50 | Agree (A) |
| 2.51 - 3.50 | Undecided (U) |
| 1.51 - 2.50 | Disagree (D) |
| 1.00 - 1.50 | Strongly Disagree (SD) |

Table 22

Self-Concept (Morality and Spirituality) of Gays as Perceived by Government and Non-Government Workers

| Indicators | Responses | | | | | Total | Weighted | |
|---|-------------|------------------------|-------|-------|--------|--------|----------|--|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | Mean/ | Interpretation |
| 1. Gays face reality and resist nothing they cannot change. | (125) | (712) | (345) | - | - | (1182) | | |
| | 25 | 178 | 115 | - | - | 318 | 3.72 | A |
| (NGW) | (275) | (512) | (243) | - | - | (1030) | | |
| | 55 | 128 | 81 | - | - | 264 | 3.90 | A |
| 2. Gays do not deny their needs feelings or opinions to please others. | (265) | (576) | (363) | - | - | (1204) | | |
| | 53 | 144 | 121 | - | - | 318 | 3.79 | A |
| (NGW) | (295) | (536) | (212) | - | - | (1044) | | |
| | 59 | 134 | 71 | - | - | 264 | 3.95 | A |
| 3. Gays believe that their life is what their thoughts make them. | (340) | (592) | (306) | - | - | (1238) | | |
| | 68 | 148 | 102 | - | - | 318 | 3.89 | A |
| (NGW) | (420) | (528) | (144) | - | - | (1092) | | |
| | 84 | 132 | 48 | - | - | 264 | 4.14 | A |
| 4. Gays can control the way they feel about others because they do not yield their good thoughts and feelings for negative and destructive things and feelings. | (160) | (1144) | - | - | - | (1304) | | |
| | 32 | 286 | - | - | - | 318 | 4.10 | A |
| (NGW) | (200) | (896) | - | - | - | (1096) | | |
| | 40 | 224 | - | - | - | 264 | 4.15 | AA |
| 5. Gays think that the love of God is in them and that Gods power flows through them. | (265) | (576) | (263) | - | - | (1204) | | |
| | 53 | 144 | 121 | - | - | 318 | 3.79 | A |
| (NGW) | (110) | (616) | (264) | - | - | (990) | | |
| | 22 | 154 | 88 | - | - | 264 | 3.75 | A |
| Grand Total | GW | - | - | - | - | - | 19.29 | - |
| | NGW | - | - | - | - | - | 19.89 | - |
| Grand Mean | GW | - | - | - | - | - | 3.86 | A |
| | NGW | - | - | - | - | - | 3.98 | A |
| Legend: | 4.51 - 5.00 | Strongly Agree (SA) | | | | | | |
| | 3.51 - 4.50 | Agree (A) | | | | | | |
| | 2.51 - 3.50 | Undecided (U) | | | | | | |
| | 1.51 - 2.50 | Disagree (D) | | | | | | |
| | 1.00 - 1.50 | Strongly Disagree (SD) | | | | | | |
| | | | | | | | | GW - Government workers perceptions |
| | | | | | | | | NGW - Non-government workers perceptions |

Hence, the grand mean of the responses of the government workers on gays spirituality and morality was pegged at 3.86 or "agree", implying that the government workers considered gays to be moral and spiritual.

Finally, the non-government workers also "agreed" with the five listed indicators of gays' morality and spirituality. The highest weighted mean was 4.15 for "Gays can control the way they feel about others because they do not yield their good thoughts and feelings for negative and destructive things and feelings," while the lowest weighted mean was posted at 3.75 for "Gays find that the love of God is in them and that God's power flows through them." Correspondingly, the grand mean was pegged at 3.98 which also means "agree". This indicated that the non-government workers joined the government workers in assessing that gays were moral and spiritual.

Comparison of the Perceptions of the Three Groups of Respondents on the Self-Concept of Gays

Table 23 summarizes the perceptions of the gays themselves, government workers and non-government workers. As shown by this table, the gay respondents assessed themselves to have "agreeable" behavior, intellectual and social status, physical appearance and attributes, popularity, happiness and satisfaction as well as morality while, they were "uncertain" in relation to their anxiety

Table 23

**Summary of the Perceptions of the Gays,
Government and Non-Government Workers
on the Self-Concept of Gays**

| Aspect | Respondents' Category | | | | | | Mean/ Interpre- tation | Combined Mean/ Interpre- tation |
|---------------------------------------|-----------------------|---|----------------|---|--------------------|---|------------------------------|--|
| | Gay | | Gov't. Workers | | Non-Gov't. Workers | | | |
| 1. Behavior | 4.08 | A | 4.05 | A | 4.07 | A | 4.07 | A |
| 2. Intellectual and Social Status | 4.25 | A | 3.87 | A | 3.97 | A | 4.03 | A |
| 3. Physical Appearance and Attributes | 4.40 | A | 3.62 | A | 3.66 | A | 3.99 | A |
| 4. Anxiety / Fear | 3.08 | U | 2.61 | U | 2.40 | D | 2.70 | U |
| 5. Popularity | 3.65 | A | 2.79 | U | 2.80 | U | 3.08 | U |
| 6. Happiness & Satisfaction | 3.93 | A | 3.66 | A | 3.67 | A | 3.75 | A |
| 7. Morality & Spirituality | 4.15 | A | 3.86 | A | 3.98 | A | 4.00 | A |
| Total | 27.54 | - | 24.46 | - | 24.55 | - | 25.52 | A |
| Grand Mean | 3.93 | A | 3.49 | U | 3.51 | A | 3.65 | A |
| Standard Deviation | 0.45 | - | 0.56 | - | 0.65 | - | 0.54 | A |

and fear. The grand mean of their responses showed that on the whole, they considered themselves to have agreeable self-concept as evidenced by the grand mean of 3.93.

Meanwhile, the government workers considered the gays to have agreeable self-concept along five out of seven

factor-structures, namely: 1) behavior, 2) intellectual and social status, 3) physical appearance and attributes, 4) happiness and satisfaction, and 5) morality and spirituality. However, they were undecided on the gays' popularity and disagreed that the gays were anxious/fearful. In general, the non-government workers assessed gays to have agreeable self-concept since the grand mean was pegged at 3.65.

The combined responses of the three groups of respondents proved that the highest combined weighted mean was 4.07 or "agree" for gays behavior, while the lowest combined weighted mean was 2.70 or "undecided" for gays' anxiety/fear. This resulted to the grand mean of their combined responses at 3.65 or "agree", indicating that the gays government and non-government workers deemed the gays to have agreeable or positive self-concept.

Comparing the responses of these respondents, it can be observed that the gays gave the highest rating to themselves, followed by the non-government workers and the government workers with grand means of 3.93 or "agree", 3.52 or "agree" and 3.49 or "undecided" respectively. To compare whether there were significant differences among the perceptions of their responses analysis of variance (ANOVA) for one-way classification was applied. The results of this analysis are reflected in Table 24. As shown by the said table, the responses of the three groups of responses

Table 24

ANOVA for Comparing the Perceptions of the
Three Categories of Respondents

| Source of Variation (SV) | Sum of Squares (SS) | Degrees of Freedom (df) | Mean Squares (MS) | F computed | F-tabular |
|--------------------------|---------------------------------|-------------------------|-------------------|------------|-----------|
| Between groups | 0.8778 | 2 | 0.4389 | 1.403 | 3.55 |
| Within groups | 5.6303 | 18 | 0.312 | | |
| Total | 6.5081 | 20 | | | |
| Evaluation: | Not Significant (Accept H_0) | | | | |

were more variable between grouping than within grouping inasmuch as the mean squares between groups turned out to be 0.4389 while the mean squares within groups was 0.312. This resulted to a computed F-value of 1.403 which proved to be lesser than the tabular F-value of 3.55 at .05 level of significance and degrees of freedom = 2 and 18. This led to the acceptance of the hypothesis that "There are no significant differences among the perceptions of the three groups of respondents relative to the self-concept of gays." This implied that the responses given by the gays themselves, the government workers as well as the non-government workers were based on their objective assessments. This result provided evidence to conclude that the gays had positive and/or agreeable self-concept of

themselves.

Gays Contribution Towards
Philippines 2000

The study elicited the opinions of the gays themselves, the government workers as well as the non-government workers relative to the extent to which the gays contributed towards the implementation of the objectives of Philippines 2000 along seven aspects, viz: bureaucracy; economic stability; environment; infrastructure and communication; peace, order and national security; political stability, and social reforms. Their opinions were quantified by asking these respondents to react on the listed probable contribution of these gays. Their reactions were strongly agree - 5, agree - 4, uncertain/undecided - 3, disagree - 2, and strongly disagree - 1. Data collected along the aforesaid areas are herein presented, as follows:

Bureaucracy. The gays' contribution towards the implementation of the objectives of Philippines 2000 along bureaucracy as perceived by the gays themselves are contained in Table 25. Among the five listed indicators, the highest weighted mean posted at 4.28 or "agree" for "I can provide the proper policy environment and from the top allocate critical and limited resources equitably in

Table 25

**Gays' Contribution Towards Philippines 2000
along Bureaucracy as Perceived by the
Gays Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|-------------|-------------|-------------|-------------|-----------|---------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can raise the level of competence and the standard of dedication to duties by being impartial, swift, thorough and unsparing. | (95) 19 | (172) 43 | (264) 88 | - - | - - | (531) 150 | 3.54 A |
| 2. I can pursue a fight against heinous crimes with a greater vigor even as I continue to cleanse government of scalawags and grafters within its ranks whether in the executive, the legislative or judicial branch. | - - | (384) 96 | (117) 39 | (30) 15 | - - | (531) 150 | 3.54 A |
| 3. I can professionalize to begin with the local government units as strategic partners in the development and improvement of government capacity and efficiency across the board, the bureaucracy, civil service in every aspect from top to bottom. | - - | (96) 24 | (228) 76 | (100) 50 | - - | (424) 130 | 2.83 U |
| 4. I can provide the proper policy environment and from the top allocate critical and limited resources equitably in order to give our local government units and their constituencies the wherewithal with which to do their things. | (305) 61 | (280) 70 | (57) 19 | - - | - - | (642) 150 | 4.28 A |

table 25 cont'd.

| | | | | | | | | |
|--|---|--------|-------|---|---|--------|-------|---|
| 5. I can in my own direction under- take a massive program to trans- form as an effective arm of the government an agency towards a world class tax administering agency. | - | (328) | (192) | - | - | (520) | | |
| | - | 82 | 64 | - | - | 150 | 3.47 | U |
| Grand Total | - | - | - | - | - | - | 17.66 | - |
| Grand Mean | - | - | - | - | - | - | 3.53 | A |

Legend:

| | | |
|-------------|------------------------|--|
| 4.51 - 5.00 | Strongly Agree (SA) | GW - Government workers perceptions |
| 3.51 - 4.50 | Agree (A) | NGW - Non-government workers perceptions |
| 2.51 - 3.50 | Undecided (U) | |
| 1.51 - 2.50 | Disagree (D) | |
| 1.00 - 1.50 | Strongly Disagree (SD) | |

order to give our local government units and their constituents the wherewithal with which to do their things." Meanwhile, the lowest weighted mean was 2.83 or "undecided" which referred to "I can professionalize to begin with the local government units as strategic partners in the development and improvement of government capacity and efficiency across the board, the bureaucracy, civil service in every aspect from top to bottom". On the whole, the gays agreed that they could contribute towards the implementation of the objectives of Philippines 2000 along bureaucracy as evidenced by the grand mean which was pegged at 3.53. This implied that the gays perceived themselves to make the vision of Philippines 2000 along this aspect a reality.

As deemed by the government workers as shown in Table 26, they agreed with four out of the five listed contributions of the gays along bureaucracy, where the highest weighted mean of 3.85 corresponded to the statement "Gays can raise the level of competence and the standard of dedication to duties by being impartial swift, thorough and unsparing." The remaining statement that "Gays can pursue a fight against heinous crimes with a greater vigor even as gays continue to cleanse government of scalawags and grafters within its ranks whether in the executive, the legislative or judicial branch" obtained the lowest mean of 3.38 which meant "undecided". The resulting grand mean of 3.65 or "agree" gave evidence that the government workers also "agreed" that gays could make a contribution in the implementation of the objectives of Philippines 2000 along bureaucracy.

