

Philippine  
Commission  
on Women



# Seminar Workshop: Revisiting Basics on GAD & Utilization of Gender Analysis Tools

Philippine  
Commission  
on Women



# Overview of the Activity



# Background

- ❑ RA 9710- MCW of 2009
  - ❑ Review, TA, and Monitoring LGUs' compliance
  
- ❑ DILG, PCW, DBM and NEDA as the oversight agencies issued JMC NO 2013-01 /2016-01 to institutionalize the implementation of the MCW;



# Background

- Issues encountered in the implementation of JMC:
  - Inconsistency of the JMC to RA 9710 on the role of DILG
  - Application HGDDG is not clear

# The Revised JMC on the



## Localization of MCW

- Clarify the process of costing, allocation and attribution of the GAD budget
- Explain the Role of DILG as the lead agency in the review, endorsement and monitoring of submission of the GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR) of local government units (LGUs).
- Simplify /Revise the template of LGUs GPB and GAD AR



# Flow of the activity

## DAY 1

1. Mandates on GAD
2. Review on GAD Concepts

## DAY 2

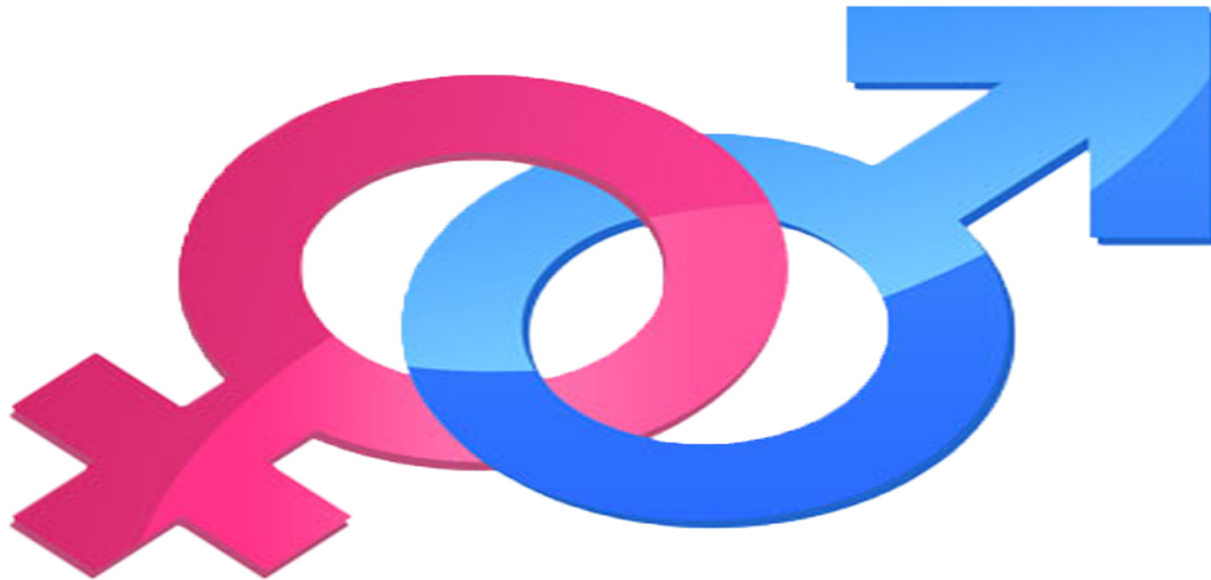
1. Gender Analysis and Application of GA Tools
2. Workshop /Presentation on the Application of Gender Analysis tools
3. JMC 2016-01
4. Reviewing the LGUs GPB and AR



# How is the activity be carried out?

- ❖ Lectures and Presentation
- ❖ Discussions
- ❖ Workshops

THANK



YOU



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# Basic Concepts on Gender and Development





# COVERAGE



**Sex and Gender**



**Gender as a Social Construct**



**Gender and Development**





# SESSION OBJECTIVES

- Review concept of sex, gender, gender characteristics, gender roles, and other key concepts related to gender and development (GAD) mainstreaming.





# WOWERS Association

















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# Sex and Gender





# Sex Defined

**SEX** refers to the TWO categories of being Male and Female – needed for the act of mating to result in biological reproduction.

**SEX** is biologically determined (external genitalia or sex organ; chromosomal make-up; qualities of hormones)

**SEX** is constant across time, across different societies and cultures







# Gender Defined

**GENDER** refers to the differentiated social roles, behaviors, capacities, intellectual, emotional and social characteristics attributed by a given culture to women and men. It is what makes one masculine or feminine.

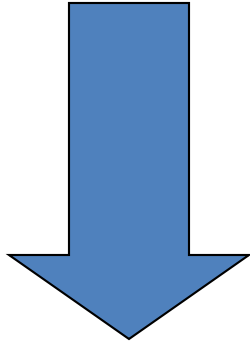
**GENDER** is socially determined and a learned behavior.

**GENDER** changes across time, places and cultures.



# SEX

BORN WITH

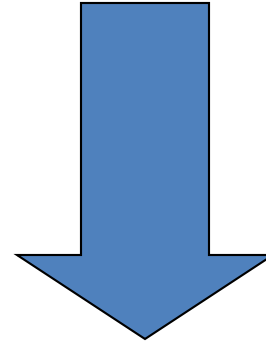


**CANNOT BE CHANGED**

- only women can give birth
- only men can produce sperm

# GENDER

SOCIALLY CONSTRUCTED



**CHANGEABLE**

- women can do traditionally male jobs
- men can take good care of children





# GENDER STEREOTYPES

It is the tendency or attitude, to ascribe particular traits, characteristics and roles **distinctly to men** and particular traits, characteristics, roles **distinctly to women**.

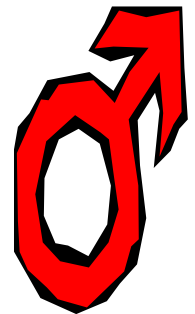
The assumption behind stereotyping is that the ascribed **attributes of men apply to all men** and that of **women apply to all women** in a given society.



# The confusion between sex and gender gives rise to such stereotypes as:

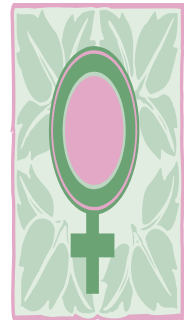
## Men:

Bravery, aggressiveness, independence, and the ability to control emotions are traits of men.



## Women:

Timidity, passivity, while emotionally dependent demonstrative, loving, self sacrificing and being peaceful are traits of women.





# The confusion between sex and gender gives rise to such stereotypes as:

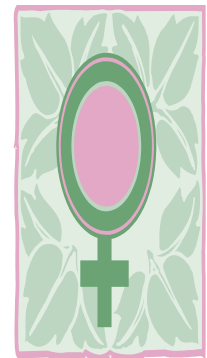
## Men:

More fit to be leaders, head of families, business enterprises, social and political organizations, states, armies and communities



## Women:

More fit to take secondary roles





# Gender Division of Labor

## GENDER ROLES

MALE

FEMALE

Productive Role

Reproductive  
Role

Community Role



Traditional gender roles divide men and women from each other.

*Deny women access to the public world of:*

\*Work

\*Power

\*Achievement

\*Independence

*Deny men access to:*

\*The Nurturant  
Other oriented world  
of domestic life.

\*Emotive





**However, the good news is.....**

**Gender Roles do change.**







# LET'S REVIE W





# Differentiating sex and gender

SEX	GENDER
Biological Fact	Socially and culturally constructed
Uses terms like male and female	Uses terms like masculine and feminine
Fixed. Sex roles can be performed by only the male or the female	Interchangeable. Gender roles can be performed by both sexes
Sex characteristics are universal. Constant regardless of time place	Gender characteristics are not universal. It may differ from society to society. Time and place-bound








# LET'S HAVE A TEST










# Differentiating SEX from GENDER QUIZ

STATEMENT	G	S
1. Women give birth to babies, men do not.		
2. Little girls are gentle, boys are rough.		
3. According to UN statistics, women do 67% of the world's work, yet their earnings amount only to 10% of the world's income.		
4. In the rural areas, women are paid lower than the wage for men.		
5. Women can breast-feed babies, men can bottle-feed babies.		



# Differentiating SEX from GENDER QUIZ

STATEMENT	G	S
6. Most-building site workers in the Philippines are men.		
7. In Ancient Egypt, men stayed at home and did weaving. Women handled family business. Women inherited property and men did not.		
8. Men's voices break at puberty, women's do not.		
9. In one study of 224 cultures, there were 5 in which men did all the cooking and 36 in which women did all the house building.		
10. In one documented case, a child who was brought up as a girl, then learned that he was actually a boy, his school marks improved dramatically.		

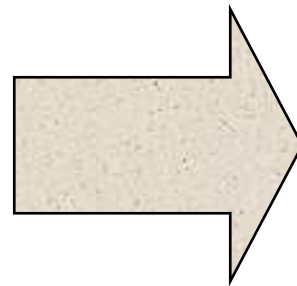


# *The Impossible Dream*



# **GENDER as a Social Construct**

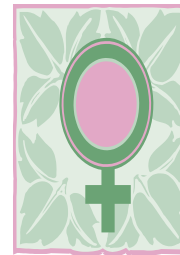
Learning of  
gender roles  
begin in the  
early  
stages of  
childhood.



As an outcome:



Male gender-  
roles and



Female gender-  
roles develop.





# Socialization

**The process by which an individual learns to conform to the norms of the group: where one**

- is born with**
- internalizes these norms**
- acquire status**
- plan corresponding roles**



# 4 Processes of Socialization

## **Manipulation**

refers to ways where parents deter or encourage behaviour on the basis of appropriateness in regards to gender

## **Canalization**

refers to the way in which parents channel the child's interest in activities in conjunction with gender as deemed appropriate.

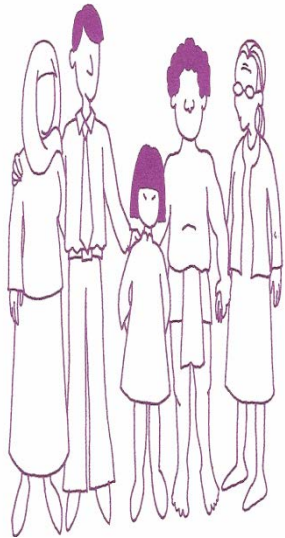
## **Verbal Appellations**

use of language to label children in a way that reinforces appropriate gender identification.

## **Activity Exposures**

activities conformity to norms and practices that reinforces appropriate gender identification.

