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GENDER MAINSTREAMING POLICY	Date Effective:		
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1. BACKGROUND

Republic Act 9710 or Magna Carta of Women mandates all government instrumentalities to adopt gender mainstreaming as a strategy to promote women’s human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures. To help government agencies and instrumentalities understand the processes and context of gender mainstreaming within an organization; acquire a holistic view of the gender mainstreaming process; and guide them in the assessment of progress and identification of next steps in these processes, the Philippine Commission on Women updated the Gender Mainstreaming Evaluation Framework (GMEF) and enjoins all government agencies to apply the tool.

In this context and in line with the Philippine Government’s commitment as State Party to the United Nations and signatory to international charters, conventions, agreements and principles on gender equality and women’s empowerment, the Juvenile Justice and Welfare Council (JJWC)¹, as part of its commitment in supporting gender equality and women’s empowerment, adopts this gender mainstreaming policy anchored on the GMEF to ensure a progressive and institutionalized integration of gender equality strategies across all entry points.

2. LEGAL MANDATES

a. International

- i. **Universal Declaration of Human Rights (UDHR) (1948)**². The Preamble of the UDHR: “Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom”.

¹ JJWC shall refer to the ‘JJWC Secretariat’ while the Juvenile Justice and Welfare Council (JJWC) shall be referred to as the “Council”

² <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

- ii. **United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**³. State Parties to “incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women”;
- iii. **UN Beijing Platform for Action (BPFA) (1995). State Parties reaffirm commitment to the UDHR:** “The equal rights and inherent human dignity of women and men and other purposes and principles enshrined in the Charter of the United Nations”.⁴ One of the 12 areas of concern under the BPFA is the Girl-Child.
- iv. **Sustainable Development Goals (SDGs).** The sequel to the Millennium Development Goals, the SDGs or Transforming our world: the 2030 Agenda for Sustainable Development are comprised of 17 Goals with Goal number 5 on Gender Equality.⁵

b. National

- i. **Article II, Section 14 of the 1987 Philippine Constitution** which stipulates: “the State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men”.⁶
- ii. **Executive Order 273: Approving and Adopting the Philippines Plan for Gender Responsive Development (1995-2025).** All government agencies are directed to “institutionalize Gender and Development (GAD) efforts in government by incorporating GAD concerns, as spelled out in the Plan; in their planning, programming and budgeting processes”.⁷
- iii. **Republic Act 7192 or the Women in Development and Nation-Building Act** which promotes “the integration of women as full and equal partners of men in development and nation building”⁸
- iv. **Republic Act 9710 or the Magna Carta of Women** which is the “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 marginalized sector”.⁹

³ <https://www.un.org/womenwatch/daw/cedaw/>

⁴ https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf

⁵ <https://sdgs.un.org/2030agenda>

⁶ <https://www.officialgazette.gov.ph/constitutions/the-1987-constitution-of-the-republic-of-the-philippines/the-1987-constitution-of-the-republic-of-the-philippines-article-ii/>

⁷ <https://pcw.gov.ph/executive-order-no-273/>

⁸ <https://pcw.gov.ph/republic-act-7192-women-in-development-and-nation-building-act/#:~:text=Republic%20Act%207192%3A%20Women%20in%20Development%20and%20Nation%20Building%20Act,->

⁹ <https://pcw.gov.ph/republic-act-9710-magna-carta-of-women/>

- v. **Joint Circular 2012-01 of the Philippine Commission on Women (PCW), Department of Budget and Management (DBM), and National Economic Development Authority (NEDA)** on the Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Results to Implement the Magna Carta of Women. It provides for instructions in the formulation of agency GAD Plans according to the MCW provisions.¹⁰
- vi. **Harmonized Gender and Development Guidelines for Project Development, Implementation, Management and Monitoring and Evaluation (2007)** to “provide for a common instrument in integrating gender perspectives in development programs and projects among government agencies, donor organizations and stakeholders”¹¹
- vii. **Memorandum Circular No. 2016-03: Use of the Enhanced Gender Mainstreaming Evaluation Framework.** This PCW Circular enjoins all government agencies to use the enhanced GMEF in periodically (recommended at least once every 2 years) assessing the level of gender mainstreaming of their organization to ensure “understanding the processes and context of gender mainstreaming within an organization; help them acquire a holistic view of the (gender) mainstreaming process”; guide them in assessing their progress in gender mainstreaming; and “help them identify the next steps to be done as they go through the process.”¹²

