GREAT Women Project

GREAT Women Project and the Department of Science & Technology

Embarking on Impact Assessment of Gender-Responsive Technologies and Technology Transfer Services

GREAT WOMEN PROJECT

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Background

The Department of Science and Technology (DOST) is the lead government agency providing direction and coordinating scientific and technological efforts in the country, aimed at uplifting the socio-economic well-being of the Filipino people.

In 1994, the Department initiated efforts towards gender mainstreaming through the issuance of an Administrative Order reconstituting its Focal Point for Women Concerns. Back then, its activities were only limited to agency-sponsored conferences and thematic paper presentations on GAD.

In 2007, during the leadership of Assistant Secretary Lourdes Orijola as DOST-wide GAD Focal Person and through the agency's partnership with PCW under the GREAT Women Project, the Department's GAD efforts shifted to capacity-building on a sustained basis to address gender issues and concerns through its mainstream programs in technology transfer efforts, particularly on livelihood. In 2008, a Memorandum of Agreement was signed between PCW and DOST to implement the sub-project, *"Gender Impact Assessment of Gender-Responsive Technologies and Technology Transfer Services."*

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DOST's contribution through the GREAT Women Project is said to impact **people** (i.e. DOST GAD Team of Agencies' GAD Focal Points who have become catalysts and advocates in respective agencies), **process** (i.e. good practices in gender mainstreaming and in making gender-responsive technology transfer among women microentrepreneurs), and **product** (i.e. development of GAD resource materials, gender impact assessment tool for DOST technologies and widened DOST network and linkages).

Prior to the GREAT Women Project, DOST had limited institutional mechanisms to ensure gender mainstreaming efforts in the plans, programs and activities in DOST agencies. Gender was not consciously instituted in the mainstream development agenda. Gender was mostly applied in sporadic and peripheral programs and activities of the Agency. Gender-infused activities were only limited to DOST-sponsored conferences and thematic presentations on GAD. In 2006, DOST GAD efforts gradually shifted from capacitating agencies to continuously recognize gender concerns on a sustained basis and to address them in mainstream development agenda of the department. Focus has shifted from periodic GAD effort to a more active and participative gender mainstreaming effort within DOST agencies.

In the beginning of the GREAT Women Project, DOST utilized the Gender Mainstreaming Evaluation Framework (GMEF), a self-assessment tool developed by PCW to enable agencies assess their stage/ level of gender mainstreaming efforts:

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The Department garnered a score of 1.16, which denoted that it is still in Level 1 or the *foundation formation stage*. Such score motivated the Department to look closely into its organization on how it can improve its gender mainstreaming efforts.

The initial phase of project implementation in DOST was building the capacities of the DOST GAD team to undertake a gender impact assessment of technologies and technology transfer services. DOST GAD Focal Points had to level off their basic understanding on GAD. The team realized that the members have varying levels of appreciation of gender concepts which poses a critical concern in the development of the assessment tool. As such, the team underwent a gender sensitivity training (GST) for DOST agency GAD Focal Points. After which, GAD training modules on GAD Concepts and Gender-responsive planning and budgeting were developed.

DOST developed its own training modules to address it needs, that is, provide a gender-

DOST Capacity Development Activities and Strategies in Sub-Project Implementation

- Gender Sensitivity Training for DOST Agencies' GAD Focal Points
- Planning and Writeshop on the Development of a DOST GAD Training Modules on GAD Concepts and Gender-Responsive Plannng and Budgeting
- Drafting, redrafting, review and presentation of DOST GAD Training Modules
- Training on Presentation Skills for DOST Agencies' GAD Focal Points
- Pilot-testing of DOST GAD Training Modules to selected DOST Agencies (namely, a planning council (PCIERD), a regional office (DOST Region XI), and a research and development institute (MIRDC)
- Finalization of DOST GAD Training Modules (incorporating comments of DOST agencies and DOST Core Group of Trainers)
- Conduct of DOST-wide GAD Orientation on GAD Concpets and Gender-Responsive Budgeting using the DOST GAD Training Modules by DOST GAD Core Group of Trainers
- Increasing GAD Champions within DOST
- Participation in PCW-initiated capacity building such as Training of Trainers' on Gender Analysis (TOTAGA), Harmonized GAD Guidelines (HGG), Results-Based Management (RBM)
- Development of GAD Resource Tools for Gender Mainstreaming (including the Facilitators' Training Manual for gender-responsive science and technology, Manual of Instruction for the Assessment on Gender-Responsiveness of DOST Technologies, Questionnaires on Assessing Gender-Responsiveness of DOST Technologies, GAD Checklist for Science and Technology Intervention in MSMEs, and Gender Analysis Guide Questions for Technology Transfer Programs/Training Programs/Training Proposals and Scholarship Program)
- Pilot-testing of the Survey Questionnaires Assessing the Gender-Responsive of DOST Technologies in Naga, Bohol and Leyte
- TOTAGA Training for DOST Core Group of Trainers
- TOTAGA Training for the Provincial Science and Technology Directors in GREAT Women Project sites and some members of DOST GAD Focal Persons in Mindanao

