

Philippine
Commission
on Women



Development of the GAD Strategic Plan





STEPS IN FORMULATING THE GAD AGENDA: A Review

- 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

step SIX:

OUTLINING THE GAD OUTCOMES, INDICATORS, BASELINE DATA, & TARGETS PER GAD GOAL

1							
2		AGENCY:					
3		GAD GOAL #:					
4							
5							
6				INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	
7		GENDER ISSUE	GAD OUTCOME/ RESULT STATEMENT				TARGET
		Low percentage of women engineers and technical workers in DOE, bureaus, attached	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	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



SEVEN: TRANSLATING THE GAD OUTCOMES INTO GAD PROGRAMS, PROJECTS, AND/OR ACTIVITIES

AGENCY:															
GAD GOAL #:															
GENDER ISSUE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4	
					TARGET	PROGRAM/PROJECT/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ACTIVITY	ESTIMATED BUDGET	TARGET	PROGRAM/PROJECT/ACTIVITY
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	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	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	Hire female engineers and technical workers.	Php 1.2 M	30% of the total engineers and technical workers in DOE, bureaus, attached agencies and	Hire addition female engineers and sta



OUTLINE

1

Overview of GAD Strategic Plan

2

Essential Elements of a GAD Strategic Plan

3

Suggested Next Steps and Lessons Learned



What is Strategic Planning?



- Strategic Planning is a **systematic process of envisioning a desired future, translating this desired future (Vision) into broadly defined but measurable Goals or Objectives, and setting Strategies or broad courses of action to achieve these Objectives.**
- Strategic planning **enables organizations to determine what it wants to achieve and how they can achieve it.**



Strategic planning is the bridge of strategy creation and strategy execution.



What is GAD Strategic Plan?

- A GAD Strategic Plan (GADSP) defines the strategic interventions, indicators, and targets to be pursued to achieve GAD goals over a period of time.
- **GAD Strategic Plan** is the document that will operationalize the **GAD Agenda** of an agency.
- Agencies shall use the GADSP as their reference in formulating their annual GPB.



Essential Elements of GAD Strategic Plan



1. GAD Goals



2. GAD Mandate or Gender Issue



3. GAD Outcome/Result Statement



4. GAD Indicators



5. Baseline Data



7. Responsible Unit / Office



8. Target



8. Program / Project / Activity



9. Estimated Budget

GAD Strategic Plan Template

AGENCY							
GAD GOAL							
Gender Issue / GAD Mandate	GAD Outcome / Result Statement	Indicator	Baseline	Responsible Unit / Office	YEAR 1		
					Target	Program / Project / Activity	Estimated Budget



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.

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.



Gender Issues / GAD Mandate

- **Gender issues** refer to problems and concerns that arise from **unequal status of women and men** including the differential characteristics, roles and expectations attributed by society to women and men.
- **GAD mandate** refers to international and local related **laws or plans** in advancing gender equality and women's empowerment.



EXAMPLE

Gender Issue	<ul style="list-style-type: none"> • Women workers lack access to social protection services and welfare programs. • Lack of women’s representation in governance and decision-making structures.
GAD Mandate	<ul style="list-style-type: none"> • Section 13 of the Magna Carta of Women –IRR mandates gender stereotypes and images in educational materials and curricula should be adequately and appropriately revised. • Section 14 of the MCW-IRR mandates the DFA to ensure that women are given equal opportunities to be representatives in different international bodies and positions.



GAD Outcome / Result Statement

- Refers to a **change that is expected to be achieved by the end of a project/program.** These are manifested in **changes in behavior, practice or performance within the agency and/or beneficiaries;** the likely or achieved short-term and medium term effects of a GAD intervention's outputs.
- The formulation of GAD Outcome should be based on the **gender issues and mandate** of the organization.



EXAMPLE

Gender Issue / GAD Mandate	GAD Outcome/ Result Statements
Lack of women's representation in governance and decision-making structures	Increased women's representation in governance and decision-making structures.
Women workers lack access to social protection services and welfare programs.	Improved access of women workers in social protection services and welfare programs.

