

ORIGINAL RESEARCH ARTICLE

Magna carta for women health workers, teachers, and minimum-wage earners in the workplace: Policy awareness and organizational compliance

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ABSTRACT

This health crisis caused unimaginable impacts and changes to the labor force and organizations pushing many policies and laws in the edge such as the Philippines' magna carta of women. Inequalities at work, dimming employee benefits, and relentless working hours for women in the workplace are happening in third-world countries. This research project examines the awareness and compliance of companies and organizations in the lens of the health workers, teachers, and minimum-wage earners relative to the magna carta of women in the workplace. This study extracts corroborative proof from 202 women respondents coming from public and private organizations or companies through the magna carta of women-based survey on awareness and organizational compliance according to the workforce. The findings reveal that there should be more emphasis on women in the lowest income bracket and women who did not finish college. Furthermore, there is an opportunity for concerned organizations to educate the employees that not implementing these rights are forms of neglect of duty on the part of the employer. The results of the study unearth important information on what are the prevalent compliance mishaps of the organizations and how it can place working women in peril.

Keywords: magna carta for women; policy awareness; compliance

1. Introduction

Public health workers, instructors, and female employees play vital roles in providing high-quality services at all levels of the labor system. Legal and administrative policies and procedures that restrict women's access to opportunities or prevent them from realizing their full potential as a result of these restrictions—Whether they are imposed directly or indirectly—Are included in this category of constraints. As part of Republic Act 9710, commonly known as the magna carta of women, the Philippine government recognized, secured, fulfilled, and promoted the rights of Filipino women, particularly those in marginalized groups, with the goal of eliminating gender discrimination in the country. Women's salaries and benefits are specifically addressed in the legislation. In order to achieve these objectives, the program aims to improve the social and economic well-being of professionals, increase their skills so that they can provide better service, and encourage people with high qualifications and great abilities to join and remain in government service^[1].

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It is a violation of magna carta to make distinctions, exclude or prevent women from exercising their human rights and freedoms because of their marital status in any of these areas^[2]. Despite being founded in 1987 under the Philippine Constitution to investigate all forms of human rights violations impacting civil and political rights, the Philippine Commission on Human Rights lacks the resources and capacity to broaden its mandate. Disobedience to the Magna Carta for Women has led to an increase in workplace discrimination against women^[3-5]. Discriminatory concepts like poverty, inequality, and gender pay gaps abound in Zamboanga City. Both at work and nationally, human rights commissioners carry out three vital functions: rights investigation and adjudication, and they quickly provide a workable model that can be replicated with ease across the country. When policies or practices fail to give mechanisms to offset or repair gender-based disadvantages or constraints, women are denied or limited in their ability to have their rights acknowledged or protected, as well as access and enjoyment of opportunities, and benefits or privileges. Consequently, it is difficult for women to get opportunities, benefits, or privileges and to benefit from them^[2,6].

The goal was to find out how much respondents know about magna carta rights for women in the workplace and their perceptions on their organizations' compliance. Specifically, this study aimed to: 1) determine the level of awareness of the respondents on the rights under magna carta for women; 2) determine the level of compliance of the company/organization on the magna carta for women; 3) determine the influence factor of demographics to awareness and perceived organizational compliance. This is crucial in evaluating the existing state of affairs, making comparisons and determining what steps should be taken to advance the goals of the magna carta of women in the Philippines.

2. Literature

2.1. Magna carta and women rights

As part of RA 9710, also known as the magna carta for women, the Philippine government recognized, secured, fulfilled, and promoted the rights of Filipino women, particularly those in marginalized groups, with the goal of ending gender discrimination in the country.

Drawing distinctions, excluding, or prohibiting women from exercising their human rights and freedoms in any of these areas based on their marital status is a violation of magna carta, because magna carta prohibits such discrimination and restriction^[2].

Magna carta allows for discrimination based on other grounds such as race, age, economic status, or religion. The statute's highlighted women's rights on the following:

- a. Protection from all forms of violence, including those committed by the state;
- b. Protection and security in times of disaster, calamities and other crisis situation;
- c. Participation and representation including the representing of their selves in specific forms of activities, parties or organizations;
- d. Equal treatment before the law;
- e. Equal access to trainings, education, and personal development activities;
- f. Equal participation in sports;
- g. Comprehensive health services and health information for health-based protection and wellbeing;
- h. Equal rights in all matters to marriage and family relations;
- i. Recognition and preservation of cultural identity and integrity.