3. PURPOSE

Generally, this policy will provide the JJWC National and Regional Secretariat members with guidelines and procedures in the overall gender mainstreaming in the agency. It has the following objectives:

- a. To ensure that the JJWC complies to the international and national laws governing gender equality and women’s empowerment;
- b. To ensure that gender mainstreaming is institutionalized in all entry points of the agency;
- c. To ensure that GAD perspectives are mainstreamed in all aspects of operations within the agency from planning to implementation, monitoring, and evaluation of programs/projects/activities;
- d. To ensure that gender analysis of programs and projects are effectively conducted and gender issues germane to the mandate of the Council and its Secretariat are addressed;
- e. To ensure the effective implementation, monitoring and evaluation of the programs, projects, plans and activities of JJWC both at the national and regional levels in relation to gender mainstreaming;
- f. To ensure that all GAD mechanisms are in place and functional;
- g. To ensure that GAD Budgets are judiciously utilized; and
- h. To ensure that GAD efforts are sustained.

¹⁰ <https://library.pcw.gov.ph/sites/default/files/HGDG%20guidelines%20complete.pdf>

¹¹ <https://library.pcw.gov.ph/sites/default/files/HGDG%20guidelines%20complete.pdf>

¹² <https://pcw.gov.ph/memorandum-circular-no-2016-03/>

4. DEFINITION OF TERMS

- a. **Agency Performance Review (APR)** - refers to the process of determining the level of accomplishment of each agency in terms of physical outputs, income generated, and actual expenditures incurred in the production / delivery of goods and services to the public vis-à-vis the targets/budgets for the same period.
- b. **Committee on Decorum and Investigation (CODI) of Sexual Harassment Cases** - Per RA 7877 or Anti-Sexual Harassment Act, it is a special committee created in every agency or institution solely to handle complaints on sexual harassment.
- c. **Discrimination Against Women** - refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their status, on a basis of equality of women and men, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.
- d. **Gender Equality** – both women and men enjoy the same status and conditions with equal opportunity to access and control resources/benefits as a result of the absence of discrimination on the basis of a person’s sex.
- e. **Gender and Development (GAD)** – refers to a development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights and supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development.
- f. **Gender Mainstreaming** – refers to the strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all social, political, civil and economic spheres so that women and men benefit equally, and inequality is not perpetuated.
- g. **Gender Analysis** – refers to a framework to compare the relative advantages and disadvantages faced by women and men in various political systems.
- h. **Gender Issues** - refer to problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men. These societal expectations and perceptions, which are reflected in and perpetuated by laws, policies, procedures, systems, programs, projects and activities of government, could impede women’s full development and their participation in and equal enjoyment of the fruits of development.
- i. **Gender Sensitive** – refers to programs/projects that recognize and acknowledge the differences in roles, needs, and perspectives of women and men.

- j. **Gender Responsive** – refers to programs/projects that substantively address gender issues identified through the gender analysis of sex-disaggregated data and gender-related information
- k. **GAD Plan and Budget** – a systematically designed set of programs, activities and projects with identified gender issues and/or GAD mandate, causes of gender issues and clear objectives for addressing gender issues with appropriate strategies and GAD activities within a prescribed period of time. It is an integral part of the organization’s annual plan & budget. The GAD budget prescribes a minimum of 5% utilization of the organization’s annual appropriations for implementing programs, projects and activities that address women empowerment and gender equality actions.
- l. **GAD Focal Point System (GFPS)** – an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming.
- m. **Client-focused GAD Activities** - seek to address the gender issues of the agency’s clients or contribute in responding to the gender issue of the sector .
- n. **Organization-focused GAD Activities** - seek to: a) create the organizational environment for implementing gender responsive policies, programs and projects; b) address the gap in knowledge, skills and attitudes of key personnel on gender mainstreaming; and c) address the gender issues of employees in the workplace, subject to the mandate of the organization.
- o. **Sex-disaggregated data (SDD)** – statistical information that differentiates between women and men in order to allow differential impacts on men and women to be measured.
- p. **Women’s Empowerment** - is a goal of and an essential process for women’s advancement. It is the process and condition by which women mobilize to understand, identify and overcome gender discrimination so as to achieve equality in welfare and equal access to resources. In this context, women become agents of development and not just beneficiaries enabling them to make decisions based on their own views and perspectives

