

GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF) VALIDATION FORM

Name of Agency: DOST - PHILIPPINE COUNCIL FOR AGRICULTURE, AQUATIC AND NATURAL RESOURCES RESEARCH AND DEVELOPMENT (PCAARRD)

Name of PCW Validator: Claire Ruzzel A. Esturas, GAD Specialist II

Period of Assessment: 2016-2019

Mode of Validation: Desk Validation

Date Conducted: November 24, 2020

I. General Findings

- The PCAARRD submitted its GMEF assessment and the corresponding means of verification (MOVs) to the Department of Science and Technology (DOST) for the 2020 GAD Mainstreaming Awards.
- The absence of supporting documents greatly affected the scores in a number of descriptors.
- Below is a summary of the comments / inputs in the descriptors showing inconsistencies in the scoring with the MOVs presented / submitted:

ENTRY POINT	SUBMITTED SCORE	VALIDATED SCORE	REMARKS OF THE PCW VALIDATOR
<i>Policy</i>	8.32 (Level 2)	4.99 (Level 1)	<ul style="list-style-type: none"> ▪ Descriptor 1.2 – From 1.67, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.1 – Contrary to the full score given by the PCAARRD, the agency was only able to provide a copy of one policy reflecting its interest for gender mainstreaming. From 1.67, this was scored 0.83 ▪ Descriptor 2.2 – The PCAARRD provided a copy of its Guidelines on the Availment of the Special Leave Benefits for Women under RA 9710. However, it is not covered by the period of assessment. From 0.83, this was scored 0 ▪ Descriptor 3.1 – While the document provided by the PCAARRD includes GAD Vision, Mission, and Goals, it is not a GAD Agenda/Strategic Framework. From 0.83, this was scored 0 ▪ Descriptor 3.3 – From 0.83, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 4.3 – While the document is still in progress, the PCAARRD was able to come up with

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			its GAD Vision, Mission, and Goals. From 0, this was scored 1.67
<i>People</i>	15.73 (Level 3)	9.51 (Level 2)	<ul style="list-style-type: none"> ▪ Descriptor 1.2 – Considering the period of assessment, most of the GFPS members have only attended Gender Appreciation / Orientation / Gender Sensitivity and Training / Workshop on GA. From 0.83, this was scored 0.41 ▪ Descriptor 1.2 – Considering the period of assessment, only 39 employees have attended the Gender Appreciation / Orientation. From 0.41, this was scored 0 ▪ Descriptor 2.2 – From 0.41, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.3 – While the PCAARRD provided a copy of its intake forms and the reports generated from them, there were no supporting documents on the trainings conducted on the importance of collecting sex-disaggregated data and gender statistics. From 0.83, this was scored 0 ▪ Descriptor 2.4 – From 0.41, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 3.1 – From 0.83, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 3.2 – The PCAARRD provided a copy of its 2019 GPB and GAD AR, but the program documents and the HGDG results were not included. From 0.83, this was scored 0.41 ▪ Descriptor 3.6 – The PCAARRD provided a copy of a press release which narrates the participation of the external clients in the planning and implementation of a project on organic farming. From 0.83, this was scored 0.41 ▪ Descriptor 4.1 – From 0.41, this was scored 0 due to absence of

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			<p>supporting document/s / no MOVs submitted</p> <ul style="list-style-type: none"> ▪ Descriptor 4.2 – From 0.83, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 4.5 – From 0.83, this was scored 0 due to absence of supporting document/s / no MOVs submitted
Enabling Mechanisms	12.51 (Level 2)	8.51 (Level 2)	<ul style="list-style-type: none"> ▪ Descriptor 2.3 – The PCAARRD provided a copy of its 2019 GPB and GAD AR, but there are questionable entries in the reports, especially in the ATTRIBUTED PROGRAMS section. From 1, this was scored 0 ▪ Descriptor 3.2 – The PCAARRD provided a copy of its 2019 GPB and GAD AR, but there are questionable entries in the reports, especially in the ATTRIBUTED PROGRAMS section. From 0.5, this was scored 0 ▪ Descriptor 3.3 – From 0.5, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 3.4 – Contrary to the full score given by the PCAARRD, the agency was only able to provide supporting documents to one partnership. From 1, this was scored 0.5 ▪ Descriptor 3.5 – From 0.5, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 5.1 – From 0.5, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 5.4 – From 0.5, this was scored 0 due to absence of supporting document/s / no MOVs submitted
PAPs	13.31 (Level 2)	2.6 (Level 1)	<ul style="list-style-type: none"> ▪ Descriptor 1.2 – From 0.83, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 1.3 – Contrary to the full score given by the PCAARRD, the agency was only able to provide supporting documents for the

