

Harnessing Tourism for Women's Socio-Economic Empowerment in Barrio Barretto Olongapo City

Mychale Williams

College of Hospitality and Tourism Management
Gordon College – Olongapo City

Abstract: This study explores the role of tourism in enhancing the socio-economic empowerment of women in Barrio Barretto, a well-known tourism hub in Olongapo City, Philippines. Anchored in the Input-Process-Output (IPO) model, the research employed a descriptive design and collected data through structured questionnaires and unstructured interviews. 150 women working in tourism-related establishments—such as hotels, restaurants, wellness centers, and local shops—participated in the study. Empowerment was measured in three key dimensions: personal development, family role, and job role. Findings indicate that most female respondents were 23 years and older, married and worked in ordinary or contractual tourist -related jobs. The study revealed a high level of authority in the study, with the highest average score in the family, with the highest average score of personal growth and job roles. Significant differences in alleged empowerment emerged when the respondents were grouped according to age, marriage status, education, number of children and domestic sizes. Conversely, no significant differences were found when the employment status, spouse was grouped after employment or monthly income in most dimensions. This research highlights tourism as a viable opportunity to promote a women's agency, especially through job opportunities, revenue creation and increase in decisions in both home and workplace. Based on the results, the study recommends the development of local action plans that focus on capacity creation, health and welfare support, legal rights education, community -based women's groups and inclusive policy structure. These strategies are important for institutionalizing gender -sensitive tourism development and promoting permanent authority among women in equally socio -economic context

Keywords: socio-economic, women empowerment, tourism, personal development, family role, job role

Introduction

Magna Carta for Women states that it shall intensify its efforts and duties under international and domestic law to recognize, respect, protect, fulfill, and promote all human rights and fundamental freedoms of women, especially marginalized women, in the economic, social, political, cultural and other fields without distinction and discrimination on account of class, age, sex, language, disability, education, and status. The state shall ensure the full integration of women's concerns in the mainstream of development, shall provide sample opportunities to enhance their decision making and develop their skills, acquire productive employment and contribute to their families and communities to the

fullest of their capabilities.

According to recent global data, women form around 70% of the 1.3 billion people living in poverty (UN Women, 2023). Although they made two -thirds of the contribution in world working hours, women earn only 10% of global income. These inequalities emphasize the immediate need for inclusive financial opportunities.

Tourism has emerged as an important area to promote the economic and social authority of women, especially within the structure of sustainable development. Between 2020 and 2025, an expanded research body has emphasized the role of tourism in generating employment, increasing mobility and promoting entrepreneurship among women. This development has helped to increase economic autonomy and improve the general quality of life (PIDS, 2023; UNWTO,

2023). Unlike many traditional industries, the tourism sector provides a more accessible entry point for women, which enables participation in both formal and informal economic activity. This helps challenge inclusive gender norms and promotes more and more penis equity (Emerald Publishing, 2022; The Guardian, 2024). Successful initiatives in countries such as Philippines, India, Sri Lanka and Tanzania demonstrate the transformative ability of tourism in strengthening women from different socio -economic backgrounds. For example, programs such as Lakhpathy Didi in India and female affiliated tourist companies in Madhya Pradesh explain how localized tourism development can promote inclusive development and social change (Times of India, 2024; Indiatimes, 2024

Empowerment is defined as the process that individuals receive motivation, resources and agency needed to increase personal growth and remove poverty. For women, empowerment means achieving employment, achieving financial freedom and making meaningful contributions to both domestic and social welfare (Kabir,2021). Education plays an important role in this process, which is equipped with the knowledge and skills required to make decisions from informed careers and now important services and resources (ICRW, 2022). Gender equality, as defined by the UN Population Fund (UNFPA), refers to the same joy of rights, responsibilities and opportunities from women and men. This power emphasizes the need to address imbalance and increase women's autonomy on their lives (UNFPA, 2020).

