

## Psychological Well-being (PWB) of Men and Women Employees during Covid-19 Pandemic: The Case of the Philippine Carabao Center

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### Abstract

In general, the study aims to provide information on the psychological well-being (PWB) of men and women employees of PCC while working during the Covid-19 pandemic. Data were collected using online survey method. A total of 72 respondents answered the survey and the majority belong to the young adults' category. With regards to gender, 61.0% are females. Half of the respondents are married and forty-two percent (41.7%) belong to 3 to 4 family members. Fifty-one percent (51.0%) graduated with Bachelor's degree and forty-seven percent attained a graduate degree or higher. Most of them, have a monthly income ranging from 21,914 to P43,828 (56.9%) and only 4.2% belong to the rich income group. In general, the result shows that men and women employees of the Philippine Carabao Center have very high to high score levels on the six components of PWB and generally experience happiness termed as Hedonic well-being. Results also showed high scores on the purposeful aspect of PWB termed as Eudaimonic well-being, which has six components with high scores that indicate positive psychological well-being (PWB). This result reflected that the respondent's six components of PWB on self-acceptance, autonomy, purpose in life, personal growth, positive relations with others as well as environmental mastery have been equally stable among men and women employee respondents during a pandemic. Moreover, the result can also be attributed to the influence of the work environment and psychological environment being experienced by the respondents during the Covid-19 Pandemic. The work environment is considered favorable if it seems to have positive impacts on the psychological well-being of workers being demonstrated when they are happy. The result also showed that there is no statistical difference in the psychological well-being (PWB) of men and women employees working at the Philippine Carabao Center during a pandemic. Results show that despite the much evidence being reported on the impact of the pandemic on individual mental health and well-being, the PCC men and women employees generally have positive PWB. This result seemed to be related to many findings from many types of research that reported many cases of employees who experience good quality working relationships (positive relations with others) with supervisors and co-workers still find their jobs enjoyable despite pandemic, hence, work becoming less stressful even with the pandemic.

**Keywords:** 1. Perceived 2. Psychological Well-being 3. Men and Women Employees 4. Covid-19 Pandemic 5. Philippine Carabao Center

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## Introduction

The coronavirus disease or COVID-19 is a pathogenic viral infection that emerged in late December 2019 targeting the lungs and causing acute respiratory problems (Muhammad et al., 2020). This disease threatens the human population worldwide and is considered to be the third pandemic in the 21<sup>st</sup> century (Prasetyo et al., 2020). Person-to-person transmission is facilitated through droplet or contact transmission making the virus spread faster (Wu et al., 2020). Due to its highly transmissible property, it has resulted in severe outbreaks not only in its country of origin, China (specifically, Wuhan province) but also throughout the world. With the whole world suddenly being put into an indefinite pause, not only did the pandemic affect the health of the people, but it has also affected a lot of the different aspects of our lives.

According to the World Health Organization (2020), the COVID-19 pandemic caused a huge dent in public health, food production and delivery systems, and the world of work. Due to the rapid spread of the virus from one individual to another, most countries resorted to closing their borders from each other and even had massive lockdowns that prevented people from going out, going to work, and maintaining daily necessities. This resulted in a large hit in the economy and shook the lives of the workers especially those who belong to the informal economy without official contracts to hold on to and just depend on the day-to-day commotion and chaos at work.

As defined by the International Labor Organization (2020), the informal economy in the Philippines is consists of self-employed, independent small-scale producers and distributors of goods and services. Workers in this sector which comprise about 40% are mostly not being covered by the country's labor laws and regulations so very vulnerable to a change in the economic settings. If the pandemic is proven to cause a huge toll on the informal sector of the economy, how much does it affect those who belong to the formal sector, the other side of the coin, which comprises the 60%, where the informal workers depend on for their livelihood?

Furthermore, to promote gender equality at work, all government agencies are mandated to pursue the **adoption of gender mainstreaming strategy** to support and achieve women's human rights and remove discrimination of gender in systems, structures, programs, processes, policies, and procedures, (RA 9710 Magna Carta of Women, 2010).

The Philippine Carabao Center (PCC) under the Department of Agriculture (DA), which belongs to the public sector, was created with a mission to improve the general well-being and competitiveness of the livestock industry stakeholders specifically the farming communities. Its employees are dedicated to achieving its societal impact, which is to improve the income and nutrition of rural farming communities.

