

PRACTICES AND CHALLENGES ENCOUNTERED IN THE IMPLEMENTATION OF REPUBLIC ACT 10066 IN THE PROVINCE OF LAGUNA: BASIS FOR ACTION PLAN

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Abstract

The main thrust of this study was to determine the level of practices and challenges encountered in the implementation of Republic Act 10066. The descriptive-correlational research design was used to determine the level of practices on Republic Act 10066 in the implementation as assessed by LGU Officers, church officials and barangay functionaries, artists, cultural and development workers, local educators, and other professionals in the province of Laguna in terms of purpose, implementation, training, information, awareness building, and education, and policy, planning, and legislation. A survey questionnaire was used to gather data from 360 respondents of the study who were chosen by using the purposive sampling technique. The ANOVA and Pearson Product Moment Correlation were used to interpret and analyse the data gathered.

The study revealed that the level of practices in all variables used were practiced in terms of purpose, implementation, information, awareness building and education, and policy, planning, and legislation. The study also revealed that the level of challenges in all variables used was sometimes or moderately encountered except in terms of inadequate staffing which was often or encountered only.

The results of the study showed a significant relationship between the level of practices and challenges in terms of purpose, implementation, information, awareness building, and education. Therefore, to further enhance the level of practices and lessened the challenges an action plan was proposed. In this way, NCCA, NMP, and NHCP could continuously assist the cultural sector in enhancing their practices in their organizations.

Keywords: practices, challenges, implementation, Republic Act 10066

INTRODUCTION

The Constitution declared that in an environment that allows for unrestricted creative and intellectual expression, the State should promote the preservation, enrichment, and dynamic evolution of a Filipino culture founded on the idea of unity in diversity. The Constitution likewise mandated the State to protect, enhance, publicize, and develop the country's historical and cultural legacy, resources, and works of art. This was embodied in Republic Acts which will be the guide or bible for the conservation, preservation, and protection of cultural heritage. All these objectives were intended to protect the Filipino identity for both the current and upcoming generations. There were a number of forces which are at work to preserve cultural heritage. It includes diminishing government funding for historic preservation, pressure to use heritage

resources for tourism, and pressure to treat heritage like a commodity. Specifically, this Act was known to be Republic Act 10066.

Republic Act 10066 or the National Cultural Heritage Act of 2009 provides the conservation, preservation and protection of the country's national cultural heritage, to be undertaken by the National Commission for Culture and the Arts (NCCA) and its affiliated cultural agencies—National Museum of the Philippines (NMP) and National Historical Commission of the Philippines (NHCP), was signed into law on March 26, 2010 by President Gloria Macapagal-Arroyo. Then known as the Heritage Bill in the Upper House of Congress, the said bill was principally authored by Sen. Edgardo Angara and passed through the support of fellow senators Richard Gordon, Loren Legarda, and Mar Roxas. In the Lower House of Congress, the counterpart measure was sponsored by Cong. Juan Angara.

Cultural heritage is conserved, preserved, and protected by laws for the others to understand the importance of it. Cultural heritage is protected and preserved for a variety of reasons. Community renewal, revitalization, and development, education, continuity, pleasure and recreation, patriotism, nostalgia and fear of the past, diversity, tourism, identity, improved quality of life, profit, and economic development are a few of the varied reasons for maintaining and preserving culture and heritage.

Estonanto et al. (2018) said that research on preservation was playing a crucial role in releasing the knowledge contained in artifacts and interpreting them to the public when it comes to education and access to information. In the construction industry, it had been estimated that 50% of all building renovations in European cities involved history protection in some fashion. Physical access to historic structures was essential for enhancing social inclusion, a crucial indication of living quality.

Taçon and Baker (2019) said that heritage was also Choosing what legacy should or should not be maintained for future generations and how this will be done were debated and one of the largest challenges. Heritage was classified, assessed, and validated in order to ensure that what was deemed to be most significant got passed on to/inherited by future generations because it was impossible to save and pass on all heritage. However, some ancestries might be extremely private, making it hard or even impossible for some individuals to understand or empathize with them. Because of this, choosing what heritage to save and whose heritage to preserve can be difficult, and in the past, numerous prejudices had influenced both the destruction and preservation of heritage.

Moreover, Otero (2021) posited that given that the COVID-19 pandemic outbreak occurred just as the cultural tourism sector had been expanding globally at a rate of 20–25% over the previous ten years, along with the effects of climate change and the current high levels of pollution in urban areas, it was anticipated that in the following ten years, the decay of culturally significant objects will accelerate significantly. Since conservation activities were frequently carried out by inexperienced and/or unskilled practitioners, which, in certain situations, can increase damage up to 50%, this rapid deterioration was anticipated to be much more worsened in underdeveloped nations. So, in order to improve conservation outcomes and continue to enjoy the enormous economic benefits derived from heritage more effectively and sustainably for the benefit of future generations around the world, it was urgently necessary to envision innovative solutions to develop various global strategies that went beyond the current global challenges. It comprised actionable objectives and methods whereby national, district, provincial, cities, municipalities, towns, and barangays even church authorities supported and encouraged cultural development. While in field conducting the survey, about 40% of the respondents has yet to identify their cultural heritage, monuments, and the likes. Cases that offer as more evidence of the importance of broad participation, particularly of local communities, in determining what should be conserved and how.

Here in Laguna Province, there are a number of challenges to be addressed: Lack of national cooperativeness, Lack of local/regional cooperativeness, Inadequate staffing, Lack of funding, Lack of political support, Lack of defined limit to transformation in historical sites, Poor popular participation, Use of

new and traditional knowledge, techniques, and materials in diverse, Ineffective preservation policy, Documentation problems, Insufficient role of museums to promote heritage, Lack of enforced legalizations, uncontrolled urbanization, and unchecked tourist development.