In Barrio Barreto, Olongapo City- A well-known tourist water Hosting resort, restaurants and festive installations- an important part of the local workforce. This creates an opportunity to increase their personal development, strengthen the family roles and promote professional development. In this context, authority refers to the ability of women working in companies related to tourism to flourish in their personal, family and commercial roles.

Strong personal development is characterized by financial freedom, contribution to domestic income, improvement of health and lifestyle, access to training and development opportunities, ownership of personal property, trust in decision making, autonomy on personal matters, autonomy on personal matters and awareness on women's right.

A strong family role includes shared decision -making, contributes to domestic welfare, responsibility for child rearing, financial assistance and equal distribution of domestic duties. Strong women also feel, support and able to express themselves within the family unit. Strong job includes creativity and innovation in the workplace, equal opportunity for work efficiency, responsibility, promotion, freedom from oppression, mother's advantage, flexibility in the workplace and contributions in business performance and quality of the business.

Tourism includes women's demographic profile - including age, marriage status, education, employment status, income and domestic structure - which is expected to influence their empowerment level.

Methodology

The study used a descriptive research design to investigate the socio -economic authority of women working in the tourism industry at Barrio Bareto, Olongapo City. Descriptive research is appropriate when objective observation is to describe the current conditions or characteristics of the population based on observable facts (Creswell & Creswell, 2022). Research focuses on profile women in tourism and assessing their authority in terms of personal development, the family's role and job roles. In addition, the study focuses at the present condition and to find new truth. A survey technique is useful in proving the value of facts and focusing attention on the most important things to be reported. The research described the women empowerment in the aspects of personal development, family role and job role in order to describe the significant difference of its demographic profile. The

Table 1. *Respondent Women Empowerment on Personal Development*

PERSONAL DEVELOPMENT	Mean	Remarks
Financially independent	3.59	Agree
Values reputation of being a woman	3.41	Agree
Knowledgeable about the rights of woman	3.37	Agree

population chosen are the residents of the Barrio Barretto, Olongapo City. According to the recent census of Barrio Barretto there are twenty-three thousand (23,000) residents and nine thousand five (9,005) women. A total of 150 women were chosen using targeted methods of sampling and convenience. This combination allowed researchers to focus on participants working in tourism -related establishments such as resorts, restaurants, bars and wellness centers. The sampling technique was guided by the criteria that respondents must be at least 17 years old and permanent residents of the area. The inclusion of younger women (aged 17–18) reflects policies such as the Department of Labor and Employment's Special Program for the Employment of Students (DOLE-SPES), which allows limited youth participation in the labor force for educational and financial support (DOLE, 2022).

Results and Discussions

Table 1 shows the respondent's empowerment in terms of personal development. Respondent are agree that they are financially independent with a mean of three point fifty-nine (3.59), are agree that they in value reputation of being a woman with a mean of three point forty – one (3.41), are agree that they knowledgeable about the rights of woman with a mean of three point thirty – seven (3.37), are agree that they can improve and maintain good health status with a mean of three point twenty – eight (3.28), are agree that they are confident about capability to decide for her improvement with a mean of three point twenty seven (3.27), are agree that they are in control of sexual activity with their partner with a mean of three point thirteen (3.13), are agree that they have the ability to improve lifestyle with a mean of three point twelve (3.12), are agree that they can solely decide to acquire personal property with a mean of three point ten (3.10), are agree that they can contribute to household income with a mean of three point ten (3.10), are agree that they can acquire training and development activities.

With an average mean of three point twenty - four (3.24), result implies that respondent women are empowered to personal development. Employment is the most consideration that contributes to empowerment.

Personal development among women ultimately enhance their employability that may contribute to their household, improve their lifestyle, values, their reputation, self-improvement and knowledgeable about their rights.

