1. REVIEW ON BASIC GAD CONCEPTS
2. UPDATES – RGADC Region 3
3. GENDER ANALYSIS
4. GAD MAINSTREAMING & GMEF
5. TOOLS USED IN GAD
   - Harmonized Gender & Development Guidelines
   - Project Implementation Monitoring & Evaluation
6. GAD PLAN & BUDGET (GPB)
7. GAD ANNUAL REPORT (AR)
BASIC GAD CONCEPTS
### Review on GAD Concepts

#### Differences between Sex and Gender

<table>
<thead>
<tr>
<th>SEX</th>
<th>GENDER</th>
</tr>
</thead>
<tbody>
<tr>
<td>is the genetic &amp; physical identity of a person</td>
<td>Social relations between men &amp; women</td>
</tr>
<tr>
<td>Uses term like male &amp; female</td>
<td>Socially &amp; culturally learned behavior</td>
</tr>
<tr>
<td>Sex characteristics are universal, constant regardless of time &amp; place</td>
<td>Uses term like masculine &amp; feminine</td>
</tr>
<tr>
<td>Gender characteristics are not universal. It may differ from society to society. Time &amp; Place bound.</td>
<td></td>
</tr>
</tbody>
</table>
SEX is what we are born with

GENDER is what happens afterwards...
Sex Roles Defined

- roles that men and women enact resulting from their sex

*only women can give birth and breastfeed children

*only men can produce sperm
Gender Role Defined

Product of society’s culture

Taught and reinforced by society’s structures and social institutions

Activities or tasks perceived as masculine or feminine
**GENDER ROLES**

<table>
<thead>
<tr>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Productive Role</td>
<td>Reproductive Role</td>
</tr>
<tr>
<td>Community Role</td>
<td></td>
</tr>
</tbody>
</table>

_GENDER roles do change..._!
How is this system/process perpetuated?

Through the process of Socialization
Social Institutions

- Family
- Educational Institutions
- Church
- Media
- Women's Issues
- State
Manifestations of Gender Bias

Women’s participation in development is limited to traditional programs and projects.

Subordination, or the secondary status of women in society.

The tendency to assign fixed, unquestioned and unexamined beliefs and perceptions about women and men.

The condition in which women perform several tasks and responsibilities despite their limited time and energy.

VAW is deemed to be closely linked with the unequal power relationship between women and men.
What are Gender Issues?

Issues and problems, inequalities, gaps and differences between women and men arising from their distinct roles and relationships.

Deterrents to development.

Often overlooked in the development process.
GAD is about being faithful to the principle that......

Development is for all!
Fairness and equity demands that everyone in society, whether male or female, has the right to the same opportunities to achieve a full and satisfying life.
Civil Service Resolution No. 89-463 and DENR Memorandum Circular No. 2008-11 dated August 26, 2018 re:

**EQUAL EMPLOYMENT OPPORTUNITY PRINCIPLE (EEOP)**
GAD is....

... “not war of the sexes”
GAD is NOT ANTI-MALE
GAD IS NOT PITTING WOMEN AGAINST MEN
Both women and men are victims of stereotyping.
GAD is not role reversal but understanding relationships
...because gender issues affect women and men differently.
The GAD approach seeks not only to integrate women into development, but to look for the potential in development initiatives to ...... TRANSFORM UNEQUAL GENDER RELATIONS and EMPOWER WOMEN.
Inclusion of a gender perspective in the design and implementation of plans and programs to carry out organizational mandates
A strategy to ensure the recognition of *gender issues*

A strategy to ensure that gender equality is considered in the “mainstream”
Allocating adequate resources for the conduct of gender-responsive activities in the regular organization programs.
HOW TO DO GAD MAINSTREAMING

GAD MAINSTREAMING ENTRY POINTS:

- Policy
- People
- Programs, Projects & Activities (PPAs)
- Enabling Mechanisms
Gender mainstreaming requires interventions in various levels of the development planning cycle—from planning, programming, and budgeting, implementation to monitoring and evaluation.