Also in Table 26, it can be gleaned that the non-government workers "agreed" with four out of the five listed contributions of the gays along bureaucracy. The highest weighted mean was pegged at 3.38 or "agree" for the statement "Gays can raise the level of competence and the standard of dedication to duties by being impartial, swift, thorough and unsparing." On the other hand, the lowest weighted mean was 3.38 or "undecided" which corresponded to "Gays can professionalize a fight against heinous crimes

Table 26

**Gays' Contribution Towards Philippines 2000 along
Bureaucracy as Perceived by the Government
and Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-----------|----------|----------|----------|-----------|--------|----------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can raise the level of competence and the standard of dedication to duties by being impartial, swift, thorough and unsparing. | (225) | (716) | (282) | - | - | (1223) | |
| | 45 | 179 | 94 | - | - | 318 | 3.85 A |
| 2. Gays can pursue a fight against heinous crimes with a greater vigor even as I can continue to cleanse government of scalawags and grafters within its ranks whether in the executive, the legislative or judicial branch. | (225) | (536) | (255) | - | - | (1016) | |
| | 45 | 134 | 85 | - | - | 264 | 3.85 A |
| 3. Gays can professionalize to begin with the local government units as strategic partners in the development and improvement of government capacity and efficiency across the board, the bureaucracy, civil service in every aspect from top to bottom. | (160) | (784) | (270) | - | - | (1214) | |
| | 32 | 196 | 90 | - | - | 318 | 3.82 A |
| | (125) | (628) | (225) | (14) | - | (992) | |
| | 25 | 157 | 75 | 7 | - | 264 | 3.76 A |
| 4. Gays can provide the proper policy environment and from the top allocate critical and limited resources equitably in order to give our local government units and their constituencies the wherewithal with which to do their things. | (100) | (620) | (207) | (148) | - | (1075) | |
| | 20 | 155 | 69 | 74 | - | 318 | 3.38 U |
| | (105) | (480) | (186) | (122) | - | (893) | |
| | 21 | 120 | 62 | 61 | - | 264 | 3.38 U |
| 5. Gays can provide the proper policy environment and from the top allocate critical and limited resources equitably in order to give our local government units and their constituencies the wherewithal with which to do their things. | (235) | (488) | (447) | - | - | (1170) | |
| | 47 | 122 | 149 | - | - | 318 | 3.66 A |
| | (290) | (248) | (357) | - | - | (995) | |
| | 58 | 87 | 119 | - | - | 264 | 3.77 AA |

table 26 cont'd.

| | | | | | | | | | |
|---------------------------------|-------|-------|--------|-------|------|---|--------|-------|---|
| ----- | | | | | | | | | |
| 5. Gays can in their own direc- | (GW) | (25) | (656) | (432) | (10) | - | (1123) | | |
| tion undertake a massive | | 5 | 164 | 144 | 5 | - | 318 | 3.53 | A |
| program to transform as an | (NGW) | (310) | (336) | (348) | (4) | - | (998) | | |
| effective arm of the govern- | | 62 | 84 | 116 | 2 | - | 264 | 3.78 | A |
| ment an agency towards a | | | | | | | | | |
| world class tax administe- | | | | | | | | | |
| ring agency. | | | | | | | | | |
| ----- | | | | | | | | | |
| Grand Total | GW | - | - | - | - | - | - | 18.26 | - |
| | NGW | - | - | - | - | - | - | 18.56 | - |
| ----- | | | | | | | | | |
| Grand Mean | GW | - | - | - | - | - | - | 3.65 | A |
| | NGW | - | - | - | - | - | - | 3.71 | A |
| ===== | | | | | | | | | |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

with a greater vigor even as gays continue to cleanse government of scalawags and grafters within its ranks whether in the executive, the legislative or judicial branch." Thus, the grand mean of the responses of the non-government workers posted at 3.71 or "agree" indicating that the non-government workers, like the government workers assessed gays to make a contribution towards the implementation of the objectives of Philippines 2000 along bureaucracy.

Economic Stability. Along this objective of Philippines 2000 the responses of the gays themselves are reflected in Table 27. As gleaned from the said table, the

Table 27

**Gays' Contribution Towards Philippines 2000 Along
Economic Stability as Perceived by Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-----------|----------|----------|----------|-----------|--------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can identify thru polevaulting strategy of developing our competitive niches in the global economy such as exporting not only national in scope but globally as well. | - | (432) | (126) | - | - | (558) | 3.72 A |
| | - | 108 | 42 | - | - | 150 | |
| 2. I can give the highest priority to deepening and fast tracking reforms to free the market-to-prepare the ground for faster and sustained economic growth. | (165) | (416) | (39) | - | - | (620) | 4.13 A |
| | 33 | 104 | 13 | - | - | 150 | |
| 3. I can emphasize and encourage innovations by promoting a culture of creativity, productivity and excellence in both the public and the private sectors. | (350) | (320) | - | - | - | (670) | 4.47 A |
| | 70 | 80 | - | - | - | 150 | |
| 4. I can set myself specific objective and target which is high enough to be meaningful by undertaking many "must do" development programs and project. | (265) | (388) | - | - | - | (653) | 4.35 A |
| | 53 | 97 | - | - | - | 150 | |

table 27 cont'd.

| | | | | | | | | |
|--|-------|--------|---|---|---|--------|-------|---|
| 5. I can ensure an economy which is vigorous, sustainable and resilient enough to resist outside manipulation and strong enough to compete the world as a challenge for globalization. | (235) | (412) | - | - | - | (647) | | |
| | 47 | 103 | - | - | - | 150 | 4.31 | A |
| Grand Total | - | - | - | - | - | - | 20.98 | - |
| Grand Mean | - | - | - | - | - | - | 4.20 | A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
 3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
 2.51 - 3.50 Undecided (U)
 1.51 - 2.50 Disagree (D)
 1.00 - 1.50 Strongly Disagree (SD)

gays agreed with all the five indicators, where the highest weighted mean was 4.47 or "agree" while the lowest weighted mean was 3.72 or "agree". These values corresponded to: "I can emphasize and encourage innovations by promoting a culture of creativity, productivity and excellence in both the public and the private sectors," and "I can identify the pole-vaulting strategy of developing our competitive niches in the global economy such as exporting not only national in scope but globally, as well," respectively. Consequently, the grand mean posted at 4.20 or "agree", implying that the gays assessed themselves capable of contributing towards the implementation of Philippines 2000 along economic stability.

As for the responses of the government workers shown in

Table 28, they "strongly agreed" with two out of the five listed indicators and "agreed" with the remaining three indicators. Furthermore, the statement that "Gays can emphasize and encourage innovations by promoting a culture of creativity, productivity and excellence in both the public and the private sectors" obtained the highest weighted mean of 4.75 or "strongly agree". On one hand, the indicator that "Gays can give the highest priority of deepening and fast tracking reforms to free the market-to prepare the ground for faster and sustained economic growth" was given the lowest weighted mean of 3.72 or "agree". In general, the government workers considered gays to have a contribution towards economic stability objective of Philippines 2000. This is supported by the fact that the grand mean posted at 4.27 or "agree".

For the non-government workers, it can be seen from Table 28 that the highest weighted mean was 4.55 or "strongly agree" and the lowest weighted mean was 3.67 or "agree" which corresponded to: 1) Gays can ensure an economy which is vigorous, sustainable and resilient enough to resist outside manipulation and strong enough to compete the world as a challenge for globalization," and 2) Gays can give the highest priority to deepening and fast tracking reforms to free the market - to prepare the ground for

Table 28

**Gays' Contribution Towards Philippines 2000 Along
Economic Stability as Perceived by the
Government and Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|--|------------------------------|------------------------------|--------------------|------------------|--------------------------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can identify thru pole- vaulting strategy of develo- ping our competitive niches(NGW) in the global economy such as exporting not only national in scope but globally as well. | (285) 57 (250) 50 | (644) 161 (528) 132 | (300) 100 (246) 82 | - - - - | - - - - | (1229) 318 (1024) 264 | 3.86 A 3.88 A |
| 2. Gays can give the highest priority to deepening and fast tracking reforms to free the market - to pre- pare the ground for faster and sustained economic growth. | (GW) (395) 79 (NGW) (270) 54 | (284) 71 (284) 71 | (504) 168 (408) 136 | - - (6) 3 | - - - - | (1183) 318 (968) 264 | 3.72 A 3.67 A |
| 3. Gays can emphasize and en- courage innovations by promoting a culture of creativity, productivity and excellence in both the public and the private sector | (GW) (1200) 240 (NGW) (680) 136 | (312) 78 (512) 128 | - - - - | - - - - | - - - - | (1512) 318 (1190) 264 | 4.75 SA 4.52 SA |
| 4. Gays can set specific objective and target which is high enough to be meaningful by undertaking many "must do" development programs and projects. | (GW) (775) 155 (NGW) (700) 140 | (636) 159 (496) 124 | (12) 4 - - | - - - - | - - - - | (1423) 318 (1196) 264 | 4.47 A 4.53 SA |

table 28 cont'd.

| | | | | | | | | | | |
|--------------------------------|-------|-------|--------|---|---|---|--------|-------|----|--|
| ----- | | | | | | | | | | |
| 5. Gays can ensure an economy | (GW) | (895) | (556) | - | - | - | (1451) | | | |
| which is vigorous, sustain- | | 179 | 139 | - | - | - | 318 | 4.56 | SA | |
| able and resilient enough | (NGW) | (720) | (480) | - | - | - | (1200) | | | |
| to resist outside manipulation | | 144 | 120 | - | - | - | 264 | 4.55 | SA | |
| and strong enough to compete | | | | | | | | | | |
| the world as a challenge for | | | | | | | | | | |
| globalization. | | | | | | | | | | |
| ----- | | | | | | | | | | |
| Grand Total | GW | - | - | - | - | - | - | 21.36 | - | |
| | NGW | - | - | - | - | - | - | 21.15 | - | |
| ----- | | | | | | | | | | |
| Grand Mean | GW | - | - | - | - | - | - | 4.27 | A | |
| | NGW | - | - | - | - | - | - | 4.23 | A | |
| ===== | | | | | | | | | | |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

foster and sustained economic growth," respectively. The grand mean, was therefore, pegged at 4.23 or "agree", giving evidence that like the government workers, the non-government workers also deemed gays to be capable of contributing towards the implementation of the objectives of Philippines 2000 along economic stability.

Environment. Found in Table 29 are data on the gay-respondents' perceptions relative to their contribution towards the implementation of the objectives of Philippines 2000 along environment. It can be seen from the said table that all the four listed indicators obtained weighted means which all meant "agree". Of these, the highest weighted

Table 29

**Gays' Contribution Towards Philippines 2000 Along
Environment Perceived by the Gays Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|-------------|--------------|------------|----------|-----------|---------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can assist in educating the people to balance mining with environmental protection which is acceptable by national standards. | (300) 60 | (360) 90 | - | - | - | (660) 150 | 4.40 A |
| 2. I can help through information dissemination the watershed preservation since our troubles begin with an end with water or lack of it. | (370) 74 | (304) 76 | - | - | - | (674) 150 | 4.49 A |
| 3. I can be mindful of the need to keep things clean and green as we grow by implementing the so-called Agenda 21 which is sustainable development. | (390) 78 | (268) 67 | (15) 5 | - | - | (673) 150 | 4.49 A |
| 4. I can cognizance by taking an aggressive development agenda, updated and much stronger environmental management capability. | (60) 12 | (528) 132 | (18) 6 | - | - | (600) 150 | 4.04 A |
| Grand Total | - | - | - | - | - | - | 17.42 - |
| Grand Mean | - | - | - | - | - | - | 4.36 A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

mean which posted at 4.49 referred to two statements, namely: 1) I can help through information dissemination the watershed preservation since our troubles begin with and end with water or lack of it, and 2) I can be mindful of the need to keep things clean and green as we grow by implementing the so-called Agenda -21 which is sustainable development. The indicator that "I can take cognizance by taking an aggressive development agenda, updated and much stronger environmental management capability" posted the lowest weighted mean of 4.04. Correspondingly, the grand mean of the responses of the gays was pegged at 4.36 or "agree." This meant that the gays perceived themselves capable of contributing towards the implementation of Philippines 2000 relative to environment.

