



DOST Special Order No. 01.29.18.008
Series of 2018

SUBJECT: FY 2018 – 2019 DOST VII Gender and Development (GAD) Agenda

I. REFERENCES

- A. UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- B. Beijing Platform for Action (BPfA)
- C. Millennium Development Goals (MDGs) and Similar International Conventions and Commitments.
- D. Relevant provisions of the 1987 Philippine Constitution
- E. Republic Act No. 7192, Women in Development and Nation Building Act (1992), and its Implementing Rules and Regulations (IRR).
- F. Women Empowerment Development and Gender Equality (WEDGE) Plan 2014-2016
- G. E.O No. 273 Approving and Adopting the Philippine Plan for Gender Responsive Development (PPGD 1995-2025)
- H. Republic Act 9710, An Act Providing for the Magna Carta of Women (MCW) of 2009, and Its Implementing Rules and Regulations (IRR)
- I. PCW, National Economic and Development Authority and Department of Budget and Management Joint Circular No. 2012-01, Subj: Guidelines on the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports to implement the MCW.
- J. Result of Gender Mainstreaming Evaluation Framework (GMEF) FY 2016 and 2017

II. SCOPE

DOST VII Provincial offices and departments shall be guided by the provisions of this Special Order in the implementation of its Programs, Projects and Activities for FY 2018-2019.

III. PURPOSE

- A. Direct the priority for the implementation of GAD Plans and Budgets for FY 2018
- B. Reaffirm the commitment of DOST VII GFPS and staff to implement the guidelines, mechanisms and enabling environment to ensure faithful adherence to national GAD policies and plans, and international treaties and commitments.

IV. GENDER AGENDA FOR FY 2018-2019

A. On Policy

1. Policies shall be developed for the following:
 - a) Non-discriminatory in Hiring/ Employment of men and women in Science and Technology
 - b) Policies that shall ensure the participation of women and women's organizations in meetings and capacity building activities
 - c) Policies that ensure the integration of GAD concerns in the agency's performance commitment contracts, proposals, reports, work and financial plans pursuant to Executive Order (EO) No. 273
 - d) Integration of GAD perspective in the organization's Vision, Mission and Goals
2. Implementation of DOST VII GAD Policies on:
 - a) Collection and Maintenance of Sex-disaggregated Data
 - b) Use of Non-Sexist Language/ Gender-fair Language
 - c) Support to GAD Mandates
 - d) Establishment of all four essential elements of GAD Planning and Budgeting
3. GAD Policies shall be reviewed, particularly due to the following:
 - a) Results of Gender Analysis
 - b) Results of Gender Audit
 - c) Current and emerging organization issues
 - d) Current and emerging client issues
 - e) Recent Issuances of DOST and PCW

B. On People

1. GAD functions reflected in the performance contracts or TORs of both top management and concerned staff members
2. GFPS Members and program implementers able to integrate, articulate GAD perspective in the development of the organization's programs/ activities/ projects
3. Attendance of GAD key officers and staff in GAD Trainors' Trainings for them to serve as the agency's GAD Experts/ Trainors

4. Attendance of the DOST VII GFPS and key program implementers to appropriate and relevant trainings and activities on GAD
 - a. GAD Planning and Budgeting
 - b. GAD Audit
 - c. GMEF Validation and Assessment
 - d. HGDG Review of Programs
 - e. Monitoring and Evaluation of GAD PAPs
5. Attendance of top management and staff in GAD-related activities
6. Attendance of internal and external clients in GAD Trainings
7. Attendance/ participation of both internal and external clients in project planning, implementation, monitoring and evaluation
8. Key staff members of Provincial Offices and Section heads able to collect and utilized sex-disaggregated data (SDD)/ gender statistics to develop and enhance programs, projects and activities

C. On Enabling Mechanisms

1. Engagement with PCW, other agencies, institutions and individuals to facilitate gender mainstreaming in the conduct of GAD PAPs
2. Creation and maintenance of GAD database for the generation of gender statistics
3. Creation or Customization of Monitoring and Evaluation System on GAD PAPs vis-à-vis desired gender-related impact
4. Creation of GAD Corner in Provincial Offices and Department as may be necessary to inform clients on GAD-related Knowledge Products
5. Analysis of Gender Statistics in the quarter and annual planning and evaluation activities
6. Coordination and reporting of GAD Mechanisms (CODI, GFPS, Grievance Committee) on current and emerging client issues for gender responsive planning

D. On Programs, Activities and Projects (PAPs)

1. Observance/ Active participation of GAD-related events, specifically Women's Month in March and the 18 Day Campaign to End Violence from November 25 to December 12.
2. Conduct of GAD Orientation and GST for internal and external clients
3. Conduct of Consultation activities with clients to identify gender issues and corresponding strategies
4. Use of Gender-fair language in all reports, plans, communications and issuances.

5. Development of GAD Plan and Budget based on current and emerging gender issues, result of gender analysis and audit, and latest GMEF level
6. Capacity development to develop internal GAD Experts
7. Development of information, education, campaign (IEC) materials and knowledge products to deepen GAD-related awareness and understanding
8. Maintenance/ updating of GAD Corner in the regional office and DOST VII Web page
9. Maintenance of GAD Care Center (for breastfeeding, child-minding, and resting area for elderly, women and persons with disabilities)
10. Integration of GAD perspective into the organization's existing award/ incentive system

For information, dissemination and compliance of all concerned.


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