It means that GAD is integrated in ALL levels of the development planning cycle.
POLICY IMPERATIVES ON GAD MAINSTREAMING

• **UN-CEDAW** – promotes equality in all fields; affirmative action for women; and protection of women from violence. GOAL = GEWE

• **Beijing Platform for Action (BPFA)** – calls for actions on 12 areas of concern affecting women and girl-children; and

• **R.A. 9710- MAGNA CARTA FOR WOMEN** – adoption of Gender Mainstreaming in the programs/projects of all government agencies to promote and fulfill women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures.
Gender Mainstreaming Essential Elements:

- GAD Focal Point System
- GAD Planning and Budgeting
- Sex-Disaggregated Database
- Conduct of Gender Audit
Use of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)
May 27, 2016

MEMORANDUM CIRCULAR NO. 2016-03

TO: Heads of Executive Departments, Attached Agencies, Bureaus, Offices, State Universities and Colleges (SUCs), Government Owned and/or Controlled Corporations (GOCCs), Legislative and Judiciary Branches, Constitutional Bodies, and All Others Concerned

SUBJECT: Use of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)

DATE: 27 May 2016
GMEF is a tool in assessing the progress of gender mainstreaming efforts.

Level 1
Formation Foundation

Level 2
Installation of Strategic Mechanism

Level 3
GAD Application

Level 4
Commitment Enhancement & Institutionalization

Level 5
Replication & Innovation
The enhanced GMEF descriptor matrix consists of 93 descriptors in total representing the four GMEF Entry Points:

<table>
<thead>
<tr>
<th>GMEF Entry Points</th>
<th>Number of Descriptors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy</td>
<td>13</td>
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<tr>
<td>People</td>
<td>27</td>
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<tr>
<td>Enabling Mechanisms</td>
<td>23</td>
</tr>
<tr>
<td>PAPs</td>
<td>30</td>
</tr>
<tr>
<td>LEVEL 1</td>
<td>LEVEL 2</td>
</tr>
<tr>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Foundation Formation</td>
<td>Installation of Strategic Mechanisms</td>
</tr>
<tr>
<td><strong>1.1 Policies articulating support to GAD Mandates and establishing four essential elements of GAD Planning and Budgeting issued</strong></td>
<td><strong>2.1 Policies reflecting the organization’s interest for gender mainstreaming issued</strong></td>
</tr>
<tr>
<td><strong>1.2 Existing policies reviewed for consistency with emerging GAD issues and issuances accordingly</strong></td>
<td><strong>2.2 Policies addressing the gender needs of the clients (internal and external) of the organization issued</strong></td>
</tr>
<tr>
<td>Level Per Entry Point</td>
<td>RANGES</td>
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<tr>
<td>-----------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td></td>
<td>1-7.99 points</td>
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<tr>
<td></td>
<td>8-14 .99 points</td>
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<tr>
<td></td>
<td>15-19.99 points</td>
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<tr>
<td></td>
<td>20-23.99 points</td>
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<td>24-25 points</td>
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</table>

<table>
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<tr>
<th>Over-all Level</th>
<th>RANGES</th>
<th>LEVEL DESCRIPTION</th>
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</thead>
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<tr>
<td></td>
<td>31-60.99 points</td>
<td>2: Installation of Strategic Mechanisms</td>
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<tr>
<td></td>
<td>61-80.99 points</td>
<td>3: GAD Application</td>
</tr>
<tr>
<td></td>
<td>81-95.99 points</td>
<td>4: Commitment Enhancement and Institutionalization</td>
</tr>
<tr>
<td></td>
<td>96-100 points</td>
<td>5: Replication and Innovation</td>
</tr>
<tr>
<td>AGENCY</td>
<td>2014 BASELINE</td>
<td>2015 RATING</td>
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<tr>
<td>------------------------------------------------</td>
<td>---------------</td>
<td>-------------</td>
</tr>
<tr>
<td>1. Commission on Audit (COA)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>2. Commission on Higher Education (CHED)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>3. Commission on Human Rights (CHR)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>4. Commission on Population (PopCom)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>5. Department of Agriculture (DA)</td>
<td>Level 2</td>
<td>Level 2</td>
</tr>
<tr>
<td>6. Civil Service Commission (CSC)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>7. Department of Education (DepEd)</td>
<td>Level 1</td>
<td>Level 1</td>
</tr>
<tr>
<td>8. Department of Environment and Natural Resources (DENR)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>9. Department of Health (DOH)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>10. Department of Justice (DOJ)</td>
<td>Level 2</td>
<td>Level 2</td>
</tr>
<tr>
<td>11. Department of Labor and Employment (DOLE)</td>
<td>Level 3</td>
<td>Level 3</td>
</tr>
<tr>
<td>12. Department of Science and Technology (DOST)</td>
<td>Level 2</td>
<td>Level 2</td>
</tr>
</tbody>
</table>
UPDATES ON RGADC-R3
Regional Gender & Development Council, Region 3
15TH RDC III Resolution No. 03-48-2017