On the other hand, data in Table 30 show that the government workers' responses obtained the highest weighted mean at a value of 4.72 or "strongly agree" for the statement "Gays can be mindful of the need to keep things clean and green as we grow by implementing the so-called Agenda 21 which is sustainable development." Meanwhile, the indicator which stated that "Gays can take cognizance by taking an aggressive development agenda, updated and much stronger environmental management capability" got the lowest weighted mean of 3.78 or "agree". Hence, the grand

Table 30

**Gays' Contribution Towards Philippines 2000 Along
Environment Perceived by the Government and
Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-------------|------------------------|----------|----------|-----------|--|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can assist in educating the people to balance mining with environmental protection which is acceptable by national standards. | (985) | (485) | - | - | - | (1469) | |
| | 197 | 121 | - | - | - | 318 | 4.62 SA |
| | (835) | (388) | - | - | - | (1223) | |
| | 167 | 97 | - | - | - | 264 | 4.63 SA |
| 2. Gays can help through information dissemination the watershed preservation since our troubles begin with an end with water or lack of it. | (1095) | (396) | - | - | - | (1491) | |
| | 219 | 99 | - | - | - | 318 | 4.69 SA |
| | (845) | (368) | (9) | - | - | (1222) | |
| | 169 | 92 | 3 | - | - | 264 | 4.63 SA |
| 3. Gays can be mindful of the need to keep things clean & green as we grow by implementing the so-called Agenda 21 which is sustainable development. | (1145) | (356) | - | - | - | (1501) | |
| | 229 | 89 | - | - | - | 318 | 4.72 SA |
| | (885) | (320) | (21) | - | - | (1226) | |
| | 177 | 80 | 7 | - | - | 264 | 4.64 SA |
| 4. Gays can cognize by taking an aggressive development agenda, updated and much stronger environmental management capability. | (365) | (412) | (426) | - | - | (1203) | |
| | 73 | 103 | 142 | - | - | 318 | 3.78 A |
| | (320) | (728) | (54) | - | - | (1102) | |
| | 64 | 182 | 18 | - | - | 264 | 4.17 AA |
| Grand Total | | | | | | | |
| | GW | - | - | - | - | - | 17.81 - |
| | NGW | - | - | - | - | - | 18.07 - |
| Grand Mean | | | | | | | |
| | GW | - | - | - | - | - | 4.45 A |
| | NGW | - | - | - | - | - | 4.52 SA |
| Legend: | 4.51 - 5.00 | Strongly Agree (SA) | | | | GW - Government workers perceptions | |
| | 3.51 - 4.50 | Agree (A) | | | | NGW - Non-government workers perceptions | |
| | 2.51 - 3.50 | Undecided (U) | | | | | |
| | 1.51 - 2.50 | Disagree (D) | | | | | |
| | 1.00 - 1.50 | Strongly Disagree (SD) | | | | | |

mean of 4.45 which meant "agree" provided evidence that the government workers considered gays to have contributed towards the implementation of the environment objectives of Philippines 2000.

The non-government workers' responses as depicted in Table 30 were likewise positive. They "strongly agreed" with three out of the four listed indicators and "agreed" with the remaining one indicator. Among these, the highest weighted mean was pegged at 4.64 or "strongly agree" and the lowest weighted mean was 4.17 or "agree". These values were for the following: "Gays can be mindful of the need to keep things clean and green as we grow by implementing the so called Agenda 21 which is sustainable development," and "Gays can take cognizance by taking an aggressive development agenda, updated and much stronger environmental management capability," respectively.

Infrastructure and Communications. Table 31 shows the responses of the gays themselves relative to their contribution in the implementation of the objectives of Philippines 2000 along infrastructure and communication. As can be observed from the table, the gay-respondents "strongly agreed" that they could undertake some "must do" development program and projects which were, as they said, right along the transport and communication alley since the

Table 31

**Gays' Contribution Towards Philippines 2000 Along
Infrastructure and Communications as Perceived
by the Gays Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-------------|--------------|-------------|----------|-----------|---------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can undertake some "must do" development program and projects which are, as they say, right along the transport and communication alley. | (465) 93 | (228) 57 | - - | - - | - - | (693) 150 | 4.62 SA |
| 2. I can capitalize on our neighbor drive for technology advancement by aspiring to become the center of activities in knowledge-based industries. | (40) 8 | (228) 57 | (255) 85 | - - | - - | (323) 150 | 3.49 U |
| 3. I can upgrade the production and maintenance facilities and fast track a tax incentive program liberal than those of our neighboring countries. | - - | (280) 70 | (240) 80 | - - | - - | (520) 150 | 3.47 U |
| 4. I can fast track the promulgation of "open skies" and open telecommunications policies, provide incentives and attract more investments. | (290) 58 | (368) 92 | - - | - - | - - | (658) 150 | 4.39 A |
| 5. I can be an instrument for intermodal transport and state-of-the-art communication systems linked not only domestically, but fully on line with the global network. | - - | (476) 119 | (93) 31 | - - | - - | (569) 150 | 3.79 A |

table 31 cont'd.

| | | | | | | | | |
|--|-------|-------|---|---|---|--------|-------|---|
| 6. I can prioritize the initiative for concrete manifestations of our commitment to support various infrastructure projects needed to bring the Philippines especially our young people after us into a brighter future. | (320) | (344) | - | - | - | (664) | | |
| | 64 | 86 | - | - | - | 150 | 4.43 | A |
| Grand Total | - | - | - | - | - | - | 24.19 | - |
| Grand Mean | - | - | - | - | - | - | 4.05 | A |

Legends: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

weighted mean was pegged at the highest value of 4.62 or "strongly agree". They were however, "undecided" that they could fast track the promulgation of "open skies" and open telecommunication policies, provide incentives and attract more investments since the corresponding weighted mean, the lowest, posted at 3.47. On the whole, the gays agreed with the statements listed as evidenced by the obtained grand mean of 4.03. This implied that they considered themselves to have a contribution towards the implementation of the objectives of Philippines 2000 along infrastructure and communication.

As can be observed from Table 32, the government

Table 32

**Gays' Contribution Towards Philippines 2000 Along
Infrastructure and Communications as Perceived
by the Government and Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|------------------------------|-------------------------------|------------------------------|------------------|------------------|--------------------------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can undertake some "must-do" development program and projects which are, as they say, right along the transport and communication alley. | (685) 137 (435) 87 | (724) 181 (596) 149 | - - (84) 28 | - - - - | - - - - | (1409) 318 (1115) 264 | 4.43 A 4.22 A |
| 2. Gays can capitalize on our neighbor drive for technology advancement by aspiring to become the center of activities in knowledge-based industries. | (150) 30 (165) 33 | (436) 109 (348) 87 | (537) 179 (432) 144 | - - - - | - - - - | (1123) 318 (945) 264 | 3.53 A 3.58 A |
| 3. Gays can upgrade the production and maintenance facilities and fast track a tax incentive program liberal than those of our neighboring countries. | (20) 4 (495) 99 | (456) 114 (660) 165 | (600) 200 - - | - - - - | - - - - | (1076) 318 (1155) 264 | 3.38 U 4.38 A |
| 4. Gays can fast track the promulgation of "open skies" and open telecommunications policies, provide incentives and attract more investments. | (1025) 205 (490) 98 | (452) 113 (664) 166 | - - - - | - - - - | - - - - | (1477) 318 (1154) 264 | 4.64 SA 4.37 AA |
| 5. Gays can be an instrument for intermodal transport and state-of-the-art communication systems linked not only domestically, but fully on line with the global network. | (325) 65 (280) 56 | (1004) 251 (668) 167 | (6) 2 (123) 41 | - - - - | - - - - | (1335) 318 (1071) 264 | 4.20 A 4.06 AA |

table 32 cont'd.

| | | | | | | | | | |
|---|-------|-------|-------|---|---|---|--------|-------|----|
| 6. Gays can prioritize the initiative for concrete manifestations of our commitment to support various infrastructure projects needed to bring the Philippines especially our young people after us into a brighter future. | (GW) | (845) | (596) | - | - | - | (1441) | | |
| | | 169 | 149 | - | - | - | 318 | 4.53 | SA |
| | (NGW) | (515) | (644) | - | - | - | (1159) | | |
| | | 103 | 161 | - | - | - | 264 | 4.39 | AA |
| Grand Total | GW | - | - | - | - | - | - | 24.71 | - |
| | NGW | - | - | - | - | - | - | 25.00 | - |
| Grand Mean | GW | - | - | - | - | - | - | 4.12 | A |
| | NGW | - | - | - | - | - | - | 4.17 | A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

workers gave weighted means corresponding to "strongly agree" to two indicators, "agree" to three indicators and "undecided" to one indicator. Among these, the highest weighted mean was 4.64 or "strongly agree" and the lowest weighted mean was 3.38 or "undecided" for the following statements: "Gays can fast track the promulgation of "open skies" and open telecommunications policies, provide incentives and attract more investments," and "Gays can upgrade the production and maintenance facilities and fast track a tax incentive program liberal than those of our neighboring countries," respectively. In general, the government workers "agreed" with the listed statements since

the grand means posted at 4.03, indicating that this group of respondents assessed gays to have a workers contribution towards the implementation of infrastructure and communications objectives of Philippines 2000.

Moreover, the non-government workers, as can be seen in Table 32 "agreed" with all the six listed indicators, where the statements that "Gays can prioritize the initiative for concrete manifestations of our commitment to support various infrastructure projects needed to bring the Philippines especially our young people after us into a brighter future," and "Gays can capitalize on our neighbors' drive for based industries" obtained the highest weighted mean of 4.39 and the lowest weighted mean of 3.58, respectively. Thus, the grand mean of the responses of the non-government workers posted at 4.12 or "agree", showing that this group of respondents also assessed gays to have contributed towards the implementation of the objectives of Philippines 2000 along infrastructure and communications.

Peace, Order and National Security. The gays' assessment of their extent of contribution towards this objective of Philippines 2000 along this area is presented in Table 33. As can be noted from this table, the highest weighted mean of the gays' responses was pegged at 4.49 or

Table 33

**Gays' Contribution Towards Philippines 2000 Along
Peace, Order and National Security as
Perceived by the Gays Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|-----------|----------|----------|----------|-----------|--------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can be of help in promoting peace process through the capacity of an adviser or a consultant but not as a negotiator. | - | (336) | (168) | - | - | (504) | |
| | - | 84 | 56 | - | - | 150 | 3.36 U |
| 2. I can, as a missionary help build and help bind our beloved whichever branch of government or of the military or of civil society we may be serving in. | (215) | (388) | - | - | - | (603) | |
| | 43 | 97 | - | - | - | 150 | 4.02 A |
| 3. I can as a constituent make sure that peace process is pursued through negotiations and it should be carried out to its full potentials. | (295) | (324) | - | - | - | (619) | |
| | 59 | 81 | - | - | - | 150 | 4.13 A |
| 4. I can help employ the full force of the government against the criminal outlaws such as the mastermind, druglord and those who persist in challenging the law and undermining the moral fabric of our society. | (370) | (304) | - | - | - | (674) | |
| | 74 | 76 | - | - | - | 150 | 4.49 A |
| Grand Total | - | - | - | - | - | - | 16.00 - |
| Grand Mean | - | - | - | - | - | - | 4.00 A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

"agree" and the lowest posted at 3.36 or "undecided". These values referred to the following: 1) I can employ the full force of the government against the criminal out-laws such as the mastermind, drug lord and those who persist in challenging the law and undermining the moral fabric of our society, and 2) I can be of help in promoting peace process through the capacity of an adviser or a consultant - but not as a negotiator," respectively. On the whole, the grand mean of 4.00 or "agree" indicated that the gays perceived themselves to have contributed towards the implementations of the objectives of Philippines 2000 relative to the area of peace, order and national security.