During the onset of the pandemic in 2020 up to the present, different strategies have been done by the PCC employees, both men, and women, just to continue providing standard quality services to its' clientele'. **Gender** as an aspect of development considers how the pandemic impacts the lives and opportunities available to different groups of men and women. The World Development Report (2012), describes gender to be socially constructed norms and ideologies, which control the actions and behaviors of men and women. As stated by Akhter (2015), studies on **gender differences** as well as on psychological well-being (PWB) reflect the difference between men and women because of biological and psychological differences. This difference can be assumed to be reflected in their PWB. To achieve self-actualization and empower all

individuals to reach this level, the possible differences between men and women need to be accepted and realized. Fulfillment of one's full potential promotes optimal psychological wellbeing.

According to Akhter (2015), a concept that encompasses a balanced, well-rounded, and broad experience of life talk about "**well-being**". The concept of well-being contains health in mental, physical, social, emotional, career, and spiritual domains. **Psychological well-being (PWB)** on the other hand, refers to the balanced combination of proper functioning and feeling good (Huppert, 2019).

So far, there has been no study yet about the psychological well-being (PWB) of men and women working at the Philippine Carabao Center since the start of the pandemic. The demand for workers in a government agency like PCC requires that the employees function properly and continue working for their farmer clientele's despite the threat being faced due to pandemics.

### **Research Objectives**

In general, the study aims to provide information on the psychological well-being (PWB) of men and women employees of PCC while working during the Covid-19 pandemic. Specifically, it aims to:

1. measure the psychological well-being of men and women employees of PCC
2. compare the result/difference on the psychological well-being of men and women employees of PCC during the pandemic.

### **Review of Related Literature**

#### **Gender, Development and Psychological Well-being**

Gender is an important consideration in development. It looks at the impact of social norms and power structures on the lives and opportunities available to different groups of women and men. An advocate of gender and development (GAD) demanded a deeper understanding of the socially constructed basis of gender differences between men and women and how this impacts their relationship. GAD advocated also called for system transformation into one and this should be characterized by gender equality (Kangas et al., 2014). To ensure that gender is being considered at all times, gender mainstreaming process implementation was institutionalized both within programs (operationally) and agencies (institutionally).

For most people, gender is both cultural and social. It's a way your identity relates to the idea of the society, what it means to be a man or woman, neither or a mix of many genders. Gender roles, on the other hand, are seen in how one fulfills or departs from stereotyped expectations of the male or female. While sex roles are biological roles that only certain sex can perform, these biological differences are set aside, male or female (Elsesser, 2015).

According to Akhter (2015), gender differences do exist due to differences in psychological and biological, that upon interaction with organizational environment or situations it can lead to different results. The gender differences in Psychological wellbeing (PWB) were vital in

empowering all individuals to attain self-actualization and apply their full potential. In a study conducted by Akhter (2015), the result showed a significant level of psychological well-being between gender (male and female) students. To attain self-actualization and enable all individuals to reach this level, possible differences between men and women should be considered (Connors, 1990). Research results support that levels of happiness and overall life satisfaction are similar for both men and women. However, gender-related differences in terms of psychological well-being (PWB) showed that females have lower scores than males on PWB indicators (Akhter, 2015).

On the other hand, men and women employees or workers are likely to spend longer working hours with supervisors and coworkers. Employees having good quality work relationships with supervisors and co-workers find their jobs enjoyable and less stressful. Overcoming work challenges becomes easy when employees have mutual trust and support in the workplace.

According to some research, most employees who succeeded at work are those who have very supportive supervisors (Paterson et al., 2014). Likewise, a negative outcome on the subjective well-being of employees has been reported when supervisors become their source of stress (Monnot et al., 2014). Furthermore, the result showed that when employees have good work relationships at work, it was reflected on their high work performance predicted to result in greater life satisfaction and better health.

### **Pandemic, Work & Psychological Environment**

Today, the stress being dealt with by the employees at the workplace contributing to mental distress is the effect of pandemics not only on their health but on another aspect of their lives. A pandemic as defined by WHO is a global epidemic that spreads to more than one continent. The covid-19 pandemic has upset people and intensely altered everyday life across the globe. The impact of the pandemic on one's mental health and well-being has been intense and far-reaching. The fears from the risk of being infected contributed to the mental distress being experienced by workers. This was further complicated with the thought of being not able to work when infected, in addition to the grief of losing a family member and the sad news from all over the world.