5. SCOPE AND APPLICABILITY OF THE GAD MAINSTREAMING POLICY

The following shall be covered by this Policy:

1. **JJWC Secretariat and RJJWC Secretariat.** This policy shall guide the JJWC and RJJWC Secretariat in the performance of their roles and functions as stipulated in the law and its revised IRR as they provide key technical support to the Council and the Regional Committees.

2. As maybe applicable, GAD policies especially those relating to anti-sexual harassment shall also apply to **JJWC Secretariat Relevant Interested Parties (RIPs)** including media, academe, researchers, student interns, volunteers, contractors, consultants, celebrities, suppliers, and development partners such as NGOs, coordinating agencies, and other agencies that JJWC works and will work with, and **JJWC Customers or the Council** and the Committee member agencies' permanent, alternate and technical representatives.

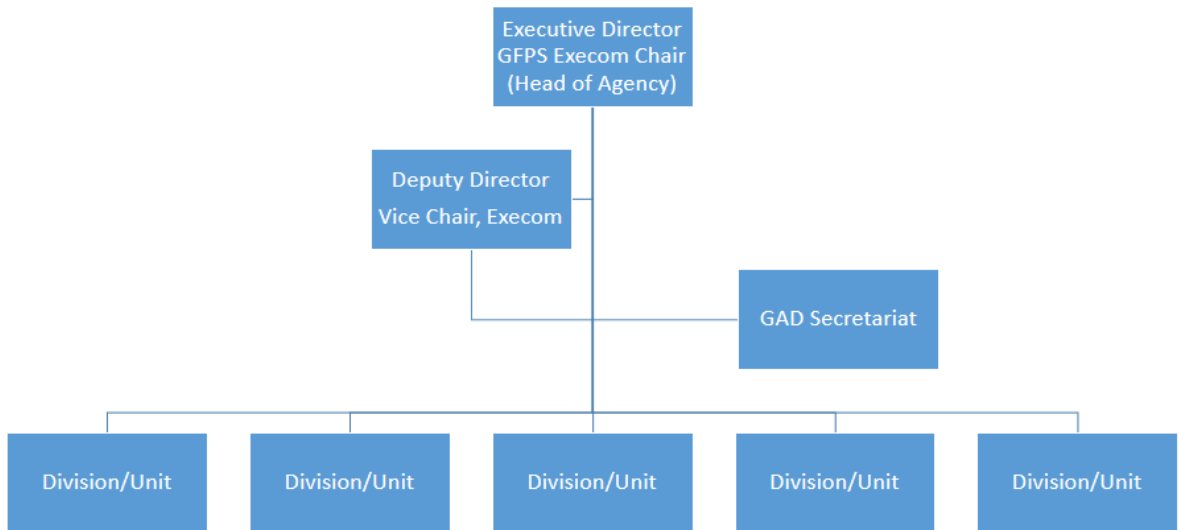
6. GAD FOCAL POINT SYSTEM (GFPS)¹³

- a. The GAD Focal Point System is an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate, and monitor the development, implementation, review and updating of their GAD plans and GAD-related programs, activities and projects (PAPs).
- b. Structure and Composition.
 - i. The GFPS shall be composed of the Agency Head and Executive Committee (ExeCom), and a Technical Working Group (TWG). The head of agency may designate an Undersecretary or its equivalent to head the GFPS Executive Committee. The existing executive committee or its equivalent highest policy making body may concurrently serve as the GFPS executive committee. In this case, the head of agency may designate an alternate Chair.
 - ii. The Technical Working Group (TWG) may be chaired by a member of the ExeCom; or the head of the agency may designate a Chair outside of the ExeCom.
 - iii. The TWG shall be composed of representatives from various divisions or offices from both operations and support units within the agency, such as but not limited to planning, finance, human resource, senior technical officer from each division/office/unit and where feasible, the statistics and management information office and/or whichever is applicable in the organization. The Technical Working Group may designate a secretariat.
 - iv. The structure and composition of the GAD Focal Point System may be modified based on the organizational structure of the agency or office. When necessary, the membership may be reconstituted in accordance with item (a) above.

