Philippine Commission on Women

GAD FOCAL POINT SYSTEM
FUNCTIONALITY ASSESSMENT TOOL
for National Government Agencies

GFPS

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ACRONYMS

AOM	Audit Observation Memo
ASEAN	Association of Southeast Asian Nations
BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CHED	Commission on Higher Education
CSO	Civil Society Organization
DILG	Department of the Interior and Local Government
EXECOM	Executive Committee
GA	Gender Analysis
GAD	Gender and Development
GAD AR	GAD Accomplishment Report
GEWE	Gender Equality and Women's Empowerment
GFPS	GAD Focal Point System
GMEF	Gender Mainstreaming Evaluation Framework
GPB	GAD Plan and Budget
HGDG	Harmonized Gender and Development Guidelines
HEI	Higher Education Institution
IEC	Information, Education, and Communication
IPCR	Individual Performance Commitment and Review
M&E	Monitoring and Evaluation
MC	Memorandum Circular
MCW	Magna Carta of Women
MOV	Means of Verification
NCRFW	National Commission on the Role of Filipino Women
OPCR	Office Performance Commitment and Review
PAPs	Programs, Activities, and Projects
PCW	Philippine Commission on Women
PDPW	Philippine Development Plan for Women
PPGD	Philippine Plan for Gender-Responsive Development
RA	Republic Act
SDD	Sex-Disaggregated Data
SDGs	Sustainable Development Goals
TWG	Technical Working Group
WID	Women in Development

Instructional
GUIDE

The GAD FOCAL POINT SYSTEM

The creation of a Focal Point or other institutional mechanisms for women's concerns was first introduced in the Philippines with the adoption of the Philippine Development Plan for Women (PDPW) 1989–1992 through Executive Order No. 348 and the issuance of the National Commission on the Role of Filipino Women's Memorandum Order No. 89–1 as the implementing guidelines for the PDPW. The said memorandum order provided the structure and functions of the Women in Development (WID) Focal Point in all government institutions.

In 1995, the government adopted the Philippine Plan for Gender-Responsive Development (PPGD) 1995–2025 as a vehicle for implementing the Beijing Declaration and the Platform for Action to pursue gender mainstreaming and prioritize government action in 12 critical areas of concern and different sectors of development. In view of the PPGD's long-term goal of fully integrating gender and development (GAD) concerns in the whole development process, the mainstreaming of the GAD perspective was entrusted to the heads of the agencies, supported by their respective WID/GAD Focal Points to ensure institutionalization.

> *"The GFPS is an interacting and interdependent group of people tasked to catalyze and accelerate gender mainstreaming. It is also an enabling mechanism established to ensure and advocate for, guide, coordinate and monitor the development, implementation, monitoring, review, and update of their GAD plans and GAD-related programs, activities, and projects."*

In 2010, Republic Act No. 9710—or the Magna Carta of Women (MCW)—was signed into law, signifying the government's commitment to protect and promote women's human rights, particularly the rights and empowerment of women in marginalized sectors and in the process, to achieve gender equality. Chapter VI, Section 36 the MCW stipulates that all government instrumentalities and local government units shall 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. The MCW further mandates the establishment and/or strengthening of a GAD Focal Point System (GFPS) as an institutional mechanism to catalyze and accelerate gender mainstreaming.

As policy coordinating, monitoring and oversight body on women and gender concerns, the Philippine Commission on Women (PCW) is tasked to lead the implementation of capacity building programs on GAD as well as the development and enhancement of GAD-related policies and tools to assist agencies in fulfilling their roles and functions on gender mainstreaming. One of these policies is PCW Memorandum Circular No. 2011–01 issued on October 21, 2011, which sets the guidelines for the creation, strengthening, and institutionalization of the GFPS. The purpose of the guidelines is to clarify the composition and structure as well as roles and responsibilities of the GFPS on gender mainstreaming.

Importance of the Gender Mainstreaming Evaluation Framework

To guide agencies in identifying their progress on gender mainstreaming, the PCW developed and enhanced the Gender Mainstreaming Evaluation Framework (GMEF) as a gender analysis as well as a monitoring and assessment tool. The Enhanced GMEF tool underscores the importance of the GFPS as an interacting and interdependent group of people tasked to catalyze and accelerate gender mainstreaming and as an enabling mechanism to ensure and advocate for, guide, coordinate and monitor the development, implementation, monitoring, review, and update of their GAD plans and GAD-related programs, activities, and projects. [1]

Other related policies issued relative to the setting up of GFPS include the Commission on Higher Education (CHED) Memorandum Order No. 01, series of 2015 ("Establishing the Policies and Guidelines on Gender and Development in the Commission on Higher Education and Higher Education Institutions [HEIs]"). The guidelines seek to introduce and institutionalize gender equality, and gender responsiveness and sensitivity in various aspects of Philippine higher education. They provide for the establishment of the GFPS in both public and private higher education institutions and the integration of the principles of gender equality in the following functions of the said institutions: (a) curriculum development; (b) gender-responsive research programs; and (c) gender-responsive extension programs.

Given the crucial role the GFPS plays in gender mainstreaming, there is a need to monitor its compliance with existing guidelines and to assess its functionality. The PCW started its GFPS monitoring by way of gathering GFPS profiles of government agencies.

Profiling GFPS in Government

In 2020, a total of 107 agency GFPS profiles were reviewed and analyzed from nine line departments, 44 attached agencies; three bureaus; three constitutional commissions; 11 government-owned and controlled corporations; 35 state universities and colleges; and two agencies of the judiciary. Based on the profiles gathered, there were 289 Executive Committee members, 197 Technical Working Group (TWG) members, and 37 members of the Secretariat. Of these numbers, there were 143 females and 146 males in the Executive Committee; 150 females and 47 male members in the TWG; and 31 females and six male members in the Secretariat.

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[1]Philippine Commission on Women (2016). *A Handbook on the Application of the Enhanced Gender Mainstreaming Evaluation Framework.* 2016. Manila: Philippine Commission on Women.

Data further indicate that women have been designated as members of the GFPS. A total of 154 (52%) females are part of the Executive Committee, 311 (64%) are designated as TWG members, and 185 (83%) are members of the GFPS Secretariat. In terms of the length of time assigned as GFPS members, the profiling report states that GFPS Executive Committee members stay in the GFPS at an average of two years. Meanwhile, TWG members hold the position for an average of one and a half years, and the Secretariat members stay for one year and three months only.

The profiling report also shows that most Executive Committee as well as Secretariat members have attended gender sensitivity and GAD planning and budgeting sessions. Most TWG members, on the other hand, have gone to gender sensitivity and gender mainstreaming sessions.

Data from the GFPS profiles further show that not all GFPS members have attended trainings on gender analysis and tools. Based on this information, it is likely that GFPS members are not yet equipped with the skill to surface gender issues of their agencies. Thus, given government officials and staff's uneven knowledge and appreciation of GAD, there is a need to further build the internal capacity of GFPS members on gender sensitivity, gender mainstreaming, GAD planning and budgeting, and use of gender analysis tools.

Determining the situation and functionality of the GFPS members will help identify capacity gaps and assess the mechanism's overall effectiveness to drive gender mainstreaming within institutions.

PURPOSE
of the GFPS Functionality Assessment Tool

This GFPS Functionality Assessment Tool is designed to ensure that national government agencies (NGAs) have a functional mechanism to mainstream the gender and development perspective in their policy making, planning, programming, budgeting, implementation, and monitoring and evaluation processes. As a self-assessment tool, it provides GFPS members from NGAs the means to examine their performance and level of compliance based on the parameters set forth in the MCW and the PCW Memorandum Circular 2011-01.

Moreover, the assessment tool can establish baseline information on the level of functionality among the GFPS of agencies. It helps identify the GFPS's strengths and areas for improvement, including underlying causes of gaps in the performance of its mandates. It will also enable the GFPS to document their good practices on gender mainstreaming.

Data gathered on the levels of functionality of the GFPS will be useful for PCW to identify the gaps and lessons learned in the organization of the GFPS and the execution of the latter's roles and functions. Results of the assessment will inform the development and delivery of GAD technical assistance packages and assist the GFPS in its role as driver of gender mainstreaming in the bureaucracy.

INTENDED USERS of this GFPS FUNCTIONALITY ASSESSMENT TOOL

This functionality assessment tool is intended for all GFPS members within NGAs, state universities and colleges, government-owned and controlled corporations, and local water districts at the central and regional offices.

The GFPS members in public and private higher education institutions may also use this tool given that the GAD mechanisms stipulated in CHED Memorandum Order No. 1. s. 2015 were largely based on the provisions of MCW and PCW Memorandum Circular 2011-01.

Note: There is a separate GFPS functionality assessment tool developed by PCW for local government units.

Functionality Assessment
CRITERIA

The GFPS Functionality Assessment Tool assesses the functionality of the GFPS in NGAs in three areas: (a) Structure and Composition of the GFPS; (b) Fulfillment of GFPS Roles and Functions based on Structure; and (c) GAD-related Competencies of GFPS Members.

