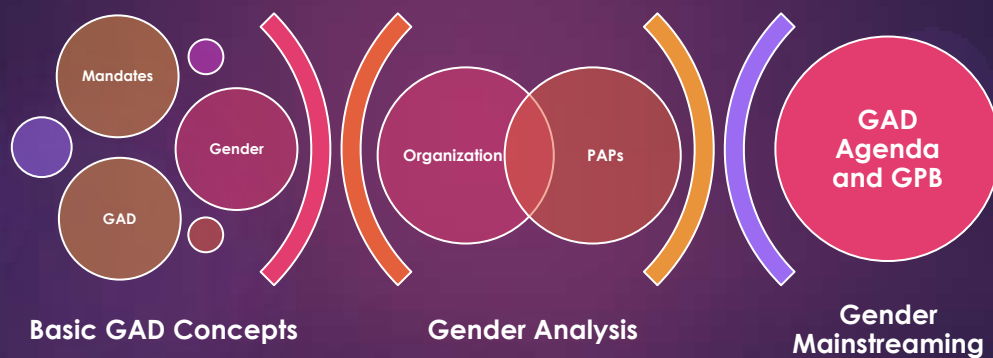


Training - Workshop on Gender Sensitivity and Gender Audit

DEVELOPMENT BANK OF THE PHILIPPINES

MARCH 23 – 25, 2015

OUR PROGRAM FLOW 😊



Session 1

Mandates on Gender and Development

1. International Mandates

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

- An international bill of rights of women
- Sets up agenda for national action to end discrimination
- Addresses women's rights in civil and political, economic, social, cultural and family life
- Came into force in 1981
- 30 substantive articles

1. International Mandates

Beijing Platform for Action (BPFA)

- 1995
- Participated in by 189 governments and more than 5,000 representatives from 2,100 NGOs
- Aimed to advance the goals of equality, development and peace for all women everywhere in the interest of humanity
- Upholds the CEDAW

2. National Mandates

1987 Philippine Constitution Section 14, Article II

“the State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men”

2. National Mandates

RA 7192 of 1992: Women in Development (WID) and Nation Building Act

- Government agencies shall ensure women benefit equally and participate directly in all development programs/projects
- Government agencies review own policies, programs, activities and services and remove provisions discriminatory to women

2. National Mandates

EO 273 of 1995: Approving and adopting the Philippine Plan for Gender-responsive Development (PPGD), 1995 to 2025

- Served as the main vehicle for implementing the Beijing Platform for Action (BPFA)
- Outlines the policies, strategies, programs and projects government must adopt to enable women to participate in and benefit from national development.

2. National Mandates

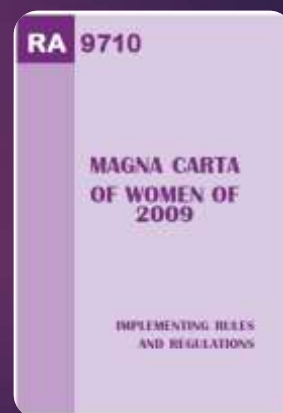
EO 273 of 1995: Approving and adopting the Philippine Plan for Gender-responsive Development (PPGD), 1995 to 2025

- Directs all government agencies and local levels to institutionalize GAD efforts by incorporating GAD concerns in planning, programming and budgeting process;
- GAD mainstreaming is the responsibility of the heads of concerned agencies and their respective offices... with assistance of their GAD focal points.

2. National Mandates

R.A. 9710 of 2009: Magna Carta of Women (MCW)

A comprehensive women's human rights law that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting the rights of Filipino women, especially those in the marginalized sectors.



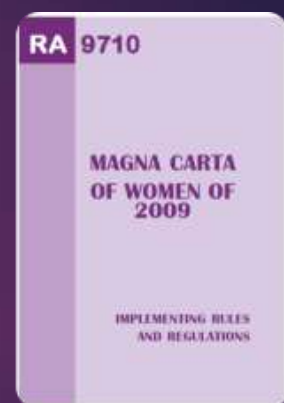
Rights of women guaranteed under the MCW

All rights in the Philippine Constitution and those rights recognized under international instruments duly signed and ratified by the Philippines, in consonance with Philippine laws.