In Table 34, the group of the government workers gave the highest weighted mean of 4.54 or "strongly agree" to the indicator that: "Gays can, as missionaries help build and bind our beloved nation whichever branch of government or of the military or of civil society we may be serving showing in". However, the statement "Gays can be of help in promoting peace process through the capacity of an adviser or a consultant - but not as a negotiator" obtained the lowest weighted mean of 3.53 or "agree". In general, the grand mean which posted at a value of 4.17 or "agree" showed that the government workers assessed gays to have contributed towards the implementation of the objectives of Philippines 2000 in relation to peace, order

Table 34

**Gays' Contribution Towards Philippines 2000 Along
Peace, Order and National Security as
Perceived by the Government
and Non-Government Workers**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-------------|----------|----------|----------|-----------|--------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can be of help in promoting peace process through the capacity of an adviser or a consultant-but not as a negotiator. | (GW) - | (668) | (453) | - | - | (1121) | |
| | - | 167 | 151 | - | - | 318 | 3.53 A |
| | (NGW) (35) | (540) | (366) | - | - | (941) | |
| | 7 | 135 | 122 | - | - | 264 | 3.56 A |
| 2. Gays can, as a missionary help build and help bind our beloved nation whichever branch of government or of the military or of civil society we may be serving in. | (GW) (855) | (588) | - | - | - | (1443) | |
| | 171 | 147 | - | - | - | 318 | 4.54 SA |
| | (NGW) (605) | (572) | - | - | - | (1177) | |
| | 121 | 143 | - | - | - | 264 | 4.46 A |
| 3. Gays can as a constituent make sure that peace process is pursued through negotiations and it should be carried out to its full potentials. | (GW) (495) | (876) | - | - | - | (1371) | |
| | 99 | 219 | - | - | - | 318 | 4.31 A |
| | (NGW) (390) | (744) | - | - | - | (1134) | |
| | 78 | 186 | - | - | - | 264 | 4.30 A |
| 4. Gays can help employ the full force of the government against the criminal outlaws such as the mastermind, druglord and those who persist in challenging the law and undermining the moral fabric of our society. | (GW) (490) | (880) | - | - | - | (1370) | |
| | 98 | 220 | - | - | - | 318 | 4.31 A |
| | (NGW) (395) | (340) | - | - | - | (1135) | |
| | 79 | 185 | - | - | - | 264 | 4.30 AA |
| Grand Total | GW | - | - | - | - | - | 16.69 - |
| | NGW | - | - | - | - | - | 16.62 - |
| Grand Mean | GW | - | - | - | - | - | 4.17 A |
| | NGW | - | - | - | - | - | 4.16 A |

and national security.

Furthermore, it can be gleaned from Table 34, that the non-government workers "agreed" with all the four listed indicators of peace, order and national security objectives of Philippines 2000. Of these, the highest weighted mean of 4.46 was referred to "Gays can, as missionaries, help build and help bind our beloved nation which ever branch of government or of the military or of civil society we may beserving in," While the lowest weighted mean of 3.56 corresponded to "Gays can be of help in promoting peace process through the capacity of an adviser or a consultant - but not as a negotiator." On the whole, the non-government workers concurred with the government workers that gays had contributed towards the implementation of the objectives of Philippines 2000 relative to peace, order and national security.

Political Stability. The self assessments of gays in relation to their extent of contribution in the implementation of the objectives of Philippines 2000 along political stability are contained in Table 35. It can be observed that one of the five listed indicators obtained a weighted mean which jibed with the "strongly agree" range, while the remaining four got weighted means which jibed with the "agree" range. The highest weighted mean of 4.52 or

Table 35

**Gays' Contribution Towards Philippines 2000 Along
Political Stability as Perceived
by the Gays Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-------------|--------------|-------------|-----------|-----------|---------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can encourage the radical left as well as the conservative-right to take a realty role in electoral politics. | (35) 7 | (448) 62 | (243) 81 | - - | - - | (526) 150 | 3.51 A |
| 2. I can be an instrument in enhancing political transparency, accountability and honesty by seeing the public peso, the people's money spread more equitably and greater cost-effectiveness. | (185) 37 | (300) 75 | (90) 30 | (16) 6 | - - | (591) 150 | 3.94 A |
| 3. I can participate and even forsake personal inclinations, political interests and even monetary convenience when I see that projects being undertaken is for the general good and not for political showcasing. | - - | (480) 120 | (90) 30 | - - | - - | (570) 150 | 3.80 A |
| 4. I can undertake political reforms by promoting a strong and responsible party system. | - - | (456) 114 | (108) 36 | - - | - - | (564) 150 | 3.76 A |

table 35 cont'd.

| | | | | | | | | |
|--|-------|-------|---|---|---|--------|------|----|
| 5. I can implement a so-called "minimum basic needs approach" identifying the basic concern of the masses of our people such as family income, health condition, educational opportunities or jobs and employment and the basic needs in regard to the environment, potable water, training and upgrading schemes for those that had formal education. | (390) | (288) | - | - | - | (678) | | |
| | 78 | 72 | - | - | - | 150 | 4.52 | SA |

| | | | | | | | | |
|-------------|---|---|---|---|---|---|-------|---|
| Grand Total | - | - | - | - | - | - | 19.53 | - |
|-------------|---|---|---|---|---|---|-------|---|

| | | | | | | | | |
|------------|---|---|---|---|---|---|------|---|
| Grand Mean | - | - | - | - | - | - | 3.91 | A |
|------------|---|---|---|---|---|---|------|---|

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

"strongly agree" was given to "I can implement a so-called "minimum basic needs approach" identifying the basic concern of the masses of our people such as family income, health condition, educational opportunities or jobs and employment and the basic needs in regard to the environment, potable water, training and upgrading schemes for those that never had formal education." On the other hand, the lowest weighted mean of 3.51 which meant "agree" corresponded to: "I can encourage the radical left as well as the conservative right to take a healthy role in electoral

politics." Hence, the grand mean of the responses of the gay-respondents was 3.91 or "agree", showing that the gays assessed themselves to have contributed towards the implementation of the objectives of Philippines 2000 particularly on political stability.

As shown in Table 36, the government workers gave the highest weighted mean of 4.46 or "agree" to the same indicator which was given the highest weighted mean by the gay-respondents. However, the lowest weighted mean which posted at a value of 3.71 was referred to the indicator which stated that: "Gays can undertake political reforms by promoting a strong and responsible party system." On the whole, government workers involved in the study deemed gays to have contributed towards the implementation of the objectives of Philippines 2000 along political stability. This was supported by the fact that the grand mean of their responses clustered around the grand mean value of 3.99 which meant "agree".

As for the non-government workers it can be deduced from Table 36 that the same indicator obtained the highest weighted mean which posted a 4.45. Significantly, the lowest weighted mean - 3.71 also corresponded to the same indicator which obtained the lowest mean from the government workers' group. In general, like the gay - respondents and the government workers' group, the non-government workers

Table 36

Gays' Contribution Towards Philippines 2000 Along
Political Stability as Perceived by the
Government and Non-Government Workers

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|--------------------|--------------|-------------|-----------|-----------|---------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can encourage the radical left as well as the conservative-right to take a realty role in electoral politics. | (GW) (310) 62 | (828) 207 | (147) 49 | - | - | (1285) 318 | 4.04 A |
| | (NGW) (225) 45 | (668) 167 | (144) 48 | (8) 4 | - | (1045) 264 | 3.96 A |
| 2. Gays can be an instrument in enhancing political transparency, accountability and honesty by seeing the public peso, the people's money spread more equitably and greater cost-effectiveness. | (GW) (510) 102 | (472) 118 | (294) 98 | - | - | (1276) 318 | 4.01 A |
| | (NGW) (500) 100 | (360) 90 | (198) 66 | (16) 8 | - | (1074) 264 | 4.07 A |
| 3. Gays can participate and even forsake personal inclinations, political interests and even monetary convenience when I see that projects being undertaken is for the general good and not for political showcasing. | (GW) (45) 9 | (856) 214 | (285) 95 | - | - | (1186) 318 | 3.73 A |
| | (NGW) (45) 9 | (700) 175 | (240) 80 | - | - | (985) 264 | 3.73 A |
| 4. Gays can undertake political reforms by promoting a strong and responsible party system. | (GW) - - | (908) 227 | (273) 91 | - | - | (1181) 318 | 3.71 A |
| | (NGW) - - | (752) 188 | (228) 76 | - | - | (980) 264 | 3.71 AA |

table 36 cont'd.

| | | | | | | | | | |
|------------------------------|-------|-------|-------|---|---|---|--------|-------|----|
| 5. Gays can implement a so- | (GW) | (730) | (688) | - | - | - | (1418) | | |
| called "minimum basic needs | | 146 | 172 | - | - | - | 318 | 4.46 | A |
| approach" identifying the | (NGW) | (600) | (576) | - | - | - | (1176) | | |
| basic concern of the masses | | 120 | 144 | - | - | - | 264 | 4.45 | AA |
| of our people such as | | | | | | | | | |
| family income, health condi- | | | | | | | | | |
| tion, educational oppor- | | | | | | | | | |
| tunities or jobs and employ- | | | | | | | | | |
| ment and the basic needs in | | | | | | | | | |
| regard to the environment, | | | | | | | | | |
| potable water, training and | | | | | | | | | |
| upgrading schemes for those | | | | | | | | | |
| that had formal education. | | | | | | | | | |
| Grand Total | GW | - | - | - | - | - | - | 19.95 | - |
| | NGW | - | - | - | - | - | - | 19.92 | - |
| Grand Mean | GW | - | - | - | - | - | - | 3.99 | A |
| | NGW | - | - | - | - | - | - | 3.98 | A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

considered gays to have contributed towards the implementation of the objectives of Philippines 2000 inasmuch as the grand mean was pegged at 3.98 or "agree."

Social Reforms. In Table 37, the gay - respondents' self-assessments of their contribution towards the implementation of social reforms objectives of Philippines 2000 are reflected. As shown by the said table, one out of the five listed indicators - "I can ask our local

Table 37

**Gays' Contribution Towards Philippines 2000
Along Social Reforms As Perceived
by the Gays Themselves**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|---|-------------|-------------|--------------|----------|-----------|---------------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. I can uphold the human and social rights of the urban poor, particularly their freedom of abode and ensure that such rights are not abused nor used as excuses to trample upon the rights of others. | (225) 45 | (388) 97 | (27) 9 | - - | - - | (640) 150 | 4.27 A |
| 2. I can adopt a unique form of adjudication for youth offenders and family altercations through a non-adversarial manner that will treat minors not as aggressors but as victims who need rehabilitation and care. | (260) 52 | (392) 98 | - - | - - | - - | (652) 150 | 4.35 A |
| 3. I can provide and ensure that the economic progress reach the masses of our people in a fast manner by providing employment to more people. | - - | (176) 44 | (318) 106 | - - | - - | (494) 150 | 3.29 U |
| 4. I have the ability to plan programs, budget, monitor, evaluate and account for development activities through increased capability. | (370) 74 | (304) 76 | - - | - - | - - | (674) 150 | 4.49 A |

table 37 cont'd.

| | | | | | | | | |
|---|-------|-------|---|---|---|--------|-------|----|
| 5. I can ask our local communities to take free stock of the situations by looking at our national, economic, social, political and intellectual condition which will be good for the general well-being of our people. | (515) | (188) | - | - | - | (703) | | |
| | 103 | 47 | - | - | - | 150 | 4.69 | SA |
| Grand Total | - | - | - | - | - | - | 21.09 | - |
| Grand Mean | - | - | - | - | - | - | 4.22 | A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
 3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
 2.51 - 3.50 Undecided (U)
 1.51 - 2.50 Disagree (D)
 1.00 - 1.50 Strongly Disagree (SD)

communities to take free stock of the situations by looking at our national, economic, social, political and intellectual condition which will be good for the general well-being of our people" obtained the highest weighted mean value of 4.69 which meant "strongly agree." Meanwhile, the lowest weighted mean of 3.29 or "undecided" referred to the statement that "I can provide and ensure that the economic progress reach the masses of our people." Therefore, the gays deemed themselves to have contributed towards the implementation of Philippines 2000 along social reform since the grand mean was pegged at 4.22 or "agree."