Magna carta includes laws, rules, administrative measures, and practices that restrict women's access to opportunities or prevent them from attaining their full potential as a result of these restrictions, whether directly or indirectly imposed. When policies or practices fail to provide mechanisms to offset or rectify gender-based

disadvantages or limits, women are denied or limited in their ability to have their rights recognized or protected, as well as the access to and enjoyment of opportunities, benefits, or privileges. As a result, women have challenges in gaining access to and reaping the benefits of opportunities, perks, or privileges^[2,6].

2.2. Magna carta in education

To safeguard teachers' employment, working hours and wages, as well as all other kinds or advantages such as the option to join or create teachers' unions in the magna carta for women is a must^[2]. Every teacher in a public school should be well-versed in the responsibilities and penalties of the law. Teacher dissatisfaction comes from unsolved questions from various educational contexts, such as prejudice in the classroom, platform transfers, career ranking, and grievance management to name a few. Uncertainty about the rules, legislation, and policies in place to address teachers' concerns is a significant source of teacher unhappiness. Teachers must be aware of their responsibilities and rights under the various legal systems in the country^[7,8].

Despite being well-prepared, private schools nonetheless ran some issues when implementing the program. A wide range of challenges were encountered, from the little to the important, as well as biases from the individual. Participants' involvement, technological issues, program flow management, and timekeeping are all examples of small-scale obstacles^[9]. For instance, when they held gay and lesbian pageants, gender and development focus individuals encountered personal biases and gender discrimination that persisted in the community. According to Moser and Moser^[10], implementing gender mainstreaming can run into opposition and negative views because of this. In this sense, the aspect of recreation, talent, trainings, learning, and workplace exposure are covered under magna carta which are considered to be the essence of enacting the law.

As a general rule, government employees are required to work 40 h a week^[2,7]. Each instructor is given a variety of additional tasks in a real and practical sense. Educators are expected to be involved in the planning and execution of numerous government-sponsored initiatives. But these additional responsibilities do not appear on school schedules. Teachers, as opposed to government programs, seek to place a greater emphasis on actual education and engagement with students in order to incorporate a variety of teaching methods that are suited for the current learning environment^[2].

Classroom teaching and creativity should be improved, as well as more individualized instruction should be provided by teachers. The teacher's most significant time restriction is the lack of resources. It was difficult to keep up with everything in the classroom because there were only so many hours in the day^[8]. According to Philippine commission on women, under the provisions of magna carta is the availability of resources needed by the teachers in teaching their students either personal or healthcare needs^[4].

Teachers have a critical role to play when it comes to improving the teaching-learning environment, as demonstrated above. Teaching necessitates the use of a diverse range of skills, knowledge, and attitudes. Educators from throughout the world are drawn to the profession for a variety of reasons, but they are all motivated by a desire for affiliation and autonomy throughout their professional lives as teachers^[7].

A lack of resources makes it difficult for Gender and Development (GAD) focus people to locate an area where their pageant may be promoted and displayed. It also has an effect on the crowd's perception of and treatment of those who do not identify as either male or female. This could potentially exacerbate people's fear about gender equality in the future^[11]. Consolidation and formal meetings were able to help GAD target people or the program manager overcome obstacles like these.

2.3. Magna carta in healthcare system

In an effort to address the rights of public health employees, the Republic Act 7305, often known as the magna carta of public health professionals, was passed in 1992. However, while this law is meant to protect

the public health workers' well-being, it also addresses the scarcity of health professionals in the Philippines through the provision of benefits and compensation. Workplace restrictions, wages, and benefits for health care workers are all part of this legislation. They want to improve the social and economic well-being of health professionals, increase their responsiveness, and better equip them to deliver services^[3].