Structure and Composition of the GFPS

GAD-related Competencies of GFPS Members

Fulfillment of GFPS Roles and Functions based on Structure
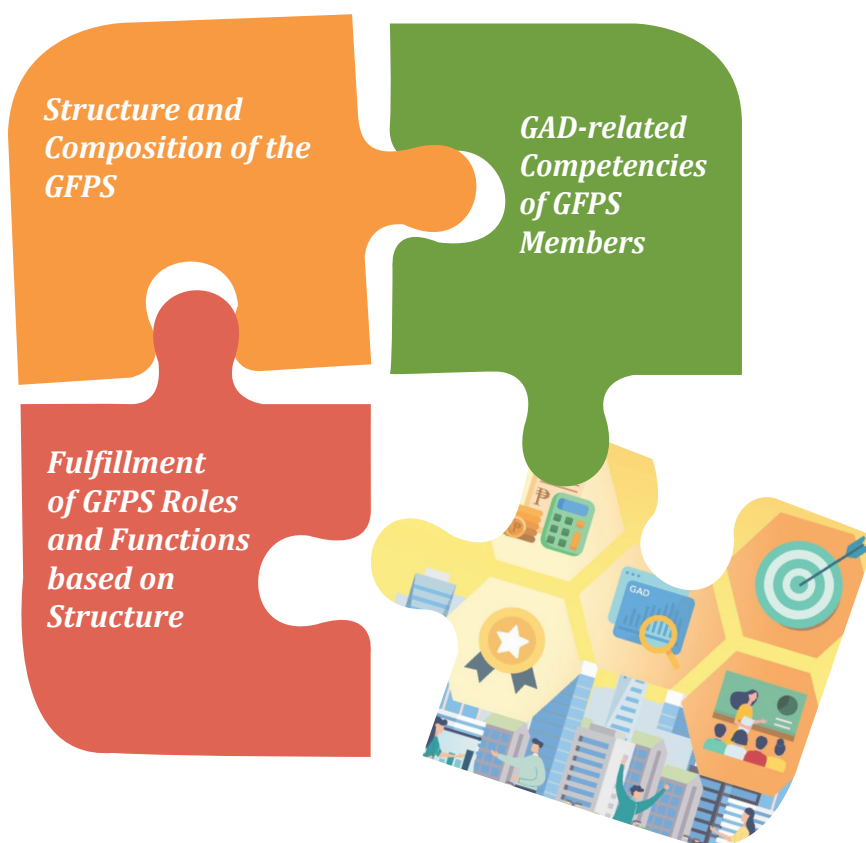
The first assessment criterion, *Structure and Composition of the GFPS*, necessitates competent agency executives to spearhead the creation and strengthening of the GFPS. The PCW Circular 2011-01 emphasizes the critical role of the agency head in setting the direction of the GFPS through policy issuances. Once the GFPS is established, the agency head acts as Chair of the organization. The circular also identifies the members that should form part of the GFPS Executive Committee and the TWG.

On the other hand, the second assessment criterion, *Fulfillment of GFPS Roles and Functions based on Structure*, consists of the functions and roles/responsibilities of the GFPS members such as the GFPS Chairperson, the Executive Committee, and the members of the TWG and Secretariat.

The third assessment criterion, G*AD-Related Competencies of GFPS*, focuses on monitoring the performance of the members of the Executive Committee, the TWG, and the Secretariat as catalysts of gender mainstreaming in their agency. These members should demonstrate in-depth familiarity with GAD concepts, including proficiency, knowledge, and abilities on the following:

a. Policy mandates on GAD such as laws, national and sector plans, memorandum circulars, and other policy guidelines;

b. Development of GAD policies;

c. Application of gender analysis and its tools in regular programs and projects;

d. Preparation, review and implementation of GAD Plans and Budgets (GPBs) and GAD Accomplishment Reports (GAD ARs); and

e. Integration of GAD perspective in development planning, including the collection and analysis of sex-disaggregated data and gender statistics.

Points are assigned to each functionality assessment criterion. Criterion 1: Structure and Composition of the GFPS, which evaluates the Executive Committee, TWG, and GFPS Secretariat following PCW's MC 2011-01 has a total score of 16 points. Criterion 2: Fulfillment of GFPS Roles and Functions based on Structure and Criterion 3: GAD-Related Competencies of GFPS Members each has a total score of 42 points. All three assessment criteria have a total designated score of 100 points **(See Table 1).**

| Table 1 | **Maximum Points Given Per Assessment Area** |

	Functionality Assessment Criteria	**Total Number of Descriptors/Indicators**	**Score**
1	Structure and Composition of the GFPS	**10**	16 points
2	Fulfillment of GFPS Roles and Functions based on Structure	**21**	42 points
3	GAD-Related Competencies of GFPS members	**19**	42 points
	TOTAL RATING	**50**	**100 points**
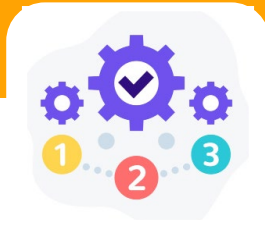
HOW TO USE
The GFPS Functionality Assessment Tool

This tool documents the level of functionality of the agency's GFPS. Users of this tool must answer truthfully and accurately to bring out the functionality gaps and areas for improvement as well as the strengths of the GFPS.

To facilitate the self-assessment process, agencies are recommended to set up a team composed of representatives from the Executive Committee, TWG, and GFPS Secretariat.

Below are the proposed roles of the GFPS members in the conduct of the assessment:

➤ GFPS Executive Committee Chairperson – issues an office order or memo to ensure the participation of different units and individuals in the assessment.

➤ GFPS Technical Working Group Chairperson – directs and facilitates the process of accomplishing the tool; guides other members of the GFPS in the discussion; and draws up the conclusions and agreements on the functionality rating based on supporting documents.

➤ GFPS Secretariat – coordinates with other GFPS members who will participate in the assessment; leads the preparation of related documents and reference materials needed as bases for the replies in the tool; and ensures that all forms will be submitted to PCW on the set deadline.

The assessment team should prepare and study the tool beforehand, carefully analyzing each sub-indicator and gathering relevant documents to substantiate its responses. It may then accomplish the forms in the tool based on the results of a group discussion and/or consultation meeting, where necessary. In case this is not feasible, the designated GAD coordinator or member of the GFPS may provide the answers in the tool, which will then be verified by the rest of the GFPS members.

Agencies that will form their own assessment teams are encouraged to monitor their GFPS accomplishments at the start of the year by gathering all pertinent data or means of verification (MOV) for each assessment area.

An external validator or third party may be tapped to validate the self-assessment done by the GFPS members. External GAD experts or facilitators may also be engaged to orient the GFPS members on the assessment tool and to validate the results.

The functionality assessment is recommended to cover a three-year period. For example, if the assessment will be conducted in the year 2020, the period covered by the assessment will be 2017, 2018 and 2019.

Below are the steps on how to accomplish the GFPS Functionality Assessment Tool:

STEP 1

Organize the GFPS members and study the tool.

The GFPS Executive Committee should convene other members and ensure that the GFPS is well represented. Staff members from relevant offices who are former members of the GFPS may also be invited to join. If a workshop or focus group discussion will be conducted, it is important that the tool is disseminated to all GFPS members prior to the actual workshop to enable them to review the relevant parts of the tool. The Executive Committee shall ensure that **Form I - Basic Information Sheet About the Agency** is correctly filled out.

STEP 2

Gather information in accomplishing the tool.

The GFPS's TWG Chairperson shall lead the assessment and ensure the proper completion of replies in the tool. The GFPS Secretariat, meanwhile, shall document the comments, suggestions, recommendations, and strategies/action points that may arise from the discussions.

Participants may be divided into three groups—where one group is assigned to one assessment criterion. Each group designates its moderator to facilitate the discussion and presenter to share the group's output. Where needed, other members can probe and/or contribute to the answers of each group.

STEP 3

Answer the tool truthfully.

In answering **Form II - Functionality of the GFPS** of the tool, read first the "Descriptor/indicator" and "Scoring Guide" columns before indicating the score that best reflects the agency's efforts in the "Score" box. Refer to the "Means of Verification" column to identify the relevant MOVs that can support the response. The "Remarks" column may be used to list down the available MOVs or supporting documents that can help verify the score for the specific descriptor or indicator.

STEP 4

Agree on a single rating and prepare the MOVs.

The TWG Chairperson shall ensure that all GFPS members agree on a single rating for each of the items in the tool. Each response should also be supported by evidence or means of verification (MOVs). Some supporting documents may be the same for some indicators. Thus, these should be properly identified for easy reference.

STEP 5

Compute the sub-total score per criteria, and the over-all rating.

After answering **Forms I and II** of the tool, use **Form III - Computation of Total Score** to compute the sub-total score per criterion. Compute the overall rating by adding up the subtotal scores for the three assessment criteria.

Example, the sub-total scores of the three criteria are added up to garner the total score of 56 points.

1. Sub-total score for *Structure and Composition of the GFPS*	10
2. Sub-total score for *Fulfillment of the GFPS Roles and Functions based on Structure*	22
3. Sub-total score for *GAD-Related Competencies of GFPS Members*	24
TOTAL	**56**

STEP 6

Check the functionality level.

After calculating the overall score, refer to **Form IV - Reference Table** of the tool to determine the level of GFPS functionality of the agency.

Following the illustration above, the total score of 56 points falls between 50 – 65 points, which means that the functionality level of the agency's GFPS is Level 1 – Established.

STEP 7

Identify the gaps or areas for improvement.

After accomplishing **Form II - Functionality of the GFPS**, the agency must identify the gaps and weaknesses where it should focus on to strengthen the functionality of its GFPS. The agency may identify interventions to address the gaps based on the results of the assessment. The interventions identified may eventually be included in the formulation of the agency's GAD Agenda and annual GPB.

For further information and guidance on the functionality assessment criteria and their indicators, please see **Annex A. Guide to Answering Specific Indicators.** Meanwhile, **Form V - Action Points Matrix** contains examples of functionality gaps and areas for improvement as well as the possible interventions and implementation strategies in addressing the gaps.

LEVELS of FUNCTIONALITY

Once an NGA has completed the assessment of its GFPS, it should refer to the following rubrics to determine the overall level of its GFPS's functionality.