The researcher aspired to identify these challenges and explore where further research may advance the application of heritage enterprise. The need for Laguna Province to implement the Republic Act 10066 is informed by the challenges. This policy, therefore, puts cultural heritage and development at the forefront. It promotes the selection of suitable knowledge and technology for national growth.

This study assessed the level of practices and challenges on Republic Act 10066 by LGU officers, church officials and Barangay functionaries, artists, cultural workers and development workers, Local Educators, and other professionals in the province of Laguna and the significant difference among the assessments of the four (4) groups of respondents in the practice of Republic Act 10066 implementation. This can help the Laguna Province improve its practices and lessen if not eliminate the challenges they encountered in the conservation, preservation, and protection of the cultural heritage.

METHODS

The researcher used a quantitative methodology, descriptive correlational investigations that described the variables and the relationships that developed organically between and among them. The three basic goals of descriptive investigations were to describe, explain, and validate study findings, a well-established quantitative research method for testing hypotheses and describing features or functions. Hence, it involved collecting data to conduct experiments or provide answers regarding the present employment status of research participants. On the other hand, correlational research attempts to establish the existence of, and the strength of, a link between two or more quantitative variables (Copeland, 2022). In addition, a descriptive correlational study was one where the primary goal was to describe connections between variables without attempting to establish a causal relationship (Copeland, 2022).

The data gathered were from Laguna Province which comprised of LGU Officers (Local Chief Executives, ENRO, MPDC, Tourism and Budget Officer), church officials and Barangay functionaries, artists, cultural workers and development workers, local educators and other professionals (librarians, local historians, architects, engineers). Also included were identified potential partners and other LGU personnel involved in safeguarding cultural heritage. Because the respondents were easily accessible in Laguna, the researcher chose to perform the study there. A total of 360 respondents from the different sectors of society were chosen as respondents.

The main data gathering instrument was the questionnaire that was formulated by the researcher with the guidance of the thesis adviser. The researcher visited different municipalities, towns, and cities of Laguna to seek the permission to conduct the study.

The information collected from the survey was tallied and given the appropriate statistical treatment. To achieve the main thrust of the study, the following statistical tools were utilized: the mean and four-point Likert Scale was used to interpret the level of the practices and challenges encountered in the implementation of Republic Act 10066. This study also used the Pearson Product Moment Correlation to show the significant relationship between the level of practices and the level of challenges encountered in the implementation of RA 10066. And then, the Analysis of Variance or ANOVA was utilized to determine the significant difference in the level of practices in the implementation of Republic Act 10066 as assessed by LGU Officers, Church officials and Barangay functionaries, Artists, cultural workers, and Development workers, Local Educators and other professionals.

RESULTS AND DISCUSSION

Discussion per problem and per table/thematic chart followed by discussion, interpretation/reflection, and supporting literature.

Table 1.1

Level of Practices on Republic Act 10066 Implementation as assessed by the Four (4) Groups in terms of Purpose

Indicators	Mean	VI
1. Maintaining of objective in protection, preservation, conservation, and promotion of cultural heritage to the Regional, Municipal/City, and Barangay levels	3.05	P
2. Establishment of cultural institution in: Regional, Municipalities, Cities, and Barangays	2.95	P
3. Strengthening of established cultural heritage	3.08	P
4. Protection of cultural workers through self and professional development	2.95	P
General Assessment	3.01	P

Legend: 3.25-4.00 Highly Practiced (HP) 2.50-3.24 Practiced (P) 1.75-2.49 Slightly Practiced (SP) 1.00-1.74 Not Practiced (NP)

Table 1.1 shows the level of practices on Republic Act 10066 implementation as assessed by LGU officers, Local Educators, Artist's Cultural workers, and Church and Barangay Officials in the province of Laguna in terms of Purpose. The general assessment was **3.01** interpreted as **Practiced**. The indicator, "strengthening of established cultural heritage", had the highest mean of **3.08** interpreted as **Practiced**. Meanwhile, the indicators, "establishment of cultural institution in: Regional, Municipalities, Cities, and Barangays" and "protection of cultural workers through self and professional development", both had the lowest mean of **2.95** interpreted as **Practiced**.

The result implies that the province has a rich and outnumbered cultural heritage that has to be maintained and valued. It means that the four groups of respondents have the behaviour valorising their cultural heritage despite some issues that may arise. Cultural heritage is the identity of one place that impresses a tourist and for easy recognition of image and pride.

As stated in the report of Dourou and Toce (2021), the aim of conservation, preservation, and protection was retaining the object's aesthetic and cultural elements in order to protect its value and extend its useful life beyond finite lifespan. It was subject to continuous change and transformation while also aiming to retain the cultural significance of what existed. By encouraging possibilities to access legacy, cultural heritage had a tremendous significance as a way to encourage diversity and discourse across it; it strived to build a sense of identity, collective memory, and mutual understanding within and between communities.

As reiterated by Chen et al. (2020) that according to national planning policy, which aimed to guarantee that preservation and restoration of historic districts was viewed as a fundamental contribution to sustainable regeneration, the statutory local plan emphasized the "importance of regulating development with respect to all heritage assets."

In support of this, Varbova et al. (2020), said that a volunteer project like cleaning objects from the collection, assisting gardeners, or decorating a historic house for Christmas were cited as contributing to the strengthening of established cultural assets. People with restricted availability can engage and make a difference more easily through micro volunteering. The trust can increase critical public participation by

providing new audiences to see into the work of the employees and engage them in important conservation efforts. The relationship between the volunteer and the organization can be strengthened, and both can benefit, providing the practice was not unduly gamified. Other institutions that wanted to improve public interaction can take inspiration from the general concept and strategy.