Developing human resource for health (HRH) policies and putting them into action has a bearing on governance challenges. In HRH governance, factors such as HRH policy and plan performance, equity and equality in meeting health workers' needs, partnerships and involvement, and oversight on accountability or rule of law are all taken into consideration. Local chief executives' (LCE) political will and commitment to implementing, monitoring, and evaluating magna carta benefits is critical to the program's success^[3]. The national government, on the other hand, should guarantee equity, equality, accountability, and the rule of law. It should focus on ensuring that labor laws, rights, and responsibilities are applied fairly and consistently.

Despite the fact that health workers are present in most government departments outside of the department of health, it took two years for agencies to notice this during the magna carta implementation phase. The phenomenon of "health-related agencies" quickly expanded in order to qualify for magna carta privileges. When hazard pay was implemented for health reasons, many agencies sought accreditation as hazardous offices^[12].

To give it greater weight, the Department of Health (DOH) established a hazard evaluation committee in 1995, chaired by an assistant secretary. Unpaid hazard pays triggered protests at Manila hospitals, while agencies outside the city witnessed walkouts after failing to produce the funds to pay what the department of health (DOH) had certified as due^[12]. As a result of these events, the federal government has agreed to raise all federal employees' salary by a specified amount. Salary increases were first introduced to bring government pay in line with that of the private sector, but the impact of the magna carta on the great majority of government employees needed a second round^[4].

According to the DOH, devolved health professionals complained that they were disadvantaged because most Local Government Units (LGUs), especially lower-income municipalities, could not afford to pay for the current cycle of salary increases that began in 1994. Following months of unrelenting protests by health workers over unpaid salaries, the national government established a fund to assist local governments in recouping benefits lost under the magna carta act^[1].

2.4. Magna carta awareness and compliance

Many important aspects of people's lives are influenced by social gender-typing, such as their ability to develop their talents, how they perceive themselves and others, what socio-structural opportunities and constraints they face, and how they live their social and professional lives and choose their career paths^[1]. It is the most basic criterion for classifying people, but it has far-reaching ramifications for how they live their lives. Because of the disparities in the importance placed on the many features and roles that distinguish men from women, men are frequently perceived as more desirable, effective, and of higher rank. This emphasizes the importance of gender distinction^[7].

The majority of college employees knew about magna carta and other associated legislation on gender equality, according to a poll on the knowledge of staff and personnel in higher institutions regarding gender and development. "Unidentified gaps or inconsistencies" exist between men and women, as well as a "unequal status of men and women in national development", which must be rectified. The majority of employees are aware of the magna carta debates and workplace gender imbalance issues, according to the report^[1].

Legislation ensuring equal opportunity for both sexes is well known in the school community. Gender

equality and women's empowerment are still hot topics, thus further research on government entities tasked with implementing GAD is needed. This includes laws, rules, administrative regulations, and practices that limit women's access to opportunities or prevent them from attaining their full potential as a result of these restrictions, whether they are mistakenly or intentionally imposed^[1]. Women will be unable to have their rights recognized or protected, as well as have access to and benefit from opportunities, benefits, or privileges, unless laws and processes incorporate measures to counter or correct gender-based disadvantages or limits. As a result, women have challenges in obtaining and utilizing numerous perks and privileges.

2.5. LGU implementation

Magna carta benefits for public health employees are less likely to be implemented in municipalities and cities with lower economic levels because they are executed insufficiently. The political will of local chief executives, the LGU's resources, the law's restricting limits, and the absence of enforcement all have an impact on the law's implementation. If health human resource management is vital at the local level but funding is a problem, the national government should look into different funding possibilities or subsidies, as well as providing additional assistance or incentives to health personnel in lower municipal classes^[4,5]. The law's restraint clauses, as well as the salary, must be revisited. Instead of requiring benefits, remove the phrase "subject to availability of funds" and have the law apply uniformly across regions. The PS cap should not apply to health benefits; hence it is time to reassess. Parallel to this procedure, the local government code should be re-examined^[13].

According to the local government code, local chief executives are held accountable and assigned specific tasks, sustainability measures are applied, and regulatory oversight is in place. Finally, while the LGU scorecard is in existence as a monitoring tool, a joint DOH-DILG oversight committee should regularly monitor and assess. LGUs that comply with the law's provisions may be eligible for financial or non-monetary incentives^[3].