These levels of functionality are:

➤ Established

➤ Functional

➤ Fully Functional

Table 2 provides the description for each level.

Table 2 — Definition of Each Level of Functionality of GFPS

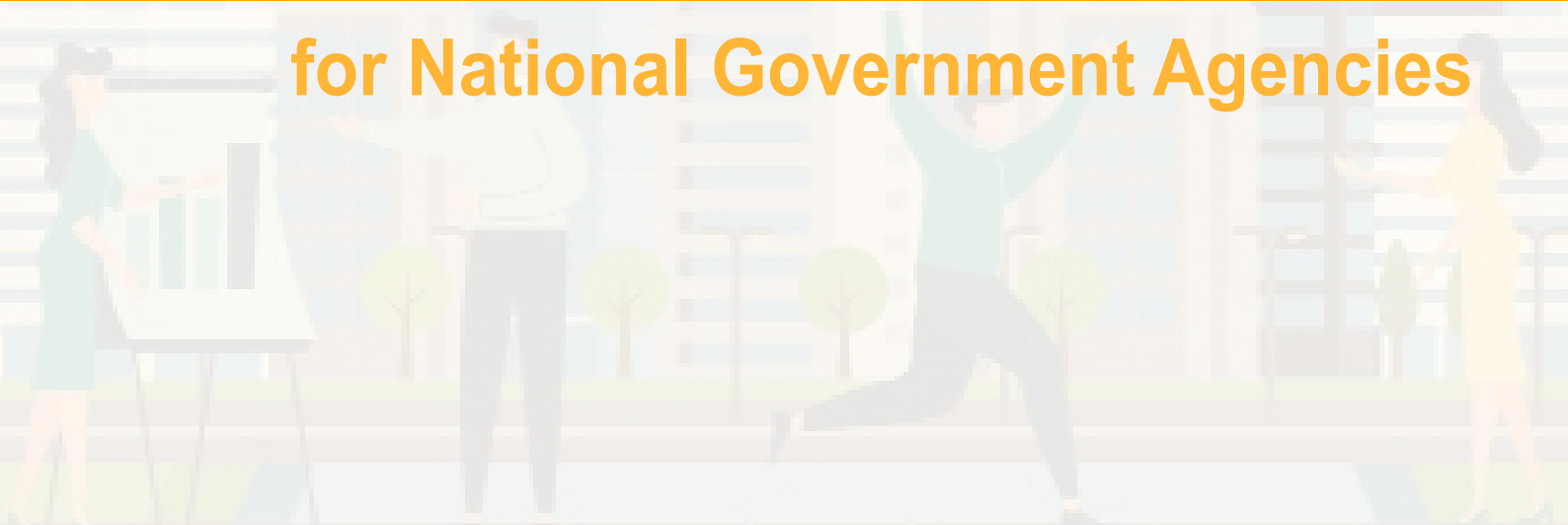| Levels of Functionality	Description	Numerical Rating (points)
Established	An agency's GFPS is classified as Established if it has fulfilled all the indicators under the *Structure and Composition* criterion. This classification serves as the basic functionality level. During the initial stage of organizing the GFPS, a memorandum or administrative order duly signed and authorized by the agency head is issued. The GFPS structure follows the composition and structure prescribed in PCW MC 2011-01. Also, the existing GFPS roles and functions for the GFPS Chairperson or head of the agency, Executive Committee, and the TWG must satisfy the indicators under the *Fulfillment of GFPS Roles and Functions.*	50 - 65

Levels of Functionality	Description	Numerical Rating (points)
Functional	The GFPS of an agency is Functional if it has been institutionalized and met nearly all the indicators in the three assessment areas. This level of functionality indicates that the agency's GFPS maintains its compliance to the requirements and conditions stipulated in the PCW MC 2011-01 and is able to sustain its GAD mainstreaming efforts that were identified during the assessment.	66 - 85
Fully Functional	The GFPS is classified as Fully Functional if it is able to demonstrate that GAD has been mainstreamed in its structure and in all its policies and programs, projects/activities; has a pool of recognized GAD experts from among its GFPS members; and its GAD mainstreaming strategies are exemplary and worthy of emulation by other agencies.	86 -100

GFPS

Self - Assessment Forms

for National Government Agencies

1. BASIC INFORMATION SHEET ABOUT THE AGENCY

Name of Agency (To be spelled out)		
Agency Category	☐	Attached Agency
	☐	Bureau
	☐	Constitutional Commission
	☐	Government-Owned and Controlled Corporation
	☐	Judiciary
	☐	Legislative
	☐	National Government Agency
	☐	Other Executive Offices
	☐	State Universities and Colleges
	☐	Local Water Districts
	☐	Other Government Instrumentality
Address		
Name of the Agency Head		
Sex	**Male**	**Female**
Assessment Period		
Date of Assesssment		

FORM II. FUNCTIONALITY OF THE GFPS IN NATIONAL GOVERNMENT AGENCIES

1. Structure and Composition of the GFPS — (16 POINTS)

1 – A. Establishment of GFPS (6 points)

Descriptor/Indicator	Scoring Guide		
1.1 A policy on the creation, establishment and strengthening of the GFPS in accordance with the guidelines issued by oversight agencies is present (e.g., PCW Memo Circular 2011-01, MCW Implementing Rules and Regulations, and CHED Memorandum Order 2015-01) (2.0 points)	The agency's GFPS policy is in accordance with the guidelines issued by oversight agencies **(2.0)**	Policy is issued but does not follow the guidelines **(1.0)**	No policy on the establishment of GFPS is issued **(0)**

Means of Verification (MOV)

- Policy issuance on the creation or reconstitution of the agency's GFPS (e.g., Administrative Order, Office Order)

Remarks

Score

Descriptor/Indicator	Scoring Guide		
1.2 GFPS policy indicates the designations and positions of the members (1.0 point)	The agency's GFPS policy specifies the designations, positions, and departments/offices of its members **(1.0)**	The agency's GFPS policy specifies only 1 or 2 of the following information: designation, position, and departments/offices **(0.5)**	The agency's GFPS policy only contains names of members **(0)**

Means of Verification (MOV)

- Department/office circular or order on the composition of the agency's GFPS or the GFPS Profile Form duly signed by the head of agency or organizational structure of the agency's GFPS

Remarks

Score

Descriptor/Indicator	Scoring Guide

1.3 GFPS policy indicates the roles, responsibilities, and functions of the members in accordance with the guidelines issued by oversight agencies (1.0 point)

The agency's GFPS policy has specified the roles, responsibilities, and functions of the members in accordance with the guidelines issued by oversight agency/ies. Or even if the GFPS policy may not have indicated the roles in writing, the GFPS members have already assumed the roles specified in the oversight agency/ies' guidelines **(1.0 point)**

The agency's GFPS policy does not indicate the roles, responsibilities, and functions of all the members **(0)**

Means of Verification (MOV)

Remarks

- Department/office circular or order on the composition of the agency GFPS, indicating the roles, responsibilities, and functions of the members

Score

1.4 GFPS members were oriented on their roles, functions, and responsibilities (1.0 point)

The agency organized and/or conducted an orientation session on the roles, functions, and responsibilities of GFPS members **(1.0)**

The agency oriented the GFPS members on their roles, functions, and responsibilities through a meeting or was part of its agenda **(0.5)**

The agency was not able to conduct an orientation with its GFPS members **(0)**

Means of Verification (MOV)

Remarks

- Activity Report
- Attendance Sheet

Score

Descriptor/Indicator	Scoring Guide		
1.5 Percentage of the GFPS members oriented on their roles, functions, and responsibilities (1.0 point)	100% of the GFPS members were oriented on their roles, functions, and responsibilities **(1.0)**	At least 50% or more of the GFPS members were oriented on their roles, functions and responsibilities **(0.5)**	Less than 50% of the GFPS members were oriented on their roles, functions, and responsibilities **(0)**

Means of Verification (MOV)	**Remarks**
■ Activity Report ■ Attendance Sheet	

Score

1 - B. GFPS Structure and Composition (10 points)

Descriptor/Indicator	Scoring Guide		
1.6 GFPS is composed of the Executive Committee (EXECOM), Technical Working Group (TWG), and Secretariat (2.0 points)	The agency GFPS is composed of the EXECOM, TWG, and Secretariat **(2.0)**	The agency GFPS is composed of EXECOM and Secretariat only or EXECOM and TWG only **(1.0)**	The agency GFPS has either an EXECOM or a TWG or a Secretariat only **(0)**

Means of Verification (MOV)

- Policy issuance on the creation or reconstitution of agency GFPS (e.g., Administrative Order, Office Order)

Remarks

Score

Descriptor/Indicator	Scoring Guide		
1.7 The agency head or its next in rank as designated alternate is the Chairperson of the GFPS (2.0 points)	The agency head serves as the GFPS Chair **(2.0)**	The agency head designated the next in rank as the GFPS Chair **(1.0)**	The agency head or its next in rank (as designated alternate) does not serve as the Chairperson of the GFPS **(0)**

Means of Verification (MOV)

- Policy issuance on the creation or reconstitution of agency GFPS (e.g., Administrative Order, Office Order); Policy issuance designating the next highest ranking official as GFPS chair

Remarks

Score

Descriptor/Indicator	Scoring Guide	
1.8 The TWG Chairperson of the GFPS is a member of the EXECOM (2.0 points)	The TWG Chairperson is a member of the EXECOM **(2.0)**	The TWG Chairperson is not a member of the EXECOM **(0)**

Means of Verification (MOV)

- Policy issuance on the creation or reconstitution of agency GFPS. (e.g., Administrative Order, Office Order)

Remarks

Score

Descriptor/Indicator	Scoring Guide		

1.9 The TWG is composed of representatives from various divisions/offices from both operations and support units within the agency such as but not limited to the following (2.0 points):

- Planning
- Finance
- Human Resource
- Senior Technical Officer from each bureau/division/office
- Statistics and Management Information (if any and/or whichever is applicable)

The composition of the TWG is in accordance with the guidelines issued by oversight agencies **(2.0)**	The composition of the TWG is not in accordance with guidelines issued by oversight agencies **(1.0)**	There is no TWG in the GFPS **(0)**

Means of Verification (MOV)

- Policy issuance on the creation or reconstitution of agency GFPS (e.g., Administrative Order, Office Order)

Remarks

Score

1.10 GFPS has a designated Secretariat to support its operations (2.0 points)

Note: The GAD Office or member of the GFPS TWG can be considered as GFPS Secretariat provided there is a memorandum order or similar issuance indicating that one of its functions includes being the GFPS Secretariat.