Ability to improve and maintain good health status	3.28	Agree
Confident about capability to decide for herself improvement	3.27	Agree
In control of sexual activity with partner	3.13	Agree
Ability improve lifestyle	3.12	Agree
Solely decide to acquire personal property	3.10	Agree
Contribute to household income	3.10	Agree
Acquire training and development activities	3.07	Agree
Average	3.24	Agree

Table 2 shows the family role of the respondents. Respondents are agree that they share decision in difficult situation with a mean of three point fifty-five (3.55), they are agree to enjoy responsibilities to improve home environment with a mean of three point thirty- five (3.35), they agree that can contribute and improve family quality of life with a mean of three point twenty - nine (3.29), they agree that they to enjoy the appreciation of partner and family members with a mean of three point twenty - nine (3.29), that they are agree to shows strong authority in deciding for children's welfare has a mean of three point twenty - nine (3.29), that they are agree to contribute to family expenses with a mean of three point twenty seven (3.27), that they are agree to enjoy expressing thought and feelings during challenging situation with a mean of three point twenty - three (3.23), that they are agree to share decision in acquiring family property with a mean of three point twenty-two (3.22), that they are agree to

enjoy the delegation of the household chores among members of the family with a mean of three point seventeen (3.17), and that they are agree to enjoy the delegation of the household chores among members of the family with a mean of three point seventeen (3.17).

With the average mean of three point twenty-eight (3.28), study implies that the respondents agree that they are empowered in their family role. According to the study women who are empowered are capable to enhance and develop a good quality of life, contribute to family expenses, enjoy expressing their feelings and appreciated by their partner and family members (Sultana et al., 2024; Idris et al., 2023; Khademi et al., 2023). Anyone who can contribute to improve quality of life are commonly appreciated than those contribute less or nothing.

Table 2. Respondents Women Empowerment on Family Role

FAMILY ROLE	Mean	Remarks
Share decision in difficult situation.	3.55	Agree
Enjoy responsibilities to improve home environment	3.35	Agree
Contribute and improve family quality of life,	3.29	Agree
Enjoy the appreciation of my partner and family members	3.29	Agree
Shows strong authority in deciding for children's welfare	3.29	Agree
Contribute to family expenses	3.27	Agree
Enjoy to express thought and feelings during challenging situation	3.23	Agree
Share decision in acquiring family property	3.22	Agree
Enjoy the delegation of the household chores among members of the family	3.17	Agree

Enjoy the opportunity to decide to difficult circumstances	3.12	Agree
Average	3.28	Agree

Table 3 shows the empowerment of the respondents about their job role. Respondents are agree that they gained trust and confidence of superior with a mean of three point twenty four (3.24), are agree that they to share ideas to improve workplace environment with a mean of three point nineteen (3.19), are agree that they enjoy consideration on absences during difficult situation in the family with a mean of three point seventeen (3.17), are agree that they can assume responsibility and accountability which survey result showed a mean of three point seventeen (3.17), are agree that they can contribute to the business financial improvement with a mean of three point sixteen (3.16), are agree that they enjoy maternal benefits and welfare with a mean of three point sixteen (3.16), are agree that they can contribute idea to improve quality of business service or product with a mean of three point fifteen

(3.15), are agree that they can accelerate employees' creativity and innovation at work with a mean of three point thirteen (3.13), are agree that they can contribute ideas to improve work system with a mean of three point thirteen (3.13), and respondent are agree that they are knowledgeable about job security with a mean of three point eleven (3.11).

The average mean of three-point sixteen (3.16) result implies that respondents are empowered in their job role and enjoy equality in their workplace. Jobs in tourism related such as hotel, restaurant and beach resorts are complex which required skilled employee, skills development promote women empowerment to acquire good employment leading to promote job welfare and security.