As published in the Opinion of Ashamu (2021), building local museums, archives, libraries, art spaces, and cultural center was important. They were redefining what the cultural sector can look like, and what it can achieve. Their contributions were largely overlooked in the global debate about the restitution of cultural heritage.

Furthermore, Brown (2019), said that volunteering in museums can help local development, not necessarily because of the financial savings on wages or as a replacement for staff, but because volunteers bring new skills and help to link communities by connecting people with their heritage, as well as providing opportunities to increase social capital and, for some, improve employability.

Table 1.2

Level of Practices on Republic Act 10066 Implementation as assessed by the Four (4) Groups in terms of Implementation

Indicators	Mean	VI
1. adapting to conserve heritage sites at the local level	2.97	P
2. effectiveness of town/city top management in order to achieve and maintain clear, realistic and, a complete idea about the policy implementation	2.97	P
3. doing of in-service meetings to produce effective, clear and complete picture of policy implementation	3.01	P
4. ratification of cultural heritage through the achievements (Good-practices), gaps, and obstacles in implementing Legal obstacles	2.83	P
5. implementation of the results of heritage conservation policy	2.81	P
General Assessment	2.92	P

Legend: 3.25-4.00 Highly Practiced (HP) 2.50-3.24 Practiced (P) 1.75-2.49 Slightly Practiced (SP) 1.00-1.74 Not Practiced (NP)

As shown in the table the level of practices on Republic Act 10066 implementation as assessed by the four groups of respondents in the province of Laguna in terms of Implementation.

The general assessment was **2.92** interpreted as **Practiced**. The indicator, “doing in-service meetings to produce effective, clear and complete picture of policy implementation”, had the highest mean of **3.01** interpreted as **Practiced**. While the indicator, “implementation of the results of heritage conservation policy” had the lowest mean which was **2.81** interpreted as **Practiced**.

It implies that the gaps and obstacles of policy in the conservation, preservation and protection of cultural heritage are identified. It can be implied that lack of continuity in the policy implementation of cultural heritage was that their implementation on conservation policy needs evaluation system for historic places.

In the Philippines, regular convention of the policy formulation group (PFG) is practiced. Based on the experience of the researcher in a previous institution, every month they make sure that there is a result or added data to the formulated policy. For now, even holding online conferences, seminars, and talks today due

to COVID-19 is possible in order to participate in smart dialogues, scientific discourse, and meaningful knowledge-sharing.

As cited in Darila (2020), in his speech to the Bantula International Conference on Culture-Based Education and Research,

Nais kong ipabatid ang mensaheng ito na sa kabila ng lahat ng balakid, sa kabila ng mukha ng dusa at lungkot, kakayanin natin buhayin muli ang ating mga sarili, ang ating pamilya, komunidad, ang ating bansa nang sama-sama at nang may pagpapahalaga, hindi lamang sa pisikal na dimensyon ng ating pagkatao bagkus, emosyonal at metapisikal na dimensyon ng ating bayan.

From the research of Reyes (2019), a dysfunctional public bureaucracy overcame by a lack of capacity and systemic corruption that sapped the resources, and the entry of civil society and international organizations were the conditions that shaped policy implementation in the Philippines. As assessed by Bullock and Lavis (2019) in their article, the process of implementing policies was complex and multifaceted, and it had been recognized as being essential in closing the gap between policy promises and policy outcomes and had yet to be well-understood and so, strengthened the monitoring of commitments to facilitate effective implementation.

Table 1.3

Level of Practices on Republic Act 10066 Implementation as assessed by the Four (4) Groups in terms of Training

Indicators	Mean	VI
1. identification of training needs for institution or individuals in the protection and conservation of heritage	2.78	P
2. sending of staff for training outside the area of concern	2.74	P
3. continuous growth and development of institution or individuals in the protection and conservation of heritage	2.85	P
4. understand and apply UNESCO conventions and recommendations	2.67	P
General Assessment	2.77	P

Legend: 3.25-4.00 Highly Practiced (HP) 2.50-3.24 Practiced (P) 1.75-2.49 Slightly Practiced (SP) 1.00-1.74 Not Practiced (NP)

Table 1.3 shows the level of practice on Republic Act 10066 implementation as assessed by the four groups of respondents in the province of Laguna in terms of Training.

The general assessment was **2.77** interpreted as **Practiced**. The indicator, “continuous growth and development of institution or individuals in the protection and conservation of heritage”, had the highest mean which was **2.85** interpreted as **Practiced**. The indicator, “understand and apply UNESCO conventions and recommendations”, had the lowest mean which was **2.67** interpreted as Practiced.

It implies that continuous growth and development of institution or individuals in the protection and conservation of heritage is practiced in Laguna because some of the cities/municipalities and towns have they own museums and cultural workers that helps them in the preservation of resources, but also in reviving regional economies and fostering a sense of identity, pride, and belonging. While, understand and apply UNESCO conventions and recommendations which got the lowest mean but still practiced it implies that

changes in social and economic conditions are aggravating the situation with even more powerful phenomena of damage or destruction, that the loss or degradation of any part of the cultural or natural heritage results in the impoverishment of the heritage in a negative way, and that the threats to both the cultural and natural heritage are growing.

All over the Philippines, there are lots of cultural workers and institutions the need continuous growth and development and cultural heritage sites are known worldwide and recognized by the seven wonders of the world, which are: Calle Crisologo in Vigan, Ilocos Sur showcasing the well-preserved heritage houses built in pre-colonial period and the Puerto Princesa Underground River in Palawan.