In any case, a national health human resource governance that is responsive should also assure the suitability of the health workforce to healthcare systems. Investment in human resources for health (HRH) should be a national priority to ensure that everyone has access to quality healthcare. Consider the equitable distribution of health workers, the selection of trainees in remote and rural areas, financial as well as non-incentives, and regulatory measures should be taken into consideration. While local governments implement performance management and incentive systems, the federal government must also build and strengthen them as well^[3,4]. LGUs that lack resources, technical know-how, or management skills should receive assistance from the national government^[13].

3. Methodology

3.1. Research design

The researcher used a descriptive quantitative research design to objectively examine the level of awareness of the health, education, and minimum-wage-earner workers and the workers' perceived compliance of the employers on the magna carta of women in the Philippines in the views of the respondents. Discrimination among women in workplaces are reportedly on the rise because of the prevalence of noncompliance to magna carta for women. Analysis on the workers' awareness and perceived organizational compliance are necessary to assess the state of magna carta implementation in Zamboanga Peninsula, Philippines.

3.2. Population and sampling technique

In sampling, this study used random purposive sampling. This sampling combines the process of purposive sampling and random sampling. In this study, the participants were selected based on initial criteria (i.e., a worker, employed with contract, has no other means of earning). The participants were randomly surveyed for their initial demographics. An online poll was made to collect the initial demographics of participants, and this served as a qualifying test. The participants who meet the initial criteria was contacted to obtain their additional demographics.

The sampling approach allowed for a balance between randomness and purposiveness, thereby enhancing the validity and generalizability of the findings. By selecting participants from various sectors, including women health workers, teachers, and minimum-wage earners, the research captured a holistic view of policy awareness and compliance dynamics across different occupational categories. After sampling, there were 202 participants for this study, and they are working regularly in health, education, and different minimum-wage works. The following additional information was also collected.

Table 1 below presents the organizations and employer characteristics of the participants composed of professionals employed in a hospital and in academic institutions. This study also surveyed minimum-wage earners.

Table 1. Organizations and employer characteristics.

	Hospitals	Academic institutions	Minimum-wage earners	Total
Type of organizations and employer				
Public	3	10	4	17
Private	4	4	6	14
Location of organization or employer				
Zamboanga City	4	8	6	18
Basilan	2	2	2	6
Zamboanga del Sur/Norte	1	4	2	7

In **Table 2**, the characteristics of the sectors are presented. Majority of participants (n=10) are basic education teachers (K-12). Hospital employees (n=5) works in hospital with 100-150 bed capacity. Some minimum-wage earners work in retail manufacturing (n=3) and are non-teaching staffs in academic institutions (n=3).

Table 2. Sector characteristics.

Categories		n	Total
Hospitals	<100 beds capacity	1	7
	100–150 capacity	5	
	>150 capacity	1	
Academic institutions	Higher education	4	14
	Basic education	10	
Employers with minimum-wage earners	Canning factory	2	10
	Consumer/retail manufacturing	3	
	Food/Food services	2	
	Academic institutions (non-teaching staff)	3	

3.3. Research instrument

This study developed an instrument that collected the level of awareness and perceived organizational compliance. The first part is composed of the on the survey of their awareness level on the rights of under magna carta for women law. The statements were taken from magna carta provisions and were modified to probe questions to the participants. They were asked about their rights (e.g., security, protection, health, economical, sports and fitness, and other women rights aspects) and if they are aware of them. This was a Likert scale questionnaire using:^[1] not at all aware;^[2] slightly aware;^[3] somewhat aware;^[4] moderately aware;^[5] extremely aware. The second part is a Likert scale about the perceived compliance of the respondents' respective employers and institutions. This is answered by:^[1] did not complied;^[2] not consistently complied;^[3] complied.

3.4. Data gathering procedure

Initially, this study developed an online poll to collect the demographics of the potential participants. The online poll presented the purpose and specific objectives of the study, terms for confidentiality and data use, and dissemination of the results. The online poll was accessible to anyone and shareable to online platforms. The online poll collected initial data from women, including their work characteristics, salary, educational background, and contact information. They were also asked if they agree on the terms of this study, and they freely choose to define if they are not.