# SOCIAL INSTITUTIONS



**FAMILY**



**WORKPLACE/  
EDUCATIONAL INSTITUTIONS**



**CHURCH**



**MEDIA**



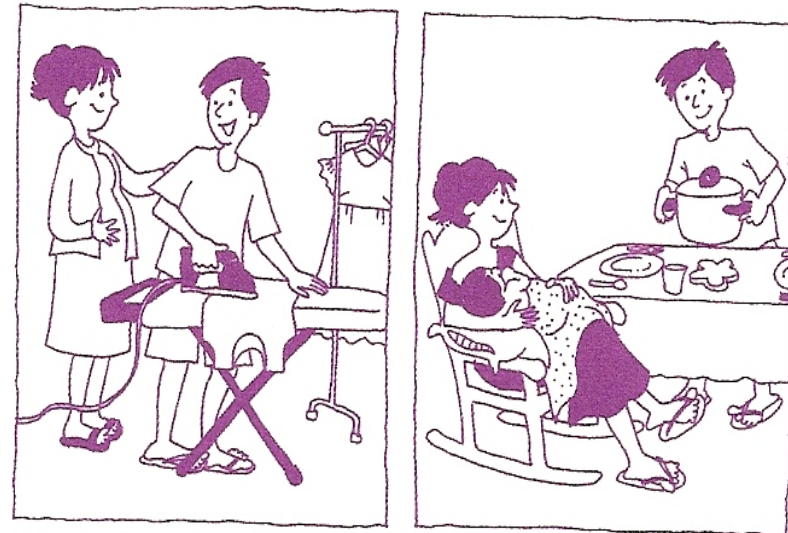
**STATE**

# Social Institutions: **Family**

... has the most influence because the formative years of every individual is almost always spent with and developed by the family.

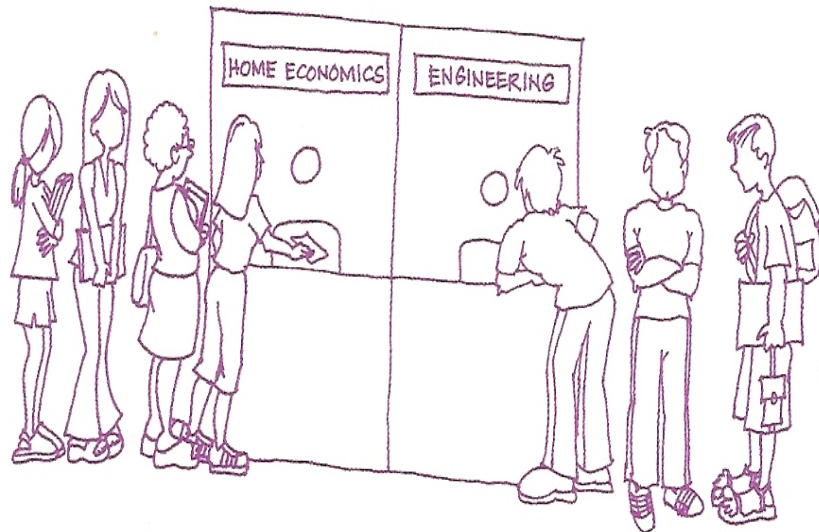
## Child-rearing

- \* Color-coding (blue for boys and pink for girls)
  - \* Gendering processes:
    - manipulation (handling infants)
    - verbal appellation (telling them what they are)
- “brave boy” or “pretty girl,” or what is expected of them:  
“boys don’t cry,” “girls don’t hit their playmates.”



# Social Institutions: **Education/School**

... the formal school system promotes and encourages the different gender roles between men and women.



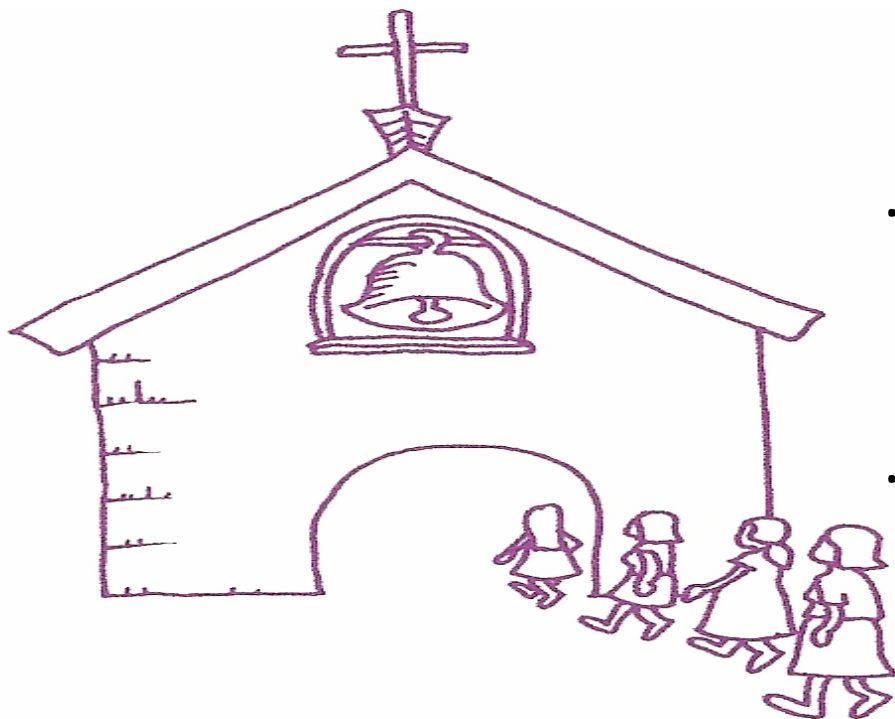
- Sex disaggregation system promotes role differentiation in high school, boys are taught carpentry and horticulture while girls take up cooking and childcare.
- Courses that are appropriate to perceived roles and characteristics.
- Textbooks depicts stereotype roles

# Social Institutions: **Mass Media**

- ... Media portray images of women which are often negative.
- Ads use stereotype images to attract consumers.
- Women are depicted as docile homemakers, are shown as sexy come-ons to promote liquor, cigarettes, cars, and other male-specific products.



# Social Institutions: Religion



.... Religious teachings depicts women as martyrs, self sacrificing and conservatives

....further reinforces that “women’s place is in the home,” submission of women to men;

....Gender differentiation and inequality between man and woman is preached and conveyed in religious doctrines and symbols that implies the subordinated position of women particularly in marriage.

# Social Institutions: **The State**

... Creates laws and policies that ensure the maintenance of the system.

- Instrumental in passing laws that are discriminatory to women.

Ex: the Revised Penal Code and the New Family Code has several provisions that tilt more in favor of men as in