An article contributed by Hosmillo (2021), UNESCO even conducted a development plan held in Baguio City for the cultural professionals, civil society organizations, and other professionals for the UNESCO Culture2030 Indicators. To measure the multiple ways in which culture contributes to the sustainable development's economic, social, and environmental dimensions. Like in the instance of the Cultural Center of the Philippines (CCP), which promotes the expansion and development of arts councils around the nation through pertinent workshops and seminars as part of its Cultural Exchange Program.

Table 1.4

Level of Practices on Republic Act 10066 Implementation as assessed by the Four (4) Groups in terms of Information, Awareness Building, and Education

Indicators	Mean	VI
1. promotion of heritage sites through publications, films, postage stamps	2.97	P
2. promotion of heritage sites to the international, national, regional, and local levels	2.88	P
3. adequate presentation and promotion of general Awareness about the protection and conservation of heritage sites	2.88	P
4. cooperation of NMP/NHCP/NCCA in working towards any action or measures to improve heritage conservation	2.90	P
General Assessment	2.91	P

Legend: 3.25-4.00 Highly Practiced (HP) 2.50-3.24 Practiced (P) 1.75-2.49 Slightly Practiced (SP) 1.00-1.74 Not Practiced (NP)

It implies that the promotion of heritage sites through publications, films, postage stamps, postcards, medals, or media is practiced in Laguna. As of today, there is no impossible in promoting in any way (e. g. products, items, or valuables) because social media now is everywhere be it via Facebook, Instagram, or websites. But then even ad campaigns like infomercials, distribution of IEC materials, textbooks, and flyers are also relevant in this case. This is to encourage more visitors or viewers to visit the museums and even churches that showcase artifacts, exhibits, and collections. As to promotion of heritage sites at the international, national, regional, and local levels, it implies that for the Laguneños it's hard to market their cultural heritage internationally because of resources, funding, and connections. The need for market experiences and traditional projects provides economic support for keeping the skills and traditions alive. And as adequate presentation and promotion of general awareness about the protection and conservation of heritage sites were also practiced it implies that they are aware of the cultural heritage established in their place and that everyone benefits from it. But as to the full history and background of such cultural heritage, it is sometimes disregarded in terms of awareness.

From the speech of Zerrudo (2021), cultural heritage sites like Intramuros provided online classes, museum tours, and Visita Iglesia tours. A Titania's (2018) article added that, with more attendees and participants in the numerous bazaars, street fairs, and art festivals that were occurring more frequently, it was clear that there was ongoing support for the neighborhood's culture and arts.

However, Chapter 7 of Philippine Development Plan (2017-2022), stated that mainstream media chased revenue for the market-driven entertainment industry's promotion of constructive education. Shows or films were popular "extol visual and aural symbols, characters, designs, replete with cultural ignorance and misinformation".

Table 1.5

Level of Practices on Republic Act 10066 Implementation as assessed by the Four (4) Groups in terms of Policy, Planning and Legislation for Protection, Conservation, and Preservation

Indicators	Mean	VI
1. specified legislative policies to identify, conserve and rehabilitate heritage	2.77	P
2. level and kind of legislation to national, regional, and local levels	2.78	P
3. activeness of local communities	2.80	P
4. existence of management plans for cultural and natural heritage	2.76	P
General Assessment	2.78	P

Legend: 3.25-4.00 Highly Practiced (HP) 2.50-3.24 Practiced (P) 1.75-2.49 Slightly Practiced (SP) 1.00-1.74 Not Practiced (NP)

Table 1.5 shows the level of practices on Republic Act 10066 implementation as assessed by the four groups of respondents in the province of Laguna in terms of Policy, Planning and Legislation for Protection, Conservation and Preservation.

The general assessment was **2.78** interpreted as **Practiced**. The indicator, "activeness of local communities" had the highest mean which was **2.80** and interpreted as **Practiced**. The indicator, "existence of management plans for cultural and natural heritage" had the lowest mean which was **2.76** and interpreted as **Practiced**.

The result implies that the activeness of local communities was practiced when the researcher conducted her survey; in one of the barangays she visited, a barangay official disclosed that they just constructed a monument of a hero which they identified as the battlefield between the Filipinos and Japanese. The physical condition of resources is strongly related to the involvement of the local community; if residents respect, use, and manage history, it has a better chance of being restored and protected. This kind of practice will promote partnerships between local communities and public institutions and focus on the cultural benefits for communities. Meanwhile, in the existence of management plans for cultural and natural heritage were also practiced, and they are also planning again to construct a monument and even renovate a house also where the said hero is badly wounded. But then, they set out a plan that the heritage values of putting in place and outlining the proper management practices will ensure that its values are preserved for use and appreciation in the future.

In an interview of Fernandez (2019) with Salvatus, he said that *he was enthusiastic about the spaces and projects that began in their homes that they had been observing over the past few years of the local community. Artists creating exhibitions in one part of their homes or organizing a one-night screening or performances in their garage can be cozier and not intimidating. In addition, the Newsletter of Connective Cities (2018), cited that the Vigan City's setting up of exhibitions in a space inside their homes, organizing a*

one-night performance, or organizing a screening in their garage was cozier and less damaging to their cultural history. They took on a more and bigger role in creating the city's vision and action plan.

Evidente (2020), in the same way, mentioned that Intramuros as a historic and cultural landscape, to assist in creating the management strategy for Intramuros' historic assets, including its monuments and sites, the Conservation Management Plan (CMP) was created. More so, Garilao et al. (2020) said that documents usually prepared by heritage specialists, must aid site managers in identifying, protecting, and retaining the elements of components—both tangible and intangible—that made a heritage site unique, valuable, important, and significant. It was a plan to conserve the essence of a site.

Problem Number 2: Is there a significant difference among the assessments of LGU Officers, Church officials and Barangay functionaries, Artists, cultural workers and Development workers, Local Educators and other professionals as to the level of practice on Republic Act 10066 implementation?