After collecting the initial demographics, the researchers contacted the participants and surveyed further for their awareness and perceived compliance. The data gathering took three months, from March 2022 to June 2022.

3.5. Data analysis

The results of the survey are interpreted using statistics in the study. They also provide summaries of survey results in order to demonstrate the importance of employees' viewpoints on Magna Carta for Women in terms of awareness and compliance. Statistics is a qualitative data analysis strategy that entails examining beyond a data collection to determine the level of compliance and actions across large amount of data.

- a. Percent: Used in analyzing data in respect to the total respondents;
- b. Weighted Mean: Interpreting the data based on the overall mean of survey;
- c. Independent t-test and One-way ANOVA: Analysis on variances among groups of respondents.

4. Results

4.1. Demographics of the participants

Table 3 presents the demographics of the participants based on the sub-nominal variables designed for the study.

Table 3. Demographic traits of respondents.

Demographic profile	Categories	n	%
Sector	Health	39	19.03%
	Academe	121	59.90%
	Minimum-wage earners	42	20.79%
Monthly income bracket	<Php11,000.00	60	39.70%
	Php11,000.00–Php22,000.00	90	44.55%
	>Php22,000.00	52	25.74%

Table 3. (Continued).

Demographic profile	Categories	n	%
Location	Zamboanga city	129	63.86%
	Basilan	45	22.28%
	Zamboanga del Norte/Sur	28	13.86%
Organization	Public	153	75.74%
	Private	49	24.26%
Civil status	Single	83	41.09%
	Married	119	58.91%
Educational attainment	College graduate	172	85.14%
	Did not finished	30	14.85%
Rank/Position	Office head	31	15.35%
	Rank and File	171	84.65%

4.2. Workers’ awareness to magna carta for women

Table 4 showed that women generally were somewhat aware to magna carta rights for women, yielding the mean 0.38 for “neglect to duty of their offices” and 3.38 for “participation and representation” of their group. Most of the respondents are moderately aware of their rights to “elimination of discrimination” in different means, achieving “comprehensive health services and health information, awareness to possible rights violators, “equal treatment before law” among others.

Table 4. Level of awareness on the rights of magna carta for women.

Magna for women provisions	Awareness (\bar{x})	Remark
Equal access and elimination of discrimination against women in education, scholarships, and training.	3.90	Moderately aware
Comprehensive health services and health information and education.	3.86	Moderately aware
I am aware of who are my possible violators or perpetrators for women’s right.	3.77	Moderately aware
Equal treatment before the law.	3.76	Moderately aware
Equal rights in matters relating to marriage and family relations.	3.71	Moderately aware
Protection and security in times of disasters, calamities, and other crisis.	3.70	Moderately aware
Equal participation in sports.	3.67	Moderately aware
Protection from all forms of violence, including those committed by the state.	3.60	Moderately aware
Special leave benefits of two months with full pay based on gross monthly compensation, for women employees who undergo surgery caused by gynecologic disorders.	3.56	Moderately aware
Government agencies to have annual programs on women protection and welfare.	3.47	Moderately aware
Participation and representation.	3.38	Somewhat aware
Awareness that not implementing or not provided means neglect of duty of the community or heads of offices.	3.32	Somewhat aware
Composite mean	3.64	Moderately aware

Descriptive range: 1.0–1.80 not at all aware; 1.81–2.60 slightly aware; 2.61–3.40 somewhat aware; 3.41–4.20 moderately aware; 4.21–5.0 extremely aware.

In **Table 5**, women from different demographic traits generally responded that they have moderate awareness on the rights under the magna carta for women. Women with 11k income per month and who did not finish college have responded with “somewhat aware” level with means 3.40 and 3.26 respectively.

Table 5. Level of awareness based on demographic traits.