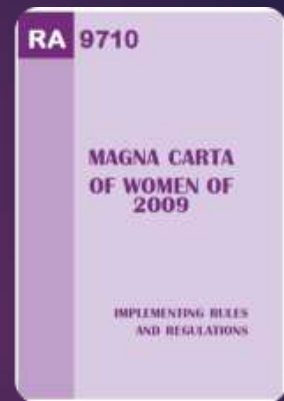
Rights of women guaranteed under the MCW

- Protection from all forms of violence
- Protection and security in times of disaster, calamities and other crisis situations
- Participation and representation
- Equal treatment before the law
- Equal access and elimination of discrimination against women in education, scholarship and training



Rights of women guaranteed under the MCW

- Equal participation in sports
- Non-discrimination in employment in the field of military, police and other similar services
- Non-discriminatory and non-derogatory portrayal of women in media and film



Rights of women guaranteed under the MCW

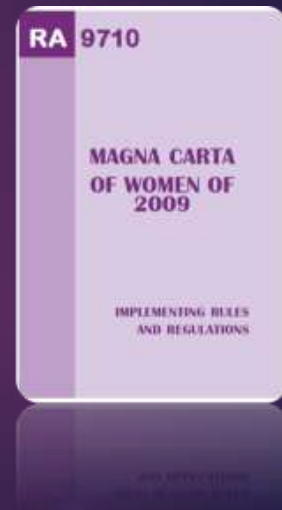
- Comprehensive health services and health information and education
- Special leave benefits for 2 months with pay for women employees who undergo surgery caused by gynecological disorders
- Equal rights in all matters relating to marriage and family relations



Rights of women guaranteed under the MCW

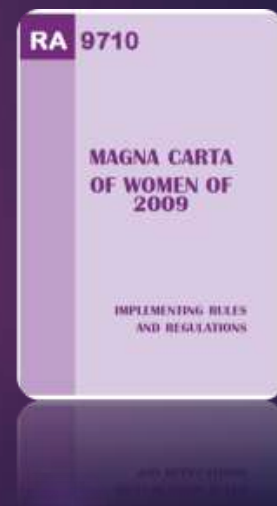
Section 26: The DOF shall:

- Formulate and implement policies, plans and programs to give women easy and preferential access to capital and credit for business enterprises
- Enhance access of women entrepreneurs/ potential entrepreneurs to credit and capital through simplified insurance instrument through contract standardization, lowered transaction costs through cost – minimizing monitoring systems and efficient incentive schemes, affordable and transparent benefits and payments and flexible payment schedules, and promotion of organized groups for easy access to credit and capital



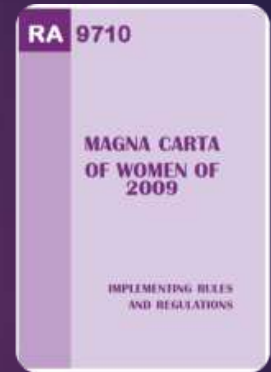
Sec. 36: Gender Mainstreaming (GM) as a Strategy for Implementing the MCW

- PCW to assess all GM programs of government agencies
- All government agencies shall adopt GM program to eliminate gender discrimination in government agencies' systems, structures, policies, programs, processes and procedures



MCW's Institutional Mechanisms for GM in all government agencies

- Agency GAD programs shall proceed from conduct of :
 - ✓ Gender analysis of agency policies, programs, services and situation of clients
 - ✓ Agency gender audit
 - ✓ Generation and review of sex-disaggregated data



MCW's Institutional Mechanisms for GM in all government agencies

The cost of implementing GAD programs shall be the agency's GAD budget which shall be at least five (5%) percent of the agency's total budget appropriations.



MCW's Institutional Mechanisms for GM in all government agencies

- COA to conduct annual GAD funds audit
- Commission on Human Rights as GAD Ombud
- Creation and/or strengthening of GAD Focal Points System
- Generation and Maintenance of GAD Database



MCW's Institutional Mechanisms for GM in all government agencies

- **GAD Focal Point System Composition**
 - ✓ Agency head or local chief executive
 - ✓ Executive Committee with Undersecretary (or its equivalent) as chair
 - ✓ TWG or secretariat composed of chair and members from various divisions within the agency



2. National Mandates

PCW MC 2011 – 01. Guidelines for the Creation, Strengthening, and Institutionalization of the Gender and Development Focal Point System

Clarifies roles and responsibilities, composition, and structure of the GFPS to enable it to function as a mechanism for catalyzing and accelerating gender mainstreaming in the agency towards the promotion of Gender Equality and Women's Empowerment

PCW MC 2011 – 01. Guidelines for the Creation, Strengthening, and Institutionalization of the Gender and Development Focal Point System

Functions of the GFPS

- ✓ Lead in gender mainstreaming in agency PPS, and ensure gender responsiveness of systems, structures, policies, programs, processes, and procedures of the agency
- ✓ Assist in the formulation of new policies
- ✓ Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review and updating of SDD or GAD database

PCW MC 2011 – 01. Guidelines for the Creation, Strengthening, and Institutionalization of the Gender and Development Focal Point System