Table 2

Test of Significant Difference in the Assessments of the Four Groups of Respondents in the Level of Practices on Republic Act 10066 Implementation

Indicators		Sum of Squares	Df	Mean Square	F	Sig.	Remarks	Decision
Purpose								
	(BG)	2.732	3	.911	1.467	.223	Not Significant	Accept Ho
	(WG)	221.012	356	.621				
Total		223.744	359					
Implementation								
	(BG)	4.734	3	1.578	2.693	.046	Significant	Reject Ho
	(WG)	208.594	356	.586				
Total		213.327	359					
Training								
	(BG)	9.166	3	3.055	4.485	.004	Significant	Reject Ho
	(WG)	242.528	356	.681				
Total		251.694	359					
Information Awareness Building								
	(BG)	11.769	3	3.923	5.769	.001	Significant	Reject Ho

	(WG)	242.095	356	.680			
Total		251.694	359				
Education Policy, Planning, Legislation							
	(BG)	11.605	3	3.868	5.681	.001	Significant
							Reject Ho
	(WG)	242.387	356	.681			
Total		253.991	359				

Legend: Between Groups (BG), Within Groups (WG), Degrees of Freedom (Df), Test Statistic (F)

Table 2 shows the test of significant difference in the assessments of the four groups of respondents in the level of practice on Republic Act 10066 implementation.

The respondents had different evaluations of the Implementation, training, information, building awareness and education and policy, planning, and legislation as shown in their probability values of .046, .004, .001, and .001 respectively which were less than the level of significance at .05.

On the other hand, the respondents had similar assessments on the purpose. The probability value of .223 was greater than the level of significance.

It implies that the respondents are more focused on the implementation and training more than the information, awareness building, education and policy, planning, and legislation. It means that their encountered challenges in the implementation of RA 10066 are dependent on the status of their cultural heritage.

According to Theobald et al. (2018), implementation involved the generation of new knowledge and its use to enhance the execution of policies, programs, and procedures. This stressed collaborations between community members, implementers, researchers, and policymakers and drew on a variety of disciplines and methodologies. The goal of implementation was to increase people's growth or development by focusing on practical methods for enhancing equity, efficiency, scale-up, and sustainability. However, only a small amount of work has been done to systematically record and review implementation practice learning across many nations and technological domains.

Meanwhile, the blog of Bachelor of Human Resource Management (2019) cited that employee training and development programs are critical for enhancing employee performance. In fact, a 2019 report published in The International Journal of Business and Management Research indicated that 90% of employees surveyed agreed or strongly agreed that training and development programs improved their job performance. Companies, institutions, and organizations can offer many kinds of in-person or online training and development opportunities for employees. And they can use in-house training, third-party training, or off-site activities to provide those opportunities. Promoting international cooperation and cross-cultural understanding through tourism was crucial to foster among foreigners in the travel sector not only knowledge and comprehension but also a positive image of the country.

In addition, De Guia (2018) said that even though promotion was terrible, it was said to have attracted some attention from the public. Promote the nation's cultural legacy by strengthening national identity and its cultural significance to increase recognition of the nation and its goodwill. Creating cultural foundations or organizations, introducing people to other cultures' art and technology, teaching them their ancestors' languages, promoting the arts, music, cuisine, clothing, and many other cultural practices.

Participate in or plan some significant events, and spread the word about the religious heritage.

On the other hand, the respondents had similar assessments on the purpose. It implies that among the five indicators in the level of practice only in the purpose that they are undivided. It means that there is independently one direction or goal in implementing the law in conservation, preservation and protection of the cultural heritage among the respondents.

According to Bakken (2017), purpose-driven living feels vibrant, clear, and real. People with purpose as a result tended to have more satisfying connections with their family, co-workers, and neighbours. People who led purposeful lives were able to derive significance from their experiences. To add, people were driven to be more productive, performed task outside the indicated work, better to handle in solving a problem and do more positive things in life.

Problem Number 3: What is the level of challenges encountered by the different municipalities and cities in the implementation of Republic Act 10066 in the province of Laguna?

Table 3

Level of Challenges Encountered by the Different Municipalities and Cities

Indicators	Mean	VI
1. Lack of national cooperativeness	2.35	ME
2. Lack of local/regional cooperativeness	2.42	ME
3. Inadequate staffing	2.54	E
4. Lack of funding	2.48	ME
5. Lack of political support	2.34	ME
6. Lack of defined limit to transformation in historical sites	2.27	ME
7. Poor popular participation	2.25	ME
8. Use of new and traditional knowledge, techniques, and materials in diverse	2.48	ME
9. Ineffective preservation policy	2.25	ME
10. Documentation problems	2.24	ME
11. Insufficient role or museums to promote heritage	2.23	ME
12. Lack of enforced legalizations	2.10	ME
13. Uncontrolled urbanization	2.32	ME
14. Unchecked tourist development	2.18	M
General Assessment	2.31	ME

Legend: 3.25-4.00 Always - Highly Encountered (HE) 2.50-3.24 Often - Encountered (E)
1.75-2.49 Sometimes - Moderately Encountered (ME) 1.00-1.74 Never - Not Encountered (NE)

Table 3 shows the level of challenges encountered by the different municipalities and cities in the implementation of Republic Act 10066 in the province of Laguna.

The general assessment was **2.31** was interpreted as **Sometimes–Moderately Encountered**. The indicator, “inadequate staffing” had the highest mean which was **2.54** and interpreted as **Often-Encountered**. The indicator “Lack of enforced legalizations” had the lowest mean of **2.10** and interpreted as **Sometimes–Moderately Encountered**.