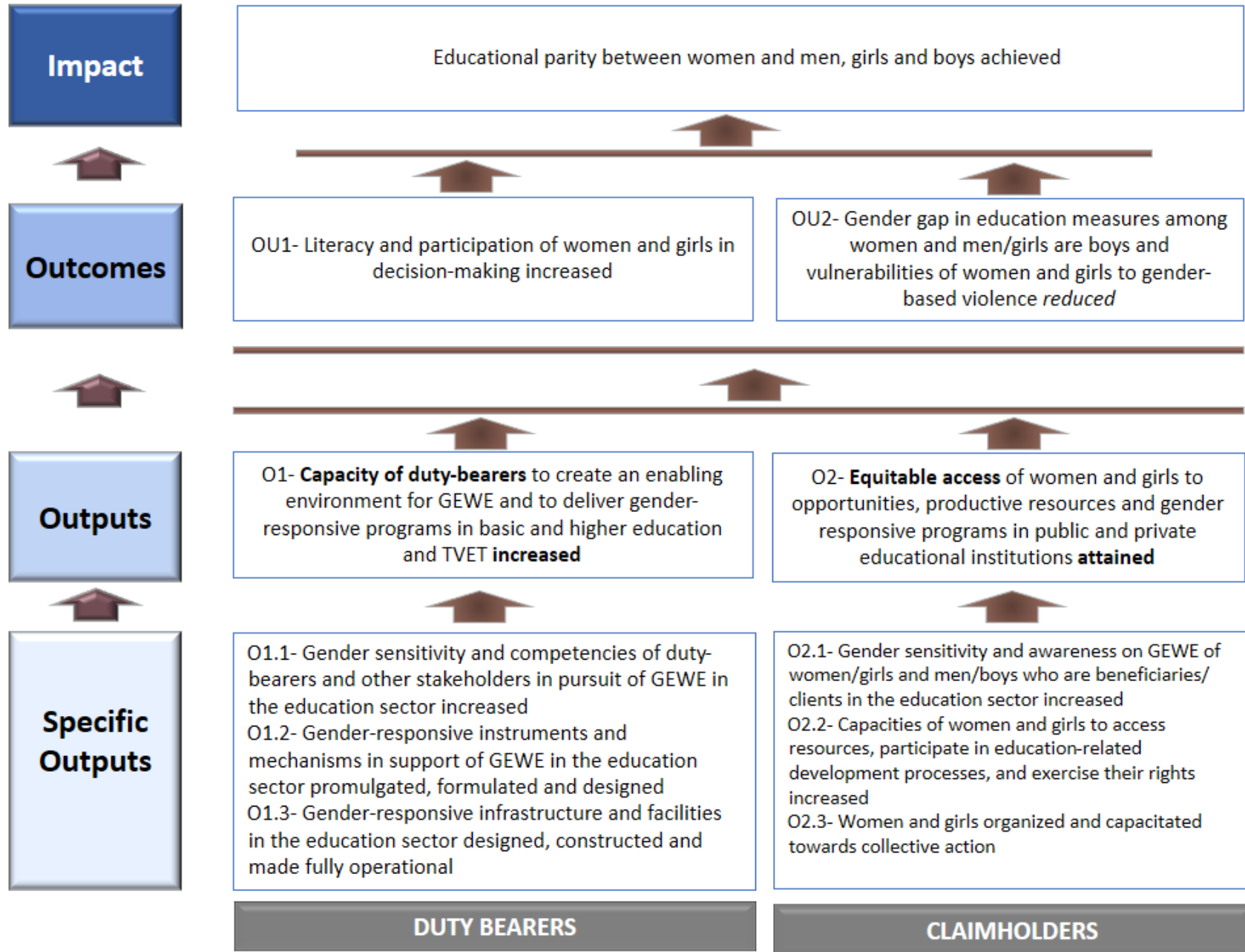
EXAMPLE

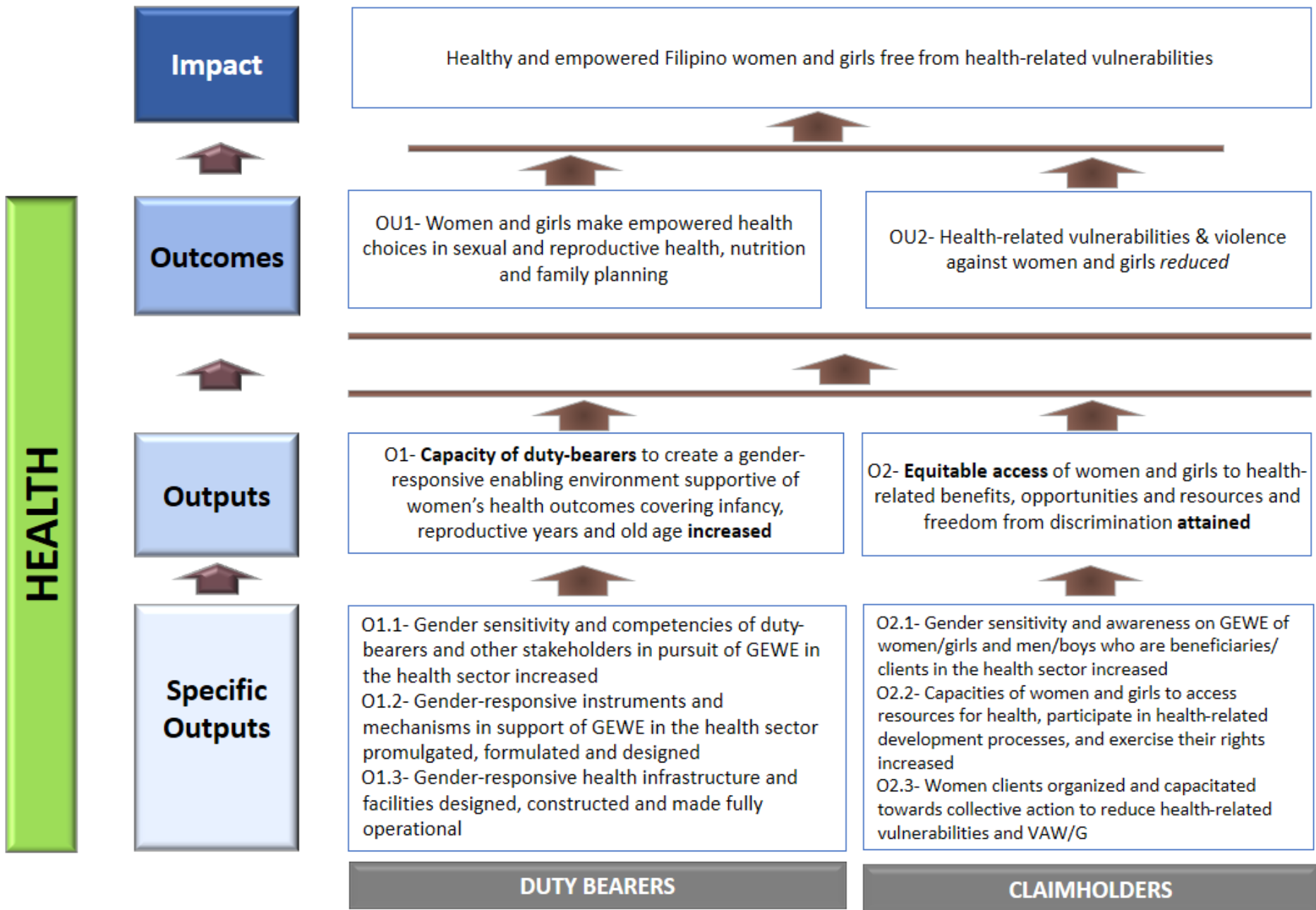
Gender Issue / GAD Mandate	GAD Outcome/ Result Statements
<p>Section 13 of the MCW-IRR mandates gender stereotypes and images in educational materials and curricula should be adequately and appropriately revised.</p>	<p>Gender-sensitive and gender-fair images in all educational materials and curricula.</p>
<p>Section 14 of the MCW-IRR mandates the DFA to ensure that women are given equal opportunities to be representatives in different international bodies and positions.</p>	<p>Balanced representation of DFA men and women employees in different international bodies and positions.</p>