Functions of the GFPS

- ✓ Coordinate efforts of different divisions, offices, units of the agency and advocate for the integration of GAD perspectives in all their systems and processes
- ✓ Spearhead the preparation of the agency GAD Plans, Programs, and Budget in response to gender issues
- ✓ Lead in the monitoring and effective implementation of GAD related PPAs
- ✓ Lead in the preparation and consolidation of the annual agency GAD AR and other GAD reports

2. National Mandates

PCW – NEDA – DBM JC 2012 – 01

Guidelines for the Preparation of Annual Gender and Development (GAD) Plan and Budget and Accomplishment Report to Implement the Magna Carta of Women

PCW MC 2014 – 04

Preparation and Online Submission of FY 2016 GAD Plans and Budgets and FY 2014 GAD Accomplishment Reports and Other Matters

General Guidelines

- Outcomes and goals embodied in the MCW, the PPGD, term plans for GAD as well as the UN CEDAW, WEDGE Plan and other relevant laws and international commitments
- GAD planning and budgeting shall be conducted annually
- Inclusion of GPB in the agency budget proposal
- The GAD budget is part and not on top of agencies' approved budget
- Use of existing tools, such as the Harmonized Gender and Development Guidelines (HGDG) for gender analysis
- Agency GAD Focal Point Systems (GFPS) as lead in gender mainstreaming
- A GFPS member shall be selected as the GMMS Focal Person, Reviewer(s) and Endorser

Essential Elements in GAD Planning and Budgeting

1. Creation and strengthening of GAD Focal Point System
2. Capacity development on GAD
3. Conduct of gender audit
4. Institutionalization of GAD data base for M&E

Steps in Formulating the GAD Plan

1. Set the GAD agenda or identify priority gender-issues and/or specific GAD mandates and targets to be addressed over a three-year period
2. Identify appropriate PAPs to address priority gender issues that are included in the GPB. PAPs may be client-focused or organization-focused
3. Fill out the template on GPB and GAD AR

JC 2004-1

Annual Gender and Development (GAD) Plan and Budget FY _____

Department:						
Agency:						
Major Final Output:						
Program/ Project/ Activity (1)	Gender Issue/ Concern (2)	GAD Objective (3)	Identified GAD Activity (4)	Target (5)	GAD Performance Indicator (6)	GAD Budget (7)
Total						
Prepared by:			Approved by:		Date:	
Chairperson of GAD Focal Point			Head of Agency		DAY/MO/YR	

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY ____

Agency/Bureau/Office: _____

Department (Central Agency) _____

Total GAA of Agency: _____

Gender Issue and/or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective/ (3)	Relevant Agency MFO/ PPA (4)	GAD Activity (5)	Output Performance Indicator and Target (6)	GAD Budget (7)	Source of Budget (8)	Responsible Unit/Office (9)
Client-focused								
Organization-focused								
TOTAL								
Prepared by: Chairperson, GAD Focal Point			Approved by: Head of Agency			Date Day/Mo/Year		

Costing and Allocation of the GAD Budget

- **5% of the total agency budget appropriations authorized under the annual GA; may be drawn from the MOOE, CO, and PS**
- **The GAD budget may be allocated using any or a combination of the following**
 - a) **a separate GAD fund to support GAD-focused programs, activities and projects (GAD-PAPs)**
 - b) **fund to support integrating gender perspective in major programs (GM)**
 - c) **as counterpart fund to support gender responsive ODA-funded projects;**
- **Annually monitored and evaluated**
- **Attribution to the GAD budget**

Conversion of HGG rating for GAD budget attribution

HGG score	Description	Corresponding budget of the program that maybe attributed to the GAD budget
Below 4.0	GAD is not available	0% or no amount of the program budget may be attributed to the GAD budget
4.0-7.9	Promising GAD prospects (conditional pass)	25%
8.0-14.9	Gender sensitive	50%
15.0-19.9	Gender-responsive	75%
20.0	Fully-gender responsive	100%