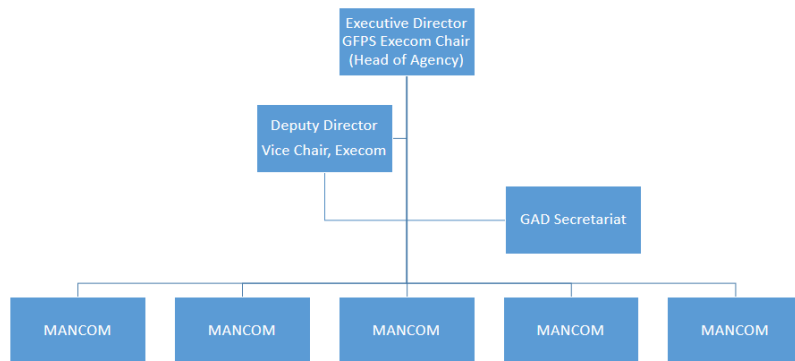
¹³ PCW MC 11-01, <https://pcw.gov.ph/memorandum-circular-no-2011-01-guidelines-for-the-creation-strengthening-and-institutionalization-of-the-gad-focal-point-system/>.

v. Illustration

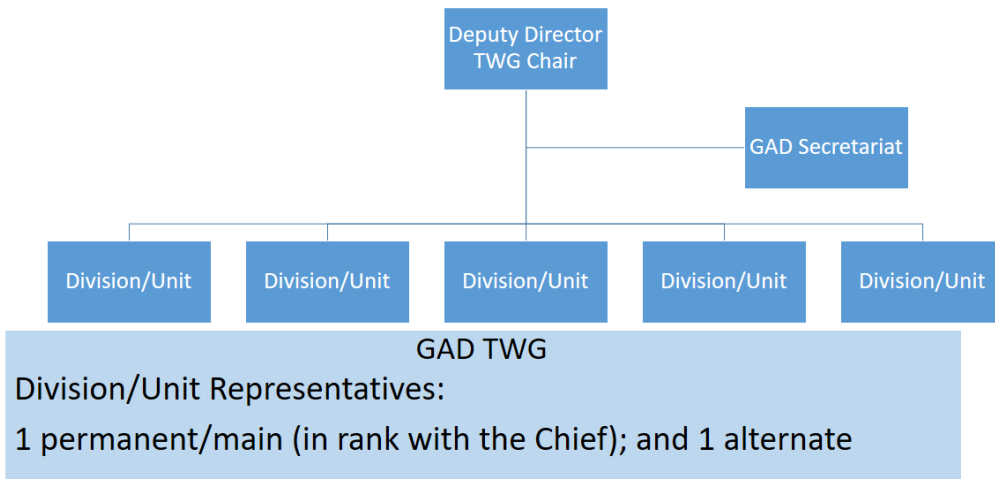
1. GFPS



2. GAD Execom



3. GAD-TWG



- c. Roles and Responsibilities of the Execom¹⁴
 - i. Provide direction and give policy advice to the Agency Head to support and strengthen the GFPS and agency's GAD mainstreaming activities;
 - ii. Direct the identification of GAD strategies, programs, activities and projects based on the results of the gender audit, gender analysis and according to the identified priorities of the agency in response to the gender issues faced by its clients and employees;
 - iii. Ensure the timely submission of the agency GAD Plan and Budget, Accomplishment Report and other GAD-related reports to the PCW and to DBM;
 - iv. Ensure the effective and efficient implementation of the agency GAD programs, activities and projects and the judicious utilization of the GAD Budget;
 - v. Build and strengthen the partnership of the agency with PCW, GAD experts, advocates, women's groups and other stakeholders in pursuit of gender mainstreaming; and
 - vi. Recommend approval of agency GAD Plans and Budgets and GAD ARs; and
 - vii. Recommend awards or recognition to outstanding institutional GAD programs, activities and projects and /or GAD FP members.

