



13 August 2012

DEPARTMENT ORDER NO. 2012-09

Subject : IMPLEMENTING RULES ON THE HARMONIZED GENDER AND DEVELOPMENT (GAD) GUIDELINES FOR PROJECT DEVELOPMENT, IMPLEMENTATION, MONITORING AND EVALUATION

A. REFERENCES

1. Department Order No. 2012-05 (23 March 2012) on Mainstreaming Gender and Development (GAD) in the Transportation Sector (Policies, Programs/Activities/Projects) and Strengthening the GAD Focal Points in the DOTC-Central Office (CO), its Project Offices (PMOs), Regional and Sectoral Offices and Attached Agencies and Corporations;
2. Harmonized Gender and Development Guidelines for Project Development, Implementation, Monitoring and Evaluation jointly issued by National Economic and Development Authority (NEDA) and Philippine Commission on Women (PCW) formerly NCRFW (December 2010) Second Edition, Third Printing;
3. Republic Act No. 9710 (14 August 2009) - An Act Providing for the Magna Carta of Women;
4. Executive Order No. 273 (8 September 1995) - Approving and Adopting the Philippine Plan for Gender Responsive Development, 1995 to 2025;
5. Republic Act No. 7192 (12 February 1992) - An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for other Purposes.

B. DEVELOPMENT OBJECTIVE

To achieve, promote and sustain gender equality, women empowerment, and improvement on the quality of lives of both women and men through the integration of gender concerns into development programs and projects in the transportation sector.

C. SPECIFIC OBJECTIVES

1. To ensure that Gender and Development (GAD) programs/activities/projects of the DOTC Central Office and its Project Management Offices (PMOs), Regional and Sectoral Offices, Attached Agencies and Corporations are in accordance with the Harmonized Gender and Development Guidelines for Project Development,

Implementation, Monitoring, and Evaluation (Harmonized GAD Guidelines for PDIME);

2. To provide gender-responsive programs/activities/projects in the transportation sector in accordance with the Harmonized GAD Guidelines for PDIME;
3. To develop technical GAD experts in the DOTC-Central Office (Planning Service, Project Management Service, Project Monitoring and Evaluation Service), Project Management Offices, Regional and Sectoral Offices, Attached Agencies and Corporations in the application of the Harmonized GAD Guidelines for PDIME; and
4. To implement the provisions of Department Order No. 2012-05 of 23 March 2012 on Item G (2) and (3) on Specific Application:

Item G (2) - Development Study/Social Impact Analysis - Specific analysis/evaluation and recommendations on gender-related issues shall be incorporated in the locally and foreign-funded transport development studies (master plan studies and feasibility studies); to include service level standards in service-oriented industry; and

Item G (3) - GAD Checklist for Infrastructure Projects shall be considered in the project identification, project design, project implementation and management, and project monitoring and evaluation for the air, road, rail, and maritime transport.

D. GENERAL APPLICATION

1. The DOTC-Central Office [Planning Service (PS), Project Management Service (PMS), Project Monitoring and Evaluation Service (PMES), and its Project Management Offices (PMOs)] shall ensure that all GAD programs/activities/projects from identification, design and formulation, management and implementation, and monitoring and evaluation have complied with the GAD Checklists under the Harmonized GAD Guidelines for PDIME;
2. All GAD programs/activities/projects of the DOTC Sectoral Offices, Attached Agencies and Corporations, from identification, design and formulation, management and implementation, and monitoring and evaluation shall be in accordance with the GAD Checklists of the Harmonized GAD Guidelines for PDIME; and
3. All locally-funded and foreign-funded programs/activities/projects of the DOTC-Central Office, its Project Management Offices, Regional and Sectoral

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Offices, Attached Agencies and Corporations shall have components of Gender and Development based on the GAD Checklists for Infrastructure Projects, the GAD Checklists for Project Implementation and Management, and Monitoring and Evaluation, and the Combined Generic Checklists for Project Identification and Design Stages.

E. SPECIFIC APPLICATION

(As sourced from the Harmonized GAD Guidelines for PDIME)

All DOTC project proponents/project officers shall be responsible in determining the gender-responsiveness of the Department's programs/activities/projects based on the specific GAD checklists as identified in the Harmonized GAD Guidelines for PDIME and presented as follows:

1. Project Identification Stage

The project proponents/project officers shall look into and comply with the following GAD requirements:

- 1.1 Participation of women and men in the identification of the development problem;
- 1.2 Collection and use of sex-disaggregated data in the analysis of the development problem; and
- 1.3 Conduct of gender analysis to identify the gender issues that the proposed project must address.

Guide Questions for (Box 3) Participation, (Box 4) Gender Analysis, and (Box 5) GAD Checklist for Project Identification. Total GAD Score for Project Identification Stage must be reflected in this Box.