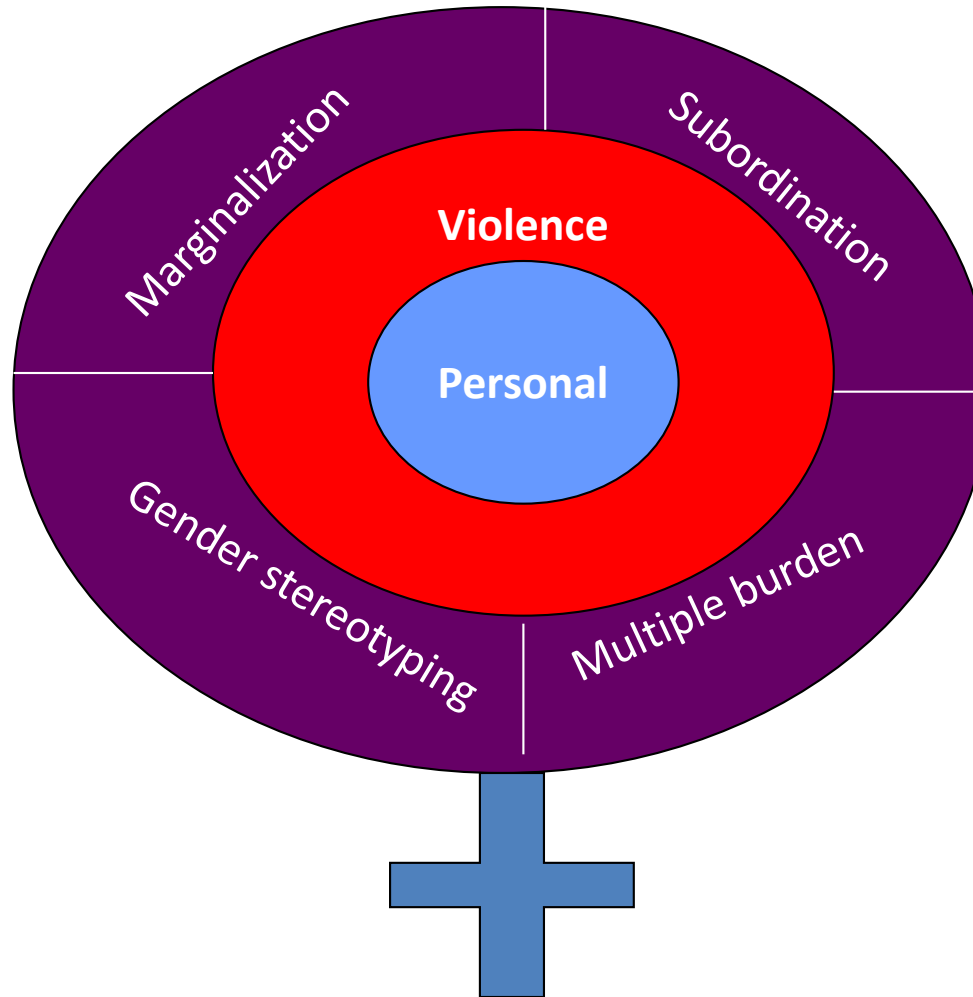
- property relations
- decisions







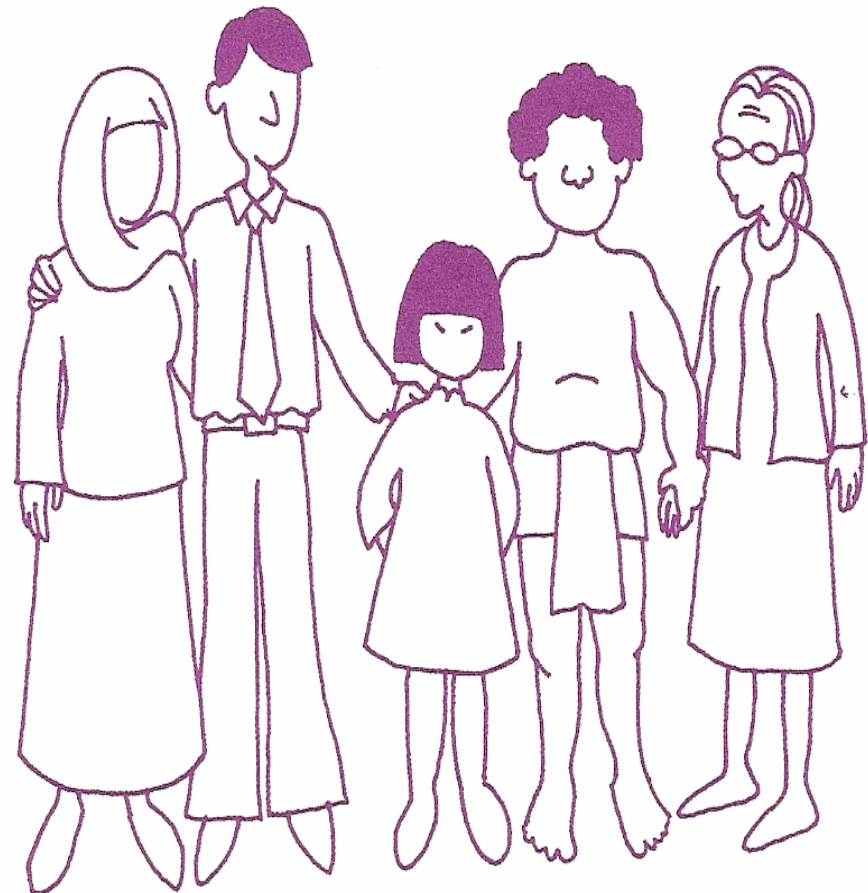
# GENDER ROLES RESULT IN GENDER BIASES



# *Is it just women who can be gender-sensitive?*

★ **No.**

★ **Anyone can be gender-sensitive.**





## ***How then can you say that one is gender sensitive?***

You are gender sensitive if/when:

- ★ You respect every person/individual, regardless of age, ability (physical or mental), belief/religion, educational attainment, race, ethnic group, status in society, marital status, region of origin, color, sexual orientation and gender identity.



- You recognize that there is inequality between men and women that can be passed on from one generation to the next.
- You recognize that this inequality in the home, in the community and institutions should be changed.
- You work towards the transformation of such inequality in the home, in the community and institutions.



**LET'S  
REVIE  
W**



# Key Points

- Gender is about recognizing roles between men and women.
- Gender characteristics and relations ( i.e., role stereotyping, etc.) are a social construct, perpetuated by values, institutions and practices. As such, they can be influenced and changed.
- Addressing gender issues is a complex process – the issues are often *culturally ingrained*, and involve a number of institutions.
- There are structural bases for gender discrimination which have led to marginalization, subordination, exploitation of and marginalization of women.



# Key Points:

- **End-result of the socialization process in children** Help children to identify the appropriate gender where they belong
- Acquire corresponding roles and behavior carried through adolescents into adulthood
- The challenge is to strike an **appropriate balance** of gender roles between men and women/boys and girls, **through education and training**, given that **gender, role differences and stereotyping are socially constructed.**



*For Every Woman*





# Gender and Development



# Introduction

- **Gender role stereotyping** and consequent **subordination of women** to men is a deterrent to development
- Gender issues and concerns are often overlooked in development process
- It is important for development practitioners to determine practical and strategic needs borne out of a gender analysis so that appropriate interventions will impact and benefit women and men.
- The GAD approach seeks not only to integrate women into development, but to look for the potential in development initiatives to ... **TRANSFORM UNEQUAL GENDER RELATIONS** and **EMPOWER WOMEN.**



# WHY THE BIG FUSS ABOUT GENDER AND DEVELOPMENT?

So many arguments have been raised about the importance of considering gender in development work.

Let us look at the most important ones ...



# First...

Development work which does not take into account the needs, interests, and constraints of half of the population...

**RISKS MAJOR PROBLEMS WITH  
IMPLEMENTATION AND SUSTAINABILITY.**





## **Second ...**

**By most measures of relative status (earnings, education, nutrition, decision-making power) women are substantially disadvantaged compared to men, and the gaps are widening.**

**HUMAN JUSTICE REQUIRES THAT THE PROCESSES WHICH PERPETUATE THIS DISADVANTAGE BE CHANGED!**



# Third ...

**Problems begin when confusion on sex and gender find its way into decisions affecting:**

- resource allocation
- assignment of roles and responsibilities
- transactional processes
- problem analysis



**Gender issues** are deterrents to development. Thus, it is important to address them in development planning.





***Because*** of these, women and men are boxed into situations which constrain their...

- capacity *to do* and *to be*

**...AND hinder their potential to attain a full and satisfying life**



# WHAT IS GAD, then?

**GAD** is a major advance in development theory and practice.

It has grown out of attempts to understand both the ongoing inequality between women and men and the failure of countless development and women's projects.

**GAD** is about recognizing that gender biases impede development



## AND DELIBERATELY ADDRESSES THEM...

*In the processes of developing, budgeting, implementing, monitoring and evaluating programs, projects and services, particularly in government agencies.*



# WHAT IS GAD, then?

**GAD** is a development perspective that recognizes the different roles, interests and needs of women and men

It reflects a change in focus from women and their exclusion from development initiatives to the **RELATIONS OF INEQUALITY BETWEEN WOMEN AND MEN**



# WHY GAD?

## Because, GAD ---

- Sharpens the focus of development on people
- Enhances the capacities of women and men to contribute to the attainment of development goals
- Reduces social inequities that stem from unequal gender relations



## ***WHY US ?***

***G***ender issues affect all of us. But instead of solving them, we all contribute to their perpetuation.

***E***veryone who believes in the vision of attaining a full and satisfying life for all has an obligation to help pursue GAD



## ***WHY US ?***

**We** are mandated by international treaties/commitments, laws and policies

**We** are custodians of peoples' trust and resources. We have the power, knowledge, skills and resources to make development work for everybody



# Where do we go from here ?

## A. Personal

- check personal gender biases
- look at everyone and deal with them as human
- critique books of young children
- examine assignment of roles at home and correct gendered patterns





# Where do we go from here ?

## B. Professional

- disaggregate data by sex
- attain balance in various positions (esp. top and decision-making positions)
- stop gender discrimination in recruitment, hiring, training, promotion



# Where do we go from here ?

## B. Professional

- make spaces for disadvantaged men and women
- treat each one as equals; demolish hierarchical social transactions
- adopt a GAD plan of action (review content of training programs; develop tools, conduct GRP, participate in inter-agency activities on GAD, etc.)

Thank

you

for

Listening

Philippine  
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on Women



*May the Filipino  
Women and the  
future  
generations reap  
our efforts for  
gender equality!*



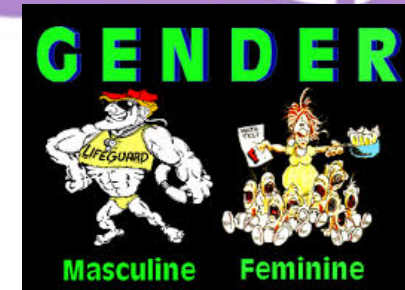




Why do we need  
to do GAD  
planning and  
budgeting?

# Because...

- 1. DIFFERENCES EXIST IN THE LIFE SITUATION OF WOMEN AND MEN**
  - Gender roles, needs and interests
  - Unequal status, gender inequality
- 2. WOMEN'S OR GENDER ISSUES, WHICH ARE OFTEN OVERLOOKED, HAVE TO BE ADDRESSED**



# Because...

## 3. WE NEED TO PRACTICE GENDER-RESPONSIVE GOOD GOVERNANCE

- Government agencies cannot achieve good governance without being transparent, participatory, equitable, and **gender-responsive**.

## 4. LIMITED RESOURCES





## Policy Imperatives for GAD planning and budgeting

1. RA 7192 – Women in Development and Nation Building Act
2. General Appropriations Act (1995-present)
3. RA 9710 – Magna Carta of Women Act of 2009
4. LCC
5. DILG, DBM, NEDA and PCW Joint Memorandum Circular 2013-1 Guidelines on the Localization of the MCW

**LAWS**  
*you need to*  
**KNOW**







# Women in Development and Nation-Building Act of 1992 (RA 7192)

- “A substantial portion of official development assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized by the agencies concerned to support programs and activities for women”
- All government departments shall ensure that women benefit equally and participate directly in the development programs and projects ... specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process”



# General Appropriations Act

- Directs government agencies to formulate a GAD plan, the cost of which shall not be less than 5% of their yearly budget.

*“All **departments** including their attached agencies, offices, bureaus, **SUCs**, GOCCs, LGUs and other instrumentalities shall **formulate a GAD plan** designed to empower women and address gender issues...The development of GAD plan **shall proceed from gender analysis of policies and programs, review and collection of sex-disaggregated data and consultation with gender advocates and agency women.**”*

# Magna Carta of Women

## RA 9710

RA 9710

MAGNA CARTA  
OF WOMEN

IMPLEMENTING RULES  
AND REGULATIONS





# What is the Magna Carta of Women?

- ⇒ comprehensive women's human rights law; integrates Constitutional provision on equality, RA 7192 and other laws, CEDAW, etc.
- ⇒ seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting their rights
- ⇒ Signed into law on **August 14, 2009**; took effect on **September 15, 2009**; IRR adopted on **March 30, 2010**
- ⇒ Covers all NGAs, GOCCs, public & private schools, LGUs, other government instrumentalities, private entities



# TARGETED RESULTS OF IMPLEMENTING THE MCW

## ULTIMATE

**Women's empowerment and gender equality**

- ◆ *Women's social development and access to justice*
- ◆ *Women's economic empowerment*
- ◆ *Gender responsive governance and women's participation in decision making*