Table 3. Respondents Women Empowerment on Job Role

JOB ROLE	Mean	Remarks
Gained trust and confidence of superior	3.24	Agree
Share ideas to improve workplace environment	3.19	Agree
Enjoy consideration on absences during difficult situation in the family	3.17	Agree
Assume responsibility and accountability	3.17	Agree
Contribute to the business financial improvement	3.16	Agree
Enjoy maternal benefits and welfare	3.16	Agree
Contribute idea to improve quality of business service or product	3.15	Agree
Accelerate employees' creativity and innovation at work	3.13	Agree
Contribute ideas to improve work system	3.13	Agree
Knowledgeable about job security	3.11	Agree
Average	3.16	Agree

Table 4 shows the result on the significant difference between the respondent's empowerment when grouped according to age. There is significant difference between age and empowerment on personal development with a result of .003. Therefore, the null hypothesis of significant difference is influenced. The result implies that age has a connection on the respondent's empowerment on personal development. Women's job experience and community engagement contributes to the empowerment that leads to develop their

role to their family (Knight 2011). Older women are found to be more empowered than the younger women.

There is significant difference between age and empowerment on family role with a result of .003. The result implies that age has a connection on the respondent's empowerment on family role. Younger women are found to be more empowered because they are more capable to enhance and develop a good quality of life, and contribute to family expenses. Younger women have the opportunity to acquire more knowledge and

more skills that contribute to greater possibility of getting employed that leads to empowerment.

There is no significant difference between age and empowerment on job role with a result of .112. Therefore, the

null hypothesis is accepted. There is no significant difference between the age and their empowerment with a significant value 0.92. Therefore, the null hypothesis is accepted. It only implies that age has no connection on the respondent's empowerment.

Table 4. Significant Difference on Empowerment of the Respondents when Grouped According to Age

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	17 and below	3.90	0.14	6.110	0.003	Significant
	18 – 22 years old	3.49	0.38			
	23 years old above	3.21	0.40			
Family Role	17 and below	2.30	0.88	5.908	0.003	Significant
	18 – 22 years old	3.35	0.35			
	23 years old above	3.28	0.41			
Job Role	17 and below	3.05	0.66	2.220	0.112	Not Significant
	18 – 22 years old	3.39	0.39			
	23 years old above	3.13	0.46			
Average		3.23	0.43	2.428	0.092	Not Significant

Table 5 shows the result on the significant difference between the respondent's empowerment when grouped according to marital status. There is a significant difference between marital status and empowerment on personal development with a result of .002. Therefore, the null hypothesis of significant difference between marital status and personal development is influenced.

Widows are found to be more empowered because they are found to be more responsible on their own and responsible for everything they owned. There is a significant difference between marital status and empowerment on family role with

a result of .036 Widows are found to be more empowered because they are the only one responsible for their own family.

There is no significant difference between marital status and job role with a result of .121. Therefore, the null hypothesis is accepted. The result implies that empowerment on personal development and empowerment on family role is significant to respondent's marital status. The widow respondents are more empowered on their personal development and family role because they are more challenge and motivated to perform their responsibility as head of the family.

Table 5. Significant Difference on Empowerment of Respondents when grouped according to Marital Status

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	Single	3.34	0.46			
	Married	3.21	0.39			

	Solo Parent	2.94	0.30	4.435	0.002	Significant
	Widow	3.57	0.42			
	Others	3.25	0.16			
Family Role	Single	3.15	0.48			
	Married	3.29	0.41	2.636	0.036	Significant
	Solo Parent	3.18	0.36			
	Widow	3.63	0.25			
	Others	3.28	0.22			
Job Role	Single	3.28	0.43			
	Married	3.10	0.48	1.857	0.121	Not Significant
	Solo Parent	3.13	0.41			
	Widow	3.40	0.46			
	Others	3.42	0.46			
Average		3.23	0.43	2.976	0.022	Significant

Table 6 shows the result on the significant difference between the respondent's empowerment when grouped according to educational attainment. There is significant difference between educational attainment and empowerment on personal development with a result of 0.10.

The result implies that educational attainment has a connection on the respondent's empowerment on personal development. There is a significant difference between educational attainment and empowerment on family role with a result of .000. It only implies that educational attainment has a connection on the respondent's empowerment on family role.

