

Philippine
Commission
on Women



Formulating the GAD Strategic Framework





Outline:

1. What is a GAD Agenda?
2. What are guiding issuances?
3. What are steps in the developing your GAD Strategic Framework?

Tanong

Naging bahagi ka na ba sa
pagbuo ng Strategic Plan ng
iyong ahenya?

Oo
Hindi

Tanong

May training ka na ba sa gender analysis?

Meron
Wala



Tanong

Nais mo bang maging bahagi sa pagbuo ng GAD Agenda ng iyong organisasyon?

Oo
Hindi
Pag-iisipan ko pa



WHAT IS A GAD AGENDA?



WHAT IS A GAD AGENDA?

❑ is the agency's **strategic framework** and **plan on gender mainstreaming**, and achieving **women's empowerment** and **gender equality**

❑ It shall:

➤ serve as basis in identifying programs, activities, and projects to be undertaken to achieve the GAD goals and outcomes;

➤ provide the monitoring and evaluation (M&E) framework for assessing GAD results and outcomes

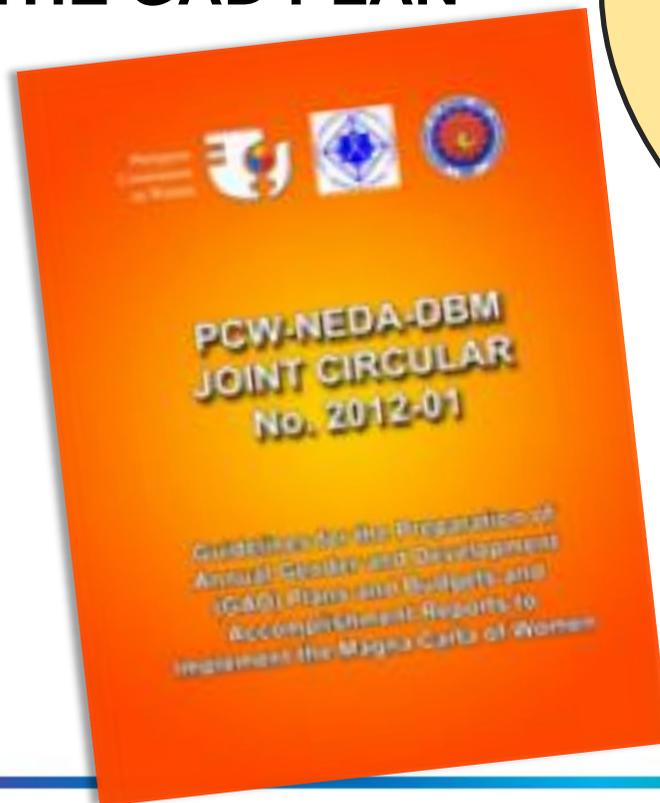
➤ be formulated in a participatory, consultative and inclusive process; consider results of gender analysis

❑ timeframe is **6 years** (e.g., 2020-2025)



PCW-NEDA-DBM Joint Circular No. 2012-01

5.0 STEPS IN FORMULATING THE GAD PLAN

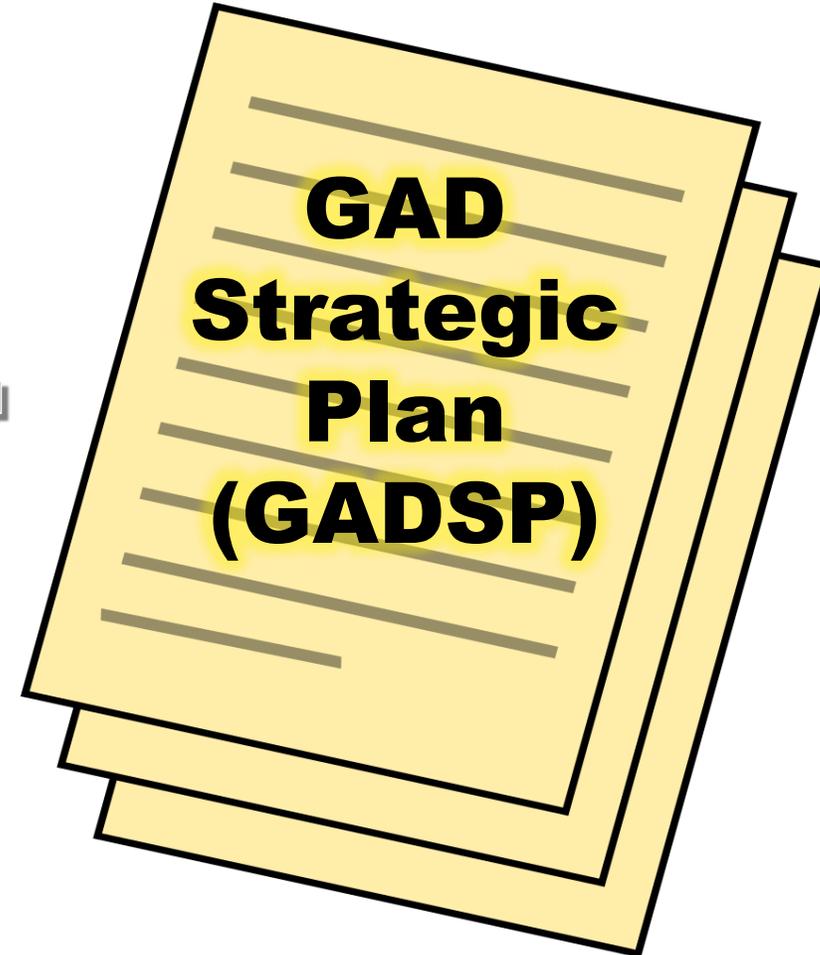


“5.1. Set the GAD AGENDA or identify priority gender-issues and/or specific GAD mandates... This **GAD AGENDA shall be the basis for the annual formulation of PAPs to be included in the GPB...**”

WHAT IS A GAD AGENDA?



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WHAT IS A GAD AGENDA?