For the government workers' perceptions which are reflected in Table 38, the same indicator which obtained the

Table 38

**Gays' Contribution Towards Philippines 2000 Along
Social Reforms As Perceived by the Government
and Non-Government Workers -**

| Indicators | Responses | | | | | Total | Weighted Mean/ Interpretation |
|--|-----------|----------|----------|----------|-----------|--------|-------------------------------------|
| | 5 (SA) | 4 (A) | 3 (U) | 2 (D) | 1 (SD) | | |
| 1. Gays can uphold the human and social rights of the urban poor, particularly their freedom of abode and ensure that such rights are not abused nor used as excuses to trample upon the rights of others. | (690) | (716) | (3) | - | - | (1409) | |
| | 139 | 179 | 1 | - | - | 318 | 4.43 A |
| | (515) | (644) | - | - | - | (1159) | |
| | 103 | 161 | - | - | - | 264 | 4.39 A |
| 2. Gays can adopt a unique form of adjudication for youth offenders and family altercations through a non-adversarial manner that will treat minors not as aggressors but as victims who need rehabilitation and care. | (620) | (764) | (9) | - | - | (1393) | |
| | 124 | 191 | 3 | - | - | 318 | 4.38 A |
| | (435) | (616) | (69) | - | - | (1120) | |
| | 87 | 154 | 23 | - | - | 264 | 4.24 A |
| 3. Gays can provide and ensure that the economic progress reach the masses of our people in a fast manner by providing employment to more people. | (200) | (404) | (531) | - | - | (1135) | |
| | 40 | 101 | 177 | - | - | 318 | 3.57 A |
| | (145) | (348) | (435) | - | - | (928) | |
| | 29 | 87 | 145 | - | - | 264 | 3.52 A |
| 4. Gays have the ability to plan programs, budget, monitor, evaluate and account for development activities through increased capability. | (605) | (756) | (24) | - | - | (1385) | |
| | 121 | 189 | 8 | - | - | 318 | 4.36 A |
| | (535) | (628) | - | - | - | (1163) | |
| | 107 | 157 | - | - | - | 264 | 4.41 AA |

table 38 cont'd.

| | | | | | | | | | |
|----------------------------------|-------|-------|-------|---|---|---|--------|-------|----|
| 5. Gays can ask our local commu- | (GW) | (845) | (596) | - | - | - | (1441) | | |
| nities to take free stock | | 169 | 149 | - | - | - | 318 | 4.53 | SA |
| of the situations by look- | (NGW) | (600) | (576) | - | - | - | (1176) | | |
| ing at our national, econo- | | 120 | 144 | - | - | - | 264 | 4.45 | AA |
| mic, social, political and | | | | | | | | | |
| intellectual condition which | | | | | | | | | |
| will be good for the general | | | | | | | | | |
| well-being of our people. | | | | | | | | | |
| Grand Total | GW | - | - | - | - | - | - | 21.27 | - |
| | NGW | - | - | - | - | - | - | 21.01 | - |
| Grand Mean | GW | - | - | - | - | - | - | 4.25 | A |
| | NGW | - | - | - | - | - | - | 4.20 | A |

Legend: 4.51 - 5.00 Strongly Agree (SA) GW - Government workers perceptions
 3.51 - 4.50 Agree (A) NGW - Non-government workers perceptions
 2.51 - 3.50 Undecided (U)
 1.51 - 2.50 Disagree (D)
 1.00 - 1.50 Strongly Disagree (SD)

highest weighted mean from this group of respondents, posted at 4.53 or "strongly agree." Moreover, the same indicator got the lowest weighted mean value of 3.57 or "agree." On the whole, the government workers also "agreed" that gays have contributed towards the implementation of Philippines 2000 along social reforms. This was evidenced by the fact that their responses clustered around the grand mean value of 4.25 which meant "agree".

The same trend of responses can be observed from Table 38 from the group of non-government workers. The highest weighted mean and the lowest weighted mean of 4.45 or "agree" and 3.52 or "agree" jibed with the same indicators

given the highest and lowest weighted means by the gay-respondents and the government workers. Hence, the grand mean of the responses of the non-government workers was pegged at 4.20 which meant "agree" showing that the non-government workers also considered gays to have contributed towards the implementation of Philippines 2000 relative to social reforms.

Comparison of the Perceptions of Gays
Government Workers and Non-government
Workers on Gays' Contribution Towards
Philippines 2000

The assessments of the three groups of respondents-gays, government workers and non-government workers on the extent of gays' contribution towards Philippines 2000 are summarized in Table 39. Significantly almost all the seven listed objectives of Philippines 2000 obtained weighted mean which corresponded to the "agree" range for all the three groups of respondents. The highest weighed means were: gays' group: 4.36 or "agree"; government workers' group: 4.45 or "agree"; non-government-workers group: 4.52 or "strongly agree." These weighted means corresponded to the same objective - environment. furthermore, the lowest weighed means for all the three categories of respondents referred to the same objective, viz: bureaucracy with the following values: 3.53, 3.65 and 3.71 for the gay respondents, government workers and non-government workers,

Table 39

Summary of the Perceptions of the Gays,
Government and Non-Government Workers
on the Contributions of Gays
Towards Philippines 2000

| Aspect | Respondents' Category | | | | | | Combined Mean/ Interpre- tation | |
|--|-----------------------|----------------|--------------------|------|---------------------|------|--|---------------------|
| | Gay | Gov't. Workers | Non-Gov't. Workers | Mean | Interpre- tation | Mean | | Interpre- tation |
| 1. Bureaucracy | 3.53 | A | 3.65 | A | 3.71 | A | 3.63 | A |
| 2. Economic Stability | 4.20 | A | 4.27 | A | 4.23 | A | 4.23 | A |
| 3. Environment | 4.36 | A | 4.45 | A | 4.52 | A | 4.44 | A |
| 4. Infrastructure and Communication | 4.03 | A | 4.12 | A | 4.17 | A | 4.11 | A |
| 5. Peace, Order and National Security | 4.00 | A | 4.17 | A | 4.16 | A | 4.11 | A |
| 6. Political Stability | 3.91 | A | 3.99 | A | 3.98 | A | 3.96 | A |
| 7. Social Reforms | 4.22 | A | 4.25 | A | 4.20 | A | 4.22 | A |
| Total | 28.25 | - | 28.90 | - | 28.97 | - | 28.70 | - |
| Grand Mean | 4.04 | A | 4.13 | U | 4.14 | A | 4.10 | A |

Legend: 4.51 - 5.00 Strongly Agree (SA)
3.51 - 4.50 Agree (A)
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (D)
1.00 - 1.50 Strongly Disagree (SD)

respectively. Thus, the highest combined weighted mean of 4.44 as well as the lowest combined weighted mean of 3.63 also referred to environment and bureaucracy, respectively. The grand means for each of the three groups of respondents indicated that the non-government workers posted the highest grand mean, followed by the government workers' group and lastly, the gay-respondents with values a 4.14, 4.13 and 4.04, respectively, all corresponded to "agree". This resulted to the grand mean of their responses which posted at 4.10, or "agree."

To ascertain whether the observed differences among the means of the responses of the three groups were significant, one-way analysis of variance was utilized with the results reflected in Table 40. From this table, it can be noted that the variation of the responses within the same group represented by the value of the MS within = 0.0664 was greater than those observed between groupings where MS between = 0.0226. Consequently, the value of the F - ratio or computed F-value was less than unity and likewise, less than the tabular F-Value of 3.55 at L = .05 and df 2= and 18. Therefore, the hypothesis that "There are no significant differences among the perceptions of the three categories of respondents on the extent to which the gay contribute towards the implementation of the objective of

Table 40

ANOVA for Comparing the Perceptions of the Three
Groups of Respondents on Gays' Contribution
Towards Philippines 2000

| Source of Variation (SV) | Sum of Squares (SS) | Degrees of Freedom (df) | Mean Squares (MS) | F computed | F-tabular |
|--------------------------|---------------------------------|-------------------------|-------------------|------------|-----------|
| Between groups | 0.0451 | 2 | 0.0226 | 0.34036 | 3.55 |
| Within groups | 1.1949 | 18 | 0.0664 | | |
| Total | 1.2400 | 20 | | | |
| Evaluation: | Not Significant (Accept H_0) | | | | |

Philippines 2000" was accepted. This meant that the responses given by the gays, government workers and non-government workers were the same, implying that they gave their objective assessments of gays in terms of their contribution towards the implementation of Phil. 2000. Therefore, there was sufficient data to support the fact that gays had indeed given their share and contribution towards the implementation of the objectives of Philippines 2000.

Implication of the Study

Gays in the 21st Century are realities of the human race. As the findings of the study show, gays are

everywhere specifically in its research environment - the Island of Samar, As of this writing some people still hold biases against gays. However, as evidenced by the information generated from this study, gays themselves and other professionals have positive outlook towards gay people. This could be attributed to the fact that gays proved to be successful in their respective work assignments and in their chosen fields of endeavor. They have penetrated even the highest ranks of the organizations they belong, and significantly, they have proven to be visible in terms of their performances and are perceived by those around them to have significant contributions towards the realization of Philippines 2000.

People, therefore, must consider gays to be their partners for progress and development. This way, gays can even be motivated to rise to their peak performances, by way of maximizing the utilization of their potentials.

Chapter 5

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

This chapter contains the summary of the findings of the study, the corresponding conclusions that were drawn as well as the recommendations that were formulated.

Summary of Findings

The following were the salient findings of this study;

1. Out of the 150 gays involved in the study, 99 or 66.00 percent came from Western Samar, 28 or 18.67 percent originated from Eastern Samar and 23 or 15.33 percent came from Northern Samar.

2. As to the age-characteristics of the gay-respondents, it was found out that their ages clustered around the average age of 33.94 years with a standard deviation of 7.63 years. Hence, their age norm ranged from 26.31 to 41.57 years.

3. Majority of the parents of the gays who served as respondents of the study were engaged in agricultural occupation with 81 out of 150 or 54.00 percent while 69 out of 150 or 46.00 percent were engaged in non-agricultural occupations.

4. The highest educational attainment of the gays' fathers and mothers was college graduate or even higher with

44 or 29.33 percent and 43 or 28.67 percent, respectively. Meanwhile, the lowest educational attainment of their mothers was high school graduate.

5. Most of the gays, that is 126 or 84.00 percent were college graduates or higher and the lowest level of education attained by these gays was college level.

6. The average length of service of the gays who were involved in the study was pegged at 16.83 with a standard deviation of 6.64 years. This showed that the norm of their length of service was between 10.19 years to 23.47 years.

7. The highest number of the gay-respondents were middle managers with 67 of them or 44.67 percent followed by those who were in the rank and file and those in the top management with 49 or 32.67 percent and 34 or 22.67 percent, respectively.

8. Majority of the gays involved in the study- 81 out of 150 or 54.00 percent were connected with DECS, followed by those who were connected with DOH with 42 out of 150 or 28.00 percent.

9. The gays' self-concept along behavior clustered around the grand mean of 4.08 or "agree," indicating that they perceived themselves to have good behavior. Likewise, the grand mean of the responses of the government workers as regards to the self-concept of gays on the same aspect

posted a grand mean of 4.05 or "agree," indicating that this group of respondents perceived gays to have positive or good behavior. Moreover, the non-government workers also perceived gays to have agreeable or positive behavior in as much as the grand mean of their responses was set at a value of 4.07.

10. Relative to intellectual/social status, the gays considered themselves "agreeable" where the grand mean obtained was 4.25. The same trend of responses was generated for the government workers and non-government workers since the corresponding grand means for these groups were 3.87 and 3.97, respectively, both meant "agree."

11. As to physical appearance and attributes, all the three groups of respondents assessed gays to be "agreeable" or having good physical appearance and attributes, with the grand means as follows: gays' group - 4.40, government workers' group - 3.62 and non-government workers' group 3.66.