The results imply that there are only a few personnel who are competent and involved in the field of cultural heritage. Because inequitable distribution and inadequate skill mix which hinder cultural service delivery. The elimination of jobs and earnings in the cultural and creative sectors will have a detrimental

effect on innovation, citizen well-being, community vibrancy, and diversity. These encountered restraining forces might derail the full implementation of RA 10066. While the other challenges might be within or outside the organization or personnel. That challenges on the implementation of law whether in the national or local government, private individuals and church entities are greatly determined by their liability to comply or observe to the fullest both substantive and procedural mandates compelled by the law governing the conservation, preservation and protection of cultural heritage.

According to Tubayan (2018, as cited in Rodriguez, 2019), the Philippines' ability to develop, attract, and retain high skilled professionals worsened in 2018 due to persistent job-skills mismatch despite increasing investments in education. The country needed to continue investing more and more in education. Moreover, in an article by Divicenzo (2022) cited that "Inadequate staffing is a major cause of job-related stress, which in turn is a major driver to turnover."

Supporting the findings of Cook et al.'s (2012, as cited in Villamor & Lingdas, 2019) findings that "staffing improvements alone were found to be inadequate in improving patient safety but need to be complemented with other approaches".

According to Santiago (2020), there was not much one can anticipate from cultural institutions given how harsh and callous the national leadership had shown to be. She continued by saying that it was challenging to glean insights into the experiences of the many cultural sectors. People with experience and insight from both the public and private sectors who can help with a preliminary map of the short- and long-term futures of the arts and cultural industry.

However, Alvina et al., (2019) the LGU and NHCP executed a memorandum of agreement (MOA) the Department of Interior and Local Government (DILG), the HLURB, the DPWH, and other official regulatory bodies (such as the DENR), wherever relevant, on a national and local level, would subsequently use the declaration of historic centers or heritage as a point of reference.

NEDA (2021) said that it should be guided by a resolution or a mandate to increase the cooperation between the national government and the local government units in order to ensure a people-centered approach in resolving the challenges and concerns surrounding the cultural sector. As Nyambi (2018) said the local government and human settlements admitted their lack of cooperation by informing the committee that a district, municipality,

According to Mercan and Khaliq (2022), a lack of resources was now preventing thorough normalization according to the top Bangsamoro official of the Philippines. In research by Mercado and Tolentino (2018), lack of funding continued to pose a problem for the establishment, expansion, and sustainability of creative spaces, but these hubs were still working to strengthen the communities they helped create or were now supporting.

As reiterated by Vitorillo (2020) in his study, the local cultural agencies, foundations, and organizations received 44% (82.25 million pesos or \$1.6 million USD) of the total funds spent. These projects included support for alternative platforms for cultural preservation and dissemination to younger generations, initiatives to protect intangible cultural heritage, assistance to Filipino artisans, the establishment of centers that supported Indigenous artists, and scholarships and technical aid to train people in the arts.

However, Orellana (2019), in his article in the *Inquirer.Net*, cited that Francisco "Isko Moreno" Domagoso, the mayor of Manila, hoped to reignite interest in the city's parks, museums, and other historic places by designating 2021 as "Visit Manila Year.". The LCE even added that; "We will save, we will preserve, we will protect things that remind us of our past for them not to be deleted in our memories. They will not be destroyed. To remind us of our heroes, our history, and our heritage".

Another one, from an article of Pa-a (2018), the Culture and Arts Council (CAC) asks stakeholders' support in transforming the 276-year-old LGU into a cultural institution to ensure protection, preservation, and promotion of its cultural heritage in an executive order signed by Mayor Justin Marc Chipeco (Calamba

City) in his capacity as chairperson.

Soutinho (2018), Cultural legacy has the potential to change the game for the city and reshape it. It was therefore important to support these cities in building proper tools to address conservation challenges. Furthermore, Seekamp and Jo (2020) mentioned that heritage was recognized as a vector within socio-ecological systems that were reflective of the social layering of heritage and that heritage values and identity were drivers of landscape change. The field of heritage shifted from the conservation of objects and monuments to both tangible and intangible resources with a focus on traditionally associated communities' values and broader societal values.

Terzic et al. (2018, as cited in Borja et al., 2021) said that local communities played crucial responsibilities in the creation of sustainable cultural heritage preservation, including upholding local customs, protecting natural resources, and enlightening visitors as well as inhabitants. For instance, Martin (2020) as the case of Banawe Rice Terraces, it was put on World Heritage List in Danger 2012 but through the efforts of the national, regional, and local governments and local communities especially the locals who were reliant on the preservation of the Ifugao Indigenous knowledge system, which mastered the natural environment to create a distinctive landscape and manner of life that could be passed down to their next generation.

Trillo et al. (2021) mentioned in their study, that the use of digital technologies, such as laser scanning, photogrammetry, and satellite imagery, was a growing field that aimed to address open-ended archaeological research questions, aid in conservation efforts, cut down on the time required to extract documents using the conventional method of document management, or created more engaging experiences for the visitors' site-visiting experiences.

An article from the Manila Bulletin (2020), cited that technology was capable of many different things. It helped not only with cultural preservation but also with redefining how people interact with new technology. Working together with start-up tech company InnoPub Media and Smart Communications Inc. (Smart), the Cebu Archdiocesan Commission for the Cultural Heritage of the Church (CACCHC) had begun developing a mobile application that will enable an interactive digital exhibit featuring heritage churches in Cebu. Furthermore, in the study of Febro (2020) making a 3D digital model in the Philippines, there was a lack of 3D digitization used to preserve cultural assets. Before the development of low-cost technology and techniques like photogrammetry, 3D digitization was only possible with expensive, specialized hardware and software.