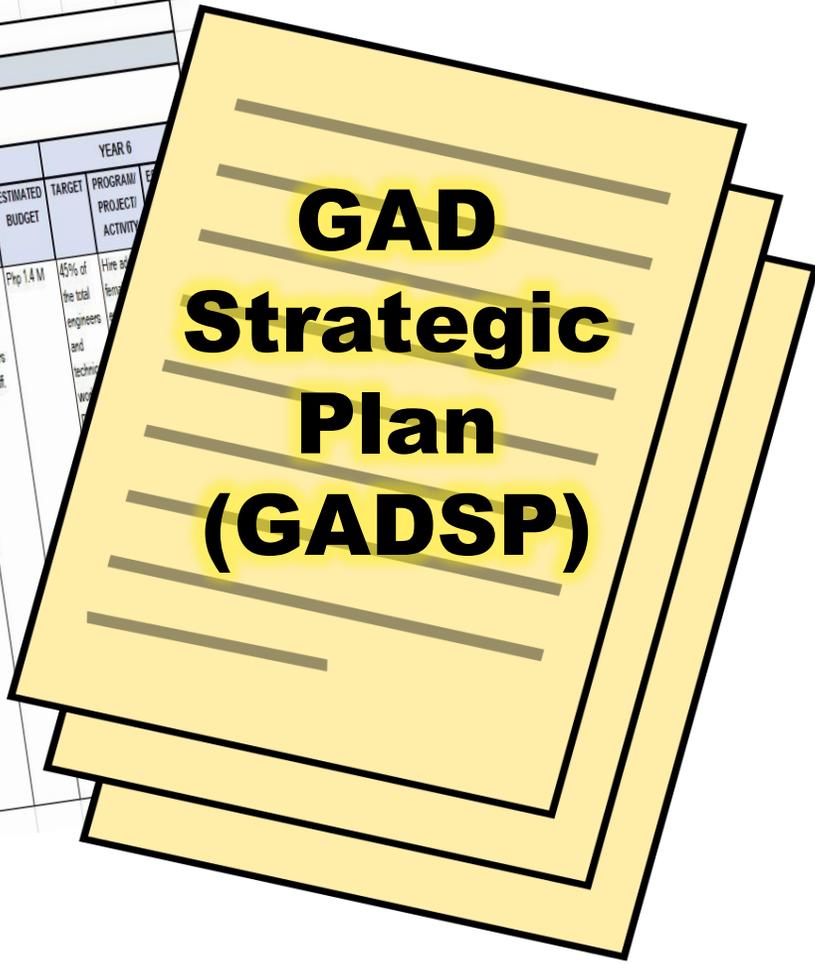


PART 1 : GAD STRATEGIC FRAMEWORK

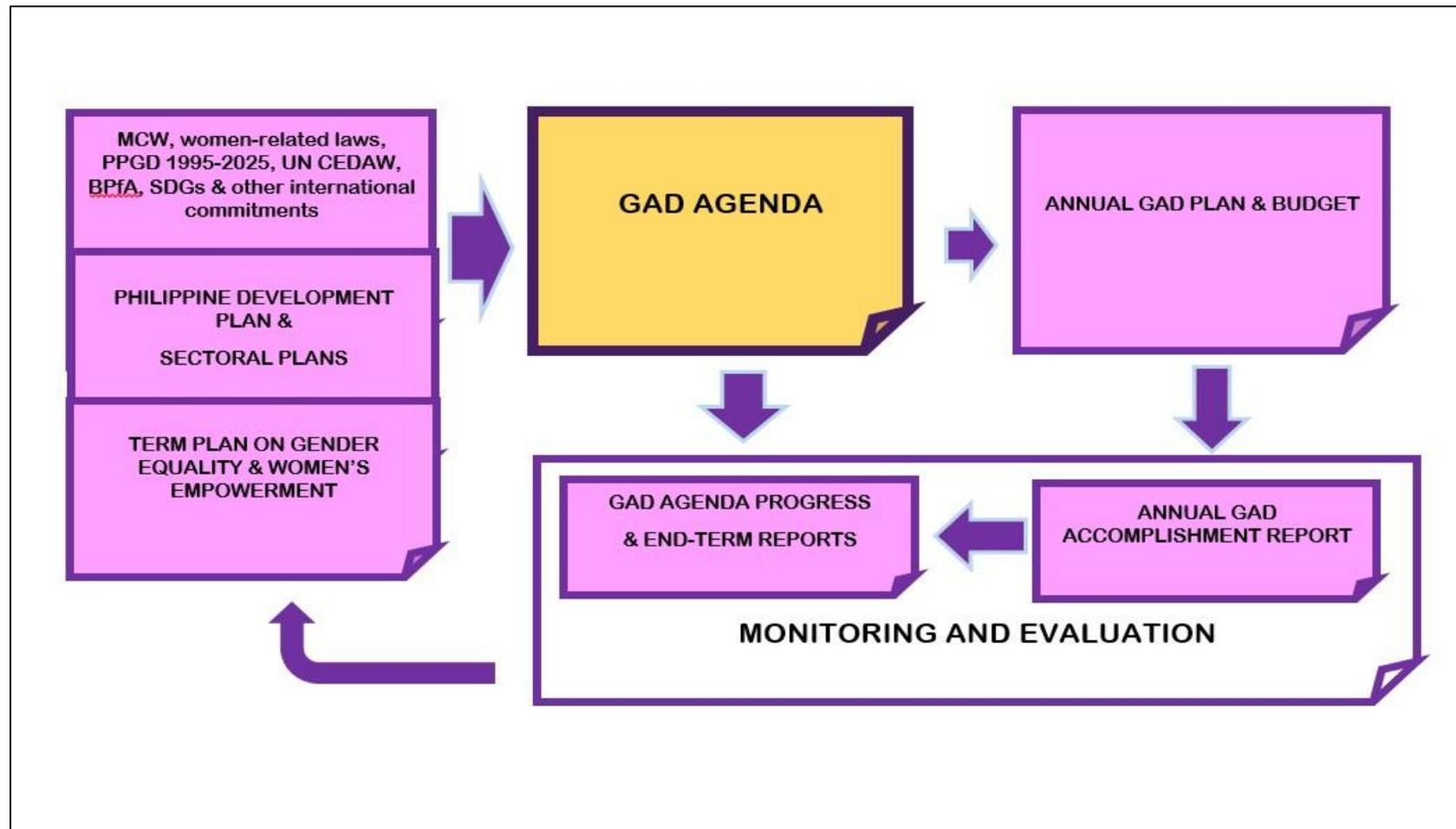
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|--|
| AGENCY: |
| |
| MANDATE: |
| |
| GAD VISION: |
| Men and women equally contribute to and benefit from an ideal state of greater energy access for inclusive growth. |
| GAD MISSION: |
| To effect institutional change by promoting and providing equal rights, opportunities, and shared responsibilities among men and women through mainstreaming gender and development in the energy-sector policies, plans, programs, and projects. |
| GAD GOALS: |
| <ol style="list-style-type: none"> 1. Enhanced gender mainstreaming at DOE and its attached agencies that will help achieve gender equality and women empowerment in the energy sector 2. Increased/equal access of women and men to modern energy technology, goods, and services 3. Increased participation of women in energy-sector consultation processes, community organizations, and decision-making bodies 4. Gender-balanced employment in the energy sector |

WHAT IS A GAD AGENDA?

| AGENCY | | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|---|-------------------------|---|--|------------------|---|---|------------------|---|--|------------------|---|---|------------------|---|---|------------------|---|---|------------------|
| GAD GOAL #: | | | | | | | | | | | | | | | | | | | | | | |
| Gender-balanced employment in the energy sector. | | | | | | | | | | | | | | | | | | | | | | |
| GENDER ISSUE | GAD OUTCOME/ RESULT STATEMENT | INDICATOR | BASELINE | RESPONSIBLE UNIT/OFFICE | YEAR 1 | | | YEAR 2 | | | YEAR 3 | | | YEAR 4 | | | YEAR 5 | | | YEAR 6 | | |
| | | | | | TARGET | PROGRAM/ PROJECT/ ACTIVITY | ESTIMATED BUDGET | TARGET | PROGRAM/ PROJECT/ ACTIVITY | ESTIMATED BUDGET | TARGET | PROGRAM/ PROJECT/ ACTIVITY | ESTIMATED BUDGET | TARGET | PROGRAM/ PROJECT/ ACTIVITY | ESTIMATED BUDGET | TARGET | PROGRAM/ PROJECT/ ACTIVITY | ESTIMATED BUDGET | TARGET | PROGRAM/ PROJECT/ ACTIVITY | ESTIMATED BUDGET |
| Low percentage of women engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives | Higher proportion of women engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives | Percentage of women engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives. | 55 of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives. | Human Resource Office | 10% of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives are female. | Conduct consultations on increasing percentage of women engineers and technical workers. | Php 50,000 | 15% of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives are female. | Conduct massive hiring campaigns for female engineering graduates | Php 1M | 20% of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives are female. | Hire female engineers and technical workers. | Php 1.2 M | 30% of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives are female. | Hire additional female engineers and staff. | Php 1.3 M | 40% of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives are female. | Hire additional female engineers and staff. | Php 1.4 M | 45% of the total engineers and technical workers in DOE, bureaus, attached agencies and electric cooperatives are female. | Hire additional female engineers and staff. | Php 1.5 M |



POLICY FRAMEWORK



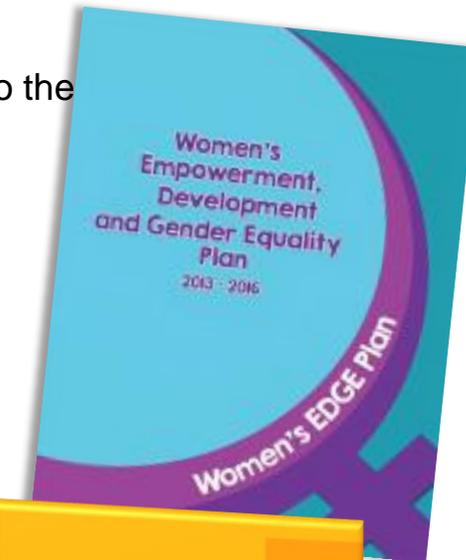
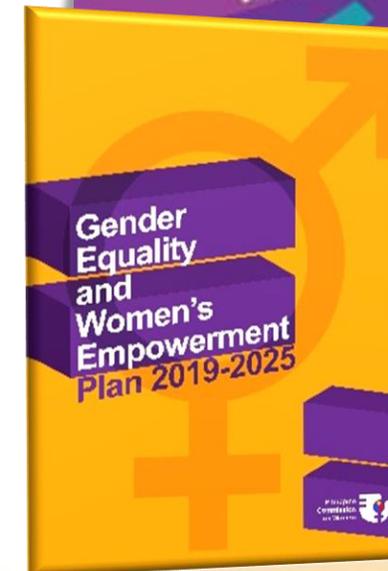
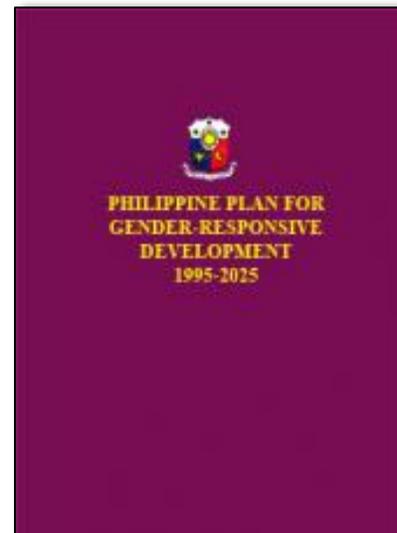
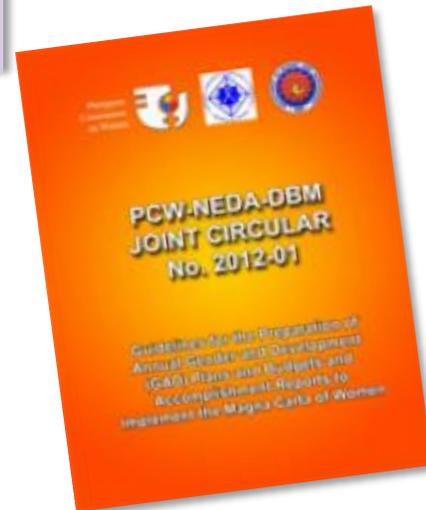
Guiding Documents