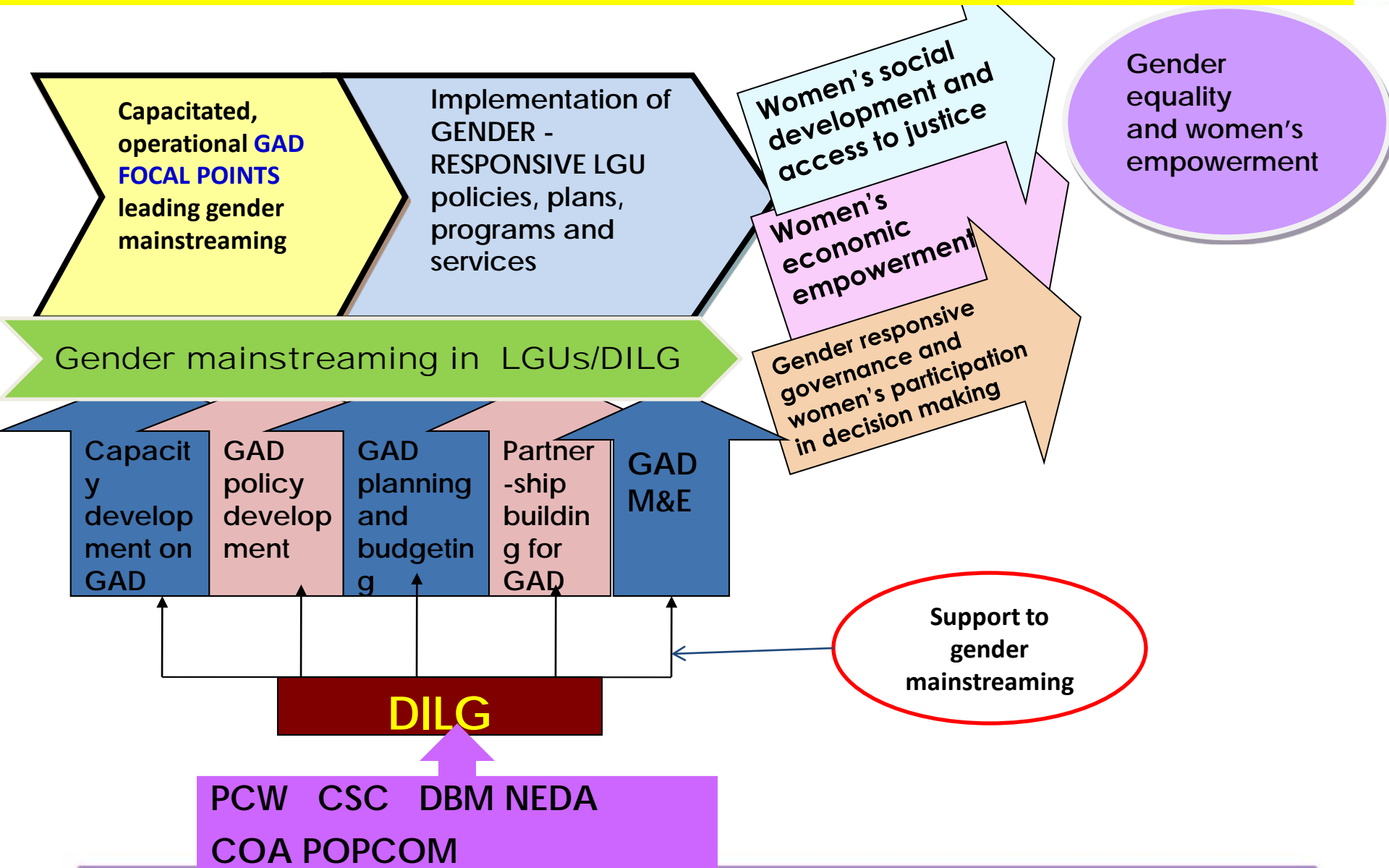
## INTER-MEDIATE

- ◆ **Women benefit from gender responsive PPAs**
- ◆ **NGAs and LGUs formulate, plan, implement, monitor and evaluate gender responsive policies, plans and programs on a **sustained** basis**

## IMMEDIATE

- ◆ **Enabling mechanisms for GAD are created and functional at the national and local level (GAD FP, GAD planning and budgeting, GAD data base and M&E system, GAD Code, etc)**
- ◆ **NGA and LGU people are capacitated on GAD**
- ◆ **Women are consulted and they participate in decision making**
- ◆ **Gender responsive policies, plans and programs are in place**

# MECHANISMS AND PROCESSES TO ACHIEVE DESIRED RESULTS



# Gender mainstreaming provisions for LGU Implementation

1. Conduct **capacity development** on GAD for its employees and where possible and necessary, for women constituents
2. Establish, strengthen and sustain its **GAD focal point** as the driver of GAD efforts in the LGU
3. Prepare its **GAD Plan and Budget** and submit its **GAD Accomplishment Report** to DILG
4. Ensure the gender responsiveness of its **AIP, CDP, ELA and CLUP** as well as in its policies and programs
5. Create a **GAD data base** and conduct **M&E** on the implementation of the MCW

# Main Parts of the MCW (IRR)



**Rule 1.** General Provisions (title, purpose, construction, coverage, declaration of policy, principles of human rights of women)

**Rule 2.** Definition of terms

**Rule 3.** Duties related to the HR of women

**Rule 4.** Rights and empowerment



# Rule 4. Rights and empowerment

- >HR of women*
- >protection from violence*
- >women in disasters, calamities and other crisis situations*
- >participation and representation*
- >equal treatment before the law*
- >education and training*
- >sports*
- >military, police and similar services*
- >media and film*
- >health rights*
- >special leave benefits*
- >marriage and family*



# Main Parts of the MCW (IRR)

## Rule 5. Rights and empowerment of the marginalized sectors

- a. food security and productive resources
- b. housing
- c. decent work
- d. livelihood, capital, credit and technology
- e. education and training
- f. representation and participation
- g. information
- h. social protection
- i. cultural identity and integrity
- j. peace and development
- k. WEDC
- l. girl children
- m. senior citizens



# Marginalized

*Refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system*

**(children, fisherfolk, IPs, migrant workers, Moros, PWDs, senior citizens, small farmers and rural workers, solo parents, urban poor, workers in formal and informal economy, youth)**



# Main Parts of the MCW (IRR)



## Rule 6. Institutional mechanisms

- a. *GM as strategy*
- b. *GAD focal points*
- c. *GAD planning and budgeting*
- d. *GFPs in embassies*
- e. *PCW as oversight for monitoring implementation*
- f. *CHR as gender Ombud*
- g. *Monitoring progress and impact*
- h. *Penalties*
- i. *Incentives and awards)*

## Rule 7. Final provisions



***SELECTED MCW SUBTANTIVE  
PROVISIONS VIZ  
LOCAL GOV'T CODE  
FOR  
LGU IMPLEMENTATION***

# Equal Treatment Before the Law (Sec. 15, MCW)

- The State shall take steps to review and, when necessary, **amend and/or repeal existing laws** that are discriminatory to women within three (3) years from the effectivity of the Act.
- Local government units with the participation of women's groups shall review existing ordinances and policies and repeal or amend them accordingly  
[Section 15 C]





# LOCAL GOVERNMENT CODE

*SEC. 16. General Welfare.* - Every local government unit shall exercise the powers expressly granted, ...implied ...necessary, appropriate, or incidental for its efficient and effective governance and ...for the promotion of the general welfare.

...shall ensure and support, among other things, the preservation and enrichment of culture, promote health and safety, enhance the right of the people to a balanced ecology, encourage and support the development of appropriate and self-reliant scientific and technological capabilities, improve public morals, enhance economic prosperity and social justice, promote full employment among their residents, maintain peace and order, and preserve the comfort and convenience of their inhabitants.

*Sec.17. Basic services and facilities.*

## Agriculture: LGC (Sec. 17)

Agriculture and fishery extension and on-site research through:

- Dispersal of livestock and poultry, fingerlings and other seeding materials for agriculture;
- Establishment and maintenance of seed farms for palay, corn and vegetables; medicinal plant gardens; seedling nurseries for fruit trees, coconuts and other trees or crops; and demonstration farms;
- Maintenance and operation of inter barangay irrigation system
- Enforcement of fishery laws in municipal waters including conservation of mangroves





## Agriculture: MCW (IRR Sec. 23)

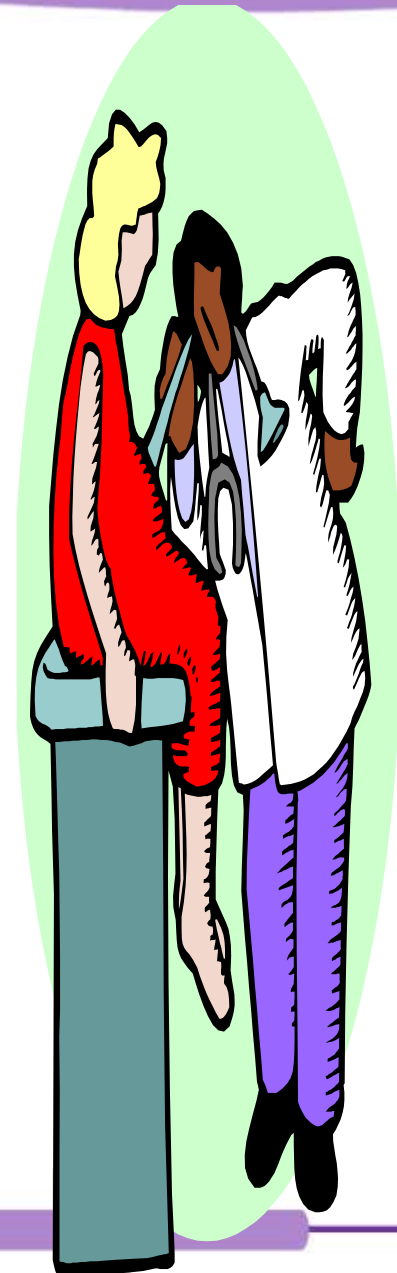
- Undertake programs and projects on food security that are gender-responsive;
- Recognize women as farmers and fisher folk and give them equal opportunities to participate in programs and projects;
- Ensure the active and direct participation of rural women's groups, in policy and program formulation, planning and designing, implementation, monitoring and evaluation of DA programs at the local levels, etc; and
- Formulate and implement a community-based food security plan.