Awareness on magna carta for women	Categories	\bar{x}	Remark
Sectors	Health	3.78	Moderately aware
	Academe	3.53	Moderately aware
	Minimum-wage earners	3.80	Moderately aware
Income bracket (NEDA, 2018)	<Php11,000.00	3.40	Moderately aware
	Php11,000.00–Php22,000.00	3.73	Moderately aware
	>Php22,000.00	3.77	Moderately aware
Location	Zamboanga city	3.69	Moderately aware
	Basilan	3.60	Moderately aware
	Zamboanga del Norte/Sur	3.49	Moderately aware
Type of organization/employer	Public	3.43	Moderately aware
	Private	3.60	Moderately aware
Civil status	Single	3.67	Moderately aware
	Married	3.62	Moderately aware
Education	College graduate	3.71	Moderately aware
	Did not finished	3.26	Somewhat aware
Rank/Position	Office head	3.99	Moderately aware
	Rank and file	3.58	Moderately aware

Range: 1.0–1.80 not at all aware; 1.81–2.60 slightly aware; 2.61–3.40 somewhat aware; 3.41–4.20 moderately aware; 4.21–5.0 extremely aware.

4.3. Organizational compliance to magna carta for women

As shown in **Table 6**, the education, health, and minimum wage providers are nearing the compliance to the rights under magna carta for women. Most of the respondents agree that their sector is compliant to “comprehensive health services and information” yielding the mean of 2.68.

Table 6. Level of compliance on rights under the magna carta for women.

Magna for women provisions	Compliance (\bar{x})	Remark
Comprehensive health services and health information and education.	2.68	Compliant
Equal access and elimination of discrimination against women in education, scholarships, and training.	2.59	Nearing compliance
Protection from all forms of violence, including those committed by the state.	2.56	Nearing compliance
Equal rights in matters relating to marriage and family relations.	2.55	Nearing compliance
Equal treatment before the law.	2.52	Nearing compliance
Protection and security in times of disasters, calamities, and other crises.	2.50	Nearing compliance
Participation and representation.	2.50	Nearing compliance
Equal participation in sports.	2.49	Nearing compliance
Government agencies to have annual programs on women protection and welfare.	2.48	Nearing compliance
Special leave benefits of two months with full pay based on gross monthly compensation, for women employees who undergo surgery caused by gynecologic disorders.	2.47	Nearing compliance
Awareness that not implementing or not provided means neglect of duty of the community or heads of offices.	2.47	Nearing compliance
Composite mean.	2.52	Nearing compliance

Range: 1.00–1.40 not compliant; 1.41–1.80 low compliance; 1.81–2.20 moderate compliance; 2.21–2.60 nearing compliance; 2.62–3.00 compliant.

Based on **Table 7**, women from almost all demographic traits generally responded that their organization or employers were nearing compliance on the rights under magna carta for women. Women health workers and women who are heads of their offices or departments said their organization or employers are compliant on the rights under magna carta for Women with means 2.64 and 2.69 respectively.

Table 7. Level of compliance based on demographic traits.

Awareness on magna carta for women	Categories	\bar{x}	Remark
Sectors	Health	2.64	Compliant
	Academe	2.51	Nearing compliance
	Minimum-wage earners	2.52	Nearing compliance
Income bracket (NEDA, 2018)	<Php11,000.00	2.48	Nearing compliance
	Php11,000.00–Php22,000.00	2.59	Nearing compliance
	>Php22,000.00	2.52	Nearing compliance
Location	Zamboanga city	2.58	Nearing compliance
	Basilan	2.55	Nearing compliance
	Zamboanga del Norte/Sur	2.34	Nearing compliance
Type of organization/employer	Public	2.46	Nearing compliance
	Private	2.63	Compliant
Civil status	Single	2.53	Nearing compliance
	Married	2.54	Nearing compliance
Education	College graduate	2.57	Nearing compliance
	Did not finished	2.36	Nearing compliance
Rank/Position	Office head	2.69	Compliant
	Rank and file	2.51	Nearing compliance

Range: 1.00–1.40 not compliant; 1.41–1.80 low compliance; 1.81–2.20 moderate compliance; 2.21–2.60 nearing compliance; 2.62–3.00 compliant.

4.4. Inferential analysis on awareness and demographical comparisons

In **Table 8**, awareness based on Income brackets is significant at p -value of 0.026. Awareness based on type of organization or employer where the respondents are employed has significance of 0.00. The educational credential and rank or position to organizations are significant with the p -value of 0.039 and 0.00, respectively. These data mean that groups under those demographic groups (income bracket, type of organization, educational credentials, and rank or position) differ on their responses.

