

	KEY AREAS																
	Policy		People				Enabling Mechanisms						Programs, Projects and Activities (PPAs)				
	Expression/ Statement	Enhancement/ Improvement Progression is towards the integration of GAD in simple to complex	Expression of support for gender mainstreaming	Capability Building interventions to enhance KRA and GAD	Benefits for women	Participation of women	Structures and systems	Roles and Functions of Focal Points	Capability building for Focal Points	Gender-responsive data base	Resources allocation of the budget	Networking Efforts (Developing networks and evolving partnership)	Information, education and communication (IEC) campaigns	Client-directed PPAs	PPA implementing international treaties, PPGD and other laws and policies on women and GAD	Application of gender responsive planning (GRP) and other planning technologies in PPAs	Personnel-directed PPAs
<p>Stage 1 Foundation Formation</p> <ul style="list-style-type: none"> ◆ Raise people's awareness on gender ◆ Generate support for gender mainstreaming 	<ul style="list-style-type: none"> ◆ Policies that express adherence to GAD concepts and programs are formulated. ◆ Broad statements of intentions or aspirations that state the agency's support for GAD are issued. ◆ Policies establishing gender mainstreaming mechanisms (e.g. responsibility areas, accountabilities, etc) are issued. 	<ul style="list-style-type: none"> ◆ Review of existing policies to determine their gender responsiveness ◆ Review of existing policies governing programs and projects 	<ul style="list-style-type: none"> ◆ Top management express support for gender mainstreaming. ◆ Identification of people in strategic positions within the agency who can mainstream GAD 	<ul style="list-style-type: none"> ◆ Gender mainstreaming sponsors, agents and targets are given orientation on appropriate and relevant course on GAD. ◆ Consciousness-raising and orientation on GAD among agency heads and key officers 	<ul style="list-style-type: none"> ◆ Identify practical and strategic needs of women 	<ul style="list-style-type: none"> ◆ Passive recipient 	<ul style="list-style-type: none"> ◆ Existing systems and structures are diagnosed. 	<ul style="list-style-type: none"> ◆ Focal Points are set up in the central office and regional and provincial offices. ◆ Liaise with other organizations, especially with NCRFW 	<ul style="list-style-type: none"> ◆ Conduct of GST and other orientation seminars for Focal Points 	<ul style="list-style-type: none"> ◆ Pertinent sex-disaggregated data on its personnel and clients are compiled and gathered. 	<ul style="list-style-type: none"> ◆ Special budget allocation based on appropriate GAD Plan is formulated. 	<ul style="list-style-type: none"> ◆ Partnership with possible resource institutions and individuals who may assist the agency in mainstreaming is sought. ◆ Relevant undertakings of partner individuals/institutions are determined. 	<ul style="list-style-type: none"> ◆ IEC strategies and materials appropriate for agency heads and key officers are developed and conducted. 	<ul style="list-style-type: none"> ◆ Opportunities and potentials for mainstreaming GAD are evaluated. ◆ Activities for mainstreaming GAD in PPAs are identified. 	<ul style="list-style-type: none"> ◆ Implementation of PPGD and other laws and instruments are considered. 	<ul style="list-style-type: none"> ◆ GRP application in refining PPAs is considered. 	<ul style="list-style-type: none"> ◆ Major personnel-directed PPAs with possible GAD implications are identified.