RA 9710

MAGNA CARTA OF WOMEN

IMPLEMENTING RULES
AND REGULATIONS

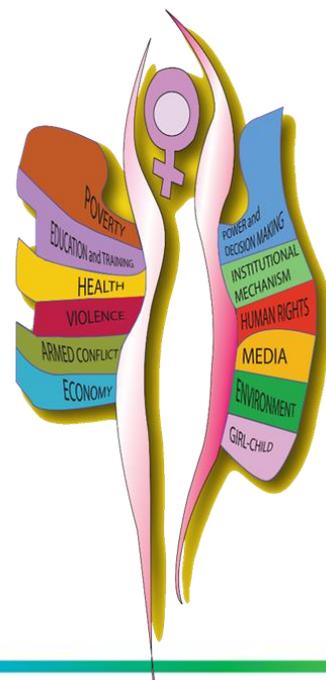
- Other women or gender-related laws relevant to the agency's mandates;
 - * Anti-VAWC
 - * Anti-Sexual Harassment Law
 - * Anti-Rape Law
 - * Anti-Trafficking in Persons Act



Guiding Documents



Other international GAD-related treaties and commitments (eg, UNCRC-Children, UNCRPD-PWDs, etc.)





STEPS IN FORMULATING THE GAD AGENDA

- STEP 1** • Organizing the Planning Team
- STEP 2** • Conducting Gender Analysis
- STEP 3** • Setting the Agency's GAD Vision and Mission
- STEP 4** • Formulating the GAD Goals
- STEP 5** • Prioritizing Gender Issues per GAD Goal
- STEP 6** • Outlining the GAD Outcomes, Indicators, Baseline Data, and Targets per GAD Goal
- STEP 7** • Translating the GAD Outcomes into GAD Programs, Projects, and/or Activities



ONE: ORGANIZING THE PLANNING TEAM



Head of
Agency or
GFPS Chair
issues
memo



Representatives
from sub-units,
Staff Bureaus
and Offices



External GAD
practitioners or
sectoral experts,
CSOs, PCW GR Pool
as RPs or consultants

TWO: CONDUCT GENDER ANALYSIS

results of
the
application
of gender
analysis
tools

analysis of
sex-
disaggregated
data and/or
relevant
information

review of
GAD-
related
mandates
and
policies
(internatio
nal and
local)

review of
sectoral and
Gender
Equality and
Women's
Empowermen
t (GEWE)
plans and
GAD-related
indicators

issues and
recommendations
gathered from
consultations with
women's
groups/organizati
ons

**SUMMARY
LIST OF
GENDER
ISSUES**



WHAT IS 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*
- *Choosing what actions to take to reduce the gap or address the issue*

Process of considering how women and men, girls and boys, and their social relations are affected by the way an organization operates, or a development program is being implemented



GENDER ANALYSIS HELPS US:



Understand social processes and respond with informed and equitable options.



Identify **gender issue/s** and **design strategies** relevant to proposed/existing PPAs.



Ensure that concerns particular of marginalized groups are included in the development agenda



Anticipate impacts of policies/programs/services on both women and men (gender impact assessment)

WHAT IS A GENDER ISSUE?

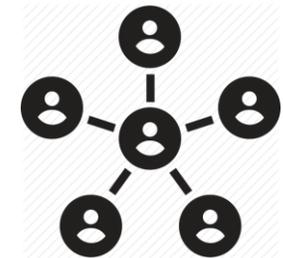
Refer to problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men.

CLIENT- FOCUSED



Refers to concerns arising from unequal status of women and men stakeholders including the extent of their disparity over benefits from and contribution to a policy/program and/or project of the agency.

ORGANIZATION- FOCUSED



Gaps in the capacity of the organization to integrate a gender dimension in its programs, systems or structure



Steps in gender-based analysis

1. **Surface the differential situation of men and women**
2. **Identify the differential roles and responsibilities of men and women**
3. **Analyze the differential access to resources of men and women**
4. **Analyze the differential impact of programs or project interventions to men and women**



Some questions to be asked in Gender Analysis:

(5 W and 1 H)



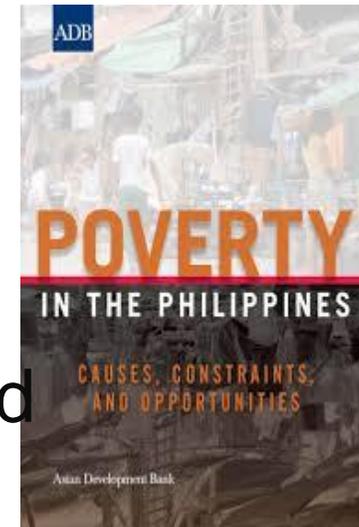
- WHO DOES WHAT, WHO DECIDES
- WHAT ARE THE OPTIONS
- WHERE IS IT LOCATED
- WHEN IS IT HELD
- WHY IS IT A PRIORITY
- HOW WILL IT AFFECT OTHERS



Example

Poverty

- What family expenditures are to be forgone because of poverty?
- How are family members (men, women and children) affected by poverty?
- How are women (wives/mothers) affected by poverty?
- What is the implication to the LGU's resources?





Example

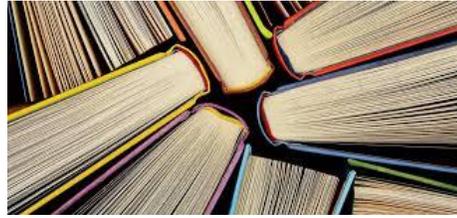
Local Economy



- Where are the men/women in the different industries?
- What micro enterprises are linked to agriculture?
- What are the tasks of women in these micro enterprises and industries?
- What facilities, services and assistance do women need in this sector?

Example

Education

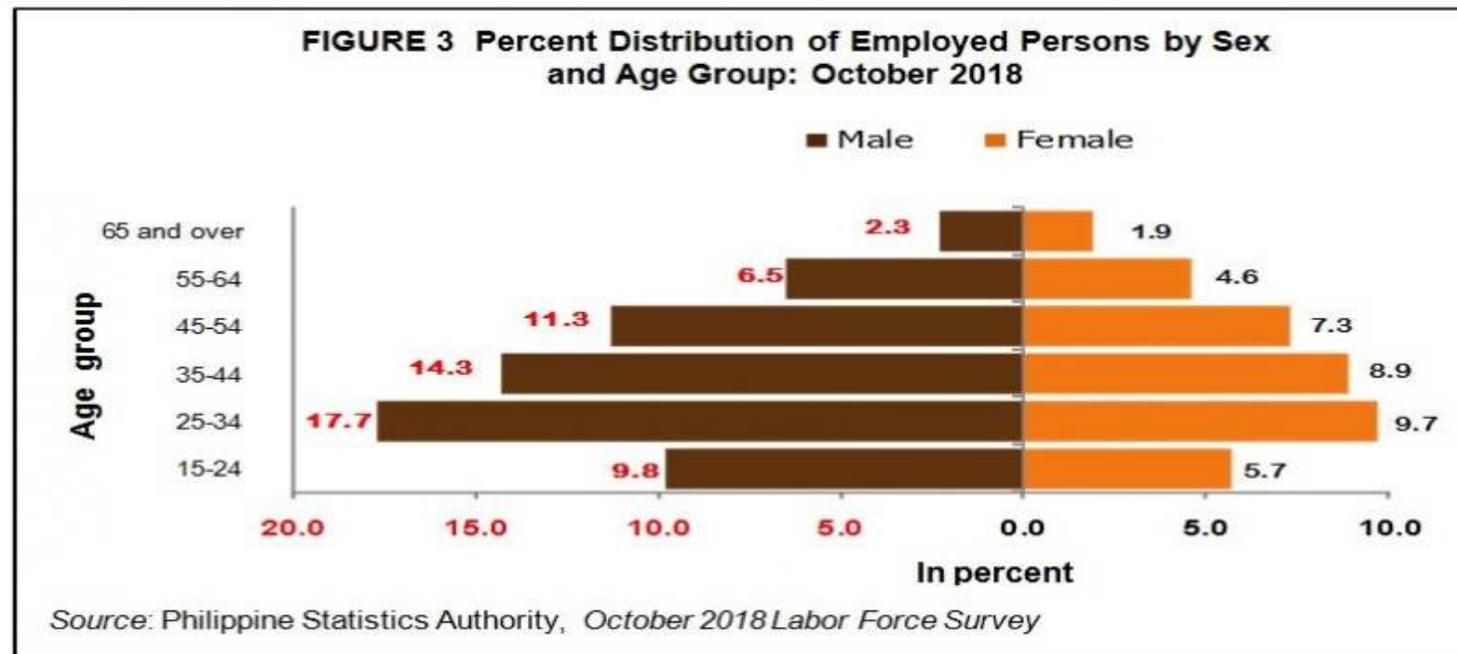


- What factors contribute to the literacy rate of males? Of females?
- Are there enough schools? What about in remote barangays?
- What factors contribute to the high/low literacy rate in the area?