12. In relation to gays' anxiety/fear, the gays themselves and the government workers pegged grand means of 3.08 and 2.61, respectively, where both meant "undecided", while the non-government workers posted a grand mean of 2.40 of "disagree". Thus, the gays themselves and the government workers were not sure that gays were anxious and fearful.

13. Gays considered themselves popular as evidenced by the grand mean of their responses which posted at 3.65. On

the other hand, the government and non-government workers were "undecided"/ "uncertain" of gays' popularity inasmuch as the corresponding grand means posted at 2.79 and 2.80, respectively.

14. Relative to gays' happiness and satisfaction. All the groups of respondents - gays themselves, government workers and non-government workers gave positive responses towards gays. This was supported by the fact that the grand means obtained were 3.93, 3.66 and 3.67 from the gays themselves, the government workers and non-government workers respectively.

15. The three categories of respondents assessed gays to have "agreeable" morality and spirituality, as evidenced by the grand means obtained, viz: gays' group - 4.15 government workers' group - 3.86 and non-government workers' group - 3.98.

16. The computed F-value in comparing the responses of the three groups of respondents on the self-concept of gays' was pegged at a value of 1.403 which turned out lesser than the tabular F-value of 3.55 at $\alpha = .05$ and $df = 2$ and 18. This led to the acceptance of the hypothesis that "There are no significant differences among the perceptions the three groups of respondents relative to the self-concept of gays."

17. With respect to the extent of contribution of gays

in the implementation of the objectives of Philippines 2000, all three groups of respondents provided positive feedback about gays, as evidenced by the grand means as follows; 1) bureaucracy: 3.53, 3.65, 3.71 all meant "agree" from the gays, government workers and non-government workers, respectively; 2) economic stability: all "agree" from gays' group with 4.20, government workers' group with 4.27 and non-government workers' group with 4.23. 3) environment: gays-4.36 or "agree"; government workers - 4.45 or "agree", and non-government workers - 4.52 or "strongly agree"; 4) infrastructure and communications: 4.03, 4.12 and 4.17 which meant "agree" from the gays, government workers and non-government workers, respectively; 5) peace, order and national security: gays government workers and non-government workers posted means of 4.00 or "agree", 4.17 or "agree" and 4.16 or "agree" respectively; 6) political stability: 3.91 for gays' group, 3.99 for government workers' group and 3.98 for non-government workers group, all of these means were equivalent to "agree", and 7) social reforms with grand means of 4.22 or "agree", 4.25 or "agree", for the gays' group, government workers' group and non-government workers group respectively.

18. To find out whether there existed differences among the perceptions of the three groups of respondents, one-way

ANOVA was applied, where the computed F-value of 0.34036 proved to be lesser than the tabular F-value of 3.55 at 0.5 level of significance and degrees of freedom at 2 and 12. Therefore, the hypothesis that "There are no significant differences among the perceptions of the three categories of respondents on the extent to which gays contribute towards the implementation of the objectives of Philippines 2000" was accepted.

Conclusions

Based on the aforestated findings, several conclusions were drawn, to wit:

1. Gays were all over the Island of Samar and they comprised a portion of the population.

2. The gay-respondents were relatively young, thus, they were expected to stay longer in the service and could do a lot for development in their respected places.

3. The parents' profile of the gay-respondents showed that they came from good family background which was important in the development of their personality and character.

4. The work experience of the gay-respondents showed that they had been in the service for quite a long period of time already.

5. The gay-respondents occupied key and critical

positions in their respective agencies which indicated that their performance was exemplary. Moreover, they were service-oriented, inasmuch as most of them were connected with agencies which focused on service delivery.

6. The gay-respondents, as assessed by themselves, the government and non-government workers had agreeable self-concept indicating that they did not experience personality "hangs-up" and thus, could contribute towards development and progress of their respective communities.

7. With the acceptance of the first hypothesis, it could be said that the assessments made by the three group of respondents were made objectively, that there was sufficient data to conclude that on the whole, gays had agreeable behavior, intellectual and social status, physical appearance and attributes, popularity, happiness and satisfaction, as well as morality and spirituality. Moreover, they were in general not anxious and were confident of themselves.

8. Gays proved to have contributed towards the implementation of the objectives of Philippines 2000 along the following: 1) bureaucracy, 2) economic stability, 3) environment, 4) infrastructure and communication, 5) peace, order and national security, 6) political stability and 7) social reforms. This was evidenced by the fact that

all the three groups of respondents gave responses that were all positive towards gays' contribution to Philippines 2000.

9. Inasmuch as the hypothesis which compared the perceptions of the gay-respondents, government workers and non-government workers on the contribution of gays towards the implementation of Philippines 2000 was accepted, then it could be said that the responses given by these respondent were based on their objective assessments and showed no partiality or biases in their answers.

Recommendations

Based on the findings of the study and the corresponding conclusions, the following recommendations are herein presented.

1. A law should be passed to mete penalty to organizations, groups or individuals who would manifest biases or discrimination against gays in terms of recruitment and selection, promotion and the like. This way gays will be more accepted by the general public and could show that like other people, they can also give their share and contribute towards progress and development.

2. Management should see to it that equal opportunities for attendance in training, seminar, workshops and staff development be provided to their staff regardless of sexual preferences. This is to enhance the self-concept

of gays and erase whatever anxieties or fear that they may experience. Also, this will also develop and motivate gays to have the potentials to maximize their contribution towards the attainment of Philippines 2000 and beyond.

3. Gays should be involved in all the activities of the organization so that those who have the capabilities will surface and properly utilized to their optimum level.

4. Parallel study maybe undertaken in other regions of the country to validate the results of this study.

5. A sequel study maybe conducted which will focus on the correlates of managerial effectiveness of gays who occupy middle-management and top management positions.

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APPENDICES

APPENDIX A

Request for Approval of Dissertation Title

Republic of the Philippines
SAMAR STATE POLYTECHNIC COLLEGE
Catbalogan, Samar

May 5, 1997

Dr. Rizalina M. Urbiztondo
Dean, Graduate/Post Graduate Studies
Samar State Polytechnic College
Catbalogan, Samar

Madam:

In view of the desire of the undersigned to pursue his dissertation writing, he has the honor to request approval of the following research problems, preferably problem number 1, to wit:

1. GAY CONCEPT: ITS IMPLICATION TOWARDS PHILIPPINES 2000 AND BEYOND.
2. HOMOPHOBIA: A DISEASE OF THE CENTURY.
3. HOMOSEXUALITY: SEX DEVIANT OF THE NEXT MILLENIUM.

I hope for your early and favorable action on this.

Very truly yours,

(SGD.) BIENVENIDO O. BABALCON
Doctoral Student

APPROVED:

(SGD.) RIZALINA M. URBIZTUNDO, ED.D.
Dean, Graduate/Post Graduate Studies

APPENDIX B

Republic of the Philippines
 SAMAR STATE POLYTECHNIC COLLEGE
 Catbalogan, Samar

SCHOOL OF GRADUATE STUDIES

APPLICATION FOR ASSESSMENT OF ADVISER

NAME: BABALCON BIENVENIDO OBLINO

 (Surname) (First Name) (Middle Name)

CANDIDATE FOR DEGREE: Doctor of Philosophy

AREA OF SPECIALIZATION: Educational Management

TITLE OF PROPOSED THESIS/DISSERTATION: Gay Concept: Its

 Implication Towards Philippines 2000 and Beyond

(SGD.) BIENVENIDO O. BABALCON
 Applicant

(SGD.) RIZALINA M. URBIZTUNDO, Ed.D.
 Name of Designated Adviser

APPROVED:

(SGD.) RIZALINA M. URBIZTUNDO, Ed.D.
 Dean, Graduate Studies

CONFORME:

(SGD. RIZALINA M. URBIZTUNDO, Ed.D.
 Adviser

With Whom do you reside?

- with parents, brothers and sisters
 with mother and father only
 with relatives only
 with trusted or friends only
 alone

Part II - A Self-Concept Evaluation Exercise

Instruction: Please indicate your consensus on the given statement by encircling the number that corresponds to your responses.

- SA - Strongly Agree - (believe that what is stated is true) - - - 5 pts.
 A - Agree - (believe in what stated is true) - - - - - 4 pts.
 U - Undecided (is not sure whether the statement is true or not) - - - - - 3 pts.
 D - Disagree - (what is stated is not true) - - - - - 2 pts.
 SD - strongly disagree (the statement is unbelievable/disagreeable) - - 1 pt.

Factor I - Behavior/Conduct

- | | | | | | |
|--|---|---|---|---|---|
| 1. My conduct is usually beyond reproach. | 5 | 4 | 3 | 2 | 1 |
| 2. I usually can influence others to do that which benefits both of us. | 5 | 4 | 3 | 2 | 1 |
| 3. I cause trouble with my family members. | 5 | 4 | 3 | 2 | 1 |
| 4. I am good at the things I do at work, home etc. | 5 | 4 | 3 | 2 | 1 |
| 5. I treat other people in a way so that they feel important and of value. | 5 | 4 | 3 | 2 | 1 |

Factor II - Intellectual/Mental Achievements

- | | | | | | |
|---|---|---|---|---|---|
| 6. I have trouble in remembering things. | 5 | 4 | 3 | 2 | 1 |
| 7. Other people at work, school or home think I am smart and interesting. | 5 | 4 | 3 | 2 | 1 |
| 8. I am smart. | 5 | 4 | 3 | 2 | 1 |

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 9. | I am a dumb about things other than the very small world I live in daily. | 5 | 4 | 3 | 2 | 1 |
| 10. | I would fear having to converse with someone with good education. | 5 | 4 | 3 | 2 | 1 |

Factor III - Physical Appearance and Attributes

- | | | | | | | |
|-----|--|---|---|---|---|---|
| 11. | I am strong. | 5 | 4 | 3 | 2 | 1 |
| 12. | I am a popular with most everybody I meet. | 5 | 4 | 3 | 2 | 1 |
| 13. | No one ever compliments me about my looks. | 5 | 4 | 3 | 2 | 1 |
| 14. | I do not feel like my figure is acceptable as I want it to be. | 5 | 4 | 3 | 2 | 1 |
| 15. | My looks never please me. | 5 | 4 | 3 | 2 | 1 |

Factor IV - Anxiety/fear

- | | | | | | | |
|-----|--|---|---|---|---|---|
| 16. | I am often sad and unhappy. | 5 | 4 | 3 | 2 | 1 |
| 17. | My looks bother me. | 5 | 4 | 3 | 2 | 1 |
| 18. | I face my problems and overcome them. | 5 | 4 | 3 | 2 | 1 |
| 19. | I really worry a lot. | 5 | 4 | 3 | 2 | 1 |
| 20. | I have learned that I can be happy by expecting to feel happy. | 5 | 4 | 3 | 2 | 1 |

Factor V - Popularity/Getting along with other People

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 21. | I feel other people are making fun of me behind my back. | 5 | 4 | 3 | 2 | 1 |
| 22. | I am quite popular, because I care about people. | 5 | 4 | 3 | 2 | 1 |
| 23. | People often pick on me. | 5 | 4 | 3 | 2 | 1 |
| 24. | I am one of the most accepted and popular people I know. | 5 | 4 | 3 | 2 | 1 |
| 25. | My fellow workers or classmates include me in their own conversations and activities. | 5 | 4 | 3 | 2 | 1 |

Factor VI - Happiness and Satisfaction

- | | | | | | | |
|-----|--------------------------------------|---|---|---|---|---|
| 26. | I am a happy person. | 5 | 4 | 3 | 2 | 1 |
| 27. | I really like the life I live. | 5 | 4 | 3 | 2 | 1 |
| 28. | My life is the greatest. | 5 | 4 | 3 | 2 | 1 |
| 29. | I am easy to go along with. | 5 | 4 | 3 | 2 | 1 |
| 30. | I wish things were different for me. | 5 | 4 | 3 | 2 | 1 |