In present circumstances, the world of work has been rapidly transformed by the outbreak of the Covid-19 pandemic not only in the Philippines but worldwide. Its' impact has been pronounced and negatively affects the vulnerable and part-time workers, young people, overseas Filipino workers, women, healthcare, and medical workers. According to data, vulnerable employment is about one-third of the total Philippine workforce composed of own-account workers and contributing family workers. They are most possible to be exposed to occupational hazards, tend to be paid less, and enjoy little labor protection (WHO, 2020). Men workers in the sectors of transportation, construction, manufacturing, and other jobs are also at risk. Working women providing services in accommodation, food service activities, retail and wholesale sectors (saleslady) were also most likely to be impacted by risks associated with the pandemic.

People work, and the place in which they work is called work environment, which is defined simply as an environment that includes the physical environment with properties that may affect both the physical and PWB of workers. The psychological environment, on the other hand, is the work environment relevant to worker behavior that affects well-being. It was considered as the most relevant and very important for employees' psychological well-being as cited in most

theoretical positions. The psychological environment, therefore, was characterized by a work environment that may affect the worker's mind (thinking), emotion (feelings), and behavior (Cooper, 2021).

With the pandemic continuing to take its toll, some data shows women managers at the workplace are more burned-out and continuously being in stress and exhausted than men. Since the pandemic, women are the only gender in the room at work who are facing and experiencing hardship every day since women managers need to deal with problems that may impact their employee's physical and mental health directly. Unlike men managers, the kind of response from women managers needs to be consistent in action, it may mean always checking their employees, helping to manage workloads, and providing support with every employee that is manifesting stress due to life-work challenges that may be brought about by the present pandemic. Data shows that employees being supported by their managers have healthy well-being as indicated by their happiness, tend to be less burned-out, and are more likely to stay longer in the company.

Likewise, employees who have strong allies, buddy or partners in the workplace experience overall healthy well-being (Burns, et. Al., 2021).

For many years, the focus of researchers was on the theory concerning work and well-being related to work stress that has negative impacts on well-being affecting health. Recent studies, however, reported evidence that work also has beneficial effects on both physical and psychological health. Being employed is generally beneficial than being unemployed (Briener, 2000).

The pandemic threats, risks, and present setup make people feel stressed and worried. The perceived affected mental health and well-being of many men & women employees due to rearrangement of work environment from offices to working from home (WFH) affects many companies whether government and non-governmental organizations. Some companies showed crippled or disrupted operations during the pandemic. Such work-related changes threaten psychological well-being (PWB) in many ways including fears about one's health and well-being of loved ones, frustrations, loneliness, and financial losses (Meyer, 2021). Psychosocial support should be reinforced to protect mental health & PWB in the daily life of people specifically in the workplace to help foster resilience during difficult times (WHO, 2020).

### **Theories of Psychological Well-being**

The general focus of PWB theories is on understanding the dynamics (i.e. the causes & consequences) or the structure of psychological well-being. Carol Ryff's model on the classification of psychological well-being into hedonic and eudaimonic components are widely accepted theories of the structure of PWB.

Diener (2008), further classified PWB into "Hedonic", a term used to refer to the subjective feelings of happiness that comprise an affective component (high scores for positive affect and low scores for negative affect) and a cognitive component (satisfaction with life). While Carruthers et al., (2004), proposed that when positive affect and satisfaction with life are both high an individual experiences happiness in life.

“Eudaimonic” well-being, on the other hand, refer to the purposeful aspect of PWB which psychologist Carol Ryff developed. It was a very clear model that breaks down **Eudaimonic** well-being into six key types of psychological well-being as follows:

| Eudaimonic” well-being terms                              | Hedonic well-being terms                                 |
|---|--|
| <input checked="" type="checkbox"/> Self-acceptance       | <input checked="" type="checkbox"/> Happiness            |
| <input checked="" type="checkbox"/> Environmental mastery | <input checked="" type="checkbox"/> Subjective wellbeing |
| <input checked="" type="checkbox"/> Positive relationship | <input checked="" type="checkbox"/> Positive emotions    |
| <input checked="" type="checkbox"/> Personal growth       |  |
| <input checked="" type="checkbox"/> Purpose in life       |  |
| <input checked="" type="checkbox"/> Autonomy              |  |