## Health: LGC (Sec. 17)

Subject to the provisions of Rule XXIII on local health boards and per the standards and criteria of the Department of Health (DOH), provision of health services through:

- Implementation of programs and projects on primary health care, maternal and childcare, and communicable and non-communicable disease control services
- Access to secondary and tertiary health services
- Purchase of medicines, medical supplies and equipment needed to carry out the devolved health services
- Nutrition services
- Family planning services
- Clinics, health centers and other health facilities needed to carry out health services



## Health: MCW IRR Sec. 20 (B6)

The LGUs shall:

- Gender-responsive, rights-based and culture sensitive local ordinances and policies that promote the comprehensive health of girls, adolescents, women and elderly women, such as a GAD Code and/or Reproductive Health Code;
- Health programs that: (i) encourage access to and demand for services by women and girls; (ii) involve women and girls in planning and decision making; (iii) allocate resources for the programs for women and girls; (iv) monitor progress; and (v) enhance parent effectiveness services and programs to include continuing education on gender-based violence such as domestic violence, rape, incest, prostitution, trafficking and other forms of violence against women and girls in every barangay;



## Social Welfare: LGC (Sec. 17)

- Programs and projects for the welfare of the youth and children, family and community, women, the elderly and the disabled;
- Community-based rehabilitation programs for vagrants, beggars, street children, scavengers, juvenile delinquents and victims of drug abuse
- Livelihood and other pro-poor projects;
- Nutrition services
- Family planning services





## Social Welfare: MCW

- **IRR Sec. 12. (B8).** Temporary shelter to displaced women and children in situations of **armed conflict**.
- **IRR Sec. 12. (B6).** Psychosocial interventions to **combatants and non-combatants**, especially children ...from armed conflict.
- **IRR Sec. 12. (C).** Mandatory training on HR and GAD for those involved in the protection and defense of women against **gender-based violence**
- **IRR Sec.12. (D).** Establishment of a **VAW Desk** in every barangay
- **IRR Sec. 22B.** Trainings and seminars on the popularization of rights and obligations of spouses towards each other, management of household and parental authority to impede the stereotyping of roles, multiple burden, marginalization and subordination of women;
- **IRR Sec. 34.** Ensure gender-responsive, rights based and culture-sensitive services and interventions for **WEDC** and their families.

## *Equal Rights in All Matters Relating to Marriage and Family Relations (MCW IRR Sec. 22)*

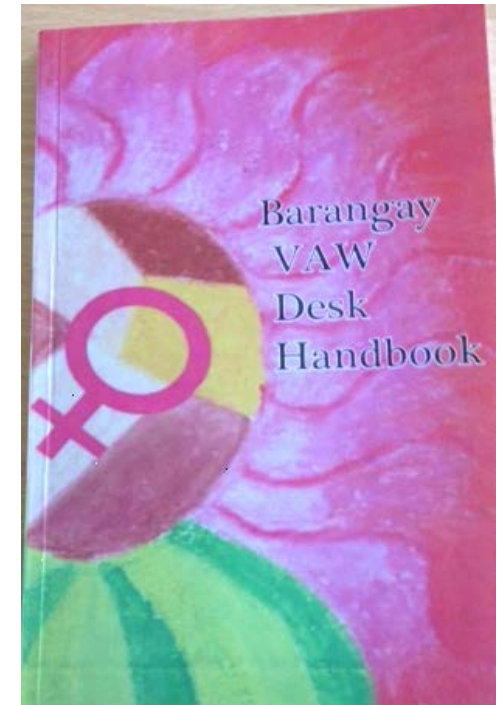
Same rights of women and men...

- to enter into and leave marriages;
- freely choose a spouse and to enter into marriage only with their free and full consent;
- decide on the number and spacing of their children
- enjoy personal rights including the choice of profession,
- own, acquire, and administer their property;
- and acquire, change or retain their nationality.



# Violence Against Women (VAW) Desk: MCW

- All barangays shall establish a VAW desk.
- 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. [*Section 12, D. 3*]





# Women and armed conflict (MCW)

In situations of emergency, armed conflict and militarization, the following shall be observed:

- *Women shall not be forcibly recruited nor be required to take part in armed hostilities*
- *Full participation of women in planning and management of relief operations*
- *Observance and implementation of the Minimum Initial Service Package (MISP) for Reproductive Health*
- *Consideration for pregnant women, lactating mothers, sick people, senior citizens, persons with disabilities, and children in the provision of relief supplies*  
*[Section 12. B]*
- *LGUs shall provide temporary shelter to displaced women and children in situations of armed conflict* *[Section 12. B. 4, 6, 8]*



## *Participation and Representation (Sec. 14, MCW )*

- Accelerate the **participation and equitable representation** of women in all spheres of society particularly in the **decision-making and policy-making** processes in government and private
- At least forty percent (40%) of membership of all development councils from the regional, provincial, city, municipal and barangay levels shall be composed of women (Section 14. B)





# Role of NGOs: LGC

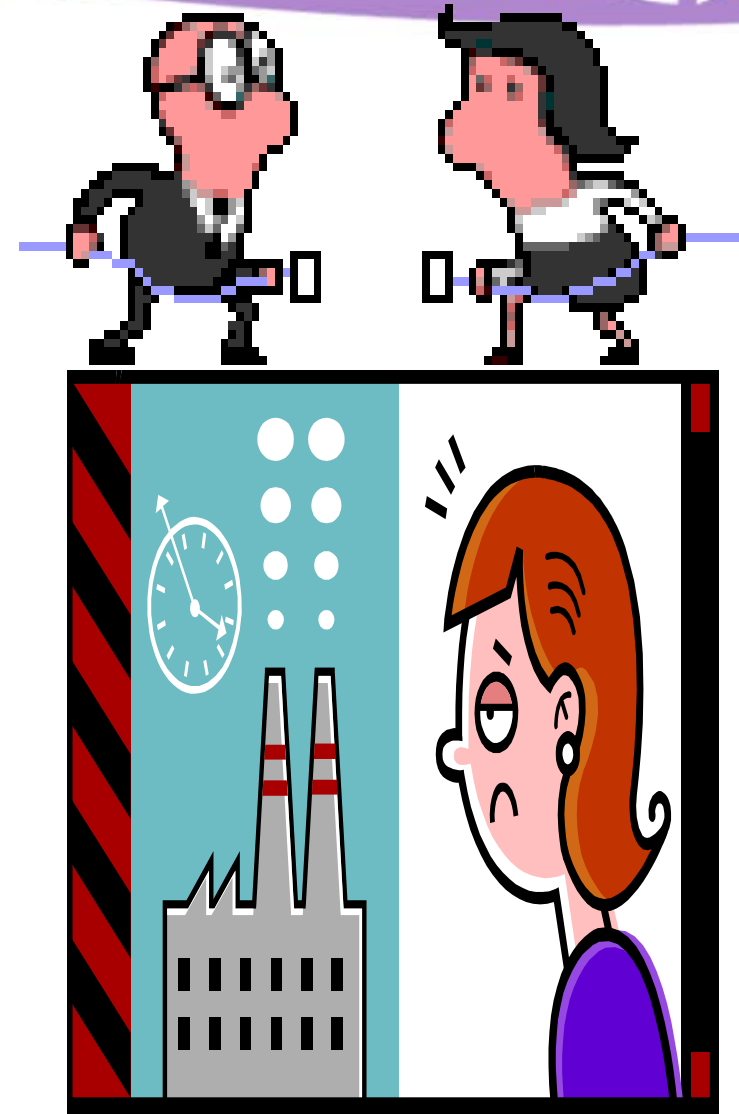
**SEC. 34. *Role of People's and Nongovernmental Organizations.*** LGUs shall promote the establishment and operation of POs and NGOs to become *active partners in the pursuit of local autonomy.*

**SEC. 35. *Linkages with People's and Non-Governmental Organizations.*** – LGUs may enter into *joint ventures* and such other cooperative arrangements with POs and NGOs to engage in the delivery of certain basic services, capability-building and livelihood projects, and to develop local enterprises designed to improve productivity and income, diversify agriculture, spur rural industrialization, promote ecological balance, and enhance the economic and social well-being of the people.

**SEC. 36. *Assistance to People's and Nongovernmental Organizations.*** – An LGU may provide assistance, financial or otherwise, to POs and NGOs for economic, socially-oriented, environmental, or cultural projects to be implemented within its territorial jurisdiction.

## *Non-discriminatory and Non-derogatory Portrayal of Women in Media and Film (MCW Sec.19)*

- raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in the family, community, and society through the strategic use of mass media.
- Creation of the Local Media Board (LMB) in all LGUs to monitor the implementation of these Rules and Regulations shall also be encouraged



## *Marginalized sectors:*

### *Food Security and Productive Resources (Sec. 23 MCW)*

- **LGUs shall formulate and implement a community-based food security plan that shall respect religious and cultural practices. The plan shall be integrated into the development plans of the LGUs to ensure funding and implementation.**
- **Women's groups shall actively participate in planning, design, implementation and monitoring and evaluation of the plan.**
- **Equal status shall be given to women and men in the issuance of stewardship or lease agreements and other fishery rights that may be granted for the use and management of coastal and aquatic resources.**

**Women's organizations shall be given equal treatment as with other marginalized fishers organizations in the issuance of stewardship or lease agreements or other fishery rights for the use and management of such coastal and aquatic resources which may include providing support to women-engaged coastal resources.**





## *Marginalized sectors: Right to Housing (MCW Sec. 24)*

- The State, through the HUDCC and its attached key shelter agencies and the LGUs shall develop housing programs for women that are localized, simple, accessible, with potable water and electricity, secure, with viable employment opportunities, and affordable amortization. The State shall consult women and involve them in community planning and development, esp. in matters pertaining to land use, zoning and relocation.
- Ensure that female-headed households are not discriminated in the provision of relocation or resettlement sites and that access to basic services, facilities, employment, and livelihood opportunities are responsive to the needs of women
- LGC:** Planning and implementation of the programs and projects for low-cost housing and other mass dwellings except those funded by SSS, GSIS and HDMF



## *Marginalized sectors:* *Section 25. Right to Decent Work*

- The State shall progressively realize and ensure decent work standards for women that involve the creation of jobs and acceptable quality in conditions of freedom, equity, security and human dignity.
- DTI, DOLE, other concerned government agencies, and the LGUs shall initiate investment friendly policies, systems, programs and procedures as well as provide technical assistance and support financial arrangements to returning women migrant workers to help them establish local business. [Section 25. C]



## *Marginalized sectors:*

### *Section 26. Right to Livelihood, Credit, Capital and Technology*

- **All possible assistance shall be provided to women including returning women migrants in their pursuit of owning, operating and managing business enterprises towards the promotion of their economic rights and independence. Assistance shall focus on the availability of the following: credit, training and technology, information, packaging and marketing and social protection.**



## *Marginalized sectors:*

### *Section 35 B2 . Protection of Girl-Children*

- **DILG shall institute measures for LGUs to comply with organization and functionality of the Local Council for the Protection of Children (LCPC) at all levels, and shall monitor compliance thereof.**
- **Girl-children shall be protected from all forms of abuse and exploitation.**







## Monitoring Progress and Implementation (Sec. 41, MCW)

- NGAs and LGUs to submit report on current status within 180 days (baseline):
  - >LGUs submit to DILG → to PCW
  - > NGAs submit to PCW
- all agencies and LGUs shall conduct their own monitoring of the effectiveness of their programs.  
LGUs → report on monitoring to DILG (January every year)