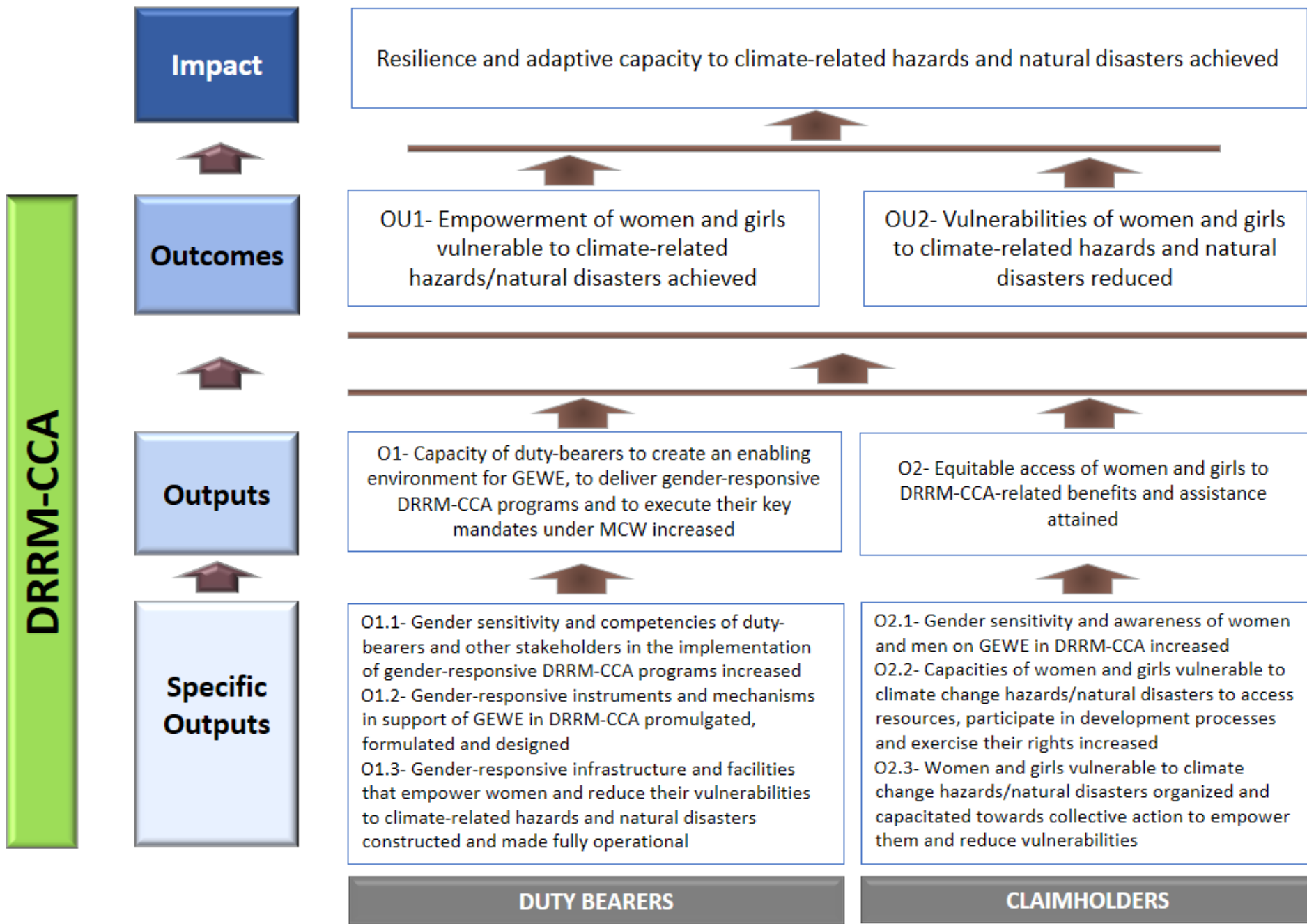
Strategic Goal Area	Sector/Thematic Area
A- Women's Social Development Rights	1- Education
	2- Health
	3- Vulnerable Groups
	4- Women in Media
	5- Culture and Preservation of Cultural Identity and Integrity
B- Gender in Security, Justice and Peace	6- Access to Justice
	7- Armed Conflict, Security, Peace and Development
C- Gender-Responsive Governance	8- Women in Bureaucracy, Politics and Governance
	9- Institutional Mechanisms
D- Gender in Environment and Climate Change	10- DRRM-CCA
E- Women's Economic Empowerment	11- Agriculture, Fisheries and Forestry
	12- MSMEs, Trade and Industry
	13- Tourism
	14- Formal Labor
	15- Informal Economy
	16- Migrant Workers and Overseas Filipinas
	17- Infrastructure

Source: GEWE Plan 2019-2025

EDUCATION









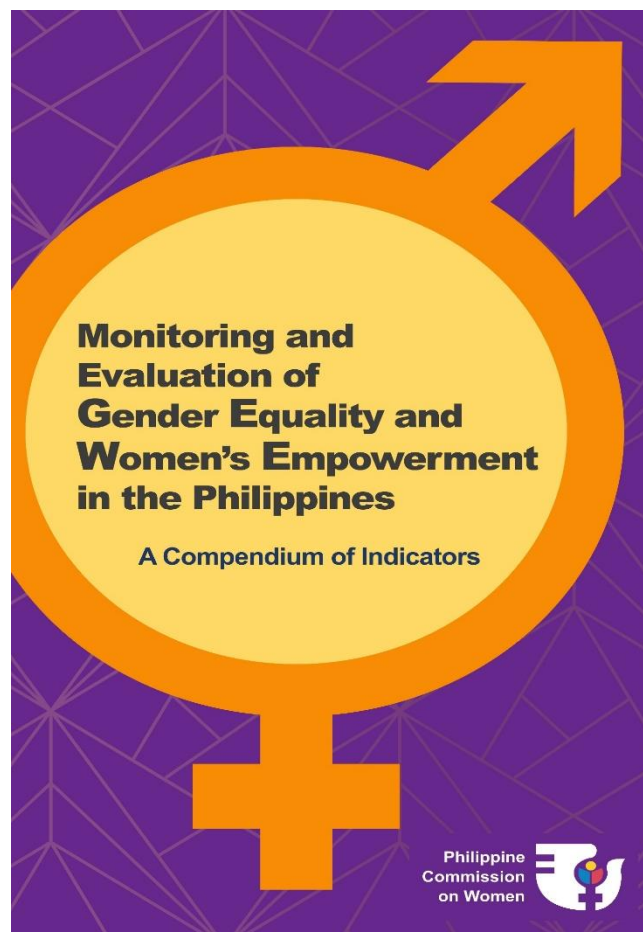
GAD Indicators

- Quantitative or qualitative factor or variable that provides **means to measure achievement**, to **reflect the changes connected to GAD intervention**.
- Indicators should be clear, tangible, measurable and attainable within the plan implementation.

EXAMPLE

OUTPUT INDICATORS (GPB)	OUTCOME INDICATORS (GAD Agenda)
Number of policies supporting positive, non-discriminatory and non-derogatory portrayal of women in mass media and film issued	Percent of complaints received and documented on derogatory portrayal of women in media and film resolved fairly
Number of women participating in livelihood programs	Percentage of women who experienced an increase in household income
Number of VAWC cases reported and documented	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age (Source SDG Philippine indicator)

Compendium of Monitoring and Evaluation Indicators on GEWE



The specific purpose of this Compendium is to provide a compilation of indicators that can be used by duty-bearers to measure the results of the actions they have undertaken and the investments they have made for the specific purpose of attaining GEWE in their respective sectors, sub-sectors or fields or areas of concern.