“Approving the Creation and Institutionalization of the Regional Gender and Development Committee (RGADC) under the 15th Regional Development Council (RDC) III”
RGADC COMPOSITION

Officers:  
Chairperson – CHED RO3  
Vice Chairperson – NEDA RO3

Members:  
Chairperson/Representative of Sectoral Committees of RDC 3

PCW  
Government Agencies  
State Universities  
Private Sector
Duties and Responsibilities of RGADC

1. Initiate, coordinate and monitor gender mainstreaming initiatives at the sectoral and regional level;
2. Lead the integration of gender perspective in regional development plans, investment programs and policies;
3. Promote the participation of women, women’s groups and other sectoral groups in the preparation, implementation and monitoring of regional and local development plans, programs and projects;
4. Create sub-committees or technical working groups (TWGs) that will review and handle GAD-related concerns;
5. Recommend policies or actions that may be adopted by the RDC to facilitate gender mainstreaming and promote women’s empowerment and gender equality in the region;
6. Coordinate and lead the preparation and submission of the GAD plan and budget (GPB) and GAD accomplishment report (GAD AR) of the RDC;
7. Facilitate and coordinate with national government agencies (PCW, SUCs, and training institutions) for the conduct of region-wide capacity development programs on GAD;

8. Promote and coordinate the generation and use of sex-disaggregated data and gender statistics to come up with gender-responsive evidence-based regional/local development plans and programs;

9. Assist in the monitoring and collection of data on GAD indicators at the regional level;

10. Provide venues for discussing regional gender issues and concerns, and recognizing and sharing good practices on gender mainstreaming;

11. Strengthen institutional linkages with regional GAD mechanisms in pursuing GAD efforts at the regional and local levels;

12. Coordinate with and assist national oversight agencies (PCW, NEDA and DILG) in localizing the implementation of national laws, policies and programs on GAD; and

13. Prepare and submit reports on the status of implementation of the MCW and other GAD initiatives in the region.
QUARTELY MEETING – Aug. 28, 2018

Leveling Session on Basic GAD Concepts, Gender Analysis, GAD Tools, GAD Planning & Budgeting for RGADC-R3
(Aug. 28-30, 2018 at SACOP)
GENDER ANALYSIS
**GENDER ANALYSIS**

**Process** of asking or investigating key questions at the beginning of a planning process that will help in:

- **Identifying** gaps or *differences* between women and men, girls and boys;

- **Understanding** why these gaps exist and persist;

- **Determining** whether the gaps are *potential impediment* to achieving *results*; and

- **Choosing** what actions to take **to reduce** the gap or **address** the *issue*.
It explores the highlight and relationships of women and men in society, by asking:

- Who DOES what;
- Who HAS what;
- What are the available resources;
- HOW decisions are made;
GENDER ANALYSIS

Why Gender Analysis?

• To understand the social and economic conditions, gender gaps and inequalities affecting women and men;

• To examine how gender relations affect the achievement of sustainable results;

• Provide methods how to use collect, analyze and use sex-disaggregated data or gender statistics; and

• To analyze how development results affect status of women and men.
GENDER ANALYSIS

EXAMPLE:

• If men’s/women’s access rate is low/high, why? What are the reasons?
  – Source of information?
  – Educational level?
  – Economic capabilities?
  – Family Size?
  – Gender Roles and expectations?

• What are the factors that hinder them from accessing the Program?

• What would make them access the Program?
GAD PLANNING & BUDGETING
GAD PLANNING & BUDGETING FRAMEWORK

Purpose of GPB

- To properly address gender issues through policies, PPAs, enabling mechanisms
- For equal access, participation and control over resources

Agency GAD Plan with a GAD budget of at least 5% of the total GAA

GENDER Analysis Using GMEF

Issues

Organization-Focused

Client-Focused
GAD PLAN

A systematically designed set of programs, projects, and activities (PPAs)

- with clear objectives
- addresses gender issues and concerns of agencies (organization-focused) and their constituents (client-focused)
- with appropriate strategies, activities, and monitoring and evaluation indicators

GAD Plan is a blueprint of how agencies could make themselves gender-responsive.
GAD PLANNING & BUDGETING