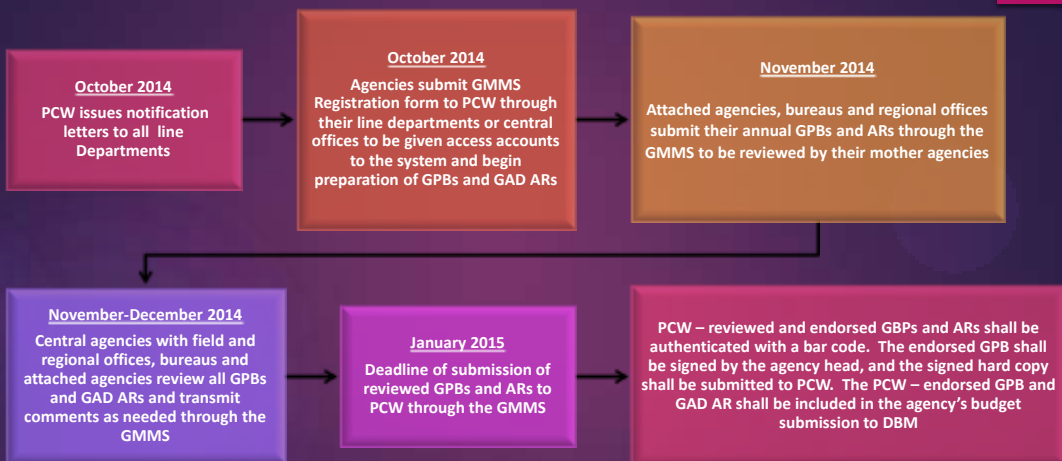
Expenses that CAN be charged to the GAD budget

- PAPs included in the PCW-endorsed GAD plan
- Capacity development on GAD
- Establishment and strengthening of enabling GAD mechanisms
- Salaries of agency personnel assigned to GAD PAPs on a full time basis
- Time spent by the GFPS and of agency personnel doing GAD-related work
- Salaries of police women and men assigned to women's desks
- Agency programs to address women's practical and strategic needs
- Consultations conducted by agencies on GAD/payment of professional fees, honoraria and other services
- IEC activities that support the GAD PAPs and objectives of the agency

Expenses that **CANNOT** be charged to the GAD budget

- PAPs that are not in the agency's PCW-endorsed GAD plan
- Personal services of women employees **UNLESS** they are working full time or part-time on GAD PAPs
- Salaries of casual or emergency employees **UNLESS** they are hired to assist in GAD related PAPs
- Honoraria for agency GAD Focal Point System members or other employees working on their agency GAD-programs and activities
- Provision for contingency funds or "other services" of PAPs
- Car-pooling, gas masks for traffic/environment enforcers, among others
- Purchase of supplies, materials, equipment and vehicles for general use of the agency

Schedule to be observed in GAD planning and budgeting



If in case an agency cannot submit their GPBs or ARs due to exceptional circumstances, they should submit a letter on or before October 31, 2014 to PCW through their mother agency, stating the reason and requesting to submit instead a hard copy of the GPB and AR

Implementation and monitoring of the GPB

- Issuance of appropriate policy directive to disseminate and implement GPBs
- Assistance of PCW and other oversight agencies in tracking key results of agency's GAD PAPs
- Integration GAD indicators in their existing M&E
- Agencies should assess their regular PAPs using HGDG

Preparation of GAD accomplishment report

- Submitted together with GPB
- Prescribed template for GAD AR
- Agencies should submit 2 copies of GAD ARs to DBM

Audit of GAD funds

Conduct of annual GAD funds audit by COA
(Sec. 37, MCW)

Session 2

Review of Basic GAD Concepts

Differentiate sex between gender.

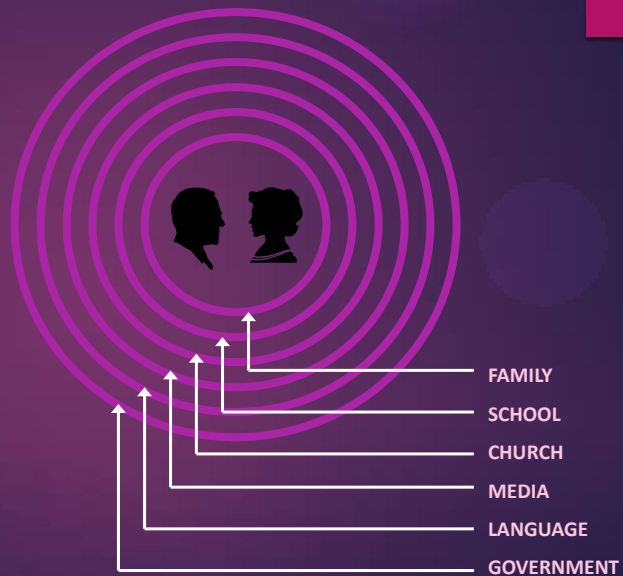
**Ovum fertilization, gestation, child bearing,
and lactation are examples of gender roles.**

a. TRUE

b. FALSE

Gender role socialization is when society assigns roles, attitudes, behaviors, characteristics and expectations to individuals based on sex or biological differences.

Give two (2) gender socialization forces/ socialization agents.