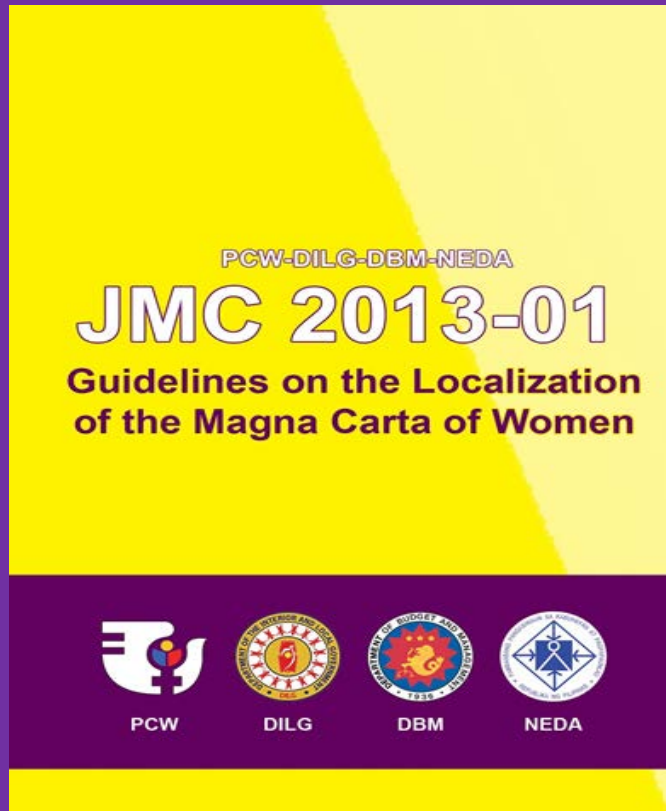


## Local Government Code

**SEC. 97. *Annual Report.*** - On or before March 31 of each year, every local chief executive shall submit an annual report to the sanggunian concerned on the socioeconomic, political and peace and order conditions, and other matters concerning the local government unit, which shall cover the immediately preceding calendar year. A copy of the report shall be forwarded to the Department of Interior and Local Government. Component cities and municipalities shall likewise provide the sangguniang panlalawigan copies of their respective annual reports.

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# JMC is addressed to:

- All Provincial Governors
- City/Municipal Mayors and Punong Barangays
- Members of the Local Sanggunian
- DILG Regional Directors (Local Government and Interior Sectors)
- ARMM Governor
- DILG-ARMM Regional Secretary , a
- All Others Concerned





# 1.0 PURPOSE

- 1.1 To prescribe policies and procedures in mainstreaming the gender perspective in local planning, programming and budgeting; local legislation; project development, implementation, monitoring and evaluation pursuant to MCW;**
  
- 1.2 To align efforts of LGUs and NGAs on Gender and Development (GAD) and its commitments to international declarations;**



# 1.0 PURPOSE

- 1.3 To strengthen LGU-LGU and LGU-National Government Agency (NGA) relations on GAD planning, programming, budgeting, project development, implementation, monitoring and evaluation; and
- 1.4 To specify the roles of oversight agencies (DILG, PCW, DBM, and NEDA) in the localization of the MCW.

## 2.0 GUIDING PRINCIPLES

- 2.1 Recognize the **fundamental equality of women and men** before the law as provided for in the 1987 Philippine Constitution;
- 2.2 Pursue women's empowerment and gender equality pursuant to national and international commitments; and adopt **gender mainstreaming** as a strategy to promote and fulfill women's human rights and eliminate gender discrimination in government systems, structures, policies, programs, processes and procedures as mandated by the MCW;

## 2.0 GUIDING PRINCIPLES

- 2.3. Promote general welfare, provide basic services and facilities and implement programs, projects and activities (PPAs) provided for by Sections 16 and 17 of the LGC, the Philippine Plan for Gender-Responsive Development (PPGD) [1995 – 2025], the Philippine Development Plan (PDP) and other succeeding term plans; and
- 2.4 Institute an enabling environment at the local level that will ensure **gender-responsive governance**.





## 3.0 GENERAL GUIDELINES

**3.1 Local officials and employees shall be responsible** in promoting and ensuring that gender and development is mainstreamed in local policy-making, planning, programming, budgeting, implementation, monitoring and evaluation.

In this regard, **LGUs shall ensure that their GAD Focal Point System (GFPS)** or similar GAD mechanisms are in place, fully-functional and the members have the **capacity** and **influence** to promote gender mainstreaming.



## 3.0 GENERAL GUIDELINES

- 3.2 LGUs shall deepen their knowledge and build their **competencies on GAD-related** laws and international commitments, gender mainstreaming, gender analysis, gender-responsive planning and budgeting, and GAD-related tools among others;
- 3.3 LGUs shall ensure active **participation** of local committees/councils in partnership with national/regional government agencies, academe, private sector and civil society organizations (CSOs) operating at the local level for effective gender mainstreaming;



## 3.0 GENERAL GUIDELINES



- 3.4 LGUs to establish and/or strengthen **M&E systems** to assess the effectiveness and efficiency of their gender mainstreaming efforts;
- 3.5 In compliance with **Full Disclosure Policy**, LGUs shall post in conspicuous places, websites or print media their progress in gender mainstreaming including the utilization of the **GAD budget**.
- 3.6 Oversight agencies such as the DILG, PCW, DBM, and NEDA shall provide **technical assistance** to LGUs on matters related to gender mainstreaming.

# 4.0 INSTITUTIONAL MECHANISMS TO IMPLEMENT THE MAGNA CARTA OF WOMEN



4.1 To pursue gender mainstreaming as a strategy to implement the MCW, LGUs shall ensure that the following mechanisms and processes are in place:



- 1) Creation and/or strengthening of the LGU GAD Focal Point System (**GFPS**); *pp 3-9 of JMC*
- 2) Establishment and maintenance of GAD **database**
- 3) Gender and development planning and budgeting (**GPB**)
- 4) Mainstreaming gender perspectives in **local development plans**
- 5) Formulation/enhancement and implementation of the LGU **GAD Code**
- 6) Monitoring and evaluating (**M&E**) the implementation of the Magna Carta of Women

# The GAD Focal Point System (GFPS)



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# Why is There a Need to Create or Strengthen an LGU GAD Focal Point System?





**Simply, to enable LGUs**

**to accelerate gender  
mainstreaming within their  
localities.**

**The Local Chief Executive/s (LCEs) shall sign appropriate issuances to institutionalize the ESTABLISHMENT, RECONSTITUTION and/or STRENGTHENING of the GFPS in their respective LGUs.**





So, what are the **sub-structures** that will be established to constitute the **LGU GAD Focal Point System?**

- ✓ GFPS Executive Committee
- ✓ GFPS Technical Working Group
- ✓ Secretariat



# COMPOSITION OF THE GFPS EXECUTIVE COMMITTEE (EXCOM)

## Local Chief Executive - Chair

### • Members :

- ✓ LGU Department Heads
- ✓ Chair of the Sanggunian Committee on Women, Children and Family,
- ✓ Chair, Committee on Appropriations
- ✓ Representatives from the
  - PNP's Women's Desk
  - Indigenous Peoples (IPs)
  - Women's Organization
  - Persons with Disabilities (PWDs)
  - Private sector, Academe, and recognized and/or accredited NGOs as well as women's associations



## COMPOSITION OF THE GFPS EXECUTIVE COMMITTEE (EXCOM)

### Additional Members:

- ❖ In the case of **CITIES** and **MUNICIPALITIES**,  
the **President of the Liga ng mga Barangay**  
may be invited as member of the GFPS.  
President of the Mayors' League (*for provinces*)

The LCE may also designate an **alternate Chair** and **Vice-Chair** for the GFPS.

# COMPOSITION OF THE GFPS TECHNICAL WORKING GROUP (TWG)

## The GFPS TWG:

- key staff from the various LGU offices/departments or committees represented in the GFPS Executive Committee,
- representative from the LCE's office,
- members from the private sector, academe and civil society organizations as appropriate.

**GFPS TWG Chair** : elected from among the GFPS TWG members. – official designation of TWG chair through a a **Memorandum** by the LCE; and endorsed by his or her immediate supervisor  
- may designate a **secretariat** to assist the TWG in its functions.



## Roles and responsibilities of GFPS



- Issue policies that support gender mainstreaming
- Approve GPB and ensure its implementation;
- Direction setting and advisory to the LCE on Gender mainstreaming
- Lead identification of GAD strategies; PPAs and targets based on GA
- Ensure timely submission of GPBs and Ars and other related GAD reports
- Monitor effective implementation of GAD plan and use of GAD budget
- Lead in strengthening partnership with women's group ; CSOs, NGAs on gender mainstreaming
- Recommend Approval of agency GPB and GAD AR
- Recommend awards and recognition for good performing GFPS members
- Formulate GPB and GAD AR
- Assist in CapDev or provide TA in coordination with HRDO
- Coordinate with all concerned on their meaningful participation in GAD efforts
- Conduct advocacy and develop IEC materials to drum up support for agency GAD efforts
- Monitor implementation of GAD PPAs
- Submit reports and recommendations to the LCE thru the GFPS ExecCOM



***Where feasible, the LGU may also establish a **GAD Office** or unit under the Office of the LCE that will support and coordinate all GAD-related PPAs and concerns of the LGU GFPS.***

**The LCE may also appoint or designate the LGU personnel to manage the GAD office and/or unit.**

# General Reminder to all LGUs



Ensure that **ALL MEMBERS OF THE GFPS** including **ELECTED LOCAL OFFICIALS** and **DEPARTMENT HEADS**

- undergo **capacity building programs on GAD** which shall include but not be limited to:
  - ✓ Gender Sensitivity Training (GST)
  - ✓ Gender-responsive planning and budgeting
  - ✓ Gender analysis
  - ✓ Gender audit; and
  - ✓ GAD tools
    - Gender Mainstreaming Evaluation Framework
    - Gender Responsive LGU Ka Ba (GeRL Ka Ba) Self-Assessment Tool
    - Harmonized Gender and Development Guidelines ,
    - Other succeeding GAD tools



## General Rule

If there is a **CHANGE IN LOCAL ADMINISTRATION**, the remaining members of the **GFPS ExeCom** and **TWG** shall facilitate the

- ❖ the immediate reconstitution of the **GFPS**, and
- ❖ the conduct of **GST** and other **GAD** competency development activities for newly-elected local officials.



## **B. Establishment and Maintenance of GAD Database**

## B. Establishment and Maintenance of GAD Database

### GAD DATABASE

LGUs, through their LPDO, shall spearhead the setting up and maintenance of the GAD database to serve as basis for gender-responsive planning, programming and policy formulation. The GAD database shall form part of the overall management information system (MIS) of the LGU.