In support of this, Ancho and San Juan (2021) laid in their study that RA 11194 declared that policy of the national heritage had been neglected over the years, serving countless generations who were typically unaware of their historical significance and were destructive. Through conservation and restoration, in order to preserve its architectural, historical, and social significance, which was a step towards the preservation of the national heritage, had been neglected. and careless in their use. In addition to this, Dawson et al. (2021) cases were characterized by locally controlled lack of externally managed conservation activities, policies, and interactions with the state and other external actors, albeit frequently hurdles, was the reason why conservation governance did not produce beneficial results for wellbeing and conservation. Given that the market was unable to recognize the complexity of the values, government action and policymaking.

Another one from Salmon et al. (2020), that there was evidence of uncontrolled urbanization, loss of cultural identity and unsustainable solid waste management about the island of Boracay even it was found that tourists love the water, breathtaking landscapes, and a variety of activities. However, Baker and Watanabe (2017), outlined how the Philippines' growing urbanization has improved educational possibilities while significantly hindering city competitiveness, job creation, poverty alleviation, and livability.

From the OECD (2020), the observed impacts associated with rapid or unplanned tourism growth impacts associated with increased visitor flows can include a loss of authenticity and cultural

identity/heritage, for example an increase in hospitality, cultural, and retail services for tourists compete with and displace facilities and services geared for residents. In addition, the process of adapting and adjusting to meet the needs, attitudes, and values of tourists can lead to the modification of events, activities, or cultural sites, or the loss or weakening of cultural traditions and values.

Problem Number 4: Is there any significant relationship between the level of practices and the level of challenges encountered by the different municipalities and cities in the implementation of Republic Act 10066 in the Province of Laguna?

Table 4

Test of Significant Relationship between the Level of Practices and Level of Challenges Encountered by the Different Municipalities and Cities in the Implementation of Republic Act 10066 in the Province of Laguna

Practices and Challenges	r value	p value	Remarks	Decision
Purpose	-.113*	.032	Significant	Reject Ho
Implementation	-.118*	.026	Significant	Reject Ho
Training	-.084	.111	Not Significant	Accept Ho
Information, Awareness Building, and Education	-.064	.229	Not Significant	Accept Ho
Policy, Planning and Legislation	-.138**	.009	Significant	Reject Ho

Table 4 shows the test of significant relationship between the level of practices and the level of challenges encountered by the different municipalities and cities in the implementation of Republic Act 10066 in the province of Laguna. There was significant relationship between the challenges and the level of implementation of RA 10066 in terms of purpose, implementation, and policy, planning and legislation, as shown in their probability values of .032, .026, and .009 respectively, which were all less than the level of significance at .05.

On the other hand, there was no significant relationship between level of practices and level of challenges in terms of training and information, awareness building, and education. The probability value is greater than the level of significance at .05.

It implies that, the respondents were more focused on level of practices in terms of purpose, implementation, and policy, planning and legislation. It defines cultural heritage as the entirety of cultural property that has been developed, preserved over time, and passed down to future generations.

According to the blog of Fernando (2021), in a Filipino practice, one should not skip experiencing oneness with others, affinities with nature, and celebration of life to truly understand Filipino culture. That cultural heritage aimed to promote intercommunal peace, rebuild trust, and promote social cohesion.

Furthermore, Stefanovic and Hristic (2021), cited in their study that level of practices significant difficulties included the environment itself, balancing the demands of modern living and the growth of tourism with restrictions brought on by conservation regimes. The objectives and projects of regional development were the focus of practices that were created for larger administrative-style divisions. Their uniqueness lay in the fact that they immediately implemented the rules and contained all the special components of practices, of conservation, preservation and protection of cultural heritage.

Table 5

Proposed Action Plan

AREA OF CONCERN	OBJECTIVES	STRATEGIES/ ACTIVITIES	TIME FRAME	PERSONS INVOLVED	RESOURCES	SUCCESS INDICATORS
Formulate conservation policies aligned on RA 10066	Strengthening or Amend the Heritage Law (RA 10066). Update its provisions on jurisdictions	Policy Formulation and Planning Workshop	Every 1st Quarter of the year	LGU Officials, Cultural and Development Workers, Artists, Church Officials and Barangay Functionaries, and all other professionals	Lecturer Fee or Honorarium, Professional Fee, Workshop Fee	Strengthening the implementation of RA 10066
Consult with stakeholders, and concerned national cultural agencies (NCCA, NMP and NHCP).	National and local legislations and declarations should serve as a reference to any propose action	Planning Workshop and Trainings	Every 1st Quarter of the year	LGU Officials, Cultural and Development Workers, Artists, Church Officials and Barangay Functionaries, and all other professionals	Lecturer Fee or Honorarium, Professional Fee, Workshop Fee	Strengthening the collaboration with the national agencies
UNESCO Declaration on Cultural Diversity	Ratify the Declaration	Induction, Orientation And Workshop	As need arises	LGU Officials, Cultural and Development Workers, Artists, Church Officials and Barangay Functionaries, and all other professionals	Approved Cultural Budget 2022	Produce cultural heritage that fit the declaration

A law protecting the welfare of artists and other cultural workers	Artists' and cultural workers' rights should be safeguarded and promoted	Policy Formulation and Planning Workshop	As need arises	Cultural and Development Workers, Artists	Approved Cultural Budget 2022	Considered to be individuals actively performing cultural work and entitled to all legal, social, and economic benefits associated with the position of workers.
The creation of regional councils for the arts and culture and the distribution of funding akin to the Gender and Development (GAD) Fund	Open offices for culture and the arts in local government units with a mandate to safeguard	Soft Skills Training and Enhancement Seminars	As need arises	LGU Officials, Cultural and Development Workers	Approved Cultural Budget 2022	Build self and develop creativity and resourcefulness in safeguarding cultural heritage
Creation of a master plan for the cultural landscape	To direct the creation and maintenance of the provincial historical cultural resources	Conduct Seminars and Workshop	As need arises	LGU Officials, Cultural and Development Workers, Artists, Church Officials and Barangay Functionaries, and all other professionals	Approved Cultural Budget 2022	Continuous Development And preservation of cultural heritage