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Development of DOST GAD Training Modules

"DOST Modules explain how science--our services as a Department--can be gender-responsive, " Dr. Blesshe Querijero explained the uniqueness of GAD Training Modules.

responsive Science and Technology. Members of the DOST GAD team who participated in the GST, workshop on training modules development, and training presentation skills, eventually serves as the Department's GAD Core Group of Trainers. Dr. Blesshe L. Querijero, DOST GAD Mainstreaming Program leader also serves as the team leader of the DOST GAD Core Group of Trainers. Dr. Querijero and Ms. Maria Fe B. Singson, Senior Science Research Specialist who works full-time in the Project are under the Office of the DOST-wide GAD Focal Person .

The GAD training modules were pilot-tested by core group of trainers in select DOST agencies: Philippine Council of Industry and Energy Research and Development (PCIERD), representing 3 sectoral planning councils; DOST Regional Office XI, representing regional offices; and the Metals Industry Research and Development Center (MIRDC), representing 7 research and development institutes. These GAD resource materials will help all DOST agencies and its clients to understand, appreciate and apply GAD Concepts, resulting to gender-responsive workplaces, enterprises, products and services that support gender-responsive science and technology.

After the pilot-testing, the modules were enhanced, finalized and used by the core group of trainers in the conduct of DOST-wide GAD orientations in December 2009 to November 2010. The goal was to reach 90% attendance in DOST-wide orientation, while DOST achieved 60% of its target.

Coverage of GAD Training Modules

- Overview of the GAD Orientation
- Module 1: Fact Sheet on Men and Women
- Module 2: International and National Mandates on Gender Mainstreaming and DOST GAD Legal Framework
- Module 3: Gender Sensitivity
- Module 4: Gender Analysis and Issues Identi cation
- Module 5: Gender Mainstreaming (covering four entry points, namely, policy, people, programs/projects /activities and enabling mechanisms)
- Module 6: Gender-Responsive Planning and Budgeting

GAD Focal Point and GAD Trainers

One of the results of the DOST-wide GAD orientations is the identification of GAD Focal Point members to support gender mainstreaming within the individual DOST agencies. Agency GAD Focal Persons from DOST Agencies who attended the Gender Sensitivity Trainings, the Planning and Writeshop on DOST GAD Modules, Module Pilot-Testing served as the DOST GAD Core Group of Trainers.

The Core Group, composed of 24 persons (20 females and 4 males), became resource persons and facilitators during the DOST-wide GAD Orientation. On the other hand, GAD Focal Point members were encouraged to form their respective core groups to capacitate other staff and stakeholders, if necessary, using the training modules developed under the project. The DOST GAD Team served as support mechanisms for the GAD initiatives of the individual agencies, and served as 'GAD champions' within DOST.

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GAD Trainings have effectively reached women and men employees of DOST. Even with current ratio of women to men in executive level positions (at 15 women : 27 men), GAD Trainings have influenced its male regional directors to be highly supportive of gender mainstreaming, especially in the technology transfer activities.

Dr. Queriero and Ms. Singson honed their capacities on gender analyses (GA); Harmonized GAD Guidelines on Project Development, Implementation and Monitoring and Evaluation (HGG); and Results-Based Management (RBM) - trainings that are PCW- initiated, and who in-turn echoed their learnings with the DOST Core Group of Trainers and other members of the GAD team.