When men and women are assigned tasks, activities and responsibilities according to sex, it is called

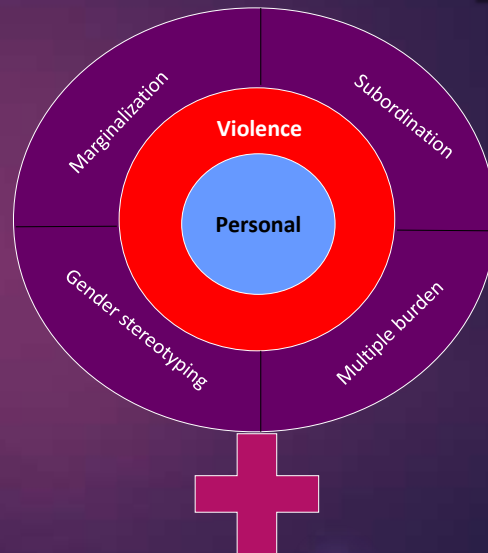
_____.

- a. Gender responsibilities
- b. Gender relations
- c. Gender division of labor

_____ and _____ roles are not counted in conventional economic statistics and are mostly done by women

- a. Reproductive and Community
- b. Unpaid and household
- c. Labor and productive

**Give two (2)
manifestations of
gender biases in
women**



***GENDER
SENSITIVITY
CORE MESSAGES***

Gender Role Socialization

The society's tendency to assign roles, behaviors, characteristics and expectations based on sex, with men being considered as the superior sex mainly because of their stronger physical characteristics, and/or productive role result in unequal relations between women and men.

Gender roles, expectations and perceptions box women and men into situations that constrain their capacity to do and capacity to be, hindering, in turn, their potentials to attain a full and satisfying life.

Being gender sensitive means being able to appreciate the differences between men and women; understand how gender shapes their roles in the society, and how it affects relationship between them. It means becoming aware of gender concerns in order to respond to gender issues.

Gender issues are reflected through:

- gender roles;
- gender relations;
- gender division of labor; and
- manifestations of gender bias.

Session 2b

Gender and Development

WHAT is DEVELOPMENT?

Traditionally defined in economic terms:

- ✓ market growth,
- ✓ modernization,
- ✓ infrastructure improvement,
- ✓ trade and employment.

Alternative View of DEVELOPMENT?

People- Centered Development

- ✓ Promotes people participation and empowerment
- ✓ Strives to meet basic needs and interests

People-Centered Development means:

- ✓ Economic
- ✓ Social
- ✓ Political
- ✓ Cultural and other dimensions of an individual's life

DEVELOPMENT must ...

- ✓ Provide opportunities to broaden an individual's **capacity to do** and **capacity to be**.
- ✓ Expanding the range of choices for people

CAPACITY TO DO

The power and ability to enable individuals to perform the things they want to do to pursue a better life.

CAPACITY TO BE

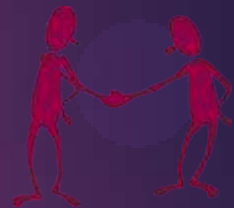
Opportunities and resources to attain an individual's aspirations for a better life.

Historical Background on Approaches to DEVELOPMENT

- Women in Development (WID)
- Women and Development (WAD)
- Gender and Development (GAD)

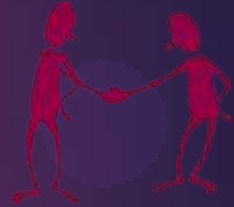
WHAT is GENDER and DEVELOPMENT (GAD)?

A people-centered development paradigm that recognizes gender equality as a fundamental value that should be reflected in development choices.



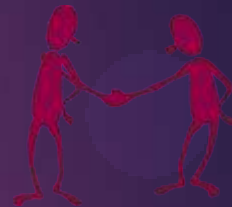
WHAT is GENDER and DEVELOPMENT (GAD)?

GAD is concerned with social construction of gender and its impact on the lives of women and men, although it focuses more on women's role in development and how their lives are affected by it



WHAT is GENDER and DEVELOPMENT (GAD)?

- ✓ GAD recognizes gender inequality and the disadvantaged status of women.
- ✓ GAD removes explicit, implicit, actual and potential gender biases within organizations and PPAs of those who are concerned with development



What GAD is NOT...



... “war of the sexes”

What GAD is NOT...



GAD is not anti-male

What GAD is NOT...



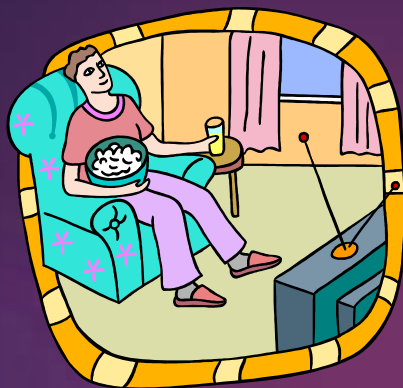
GAD is not pitting women against men



Both women and men are victims of stereotyping



**GAD is not role reversal but
understanding relationships**



**...because gender issues affect women and
men differently.**

Why GAD?