ENTRY POINT	SUBMITTED SCORE	VALIDATED SCORE	REMARKS OF THE PCW VALIDATOR
			<p>consultation with external clients. From 0.83, this was scored 0.41</p> <ul style="list-style-type: none"> ▪ Descriptor 1.6 – From 0.83, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.1 – While the document provided by the PCAARRD includes GAD Vision, Mission, and Goals, it is not a GAD Agenda/Strategic Framework. From 0.31, this was scored 0 ▪ Descriptor 2.3 – From 0.31, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.4 – From 0.62, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.5 – From 0.31, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.7 – From 0.62, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 2.8 – The PCAARRD has developed a GAD section in its intranet. Hence, it is for internal use only. From 0.31, this was scored 0 ▪ Descriptor 3.3 – From 0.71, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 3.4 – From 0.71, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 3.5 – From 0.71, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 3.7 – From 0.35, this was scored 0 due to absence of supporting document/s / no MOVs submitted ▪ Descriptor 4.1 – The GADAR of the PCAARRD includes gender issues and attributed programs. There are GAD mandates, but they are not

ENTRY POINT	SUBMITTED SCORE	VALIDATED SCORE	REMARKS OF THE PCW VALIDATOR
			<p>clearly stated. From 1, this was scored 0</p> <ul style="list-style-type: none"> ▪ Descriptor 4.3 – The HGDG Checklists provided by the PCAARRD do not have scores. From 1, this was scored 0 ▪ Descriptor 5.4 – GAD perspective is not integrated in the award systems of the PCAARRD. From 1.25, this was scored 0
TOTAL SCORE	49.87 (Level 2)	25.61 (Level 1)	The difference between the submitted and the validated scores is 24.26 points

II. Areas for Immediate Actions to Improve the Level of Gender Mainstreaming of the Agency

ENTRY POINT	RECOMMENDATIONS
<i>Policy</i>	<ul style="list-style-type: none"> ▪ Issue a policy on the conduct of organization-wide gender audit ▪ Issue a policy on the collection and maintenance of sex-disaggregated database for institutionalization ▪ Formulate a GAD Agenda / Strategic Plan to have a 1) basis in setting GAD results and outcomes that the agency wants to achieve by the end of the planning period; 2) guide on the PAPs to be undertaken annually to achieve GAD results; and 3) reference monitoring and evaluation (M&E) framework for assessing GAD outputs and results and strengthening the mainstreaming of GAD perspective in the agency's operations and programs ▪ Issue a policy on the use of gender-fair language and images and regularly review policies, documents, and materials being released ▪ Develop and/or enhance policies, guidelines, and plans based on the results of gender analysis
<i>People</i>	<ul style="list-style-type: none"> ▪ Orient staff members on GAD ▪ Train staff members on the importance of collecting sex-disaggregated and gender statistics ▪ Encourage clients (internal and external) to articulate gender issues/needs and take them into account in the development of GAD PAPs ▪ Encourage clients (internal and external) to participate in all levels of the development planning cycle of GAD PAPs
<i>Enabling Mechanisms</i>	<ul style="list-style-type: none"> ▪ Establish GAD mechanisms, like the Committee on Decorum and Investigation (CODI) and breastfeeding / lactation room, that respond to the gender needs of clients (internal and external) ▪ Train program implementers on gender analysis and the use of gender analysis tools ▪ Increase the budget utilized to implement GAD PAPs through attribution ▪ Develop a Knowledge Management System and include GAD-related knowledge products

PAPs	<ul style="list-style-type: none">▪ Utilize the TNA and its results in identifying the deepening sessions on GAD to be conducted for the GFPS and staff members▪ Conduct organizational / sector-specific GAD capacity development session/s for staff members▪ Apply GA tools in all levels of the development planning cycle▪ Conduct impact assessment of GAD PAPs▪ Develop a GAD section in the PCAARRD's website and update it regularly
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