- **High Scores on Purpose in life:** reflect strong goal orientation and conviction that life holds meaning.
- **High Scores on Self-acceptance:** reflect the respondent’s positive (+) attitude about him or herself.
- **High Scores on Positive relations with others:** reflect the respondent’s commitment to meaningful relationships with others that include mutual intimacy, empathy, and affection.
- **High Scores on Personal growth:** indicate respondent continues to develop, openness to new experiences, and recognizes improvement in self and behavior over time.
- **High Scores on Autonomy:**an indicator of independence and regulates his or her behavior independent of social pressures.
- **High Scores on Environmental mastery:** indicate that the respondent effectively uses opportunities with a sense of mastery in handling activities and environmental factors that includes managing day-by-day affairs and creating situations beneficial to personal needs.

Erratic mood and anxiety disorder may result from stressful experiences but resilience can also be built from exposure to extreme traumatic events which protect PWB (Gladstone et al., 2004). It was also noted in some studies that the early exposure of young children to moderate stressful events made them capable to cope with stress likewise the impact of these stressful events was also observed in employees or workers (Robertson & Cooper, 2013).

The present pandemic and emergencies that one may experience while working may take an enormous toll not only on one’s physical health but on their mental health and well-being. Although baseline psychological well-being (PWB) may be equally stable with everyday events, some experiences may employ an impact. Chandola et al., (2008), added that serious illnesses like cardiovascular disease, diabetes, and immune system malfunctions may likely occur with a lower level of PWB.

To sum it up, the theory of PWB proposes that prolong exposure of men and women employees to work-related stressors will create a negative impact (low scores) on one’s PWB. However, it

was also mentioned that resilience will be developed upon short-term exposure to adversity while exposure to long-term stressors is not good for PWB. While it is individual day-to-day good (positive) experiences that can help maintain a good level of PWB, bad (negative) experiences will reduce levels of PWB, leading to psychological health issues or poor health outcomes (Halbesleben, 2006).

### **Measurement of Psychological Well-being (PWB)**

To measure well-being, Ryff (1997) proposed a multi-dimensional model of well-being that comes from researches of theories of positive functioning. It served as the theoretical foundation of Ryff scales. This model has been used in numerous researches on well-being and work personality (Akhter, 2015). The result of Chang (2006), using this model showed that the greater the stress the lower level of psychological well-being.

In expounding psychological well-being (PWB) and its measurement, Akhter (2015) mentioned Ryff's developed theoretically derived multidimensional scale. This measurement model integrates numerous different perspectives into one and taps the six (6) core dimensions of PWB from developmental theories of positive psychological functioning common to clinical, mental health, and life-course.

As Huppert (2019), defined psychological well-being as a combination of proper functioning and feeling good, its' focus is on positive feelings of happiness and how emotions (negative) interfere with individual functions.

The two types of well-being namely: Hedonic well-being and Eudaimonic well-being which has six components as developed by Carol Ryff was the following: *autonomy, positive relationships, purpose in life, environmental mastery, personal growth, and self-acceptance*.

This Ryff's scale of measurement is devised to measure the components of psychological well-being (PWB) of an individual whether they demonstrate a positive or negative PWB using the 42-item scale developed by Stanford University's SPARQtools as reference.

## **Research Methodology**

### **Conceptual Framework**

**Figure 1** shows the theoretical framework model used in measuring the psychological well-being of men and women employees of PCC during a pandemic. It includes the identified independent variables of respondent profile that include sex, work environment & psychological environment. While dependent variable is the negative or positive "perception" of their psychological well-being (PWB) during the COVID-19 pandemic and if there will be a significant difference in the status of PWB among male and female employees.

This is a qualitative type of research. Data were collected from 72 respondents purposively collected using an online questionnaire. This study was conducted from November 26 to 30, 2021 at the Philippine Carabao Center, National Headquarters, located at Maharlika Highway, Science City of Muñoz, Nueva Ecija, Philippines. This study focus on the men and women employees (permanent and job orders) of the Philippine Carabao Center working in its national headquarters in Nueva Ecija. This research survey used descriptive statistics in analyzing the data.

## Results and Discussions

Results of the data analysis are presented here. The data were collected and then processed in response to the statement of the problem of this study.