- **Develops capacities and choices for development**
- **Removes actual and potential gender biases in**
 - ✓ **Organization (agency)**
 - ✓ **Policies, programs and services for women and men clients (clients)**

Gender ISSUES in DEVELOPMENT result in gender needs.

2 kinds of needs

- ✓ **Practical Gender Needs**
- ✓ **Strategic Gender Needs**

Practical and strategic gender needs

Practical gender needs

Food, housing, water,
health services,
education

Beneficiaries

Improvement of
conditions

Strategic gender needs

Legal rights, wages,
women's control over
their bodies

Agents of change

Improvement of
position and status

Practical and strategic gender needs

Practical gender needs

Enable performance
of existing gender
roles

Strategic gender needs

Challenge gender roles,
women empowerment,
transform relations

Meeting **both** the practical and strategic gender
needs of men and women is the **CORE of GAD.**

Relevance of GAD to DBP

- ✓ Equal access

Relevance of GAD to DBP

How else do you think GAD is relevant to DBP's work?

Session 3

Introduction to Gender Analysis

GENDER ANALYSIS

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graph TD; A[GENDER ANALYSIS] --> B[GENDER MAINSTREAMING IN PLANNING, DESIGN, IMPLEMENTATION, AND MONITORING AND EVALUATION OF RIPS' ACTIVITIES]
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**GENDER MAINSTREAMING IN PLANNING,
DESIGN, IMPLEMENTATION, AND
MONITORING AND EVALUATION OF RIPS'
ACTIVITIES**

What is gender analysis?

Systematic gathering and examination of information on gender differences and social relations to identify, understand and redress

- Inequities/inequalities between women and men
- Constraints to women's empowerment

What is gender analysis?

- **Assesses differential impact of proposed and/or existing policies, projects/ programs and legislation on women and men**
- **Tool for understanding social processes and for responding with informed and equitable options**

Focus of gender analysis

- **Appreciation of gender differences (needs, roles)**
- **Understanding nature of relationships between women and men and their social realities, life expectations and economic circumstances**
- **Differential access to and control over resources by women and men**

Importance of doing gender analysis

- **Helps identify WHAT needs to be done (policies, programs, services) and how the beneficiaries can be assisted more effectively**
- **Anticipate impacts on both women and men**
- **Flag risks and challenges that are gender related**
- **Helps identify approaches to make policies and programs more efficient, effective (HOW)**

How is gender analysis done?

- Using guide questions to tease out gender issues related to gender roles, needs, access to and control of resources, constraints and opportunities faced by women and men
- Using tools that help organize the data gathered

How is gender analysis done?

- As part of situation analysis, baseline, or analysis of a development issue
- As part of a set of questions that are aimed at making the design of an activity address gender issues or avoid creation of gender issues
- As part of decision making guide in a project

How is gender analysis done?

- Examine sex-disaggregated data
- Evaluate basic assumptions of policies and programs

How is gender analysis done?

- Knowing the sector and/or situation
- Assessment of policies, programs, and corresponding options
- Analyzing consequences or impacts
- Identification of risks and challenges

Session 4

Gender Mainstreaming

Gender Mainstreaming

It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, planning, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally.

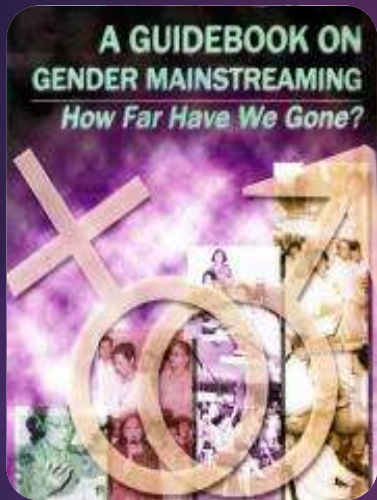
Gender Mainstreaming

Dimensions:

1. Internal. Changes within organizations to embrace the goals and values of GM and to alter systems and procedures to meet these goals.
2. External. changes in development operation

What we are mainstreaming

- A perspective that values or privileges women's needs and interests
- Gender equality and women's empowerment goals
- Processes that are sensitive and responsive to gender-related constraints



Gender Mainstreaming Evaluation Framework

The GMEF Story

1992 – RA 7192

1995 – NCRFW (GM)

**1996 – NCRFW MED +
GAD consultants**

2001 – GMEF Guidebook

What is GMEF?