The GFPS has a designated Secretariat **(2.0)**	The GFPS has no Secretariat **(0)**

Means of Verification (MOV)

- Policy issuance on the creation or reconstitution of agency GFPS (e.g., Administrative Order, Office Order)

Remarks

Score

SUB-TOTAL SCORE

2. Fulfillment of GFPS Roles and Functions based on Structure

(42 POINTS)

2 - A. GFPS Chairperson (6 points)

Descriptor/Indicator	Scoring Guide		

2.1 The agency head/GFPS Chairperson issues policies articulating support to GAD mandates and pursuit of gender mainstreaming, including but not limited to the following (2.0 points):

- Policy on the creation of GAD Focal Point System, including its reconstitution
- Policy on the establishment of sex-disaggregated database (SDD)
- Policy on the integration of the GAD-related indicators in the agency monitoring and evaluation (M&E) system
- Policy on the conduct of gender audit
- Policy on the conduct of GAD capacity building activities
- Policy on the institutionalization of mainstreaming GAD across all agency programs, projects, and activities
- Policy on the preparation, implementation, monitoring and evaluation of programs, activities, and projects in the agency GAD plan and budget (GPB) and GAD Accomplishment Report (GAD AR)
- Policy on the adoption of the GAD Agenda or Strategic GAD Framework
- Policy on Integrating GAD targets in Office Performance Commitment and Review (OPCR) and Individual Performance Commitment and Review of the agency and its agency members (2.0 points)

***Note**: These policies should have been issued within the last 3-5 years to be considered; or if older than 5 years, it should be updated.*

Scoring Guide:

The agency head issued 5 or more policies articulating support for GAD mandates and gender mainstreaming **(2.0)**

The agency head issued 1–4 policies articulating support for GAD mandates and gender mainstreaming **(1.0)**

The agency head did not issue any policy articulating support for GAD mandates and gender mainstreaming **(0)**

Means of Verification (MOV)

- Memorandum or Policy on GAD-related mandates of the agency on the use of SDD
- Policies on GAD capacity development
- Policy on the conduct of gender audit
- Policies on the preparation and implementation of the GPB
- Approved GAD Agenda of the agency

Remarks

Score

Descriptor/Indicator	Scoring Guide		

2.2 The agency head/GFPS Chairperson or its next in rank as designated alternate conducts and facilitates the regular meetings of the GFPS Executive Committee (EXECOM) (2.0 points)

The agency head or its next in rank as designated alternate presides over or facilitates the EXECOM meetings **(2.0)**	The agency head or its next in rank as designated alternate only attends and participates in the EXECOM meetings **(1.0)**	The agency head or its next in rank as designated alternate neither facilitates nor participates in the EXECOM meetings **(0)**

Means of Verification (MOV)

- Minutes of the GFPS EXECOM Meetings
- Agenda items
- Attendance Sheet

Remarks

Score

2.3 The agency head/GFPS Chairperson signs and approves the agency GPB and GAD AR (2.0 points)

The agency GPB and GAD AR were signed and approved by agency head/GFPS Chairperson **(2.0)**	The agency GPB and GAD AR were signed and approved by other GFPS EXECOM members **(1.0)**	The agency GPB and GAD AR were not signed and approved **(0)**

Means of Verification (MOV)

- Approved GPB and GAD AR by the GFPS Chairperson or Head of the Agency

Remarks

Score

2 - B. GFPS Executive Committee (12 points)

Descriptor/Indicator	Scoring Guide		
2.4 The GFPS EXECOM ensures that GAD programs, activities, and projects (PAPs) are implemented within the set timeline as indicated in the agency's GPB (2.0 points) *Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.*	More than 80% of all GAD PAPs have been implemented as planned **(2.0)**	51% – 80% of GAD PAPS have been implemented as planned **(1.0)**	50% or less of the GAD PAPs are have been implemented as planned **(0)**

Means of Verification (MOV)	Remarks
▪ GPB and GAD AR of the same fiscal year	

Score ☐

Descriptor/Indicator	Scoring Guide		
2.5 The GFPS EXECOM has established an award and/or incentives system to recognize exemplary contributions to gender mainstreaming in the agency (2.0 points)	The GFPS EXECOM has established an incentive and/or award system for gender mainstreaming efforts and has given the award to outstanding GAD PAPs or individuals with exemplary contributions to the agency **(2.0)**	The GFPS EXECOM has established an award and/or incentive system to recognize exemplary contributions to the agency's gender mainstreaming efforts but has not implemented the same **(1.0)**	The EXECOM has not established an awards system for GAD **(0)**

Means of Verification (MOV)	Remarks
▪ Approved Concept Note of the award/incentive system ▪ Documentation report of awarding ▪ Agency's approved Programs on Awards and Incentives for Service Excellence (PRAISE) with GAD category	

Score ☐

Descriptor/Indicator	Scoring Guide		
2.6 The GFPS EXECOM builds and strengthens the partnership of the agency with other stakeholders in pursuit of gender mainstreaming **(2.0 points)**	The GFPS EXECOM directed and approved the partnership of the agency with 4 or more organizations in pursuit of gender mainstreaming **(2.0)**	The GFPS EXECOM directed and approved the partnership of the agency with 1-3 organizations in pursuit of gender mainstreaming **(1.0)**	The GFPS EXECOM did not direct or approve the partnership of the agency with other organizations in pursuit of gender mainstreaming **(0)**

Means of Verification (MOV)

- Signed partnership agreements or any documents proving existence of collaboration / partnership
- Minutes of the meeting
- Signed partnership agreements/Conforme letter

Remarks

Score

Descriptor/Indicator	Scoring Guide		
2.7 The GFPS EXECOM ensures the timely submission of the agency's GBP and accomplishment report to PCW (or to CHED in the case of higher education institutions [HEIs]) **(2.0 points)** *Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.*	Both GPB and GAD AR were submitted to PCW (or to CHED in the case of HEIs) within the given deadline **(2.0)**	Only the GPB or GAD AR was submitted to PCW (or to CHED in the case of HEIs) within the given deadline **(1.0)**	Neither the GPB nor GAD AR was submitted on time **(0)**

Means of Verification (MOV)

- Memorandum Circulars
- Letters
- Agency's GPB and GAD AR

Remarks

Score

Descriptor/Indicator	Scoring Guide		
2.8 The GFPS EXECOM ensures the judicious use of GAD budget and leads in responding to COA's Audit Observation Memo (AOM), if any **(2.0 points).** *Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.*	Agency utilized more than 80% of the GAD budget **(2.0)**	Agency utilized 51%–80% of the GAD budget **(1.0)**	50% or less of GAD Budget was utilized **(0)**

Means of Verification (MOV)	Remarks
■ Copy of GAD AR and/or AOM received from COA and the organization's justification	

Score

Descriptor/Indicator	Scoring Guide		
2.9 GFPS EXECOM members actively participate in consultation sessions with relevant agency stakeholders (internal) on GAD related issues and concerns (2.0 points) *Examples of consultation sessions:* ■ GAD Planning and Budgeting, GAD Agenda Preparation ■ Capacity development needs of agencies and internal support mechanisms ■ Project Identification, as well as project implementation, management and monitoring and evaluation using HGDG checklist ■ Consulting women and men beneficiaries in the project identification, design, etc. ■ Organizing information and advocacy campaigns ■ Participation in GAD activities of PCW and other stakeholders (e.g., CEDAW, GEWE, BPfA, SDG indicators consultation, ASEAN gender mainstreaming initiatives) ■ Consultation on organizing information and advocacy campaigns, etc. ■ Participation in CEDAW, GEWE, BPfA, SDG indicators consultation, ASEAN gender mainstreaming initiatives ***Note:*** *Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.*	50% or more of EXECOM members participate in all GAD consultations **(2.0)**	Less than 50% of EXECOM members participate in all GAD Consultations **(1.0)**	EXECOM members do not participate in GAD Consultations **(0)**

Means of Verification (MOV)	Remarks
■ Activity report or documentation ■ Attendance sheet ■ List of all GAD-related consultations conducted annually	

Score

2 - C. GFPS Technical Working Group (24 points)

Descriptor/Indicator	Scoring Guide		
2.10 The GFPS-TWG integrates the GAD-related functions in the agency performance targets or core functions (2.0 points)	All GFPS-TWG members include GAD-related functions in their Individual Performance Commitment and Review (IPCR) Form, Terms of Reference, or Performance Contract **(2.0)**	50% or more of GFPS-TWG members include GAD-related functions in their IPCR Form, Terms of Reference, or Performance Contract **(1.0)**	Less than 50% or none of the GFPS-TWG include GAD-related functions in their IPCR Form, Terms of Reference, or Performance Contract **(0)**