A total of 205 indicators are included in this Compendium. Every indicator is presented in a matrix consisting of 10 sections. These sections are:

- 1. Indicator No.**
- 2. Indicator Statement**
- 3. Description**
- 4. Disaggregation**
- 5. Mode of data collection**
- 6. Frequency of data collection/ production**
- 7. Data source**
- 8. Estimation procedure**
- 9. Sector/Sub-sector/Field**
- 10. Notes**

INDICATOR NO. IO-1.7: PROPORTION OF WOMEN OCCUPYING THIRD-LEVEL POSITIONS IN NATIONAL, SUB-NATIONAL AND LOCAL GOVERNMENT AGENCIES

Indicator No.:	IO-1.7
Indicator:	Proportion of women occupying third-level positions in national, sub-national and local government agencies
Description:	<p>The indicator measures that portion of third-level positions (or ministerial positions) in national (including GOCCs), sub-national and local government agencies that held by women. These include agencies such as:</p> <ul style="list-style-type: none"> o in the military, police and other similar organizations; o women diplomats in international posts/positions; o women and men foreign service officers (FSOs); and o in S&T agencies and organizations. <p>Note: Add CSC's definition of third-level position</p>
Disaggregate by:	By level of government
Mode of Data Collection:	Document review
Frequency of data collection/ production:	Annual
Estimation Procedure:	<p>Data is calculated, per agency, as follows:</p> $\frac{\text{Total number of women occupying third level positions in national/sub-national/local agency}}{\text{Total number of officials, men and women, occupying third level positions in national/sub-national/local agency}} \times 100$
Sector/sub-sector/field applicable:	Institutional Mechanisms
Data Source:	Civil Service Commission Department of Budget and Management (DBM)
Notes:	<ul style="list-style-type: none"> • Indicator is taken from MDSI 7 and RCS IV.1 • Tier 1 indicator • Baseline information requirement: List of third level positions in government by agency

INDICATOR NO. EO-3.5: PROPORTION OF WOMEN DEPUTIZED AS BANTAY-GUBAT OR FOREST PROTECTION OFFICERS

Indicator No.:	EO-3.5
Indicator:	Proportion of women deputized as <i>bantay-gubat</i> or forest protection officers
Description:	This indicator measures the share of women farmers in the opportunities to contribute to safeguarding the natural environment and forest resources as <i>bantay-gubat</i> or forest protection officers vis-à-vis the opportunities given to men farmers
Disaggregate by:	By area
Mode of Data Collection:	Document review
Frequency of data collection/ production:	Annual
Estimation Procedure:	<p>Obtaining data for this indicator consists of two parts. First, the total number of <i>bantay-gubat</i> or forest protection officers in a given area, which includes both men and women, is recorded. Second, the share of women as <i>bantay-gubat</i> or forest protection officers is calculated as follows:</p> $\frac{\text{Total number of women farmers officially designated as } \textit{bantay-gubat} \text{ or forest protection officers}}{\text{Total number of farmers, both men and women, officially designated as } \textit{bantay-gubat} \text{ or forest protection officers}} \times 100$
Sector/sub-sector/field applicable:	Agriculture, Fisheries and Forestry
Data Source:	DA, BFAR
Notes:	Set baseline information on the number of <i>bantay-gubat</i> or forest protection officers in the sub-sector

INDICATOR NO. EO-3.36: PROPORTION OF WOMEN PROVIDED WITH PROGRAMS AND SERVICES
RELATIVE TO HIV-AIDS AND STI

Indicator No.:	EO-3.36
Indicator:	Proportion of women provided with programs and services relative to HIV-AIDS and STI
Description:	This indicator measures the share of women from the benefits of HIV-AIDS and STI prevention/treatment programs provided by duty-bearers vis-à-vis the share of men
Disaggregate by:	By age
Mode of Data Collection:	Document Review
Frequency of data collection/ production:	Annual
How to Measure Assessment:	<p>To calculate the share of women:</p> $\frac{\text{Total number of women provided with [indicate specific assistance or service on HIV-AIDS and STI]}}{\text{Total number of men and women provided with [indicate specific assistance or service on HIV-AIDS an STI]}} \times 100$
Sector/sub-sector/field applicable:	Health
Data Source:	DOH
Notes:	<ul style="list-style-type: none"> Indicator is taken from RPRH Considered a Tier 1 Set baseline information



Baseline Data

- Provides a specific value for an indicator at the outset of a project or program. Baseline data is collected at one point in time, and is used as a **point of reference** against which progress on the achievement of outcomes will be measured or assessed.



EXAMPLE

Baseline

- 32 women micro entrepreneurs have attended training on product design and packaging
- 15% of women farmers have access to credit facilities
- 4 versions of anti-discrimination bill filed in Congress
- 25% of middle managers are women



Responsible Unit / Office

- Refers (within the framework of governmental organization) to any major functional unit of a department or bureau including regional offices.



Target

- Refers to a **specific value or range of values set for a GAD indicator** that will help determine the level of achievement of the GAD outcome.
- Quantitative or qualitative factor or variable that provides means to measure achievement, to reflect the changes connected to GAD intervention.

EXAMPLE

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
10% of the total engineers and technical workers in DOE, bureaus and attached agencies and electric cooperatives are female	15% of the total engineers and technical workers in DOE, bureaus and attached agencies and electric cooperatives are female	20% of the total engineers and technical workers in DOE, bureaus and attached agencies and electric cooperatives are female	30% of the total engineers and technical workers in DOE, bureaus and attached agencies and electric cooperatives are female	40% of the total engineers and technical workers in DOE, bureaus and attached agencies and electric cooperatives are female	45% of the total engineers and technical workers in DOE, bureaus and attached agencies and electric cooperatives are female



Program / Project / Activity

- An intervention to achieve the desired GAD outcome of the agency or sector; an action taken through which inputs are mobilized to produce specific output.

PROGRAM

implies a set of projects which
are linked to one another to attain certain goals

PROJECT

refers to a specific, singular
endeavor to deliver
a tangible output

ACTIVITY

is scheduled phase in a
project plan with a distinct
beginning and end.