Examples

Employment

- Why are women's unemployment rate almost double, compared to that of men?
- What are the employment opportunities in the area?
- Do men and women have the “employable” education, training and skills?





Health

Analyze access to resources



- Why do women still prefer to deliver with the assistance of hilots/traditional birth attendants?
- What are the factors affecting women's access to a birthing facility?
 - Availability of a birthing facility?
 - Access road?
 - Money?
 - Woman's level of education?
 - Knowledge? Information?



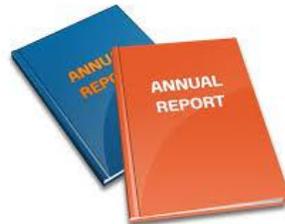
- Would it be easy for pregnant women to have prenatal if the road to the health center or hospital is like this?
- Would it be easy to bring birthing mothers to the hospital in this road condition?



Data that can be analyzed

QUALITATIVE

- Narrative administrative reports
- Case studies
- Observation data

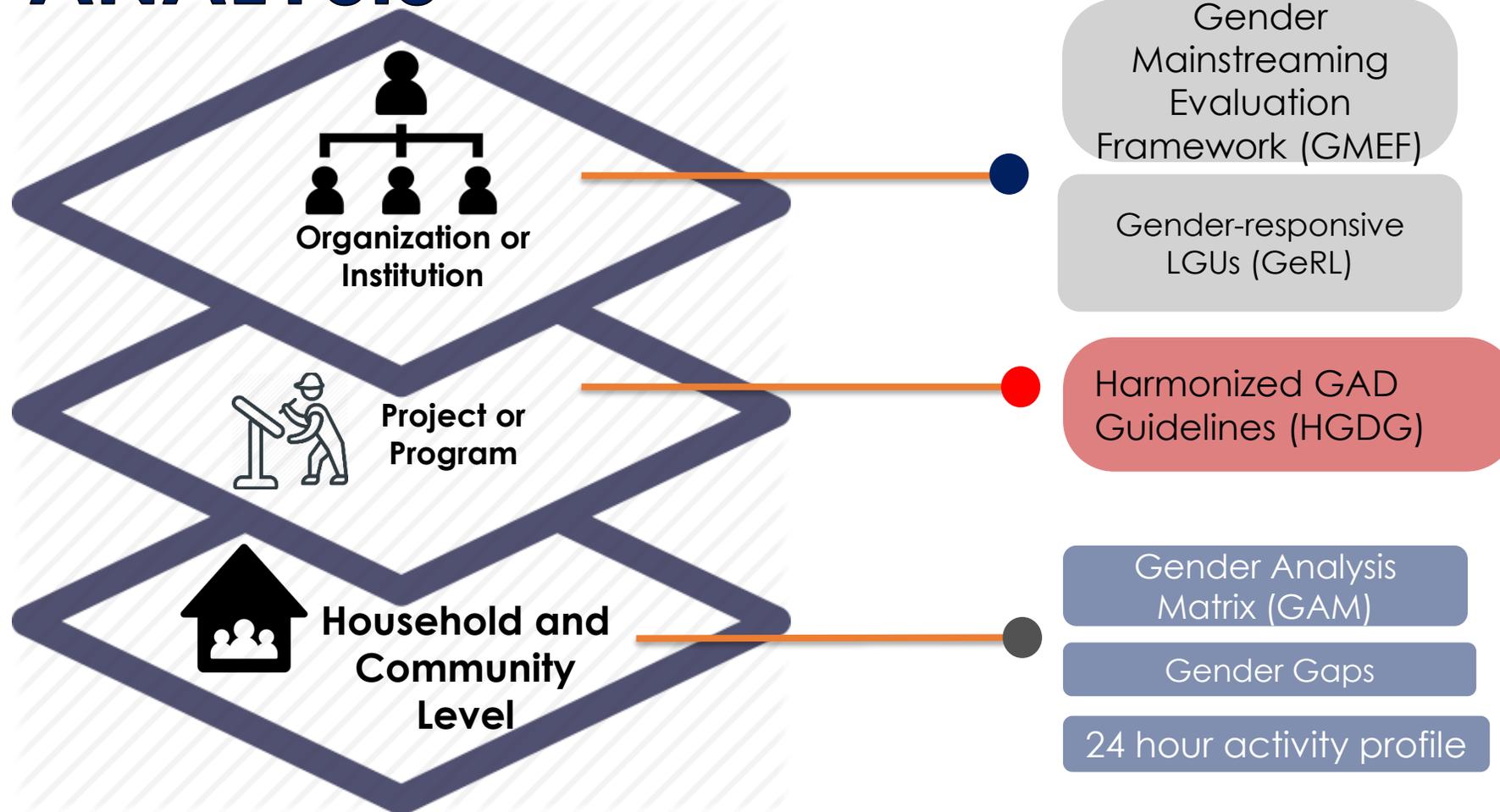


QUANTITATIVE

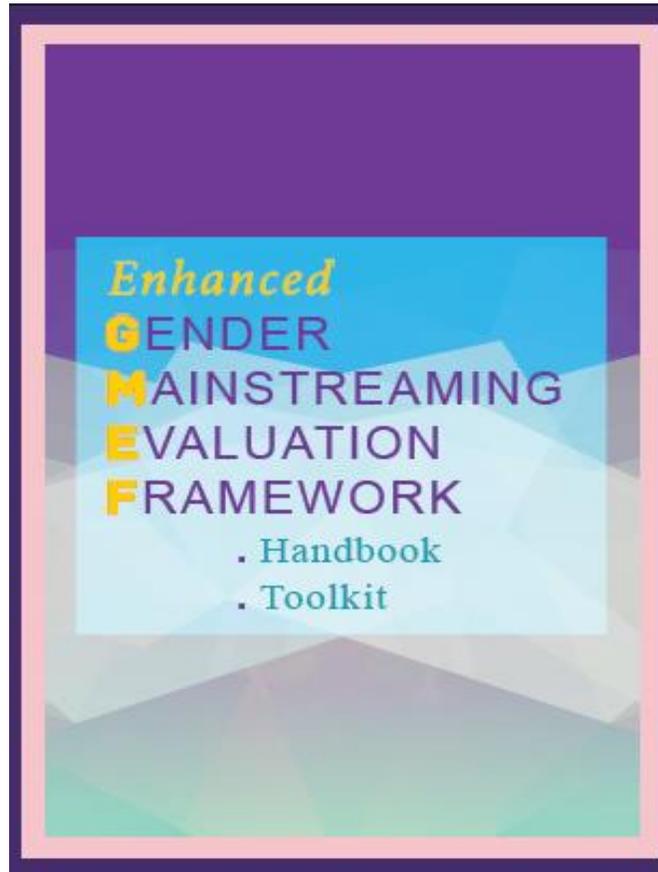
- Tabulated data from official statistical databases (based on surveys, censuses)
- Numerical information from administrative reports
- Numerical/statistical data from research studies



LEVELS AND TOOLS FOR GENDER ANALYSIS



ENHANCED GMEF TOOL



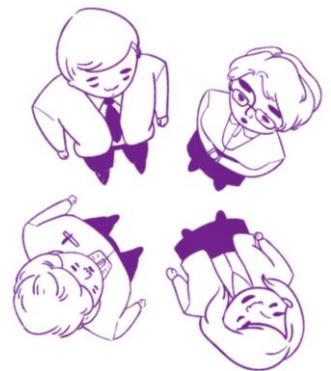
The tool is used to

1. Guide agencies in assessing the progress of their gender mainstreaming efforts;
2. Help identify next steps to be done. These next steps could be programs thru their GAD Plans and Budgets for implementation and M&E.