<p>Stage 2 Installation of Strategic Mechanisms</p> <ul style="list-style-type: none"> ◆ Put in place the key people, necessary policies, support structures, systems and mechanisms to facilitate and sustain gender mainstreaming ◆ Sporadic application of GAD concepts and tools 	<ul style="list-style-type: none"> ◆ Implementing guidelines that provide substance to the policy statements supporting GAD are developed. ◆ Formulation of specific gender responsive policies that support the agency's mandate ◆ Establishment of GAD mechanisms 	<ul style="list-style-type: none"> ◆ Issuance of new or revised gender-responsive policies ◆ Issuance of new or revised policies on programs and projects addressing both internal and external clients 	<ul style="list-style-type: none"> ◆ Top management as GAD sponsors, legitimize the mainstreaming efforts by installing the necessary support structures, systems and mechanisms. 	<ul style="list-style-type: none"> ◆ Trainers' training conducted with an end view of propagating GAD concepts within the agency. ◆ Consciousness raising and orientation on GAD among groups at the national and local levels 	<ul style="list-style-type: none"> ◆ Benefit package for women (e.g. day care, flexi-time and career guidance) are introduced. 	<ul style="list-style-type: none"> ◆ Take action prescribed by others 	<ul style="list-style-type: none"> ◆ Changes in existing systems and structures (e.g. sex-disaggregated monitoring and evaluation system to ensure integration of gender concerns) are proposed. 	<ul style="list-style-type: none"> ◆ Initiate, catalyze and coordinate gender-related activities ◆ Liaise with other organizations, especially with NCRFW ◆ Determine the GAD plan of the agency in terms of gender mainstreaming interventions ◆ Create women's desks/ Focal Points and TWGs within the organization to review and monitor gender-responsive policies, programs and projects 	<ul style="list-style-type: none"> ◆ Attendance of Focal Points in more technical courses using GAD concepts and tools 	<ul style="list-style-type: none"> ◆ Gender responsive data collection system developed and installed with the necessary tools and forms ◆ Sector-specific situationers on women are generated using the data base. 	<ul style="list-style-type: none"> ◆ A system to enforce and monitor the allocation of 5-30% of ODA funds and at least 5% of the total agency budget for GAD programs, projects and activities for gender mainstreaming is installed. 	<ul style="list-style-type: none"> ◆ Develop database of partners for easier access and referral (e.g. directory) ◆ Agency participates in partner-initiated activities and actively seeks relevant women organizations to become partners to its work. 	<ul style="list-style-type: none"> ◆ IEC materials appropriate for groups at national and local levels are developed and used. 	<ul style="list-style-type: none"> ◆ Guidelines on the integration of GAD in the agency's overall work are developed and used. ◆ Gender biases in existing PPAs are assessed. 	<ul style="list-style-type: none"> ◆ Implementation strategies for PPGD and other laws and instruments are firmed up. 	<ul style="list-style-type: none"> ◆ Agency planners, program development staff and Focal Point members are trained on GRP. 	<ul style="list-style-type: none"> ◆ Main personnel-directed PPAs are reviewed for GAD integration. ◆ GAD principles are integrated in the career pathing of officers and staff.
<p>Stage 3 GAD Application</p> <ul style="list-style-type: none"> ◆ Integrate and consolidate gender efforts to produce intended or desired impact on women ◆ Integrate GAD in KRAs of the agency 	<ul style="list-style-type: none"> ◆ Enforcement and implementation of GAD policies 	<ul style="list-style-type: none"> ◆ Enforcement and implementation of GAD policies 	<ul style="list-style-type: none"> ◆ Top and middle management, as gender mainstreaming sponsors, integrate gender in the design and implementation of policies, programs and projects of the agency. 	<ul style="list-style-type: none"> ◆ Technical and agency-specific or relevant GAD courses are introduced. ◆ Consciousness raising and orientation on GAD down at the beneficiaries' and grassroots' levels 	<ul style="list-style-type: none"> ◆ More women are sent on scholarships. ◆ More women are given critical roles and authority in the organization. 	<ul style="list-style-type: none"> ◆ Consulted 	<ul style="list-style-type: none"> ◆ Strategic planning vis-à-vis gender mainstreaming is adopted and funded. 	<ul style="list-style-type: none"> ◆ Act as advisers and partners of the agency in implementing GAD projects and interventions ◆ Liaise with other organizations, especially with NCRFW ◆ Lead the implementation of the agency's GAD plan for gender mainstreaming ◆ Women's desks/ Focal Points/TWGs can effect and catalyze the necessary changes. 	<ul style="list-style-type: none"> ◆ Continuous upgrading of Focal Points' capabilities through attendance in various training programs and conferences 	<ul style="list-style-type: none"> ◆ Availability of data in the agency ◆ Use of the sex-disaggregated data in formulating agency plans, policies and projects 	<ul style="list-style-type: none"> ◆ Strategic planning on gender mainstreaming and allocation of resources are synchronized and the allocation for GAD programs, projects and activities is increasing. 	<ul style="list-style-type: none"> ◆ Projects and interventions with partner institutions and individuals are developed and implemented. ◆ Partner clients are involved in major activities. 	<ul style="list-style-type: none"> ◆ IEC materials appropriate for beneficiaries and grassroots clients as well as gender mainstreaming technologies and materials are developed and enhanced. 	<ul style="list-style-type: none"> ◆ Gender mainstreaming elements in all aspects of the agency's PPAs are integrated and duly implemented. 	<ul style="list-style-type: none"> ◆ Programs and projects implementing PPGD and other laws and instruments are implemented. 	<ul style="list-style-type: none"> ◆ GRP tools and techniques are applied and used in developing, implementing, monitoring and evaluating PPA. 	<ul style="list-style-type: none"> ◆ Refined personnel-directed PPAs are implemented.