CONCLUSIONS

There is a success on the part of the Laguna Province to implement the practices in terms of purpose, implementation, training, information, awareness building, and education and even to policy, planning, and legislation of the contents of the Republic Act 10066 or the National Cultural Heritage Act of 2009 among the various respondents – LGU Officers, church and barangay officials, artists, cultural and

development workers, and other professionals engaged and involved in the conservation, preservation and protection of cultural heritage. It can also be concluded that generally, government personnel, private individuals, and church entities have the initiative to get them acquainted and keep abreast of the legislation affecting the mandate of their agencies and offices. And there is existing compliance on the part of the local government of Laguna when it comes to implementing the said Act. That the LGU of Laguna, cultural workers and church entities who are involved in the conservation, preservation and protection of cultural heritage are abiding by the Act as a matter of duty and practice. Likewise, the level of practice in the implementation of RA 1066 as assessed by the LGU Officials, cultural workers, church entities, and other professionals in terms of purpose is one as they abide by the same piece of legislation, understanding or appreciation of the Republic Act 10066 implementation. Furthermore, it can also be concluded that challenges may be affected by the point of view of respondents as in the instant case. There are only a few personnel who are competent and involved in the field of cultural heritage. Because inequitable distribution and inadequate skill mix which hinder cultural service delivery. The elimination of jobs and earnings in the cultural and creative sectors will have a detrimental effect on innovation, citizen well-being, community vibrancy, and diversity. This encountered restraining forces might derail the full implementation of RA 10066. While the other challenges might be within or outside the organization or personnel. That challenges on the implementation of law whether in the national or local government, private individuals and church entities are greatly determined by their liability to comply or observe to the fullest both substantive and procedural mandates compelled by the law governing the conservation, preservation and protection of cultural heritage. The higher the level of practice in the implementation of RA 10066, the lower the challenges encountered. As a result of this an action plan is necessary to ensure the full implementation of the Act and eradicate and or lessen the challenges encountered in the province of Laguna.

RECOMMENDATIONS

The Laguna Province may conduct dynamic or series of training in order to enhance the skills and growth development of the personnel involved and engaged in the conservation, preservation, and protection of cultural heritage. And also, there is a need to popularize the Act even more by requiring all personnel involved to attend a series of mandatory intensive seminars on the law including its implementing rules and regulations (IRR).

Meanwhile, the Laguna Province may maintain their practice in terms of the purpose to strengthen the skills that established cultural heritages. Thus, the researcher recommended improving or enhancing their protection of the cultural workers through self and professional development, as the recommendation above.

However, challenges encountered may be lessened or eliminated by ensuring that implementation is always associated with a series of seminars and workshops by the concerned personnel. The Province of Laguna under the cultural aspect may conduct training and enhance their information, awareness building, and education. Thus, all persons involved in the safeguarding of cultural heritage may benefit from series of seminars to enhance their knowledge, skills, and awareness.

Also, the proposed action plan may be utilized or adopted to help the LGU Officers, Local Educators and other professionals, Artists, Cultural workers, and development workers and Church and Barangay Officials of Laguna Province to improve their practices and lessened or even eliminate the challenges encountered.

Further, future researchers may add another action plan that could be widely adopted by the entities involved in the conservation, preservation, and protection of national cultural heritage. The researcher also suggests that future researchers should undergo further study and in-depth analysis based on the level of practice.

Acknowledgements

The whole experience of completing this study was a roller coaster of emotions. There were times when the researcher thought that she would not be able to complete this requirement because juggling workload, studies, and being a mother all at the same time were exhausting. Hence, she would like to give her immense gratitude to the following individuals who gave their invaluable support, encouragement, insights, time, and expertise for this study to become possible:

First and foremost, the researcher would like to thank **GOD Almighty** who has provided everything she needed; strength, patience, courage, wisdom, and guidance all throughout the course of this study. To God be the Glory!

Dr. Ramir R. Larino, for all the guidance and significant contribution to the content of the study. His knowledge of his craft was excellent so he was able to give constructive comments that substantially enhanced the output of this research;

Dr. Eulalia M. Javier, for sharing her abilities and expertise in ensuring the reliability of the survey instrument. She extended valuable assistance and suggestions that led the researcher to derive better results and conclusions;

Cities and Municipalities of the Province of Laguna, for being cooperative during the data-gathering phase. Without their assistance, this study would not be viable;

The panelists, **Dr. Fernando Pendon III**, **Dr. Ma. Lorena Tagala**, and **Dr. Chester Alexis C. Buama**, and the Dean of graduate studies, **Mr. Alfredo Perez Jr.**, for the positive feedback and constructive recommendations to further improve the study;

The friends, **Mary Ann** and **Janna** gained during her Graduate Studies journey, for being generous enough to share study-related resources. The researcher appreciated all of them for imparting emotional support, time, and knowledge, even if they were all in the same situation, striving to complete their degree;

The ever-proud mother, **Eleanor O. Tacsia**, for her prayers, moral and loving support which truly motivated the researcher to give her best in everything that she did; and

Especially, her husband **Ramon B. Ramones, Jr**, her better half, for giving full support, time, and effort to finish the research and help he gave the researcher during the conduct of survey, son **Josh T. Ramones** and daughter **Majhsey T. Ramones**, for the unwavering love and understanding that enabling her to continue her study even during difficult times.

SMMOTR

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