Factor VII - Morality/Spirituality

- | | | | | | |
|---|---|---|---|---|---|
| 31. I face reality and resist nothing I cannot change. | 5 | 4 | 3 | 2 | 1 |
| 32. I do not deny my needs, feelings or opinions to please others. | 5 | 4 | 3 | 2 | 1 |
| 33. My life is what I thought make me. | 5 | 4 | 3 | 2 | 1 |
| 34. I can control the way I feel about others because I choose not to yield my good thoughts and feelings for negative and destruction things and feelings. | 5 | 4 | 3 | 2 | 1 |
| 35. The love of God lives in me the peace of God lives as He, the power of God flows through me. Wherever I am, God is all and well. | 5 | 4 | 3 | 2 | 1 |

PART III - RESPONDENTS EXTENT OF CONTRIBUTION TOWARDS THE IMPLEMENTATION OF THE OBJECTIVES OF PHILIPPINES 2000

Instruction: Please indicate your concensus on the given statement by encircling the number that corresponds to your reponses.

| | | | |
|------------------------|------|---|---|
| Fully Contributed | (FC) | - | 5 |
| Highly contributed | (HC) | - | 4 |
| Moderately contributed | (MC) | - | 3 |
| Slightly contributed | (SC) | - | 2 |
| No contribution | (NO) | - | 1 |

A. AS FOR BUREACRACY

- | | | | | | |
|--|---|---|---|---|---|
| 1. I can raise the level of competence and the standard of dedication to duties by being impartial, swift, thorough unsparing. | 5 | 4 | 3 | 2 | 1 |
|--|---|---|---|---|---|

2. I can pursue a fight against heinous crimes with greater vigor-even as I continue to cleanse government of scalawags and grafter within its rank whether in the executive, the legislative or judicial branch. 5 4 3 2 1
3. I can professionalize to begin with the local government units as strategic partners in the development and improvement of government capacity and efficiency across the board of the bureaucracy, civil service in every aspect from top to bottom. 5 4 3 2 1
4. I can provide the proper policy environment and from the top allocate critical and limited resources equitably in order to give our local government units and their constituents the wherewithal with which to do their things. 5 4 3 2 1
5. I can in my own directions undertake a massive program to transform as an effective arm of the government an agency toward a world class tax administering agency. 5 4 3 2 1
- B. AS FOR ECONOMIC STABILITY
6. I can identify thru polevaulting strategy of developing our competitive niches in the global economy such as exporting ourselves not only national in scope but globally as well. 5 4 3 2 1
7. I can give the highest priority to deepening and fast tracking reforms to free the market to prepare the ground faster and sustained economic growth. 5 4 3 2 1
8. I can emphasize and encourage innovations by promoting a culture of creativity, productivity and excellence in both public and the private sectors. 5 4 3 2 1

9. I can set myself specific objectives and targets which is high enough to be meaningful by undertaking manu "must do" development programs and projects. 5 4 3 2 1
10. I can ensure any economy which is vigorous, sustainable, and resilient enough to resist outside manipulation and strong enough to compete the world as a challenge for globalization. 5 4 3 2 1
- C. AS FOR ENVIRONMENT
11. I can assist in educating the people to balance mining with environmental protection which is acceptable by national standards. 5 4 3 2 1
12. I can help thru information-dessimination the watershed preservation since our troubles begin with and end with water or the lack of it. 5 4 3 2 1
13. I can be mindful of the need to keep things clean and green as we grow by implementing the so called AGENDA 21 which is on sustainable development. 5 4 3 2 1
14. I can take cognizance by taking an aggressive development agenda, updated much stronger environmental management capability. 5 4 3 2 1
- D. AS FOR INFRASTRUCTURE AND COMMUNICATION
15. I can undertake some "must do" development program and projects which are as they say, right along your transport and communication alley. 5 4 3 2 1
16. I can capitalize on our neighbors drive for technological advancement by inspiring to become the center of activities in knowledge based industries. 5 4 3 2 1

17. I can upgrade the production and maintenance facilities and fast track a tax incentive program more liberal than those of our neighboring countries. 5 4 3 2 1
18. I can be instrument for intermodel transport and state of the art communication systems linked not only domestically , but fully on line with the global network. 5 4 3 2 1
19. I can fast track the promulgation of "open skies" and open telecommunication policies, provide incentives and attract more investments. 5 4 3 2 1
20. I can prioritized the initiative for concrete manifestations of our commitment to support various infrastructure projects needed to bring the Philippines especially for young people after us into a brighter future. 5 4 3 2 1
- E. AS FOR PEACE, ORDER AND NATIONAL SECURITY
21. I can be of help in promoting peace process thru the capacity of an adviser or a consultant but not as negotiator. 5 4 3 2 1
22. I can as a mission help build our beloved nation whichever branch of government or of the military, or of civil society we may serving in. industries. 5 4 3 2 1
23. I can as a constituent make sure that the process is pursued thru negotiations and it should be carried out to its full potential. 5 4 3 2 1
24. I can help employ the full force against the criminal outlaws, such as the mastermind, druglord and the financially who persist in challenging the rule of law and undermining the moral fabric of our society. 5 4 3 2 1

F. AS FOR POLITICAL STABILITY

25. I can encourage the radical left as well as the conservative right to take a healthy role in electrical politics. 5 4 3 2 1
26. I can be an instrument in enhancing political transparency, accountability and honestly be seeing the public peso, the peoples money spread equitably and greater cost effectiveness. 5 4 3 2 1
27. I can participate and even forsake personal inclination, political interest and even momentary convenience, when I see that the project being undertaken is for the general good and not for the political showcasing. 5 4 3 2 1
28. I can undertake political reforms by promoting a strong and responsible party system. 5 4 3 2 1
30. I can implement a so called "Minimum Basic Need Approach " identifying the basic concern of the masses of our people such as family income, health condition, educational opportunities or jobs and employment and the basic needs in regard to the environment, portable water, training and upgrading schemes for those that never the rights of others. 5 4 3 2 1

G. AS FOR SOCIAL REFORMS

31. I can uphold the social and human rights of the urban poor, particularly such rights are not abused nor used as excuse to trample upon the rights of others. 5 4 3 2 1
32. I can adopt a unique form of adjudication for youth offenders and family altercations through a non-adversarial manner that will treat the minors not as aggressors but as victims who need need rehabilitations and care. 5 4 3 2 1

33. I can be an instrument for AIDS campaign centered on prevention thru public education with strong stress and large doze of symphaty and understanding for those who have to live with HIV for I know how compassion strenghtens they will to live. 5 4 3 2 1
34. I can provide and ensure that the economic progress reach the masses of our people in a fast track manner by providing the employment to more people. 5 4 3 2 1
35. I can have the ability to plan, program, budget, monitor, evaluate and account for development activities thru increased capability. 5 4 3 2 1

APPENDIX D

QUESTIONNAIRE ON SELF-CONCEPT
(For Non-Government Workers)TO _____

Dear _____

God be with you!

The researcher has chosen you as one of the respondents of the study entitled "Gays Concept: Its Implication Towards Philippines 2000 and Beyond." Along this line your wholehearted cooperation is earnestly desired with the said study.

In this connection, please make your own perusal as what you honestly believe or feel about each descriptive statement. Your responses will be treated strictly confidential.

Thank you very much.

Very truly yours,

BIENVENIDO O. BABALCON
Researcher=====
Part IName _____
Birthdate _____ Birthplace _____ Age _____
(Mo.) (Day) (Year)Address: _____
(Street/Barangay) (City/Municipality) (Province)

Educational Attainment _____

Agency Connected with _____

Position Held _____

Number of Years in the service _____

Fathers' name _____ Occupation _____

Fathers' educational attainment _____

Mothers' name _____ Occupation _____

Mothers' educational attainment _____

With Whom do you reside?

- with parents, brothers and sisters
 with mother and father only
 with relatives only
 with trusted or friends only
 alone

Part I

A Self-Concept Evaluation Exercise

Instruction: Please indicate your consensus on the given statement by encircling the number that corresponds to your responses.

- SA - Strongly Agree - (believe that what
is stated is true) - - - 5 pts.
A - Agree - (believe in what stated
is true) - - - - - 4 pts.
U - Undecided (is not sure whether the state-
ment is true or not) - - - - 3 pts.
D - Disagree - (what is stated is not true) - - - - 2 pts.
SD - strongly disagree (the statement is
unbelievable/disagreeable) - - 1 pt.

Factor I - Behavior/Conduct

- | | | | | | |
|--|---|---|---|---|---|
| 1. Gay's conduct is usually beyond reproach. | 5 | 4 | 3 | 2 | 1 |
| 2. Gay's usually can influence others to do that which benefits both of us. | 5 | 4 | 3 | 2 | 1 |
| 3. Gay's cause trouble with my family members. | 5 | 4 | 3 | 2 | 1 |
| 4. Gay's is good at the things he does at work, home etc. | 5 | 4 | 3 | 2 | 1 |
| 5. Gay's treat other people in a way so that they feel important and of value. | 5 | 4 | 3 | 2 | 1 |

Factor II - Intellectual/Mental Achievements

- | | | | | | |
|--|---|---|---|---|---|
| 6. Gay's have a trouble in remembering things. | 5 | 4 | 3 | 2 | 1 |
| 7. Other people at work, school or home think gay is smart and interesting. | 5 | 4 | 3 | 2 | 1 |
| 8. Gay is smart. | 5 | 4 | 3 | 2 | 1 |
| 9. Gay is dumb about things other than the very small world he lives in daily. | 5 | 4 | 3 | 2 | 1 |
| 10. Gay would fear having to converse with someone with good education. | 5 | 4 | 3 | 2 | 1 |

Factor III - Physical Appearance and Attributes

- | | | | | | |
|--|---|---|---|---|---|
| 11. Gay is strong. | 5 | 4 | 3 | 2 | 1 |
| 12. Gay is a popular with most everybody he meets. | 5 | 4 | 3 | 2 | 1 |
| 13. No one ever compliments gay about their looks. | 5 | 4 | 3 | 2 | 1 |
| 14. Gay do not feel like his figure is acceptable as he want it to be. | 5 | 4 | 3 | 2 | 1 |
| 15. Gay looks never please me. | 5 | 4 | 3 | 2 | 1 |

Factor IV - Anxiety/fear

- | | | | | | |
|--|---|---|---|---|---|
| 16. Gay is often sad and unhappy. | 5 | 4 | 3 | 2 | 1 |
| 17. Gay looks bother me. | 5 | 4 | 3 | 2 | 1 |
| 18. Gay faces his problems and overcome them. | 5 | 4 | 3 | 2 | 1 |
| 19. Gay really worry a lot. | 5 | 4 | 3 | 2 | 1 |
| 20. Gays have learned that he can be happy by expecting to feel happy. | 5 | 4 | 3 | 2 | 1 |

Factor V - Popularity/Getting along with other People

| | | | | | | |
|-----|--|---|---|---|---|---|
| 21. | Gay feel other people are making fun of him behind his back. | 5 | 4 | 3 | 2 | 1 |
| 22. | Gay is quite popular, because he cares about people. | 5 | 4 | 3 | 2 | 1 |
| 23. | People often pick on him. | 5 | 4 | 3 | 2 | 1 |
| 24. | Gay is one of the most accepted and popular people I know. | 5 | 4 | 3 | 2 | 1 |
| 25. | My fellow workers or classmates include gay in their own conversations and activities. | 5 | 4 | 3 | 2 | 1 |

Factor VI - Happiness and Satisfaction

| | | | | | | |
|-----|--|---|---|---|---|---|
| 26. | Gay is a happy person. | 5 | 4 | 3 | 2 | 1 |
| 27. | Gay really like the life he lives. | 5 | 4 | 3 | 2 | 1 |
| 28. | Gay life is the greatest. | 5 | 4 | 3 | 2 | 1 |
| 29. | Gay is easy to go along with. | 5 | 4 | 3 | 2 | 1 |
| 30. | I wish things were different for gays. | 5 | 4 | 3 | 2 | 1 |

Factor VII - Morality/Spirituality

| | | | | | | |
|-----|---|---|---|---|---|---|
| 31. | Gay face reality and resist nothing he cannot change. | 5 | 4 | 3 | 2 | 1 |
| 32. | Gay do not deny his needs, feelings or opinions to please others. | 5 | 4 | 3 | 2 | 1 |
| 33. | Gay life is what he thought make him. | 5 | 4 | 3 | 2 | 1 |
| 34. | Gay can control the way he feels about others because he chooses not to yield his good thoughts destruction things and feelings | 5 | 4 | 3 | 2 | 1 |

35. The love of God lives in him
 the peace of God lives as He,
 the power of God flows through
 him Wherever he is, God is, and
 all is well. 5 4 3 2 1

PART I - RESPONDENTS EXTENT OF CONTRIBUTION TOWARDS THE
 IMPLEMENTAION OF THE OBJECTIVES OF PHILIPPINES
 2000

Instruction: Please indicate your concensus on the given
 statement by encircling the number that
 corresponds to your reponses.