Table 1 shows that among the 72 total respondents, the majority of them (66.7%) are young adults between 20-35 years old, followed by 25.0% middle-age and 8.3% older adults. From the original 60 possible respondents, additional 12 respondents who are project-based answered the survey. According to World Health Organization (2020), the most vulnerable, negatively affected by the pandemic are workers belonging to the younger age group as well as the managers who supervised these young workers. With regards to gender, 61.0% are females and 37.5% are males and only 1.4% preferred not to answer.

Among respondents, 50.0% are single while 50.0% are married with 51.3 % having a Bachelors' degree and 47.4% with a graduate degree or higher, with monthly income ranging from 21,914 to P43,828 (56.9%, lower middle), followed by the monthly income of 10,957 to P21,914 (30.6%, low income), while only 8.3% belonging to upper middle income (76,669 to P131,484) and 4.2% (219,140 and above) belong to rich income group. Most of them belong to 3 to 4 (41.7%) household members.

The result of many studies about stress is mainly due to work as the main reason resulting to negative impacts on well-being affecting health.

### Measurement of Perceived Psychological Well-being of Men and Women Employees during the Covid-19 Pandemic

Data in Table 2 show that generally, on the six components of psychological well-being (PWB) of PCC respondents, mean scores from very high (5.931) in positive relationship to high scores in autonomy (4.941), environmental mastery (5.286), personal growth (5.472), Purpose in Life (5.931) and self-acceptance (5.139) has been noted.

These very high to high scores on six components will mean that in totality, the men and women employees of Philippine Carabao Center has a **positive perception of their psychological well-being (PWB)** during the Covid-19 pandemic hence, experiencing a good feeling and seem to be functioning well as reflected in their performances at the workplace.

Based on the result of the study, respondents' very high scores on the six psychological well-being reflected their purpose in life wherein their goals and conviction in life are already strong. They have a positive attitude towards themselves. They are already committed to having meaningful relationships whether in the form of mutual intimacy, love, or affection. On personal growth, they welcome new opportunities as a way to continue their improvement in self and behavior. Respondents have autonomy as they show independence and can act on their own free will without the influence of social pressures. In addition, respondents display a sense of mastery as they respond effectively and use opportunities in handling activities and environmental factors every day as they create situations beneficial to their own needs.



Moreover, the result in Table 2 shows that the present work environment and psychological environment of respondents from the Philippine Carabao Center during the pandemic had a positive effect on PCC employees' thinking (mind), feelings (emotion), and behavior (Cooper, 2021).

Data also support that despite the threats, risks, and presently setup at work that make employees feel stressed, discomfort, and worried due to pandemics, respondents experiencing good relationships (positive relationship) with supervisors and co-workers still find their work enjoyable hence, work becoming less stressful for them. Data from many types of research also shows that successful employees are those who have supportive supervisors and co-workers (Paterson et al., 2014) and this was reflected in their high work performances as they experience overall healthy (positive) well-being in their workplace.

Table 3, shows the result of the comparison of the PWB of men and women employees during the Covid-19 pandemic. In general, both men and women have a very high level to high level, positive perception of their psychological well-being (PWB).

As indicated in the mean scores, a result of very high in male PWB components are positive relationship and purpose in life with mean scores of 5.99 and 5.57 respectively. Male purpose in life reflects his strong goal and principle of life's meaning. While in females, a very high mean scores of 5.53 and 5.91 in PWB components of personal growth and positive relationship. Female personal growth orientation reflects their openness to new experiences and opportunities while recognizing the need to improve themselves and their behavior in due time. In general, both respondents reflect their very high commitments in a meaningful relationship with other persons which includes feelings of empathy, mutual intimacy, and love/affection.

The result obtained on the six components of psychological well-being (PWB) reveals no significant statistical difference among men and women employee respondents of PCC (Table 3). This result shows that gender differences in psychological well-being (PWB) do not exist in the case of the men and women employees of PCC.

Also, as indicated in Table 3, are the following standard deviation (SD) of PWB of male with 0.797, 1.125, 0.785, 0.889, 0.983, 1.156 and for female 0.945, 0.951, 0.566, 0.773, 1.213, 1.030, respectively. This suggests that there is a difference (SD) among male and female scores on PWB but not statistically significant at 0.01 level.

This shows that the independent variable which is the gender of respondents, present work environment, and psychological environment during the covid-19 pandemic did not affect the PWB of men and women employees of PCC to be significantly different.