There is significant difference between educational attainment and empowerment on job role with a result of .000.

It only implies that educational attainment has a connection on the resident's empowerment on job role. The result implies that educational attainment has connection on the respondent's empowerment.

College graduate are found to be more empowered. The results support the findings of Nguyen & Tran, 2022; Sultana et al., 2024) to the impacts of tourism industry to women empowerment, the higher the educational attainment of the women the more they are empowered. Education equips women on knowledge required in making their career choices that is beneficial to help them increase their capability to access resources and services (International Center of Research on Women 2022).

Table 6. Significant Difference on Empowerment of the Respondents when according to Educational Attainment

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	Elem. Graduate	3.33	0.48			
	HS Undergraduate	3.03	0.30			
	HS Graduate	3.26	0.47			
	College Undergraduate	3.35	0.44	2.784	0.10	Significant
	College Graduate	3.39	0.36			
	Technical Course	2.83	0.40			
	Tech-Voc Course	3.35	0.16			
	Others	3.30	0.00			

Family Role	Elem. Graduate	3.03	0.76	4.884	0.000	Significant
	HS Undergraduate	3.00	0.32			
	HS Graduate	3.26	0.37			
	College Undergraduate	3.45	0.42			
	College Graduate	3.91	0.36			
	Technical Course	3.17	0.51			
	Tech-Voc Course	3.60	0.36			
	Others	3.40	0.00			
Job Role	Elem. Graduate	3.17	0.30	6.816	0.000	Significant
	HS Undergraduate	3.76	0.34			
	HS Graduate	3.21	0.43			
	College Undergraduate	3.32	0.46			
	College Graduate	3.33	0.38			
	Technical Course	3.20	0.46			
	Tech-Voc Course	3.41	0.47			
	Others	3.20	0.00			
Average		3.23	0.43	6.658	0.000	Significant

Table 7 shows the result on the significant difference between the respondent's empowerment when grouped according to employment status.

There is no significant difference between employment status and empowerment on personal development with a result of .184.

There is no significant difference between employment status and empowerment on family role with a result of 1.635.

There is no significant difference between employment status and empowerment on job role with a result of .939.

With the average mean of 0.658, there is no significant difference between the employment status and their empowerment. Therefore, the null hypothesis is accepted. The result implies that respondent's empowerments are the same regardless of their employment status.

Table 7. Significant Difference on Empowerment of the Respondents when grouped according to Employment Status

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	Regular	3.21	0.42	1.635	0.184	Not Significant
	Contractual	3.27	0.42			
	Self-employed	3.35	0.37			
	Others	3.00	0.45			
Family Role	Regular	3.35	0.37	1.635	1.635	Not Significant
	Contractual	3.17	0.44			
	Self-employed	3.52	0.48			
	Others	3.18	0.48			

Job Role	Regular	3.13	0.46	0.135	0.939	Not Significant
	Contractual	3.18	0.50			
	Self-employed	3.18	0.35			
	Others	3.19	0.41			
Average		3.23	0.43	0.536	0.658	Not Significant

Table 8 shows the result on the significant difference between the respondent's empowerment when grouped according to spouse employment status. There is no significant difference between spouse employment status and empowerment on personal development with a result of .368.

There is no significant difference between spouse employment status and empowerment on family role with a result of .450.

There is no significant difference between spouse employment status and empowerment on job role with a result of 0.81.

There is no significant difference between the spouse employment status and their empowerment with a significant value .555. Therefore, the null hypothesis is accepted. The result implies that spouse employment status has no connection on the respondent's empowerment. The result implies that respondent's empowerments are the same regardless of their spouse employment status.