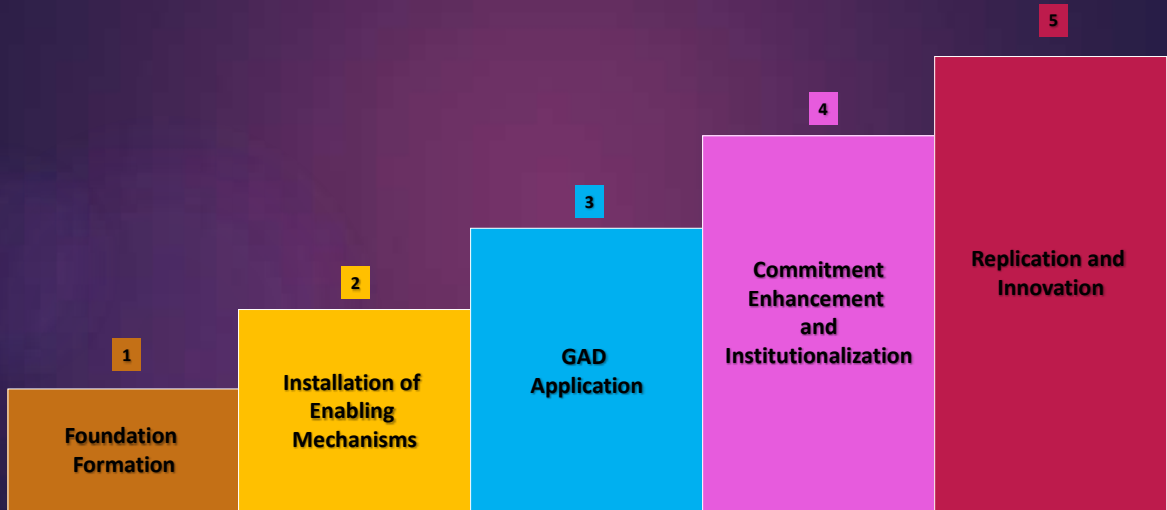


- Provides a holistic view of the gender mainstreaming process
- Tool to track and assess progress of gender mainstreaming activities
- Used as a planning, monitoring and assessment tool
- Useful for GAD Focal Points, members of their TWGs and other GAD committees

GMEF 2014

- Gender analysis tool in assessing organizational GM stages with the combined benefits of a gender audit, gender impact assessment and HGDG
- Results will assist organizations in locating and responding to gender gaps and needs towards women empowerment and gender equality

Levels of Gender Mainstreaming



- Raise people's awareness on gender
- Generate support for gender mainstreaming

2

Installation of Enabling Mechanisms

- Put in place the key people, necessary policies, support structures, systems and mechanisms to facilitate and sustain gender mainstreaming
- Irregular application of GAD concepts and tools

3

GAD Application

- Integrate and consolidate gender efforts to produce intended or desired impact on women
- Integrate GAD in the MFOs, mandates and performance indicators

4

**Commitment
Enhancement
and
Institutionalization**

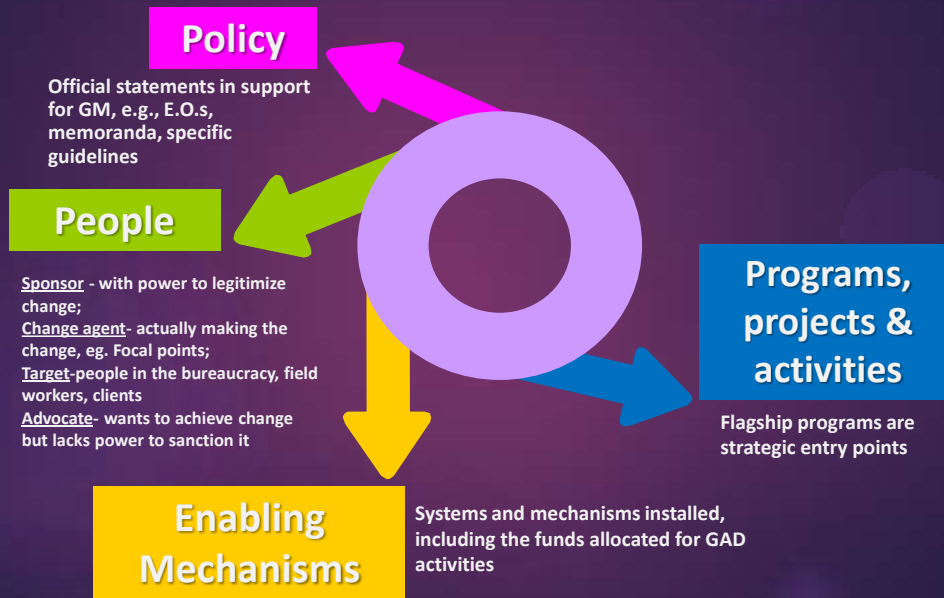
- **Implement continuous monitoring, evaluation and improvement of gender mainstreaming efforts**
- **Incorporate GAD in all aspects of the agency's operations**