Table 8. Statistical difference for awareness.

Categories	Demographics	\bar{x}	p -value	Remark
Income bracket (NEDA, 2018)	<Php11,000.00	3.40		
	Php11,000.00–Php22,000.00	3.73	0.026	Significant
	>Php22,000.00	3.77		
Type of organization/employer	Public	3.43		
	Private	3.60	0.000	Significant

Table 8. (Continued).

Categories	Demographics	\bar{x}	p-value	Remark
Education	College graduate	3.71	0.039	Significant
	Did not finished	3.26		
Rank/Position	Office head	3.99	0.000	Significant
	Rank and file	3.58		

4.5. Inferential analysis on organizational compliance and demographical comparisons

Based on **Table 9** on the level of compliance of employers to magna carta rights for women, location of the employment is significant with the *p*-value of 0.032. Type of employment is also significant having the *p*-value of 0.042. Education attainment is also a factor for compliance to magna carta yielding the *p*-value of 0.004. This means that groups under location, type of organization, and educational credentials differ on their responses.

Table 9. Statistical difference for organizational compliance.

Categories	Demographics	\bar{x}	p-value	Remark
Location	Zamboanga city	2.58	0.032	Significant
	Basilan	2.55		
	Zamboanga del Norte/Sur	2.34		
Type of organization/employer	Public	2.46	0.042	Significant
	Private	2.63		
Education	College graduate	2.69	0.004	Significant
	Did not finished	2.51		

5. Discussion

5.1. Awareness of workers

The findings of the study indicated potential impact of workers' salary, type of organization, education level, and work position to their awareness in their rights based on the provisions of magna carta for women. In contrast, other variables i.e., sector, civil status, and location did not pose significant influence on the awareness of the women workers. These findings indicate that the prominent factors to workers' awareness of their rights were their salary, type of organization and their position, as well as their education level. This study was able to reject the null hypothesis ($\alpha \leq 0.05$) on the basis of monthly income, education background, type of organization, and rank/position but failed to reject on sectors, civil status, and location. Specifically, two major contexts rise from the inferential analysis—The concept of socioeconomic status (e.g., education attainment and monthly income) and the organizational setting (e.g., type of organization and rank/position).

The findings of the study revealed that women who did not finished college had low awareness about their rights, and this awareness level was significantly different from those who have college degree. Cognitive development theory argues that education helps individuals progress through stages of cognitive development^[14,15]. As people acquire new knowledge and skills through education, their ability to perceive and understand the world around them expands^[16]. This development of cognitive structures enhances their awareness of different concepts and phenomena. When women did not finish a college degree, they tend to be less aware of their rights as stipulated in magna carta for women. It is also reasonable to argue that education

system in the Philippines highlights the concept of women's rights, specifically the magna carta for women, in the basic education curriculum^[17].

Along with the educational attainment, women with lower income level tend to be less aware of their rights. Women who earn <Php11,000.00 monthly have significantly lower level of awareness about their rights as compared to women who earn >Php22,000.00 monthly. Socioeconomic status of a person could also influence their social perceptions and has significant impact to one's psychological and life outcomes^[18]. Kraus et al.^[19] posit that disparities in material resources between individuals belonging to the working class and the middle class give rise to distinct cultural identities. These identities are formed through subjective evaluations of one's status in society in comparison to others that is related from discernible behavioral patterns that can be attributed to variations in socioeconomic status, educational attainment, and professional occupation^[20]. Integrating this concept into women's awareness, those who have less educational background tend to be employed in minimum-wage works and this action can also be linked to their knowledge on magna carta for women. When an individual is less aware of their rights, they will feel contented of their monthly income even it might violate the provisions of magna carta.

In comparison, those women employed in private organizations were significantly aware of their magna carta rights as compared to those employed in public. Women in higher positions tend to be aware of their rights than those in ranks. It was evident in recent studies^[21-23] that employers prefer students who graduated with a college course. People from lower social classes are significantly less likely to be employed as managers^[22]. This also explained why women in higher positions are more aware of their magna carta rights as compared to those in lower positions.