EXAMPLE

Year 1	Year 2	Year 3
<p>Implementation of the Pantawid Pamilyang Pilipino Program:</p> <ul style="list-style-type: none"> - Enhancement of Module on Family Development Sessions • Review/assess all existing Family Development Sessions modules 	<p>Implementation of the Pantawid Pamilyang Pilipino Program:</p> <ul style="list-style-type: none"> - Enhancement of Module on Family Development Sessions • Consultation with GAD experts on module enhancement 	<p>Implementation of the Pantawid Pamilyang Pilipino Program:</p> <ul style="list-style-type: none"> - Enhancement of Module on Family Development Sessions • Integrate gender and development (GAD) core messages in all FDS modules



EXAMPLE

Year 4	Year 5	Year 6
<p>Implementation of the Pantawid Pamilyang Pilipino Program:</p> <ul style="list-style-type: none"> - Enhancement of Module on Family Development Sessions • Ensure gender-fair language and contents in all FDS modules 	<p>Implementation of the Pantawid Pamilyang Pilipino Program:</p> <ul style="list-style-type: none"> - Enhancement of Module on Family Development Sessions • Pilot-test the enhanced module on FDS 	<p>Implementation of the Pantawid Pamilyang Pilipino Program:</p> <ul style="list-style-type: none"> - -Enhancement of Module on Family Development Sessions • Finalization and printing of enhanced FDS

EXAMPLE

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Profiling of women workers in the informal economy with no access on social protection services and welfare programs	Development of databank of women workers in the informal economy who have no access on social protection services and welfare programs	Consultation with informal women workers across the country on type of social protection services and welfare programs they want to access	Conduct of orientation on social protection services and welfare programs to informal women workers	Assist in the enrollment of women workers in social protection services and welfare programs	Assist in the enrollment of women workers in social protection services and welfare programs



Estimated Budget

- The amount of financial resources an organization need to allocate for a given program, project or activity.
- The budget can be drawn from agency General Appropriations Act or other budget sources.

EXAMPLE

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
50,000 pesos	1 million	1.2 million	1.3 million	1.4 million	1.5 million



**QUIZ
TIME** !



It refers to quantitative or qualitative factor or variable that provides means to measure achievement, to reflect the changes connected to GAD intervention.

GAD Indicator



**Section 13 of the
MCW-IRR mandates
gender stereotypes
and images in
educational materials
and curricula should
be adequately and
appropriately revised
is an example of
what?**

GAD Mandate



Refers to a change that is expected to be achieved by the end of a project / program. These are manifested in changes in behavior, practice or performance within the agency and/or beneficiaries.

GAD Outcome



**GAD Strategic Plan is
the document that will
operationalize the
_____ of an
agency.**

GAD Agenda

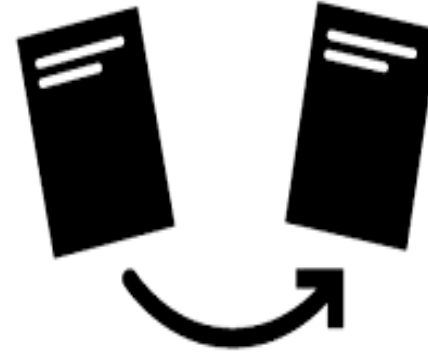


Refers to a specific value or range of values set for a GAD indicator that will help determine the level of achievement of the GAD outcome.

Target



OPERATIONALIZATION



The **head of agency** shall approve the GAD Agenda and issue a policy ensuring its implementation by the agency's sub-units.

The GFPS shall ensure that the GAD Agenda is disseminated to the agency's sub-units, such as staff bureaus, regional or field offices.

In the formulation of the agency's annual GAD Plan and Budget, the entries in the GAD agenda such as the, gender issue, GAD outcome, indicator, target, activities, and budget for the specified year shall be reflected in the annual GPB.

The agency may adjust the GAD Agenda to include emerging gender issues and corresponding outcomes and programs, projects, and/or activities

MONITORING & EVALUATION

GAD AGENDA PROGRESS REPORT TEMPLATE & SAMPLE ENTRIES

AGENCY:							
GAD GOAL #:							
Gender-balanced employment in the energy sector.							
GAD OUTCOME/ RESULT STATEMENT	INDICATORS	BASELINE VALUE & YEAR	TARGET FOR THE PERIOD	ACTUAL ACCOMPLISHMENTS/ PERCENT ACCOMPLISHED	ACTUAL COST AND PERCENT UTILIZATION	VARIANCE & UNINTENDED RESULTS	RECOMMENDATIONS & ADJUSTMENTS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Higher proportion of female engineers and technical staff to total engineers and technical staff, by energy agency	* Percentage of female engineers and technical staff in the agency, its bureaus and attached agencies, and electric cooperatives (ECs)	5% female engineers & technical staff (2017)	By 2022, 40% of total number of engineers and technical staff are females	* Hired additional 100 female engineers and technical staff from 2018-2020 *20% of total number of engineers and technical staff are females, based on regularly updated sex-disaggregated data of the employees as of June 2020	Php 50,000,000 (90%)		Conduct massive hiring campaign among female graduates of engineering and other related courses.



PROGRESS REPORT



MONITORING & EVALUATION

ANNEX G GAD AGENDA END-TERM REPORT TEMPLATE & SAMPLE ENTRIES



AGENCY:							
GAD GOAL #:							
Gender-balanced employment in the energy sector							
GAD OUTCOME/ RESULT STATEMENT	INDICATORS	BASELINE VALUE & YEAR	TARGET FOR THE PERIOD	ACTUAL ACCOMPLISHMENTS /PERCENT ACCOMPLISHED	ACTUAL COST AND PERCENT UTILIZATION	VARIANCE & UNINTENDED RESULTS	CHALLENGES RECOMMENDATIONS & LESSONS LEARNED
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Higher proportion of female engineers and technical staff to total engineers and technical staff, by energy agency	* Percentage of female engineers and technical staff in the agency, its bureaus and attached agencies, and electric cooperatives (ECs)	5% of engineers and technical staff are females (2017)	By 2022, 40% of total number of engineers and technical staff are females	35% of total number of engineers and technical staff are females (as of June 2022)	Php 1.2 M (80%)		CHALLENGES: Limited engineering courses in state universities in the Visayas and Mindanao RECOMMENDATIONS: Partner with private universities especially in the Visayas and Mindanao to be able to accommodate more female students who