5

**Replication and
Innovation**

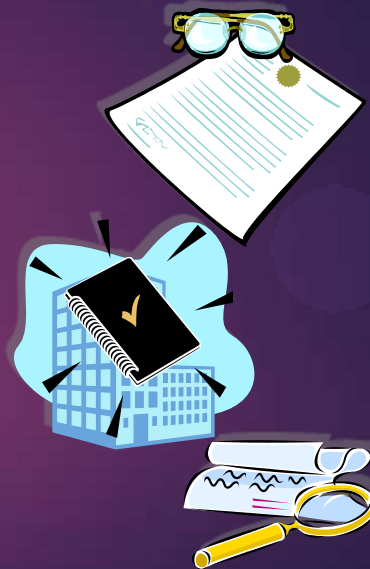
- **Institutionalized GAD programs are replicated in other organizations (agencies and LGUs)**
- **Policies, people, enabling mechanisms and PAPs are further enhanced based on results of GAD M&E**

Gender Mainstreaming Entry Points



Policy

- Official statements and pronouncements of support for gender mainstreaming
 - ✓ Department Orders
 - ✓ Executive orders
 - ✓ Guidelines
- Policy Enhancement/ Improvement



People

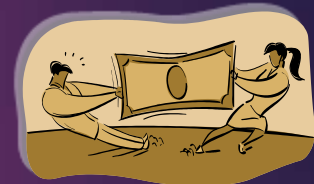
(sponsor, change agent, target, advocate)

- Top management express support for Gender Mainstreaming
- Recognition of GFPS and staff members as GAD experts
- Clients (internal and external) able to participate in the planning, implementation and M&E of PAPs



Enabling Mechanisms

- Roles and functions of GFPS members
- Capability building on GAD
- GAD database
- GAD M&E
- Knowledge Management (KM) System on GAD
- GAD Plan and Budget
- Networking efforts (developing networks and evolving partnerships)
- Other GAD mechanisms



Programs, Activities and Projects

- Review and issuance of revised policies towards GM
- PAPs establishing enabling mechanisms for GM
- Application of GA tools
- IEC Campaigns
- Creation and regular updating of GAD corner and website



LEGEND OF SCORES

	RANGES	LEVEL DESCRIPTION
Level Per Entry Point	1-7 points	1: Foundation Formation
	8-14 points	2: Installation of Strategic Mechanisms
	15-19 points	3: GAD Application
	20-23 points	4: Commitment Enhancement and Institutionalization
	24-25 points	5: Replication and Innovation
	RANGES	LEVEL DESCRIPTION
Over-all Level	0-30 points	1: Foundation Formation
	31-60 points	2: Installation of Strategic Mechanisms
	61-80 points	3: GAD Application
	81-94 points	4: Commitment Enhancement and Institutionalization
	95-100 points	5: Replication and Innovation

GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF)
ORGANIZATIONAL ASSESSMENT TOOL

SCORE SHEET

Name of Organization Assessed: _____
Date Administered: _____
Inclusive Period of Assessment: _____

Key Areas	Score
Policy	
1. Issuance of initial policies on GAD	
2. Issuance of policies to mainstream GAD in the organization	
3. Integration of GAD in the Organization's Policies	
4. Updating and Continuous Enhancement of GAD Policies	
5. Model GAD Policy	
Sub-Total	
Level for Policy	
People	
1. On Establishing GPPs & GAD Champions/Advocates	
2. On GAD Initiatives & Capacity Development Activities	
3. GAD Sponsorship & Related Programs	
4. GAD Champions as Program Implementers	
5. GAD Experts	
Sub-Total	
Level for People	
Enabling Mechanisms	
1. Setting-up of Essential GAD Mechanisms	
2. Functional GAD Mechanisms	
3. Advanced GAD Mechanisms	
4. Advanced GAD Structures and Systems	
5. Model GAD Structures and Systems	
Sub-Total	
Level for Enabling Mechanisms	
Programs, Activities and Projects (PAPs)	
1. Initial Activities to Facilitate GAD Mainstreaming	
2. Establishing Commitment towards GAD Mainstreaming	
3. GAD Application	
4. GAD Commitment and Institutionalization	
5. Model PAPs	
Sub-Total	
Level for PAPs	
TOTAL SCORE	
Over-All Level:	

GMEF Score Sheet

Ready for your
gender audit? 😊