5.2. Organizational compliance to magna carta

Differences on the observed compliance of organizations was determine in the study. Location, organizational type, and educational background had significantly different levels of organizational compliance. For women workers, they feel that their organizations were "nearing compliant" (see **Table 6**) on the provisions of magna carta. Organizational contexts (e.g., type of organization and location) were prominent factor for observed compliance to magna carta.

This study indicated that based on employee's perception, their organizations were nearing compliant to the provisions under magna carta for women. Similarly, the study conducted by Carpio et al.,^[3] has revealed that the implementation of magna carta benefits in municipalities and cities is found to be insufficient. It was determined in this current study that employers and organizations lack implementations on benefits, protection and security, participation and representation, and equal rights and treatment.

According to Tejero et al.^[24], inconsistency in the implementation of human resources for health (HRH) policies, including the magna carta for HRH, has been observed across various municipalities. HRHs have reported receiving their hazard pay and associated benefits in either complete or partial amounts while others did not receive any benefits. One-third of LGUs have been able to comply with the required salary levels for their HRH. This limited compliance can be attributed to the prevailing financial constraints faced by the majority of LGUs.

This study compared the demographic profiles of the participants. It was evident that women employed in Zamboanga city observed their organization to be more compliant as compared to those who are employed in municipalities and provinces. On the other hand, private sectors were compliant than public organizations as also reflected in the study of Tejero et al.^[24]. Employees with higher education background perceived that their organizations were nearing compliant to the provisions of magna carta for women.

Limited studies were conducted on the inferential comparisons between characteristics of organizations/employers. This also opened new questions on how well do LGUs, public organizations/employers, and most organizations implement the magna carta for women. Generally, although some organizations implement the provisions within their jurisdiction, there is still a need to improve the trainings, awareness campaigns, and heightened organizational compliance to magna carta.

6. Conclusion

Many women working in health, education, and those earning the minimum wage in region 9 are moderately aware of their rights, according to the findings of this survey. Because women play such an important role in the formation of nations, the government must do everything necessary to protect their rights as the culture changes. According to the findings of this study, many women working in health, and education, and those earning the minimum wage in region 9 are moderately aware of their rights. The provisions of magna carta are still not fully applied, especially among minimum wage laborers, even decades after it was enacted. Inadequate implementation of the most basic benefits, such as extra compensation, subsistence allowances, and violations of equal treatment and discrimination-free workplaces, are also occurring.

7. Recommendation

The results of this study are highly beneficial to many sectors. After conducting this research, below is the list of recommendations needed by these sectors to improve the initiatives concerning magna carta and maximize the protection of women against any forms of violence.

The health, education, and minimum wage sectors may consider their strategies and the implementation of magna carta in their workplace. For instance, it was found that discrimination towards women is more frequent to those who did not finish their college degree, and single women. In this sense, the concerned sector has to equalize the rights given to women regardless of their educational background and civil status.

Further evaluation of magna carta law may be needed to extend the rights of women. The context of sports, skill-building, common ground and other social aspects are less reflected than of socio-economic and physical aspects of the magna carta. Protection is possible against any form of violence, but magna carta provisions are not central to personal development, which is equally important to protect.

Future research may cover the other dimensions of the magna carta. Treatment might differ based on other factors, such as relationships, leadership skills, or the capacity of the employer. magna carta could also be reflected not only in the workplaces but how the higher rank officials look at their women employees.

Author contributions

Conceptualization, JVC, AMWG, ALA and CDB; methodology, JVC, AMWG, ALA and CDB; software, JVC, AMWG, ALA and CDB; validation, JVC, AMWG, ALA and CDB; formal analysis, JVC; investigation, JVC, AMWG, ALA and CDB; resources, JVC, AMWG, ALA and CDB; data curation, JVC, AMWG, ALA and CDB; writing—original draft preparation, JVC, AMWG, ALA and CDB; writing—review and editing, JVC, AMWG, ALA and CDB; visualization, JVC and AMWG; supervision, JVC; project administration, JVC and AMWG; funding acquisition, JVC, AMWG, ALA and CDB. All authors have read and agreed to the published version of the manuscript.

Conflict of interest

The authors declare no conflict of interests.

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