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The sex-disaggregated data and results of the Community-Based Monitoring System (CBMS), the National Household Targeting System for Poverty Reduction (NHTS-PR) and Local Governance Performance Management System (LGPMS) may form part of the GAD database



**(Refer to Annex B: Data Requirements for the LGU GAD Database).**



## Roles and responsibilities of LGUs as per JMC 2013-01

### Establishment of GAD Database;

- ❑ Gender statistics and GAD –related information are crucial for evidence-based planning and policy making;
- ❑ LGUs are not required to establish a separate data base;
- ❑ As long as the LGU has data/information that include gender statistics and age and sex disaggregated data that have been systematically produced/gathered, regularly updated to serve as inputs or basis for planning, programming and policy formulation

# C. GAD PLANNING AND BUDGETING



# JC 2013-01 Localization of MCW



## STEPS in LGU GAD PLANNING AND BUDGETING:

1. In consultation with local functionaries/ stakeholders, the **LGU GFPS** shall set the **GAD agenda or identify priority gender issues** to be addressed by the LGU during the three-year term of its leadership. This will serve as basis for the annual GAD PB of LGUs.

2. Identify appropriate PPAs to address priority gender issues that are included in the GPB. GAD Budget is prepared based on the estimated costs of implementing GAD PAPs

3. Fill out the GPB and GAD AR forms

# OLD GPB FORM FOR LGUs (JMC 2001-01)

LGU:

Department/Office

Calendar Year

GAD PAs	Gender-related issues addressed	Expected Output/Target Beneficiaries	Implementation Period	Performance Indicators	OPR	Budget Allocation
<b>Grand Total</b>						
<b>Prepared By:</b>				<b>Approved By:</b>		<b>Date</b>

# NEW GPB FORM FOR LGUs (JMC 2013-01)

## ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY \_\_\_\_\_

Region: \_\_\_\_\_  
 Province: \_\_\_\_\_  
 City/Municipality: \_\_\_\_\_  
 Total Budget of LGU: \_\_\_\_\_  
 Total GAD Budget: \_\_\_\_\_

Gender Issue/ GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Objective (3)	Relevant LGU PPA (4)	GAD Activity (5)	Performance Indicator (6)	Targets (7)	GAD Budget (8)			Office of Primary Responsibility (9)
							MOOE	PS	CO	
<u>Client-focused/GAD Mandate</u>										
<u>Organization-focused</u>										
<b>SUB-TOTAL</b>										
<b>GRAND TOTAL (MOOE+CO+PS)</b>										

Prepared by:  
Chairperson, GFPS-TWG

Approved by:  
Local Chief Executive

Date:  
DAY/MM/YEAR

# JC 2013-01 Localization of MCW

## ATTRIBUTION:

To **gradually increase the gender-responsiveness** of LGU programs and projects, the LGU may attribute a portion or whole of their budgets supporting gender-responsive PPAs to the GAD budget.

To facilitate this, the LGU shall conduct a gender analysis of their programs and projects through the administration of the HGDG



**SCHEDULE OF LGU GPB PROCESS:** Start January (one year before budget year) until May for DILG review and endorsement – Once endorsed GAD PAPs should be incorporated in the annual LGU plan for Sangunian approval



# JC 2013-01 Localization of MCW

## ROLE OF MPDO AND PPDO IN THE SUBMISSION, REVIEW & APPROVAL OF LGU GAD PLANS & BUDGET:



- ✓ MPDO to review the GPB of Barangays
- ✓ PPDO to review GPBs of Component Cities and Municipalities outside of Manila

## ROLE OF MLGOOs and DILG REGIONAL OFFICES IN THE SUBMISSION, REVIEW & APPROVAL OF LGU GAD PLANS & BUDGET:

- ✓ MLGOOs to review and endorse the GPB of Barangays
- ✓ DILG Regional Offices to review and endorse the GPBs of Component Cities, HUCs, ICCs, Municipalities and Provinces

## D. Mainstreaming Gender Perspective in Local Development Plans





## **Mainstreaming Gender in Local Development Plans**

1. To ensure a sustainable and performance-based planning and budgeting, all LGUs shall mainstream GAD concerns in their local development plans. The process should be in accordance with the local planning process and corresponding timeframe provided for in the DILG-NEDA-DBM-DOF JMC No. 1 Series of 2007;
2. Mainstreaming gender perspectives in local plans shall consider the planning structure, the multi-sectoral development and land use plans, the planning process, the LDIP/AIP and the budget.



## Mainstreaming Gender in Local Development Plans

3. To ensure effective gender mainstreaming in local development plans, the following activities shall be undertaken:
  - i. Revisit the LGU's vision, sectoral plans and investment program and assess them according to gender-responsiveness;
  - ii. Gather, collate and analyze the LGU's situation through the use of gender analysis and/or gender assessment tools, including the use of the GAD database to determine the status of women and men and the gender gaps or issues that they face; as well as to determine the capacity of the LGU to promote, respect and fulfill women's human rights or to plan, implement and monitor GAD interventions;



## Mainstreaming Gender in Local Development Plans

- iii. Provide the LDC and its sectoral committees with data and information essential to the formulation of gender-responsive plans and PPAs;
- iv. Review sectoral or functional objectives, targets and programs, projects and activities for gender-responsiveness;
- v. Conduct public hearings on sectoral planning, projects and activities;
- vi. Monitor and evaluate gender-responsive programs and projects; and
- vii. Reflect the GAD PPAs as indicated in the LGU GPB in the AIP.  
(Refer to PCW Guidelines for Mainstreaming Gender Perspectives in the Comprehensive Development Plan at [www.pcw.gov.ph](http://www.pcw.gov.ph)).

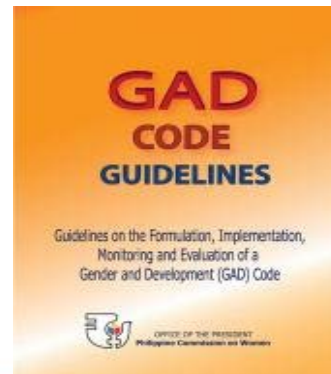
**E. Formulation/Enhancement  
and Implementation  
of the LGU GAD Code**

# JC 2013-01 Localization of MCW

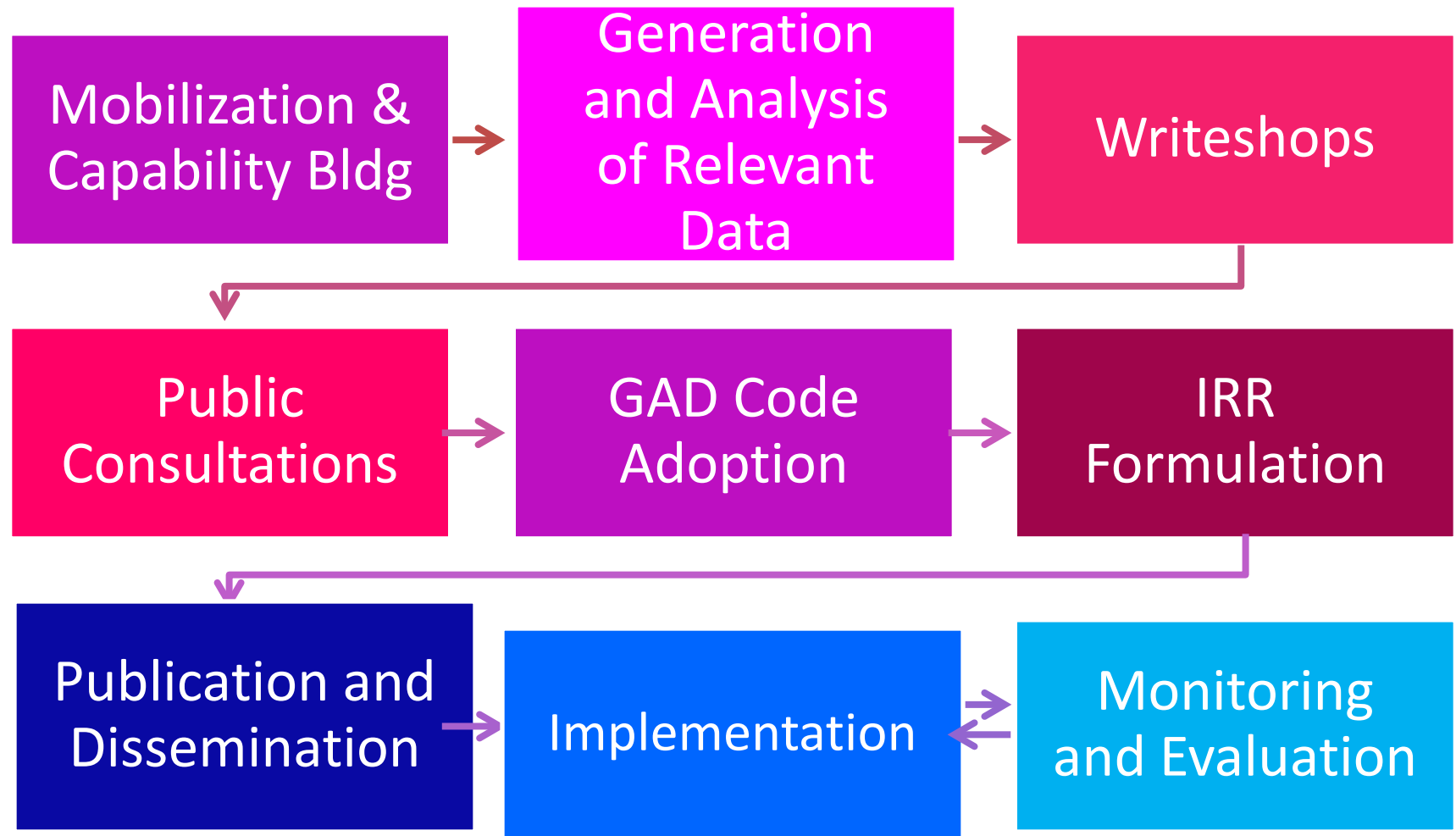
## GAD CODE DEVELOPMENT

1. GAD Codes or Ordinances to support the LGU's efforts in promoting, protecting and fulfilling women's human rights, women's economic empowerment and gender-responsive governance
2. LGU GFPS to assist the Local Sanggunian in the formulation of the LGU GAD Code or ordinance.
3. Include the cost of GAD Code formulation, enhancement and implementation to the LGU GAD budget.
4. Integrate pertinent provisions of the GAD Code in local development plans.