Means of Verification (MOV)	**Remarks**
■ IPCR ■ Terms of Reference ■ Performance Contract of TWG members of GFPS	

Score [ ]

Descriptor/Indicator	Scoring Guide		
2.11 The TWG ensures that collection and generation of sex-disaggregated data (SDD) are included in each agency's project, activity and program design, implementation, and monitoring (2.0 points)	81% or more of the agency's programs and projects have included the collection and generation of SDD in the design, implementation, and monitoring **(2.0)**	50 – 80% of the agency programs and projects have included the collection and generation of SDD in the design, implementation, and monitoring **(1.0)**	Less than 50% of the agency programs and projects have included the collection and generation of SDD in the design, implementation, and monitoring **(0)**

Means of Verification (MOV)	**Remarks**
■ Policy issuance providing for the collection and generation of SDD in program/project design, implementation, and monitoring ■ Project designs/proposals ■ Training on SDD ■ Monitoring Report	

Score [ ]

Descriptor/Indicator	Scoring Guide		

2.12 The GFPS-TWG ensures the analysis and utilization of SDD in the agency project, activity and program design, implementation and monitoring (2.0 points)

81% or more of the agency programs and projects analyzed and utilized SDD in its design, implementation and monitoring **(2.0)**	50% – 80% of the agency programs and projects analyzed and utilized SDD in its design, implementation and monitoring **(1.0)**	Less than 50% of the agency programs and projects utilized and analyzed SDD in its design, implementation **(0)**

Means of Verification (MOV)

- Policy issuance providing for the utilization and analysis of SDD in program/project design, implementation, and monitoring
- Project Completion Report
- Accomplishment or Activity Reports
- M&E reports of conducted activities

Remarks

Score

2.13 The GFPS-TWG established a GAD Knowledge Management System (2.0 points)

Note: A GAD Knowledge Management System is any kind of platform that enables knowledge sharing (IT or physical system) and serves as means of storage and retrieval of GAD-related knowledge and information of an organization. It shall contain the organization's sex-disaggregated data, and other gender-related information of the agency.

The GAD Knowledge Management System has been established and is operational **(2.0)**	The GFPS-TWG has an initial plan to set up a Knowledge Management System **(1.0)**	The GFPS-TWG has no existing plan to set up a Knowledge Management System **(0)**

Means of Verification (MOV)

- Knowledge Management framework and plan
- Website or web-based portal
- Database records
- Other mechanism or platform for knowledge transfer and knowledge management

Remarks

Score

Descriptor/Indicator	Scoring Guide

2.14 The GFPS-TWG conducts consultations with both external and internal clients (2.0 points)

Note: External clients could refer to beneficiary or client groups, civil service organizations, and people's organizations and other stakeholders relevant to the agency.

The GFPS-TWG members conduct consultation with both internal and external clients to identify gender issues **(2.0)**	The GFPS-TWG members conduct consultation with either internal or external clients to identify gender issues **(1.0)**	The GFPS-TWG members do not conduct consultation with any of the internal or external clients to identify gender issues **(0)**

Means of Verification (MOV)

- Attendance Sheets
- Documentation Report

Remarks

Score

2.15 The GFPS-TWG identifies gender issues and strategies to address them during consultations (2.0 points)

The GFPS-TWG members have identified corresponding strategies to address all gender issues identified in the consultation **(2.0)**	The GFPS-TWG members have identified corresponding strategies to address a few gender issues in the consultation **(1.0)**	The GFPS-TWG members have not identified corresponding strategies to address gender issues identified in the consultation **(0)**

Means of Verification (MOV)

- List of strategies identified based on the consultation or minutes of the meeting or agency GPB
- List of gender issues and corresponding GAD-related strategies in the GAD Agenda

Remarks

Score

Descriptor/Indicator	Scoring Guide
2.16 The GFPS-TWG coordinates, prepares, consolidates and submits GPBs and GAD ARs in coordination with the various divisions, offices or constituent units of the agency such as its bureaus and regional offices, if applicable (2.0 points)	The GFPS-TWG leads in the coordination, preparation, consolidation, and submission of GPBs, GAD ARs, and other GAD-related reports in coordination with the various divisions, offices or constituents' units of the agency **(2.0)** · The GFPS-TWG does not coordinate with other divisions, offices or agency constituent units such as its bureaus and regional offices in the preparation, consolidation, and submission of GPBs and GAD ARs, and other GAD-related reports **(0)**

Means of Verification (MOV)	Remarks
■ Memorandum Circulars ■ Invitation Letters ■ Notice or Minutes of Meeting ■ Coordination efforts made through email	

Score

Descriptor/Indicator	Scoring Guide
2.17 The GFPS-TWG conducts consultation meetings or dialogues with the agency head or EXECOM on the activities of the GFPS (2.0 points)	The GFPS-TWG members conduct at least 4 consultations, dialogues or meetings a year with the agency head or EXECOM on the activities of the GFPS **(2.0)** · The GFPS-TWG members conduct 1-2 consultations, dialogues or meetings with the agency head or EXECOM on the activities of the GFPS **(1.0)** · The GFPS-TWG members do not conduct dialogue or meetings with the agency head or Executive Committee on the activities of the GFPS **(0)**

Means of Verification (MOV)	Remarks
■ Memorandum circular, or inter-office memo ■ Documentation Report ■ Minutes of Meetings conducted	

Score

Descriptor/Indicator	Scoring Guide

2.18 The GFPS-TWG conducts dialogues and meetings with the agency head or EXECOM on the progress of agency's GAD mainstreaming (2.0 points)

The GFPS-TWG members conduct dialogues or meetings bi-annually with the agency head or EXECOM on the progress of agency's GAD mainstreaming **(2.0)**	The GFPS-TWG members conduct dialogues or meetings once a year with the agency head or EXECOM on the progress of agency GAD mainstreaming **(1.0)**	The GFPS-TWG members do not conduct dialogues or meetings with the agency head or Executive Committee on the progress of agency GAD mainstreaming **(0)**

Means of Verification (MOV)

- Memorandum Circular
- Inter-office Memo
- Documentation Report
- Annual GAD/Gender Mainstreaming Progress Report

Remarks

Score

2.19 The GFPS-TWG leads the conduct of advocacy activities and information campaigns on GAD or integrates GAD in the regular advocacy activities of the agency (2.0 points)

The GFPS-TWG members organize at least 2 annual GAD-related information campaigns and integrate GAD in at least 2 regular advocacy activities of the agency **(2.0)**	The GFPS-TWG members organize at least 1 annual GAD information campaigns or integrate GAD in at least 1 regular advocacy activity of the agency **(1.0)**	The GFPS-TWG members do not organize information campaign nor integrate GAD in regular advocacy activities **(0)**

Means of Verification (MOV)

- Memorandum
- Activity Report
- Documentation Report
- Advocacy Campaign Materials
- GAD AR

Remarks

Score

Descriptor/Indicator	Scoring Guide		

2.20 **The GFPS-TWG reviews or develops GAD-related information, education, and communication (IEC) for the advocacy campaigns and other sector-specific materials to ensure that GAD core messages are integrated (2.0 points)**

The TWG members reviewed or developed at least 5 or more GAD-related IEC materials **(2.0)**	The TWG members reviewed or developed at least 1 – 4 GAD-related IEC materials **(1.0)**	The TWG did not review or develop any IEC material **(0)**

Means of Verification (MOV)

Remarks

- Sample reviewed or developed IEC materials

Score

2.21 **The GFPS-TWG ensures the inclusion of GAD indicators in the monitoring and evaluation (M&E) system of the agency and uses these for gender analysis (2.0 points)**

GAD indicators are reflected in the agency's M&E system and used for gender-based analysis **(2.0)**	GAD indicators are reflected in the agency's M&E system but not used for gender-based analysis **(1.0)**	GAD indicators are not reflected in the agency's M&E system **(0)**

Means of Verification (MOV)

Remarks

- Guidelines issued for the inclusion of GAD indicators in the agency's M&E system
- GAD indicators that are included in the agency M&E Framework
- Results of gender-based analysis using GAD indicators maintained in the M&E system of the agency

Score

SUB-TOTAL SCORE

3. GAD-Related Competencies of GFPS Members

(42 POINTS)

3 - A. Trainings Attended (24 points)

Descriptor/Indicator	Scoring Guide		

3.1 The GFPS members are trained on gender sensitivity and/or basic GAD orientation (2.0 points)

Note: The training can be conducted by an external GAD consultant or by an in-house trainer provided that a copy of the training module/PowerPoint presentations will be presented as supporting documents. Face-to-face and online trainings organized by the agency and/or participation to GAD Webinars organized by PCW can be considered in this section.

Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.

76% – 100% of the GFPS members have undergone basic GAD orientation or gender sensitivity training in the last 3 years **(2.0)**	51% – 75% of the GFPS members have undergone basic GAD orientation or gender sensitivity training in the last 3 years **(1.0)**	50% or less of the GFPS members have undergone basic GAD orientation or gender sensitivity training in the last 3 years **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of GST/Basic GAD Orientation

Remarks

Score

Descriptor/Indicator	Scoring Guide		
3.2 The GFPS members are trained on gender analysis (GA) (2.0 points) *Note*: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.	76% – 100% of the GFPS members have been trained on GA in the last 3 years **(2.0)**	51% – 75% of the GFPS members have been trained on GA in the last 3 years **(1.0)**	50% or less of the GFPS members have been trained on GA in the last 3 years **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of GA training

Remarks

Score

Descriptor/Indicator	Scoring Guide		
3.3 The GFPS members are trained on the process of gender mainstreaming (2.0 points) *Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.*	76% – 100% of the GFPS members have been trained on the gender mainstreaming process in the last 3 years **(2.0)**	51% – 75% of the GFPS members have been trained on the gender mainstreaming process in the last 3 years **(1.0)**	50% or less of the GFPS members have been trained on the gender mainstreaming process in the last 3 years **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of gender mainstreaming training

Remarks

Score

Descriptor/Indicator	Scoring Guide		

3.4 The GFPS members are trained on the Gender Mainstreaming Evaluation Framework (GMEF) (2.0 points)

Note: Please refer to "Guide to Answering Specific Indicators" on how to answer this indicator.