- d. Roles and Responsibilities of the Head of the JJWC/Chair of the Execom:¹⁵
The GFPS Chairperson or Head of Agency shall:
 - i. Issue policies or other directives that support GAD mainstreaming in the policies, plans, programs, projects and activities, budget, systems and procedures of the agency including the creation, strengthening, modification or reconstitution of the GFPS; and
 - ii. Approve the GAD Plan, Program and Budget of the agency as duly endorsed by the Executive Committee, with the assistance of the Technical Working Group, and ensure its implementation.

- e. Roles and Responsibilities of the TWG¹⁶
 - i. Facilitate the implementation of the gender mainstreaming efforts of the agency through the GAD planning and budgeting process;
 - ii. Formulate agency GAD Plans, Programs and Budget in response to the gender gaps and issues faced by their clients and constituencies, women and men employees, following the conduct of a gender audit, gender analysis, and/or review of sex disaggregated data;
 - iii. Assist in the capacity development of and provide technical assistance to the agency, and as needed, to officers in the other offices or units. In this regard, the TWG shall work with the human resource development office on the development and implementation of an appropriate capacity development

¹⁴ <https://pcw.gov.ph/memorandum-circular-no-2011-01-guidelines-for-the-creation-strengthening-and-institutionalization-of-the-gad-focal-point-system/>

¹⁵ <https://pcw.gov.ph/memorandum-circular-no-2011-01-guidelines-for-the-creation-strengthening-and-institutionalization-of-the-gad-focal-point-system/>

¹⁶ <https://pcw.gov.ph/memorandum-circular-no-2011-01-guidelines-for-the-creation-strengthening-and-institutionalization-of-the-gad-focal-point-system/>

- program on gender equality and women's empowerment for its employees, and as requested or deemed necessary, for other offices under the JJWC;
- iv. Coordinate with the various units of the agency including its regional offices and ensure their meaningful participation in GAD strategic and annual planning exercises;
 - v. Lead the conduct of advocacy activities and the development of IEC materials to ensure critical support of agency officials, staff and relevant stakeholders to the activities of the GAD Focal Point System and GAD mainstreaming activities;
 - vi. Monitor the implementation of GAD-related programs, activities and projects in their respective offices and suggest corrective measures to improve implementation of GAD PAPs and GFPS activities;
 - vii. Prepare and consolidate agency GAD accomplishment reports; and
 - viii. Provide regular updates and recommendations to the head of agency or ExeCom on the activities of the GFPS and the progress of agency GAD mainstreaming activities based on the feedback and reports of the various units of the agency.
- f. Roles of the GAD Secretariat:
Performs administrative support to the GAD TWG in all gender mainstreaming efforts of the agency, such as but not limited to:
1. Coordination roles in the conduct of GAD meetings, trainings, assemblies of the agency and participation of JJWC GAD in PCW and other partner-initiated activities on GAD;
 2. Maintenance and safekeeping of digital and physical documents/files;
 3. Maintenance and updating of GFPS Directory;
 4. Procurement of all GAD –related supplies and services; and
 5. Complete staff work for all GAD events of the GFPS.
- g. Roles of the GFPS
- i. Coordination Lead
 - Review of existing GAD Policies; and
 - Development of new GAD Policies
 - ii. Planning
 - Development and submission of GAD Plan to PCW;
 - Development and submission of GAD Accomplishment to PCW;
 - Allocation of minimum of 5% of the approved Annual JJWC Budget for GAD;
 - Lead the development of relevant GAD Tools;
 - Gender Analysis exercises in the development cycle stage (i.e., Conceptualization/Planning, Implementation and Monitoring and Evaluation) using the Harmonized GAD Guidelines; and
 - Development and Monitoring of a GAD Agenda
 - iii. Capacity Building/Training
 - Development and Implementation of Annual GAD Training Plan/Capacity Development Plan for GFPS, Technical and Support Staff