Policy



People



Enabling Mechanisms

ENTRY POINTS OF GENDER MAINSTREAMING

Programs, projects & activities



SAMPLE LIST OF ORGANIZATIONAL FOCUSED GENDER ISSUES BASED ON GMEF RESULTS

| GMEF RESULTS | GENDER ISSUE |
|---|--|
| POLICY ENTRY POINT | |
| Gender fair language and images not yet used in policy issuances (2.3) | Inadequate knowledge and awareness on the use of non-sexist language in all official documents, communications, and issuances among GFPS members |
| GAD perspective not yet integrated in its organizational and/or sectoral plan/s (3.2) | Low level of appreciation and knowledge on integrating GAD in organization plans and programs. |
| Results of gender analysis was not used in the development and/or enhancement of policies (4.2) | Gender perspective not considered/integrated in the development/enhancement of Policies or PAPs. |

SAMPLE LIST OF ORGANIZATIONAL FOCUSED GENDER ISSUES BASED ON GMEF RESULTS

| GMEF RESULTS | GENDER ISSUE |
|--|--|
| PEOPLE | |
| <p>Top management does not appoint women to leadership positions (3.4)</p> | <ul style="list-style-type: none"> • Absence of succession plan to train women employees for leadership positions • Very low (20%) representation of women in third (3rd) level posts. • Lack of opportunity for competent female employees to gain additional knowledge and skill due to multiple burden/stereotype nature of leadership. |

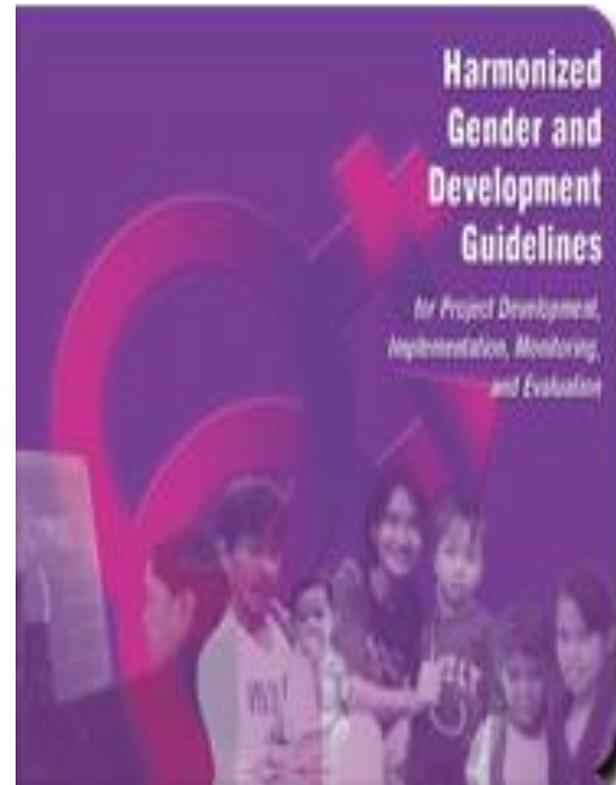
SAMPLE LIST OF ORGANIZATIONAL FOCUSED GENDER ISSUES BASED ON GMEF RESULTS

| GMEF RESULTS | GENDER ISSUE |
|--|--|
| PROGRAMS, ACTIVITIES, AND PROJECTS (PAPs) | |
| No GAD orientation module with gender sensitivity as a core competency developed (2.6) | <ul style="list-style-type: none"> • GAD core messages not integrated in existing module for new employees. • Lack of awareness among HR staff to integrate GAD core messages in existing modules for new employees. |
| GAD website has not been updated for more than a year (3.6) | <ul style="list-style-type: none"> • Lack of personnel to conduct the updating and monitoring of the GAD section/GAD website. • Absence of GAD-related IEC materials. |
| Gender Impact assessment not yet conducted (4.5) | <ul style="list-style-type: none"> • Low priority given to conduct of gender impact assessment. • GFPS and project/program personnel lack capacity to undertake gender impact assessment of major programs/projects. |

SAMPLE LIST OF ORGANIZATIONAL FOCUSED GENDER ISSUES BASED ON GMEF RESULTS

| GMEF RESULTS | GENDER ISSUE |
|---|---|
| ENABLING MECHANISM | |
| Organization utilized 5% or less of its total budget to implement its GAD Plan (3.2) | Lack of capacity among GFPS members to attribute major programs/projects using the Harmonized GAD Guidelines. |
| No sex-disaggregated data or gender statistics utilized in the development planning cycle (3.5) | Lack of capacity among technical staff on the utilization of sex-disaggregated data or gender statistics. |
| Other GAD mechanisms are fully functional but has not yet contributed to the attainment of the desired impact/s (4.1) | Absence of monitoring and evaluation system to assess the progress of the GAD mechanisms in the organization. |

What is the HGDG?



- A tool to ensure that programs and projects undertaken by the government in their various stages are gender responsive.



Elements of a Gender-Responsive Program or Project

1. Participation of women and men in problem identification
2. Generation/use of SDD
3. Gender analysis to identify gender issues
4. GAD in goals, objectives, outcomes or outputs
5. Activities match identified gender issues
6. Gender analysis of designed project to anticipate gender-related issues arising from implementation of the project
7. Gender-sensitive M&E system that would capture GAD results
8. Requirement of sex-disaggregated database
9. Commitment of resources to address the gender issues
10. Congruence of project GAD agenda with that of agency/LGU

SAMPLE LIST OF GENDER ISSUES BASED ON HGDG RESULTS

| HGDG ITEMS WITH NO OR 0 SCORE | GENDER ISSUE |
|--|--|
| <i>Element 2: Collection of sex-disaggregated data and gender related information prior to project design</i> | |
| Have gender information and sex-disaggregated data on the community, the industry, or sector (from official statistics, research survey, business trends or profiles of current enterprises, microenterprises, or enterprise-related training programs) been considered in crafting the project concept, particularly in the analysis of the development/tourism issue or problem <i>(item 2.0 of DOT Go Green Caravan assessed using Tourism checklist)</i> | Lack of capacity among project proponent on the collection and analysis of sex-disaggregated data or gender statistics for identification of tourism issue or problem. |
| <i>Element 6: Gender analysis of the designed project</i> | |
| Does the Facility monitoring and evaluation design include indicators and targets for gender sensitivity/responsiveness of its projects? <i>(Item 6.1 of DILG PCF assessed using F1 checklist)</i> | Lack of monitoring plan that will track the gender sensitivity or responsiveness of the project. |

SAMPLE LIST OF GENDER ISSUES BASED ON HGDG RESULTS

| HGDG ITEM WITH NO OR 0 SCORE | GENDER ISSUE |
|---|---|
| <i>Element 9: Resources</i> | |
| Does the project have the expertise to integrate GAD or to promote gender equality and women's empowerment? OR, does the project commit itself to investing project staff time in building capacity to integrate GAD or promote gender equality? <i>(Item 9.2 of DOLE Balik Pinay Balik Hanapbuhay assessed using Labor and Employment Checklist)</i> | Lack of capacity among project staff to integrate GAD or promote gender equality and women's empowerment. |

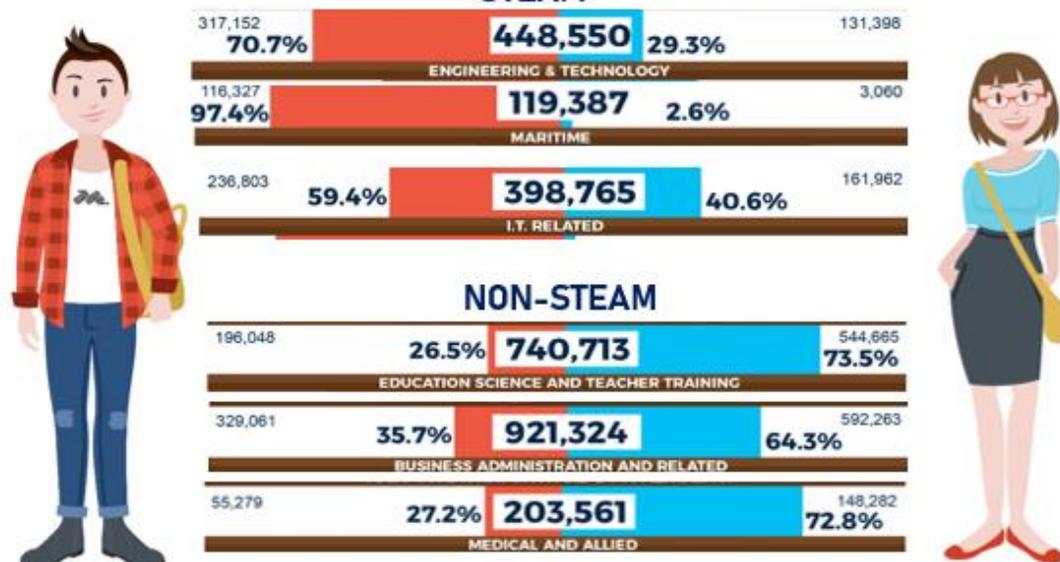
SAMPLE LIST OF GENDER ISSUES BASED ON SDD

ENROLMENT BY DISCIPLINE GROUP

BOTH PUBLIC AND PRIVATE UNIVERSITIES AND COLLEGES

AY 2016-2017

MALE STEAM FEMALE



Source: CHED Website

GENDER ISSUE

Low enrolment of women in the fields traditionally dominated by men like Science, Technology, Engineering, Agriculture or Arts and Mathematics (STEAM).



SAMPLE LIST OF GENDER ISSUES BASED ON SDD

Cabinet Secretaries



2 out of 22 (9%)

cabinet secretaries are women under the Duterte Administration:

- Department of Education
- Department of Tourism

GENDER ISSUE

Under-representation of women in the Cabinet due to lack of opportunity for competent female employees to gain additional knowledge and skill.

Source: <http://www.philippineembassy-usa.org/>



SAMPLE LIST OF GENDER ISSUES BASED ON SDD

Violence Against Women (NDHS 2017)



One in four

women aged 15-49 (24.4%) has experienced **physical, sexual or emotional violence** committed **by their husband or partner**

GENDER ISSUE/S

- Prevalence of different forms of violence experienced by ever-married women 15-49 of age.
- Lack of awareness and appreciation on VAW-related laws and programs among stakeholders in the community.

step **THREE:**

Setting the Agency's GAD Vision and Mission

GAD VISION

- reflect the **agency's projected direction** to achieve **gender equality and women's empowerment** based on its mandate, priorities and thrusts

GAD MISSION

- articulate the **agency's purpose** based on its mandate in relation **to achieving gender equality and women's empowerment**

GAD Vision

- **Vision Statements define the agency's purpose**
- **It gives meaning, shape and direction to the agency's goals**





Tips in Making a Good Vision

- The KEY involves thinking of things in a long-term, broad sense without sounding generic
- The best statements are clear about the agency's identity as well as what it wishes to become in the future



The big words...