Both genders have a very high and high level of psychological well-being in six components that indicates happiness or satisfaction (Carruthers et. al., 2004) thus, referring to the positive mental states of a human being (Cooper, 2008).

On the other hand, other results in Table 4, show the significant correlation between the age of the respondents and the five components of PWB on the following; autonomy (.320\*\*), environmental mastery (.397\*\*), positive relationship (.310\*\*), purpose in life (.414\*\*), self-acceptance (.430).

This result reflects that the older the respondents the higher their PWB, meaning respondents are already independent and regulate behavior independent of social forces (autonomy). Environmental mastery, on the other hand, indicates that respondents already have a sense of mastery in handling day-to-day affair and effectively uses opportunities to create situations beneficial to themselves. A positive relationship reveals a commitment to have a meaningful relationship with another person through mutual intimacy, understanding, love, or affection. Respondents already know their purpose in life and life has meaning, with strong goals and conviction. While self-acceptance reflects respondents' positive attitude on his/her self.

Furthermore, the correlation at 0.05 level shows a significant correlation between educational attainment and the two components of PWB on purpose in life (.257\*) and self-acceptance at (.262\*) level. It means that the higher the educational attainment, the higher the psychological well-being of the respondents. The respondents are already certain that after obtaining a higher degree in education, they are confident that show in PWB components of self-acceptance and purpose in life. While monthly income has no significant correlation to the PWB of the employee respondents of PCC (Table 4).

## **Conclusion**

The result of the analysis shows that the respondents have very high to high-level scores on the six components of psychological well-being (PWB) and generally exhibit a positive PWB considering their day-to-day interaction in their work and psychological environment during a pandemic.

Based on the results of this study, it can be concluded that there is no statistically significant difference in the psychological well-being (PWB) among men and women employees of PCC, hence no gender difference in psychological well-being existed.

This result supports the findings that both men and women with the same high level of PWB have similar overall life satisfaction and level of happiness.

An interesting finding is the result of the measurement that revealed a significant correlation of Age to the six components of PWB. Therefore, it can be concluded that the older the respondents the more they exhibit a higher level of psychological well-being. In addition, the findings also revealed that the higher the educational attainment, the significant its correlation to PWB components on self-acceptance and purpose in life.

The result could also mean that the work environment and psychological environment of men and women employees are conducive to maintaining their satisfaction and happiness at work even during a pandemic. Despite varying influences of day-to-day affairs, they demonstrate mastery in creating situations beneficial to them. Other factors are the good relationship (positive relations) of individual employees to co-workers and supervisors that made their work enjoyable and less stressful. This good relationship can be best interpreted to mean happiness that can also be translated to better health and functioning well at work. Evidence of this can be seen in employees' high work performances as they experience overall healthy (positive) well-being in their workplace.

In conclusion, both genders exhibit the same high level of psychological well-being (PWB) that indicates happiness or satisfaction usually referring to healthy psychological well-being or

positive mental states of PCC respondents even during a pandemic, hence, no gender difference on PWB existed.

### **Recommendation**

Based on the conclusion of this study, the following recommendations are made:

1. PCC as an agency should develop activities and programs that will aim to increase the level of PWB of the young age group as the result shows that the older the respondents the more likely it exhibits a higher level of the six components of PWB.
2. PCC men and women employees are not different in terms of their psychological well-being (PWB). HRMS may take initiatives to propose activities or programs that will support, maintain, protect and promote employees' healthy well-being particularly their mental health every day, with or without pandemic or calamities.
3. PCC should continue to be an active GAD advocate and implement gender mainstreaming to achieve gender equality in all its programs and projects nationwide. PCC to develop a policy for mental health awareness, promotion, prevention, and care as this will also mean promoting awareness for healthy psychological well-being which is a sustainable condition that allows the individual or population to develop and thrive well.
4. For future researchers, the result of this study provides the initial information with regards to PCC employees PWB, it is therefore recommended to conduct follow-up research for a deeper understanding of employees PWB until we come up in identifying specific gaps to create specific programs that will help to create a healthy work environment and psychological environment beneficial to all regardless of gender.

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The authors declare that they have no competing interests.