76% –100% of the GFPS members have been trained on GMEF in the last 3 years **(2.0)**	51% – 75% of the GFPS members have been trained on GMEF in the last 3 years **(1.0)**	50% or less of the GFPS members have been trained on GMEF in the last 3 years **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo Documentation
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of GMEF training

Remarks

Score

3.5 The GFPS members are trained on Harmonized GAD Guidelines (HGDG) (2.0 points)

Note: Please refer to "Guide to Answering Specific Indicators" on how to answer this indicator.

76% – 100% of the GFPS members have been trained on HGDG in the last 3 years **(2.0)**	51%– 75% of the GFPS members have been trained on HGDG in the last 3 years **(1.0)**	50% or less of the GFPS members have been trained on HGDG in the last 3 years **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of HGDG training

Remarks

Score

Descriptor/Indicator	Scoring Guide

3.6 The GFPS members are trained on GAD Planning and Budgeting (2.0 points)

Note: Please refer to "Guide to Answering Specific Indicators" on how to answer this indicator.

76%–100% of the GFPS members have been trained on GAD Planning and Budgeting in the last 3 years **(2.0)**	51% –75% of the GFPS members have been trained on GAD Planning and Budgeting in the last 3 years **(1.0)**	50% or less of the GFPS members have been trained on GAD Planning and Budgeting in the last 3 years **(0)**

Means of Verification (MOV)

Remarks

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of GPB training

Score

3.7 The GFPS members are oriented on the formulation of the GAD agenda (2.0 points)

Note: *Please refer to "Guide to Answering Specific Indicators" on how to answer this indicator.*

76 – 100% of the GFPS members have been oriented on the formulation of the GAD agenda in the last 3 years **(2.0)**	51 – 75% of the GFPS members have been oriented on the formulation of the GAD agenda in the last 3 years **(1.0)**	50% or less of the GFPS members have been oriented on the formulation of the GAD agenda in the last 3 years **(0)**

Means of Verification (MOV)

Remarks

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of GAD agenda training

Score

Descriptor/Indicator	Scoring Guide		

3.8 The GFPS members are oriented on Gender-Fair Language (2.0 points)

Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.

76 – 100% of the GFPS members have been oriented on Gender-Fair Language **(2.0)**	51 – 75% of the GFPS members have been oriented on Gender-Fair Language **(1.0)**	50% or less of the GFPS members have been oriented on Gender-Fair Language **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of orientation on Gender-Fair Language

Remarks

Score [ ]

3.9 The GFPS members are trained on the establishment, maintenance and utilization of the GAD database and use of gender statistics (2.0 points)

Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.

76%–100% of the GFPS members have been trained on the establishment, maintenance and utilization of the GAD database **(2.0)**	51%–75% of the GFPS members have been trained on the establishment, maintenance and utilization of the GAD database **(1.0)**	50% or less of the GFPS members have been trained on the establishment, maintenance and utilization of the GAD database **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of training on the establishment, maintenance and utilization of the GAD Database

Remarks

Score [ ]

Descriptor/Indicator	Scoring Guide		

3.10 The GFPS members are oriented on RA 9710 or the Magna Carta of Women (MCW) (2.0 points)

Note: Please refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.

76%–100% of the GFPS members have been oriented on MCW **(2.0)**	51%–75% of the GFPS members have been oriented on the MCW **(1.0)**	50% or less of the GFPS members have been oriented on the MCW **(0)**

Means of Verification (MOV)

- Attendance Sheet
- Activity Report
- Copy of the Certificate of Participation
- Group Photo with details
- Documentation Report
- Minutes of the Meeting
- GAD Capacity Development Plan
- GAD AR reflecting the actual conduct of MCW orientation

Remarks

Score

3.11 The GFPS members are oriented on special laws protecting women and children (4.0 points)

- ☐ RA 9262 or the Anti-Violence Against Women and Their Children (VAWC) Act
- ☐ RA 7877 or the Anti-Sexual Harassment Act
- ☐ RA 8353 or the Anti-Rape Law
- ☐ RA 9208 as amended by RA 10364 or the Expanded Anti-Trafficking in Persons Act
- ☐ RA 11210 or the Expanded Maternity Leave Act
- ☐ RA 10354 or the Responsible Parenthood and Reproductive Health (RPRH) Act
- ☐ RA 11313 or the Safe Spaces Act

Note: Agency GFPS to identify which special law was cascaded to the GFPS members.

Kindly also refer to "Annex A. Guide to Answering Specific Indicators" on how to answer this indicator.

76%–100% of the GFPS members have been oriented on special laws protecting women and children **(4.0)**	51% –75% of the GFPS members have been oriented on special laws protecting women and children **(2.0)**	50% or less of the GFPS members have been oriented on the special laws protecting women and children **(0)**

Means of Verification (MOV)	**Remarks**
■ Program of Activities regarding orientation on special laws (which specify the law/s that will be discussed) ■ Attendance Sheet ■ Activity Report ■ Copy of the Certificate of Participation ■ Group Photo with details ■ Documentation/Minutes of the Meeting ■ GAD Capacity Development Plan ■ GAD AR reflecting the actual conduct of orientation on special laws protecting women and children	

Score [   ]

3 - B. Application of GAD Knowledge (18 points)

Descriptor/Indicator	Scoring guide		
3.12 The GFPS-TWG developed a GAD Capacity Development Plan for agency personnel and adopted by the agency (2.0 points)	The GAD Capacity Development Plan prepared by the GFPS-TWG has been adopted by the agency **(2.0)**	The GFPS-TWG prepared a draft GAD Capacity Development Plan that is yet to be adopted by the agency **(1.0)**	No GAD Capacity Development Plan was prepared by the GFPS-TWG **(0)**

Means of Verification (MOV)

- GAD Capacity Development Plan
- HR Memorandum adopting the GAD capacity development plan prepared by the GFPS

Remarks

Score

Descriptor/Indicator	Scoring guide		
3.13 The GFPS members are able to apply the GMEF Tool (2.0 points)	76% or more of GFPS members are able to apply the GMEF **(2.0)**	51%–75% of the GFPS members are able to apply the GMEF **(1.0)**	50% or less of the GFPS members are able to apply the GMEF **(0)**

Means of Verification (MOV)

- Documentation or Minutes of the Meeting
- Accomplished Assessment Questionnaires of the GMEF Tool
- Attendance Sheet of the GMEF Assessment workshop (can be validated through interviews)
- List of GFPS members who have utilized the tool in at least 1 entry point of the GMEF

Remarks

Score

Descriptor/Indicator	Scoring Guide		

3.14 GFPS members are able to apply the HGDG Tool in mainstreaming gender elements in agency programs and projects (2.0 points)

GFPS is able to apply the HGDG in 3 or more regular programs or projects **(2.0)**	GFPS is able to apply the HGDG in 1-2 regular program/s or project/s **(1.0)**	GFPS is not able to use or apply the HGDG in any regular program or project **(0)**

Means of Verification (MOV)

- Documentation or Minutes of the Meeting
- Accomplished HGDG checklists with project documents (can be validated through interviews)
- List of GFPS members that have utilized the tool in at least one (1) regular program of the agency
- GPB and GAD AR with attributed program and project
- Sample completion report of attributed program

Remarks

Score

3.15 Percentage of GFPS members that can apply the HGDG Tool (2.0 points)

76% or more of GFPS members are able to apply the HGDG **(2.0)**	51%–75% of the GFPS members are able to apply the HGDG **(1.0)**	50% or less of the GFPS members are able to apply the HGDG **(0)**

Means of Verification (MOV)

- Minutes of the Meeting
- Documentation Report
- Filled-up HGDG Tool with project documents (can be validated through interviews)
- List of GFPS providing technical assistance on the use of HGDG

Remarks

Score

Descriptor/Indicator	Scoring Guide		

3.16 Percentage of GFPS members who can review or develop GAD information, education, and communication (IEC) materials (2.0 points)

76% or more of the GFPS-TWG members reviewed or developed GAD-related IEC materials **(2.0)**	51%–75% of the GFPS-TWG members reviewed or developed GAD-related IEC materials **(1.0)**	50% or less of the GFPS-TWG members reviewed or developed GAD-related IEC materials **(0)**

Means of Verification (MOV)

- Documentation and Minutes of the Meeting
- Sample GAD-related IEC materials (can be validated through interview)
- List of GFPS members who have integrated GAD core messages in IEC materials

Remarks

Score

3.17 The GFPS-TWG uses sex-disaggregated data (SDD) and/or gender statistics for GA and gender-responsive planning and budgeting (2.0 points)

GFPS-TWG members are able to utilize SDD and/or gender statistics for GA and recommend strategies to enhance the organization's GAD PAPs **(2.0)**	GFPS members are able to use SDD and/or gender statistics for GA and for gender-responsive planning and budgeting **(1.0)**	GFPS members are not yet able to use SDD and/or gender statistics for GA and for gender-responsive planning and budgeting **(0)**

Means of Verification (MOV)