SHAPING NEW REALITIES

**GENDER
EQUAL
WORLD**

Peace
No more war, terrorism, rape, or bullying. Only violence to end violence is justified.

Freedom
People should do what they want with their own lives, without harming the freedom of others.

GLOBAL EQUALITY
GLOBALEQUALITY.CO

Ecology
Keeping our relationship with the Earth, our common home, in balance.

Community
Global and local resources should be shared by all, and not hoarded by the privileged.



Words and phrases indicating gender equality related to its mandates

- Inclusive growth
- Equal development/ equal/equitable
- Affirmative action
- Men and women
- Women's empowerment/ empowerment of all/ for all/ equal empowerment
- Universal access
- Gender-sensitive/ gender responsive/ gender transformative
- Gender-fair
- Needs-based
- Rights-based
- Prioritization of vulnerable/ marginalized groups

BIG
WORDS



Department of Energy

DOE Vision:

A globally-competitive DOE powering up Filipino communities through clean, efficient, robust and sustainable energy systems that will create wealth, propel industries and *transform the lives of men and women* and the generations to come.

GAD Vision:

Men and women equally contribute to and benefit from an **ideal state** of greater energy access for **inclusive growth**



Department of Energy

DOE Mission:

We at the Department of Energy, in partnership with our stakeholders, shall improve the quality of life of the Filipino by formulating and implementing policies and programs to ensure sustainable, stable, secure, sufficient, and accessible energy.

In pursuit of this mission, we commit to render efficient service with utmost integrity and professionalism.

GAD Mission:

We, at the Department of Energy, commit to effect institutional change by **promoting and providing equal rights, opportunities, and shared responsibilities among men and women** through *mainstreaming gender and development* in the energy sector policies, plans, programs, and projects.



Civil Service Commission



2030 CSC Vision:

CSC shall be globally recognized as a center of excellence for strategic HR and OD

GAD Vision:

The GAD perspective of the CSC **vision** is:

*To become the **leading gender responsive** HR/OD institution.*



Civil Service Commission



Core Purpose:

Gawing Lingkod Bayani
ang Bawat Kawani
(To make every civil
servant a servant hero)

GAD Mission:

In order to attain the vision, the CSC's primary GAD **mission** are:
*To integrate and advocate **gender equality principles and perspectives** in all HR/OD **policies, programs, and systems** in government.*

*To ensure that **every civil servant is gender responsive** through the development and enhancement of their capacity to **use gender lens** in their work toward public service excellence.*



Crafting the MISSION

- Define the essence of the organization
- Define the specific services offered
- Describe the major strategies

step FOUR: **FORMULATING THE GAD GOALS**

GAD Goals

- ❖ Are medium term results that would bring the agency closer to its vision
- ❖ Goals translate an agency's mission into more concrete measurable terms
- ❖ Answers where the agency is headed and when is it going to get there



GAD GOALS

- Broad statements of the desired gender equality results **based on the clustered gender issues**; are higher-order objectives to which a GAD intervention is intended to contribute.



step FOUR: **FORMULATING THE GAD GOALS**

- set 3-5 GAD goals that it can achieve during the timeframe set.

EXAMPLE:

- 1. Increased/equal access of women and men to modern energy technology, goods, and services*
- 2. Increased participation of women in energy-sector consultation processes, community organizations, and decision-making bodies*
- 3. Gender-balanced employment in the energy sector*

EXAMPLE

| Agency | GAD Goals |
|--------|---|
| DOE | Enhanced gender mainstreaming at DOE and its attached agencies that will help achieve gender equality and women empowerment in the energy sector. |
| DOT | Increased participation of women in tourism-sector consultation processes, community organizations and decision-making bodies. |
| CSC | Establish sustainable partnerships and foster cooperation with networks and allies within and outside of the Philippine Civil Service to promote a gender responsive bureaucracy. |
| BIR | Fully mainstream GAD by integrating its principles with all the internal revenue taxes particularly on Value Added Tax. |



Checking the gender component

- Directly address the program thrust and the gender issues
- Have a reliable and quantifiable set of indicators that are gender responsive
- Address identified priority needs and targets as they relate to the different needs of women and men
- Attainable and measurable within the life of the project/program



GOALS are not only SMART but...

- **G**ender **R**esponsive
- **E**quality oriented
- **A**ware of social and economic differences in the lives of **T**arget stakeholders



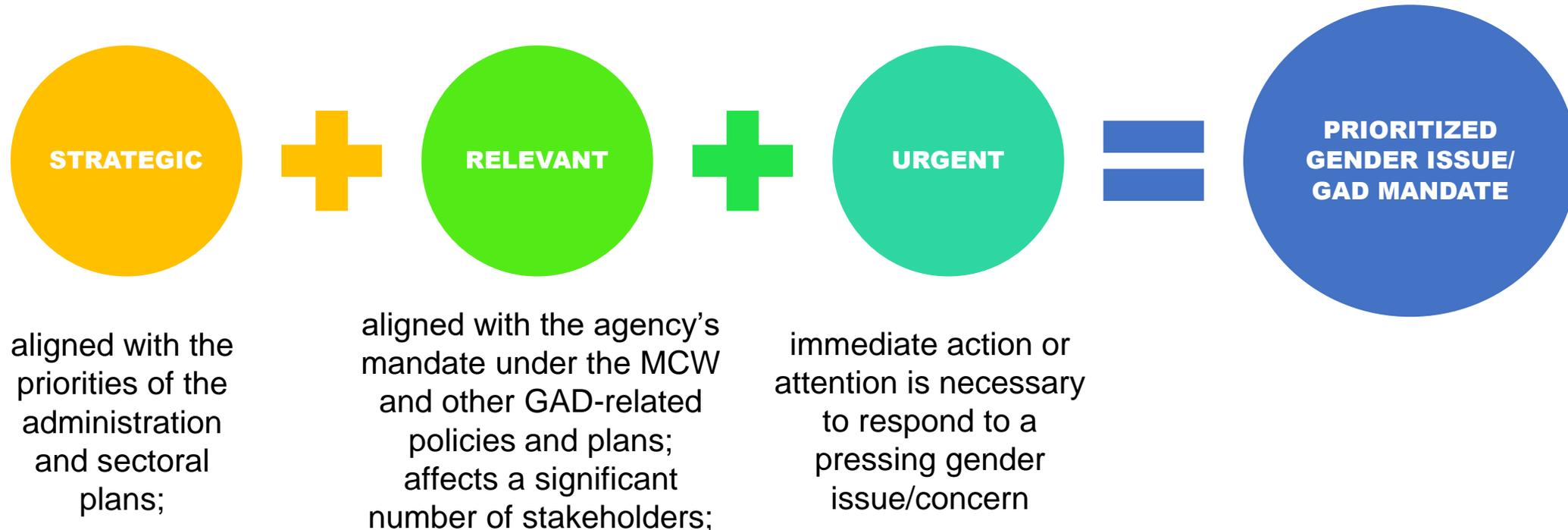


Caveat

- Inserting women or gender in the goal statement does not mean the goal is gender-responsive
- Gender responsive goals is about clear understanding of what is wrong about women's lives and what specific changes are desired
- The goal is to ensure that effects will be positive



FIVE: PRIORITIZING GENDER ISSUES AND/OR GAD MANDATES PER GAD GOAL





FIVE: PRIORITIZING GENDER ISSUES AND/OR GAD MANDATES PER GAD GOAL



Aside from priority gender issues, the agency may directly cite specific provisions from GAD-related law or plans that it needs to implement.