Table 8. Significant Difference on Empowerment of the Respondents When According to Spouse Employment Status

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	None	3.33	0.44	1.081	0.368	Not Significant
	Regular	3.24	0.39			
	Contractual	3.17	0.39			
	Self-employed	3.31	0.36			
	Others	3.10	0.51			
Family Role	None	3.19	0.45	0.928	0.450	Not Significant
	Regular	3.31	0.41			
	Contractual	3.30	0.41			
	Self-employed	4.43	0.41			
	Others	3.18	0.46			
Job Role	None	3.31	0.38	2.123	.081	Not Significant
	Regular	3.14	0.45			
	Contractual	3.04	0.51			
	Self-employed	3.24	0.41			

	Others	3.18	0.36			
Average		3.23	0.43	0.785	0.555	Not Significant

Table 9 shows the result on the significant difference between the respondent's empowerment when grouped according to work assignment. There is no significant difference between work empowerment on personal development with a result of .254 assignment and there is no significant difference between work empowerment on family role with a result of .877. assignment and there is no significant difference between work assignment and empowerment on job role with a result

of 1.303 . There is no significant difference between the work assignment and their empowerment with a significant value .309. Therefore, the null hypothesis is accepted. The result implies that work assignment has no connection on the respondent's empowerment. The data support the findings of respondent's empowerments are the same regardless of their work assignment.

Table 9. *Significant Difference on Empowerment of the Respondents When According to Work Assignment*

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	Restaurant Crew	3.17	0.38	1.331	.254	Not Significant
	Health & Wellness Employee	3.10	0.38			
	Hotel & Restaurant Staff	3.33	0.48			
	Store Clerk	3.30	0.26			
	Entrepreneur	3.26	0.41			
	Others	3.28	0.40			
Family Role	Restaurant Crew	3.19	0.44	0.877	0.498	Not Significant
	Health & Wellness Employee	3.30	0.32			
	Hotel & Restaurant Staff	3.34	0.44			
	Store Clerk	3.17	0.51			
	Entrepreneur	3.28	0.33			
	Others	3.35	0.43			
Job Role	Restaurant Crew	3.04	0.49	1.303	0.266	Not Significant
	Health & Wellness Employee	3.06	0.43			
	Hotel & Restaurant Staff	3.22	0.51			

Store Clerk	3.17	0.43			
Entrepreneur	3.35	0.32			
Others	3.23	0.28			
Average	3.23	0.43	1.207	0.309	Not Significant

Table 10 shows the result on the significant difference between the respondent's empowerment when grouped according to monthly income.

There is no significant difference between monthly income and empowerment on personal development with a result of .134

There is no significant difference between monthly income and empowerment on family role with a result of .280.

There is a significant difference between monthly income and empowerment on job role with a result of .010. The result implies that monthly income has a connection on the respondent's empowerment on job role monthly income creates economic emancipation for women and to their job role (Castellani, 2014).

There is no significant difference between the monthly income and their empowerment with a significant value .137. Therefore, the null hypothesis is accepted. The result implies that monthly income has no connection on the resident's empowerment

Table 10. Significant Difference on Empowerment of the Respondents when grouped according to Monthly Income

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	5,000 below	3.30	0.42	1.788	0.134	Not Significant
	5,001 – 8,000	3.33	0.38			
	8,001 – 11,000	3.15	0.45			
	11,001 – 14,000	3.34	0.27			
	14,001 - above	3.12	0.41			
Family Role	5,000 below	3.36	0.40	1.281	0.280	Not Significant
	5,001 – 8,000	3.24	0.54			
	8,001 – 11,000	3.24	0.39			
	11,001 – 14,000	3.15	0.36			
	14,001 - above	3.41	0.30			
Job Role	5,000 below	3.32	0.38	3.435	0.010	Significant
	5,001 – 8,000	3.26	0.48			
	8,001 – 11,000	3.00	0.46			
	11,001 – 14,000	3.21	0.42			
	14,001 - above	3.20	0.43			

Average	3.23	0.43	1.775	0.137	Not Significant
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Table 11 shows the result on the significant difference between the respondent's empowerment when grouped according to spouse monthly income. There is no significant difference between spouse monthly income and empowerment on personal development with a result of .147.