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**Tables 1 to 4**

**Table 1. Profile of the Respondents**

| <b>Descriptive Items</b>        | <b>Frequency (n=72)</b> | <b>Percentage (%)</b> |
|---------------------------------|-------------------------|-----------------------|
| <b>a.Age</b>                    |                         |                       |
| 20-35 (young adults)            | 48                      | 66.7                  |
| 36-55 (middle-aged adults)      | 18                      | 25.0                  |
| 56-75 (older adults)            | 6                       | 8.3                   |
| <b>b.Gender</b>                 |                         |                       |
| Male                            | 27                      | 37.5                  |
| Female                          | 44                      | 61.1                  |
| Prefer not to say               | 1                       | 1.4                   |
| <b>c.Civil Status</b>           |                         |                       |
| Single                          | 36                      | 50.0                  |
| Married                         | 36                      | 50.0                  |
| <b>d.Household Size</b>         |                         |                       |
| 1-2                             | 6                       | 8.3                   |
| 3-4                             | 30                      | 41.7                  |
| 5-6                             | 27                      | 37.5                  |
| 6-7                             | 6                       | 8.3                   |
| 7-8                             | 2                       | 2.8                   |
| 9 above                         | 1                       | 1.4                   |
| <b>e.Educational Attainment</b> |                         |                       |
| Bachelor's Degree               | 37                      | 51.3                  |
| Graduate Degree or Higher       | 35                      | 47.4                  |
| <b>f. Monthly Income</b>        |                         |                       |
| 10,957 to P21,914               | 22                      | 30.6                  |
| 21,914 to P43,828               | 41                      | 56.9                  |
| 76,669 to P131,484              | 6                       | 8.3                   |
| 219,140 and above               | 3                       | 4.2                   |

**Table 2. Measurement of Perceived Psychological Well-being of Men and Women Employees during the Covid-19 Pandemic.**

| <b>PWB Scale Components</b> | <b>Mean</b> | <b>Descriptive Rating</b> | <b>SD</b> |
|-----------------------------|-------------|---------------------------|-----------|
| Autonomy                    | 4.941       | High                      | 0.885     |
| Environmental Mastery       | 5.286       | High                      | 1.020     |
| Personal Growth             | 5.472       | High                      | 0.654     |
| Positive Relationship       | 5.931       | Very high                 | 0.813     |
| Purpose in Life             | 5.441       | High                      | 1.141     |
| Self-acceptance             | 5.139       | High                      | 1.067     |

**Table 3. Comparison of PWB of men and women employees of PCC during the Covid-19 Pandemic.**

| <b>PWB Scale Components</b> | <b>Male Ratings (n=27)</b> |                           |           | <b>Female Ratings (n=44)</b> |                           |           |
|-----------------------------|----------------------------|---------------------------|-----------|------------------------------|---------------------------|-----------|
|                             | <b>Mean</b>                | <b>Descriptive Rating</b> | <b>SD</b> | <b>Mean</b>                  | <b>Descriptive Rating</b> | <b>SD</b> |
| Autonomy                    | 5.06                       | High                      | 0.797     | 4.87                         | High                      | 0.945     |
| Environmental Mastery       | 5.40                       | High                      | 1.125     | 5.24                         | High                      | 0.951     |
| Personal Growth             | 5.39                       | High                      | 0.785     | 5.53                         | Very high                 | 0.566     |
| Positive Relationship       | 5.99                       | Very high                 | 0.889     | 5.91                         | Very high                 | 0.773     |
| Purpose in Life             | 5.57                       | Very high                 | 0.983     | 5.41                         | High                      | 1.213     |
| Self-acceptance             | 5.16                       | High                      | 1.156     | 5.14                         | High                      | 1.030     |

**Table 4. Correlation of age, educational attainment, and monthly income to PWB of employee respondents of PCC**

| PWB Scale Components  | Level of correlation (n=27) |                        |                |
|-----------------------|-----------------------------|------------------------|----------------|
|                       | Age                         | Educational Attainment | Monthly income |
| Autonomy              | .320**                      | .100                   | .110           |
| Environmental Mastery | .397**                      | .200                   | .195           |
| Personal Growth       | .221                        | .028                   | .197           |
| Positive Relationship | .310**                      | .214                   | .068           |
| Purpose in Life       | .414**                      | .257*                  | .123           |
| Self-acceptance       | .430**                      | .262*                  | .216           |
| <b>TOTAL</b>          |                             |                        |                |

\*\**. Correlation is significant at the 0.01 level (2-tailed).*

\**.*

*Correlation is significant at the 0.05 level (2-tailed).*