- iv. Monitoring
 - Ensure judicious utilization of GAD Budget;
 - Attribution of gender sensitive/responsive programs and projects in GAD Plans and Accomplishment Reports;
 - Conduct of Annual Gender Mainstreaming Assessment and Review;
 - Ensure that all technical staff involved in policy development, research and monitoring are able to mainstream GAD perspectives using the Harmonized GAD Guidelines;
 - Conduct of regular GAD meetings, assessments and planning exercises;
 - Development of data-informed, gender sensitive and informed wellness plan for employees (taking into consideration the impact of the COVID-19 pandemic to the employees and contract of service)¹⁷; and
 - Ensure functional facilities, mechanisms addressing practical gender needs of employees (i.e., child-minding station, separate comfort rooms for men and women, separate sleeping quarters for men and women, CODI, among others)¹⁸
- v. Coordination and Knowledge Management on GAD
 - Institutionalization of knowledge management on GAD;
 - Setting up and maintenance of a GAD Office; and
 - Setting up of platforms to discuss GAD in operations; administrative duties in the time of pandemic
- vi. Advocacy/IEC/Networking
 - Organize, in partnership with the RJJWC, GAD Advocacy activities (i.e., National Women’s Month, 18-Day Campaign to End VAW)

7. COMMITTEE ON DECORUM AND INVESTIGATION (CODI) OF SEXUAL HARASSMENT CASES¹⁹

Per RA 7877, duties of agencies include the following: a) Promulgate or modify their own rules and regulations on sexual harassment in consultation with their employees; b) Establish education and training programs for CODI members, officials and employees to: 1) increase understanding about sexual harassment (SH); 2) prevent SH occurrence; and 3) ensure proper investigation, prosecution and resolution of SH cases.

- a. The Committee On Decorum and Investigation is a special committee required by RA No. 7877 in every agency or institution solely to handle complaints on sexual harassment.
- b. Composition
 - i. Management
 - ii. Accredited Union, if any
 - iii. Second Level employees

¹⁷ Co-lead with the Human Resources Unit

¹⁸ Co-lead with the General Services and Human Resources Unit

¹⁹ Section 58 and 59, Rule XII of CSC Resolution No. 01-0940 requires the establishment of CODI in all national government agencies

- iv. First Level employees
- c. Roles
 - i. Receive complaints of sexual harassment;
 - ii. Investigate sexual harassment complaints in accordance with the prescribed procedure;
 - iii. Submit a report of its findings with the corresponding recommendation to the disciplining authority for decision;
 - iv. Lead in the conduct of discussions about sexual harassment within the office to increase understanding and prevent incident of sexual harassment.

8. APPLICATION

- a. General Application
 - i. Institutionalization of gender mainstreaming in all entry points of the agency;
 - ii. Integration of GAD perspectives in all aspects of JJWC operations;
 - iii. Effective implementation, monitoring and evaluation of the programs, projects, plans and activities with GAD Perspectives of JJWC both at the national and regional levels;
 - iv. Institutionalize all GAD mechanisms of JJWC;
 - v. Allocate and utilize at least 5% of the Council's approved annual budget; and
 - vi. Compliance with all GAD-related laws and policies of the Philippine government and agencies (i.e., PCW, DSWD, CSC, DBM, LGUs, among others).
- b. Specific Application
 - i. Organization-Focused
 1. Establishment of a functional JJWC GAD Focal Point System with representatives from the Regional Secretariat;
 2. Establishment of a functional JJWC Committee and Decorum with representatives from the Regional Secretariat;
 3. Inclusion of GAD Targets in the Performance Contracts of the JJWC, Divisions/Units, Individuals and GAD mechanisms (i.e., GFPS, CODI);
 4. Collection, maintenance and analysis and application of sex disaggregated data for programming purposes and information of clients;
 5. Regular conduct of gender analysis exercises to identify gender issues using sex-disaggregated data and gender related information for programming purposes;
 6. All units including the GAD Focal Point System as a GAD mechanism must ensure:
 - Participation in GAD Advocacy activities of the JJWC;
 - Contribution to the institutionalization of knowledge management on GAD;
 - Use of Gender fair language and images in all official communications; and
 - Participation in relevant GAD Trainings.

