HARMONIZED GENDER AND DEVELOPMENT GUIDELINES: DESIGN MANUAL

GAD ACTION PLAN:
Guide to Accomplishing Design Checklist

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HGDG ENTRY POINTS FOR STREAMLINING GAD IN PCAARRD

As governed by various national policies such as the Republic Act 9710 or the Magna Carta of Women (MCW), PCW- NEDA-DBM Joint Circular No. 2012-01, and the Revised Guidelines for the Grants-In-Aid of the Department of Science and Technology, it is mandated that all government agencies shall perform gender analysis to integrate Gender and Development (GAD) aspects in government-funded programs, activities, and projects. With respect to these provisions, the DOST-PCAARRD developed a process to streamline the integration of GAD in PCAARRD-funded programs and projects using various core elements from the Harmonized Gender and Development Guidelines (HGDG) as major entry points. In this manual, the 10 core GAD elements will be discussed to provide project implementers more opportunities and strategies for GAD integration to their project designs. Although 10 core elements will be introduced, users can satisfy at least 4 core elements only equivalent to at least 4 points in the HGDG Checklist. Knowledge of how these core elements can be incorporated in a project proposal ensures a score of 4.0-8.0 in the HGDG checklist which can be interpreted as a project proposal that is either gender sensitive or with a promising GAD prospect.

There are six (10) GAD Core Elements which can serve as the entry points for gender mainstreaming in R&D Proposals. These are:

1. **Explicitly mention that women and men stakeholders will actively participate in the project activities;**
2. **Collect sex-disaggregated data (SDD) and include a sex-disaggregated database (SDD) of inputs and results under the 6Ps;**
3. **Include a paragraph or two on the gender issues present in the commodity or sector where the project is situated;**
4. **Include at least one GAD objective and goals;**
5. **Include at least one gender analysis tool in the Methodology to match gender issue;**
6. **Explicitly state how women and men will stand to benefit under the economic and social impacts of the project;**
7. **Include GAD equality targets and indicators;**
8. **Include a sex-disaggregated database requirement;**
9. **Explicit mention or indicate in the project's budget that GAD expertise will be consulted; and,**
10. **Discuss how the project will build on agencies (i.e. national, PCAARRD, LGUs) GAD efforts.**

Core Element 1: Explicitly mention that women and men stakeholders will actively participate in the project activities

In the context of the AANR sector, it is important that the gaps that our AANR innovation aim to address should genuinely comes from the needs of the women and men stakeholders. During the conceptualization of the project, the team may conduct consultations with the stakeholders to seek collaboration in the problem identification. Their roles can be explicitly discussed in the rationale part of the proposal (e.g. their involvement in sex disaggregated baselining or scoping of the project wherein data is gathered and disaggregated by sex to establish a clear understanding of existing gender dynamics, roles, and situations of the target stakeholders), in the data collection process (e.g. as respondents), and in other project activities such as in training (e.g. as participants/facilitators). Particularly, inclusive participation to these activities (e.g. project-related meetings/workshops) can be measured by proportion of women and men who actively participated, and by ensuring that there is gender-balanced consultations wherein both genders' awareness and perception of project's goals, activities, and impacts to them are represented and considered. This will ensure that their perspectives and inputs will not be invisible at all stages of the project. This can also be done by explicitly mentioning the women, men, and children in the "Target Beneficiaries" of the proposal.

Core Element 2: Collect sex-disaggregated data (SDD) and include a sex-disaggregated database (SDD) of inputs and results under the 6Ps

Once gaps have been identified from the women and men stakeholders, the insights collected from them are already considered sex-disaggregated data (SDD). Aside from their inputs, other SDD can also be integrated in the other parts of the proposal's design to strengthen and expand its GAD integration. These SDD may include current gender statistics within the commodity being studied,

or related studies discussing the different experiences of women and men farmers in terms of their roles and status. Ensure that there are separate discussions for both women and men.

Core Element 3: Include a paragraph or two on the gender issues present in the commodity or sector where the project is situated (e.g. data on differential gender needs, access to resources, constraints, benefits, and situations)

It is crucial to explicitly acknowledge the presence of gender issues. These issues stem from the unequal status of women and men and encompass a range of problems and concerns. They are intricately linked to the differential characteristics, roles, and expectations attributed by society to women and men within this sector. Acknowledging and addressing these gender issues is vital for inclusive and sustainable AANR programs and projects. Insights into these challenges can be gathered through different gender analysis such as identification of gaps related to gender roles, access and control, and constraints and opportunities. These findings may be collected from primary sources, such as interviews and observations of women and men beneficiaries, as well as interactions with ISP managers. Moreover, secondary data sources, such as literature reviews, provide valuable insights into the gender dynamics within the socio-economic, cultural, and physical aspects of the AANR sector, providing potential sources of gender issues. Another method is to conduct a Gender-sensitive needs assessment to identify and analyze the distinct needs and priorities of women and men within the project's target community or a Time-Use analysis to understand how women and men allocate their time differently and how project interventions may impact their time burdens.