- List and types of SDD and/or gender statistics used in GA and gender-responsive planning and budgeting
- List of GFPS members who use SDD for GA and gender-responsive planning and budgeting (can be validated through interview)

Remarks

Score

Descriptor/Indicator	Scoring Guide		

3.18 The GFPS assisted the various units within the agency and regional offices (if applicable) in the formulation, implementation and monitoring of the agency's GPBs (2.0 points)

GFPS members provided technical assistance to regional offices in the formulation, implementation, and monitoring of GPBs **(2.0)**	GFPS members assisted units and regional offices in either formulation, implementation or monitoring of GPBs **(1.0)**	GFPS members did not assist the units or regional offices in the formulation, implementation and monitoring of the agency's GPBs **(0)**

Means of Verification (MOV)

- Documentation or Minutes of the Meetings or consultations conducted
- After-Activity Report
- Photo documentation, email or other forms of correspondence
- Testimonials from various units or regional offices assisted by the GFPS

Remarks

Score

3.19 GFPS members were able to serve as resource persons or provide technical assistance on the following GAD topics:

- Basic GAD Concepts
- Gender Analysis
- Use of Gender Analysis Tools
- GAD Planning and Budgeting
- Gender Mainstreaming
- GAD mandates
- Formulation of the GAD Agenda (4.0 points)

5 or more GFPS member/s can serve as resource persons or provide technical assistance on 5 or more GAD topics **(4.0)**	1-4 GFPS member/s can serve as resource persons or provide technical assistance on 1 – 4 GAD topics **(2.0)**	None of the GFPS member/s has served as resource person or provided technical assistance on any GAD topic **(0)**

Means of Verification (MOV)

- Documentation or Minutes of the Meeting/consultation
- After Activity Report or Post-Training Report
- Copy of the Program of Activities or Training Design
- Copy of the Certificate of Recognition awarded to GFPS members who served as resource persons

Remarks

Score

SUB-TOTAL SCORE

FORM III. COMPUTATION OF TOTAL SCORE

Tally the scores for the three assessment areas by copying each sub-total score from **Form II - Functionality of the GFPS** into the "Score" column of **Table 3.1**.

Table 3.1 GFPS Score Sheet

Functionality Assessment Criteria	Corresponding Maximum Score	Score
1. Structure and Composition of the GFPS	16	
2. Fulfillment of GFPS Roles and Functions based on Structure	42	
3. GAD-Related Competencies of GFPS Members	42	
TOTAL SCORE		

FORM IV.   REFERENCE TABLE

The overall assessment of the GFPS functionality shall be described according to the following: (a) Established; (b) Functional; or (c) Fully Functional. Based on the Total Score in Form III, the GFPS members should use the reference table below to determine the level of functionality of the agency GFPS.

Table 4.1 — GFPS Levels of Functionality
(For National Government Agencies)

Level of Functionality	Score/Rating	Definition
Established	50 – 65 points	The agency's GFPS has fulfilled the indicators under the Structure and Composition of the GFPS criteria. The established classification serves as the basic functionality rating.
Functional	66 – 85 points	The agency's GFPS is able to institutionalize its own GFPS and has met nearly all the indicators of the three areas of functionality assessment.
Fully Functional	86 – 100 points	The agency's GFPS is able to demonstrate that GAD has already been mainstreamed in its structure and programs, activities, and projects and that its GAD mainstreaming strategies are exemplary and worthy of emulation by other agencies.

FORM V. ACTION POINTS MATRIX

Form V of the GFPS Functionality Assessment Tool for NGAs presents the Summary of Action Points the agency may undertake to address the functionality requirements of its GFPS. To accomplish this template, the agency needs to identify indicators with zero scores, to conduct an analysis as to why these gaps exist and to come up with strategies for addressing the gaps identified. Specific programs, projects and activities to be implemented also need to be indicated to address these gaps. The responsible office must be identified while suggested PAPs may be considered in their respective unit or division's Work and Financial Plan to ensure implementation.

Descriptor/ Indicator	Rating	Gaps or Areas for Improvement	Strategy for Addressing the Gap	Suggested P/A/Ps (Based on Strategy)	Responsible Office
Example: Functionality Assessment Criteria 1-A: **Establishment of GFPS** **1.3 GFPS policy indicates the roles, responsibilities, and functions of members in accordance with the guidelines issued by oversight agencies (1.0 point)**	0	The GFPS Policy issued by the agency did not indicate the roles, responsibilities, and functions of the GFPS's EXECOM, TWG, and Secretariat	Agency to issue policy specifying the roles and functions of the GFPS	Policy issuance specifying the roles and functions of the agency GFPS	Planning and Policy Division
Example: Functionality Assessment Criteria 1-B: **Structure and Composition of the GFPS** **1.7 The agency head or its next in rank as designated alternate is the Chairperson of the GFPS (2.0 points)**	0	The agency has not assigned an alternate Chairperson for its GFPS	Designation of an alternate GFPS Chairperson	Policy issuance on the designation of an alternate GFPS Chairperson	Office of the Special and Strategic Concerns

Descriptor/ Indicator	Rating	Gaps or Areas for Improvement	Strategy for Addressing the Gap	Suggested P/A/Ps (Based on Strategy)	Responsible Office
Example: Functionality Assessment Criteria 2-A: **Fulfillment of the GFPS Roles and Functions Based on Structure – GFPS Chairperson** 2.2 **The agency head/ GFPS Chairperson or its next in rank as designated alternate conducts and facilitates the regular meetings of the GFPS Executive Committee (2.0 points)**	0	Both agency head or GFPS Chairperson or its next in rank as designated alternate do not conduct and facilitate regular meetings of the GFPS Executive Committee	Institutionaliza- tion of conduct of regular GFPS EXECOM Meeting	Conduct of regular meetings to be facilitated by the GFPS Chair or the alternate	Office of the Secretary
Example: Functionality Assessment Criteria 2-A: **Fulfillment of the GFPS Roles and Functions Based on Structure – Executive Committee** 2.5 **GFPS EXECOM has established an award and/or incentives system to recognize exemplary contributions to gender mainstreaming in the agency (2.0 points)**	0	The Executive Committee has not created nor established a mechanism to recognize individuals or units with exemplary contributions in the gender mainstreaming efforts of the agency.	Creation and institutionaliza- tion of an award and recognition system in the agency	Development of guidelines and policy issuance on the creation and establishment of an agency awards and recognition system on exemplary GAD-related achievements and/or performance of units and individuals in the agency	Legal Affairs and Human Resources Office

Descriptor/ Indicator	Rating	Gaps or Areas for Improvement	Strategy for Addressing the Gap	Suggested P/A/Ps (Based on Strategy)	Responsible Office
Example: Functionality Assessment Criteria 2-A: **Fulfillment of GFPS Roles and Functions Based on Structure – GFPS Technical Working Group**					
2.10 The GFPS-TWG integrates the GAD-related functions in the agency's performance targets or core functions (2.0 points)	0	GFPS members lack awareness on mainstreaming gender in the agency as part of their core functions	GFPS members to undergo a series of trainings and orientation on their roles and functions regarding the implementation of gender mainstreaming in the agency	Inclusion of GAD-related orientation sessions for GFPS members as one of the target activities in the agency's GAD plan and budget	Human Resources and Management Division
Example: Functionality Assessment Criteria 3-A: **GAD-related Competencies of GFPS Members – Trainings Attended**					
3.7 The GFPS members are oriented on the formulation of the GAD agenda (2.0 points)	0	The GFPS members are not aware of the GAD agenda	Orient GFPS members on the importance of formulating the six-year GAD agenda of the agency	Conduct of orientation on the development of the GAD Agenda that includes the GAD Strategic Framework and GAD Strategic Plan	Human Resources and Management Division

Descriptor/ Indicator	Rating	Gaps or Areas for Improvement	Strategy for Addressing the Gap	Suggested P/A/Ps (Based on Strategy)	Responsible Office
Example: Functionality Assessment Criteria 3-B: **Application of GAD Knowledge** **3.13 The GFPS members are able to apply the GMEF tool (2.0 points)**	0	GFPS members are not knowledgeable on the application of the GMEF tool in assessing their agency's gender mainstreaming efforts	Conduct of an in-depth GMEF orientation for GFPS members	In-depth GMEF orientation and baseline assessment of the agency's gender mainstreaming efforts	Office of Special and Strategic Concerns

This Annex serves as a guide on how to respond to the specific indicators or descriptors in Form II - Functionality of the GFPS. The assessment team who will use and respond to the GFPS Functionality Assessment Tool should establish the period or inclusive years of assessment. For purposes of this tool, the inclusive period of assessment should cover the last three (3) years from date of the assessment.