- ii. Division/Unit/GAD Mechanism-Focused
 - 1. Office of the Executive Director
 - Issuance of new GAD policies;
 - Inclusion of GAD Agenda in ManCom/Management Review meetings; and
 - Strengthening of JJWC partnerships/networking on GAD
 - 2. Policy Research Division
 - Identification of Gender Issues in Research;
 - Integration of GAD perspectives in the development and/or implementation of programs, policies and researches; and
 - Conduct of gender-focused research and/or gender research germane to the mandate of the Council
 - 3. Advocacy and Communications Division
 - Gender mainstreaming in Communication Plan;
 - Development of IECs on GAD;
 - Use of Gender fair language and images in all publications and multi-media materials;
 - GAD Corners (setting up of Social Media Account for the external clients); and
 - Advocacy Campaigns on GAD, including but not limited to the following
 - National Women’s Month
 - 18-Day Campaign to end VAW
 - World Day of the Girl-Child/Boy Child and Blue Umbrella Day
 - Women and Girl Children with Disabilities
 - 4. National Coordination, Monitoring and Information Management Division
 - Maintenance and review of Sex disaggregated data of external clients; and
 - Identification of gender issues of external clients
 - 5. Finance and Administrative Division
 - Ensure minimum of 5% of the approved Annual Agency Budget for GAD; and
 - Ensure judicious utilization of GAD Budget
 - 6. Regional JJWC Secretariat
 - Develop, implement and monitor regional GAD Activities based on JJWC’s GAD Plan;
 - Participate in GAD Planning exercises and all GAD efforts of the agency; and

- Review, utilize sex disaggregated data of CICL to identify gender issues and strategies in Annual Planning exercises

7. GAD Focal Point System (GFPS) (see Part 5.C)

8. Committee on Decorum and Investigation (CODI)

- Development, implementation and monitoring of JJWC's Anti-Sexual Harassment Policy;
- Development, implementation and monitoring of JJWC's Anti-Sexual Harassment Plan (to include Part 7.C); and
- Submission of Annual Accomplishment Report to the CSC and GFPS

9. Human Resources

• Capacity Development

- GAD Trainings in JJWC's Capacity Development Plan for permanent, contractual staff, interns and outsourced staff (i.e., security officers, utility staff) of the Agency; and
- Orient all staff (i.e., employees, job orders) on JJWC's ASH Policy

• IEC/Advocacy

- Ensure gender responsive CODI-response for internal clients;
- In coordination with the GFPS, set-up and maintain GAD Corner (also in consideration of the pandemic) to inform and update employees on GAD; and
- In coordination with the GFPS, develop and utilize GAD 101 modules for new employees and all interested stakeholders

• Monitoring

- Ensure the implementation and monitoring of the Council Anti-Sexual Harassment (ASH) Policy; and
- Co-Monitoring and reporting of internal GAD policies of the agency with the GAD Focal Point System

iii. Client-focused

1. RJJWC, NCMIM

- Collection, maintenance and analysis, and application of sex disaggregated data for programming purposes and information of clients; and
- Involvement of external stakeholders (i.e., BPAs, LGUs, family/trial courts) in GAD advocacy activities

2. RJJWC

- Dissemination of IEC materials on the situationer of boy and girl CICL;
- Review, gender analysis and gender mainstreaming in the CJIP;

- Partnership building on GAD with external stakeholders; and
- Review and identification of gender issues in programs and policies being implemented in the regions

9. Implementing and Monitoring Mechanisms

- a. The GAD Focal Point System. The GAD Focal Point System shall ensure the implementation and monitoring and evaluation of this Policy.
- b. The GAD Budget. The agency shall utilize the GAD Budget or minimum 5% of the annual approved JJWC budget to implement, monitor and evaluate Part 4 of this policy.
- c. Regular GFPS/TWG Meetings. The GFPS and TWG will hold regular meetings to plan, assess and monitor efforts of the JJWC on gender mainstreaming.
- d. Monitoring Tools. GFPS will take the lead in developing tools to monitor and evaluate the implementation of this policy;
- e. Policy Integration in respective Procedure and Work Instruction Manual (PAWIM) of Divisions/Regional Offices. Divisions/Regional Offices will ensure that this policy is integrated in their respective PAWIM; and
- f. Other similar strategies.

10. EFFECTIVITY

This policy takes effect immediately.


ATTY. TRICIA CLARE A. OCO
Executive Director