END-TERM REPORT

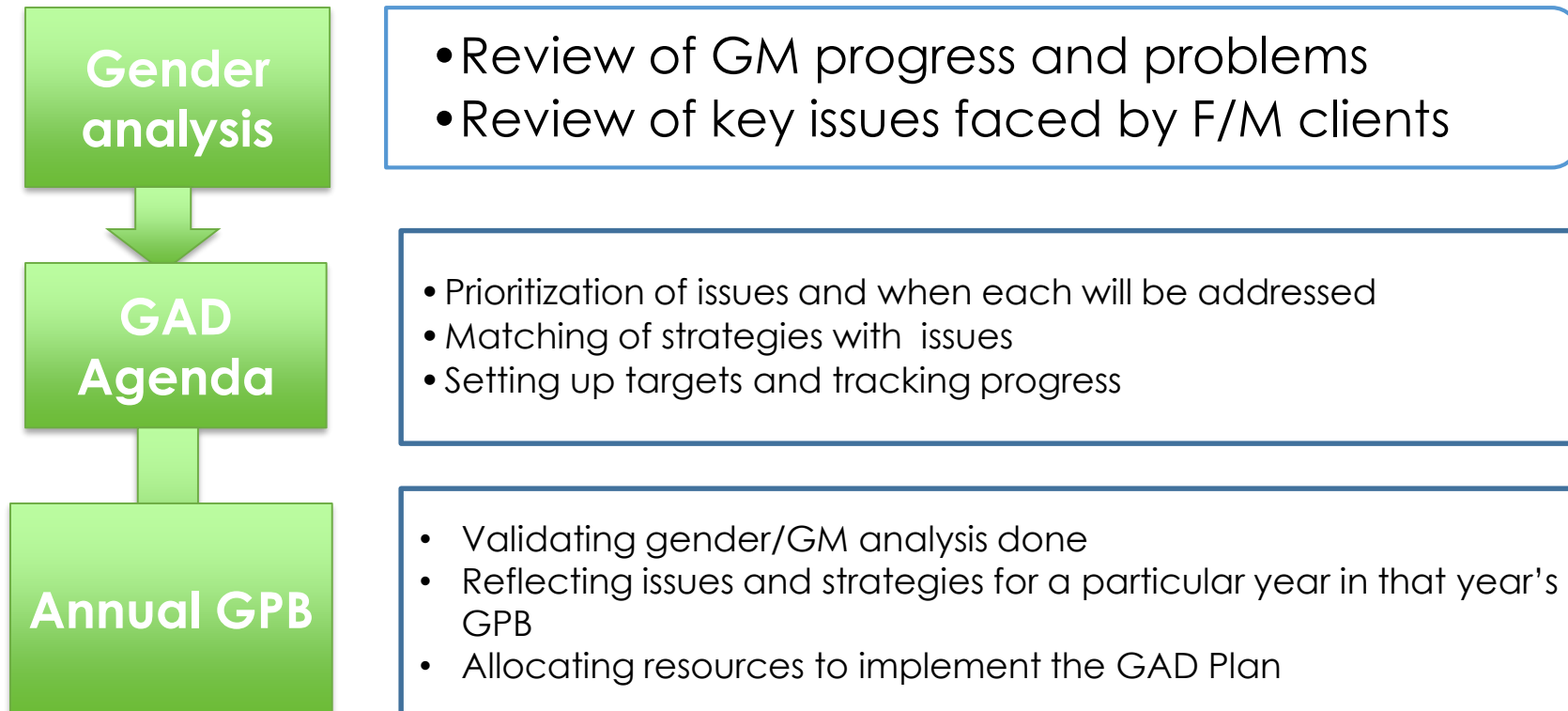





SUBMISSION

- The **GAD Agenda, progress and end- term** reports shall be submitted by agencies to **PCW** for the purpose of monitoring, evaluation, reporting of GEWE results and as necessary, provision of technical assistance on its implementation.
- **Agencies are encouraged to prepare their GAD Agenda for calendar years 2020-2025.**
- Agencies with existing GAD Agenda **shall review and recalibrate**, as necessary, their GAD Agenda.

Linking GA, GAD Agenda and GPB






Philippine Commission on Women
 National Machinery for Gender Equality and Women's Empowerment

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Home

Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda

Files:

- [PCW MC 2018-04 Revised Guidelines for the Preparation of the Gender and Development \(GAD\) Agenda](#)
- [PCW MC 2018-04 Annexes](#)

Date	19 September 2018
Subject:	Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda

www.pcw.gov.ph

Suggested Next Steps

- Identify the members of the Planning Team
- Issue memo/personnel order on the creation of the GAD Agenda Planning Team
- Conduct of Environmental Scanning Consultation Workshop (Gender Analysis and Strategic Review Meeting, Culture Study)
- Conduct of the GAD Strategic Planning Workshop
- Presentation/Enhancement of Workshop Outputs
- Presentation and approval of the GAD Agenda
- Cascade the GAD Agenda to the organization

THE COA STORY





**Technical Assistance on the
Formulation of COA's GAD Agenda
COA Central Office, Quezon City, 29 July 2019**

Workshop on the Formulation of the COA GAD Agenda for 2020 to 2025

held on November 12 - 13, 2019 at the PINS, COA Central Office



Lack of awareness of physical fitness programs in the Central Office/ Regional Offices/ PSOs



Heightened awareness of both personnel on gender-related rights

Limited awareness of COA personnel in addressing sexual harassment, discrimination and other forms of violence against women

Awareness on gender equality, women empowerment, and respect for human rights of women (Minimal participation)

Section 18 of the Magna Carta of Women and SEC Res. COA-932, S-2010, provide for special leave benefit for women who have undergone surgery for gynecological disorders

Improve GAD Knowledge Management System

Lack of clear knowledge management system

Need to maintain/update the COA-GAD database which provide inputs or bases for planning, budgeting, programming and policy formulation

Improve Government Accountancy Services (MAJ Goal)

Increase/Enhance capacity building of COA personnel on GAD Planning

Need to annually conduct gender-responsive planning, mainstreaming to plan/sustain/monitor and deal up with the current trend/issues and concerns related to GAD

Low level of appreciation and knowledge of COA auditors on GAD, GAD planning, Budgeting and Auditing

Low level of Knowledge of COA GAD Committee conduct Gender Analysis (GA) and use of GA tools such as the DAGS & HGDG to identify gender issues and further main COA's GAD Plan/Action in COA systems & processes

Review/Revise COA Strategic Plan to include Gender mainstreaming in all operations