2. Project Design and Formulation Stage

This stage shall look into and comply with the following GAD requirements:

- 2.1 Goals, objectives, outcomes, and outputs that include GAD statements that will address the gender issues in 1.3 under Project Identification;
- 2.2 Activities that respond to the identified gender issues, including constraints to women's participation;
- 2.3 Conduct of gender analysis of the planned project to anticipate gender-related issues arising from the implementation of the designed project;
- 2.4 Monitoring indicators and targets which include the reduction of gender gaps or improvement of women's participation;
- 2.5 Project monitoring and evaluation system that includes a sex-disaggregated database;

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- 2.6 Resources and budgets for the activities in 2.5; and
- 2.7 Planned coordination with the Philippine Commission on Women (formerly The National Commission on the Rights of the Filipino Women) or the Agency's GAD plans.

(Box 5a) Logical Framework and (Box 6) GAD Checklist for Designing Project must be accomplished and the Total GAD Score for Project Design Stage must be reflected in this Box.

(Box 7) Summary Checklist for the Assessment of Proposed Projects must reflect the Total GAD Score for Project Identification and Design Stage.

Interpretation of the GAD Scores

The total GAD Score shall be interpreted as follows:

Score	Explanation
0 - 3.9	GAD is invisible in the project (proposal is returned)
4.0 - 7.9	Proposed project has promising GAD prospects (proposal earns a "conditional pass", pending identification of gender issues and the strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plan)
8.0 - 14.9	Proposed project is gender-sensitive (proposal passes the GAD test)
15.0 - 20.0	Proposed project is gender-responsive (proponent is commended)

3. Project Management and Implementation Stage

The project proponents/project officers must look into and comply with the following GAD requirements:

- 3.1 Support of project leadership, which confers high priority on gender equality goals and facilitates the commitment and release of project resources for gender equality activities;
- 3.2 Commitment and technical competence of the project management staff to undertake or implement the project's gender equality strategy;
- 3.3 Willingness of the project to tap external GAD expertise to develop internal GAD capacity; and
- 3.4 Enforcement of procedures and processes that promote women's participation in project activities and benefits.

Box 16 (GAD Checklist for Project Management and Implementation shall be accomplished and the Total GAD Score on Project Management shall be reflected under this Box.

4. Project Monitoring and Evaluation Stage

This stage focuses on compliance to the following GAD requirements:

- 4.1 Involvement of regular agency personnel in the implementation of gender equality;
- 4.2 Development of the capacity of agency officials and personnel for undertaking GAD initiatives;
- 4.3 Institutionalization of the project GAD strategies through their incorporation into the agency's GAD action plans.

Box 17 (GAD Checklist for Project Monitoring and Evaluation) shall be accomplished, and the Total GAD Score for Monitoring and Evaluation and Project Management (from Box 16) shall be totaled to arrive at the Total GAD Score for Project Implementation and must be interpreted as follows:

Interpretation of the GAD Scores

Score	Explanation
0 - 3.9	GAD is invisible in the project (proposal is returned)
4.0 - 7.9	Proposed project has promising GAD prospects (proposal earns a "conditional pass", pending identification of gender issues and the strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plan)
8.0 - 14.9	Proposed project is gender-sensitive (proposal passes the GAD test)
15.0 - 20.0	Proposed project is gender-responsive (proponent is commended)

F. GUIDE FOR ACCOMPLISHING THE GAD CHECKLIST BOXES

Project proponents/project officers shall review the Guide for Accomplishing the GAD Checklist before its Application to a specific stage.

G. MONITORING/FEEDBACK/IMPLEMENTING MECHANISMS

To regularly monitor the application of the Harmonized GAD Guidelines, the following mechanisms shall be implemented:

1. All project proponents/project officers of the DOTC Central Office and its Project Management Offices, Regional and Sectoral Offices, Attached Agencies and Corporations shall officially submit/provide the DOTC CO GAD Focal Point with a copy of all proposed and approved GAD programs/activities/projects and the results in terms of GAD Scores by specific stage of project development; and

2. Heads of Sectoral Offices, Attached Agencies, Corporations, Project Management Offices shall issue a Memorandum Order/Circular to its officials/staff/personnel in their central and regional offices for the implementation of this Department Order, a copy of which shall be officially transmitted to the DOTC Central Office, through its GAD Focal Point.

H. GUIDES AND GAD CHECKLISTS

The following Guides and GAD Checklists, containing important core elements, shall assist the project proponents/officers in the implementation of every stage of the project including the interpretation of total GAD score:

1. Box 3. Guide questions for participation in project identification;
2. Box 4. Gender analysis guide questions at the project identification stage;
3. Guide for Accomplishing Box 5 and Box 5. GAD Checklist for Project Identification;
4. Box 5a. Suggested key questions for engendering the Logical Framework Analysis;
3. Guide for Project Designers and Evaluators and Box 6. GAD Checklist for Designing Projects;
4. Box 7a. Combined Generic Checklists for the Project Identification and Design Stages;
5. Box 10. GAD Checklist for Designing and Evaluating Infrastructure Projects and the Guide for Accomplishing Box 10;
6. Guide for Accomplishing Box 16 and Box 16. GAD Checklist for Project Management and Implementation; and
7. Guide for Accomplishing Box 17 and Box 17. GAD Checklist for Project Monitoring and Evaluation.

Attached are copies of the above guides and checklists for ready reference.

All orders, memoranda, circulars, and issuances inconsistent herewith are deemed revoked and/or suspended.

This Order shall take effect immediately.

For strict compliance.


MAR ROXAS
Secretary



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