Core Element 4: Include at least one GAD objective and goals

Once a gender issue is identified out of conducting gender analysis, it can be written into a gender equality statement as one of the project's objectives or purpose. Since all of our programs and projects are ultimately for the betterment of women and men in AANR, this entry point aims to reveal this statement in all of PCAARRD-funded projects so as to make the human aspect of projects visible starting from the project's objectives. For example, if the proposed project is about an AANR technology transfer to women and men farmers. An example of a GAD inclusive goal for this is: Increased economic empowerment of women that can be discussed in the proposal's Rationale or Introduction. Further, this can be transformed into an objective statement: To enhance employment and livelihood skills of women particularly in high-value adding industries and agricultural activities; or To strengthen women's representation in economic decision-making bodies.

Core Element 5: Include at least one gender analysis tool in the Methodology to match gender issue

Once it is in the project's objectives, it has to be addressed by the project through the use of a GA Tool as part of the Methodology. This can be done through explicitly including a GA Tool as matched to the target gender issue. An example of GA tool includes the Harvard Framework Analysis and the Moser Framework which are questionnaires and matrices used to collect information (i.e. interviews, surveys) on who does each activity, who has access and control of resources and the influences on gender roles to women and men within the AANR. These GA tools can be incorporated in the surveys and/or FGDs that will be done by the project. By doing surveys, it can be designed to be gender-specific (i.e. separate conduct for women and men) to capture the gender-specific information from women and men respondents.

Core Element 6: Explicitly state how women and men will stand to benefit under the economic and social impacts of the project

Once women, men, and children stakeholders of the project have been identified, project's impacts to them as stakeholders can be explicitly acknowledged in the proposal by including SDG5 "Gender Equality" under the "Sustainable Development Goals to be Addressed". This section is required to be filled-up in the DOST forms for project proposals which is an opportunity to ensure that GAD is considered in the project. Aside from identifying GAD under SDGs, it also needs to be identified and explicitly discussed in the project's design on how SDG5 can be addressed by the project, particularly in the 2Is: economic impacts (ex. livelihood improvement of "women and men" stakeholders, increase in yield of women and men farmers); social impacts (ex. poverty alleviation for women and men stakeholders; improved environmental services for women and men stakeholders, etc.).

Core Element 7: Include GAD equality targets and indicators

To satisfy this entry point, the project's M&E plan and discussion of methodology should include gender equality targets and indicators to measure gender equality outputs and outcomes. Some examples of GAD monitoring indicators to measure include proportion of woman farmers who are adopting new technologies, percentage change in the number of woman recipients of inputs, average crop yield by sex of farmer-operator, average agricultural production, by sex of operator, and proportion of women going into rural production activities or enterprises that have been traditionally associated with men, etc.

Core Element 8: Include a sex-disaggregated database requirement

To earn a point for core element 8, it should be mentioned in the design that all SDD collected and qualitative information will help monitor the GAD outcomes and outputs of the project. Aside from mentioning, an actual sex-disaggregated database should be created during the implementation of the project. A database for SDD involves a tabulation or organization of the project's collected data and findings that are segregated by sex (i.e. for female and male). This is done through collating, organizing, and analyzing sex and gender related information that have been systematically gathered through interviews, observations, and desk research. This database is an important requirement since it will be the basis in identifying the differential impacts of the project to women and men. It also serves as a mechanism to benchmark and monitor the performance of projects and programs in addressing the differential situations between women and men, as well as to inform decisions on development programs and policy formulation. With this, it is necessary to include it as one of the expected outputs in the 6Ps, particularly under "Product" which is a part of PCAARRD's parameters in its monitoring and evaluation system.

Core Element 9: Explicitly mention or indicate in the project's budget that GAD expertise will be consulted

There are ways to include GAD in the project's resources. For instance, it can be mentioned in the budget that there are GAD expertise to assist in the GAD integration in the project. Or, the project may hire a GAD expert to be one of its project staff to strengthen the project's commitment to gender equality and women empowerment. The project may also mention that the project team will undergo a Gender Sensitivity or Basic GAD training to ensure that there is GAD awareness in the project team who will design and implement the project. Lastly, members of project team may indicate in their CVs the list of GAD trainings they have attended to indicate that the team has an overseer of gender inclusion in the project.

Core Element 10: Discuss how the project will build on agencies (i.e. national, PCAARRD, LGUs) GAD efforts

Under core element 6, the project has to mention the impacts of the project by mentioning women and men as direct beneficiaries and the SDGs that it aims to address. Linking to these statements, the project can mention that the project will build, strengthen, and contribute to the GAD efforts of the country in addressing SDGs, or PCAARRD which has its own Gender and Development Program, and the GAD plans of the LGUs where the studies will be conducted. In the case of relationship with LGUs, an exit or sustainability plan can also be developed and discussed as another section in the project's design. In this section, the project has to explore the GAD plans of the LGU and identify the connection or entry point of the project to these plans by discussing how the project can benefit the community and how it can be sustained by the women and men stakeholders.