SUCCESSION PLANNING - GFPS

GENDER MAINSTREAMING NOT INCLUDED IN COA-STRATEGIC PLAN

LACK OF DEDICATED STAFF FOR THE SECRETARIAT

COA GAD STRATEGIC PLAN 2020-2025

GOAL: Strengthen Support to Operations

Objective 2: Heighten awareness of COA personnel on gender-related rights

Gender Issue/ROAD Number	GAD Outcome/Result Statement	Strategy	Source	Responsible	YEAR 1 (2020)			YEAR 2 (2021)			YEAR 3 (2022)			YEAR 4 (2023)			YEAR 5 (2024)		
					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
Heightened awareness of COA employees on their rights on domestic and work-related issues on sexual harassment	Increased awareness of COA employees on their rights on domestic and work-related issues on sexual harassment	Advocacy and coordination with other government agencies	Commission on Protection of Women	Commission on Protection of Women	- One webpage created - Approval of creation of MOVE - Number of MOA with government agencies	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region
Heightened awareness of COA employees on gender equality, women empowerment and respect for human rights of women (Moral Pledge participation)	Heightened awareness of COA employees on gender equality, women empowerment and respect for human rights	Advocacy and information dissemination	GPPS Executive Committee/Task Force/Commission on Protection of Women	GPPS Executive Committee/Task Force/Commission on Protection of Women	- Conduct forum highlighting WMM Theme (Central Office) - Attend activities sponsored/hosted by Regional Development Council/Province Government relative to WMM (Regional Office)	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region
Special 18 of the Magna Carta of Women and CSC Decree 100432 (S.2010), provide for special leave benefits for women who have undergone surgery for gynaecological disorders	Promote awareness of COA women personnel on the entitlement of leave and other benefits to be availed and undergo surgery for gynaecological disorders	Advocacy	93 COA Personnel	HRMO	- Include Section 18 of the Magna Carta of Women and CSC Decree 100432, s. 2010 in the GAD website - Post an GAD bulletin the process flow on availing of special leave benefits	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region	100 participants in Central Office, 50 participants per region

Suggested language: Increased awareness of COA employees on gender equality, women empowerment and respect for human rights

pls provide baseline

human rights in the promotion and improvement of human resources and employee fees

* you may conduct with GPPS summit

align activities based on your targets. ex: we provided, more stakeholders, HRMOs, agencies

How did you conduct? How many? How much?

you may want to consider thematic concept

provide the cost here? will you hire a computer? in-house vs?

Consider activity this outcome statement

Directions for move:

1. creation of awareness
2. clarity of initiatives
3. building capacities
4. genuine delivery improved
5. more than advocacy what's next?

General Observations:

1. Determine the baseline that center
2. Revisit the Estimated budgets. Explain Deficiency how it was adjusted. Consider inflation rate.
3. For multiple activities per GOO issue consider alignment of indicators vs. activity/ps
4. Consider conduct of evaluation studies on the impact of the training program/intervention initiated.

what fees/benefits you want to conduct? in that way you can project your strategic points.

your agencies and explain how/for women audit operations and how you can assist it.

As part we can poster in all parts the entire bureau. Our objective here is increasing the favorable/positive audit operations.

only this time did you cover all COA employees?

2. Ask for COA workshop/review workshop activities to determine other major MPAs that can be generated in COA
6. consider also doing up with COA training modules/materials development
7. can we put this in website per page? All MPAs

(1) zero cost
Suggested indicators: increase of trainings/workshops. Our goal here is that by 2025 every COA employee is trained on HR's (regulation, policy, rights and respect of change)

COA GAD STRATEGIC PLAN 2020-2025

GOAL: Strengthen Support to Operations

Indicator not changed

consider increasing your targets; suggest to use 2 coverage / 2 increase per funding cell

Objective 1: Enhance capacity building of COA personnel on GAD and GAD related trainings; a) GAD planning, budgeting and auditing; b) Gender sensitivity training; c) GAD genderless and other GAD related trainings

Gender Issue / GAD Mandate	Outcome / Result Statement	Strategy	Baseline	Responsible	YEAR 1 (2020)			YEAR 2 (2021)			YEAR 3 (2022)			YEAR 4 (2023)			YEAR 5 (2024)					
					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 level of appreciation and knowledge of COA auditors on GAD/GAD Planning, Budgeting and Auditing	Developing GAD awareness for COA auditors to understand GAD planning, budgeting and auditing	Capacity building and training	1,300 (6000000) in COAUS 331 (no. of COAs as of 9.30.2019) - COA (W/HR) for reference	Professional Development Office - Professional and Institutional Development Service (PDO, PDCS, Regional Administrative Training and Franchise Services)	1730 3rd validate - 440 per class as the estimate from was for 90 per class	Conduct on seminars/trainings on GAD Planning, Budgeting and Auditing	Food - P1,837,300 (1,750 per class @P1050/day x 3 days) (P175000) - P672,000 (1,750/90 per class x 25 x P600/hour x 8 hours/day x 3 days) Supplies and Materials - P202,500 (P150 per pack x 1,750) (P150000) - P25,000 (P800/hour x 3 days x 35 classes) Facilitators - P21,500 (P100/day x 3 days x 35 classes) (P1000/day x 3 days x 35 classes)	1,750	Support to Operations - Conduct on seminars/trainings and GAD Planning, Budgeting and Auditing	Food - P1,750,000 (1,750 per class @P1000/day x 3 days) (P1750000) - P672,000 (1,750/90 per class x 25 x P600/hour x 8 hours/day x 3 days) Supplies and Materials - P202,500 (P150 per pack x 1,750) (P150000) - P25,000 (P800/hour x 3 days x 35 classes) Facilitators - P21,500 (P100/day x 3 days x 35 classes) (P1000/day x 3 days x 35 classes)	1,750	Support to Operations - Conduct on seminars/trainings and GAD Planning, Budgeting and Auditing	Food - P1,750,000 (1,750 per class @P1000/day x 3 days) (P1750000) - P672,000 (1,750/90 per class x 25 x P600/hour x 8 hours/day x 3 days) Supplies and Materials - P202,500 (P150 per pack x 1,750) (P150000) - P25,000 (P800/hour x 3 days x 35 classes) Facilitators - P21,500 (P100/day x 3 days x 35 classes) (P1000/day x 3 days x 35 classes)	1,750	Support to Operations - Conduct on seminars/trainings and GAD Planning, Budgeting and Auditing	Food - P1,750,000 (1,750 per class @P1000/day x 3 days) (P1750000) - P672,000 (1,750/90 per class x 25 x P600/hour x 8 hours/day x 3 days) Supplies and Materials - P202,500 (P150 per pack x 1,750) (P150000) - P25,000 (P800/hour x 3 days x 35 classes) Facilitators - P21,500 (P100/day x 3 days x 35 classes) (P1000/day x 3 days x 35 classes)	1,750	Support to Operations - Conduct on seminars/trainings and GAD Planning, Budgeting and Auditing	Food - P1,750,000 (1,750 per class @P1000/day x 3 days) (P1750000) - P672,000 (1,750/90 per class x 25 x P600/hour x 8 hours/day x 3 days) Supplies and Materials - P202,500 (P150 per pack x 1,750) (P150000) - P25,000 (P800/hour x 3 days x 35 classes) Facilitators - P21,500 (P100/day x 3 days x 35 classes) (P1000/day x 3 days x 35 classes)	1,750		
Need to actually conduct gender planning in a) plan, monitor and level up with the current trend/ issues and concerns related to GAD	Strengthened GAD Front System and Sub Committees at the Central/ Regional/ Provincial Offices	Annual assessment and planning	Number of participants in the 2019 and year assessment and annual planning conferences	GPFS Executive Committee/ TRG	All least 90% of all GPFS members in the Central and Regional Offices	Mid-year assessment every first semester and annual planning every second semester	P150,540.00 x 2 = P1,301,620.00 (based on the 2020 GPFS)	All least 91% of all GPFS members in the Central and Regional Offices	Mid-year assessment every first semester and annual planning every second semester	P150,540.00 x 2 = P1,301,620.00 (based on the 2020 GPFS)	All least 92% of all GPFS members in the Central and Regional Offices	Mid-year assessment every first semester and annual planning every second semester	P150,540.00 x 2 = P1,301,620.00 (based on the 2020 GPFS)	All least 93% of all GPFS members in the Central and Regional Offices	Mid-year assessment every first semester and annual planning every second semester	P150,540.00 x 2 = P1,301,620.00 (based on the 2020 GPFS)	All least 94% of all GPFS members in the Central and Regional Offices	Mid-year assessment every first semester and annual planning every second semester	P150,540.00 x 2 = P1,301,620.00 (based on the 2020 GPFS)	All least 95% of all GPFS members in the Central and Regional Offices	Mid-year assessment every first semester and annual planning every second semester	P150,540.00 x 2 = P1,301,620.00 (based on the 2020 GPFS)
Low level of knowledge of COA GAD Committees on gender sensitive GAD Tools such as the GMSF & HODG to enhance gender mainstreaming mechanism, particularly in COA systems & processes	Enhanced knowledge of COA GAD Committees on gender sensitive GAD Tools	Capacity building on GAD Tools	Number of Committee members trained on Gender Analysis and GAD Tools	GPFS Executive Committee and Committees on Training and Advocacy	90% of GPFS Committee members	Training on GAD Analysis and GAD Tools conducted by PDO and other agencies	P 688,980 (based on 2020 GPFS)	90% of GPFS Committee members	Updates on GAD Analysis and GAD Tools conducted by PDO and other agencies	P 688,980 x 1.05 = P 723,429 (based on 2020 GPFS)	90% of GPFS Committee members	Updates on GAD Analysis and GAD Tools conducted by PDO and other agencies	P 723,429 x 1.05 = P 759,600 (based on 2020 GPFS)	90% of GPFS Committee members	Updates on GAD Analysis and GAD Tools conducted by PDO and other agencies	P 759,600 x 1.05 = P 807,580 (based on 2020 GPFS)	90% of GPFS Committee members	Updates on GAD Analysis and GAD Tools conducted by PDO and other agencies	P 807,580 x 1.05 = P 848,059 (based on 2020 GPFS)	90% of GPFS Committee members	Updates on GAD Analysis and GAD Tools conducted by PDO and other agencies	P 848,059 x 1.05 = P 890,462 (based on 2020 GPFS)
Uninformed members on GAD-GGT	Increased number of trainees on GAD-GGT	Capacity building	Three COA Offices as RPs on GGT	GPFS Executive Committee and Committees on Training and Advocacy and other agencies	40 participants	Training of Trainers (ToT)	cost	40 participants	Updates Training of Trainers (ToT)	cost	40 participants	Updates Training of Trainers (ToT)	cost	40 participants	Updates Training of Trainers (ToT)	cost	40 participants	Updates Training of Trainers (ToT)	cost	40 participants	Updates Training of Trainers (ToT)	cost