For example, if the date of assessment is September 2020, the GFPS is recommended to respond to the following indicators as follows:

Functionality Assessment Criteria	Descriptor		Instruction
Fulfillment of the GFPS Roles and Functions based on Structure *2-B. GFPS Executive Committee*	2.4	The GFPS EXECOM ensures that GAD programs, activities, and projects are implemented within the set timeline as indicated in the agency's GPB (**2.0 points**)	Get the average score from 2017 to 2019. Example: **2017**: 85% of all GAD PAPs have been implemented as planned. Hence, the rating is **2.0.** **2018**: 60% of GAD PAPs have been implemented as planned. Hence, the rating is **1.0.** **2019**: 30% of the GAD PAPs have been implemented as planned. Hence, the rating is **0.** **2017: 2** **2018: 1** **2019: 0** **Average Rating** = $\dfrac{2+1+0}{3}$ = $\dfrac{3}{3}$ = **1**

Functionality Assessment Criteria	Descriptor	Instruction
Fulfillment of the GFPS Roles and Functions based on Structure *2-B. GFPS Executive Committee*	2.7 The GFPS EXECOM ensures the timely submission of the agency's GPB and accomplishment report to PCW (or to CHED in the case of higher education institutions [HEIs]) **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: Both GPB and GAD AR have been submitted to PCW (or to CHED in the case of HEIs) within the given deadline. Hence, the rating is **2.0.** **2018**: Only the GPB or GAD AR have been submitted to PCW (or to CHED in the case of HEIs) within the given deadline. Hence, the rating is **1.0.** **2019**: Neither the GPB nor GAD AR has been submitted on time. Hence, the rating is **0.** ───────────── **2017: 2** **2018: 1** **2019: 0** **Average Rating** = $\dfrac{2+1+0}{3}$ $= \dfrac{3}{3}$ $=$ 1

Functionality Assessment Criteria	Descriptor	Instruction
Fulfillment of the GFPS Roles and Functions based on Structure *2-B. GFPS Executive Committee*	2.8 The GFPS EXECOM ensures the judicious use of GAD budget and leads in responding to COA's Audit Observation Memo (AOM), if any **(2.0 points).**	Get the average score from 2017 to 2019. **2017**: Agency has utilized 90% of the GAD budget. Hence, the rating is **2.0.** **2018**: Agency has utilized 70% of the GAD budget. Hence, the rating is **1.0.** **2019**: 30% of the GAD budget has been utilized. Hence, the rating is **0.** **2017: 2** **2018: 1** **2019: 0** **Average Rating** $= \dfrac{2+1+0}{3}$ $= \dfrac{3}{3}$ $= 1$

Functionality Assessment Criteria	Descriptor	Instruction
Fulfillment to the GFPS Roles and Functions based on Structure *2-B. GFPS Executive Committee*	2.9 The GFPS EXECOM members actively participate in consultation sessions with relevant agency stakeholders (internal) on GAD-related issues and concerns **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 50% or more of EXECOM members have participated in all GAD consultations. Hence, the rating is **2.0.** **2018**: Less than 50% of EXECOM members have participated in all GAD consultations. Hence, the rating is **1.0.** **2019**: EXECOM members have not participated in GAD consultations. Hence, the rating is **0.** --- **2017: 2** **2018: 1** **2019: 0** **Average Rating** $= \dfrac{2+1+0}{3}$ $= \dfrac{3}{3}$ $=$ **1**

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.1 The GFPS members are trained on gender sensitivity and/or basic GAD orientation **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 40% or less of the GFPS members are trained on basic GAD orientation or gender sensitivity training. Hence, the rating is **0.** **2018**: 65% of the GFPS members are trained on basic GAD orientation or gender sensitivity. Hence, the rating is **1.0.** **2019**: 80% of the GFPS members are trained on basic GAD orientation or gender sensitivity. Hence, the rating is **2.0.** --- **2017: 0** **2018: 1** **2019: 2** **Average Rating** = $\dfrac{0+1+2}{3}$ = $\dfrac{3}{3}$ = **1**

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.2 The GFPS members are trained on gender analysis (GA) **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 50% of the GFPS members are trained on GA; hence, the rating is **0.** **2018**: 75% of the GFPS members are trained on GA; hence, the rating is **1.0.** **2019**: 100% of the GFPS members are trained on GA; hence, the rating is **2.0.** --- **2017: 0** **2018: 1** **2019: 2** **Average Rating** $= \dfrac{0+1+2}{3}$ $= \dfrac{3}{3}$ $= \boxed{1}$

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.3 The GFPS members are trained on the process of gender mainstreaming **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 76% of the GFPS members are trained on gender mainstreaming. Hence, the rating is **2.0.** **2018**: 92% of the GFPS members are trained on gender mainstreaming. Hence, the rating is **2.0.** **2019**: 100% of the GFPS members are trained on gender mainstreaming. Hence, the rating is **2.0.** ────────────── **2017: 2** **2018: 2** **2019: 2** **Average Rating** = $\dfrac{2+2+2}{3}$ = $\dfrac{6}{3}$ = **2**

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.4 The GFPS members are trained on the Gender Mainstreaming Evaluation Framework (GMEF) **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 50% of the GFPS members are trained on GMEF. Hence, the rating is **0.** **2018**: 75% of the GFPS members are trained on GMEF. Hence, the rating is **1.0.** **2019**: 89% of the GFPS members are trained on GMEF. Hence, the rating is **2.0.** ――――――――― **2017: 0** **2018: 1** **2019: 2** **Average Rating** $= \dfrac{0+1+2}{3}$ $= \dfrac{3}{3}$ $=$ ⓵

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.5 The GFPS members are trained on Harmonized GAD Guidelines (HGDG) **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 100% of the GFPS members are trained on HGDG. Hence, the rating is **2.0.** **2018**: 65% of the GFPS members are trained on HGDG. Hence, the rating is **1.0.** **2019**: 50% of the GFPS members are trained on HGDG. Hence, the rating is **0.** **2017: 2** **2018: 1** **2019: 0** **Average Rating** $= \dfrac{2+1+0}{3}$ $= \dfrac{3}{3}$ $= 1$

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.6 The GFPS members are trained on GAD Planning and Budgeting **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 90% of the GFPS members are trained on GAD Planning and Budgeting. Hence, the rating is **2.0.** **2018**: 75% of the GFPS members are trained on GAD Planning and Budgeting. Hence, the rating is **1.0.** **2019**: 50% of the GFPS members are trained on GAD Planning and Budgeting. Hence, the rating is **0.** ———————————— **2017: 2** **2018: 1** **2019: 0** **Average Rating** $= \dfrac{2+1+0}{3}$ $= \dfrac{3}{3}$ $=$ ①

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members ***3-A. Trainings Attended***	3.7 The GFPS members are oriented on the formulation of the GAD Agenda **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 33% of the GFPS members are oriented on the formulation of the GAD agenda. Hence, the rating is **0.** **2018**: 36% of the GFPS members are oriented on the formulation of the GAD agenda. Hence, the rating is **0.** **2019**: 50% of the GFPS members are oriented on the formulation of the GAD agenda. Hence, the rating is **0.** _____ **2017: 0** **2018: 0** **2019: 0** **Average Rating** $= \dfrac{0+0+0}{3}$ $= \dfrac{0}{3}$ $= \boxed{0}$

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.8 The GFPS members are oriented on Gender-Fair Language **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 100% of the GFPS members are oriented on Gender-Fair Language. Hence, the rating is **2.0**. **2018**: 75% of the GFPS members are oriented on Gender-Fair Language. Hence, the rating is **1.0**. **2019**: 50% of the GFPS members are oriented on Gender-Fair Language. Hence, the rating is **0**. --- **2017: 2** **2018: 1** **2019: 0** $$\text{Average Rating} = \frac{2+1+0}{3}$$ $$= \frac{3}{3}$$ $$= \boxed{1}$$

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.9 The GFPS members are trained on the establishment, maintenance and utilization of the GAD database and use of gender statistics **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 76% of the GFPS members are trained on the establishment, maintenance and utilization of the GAD database, and use of gender statistics. Hence, the rating is **2.0.** **2018**: 55% of the GFPS members are trained on the establishment, maintenance and utilization of the GAD database, and use of gender statistics. Hence, the rating is **1.0.** **2019**: 20% of the GFPS members are trained on the establishment, maintenance and utilization of the GAD database, and use of gender statistics. Hence, the rating is **0.** ------------------ **2017: 2** **2018: 1** **2019: 0** **Average Rating** $= \dfrac{2+1+0}{3}$ $= \dfrac{3}{3}$ $= \;$ ①

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.10 The GFPS members are oriented on RA 9710 or the Magna Carta of Women (MCW) **(2.0 points)**	Get the average score from 2017 to 2019. **2017**: 76% of the GFPS members are oriented on the MCW. Hence, the rating is **2.0.** **2018**: 30% of the GFPS members are oriented on the MCW. Hence, the rating is **0.** **2019**: 55% of the GFPS members are trained on the MCW. Hence, the rating is **1.0.** --- **2017: 2** **2018: 0** **2019: 1** **Average Rating** = $\dfrac{2+0+1}{3}$ $= \dfrac{3}{3}$ $= \boxed{1}$

Functionality Assessment Criteria	Descriptor	Instruction
GAD-Related Competencies of GFPS Members *3-A. Trainings Attended*	3.11 The GFPS members are oriented on special laws protecting women and children **(4.0 points)** ☐ RA 9262 or the Anti-Violence Against Women and Their Children (VAWC) Act ☐ RA 7877 or the Anti-Sexual Harassment Act ☐ RA 8353 or the Anti-Rape Law ☐ RA 9208 as amended by RA 10364 or the Expanded Anti-Trafficking in Persons Act ☐ RA 11210 or the Expanded Maternity Leave Act ☐ RA 10354 or the Responsible Parenthood and Reproductive Health (RPRH) Act ☐ RA 11313 or the Safe Spaces Act ***Note**: Agency GFPS to identify which special law was cascaded to the GFPS members.*	Get the average score from 2017 to 2019. **2017**: 80% of the GFPS members are oriented on special laws protecting women and children. Hence, the rating is **4.0.** **2018**: 55% of the GFPS members are oriented on special laws protecting women and children. Hence, the rating is **2.0.** **2019**: 30% of the GFPS members are oriented on the special laws protecting women and children. Hence, the rating is **0.** --- **2017: 4** **2018: 2** **2019: 0** **Average Rating** = $\dfrac{4+2+0}{3}$ = $\dfrac{6}{3}$ = **2**

Philippine
Commission
on Women