*Refer to PCW GAD Code Guidelines for detailed guide and processes in developing LGU GAD Code*

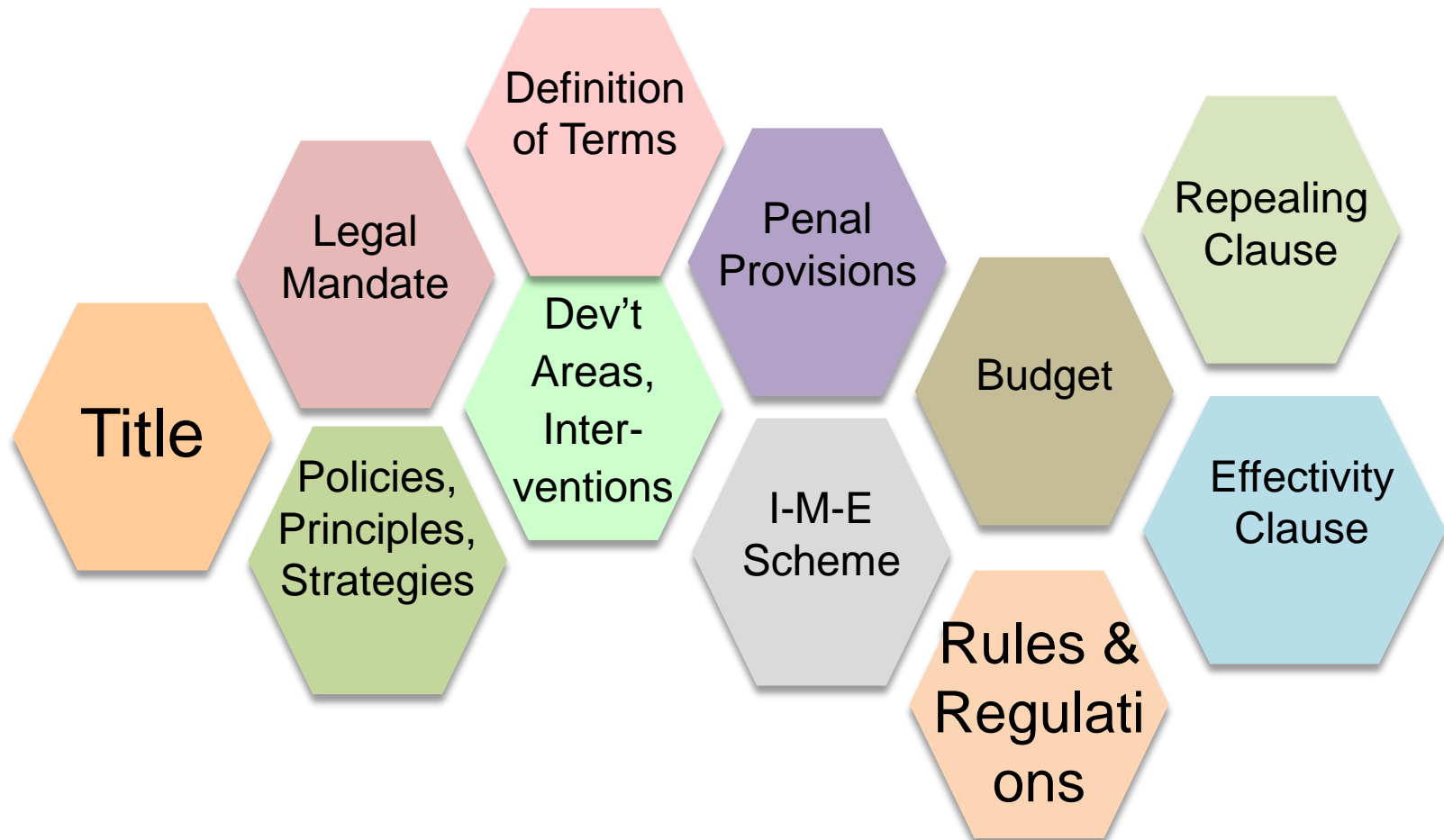


# Process of GAD Code Formulation





# Essential Elements of a GAD Code



# Monitoring LGU Status on Gender Mainstreaming

- One sub-structure from the GFPS is the **GAD M & E Team** – to monitor the status of the institutional mechanisms for gender mainstreaming
- The GAD M & E Team will be composed of
  - GFPS TWG Chair
  - P/C/M Planning & Dev't Coordinator
  - HRM Officer
  - Budget Officer
  - DILG LGOOO
  - Rep/s from the LCE,
  - CSO Representative from women's orgns & academe
- The **Status Report** will be submitted to DILG Regional Offices for consolidation and submission to DILG Central Office and to the PCW



# Monitoring LGU Status of Gender Mainstreaming

Status Report will include the following:

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- development of and budgeting for GAD plans and programs;
- mainstreaming gender perspectives in local plans;
- formulation and implementation of the LGU GAD Code;
- creation, reconstitution and/or strengthening of the LGU GFPS; and
- creation/establishment and maintenance of the LGU GAD



# Evaluating Gender Mainstreaming

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- After 3-years, the GAD M & E Team will conduct evaluation on LGU's gender mainstreaming efforts
- The evaluation will include:
  - **Outcomes** of gender-responsive and/or GAD-focused policies, programs and projects during the 3-year term of the LGU leadership
- In accomplishing the GAD Evaluation Report the GAD M & E Team shall be guided by prescribed tools such as the Gender Mainstreaming Evaluation Framework (GMEF) and the HGDG

# ROLES OF OVERSIGHT AGENCIES



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- ✓ **Consolidate approved LGU GPBs and GAD ARs for M&E**
- ✓ **Provide TA to LGUS in the formulation of GPBs, including capacity development on GA, GPB and GM in cooperation with PCW and concerned agencies**
- ✓ **Provide TA to LGUS on the application of HGDG**
- ✓ **Assist LGUs in the formulation, implementation and monitoring of their GAD Codes and other GAD related ordinances**



✓ Assist PCW, DBM and NEDA in enhancing and updating GM tools for LGUs

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✓ Monitor and Evaluate LGU compliance to the required mechanisms which shall be reflected in consolidated LGU reports

✓ Conduct appropriate response to the recommendations of CHR for non compliance of LGUs to MCW including the GAD budget policy

✓ Formulate and/or utilize incentives and awards systems (e.g. SGH) to recognize LGUs good practices on GAD



- ✓ Spearhead the enhancement, updating and provision of TA relative to tools and guidelines on GRP, GA, GM, gender audit at the local level in partnership with DILG, DBM, NEDA and concerned groups
- ✓ Lead in advocating use of HGDG in project cycle process in partnership with NEDA and DILG
- ✓ Lead the development of a M&E system to determine progress and results of implementing MCW in partnership with DILG, NEDA and DBM and concerned agencies
- ✓ Provide TA and, as necessary support the capacity development of DILG, DBM and NEDA to enable them to perform their roles as stated in the JMC





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- ✓ Assist PCW, DILG and DBM in the enhancement and updating of tools and guidelines on GRP, GM, GA at the local level
- ✓ Develop mechanisms in consultation with PCW, DILG and DBM and concerned stakeholders to ensure that the 5-30% ODA are achieved and sustained to enable LGUs to respond to gender issues
- ✓ Advocate use of HGDG and provide TA to provinces on the utilization of the HGDG, in partnership with PCW
- ✓ Provide TA to provinces in mainstreaming GAD in the formulation and/or updating of PDPFP



- ✓ Provide TA to LGUs to ensure they adopt the gender responsive and performance based approach to LGU budgeting
- ✓ Assist PCW, DILG and NEDA in the enhancement and updating of existing guidelines and tools on GRPB, GM, GA at the local level
- ✓ Ensure that Major Final Outputs, indicators and targets of LGUs under their OPIF are gender responsive
- ✓ Assist PCW, DILG and NEDA in the development of M&E system to monitor GAD Budget utilization of LGUs

# GAD FUNDS AUDIT



COA Circular 2014-01 as  
a guideline on GAD funds  
audit for the conduct of  
actual audit of GAD  
funds





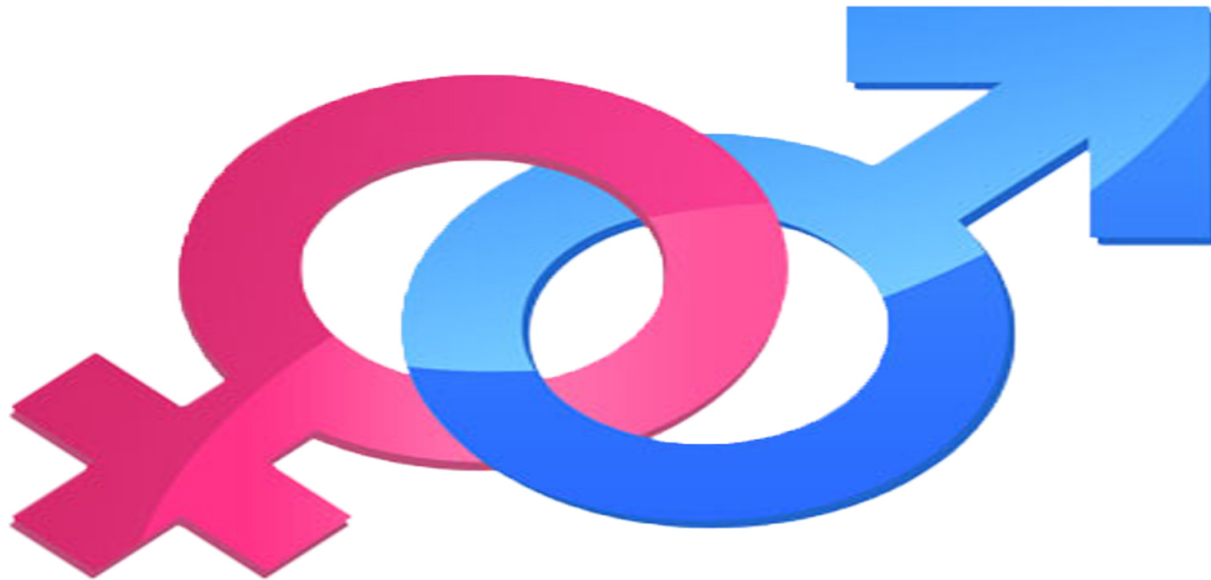
# GAD OMBUD

The Regional Offices of the Commission shall discharge the functions of the Gender Ombud within their respective jurisdictions and shall undertake investigations of complaints of discrimination and violations or rights under the Act.



The Barangay Human Rights Action Center (BHRAC) shall be the support arm of these Regional Offices

THANK



YOU