Sample DILG Mandate under RA 9710:

- *The DILG, C/MSWDO, City/Municipal Health Offices (C/MHO), PNP, and representative/s from LGU-accredited women civil society organizations shall monitor the establishment and evaluate the functionality of the VAW desk.*
- *The DILG, in close coordination with PCW, shall assist LGUs in the development and passage of their GAD Codes as well as monitor their implementation.*



Rationale

PCW Memorandum Circular 2018-04

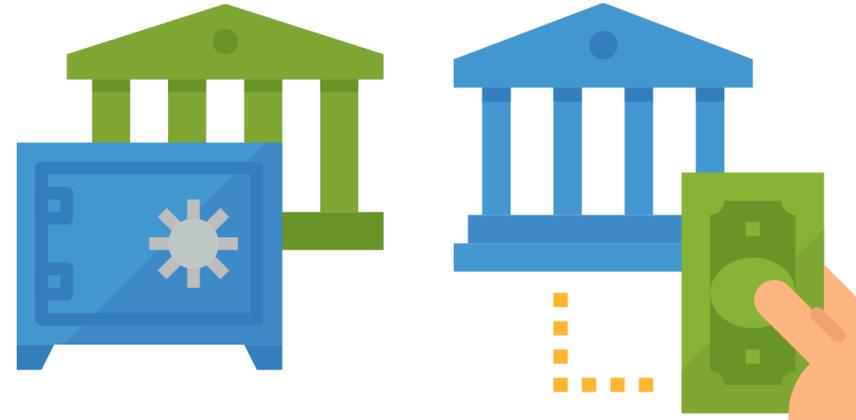
Section 5.5.1:

The gender issues shall be prioritized according to what the agency can achieve within the timeframe of the GAD Agenda

“...what the agency can achieve”

Considerations:

- Physical Capital
- Financial Capital
(national budget
allocation, GAD budget)
- Human resource
(quantity, capacity)
- Other agency resources





“...within the timeframe of the GAD Agenda”



**PCW Memorandum Circular
2018-04**

Section 4:

*The timeframe of the GAD Agenda
is six years*



Criteria for Prioritization

PCW Memorandum Circular 2018-04 Section 5.5.2:

In prioritizing the gender issues to be addressed, the agency may consider the following criteria:

5.5.2.1 Strategic – aligned with the priorities of the administration and sectoral plans

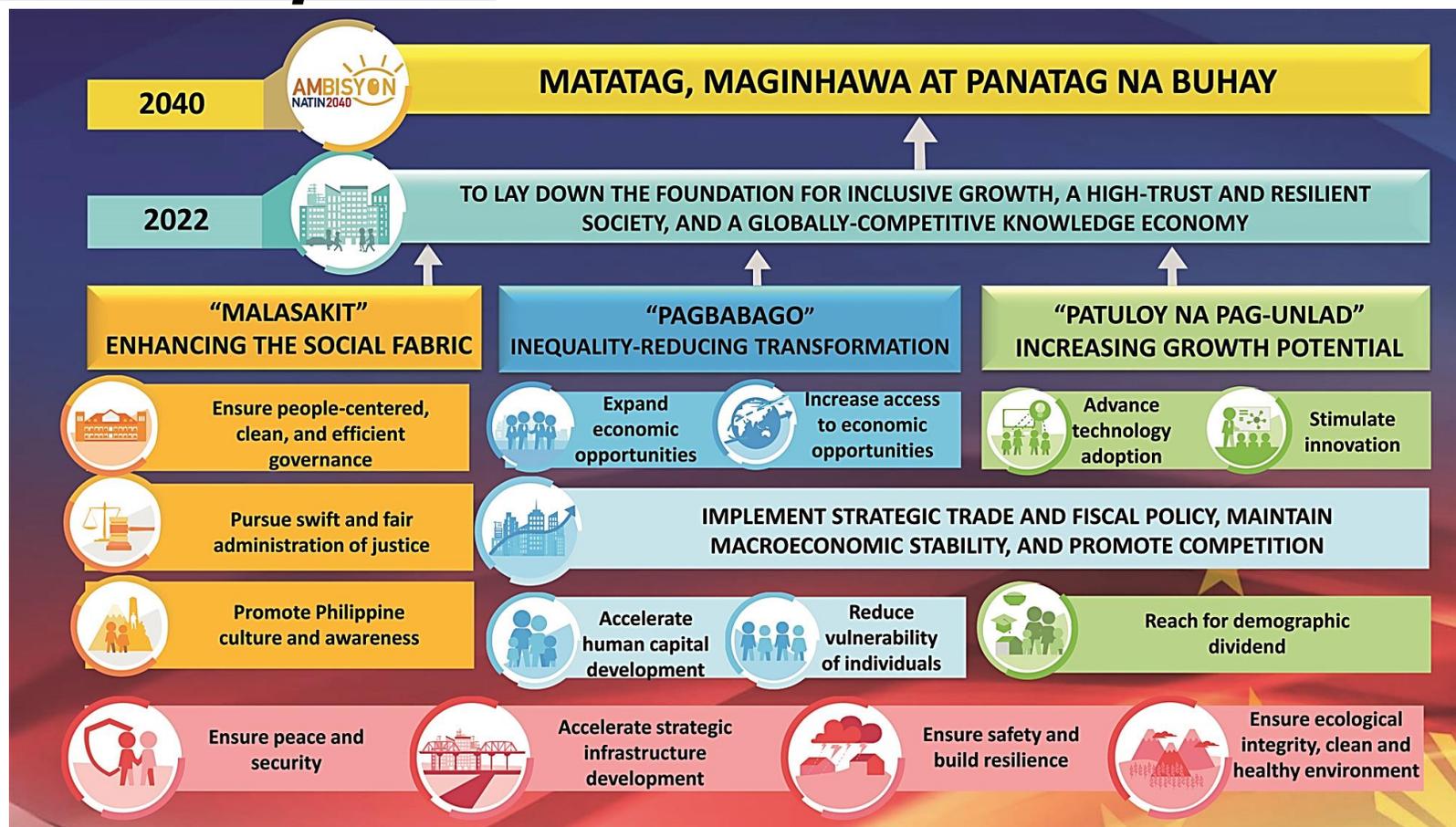
5.5.2.2 Relevant – aligned with the agency's mandate under MCW and other GAD-related policies and plans; affects a significant number of stakeholders

5.5.2.3 Urgent – immediate action or attention is necessary to respond to a pressing gender issues / concern

5.5.2.1 Strategic – aligned with the priorities of the administration and sectoral plans



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| SAMPLE AGENCY | Related Pertinent Action Plan / Agenda | Gender Issue/s |
|----------------------|--|--|
| DND | <p>Philippine Development Plan 2017-2022, Chapter 18: Ensuring Security, Public Order and Safety</p> <p><u>Strategies</u></p> <p>Enhance the capacity of the security sector to respond to gender and development issues, especially during natural and human-induced disasters</p> | <p><i>(Organization-focused gender issue)</i></p> <p>The organization’s top management does not allow staff members to participate in GAD-related activities.</p> |



5.5.2.1 Strategic – aligned with the priorities of the administration and sectoral plans

| SAMPLE AGENCY | Related Pertinent Action Plan / Agenda | Gender Issue/s |
|----------------------|--|---|
| DA | <p>Philippine Development Plan 2017-2022, Chapter 8: Expanding Economic Opportunities in Agriculture Forestry and Fisheries</p> <p><u>Strategic Framework</u></p> <p>Expand economic opportunities for those who are currently engaged in producing agriculture, fisheries, and forestry products and increase access to economic opportunities for small farmers and fisherfolks including women, the elderly and indigenous people.</p> | <p><i>(Client-focused gender issue)</i></p> <p>Most projects related to agriculture, fisheries, and forestry are male-oriented, and women’s participation is limited with respect to planning, programming and management.</p> |

5.5.2.2 Relevant – aligned with the agency’s mandate under MCW and other GAD-related policies and plans; affects a significant number of stakeholders

| SAMPLE AGENCY | Related Mandate under MCW and Other GAD-related policies and plans | Gender Issue/s |
|----------------------|--|--|
| DICT | <p>Beijing Platform for Action (BPfA)</p> <p><u>Strategic Objective 1.1</u></p> <p>Increase the participation and access of women to expression and decision making in and through the media and new technologies of communication.</p> | <p><i>(Client-focused gender issue; hypothetical gender issue and situationer)</i></p> <p>Low internet access and use of women as compared to men, supported by a data in 2017 which shows that the internet access rate of women was 22.9% lower compared with that of men, and their use of the internet was 28% lower compared with that of men.</p> |

5.5.2.2 Relevant – aligned with the agency’s mandate under MCW and other GAD-related policies and plans; affects a significant number of stakeholders

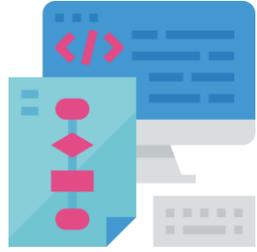
| SAMPLE AGENCY | Related Mandate under MCW and Other GAD-related policies and plans | Gender Issue/s |
|----------------------|---|--|
| DOT | <p>Beijing Platform for Action (BPfA)</p> <p><u>Strategic Objective 1.2</u> Promote a balanced and non-potrayal of women in the media.</p> | <p><i>(Client-focused gender issue; hypothetical gender issue and situationer)</i></p> <p>Lack of gender analysis in the conceptualization and production of tourism promotional materials and images that resulted in the commercialization and commodification of women, men and children</p> |

5.5.2.3 Urgent – immediate action or attention is necessary to respond to a pressing gender issues/concern; delays in addressing this gender issue/concern affect a significant number of stakeholder or the implementation of national plan/program

| SAMPLE AGENCY | Gender Issue/s |
|--------------------------|---|
| OCD | <p><i>(Client-focused gender issue; hypothetical gender issue and situationer)</i></p> <p>Lack of women and children-friendly spaces in all evacuation centers in the country to safeguard women, children and indigenous practices of locals, especially in times of disasters</p> <p><i>(Philippine Development Plan 2017-2022, Chapter 11:Reducing Vulnerability of Individuals and Families)</i></p> |