Fully Contributed (FC) - 5
 Highly contributed (HC) - 4
 Moderately contributed (MC) - 3
 Slightly contributed (SC) - 2
 No contribution (NO) - 1

A. AS FOR BUREACRACY

1. Gays can raise the level of competence
 and the standard of dedication to
 duties by being impartial, swift,
 thorough unsparing. 5 4 3 2 1
2. Gays can pursue a fight against henous
 crimes with greater vigor-even as I
 continue to cleanse government of
 scalawags and grafter within its rank
 wether in the executive, the legislative
 or judicial branch. 5 4 3 2 1
3. Gays can professionalize to begin with
 the local government units as strategic
 partners in the development and impro-
 vement of government capacity and eff-
 ciency across the board of the bureauc-
 cracy, civil service in every aspect
 from top to bottom. 5 4 3 2 1
4. Gays can provide the proper policy enviro-
 nment and from the top allocate criti-
 cal and limited resources equitably in
 order to give our local government units
 and their constituents the wherewithal
 with which to do their things. 5 4 3 2 1

5. I can in him own directions undertake a massive program to transform as an effective arm of the government an agency toward a world class tax administering agency. 5 4 3 2 1

B. AS FOR ECONOMIC STABILITY

6. Gays can identify thru polevaulting strategy of developing our competitive ninches in the global economy such as exporting ourselves not only national in scope but globally as well. 5 4 3 2 1
7. Gays can give the highest priority to deepening and fast tracking reforms to free the market to prepare the ground faster and sustained economic growth. 5 4 3 2 1
8. Gays can emphasize and encourage innovations by promoting a culture of creativity, productivity and excellence in both public and the private sectors. 5 4 3 2 1
9. Gays can set myself specific objectives and targets which is high enough to be meaningful by undertaking manu "must do" development programs and projects. 5 4 3 2 1
10. Gays can ensure any economy which is vigorous, sustainable, and resilient enough to resist outside manipulation and strong enough to compete the world as a challenge for globalization. 5 4 3 2 1

C. AS FOR ENVIRONMENT

11. Gays can assist in educating the people to balance mining with environmental protection which is acceptable by national standards. 5 4 3 2 1
12. Gays can help thru information-dessimination the watershed preservation since our troubles begin with and end with water or the lack of it. 5 4 3 2 1

13. Gays can be mindful of the need to keep things clean and green as we grow by implementing the so called AGENDA 21 which is on sustainable development. 5 4 3 2 1
14. Gays can take cognizance by taking an aggressive development agenda, updated much stronger environmental management capability. 5 4 3 2 1
- D. AS FOR INFRASTRUCTURE AND COMMUNICATION
15. Gays can undertake some "must do" development program and projects which are as they say, right along your transport and communication alley. 5 4 3 2 1
16. Gays can capitalize on our neighbors drive for technological advancement by inspiring to become the center of activities in knowledge based industries. 5 4 3 2 1
17. Gays can upgrade the production and maintenance facilities and fast track a tax incentive program more liberal than those of our neighboring countries. 5 4 3 2 1
18. Gays can be instrument for intermodel transport and state of the art communication systems linked not only domestically, but fully on line with the global network. 5 4 3 2 1
19. Gays can fast track the promulgation of "open skies" and open telecommunication policies, provide incentives and attract more investments. 5 4 3 2 1
20. Gays can prioritize the initiative for concrete manifestations of our commitment to support various infrastructure projects needed to bring the Philippines especially for young people after us into a brighter future. 5 4 3 2 1

E. AS FOR PEACE, ORDER AND NATIONAL SECURITY

21. Gays can be of help in promoting peace process thru the capacity of an adviser or a consultant but not as negotiator. 5 4 3 2 1
22. Gays can as a mission help build our beloved nation whichever branch of government or of the military, or of civil society we may serving in. industries. 5 4 3 2 1
23. Gays can as a constituent make sure that the process is pursued thru negotiations and it should be carried out to its full potential. 5 4 3 2 1
24. Gays can help employ the full force against the criminal outlaws, such as the mastermind, druglord and the financially who persist in challenging the rule of law and undermining the moral fabric of our society. 5 4 3 2 1

F. AS FOR POLITICAL STABILITY

25. Gays can encourage the radical left as well as the conservative right to take a healthy role in electrical politics. 5 4 3 2 1
26. Gays can be an instrument in enhancing political transparency, accountability and honestly be seeing the public peso, the peoples money spread equitably and greater cost effectiveness. 5 4 3 2 1
27. Gays can participate and even forsake personal inclination, political interest and even momentary convenience, when I see that the project being undertaken is for the general good and not for the political showcasing. 5 4 3 2 1
28. Gays can undertake political reforms by promoting a strong and responsible party system. 5 4 3 2 1

30. I can implement a so called "Minimum Basic Need Approach " identifying the basic concern of the masses of our people such as family income, health condition, educational opportunities or jobs and employment and the basic needs in regard to the environment, portable water, training and upgrading schemes for those that never the rights of others. 5 4 3 2 1
- G. AS FOR SOCIAL REFORMS
31. Gays can uphold yhe social and human rights of the urban poor, particularly such rights are not abused nor used as excuse to trample upon the rights of others. 5 4 3 2 1
32. Gays can adopt a unique form of adjudication for youth offenders and family altercations through a non-adversarial manner that will treat the minors not as aggressors but as victims who need need rehabilitations and care. 5 4 3 2 1
33. Gays can be an instrument for AIDS campaign centered on prevention thru public education with strong stress and large doze of symphaty and understanding for those who have to live with HIV for I know how compassion strenghtens they will to live. 5 4 3 2 1
34. Gays can provide and ensure that the economic progress reach the masses of our people in a fast track manner by providing the employment to more people. 5 4 3 2 1
35. Gays can have the ability to plan, program, budget, monitor, evaluate and account for development activities thru increased capability. 5 4 3 2 1

CURRICULUM VITAE

CURRICULUM VITAE

Name : BIENVENIDO O. BABALCON
Address : 767 Patag District,
Catbalogan, Samar
Date of Birth : October 13, 1951
Present Position : Principal I
Station : Pinabacdao National High
School
Civil Status : Married

EDUCATIONAL BACKGROUND

Elementary Education : Lawaan Elementary School
1963
Secondary Education : Don Alejandro Roces Sr.
High School
1967
College Education : The National Teachers
College
1970
Graduate Education : Samar State Polytechnic
College
1992
Post Graduate Education : Samar State Polytechnic
College
Curriculum Pursued : Doctor of Philosophy Major
in Educational Management

CIVIL SERVICE ELIGIBILITY

First Grade Civil Service Examination, August 18, 1974,
71.6

CSC Teachers Examination, December 12, 1976, 70.81

HONORS AND AWARDS RECEIVED

Second Honors - Elementary

Outstanding Student - Secondary

Best Actor/Best Penmanship - College

STUDY GRANT]

Magna Carta for Public School Teachers (R.A. 4670) SY 1991-1992

SCHOLARSHIP GRANT:

Gender Issues in Philippine- U.P College of Social Sciences and Philosophy SY 1995 -1996.

CERTIFICATE OF RECOGNITION/AWARDS/MERITS

Outstanding Teacher-Adviser, Regional Level 1998-1999.

Demonstration Teacher in English Upgrading Program for Technical/Vocational English Teachers, LNU May 18-31, 1998.

Certificate of Recognition for first Tertiary East Visayas Regional Athletic Association Meet, Tacloban City, March 3-7, 1997.

Certificate of Recognition as Chairman Joint FFP-FAHP Calbayog City Division Samar Division Work Conference, WVS, February 11, 1997.

Certificate of Recognition as Co-Author Handbook on Parliamentary Rules, Candahug, Palo, Leyte, January 1997.

Certificate of Achievement-Philippine Sports Commission, Commission on Higher Education Project 16-16, January 14, 1997.

Certificate of Recognition YCSC Inter-Regional Seminar Workshop, Samar Regional School of Fisheries, October 13, 1996.

Certificate of Recognition for Re-Echo Seminar Workshop on Campus Training for Enhancement on the Capabilities of Student Writer-Samar Regional School of Fisheries, September 8, 1995.

Demonstration Teacher Regional Seminar Workshop Gender Issues in Philippine Society, Leyte National High School, August 31, 1995.

Sertipiko ng Pagtatapos-Gender Issues, UNiversity of the Philippines, May 18, 1995.

Lecturer/Trainer, Leyte National High School, August 31, 1995.

Certificate of Recognition Third Regional Convention, Department of Public Works And Highways, October 30, 1994.

Outstanding Teacher Adviser, Regional Level, 1994-1995.

Certificate of Recognition School Based Regional In-House Workshop on Test Construction and Preperation of Instructional Materials, Wright Vocational School, December 4, 1994.

Certificate of Recognition Second Regional Convention, Sagkahan National High School, November 28, 1993.

Certificate of Recognition for Community Involvement, Paranas, Samar , May 30, 1992.

Certificate of Recognition as Effective PTA President, Samar College, October 30, 1991.

Certificate of Recognition as Sepak-Takraw Referee, EVRAA 1991, January 26, 1991.

Demonstration Teacher in English for Second Year, Leyte National High School, May 6, 1990.

SEMINARS/WORKSHOPS/TRAINING ATTENDED

Upgrading Program on Technical English for Technical/Vocational Schools LNU - May 18-31 1998.

Basic School Management Course for Master Teacher Shifting to Administrators Trade - Baguio April 19-28, 1998.
Project 16-16 Training and Accreditation for Sports Tournament Managers - PSC, January 13-14, 1997.

Third National Youth Congress-Teachers Camp, Baguio City, September 10-12, 1996.

Inter Regional Seminar for SAC-CD, SRSF, October 13, 1996.

Regional Seminar Workshop for Master Teachers, TNHS, September 29-31, 1995.

Re-orientation Seminar on Civil Service, Rules and Laws, DECS, Region VIII, October 5-6, 1995.

Fourth Regional Convention-DPWH Auditorium, Palo, Leyte, October 25-29, 1995.

Pop-Law Seminar Workshop for Public School Teachers from all Regions - U.P. Law Center, August 29-30, 1995.

Third Regional Convention, DPWH, Palo, Leyte, October 29-30 1994.

Regional Level Division Based Conference of Secondary School Administrator, Gandara, September 30, 1994.

Regional Seminar Workshop in English in Filipino Instruction for the Tertiary Level-RELC, Palo, February 17-18, 1994.

Interactive Language Teaching-USIS, Cebu City July 9-10, 1994.

Second Regional Convention of the Student Leader and Teachers Advisers in Region VIII, Sagkahan National High School, November 27-28, 1995.

Folklore, Folk Science and the Environment, Nueva Viscaya, November 17-19, 1993.

Live-Out Conference Student Leaders and SBO Advisers-Candahug, Palo Leyte, November 20, 1992.

First Regional Convention of Student Leaders And SBO Advisers, Leyte National High School, October 1-2, 1992.

SEDP Mass Training for Fourth Year English, Leyte National High School, April 20 - May 4, 1992.

1990 National Folklore Conference, Bikol University, May 23-26, 1990.

SEDP Mass Training for Second Year English, Leyte National High School, April 6, 1990.

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