To hasten the process of gender mainstreaming in agencies, participants are encouraged to use the GAD modules, and form their own group of GAD Trainers for implementing gender mainstreaming within their respective attached agencies. In October 2011, a gender analysis training for the provincial science and technology directors (PSTDs) in the local project areas of the GREAT Women Project, as well as GAD Focal Persons in Mindanao was conducted.

Over all, GREAT Women Project interventions, at the organizational level, the agency Annual GAD Plan and Budget and Accomplishment Reports now reflect responsiveness to gender concerns. Regional Offices likewise heightened its services for women microenterprises. DOST in Region V and VII supported the establishment of common service facilities for women microentrepreneurs in Metro Naga and Bohol, respectively, to ensure quality product standards.

DOST capacities on gender and WEE have improved to the degree that Philippine Commission on Women is actually tapping Trainers from the DOST GAD Core Group to serve as trainers or facilitators on gender mainstreaming, GAD concepts, gender analysis, planning and budgeting for other NGAs.

More importantly, at the sectoral level, enterprises assisted by the Department made changes in their workplaces. For example, DOST is providing gender-responsive assistance to the Lao Integrated Farm in Davao. Now, women have equal sharing of responsibilities with men, even though the workplace was male-dominated. Women were provided a separate restroom, complete tools that are easy-to-use and accessible equipment, and clean working environment for women workers. [1]

Through GREAT Women Project interventions, DOST has also gained wider support from its provincial offices in providing support in technology transfer to women microenterprises especially in Camarines Sur *(e.g. technical assistance to common service facilities, essential oil formulation, bamboo treatment and finishing)*, Bohol *(e.g. cacao seed roasting and polvoron mixing)* and Leyte *(e.g. development of competitve packaging for roscas, banana chips and butterscotch and common service facility for buco-cassava pie)*.

Footnote: Additional story on Development and Use of DOST's Impact Assessment Tool for Gender-Responsive Technologies and Technology Transfer Services on page 5.)

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Development and Use of DOST's Impact Assessment Tool for Gender-Responsive Technologies and Technology Transfer Services

After the series of GAD capacity building activities, the DOST Team developed the gender impact assessment tool. The tool contains:

- A facilitator's manual for gender-responsive science and technology
- A manual of instruction on how to assess gender-responsiveness of enterprise technologies A set of questionnaires for the assessment and a checklist for science and technology interventions for micro, small and medium enterprises.
- A gender analysis guide questions for technology transfer programs, trainings programs, training proposals and scholarship program

In assessing gender-responsiveness of enterprise technologies, assessment is made in such areas as: human resource; machineries, equipment, tools and accessories; raw materials used in production; production methods/process; layout, design and infrastructures; environment; and health and safety.

The criteria should be made along technology needs, production designs and layout efficiency.

Example of Gender-Sensitized Technology

Engineers and Designers at the Philippine Textile Research Institute (PTRI) improved their criteria in designing hand-operated weaving loom, suitable to women's comfort. They consider gender-related factors such as height of chair, weight of grips, and necessary adjustments to women's smaller built and height. Through gender-sensitization, designers begin to have gender-based considerations other than cost and availability of materials, affordability and durability when designing the equipment.

For example, safety of pregnant women, provision of separate comfort or changing rooms; provision of services for the safety and security of women night workers; as well as provision of tools or equipment to protect against hazardous production processes must be considered in the set-up or enhancement of enterprises. The tool, specifically the questionnaire, was pilot-tested in DOST-assisted technologies in Naga, Bohol and Leyte.

Gender needs and interests were now considered and women were consulted by engineers in the design of technologies. For example, the Philippine Textile Research Institute improved their criteria in designing hand-operated weaving looms. Previously, since most designers were males, weaving loom designs would just consider affordability and availability of materials, and durability. With the project, considerations were made on the height, weight and built of the designs to cater to women who spend long hours in weaving. In other research institutes, chairs and tables that would accommodate to the special needs of pregnant women operating machines and equipment, for example, were likewise designed.

Some Characteristics of A Gender-Responsive Enterprise

- Technology needs, production design and layout efficiency consider the special needs of women.
- Enterprises allot space for women's comfort security. They accrue benefits mandated by law.
- Workers in sections with production processes hazardous to health are equipped with protective gear.
- Workers in hazard-prone industries (like wood working and natural fiber dyeing) are provided equipment to prevent accidents in the workplace.