<p>Stage 4 Commitment Enhancement and Institutionalization</p> <ul style="list-style-type: none"> ◆ Implement continuous monitoring, evaluation and improvement of gender mainstreaming efforts ◆ Incorporate GAD in all aspects of the agency's operations 	<ul style="list-style-type: none"> ◆ Continuous monitoring of impact of gender responsive policies as carried out in agency programs and projects ◆ Continuous review of gender responsiveness of policies 	<ul style="list-style-type: none"> ◆ Sustainability and monitoring of policies as implemented 	<ul style="list-style-type: none"> ◆ Top and middle management, as gender mainstreaming sponsors, install the necessary monitoring and evaluation systems toward continuous improvement of the mainstreaming efforts. 	<ul style="list-style-type: none"> ◆ Continuous effort to improve knowledge on how to better integrate GAD in the agency's KRAs ◆ Agency officials/ staff and beneficiaries sensitized and with a common/unified understanding of GAD 	<ul style="list-style-type: none"> ◆ More women employees occupy strategic positions in the organization. 	<ul style="list-style-type: none"> ◆ Empowered to effect changes by themselves 	<ul style="list-style-type: none"> ◆ Existing structures and systems are continually assessed and evaluated for its gender responsiveness. 	<ul style="list-style-type: none"> ◆ Monitor and support the agency in its various GAD interventions, spot problem areas and help the agency analyze issues and recommend possible solutions ◆ Liaise with other organizations, especially with the NCRFW ◆ Act as the "oversight" within the agency to ensure the sustainability of gender mainstreaming efforts ◆ Women's desks/ Focal Points/TWGs coordinate and monitor progress in implementation. 	<ul style="list-style-type: none"> ◆ Continuous upgrading of Focal Points' capabilities through attendance in various training programs and conferences 	<ul style="list-style-type: none"> ◆ Gender-based indicators for monitoring and evaluating gender-related interventions are institutionalized and continuously enhanced. ◆ Implementation and enforcement of GAD plans, policies and programs are monitored and evaluated. 	<ul style="list-style-type: none"> ◆ GAD Budget not anymore considered as a special item but integrated in the agency's overall budget 	<ul style="list-style-type: none"> ◆ Linkages and networks developed by initiating activities and participating in them are maintained. ◆ Meaningful partnership with clients and relevant organizations are sustained. 	<ul style="list-style-type: none"> ◆ IEC materials and strategies are continuously improved. 	<ul style="list-style-type: none"> ◆ Extent of GAD integration in the agency's PPAs and its impact are assessed and evaluated. ◆ Extent of accomplishment of GAD integration in PPA and its sustainability are monitored and evaluated. 	<ul style="list-style-type: none"> ◆ Implementation, monitoring and evaluation of PPGD and other laws and instruments are continuously enhanced. 	<ul style="list-style-type: none"> ◆ Participation of and benefits to women and men of PPAs are monitored and evaluated. 	<ul style="list-style-type: none"> ◆ Gender responsive personnel-directed PPAs are monitored, evaluated and continuously refined.