There is no significant difference between spouse monthly income and empowerment on family role with a result of .394.

There is significant difference between spouse monthly income and empowerment on job role with a result of .002.

The result implies that spouse monthly income has a connection on the respondent's empowerment on job role. Women are more empowered in their job role if spouse monthly income can provide a better standard of living.

There is no significant difference between the spouse monthly income and their empowerment with a significant value .059. Therefore, the null hypothesis is accepted. The result implies that spouse monthly income has no connection on the respondent's empowerment.

Table 11. Significant Different on Empowerment of the Respondents When According to Spouse Monthly Income

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	None	3.33	0.43	1.664	0.147	Not Significant
	5,000 below	3.33	0.44			
	5,001 – 8,000	3.11	0.36			
	8,001 – 11,000	3.31	0.47			
	11,001 – 14,000	3.27	0.30			
	14,001 - above	3.18	0.39			
Family Role	None	3.21	0.46	1.045	0.394	Not Significant
	5,000 below	3.39	0.39			
	5,001 – 8,000	3.22	0.39			
	8,001 – 11,000	3.40	0.43			
	11,001 – 14,000	3.41	0.39			
	14,001 - above	3.24	0.45			
Job Role	None	3.33	0.38	3.905	0.002	Significant
	5,000 below	3.23	0.44			
	5,001 – 8,000	3.91	0.48			
	8,001 – 11,000	3.24	0.45			
	11,001 – 14,000	3.15	0.43			
	14,001 - above	3.13	0.45			
Average		3.23	0.43	2.187	0.059	Not Significant

Table 12 shows the result on the significant difference between the respondent's empowerment when grouped according to number of children. There is a

significant difference between number of children and empowerment on personal development with a result of .002. Respondent without children is found to be more empowered

because they develop higher self-esteem and more visible in their communities (Singh 2013)

There is no significant difference between number of children and empowerment on family role with a result of .773.

There is a significant difference between number of children and empowerment on job role with a result of .017. The result implies that number of children has a connection on the respondent's empowerment on job role. Respondent with 4 or more number of children are found to be

empowered because they build assets and achieve better economic status.

There is a significant difference between the number of children and their empowerment with a significant value .015. The result implies that number of children has connection on the respondent's empowerment. The standard Filipino family size are commonly consisting of two (2) to three (3) children, the more children they have the lesser priority for to personal development and better economic status is likely more difficult to attain.

Table 12. Significant Difference on Empowerment of the Respondents When According to Number of Children

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	None	3.43	0.39	4.507	0.002	Significant
	1	3.33	0.49			
	2	3.13	0.43			
	3	3.06	0.37			
	4 or more	3.30	0.41			
Family Role	None	2.28	0.50	0.449	0.773	Not Significant
	1	3.36	0.45			
	2	3.25	0.47			
	3	3.20	0.34			
	4 or more	3.31	0.38			
Job Role	None	3.34	0.37	3.128	0.017	Significant
	1	3.26	0.38			
	2	3.08	0.46			
	3	3.20	0.47			
	4 or more	3.97	0.48			
Average		3.23	0.43	3.188	0.015	Significant

Table 13 shows the result on the significant difference between the respondent's empowerment when grouped according to how many they are in their household.

There is significant difference between the number of member living in household and empowerment on personal development with a result of .000.

There is significant difference between the number of member living in household and empowerment on family role with a result of .010.

There is significant difference between the number of member living in household and empowerment of respondents in their

job role with a result of .001. Therefore, the null hypothesis of significant difference is influenced.

There is significant difference between the number of member living in household and their empowerment with a significant value .000. Therefore, the null hypothesis is not accepted. The result implies that the number of member living in household has connection on the respondent's empowerment. Respondents with one to three (1-3) other family members living in the household are found to be empowered, which support the study of Al Azzawi S. (2008) that women who have other members living with them are more capable to empower themselves because there are other household members who can share the household duties.