more activities from various improve, break multiple ideas to single coordinate

low level of knowledge of COA GAD committees in the use of gender analysis and tools (eg, GMSF, HODG) to ensure mainstream GAD in COA systems and processes.

I think COA can focus on increasing trainees on GGT, GGT rather than GGT unless really necessary. you have the GAD (along as your trainees) as of

active we should have a strategy trainees in COA duty updated and recognized.

leveling better on GAD use manages

expanding version on GAD

expansion of agencies

assessment/ application of COA reports

Recognition of Trainers?



REPUBLIC OF THE PHILIPPINES
COMMISSION ON AUDIT
Commonwealth Avenue, Quezon City, Philippines

RESOLUTION

No. : 2020-005

Date: JAN 31 2020

SUBJECT: Adoption of the COA Gender and Development (GAD) Agenda 2020-2025

WHEREAS, Section 14, Article II of the 1987 Constitution declares the State policy that recognizes the role of women in nation-building, and ensures the fundamental equality before the law of women and men;

WHEREAS, Republic Act (RA) No. 7192, the Women in Development and Nation Building Act, which was signed into law on February 12, 1992, promotes the integration of women as full and equal partners of men in development and nation-building;

WHEREAS, Executive Order No. 273 dated September 8, 1995, the Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025, directs all government agencies, departments, bureaus, offices, and instrumentalities, including government-owned or controlled corporations, at the national, sub-national and local levels to institutionalize GAD efforts in government by incorporating GAD concerns in their respective planning, programming and budgeting processes;

WHEREAS, the long-term plan of the PPGD is to integrate fully GAD concerns into the whole development process and that all heads of government agencies, with the assistance of their respective GAD Focal Point (GFP), shall be primarily responsible for the institutionalization and mainstreaming of GAD in their agencies;

This Resolution supplements and/or amends COA Resolution No. 2018-039 dated December 1, 2015 and other previously issued GAD guidelines and issuances inconsistent herewith. It shall take effect after fifteen (15) days from publication in a newspaper of general circulation.

Quezon City, Philippines



Jose M. Fabia
JOSE M. FABIA
Commissioner

Michael G. Aguinaldo
MICHAEL G. AGUINALDO
Chairperson

Roland C. Pondoc
ROLAND C. PONDOC
Commissioner



Our AIM *GADtimpala*



- **GENDER AND DEVELOPMENT TRANSFORMATION & INSTITUTIONALIZATION THROUGH MAINSTREAMING OF PROGRAMS, AGENDA, LINKAGES & ADVOCACIES)**

- The Official Gender and Development Incentives and Awards System of the Philippine Commission on Women



GADTIMPALA AWARDEES BRONZE



BUREAU OF INTERNAL REVENUE



COMMISSION ON AUDIT



**COMMISSION ON FILIPINO
OVERSEAS**



**COMMISSION ON HIGHER
EDUCATION**



GADTIMPALA AWARDEES BRONZE



**DEPARTMENT OF LABOR &
EMPLOYMENT**



**NATIONAL ECONOMIC &
DEVELOPMENT AUTHORITY**



NATIONAL HOUSING AUTHORITY



Next Awardee?



Judicial Branch





**WE HAVE A
STRATEGIC
PLAN**

**IT'S CALLED
DOING
THINGS**

HERB KELLEHER



THANK YOU