Legal Basis for GAD Budget Policy

1. EO 273 - Approving and Adopting the Philippine Plan for Gender-responsive Development, 1995-2025
2. General Appropriations Act (at least 5%)
3. PCW-NEDA-DBM Joint Circular No. 2012-01 - Guidelines for the preparation of Annual GAD Plans and Budgets and Accomplishment Reports to implement the MCW
4. PCW-DILG-DBM-NEDA JMC 2013-01: Guidelines on the localization of the Magna Carta of Women

Note: SUBMISSION of GPB & AR – January 30th
# ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

**FY 20____**

<table>
<thead>
<tr>
<th>Agency/Bureau/Office: ____________________________</th>
<th>Department (Central Agency): ____________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total GAA of Agency: ______________________________</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Issue and/or GAD Mandate (1)</th>
<th>Cause of Gender Issue (2)</th>
<th>GAD Result Statement/GAD Objectives (3)</th>
<th>Relevant Agency PREC/PAP (4)</th>
<th>GAD Activity (5)</th>
<th>Output Performance Indicators and Targets (6)</th>
<th>GAD Budget (7)</th>
<th>Source of Budget (8)</th>
<th>Responsible Unit (9)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Client Focused Activities</td>
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<tr>
<td>Organization Focused Activities</td>
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<tr>
<td>Attributed Programs</td>
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<td>TOTAL</td>
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<td>XXX</td>
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</tbody>
</table>

- **Prepared by:** Chairperson, GAD FP System
- **Approved by:** Head of Agency
- **Date:** Day/Month/year
GAD PLANNING & BUDGETING

COLUMN 1: Gender Issue and/or GAD Mandate

Priority gender issues identified through the agency’s review of its flagship or regular programs, analysis of sex-disaggregated data that surface the unequal situation of women and men.

COLUMN 2: Cause of the Gender Issue

It is important to establish the cause(s) of the gender issue to ensure that the program or activity will directly address the issue leading to its gradual or complete elimination.
COLUMNS 3: GAD Result Statement or GAD Objective

Clarifies and spells out the result/outcome that the agency intends to achieve. The objective must be specific, measurable, attainable, realistic, and time-bound.

COLUMNS 4: Relevant Agency MFO/PAP

Major final output of the agency that can be integrated with gender perspective to respond to the gender issues and/or implement the specific GAD mandate.
COLUMN 5: GAD Activity

Can either be client or organization focused and should be stated as clearly and specifically as possible to facilitate budgeting.

*Agencies shall give priority to client-focused GAD activities.*

COLUMN 6: Output Performance Indicators and Targets

Quantitative or qualitative means to measure achievement of the results of the proposed activity and how they contribute to the realization of the GAD objective.
COLUMN 7: GAD Budget

Cost of implementing the GAD Plan. Should be estimated by object of expenditure. May be drawn from the agency’s MOOE, CO, and/or PS based on the agency’s approved GAA.

COLUMN 8: Source of the GAD Budget

Can be GAA, PDAF, Official Dev’t Assistance, Corporate Operating Budget

COLUMN 9: Responsible Unit/Office

Specific unit or office tasked to implement a particular GAD activity. Shall have direct knowledge or involvement in GAD PAPs and shall periodically report their progress to the GFPS.
IMPORTANT:

- Prioritize client-focused gender issues
- GAD-related economic and health issues are NOT allowed as gender issues, UNLESS these are within the sector and mandate of the proposing agency
- If needed, include long-term objective that may require several planning periods until its achievement
- GAD activities must be related to the agency mandates
IMPORTANT:

In cases of attributing mainstream PAPs to the GAD budget, use the Harmonized GAD Guidelines

GAD budget cannot be allowed for:

- Livelihood training
- CSR activities
- Health-related (vaccination, mammography, health cards, fitness equipment)
- Travel and scholarships
IMPORTANT:

GAD Plan and Budget for the following year must be accompanied by the GAD Accomplishment Report of the preceding year with proofs/MOVs.
### DENR R3 2018 GAD Budget

<table>
<thead>
<tr>
<th>Office</th>
<th>Budget (000)</th>
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<tbody>
<tr>
<td>Region</td>
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<td>Pampanga</td>
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<tr>
<td>Bulacan</td>
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<tr>
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<td>Zambales</td>
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<tr>
<td>Aurora</td>
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</tr>
<tr>
<td>Nueva Ecija</td>
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</tr>
</tbody>
</table>

Note: Mainstreamed 2018 Budget: Php 39,624M (PS/MOOE/CO)
THANK YOU !!!

We Make Change Work
For Women!