Table 13. Significant Difference on Empowerment of the Respondents When according to Numbers of members living in the Household

Empowerment		Mean	SD	F Value	Sig.	Remarks
Personal Development	1 - 3	3.59	0.28	12.717	0.000	Significant
	4 – 5	3.07	0.40			
	6 or more	3.35	0.35			
Family Role	1 - 3	3.46	0.37	3.895	0.010	Significant
	4 – 5	3.17	0.40			
	6 or more	3.33	0.44			
Job Role	1 - 3	3.46	0.40	6.192	0.001	Significant
	4 – 5	3.03	0.43			
	6 or more	3.22	0.46			
Average		3.23	0.43	10.665	0.000	Significant

Conclusion

Based on the summary findings, the researchers concluded that, Women working in the tourism sector of Barrio Barretto are moderately to highly empowered in their personal, family, and professional roles. Socio-demographic factors such as age, education, and family structure play a significant role in shaping empowerment levels. The tourism industry provides a critical platform for enhancing women's economic participation and social agency.

Recommendation

Based on the conclusion, the researcher propose to local officials of Barrio Barretto the following recommendation to further strengthen the empowerment of women in Barrio Barretto;

1. In order to equip women with the skills and knowledge needed to flourish in the tourism industry, it is mandatory to implement the targeted capacity setting initiative. Relevant public agencies, especially the Department of Trade and Industry (DTI), should constitute an organization of business development workshops designed to remove the specific requirements for female entrepreneurs. These workshops should cover important subjects such as financial literacy, marketing, customer service and entrepreneurship. In addition, continuous vocational training should be given, which focuses on new and highly excellent areas such as tourist management, welfare services and digital entrepreneurship. This ongoing support will not only improve women's technical competence, but will also promote innovation and adaptability in a competitive industry
2. Provided that the woman's physical and mental welfare is important for their authority and

productivity, social-based health and wellness programs should be preferred. Initiatives such as training activities, stress management workshops and nutritional training can help improve the general health results. Collaboration with local health offices is recommended to facilitate regular reproductive health training and mental health care. These interventions will allow women to maintain a balanced lifestyle, which is important for continuous participation in the workforce and active community engagement.

3. Empowerment is out of financial participation; It also includes ensuring the protection of women's rights and security against exploitation and discrimination. Therefore, partnerships with the Department of Social Welfare and Development (DSWD), as well as recognized non-state organizations (NGO) should be strengthened to conduct a comprehensive legal consciousness campaign. These workshops should educate women about their rights in the workplace, the mechanism for reporting harassment and abuse and the importance of legal support. Such knowledge will strengthen women to safely go in and contribute to a safe and more just work environment
4. In order to build solidarity and collective power in women working with tourism, it is strongly recommended to form the formation of local women's associations. These groups can serve as platforms for colleagues support, share knowledge and collective negotiations. In addition, tourism companies and local authorities should work together to develop and implement policies in the workplace that promote gender equality. The installation of the clear anti -Opponent protocol and the complaint mechanism will ensure that women feel safe and respected, which is fundamental to their

continuous participation and progress in the tourism sector.

5. Sustainable empowerment requires systemic changes anchoring in sound policy. Local authorities (LGU) are encouraged to integrate the findings and recommendations of this study in their tourism development and gender mainstream schemes. In order to ensure the efficiency and responsibility of these guidelines, it is necessary to install regular monitoring and evaluation mechanisms. These systems should consider progress towards empowerment goals, identify challenges and report necessary adjustments. By institutionalizing such practice, LGU can promote responsibility, openness and continuous improvement in the development of gender -friendly tourism.
6. Finally, by investing resources and efforts in these strategic fields, including stakeholders - public agencies, voluntary organizations, tourism companies and local communities - can significantly strengthen tourism's role as driver for inclusive development in Olongapo City and authority of women. This overall approach will not only improve the woman's socio -economic status, but will also contribute to the general sustainable development of the local tourism industry.

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