5.5.2.3 Urgent – immediate action or attention is necessary to respond to a pressing gender issues/concern; delays in addressing this gender issue/concern affect a significant number of stakeholder or the implementation of national plan/program

| SAMPLE AGENCY | Gender Issue/s |
|----------------------|---|
| CSC, DOLE | <p><i>(Client-focused gender issue; hypothetical gender issue and situationer)</i></p> <p>Decline in the percentage of women hired, both in the public and private sector after the enactment of the RA 11210 “An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and For Other Purposes”</p> <p><i>(Philippine Development Plan 2017-2022, Chapter 11:Reducing Vulnerability of Individuals and Families)</i></p> |



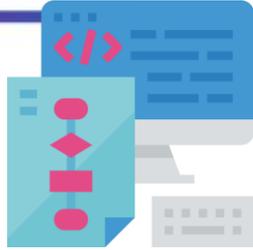
Suggested Methods

(a) Qualitative Method

- *GAD Prioritization Matrix*

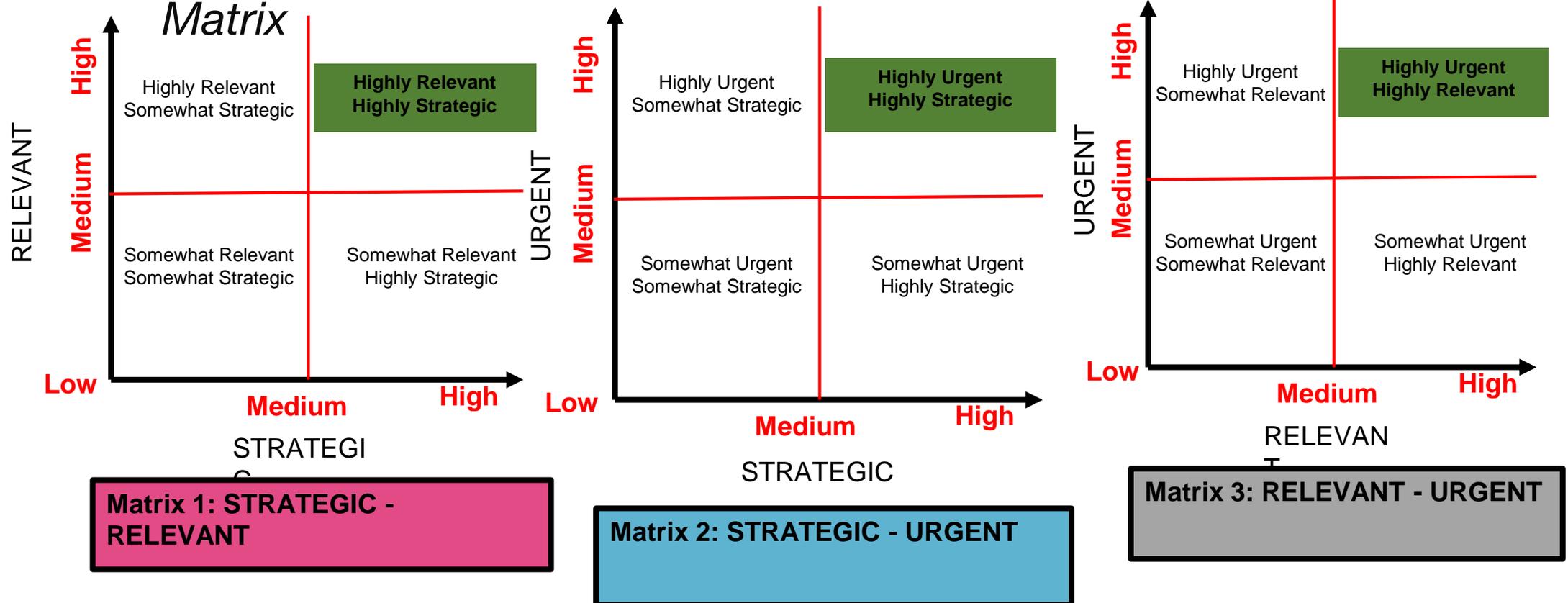
(b) Quantitative Method

- *Suggested Gender Issue and/or GAD Mandate Prioritization Tool*



Suggested Methods

(a) Qualitative Method: *GAD Prioritization Matrix*





Suggested Method

Suggested Gender Issue and/or GAD Mandate Prioritization Tool

| WORKSHEET 2. SUGGESTED GENDER ISSUE AND/OR GAD MANDATE PRIORITIZATION TOOL | | | | | | | | | | | | | | |
|---|---|---|--|---|---|---------|--|---|---|---|---|---|--|--|
| | Criteria 1: STRATEGIC (S) | | Criteria 2: RELEVANT (R) | | Criteria 3: URGENT (U) | AVERAGE | LEVEL OF PRIORITIZATION | | | | | | | |
| Gender Issue and/or GAD Mandate | Please rate how strategic the following Gender Issues and/or GAD Mandates are in a progressive scale of 1 to 4: 1 – Not Strategic 2 – Somewhat Strategic 3 – Strategic 4 – Very Strategic | | Please rate the degree of relevance of the following Gender Issues and/or GAD Mandates in a progressive scale of 1 to 4: 1 – Not Relevant 2 – Somewhat Relevant 3 – Relevant 4 – Very Relevant | | Please rate the level of urgency of the following Gender Issue and/or GAD Mandate in a progressive scale of 1 to 4: 1 – Not Urgent 2 – Somewhat Urgent 3 – Urgent 4 – Very Urgent | SUM/3 | 3.50 - 4.00 Very High 2.90 - 3.49 High 2.30 - 2.89 Medium 1.00 - 2.29 Low | | | | | | | |
| Lack of organization-issued policies for full integration / mainstreaming of GAD in DOE PAPs <i>Examples: use of gender-fair language in DOE policies, plans, etc.; collection and reporting of sex-disaggregated data</i> | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | |
| Limited capacity to develop and implement gender-responsive policies and programs, particularly in connection with the DOE implementation of relevant MCW provisions | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | |
| Low percentage of female engineers and technical workers at DOE, bureaus, and attached agencies | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | |

**Gender issues were adapted in full from DOE's Five-Year GAD Agenda*

Workshop: Prioritizing Gender Issues

Identify the level of prioritization of a gender issue and/or GAD mandate by referring the prioritization coefficient to the scores description.

| WORKSHEET 2. SUGGESTED GENDER ISSUE AND/OR GAD MANDATE PRIORITIZATION TOOL | | | | | |
|---|---|--|---|-------------|--|
| Gender Issue and/or GAD Mandate | Criteria 1: STRATEGIC (S) | Criteria 2: RELEVANT (R) | Criteria 3: URGENT (U) | AVERAGE | LEVEL OF PRIORITIZATION |
| | Please rate how strategic the following Gender Issues and/or GAD Mandates are in a progressive scale of 1 to 4: 1 – Not Strategic 2 – Somewhat Strategic 3 – Strategic 4 – Very Strategic | Please rate the degree of relevance of the following Gender Issues and/or GAD Mandates in a progressive scale of 1 to 4: 1 – Not Relevant 2 – Somewhat Relevant 3 – Relevant 4 – Very Relevant | Please rate the level of urgency of the following Gender Issue and/or GAD Mandate in a progressive scale of 1 to 4: 1 – Not Urgent 2 – Somewhat Urgent 3 – Urgent 4 – Very Urgent | SUM/3 | 3.50 - 4.00 Very High 2.90 - 3.49 High 2.30 - 2.89 Medium 1.00 - 2.29 Low |
| Lack of organization-issued policies for full integration / mainstreaming of GAD in DOE PAPs <i>Examples: use of gender-fair language in DOE policies, plans, etc.; collection and reporting of sex-disaggregated data</i> | 1 2 3 4 | 1 2 3 4 | 1 2 3 4 | 3.33 | High |
| Limited capacity to develop and implement gender-responsive policies and programs, particularly in connection with the DOE implementation of relevant MCW provisions | 1 2 3 4 | 1 2 3 4 | 1 2 3 4 | 3.00 | High |
| Low percentage of female engineers and technical workers at DOE, bureaus, and attached agencies | 1 2 3 4 | 1 2 3 4 | 1 2 3 4 | 1.33 | Low |

*Gender issues were adapted in full from DOE's Five-Year GAD Agenda



Note:

- Gender issues and/or GAD mandates identified as “Very High” and “High” in terms of the Level of Prioritization must be included in the GAD Agenda
- The agency must exercise its discretion in including gender issues and/or GAD mandates classified as “Medium” in terms of the Level of Prioritization in their GAD Agenda
- Gender issues and/or GAD mandates identified as “Low” in terms of the Level of Prioritization may be included in the Agency’s next GAD Agenda



Poll Question

WHERE DO YOU BELONG?

There are 3 kinds of people

- 1) those who **make things** happen;
- 2) those who **watch things** happen; and
- 3) those who **wonder what** happened.

**"A GOAL
WITHOUT A
PLAN IS JUST
A WISH"**

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IF "Plan A"
Didn't work.
The alphabet has
25 more letters!
Stay Cool.



Maraming salamat!