



## GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE- POLICY

The Policy questionnaire consists of 13 descriptors that track the progress of an organization's efforts in integrating GAD in its plans and policy issuances.

- 3 At the **Foundation Formation level**, organizations issue policies supporting the elements of GAD Planning and Budgeting, review existing policies to ensure consistency with new GAD issuances, and issue documents to support attendance to PCW-led GAD-related events.
- 3 At the **Installation of Strategic Mechanisms level**, organizations progress to the issuance of policies to address gender issues using gender-fair language and images among its internal and external clients.
- 3 At the **GAD Application level**, a GAD agenda or strategic framework is already adopted and implemented to ensure that GAD is being integrated in the organization's major programs and projects.
- 3 At the **Commitment Enhancement and Institutionalization level**, the plans and policies of the organization have already resulted in positive impacts.
- 3 At the **Replication and Innovation level**, these plans and policies are continually enhanced and used as standards by other organizations in developing their own gender-sensitive policies and plans.

## GUIDE FOR ANSWERING THE GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRES

1. Each item is marked with specific scores representing (1) YES; (2) PARTLY YES; and (3) NO. Indicate a score in the appropriate column to signify the degree to which your organization has complied with the GAD element required.
2. Under the MOV/Remarks column, indicate/attach the means of verification required or provide an explanation in support of your response. Failure to provide the appropriate MOVs could disregard/invalidate the “partly yes” or “fully yes” scores of the organization.
3. Transfer all the scores per questionnaire to the GMEF Score Sheet.

### GMEF SCORESHEET

**Name of the Organization Assessed:** COMMISSION ON HIGHER EDUCATION

**Date Administered:** \_\_\_\_\_

**Inclusive Period of Assessment:** \_\_\_\_\_

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	
2. Issuance of policies to mainstream GAD in the organization	
3. Integration of GAD in the Organization’s Policies	
4. Updating and Continuous Enhancement of GAD Policies	
5. Model GAD Policy	
<i>Sub-Total:</i>	
Level for Policy:	
<b>People</b>	
1. On Establishing GFPS & GAD Champions/Advocates	
2. On GAD Initiatives & Capacity Development Activities	
3. GAD Sponsorship & Related Programs	
4. GAD Champions as Program Implementers	
5. GAD Experts	
<i>Sub-Total:</i>	

- To get the total score per entry point, add the sub-total scores per questionnaire and refer to the following legend of scores to determine the organization's level of GAD mainstreaming efforts:

<i>Level Per Entry Point</i>	RANGES	LEVEL DESCRIPTION
	0-7.99 points	1: Foundation Formation
	8-14.99 points	2: Installation of Strategic Mechanisms
	15-19.99 points	3: GAD Application
	20-23.99 points	4: Commitment Enhancement and Institutionalization
	24-25 points	5: Replication and Innovation

- To get the overall level of the GAD mainstreaming efforts of the organization, add all the scores per entry point and refer to the following legend of scores to interpret the ratings:

<i>Over-all Level</i>	RANGES	LEVEL DESCRIPTION
	0-30.99 points	1: Foundation Formation
	31-60.99 points	2: Installation of Strategic Mechanisms
	61-80.99 points	3: GAD Application
	81-95.99 points	4: Commitment Enhancement and Institutionalization
	96-100 points	5: Replication and Innovation

- Organizations should take note of questions/descriptors with “NO” and “PARTLY YES” responses and design programs or undertake activities to improve their score.
- The organization may re-administer the GMEF Organizational Assessment Questionnaires after a specified period of time (e.g. every 3 years) to keep track of its GAD mainstreaming efforts.

## POLICY ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks												
	NO	PARTLY	YES														
<b>1. Issuance of Foundational Policies</b> (max score: 5; for each item or question, 1.67)																	
1.1 Has the organization issued policies articulating support to GAD mandates and establishing the essential elements of GAD Planning and Budgeting? <i>(possible scores are 0, 0.83 and 1.67)</i>	No policy/policies articulating support to GAD mandates and establishing essential elements of GAD planning and budgeting issued	Policy/policies articulating support to GAD mandates and establishing at least one (1) essential element of GAD planning and budgeting issued	Policy/policies articulating support to GAD mandates and establishing all four essential elements of GAD planning and budgeting issued	1.67	Enumerate the GAD related policies issued <i>(e.g., policy on setting up GFPS or GAD Office; collection and maintenance of sex-disaggregated database; conduct of organization-wide gender audit; capacity-building plan for GFPS and HR of organization).</i> <table border="1" style="width: 100%; margin-top: 10px; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9f3;"> <th style="width: 33%;">Policy Title</th> <th style="width: 33%;">Purpose/ Subject Matter</th> <th style="width: 33%;">Date Issued</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table> <p style="margin-top: 10px;"><u>Possible MOVs:</u> CMO No.1, series of 2015 Regional Memorandums on GAD (HGDG, GAD Planning and Budgeting, etc.)</p>	Policy Title	Purpose/ Subject Matter	Date Issued									
Policy Title	Purpose/ Subject Matter	Date Issued															
1.2 Has the organization conducted a review of existing policies for consistency with emerging GAD issues? <i>(possible scores are 0, 0.83 and 1.67)</i>	No policy reviewed	Some existing policies reviewed but no new policies re-issued and/or revised	Some existing policies reviewed, revised and re-issued	1.67	Enumerate policies reviewed and/or re-issued/ revised for consistency with new GAD issuances <i>(e.g. policy reconstituting the GAD Focal Point System based on MC 2011-01, etc.).</i> <table border="1" style="width: 100%; margin-top: 10px; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9f3;"> <th style="width: 25%;">Title</th> <th style="width: 25%;">Type</th> <th style="width: 25%;">Purpose/ Subject Matter</th> <th style="width: 25%;">Date Issued</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> </tbody> </table> <p style="margin-top: 10px;"><u>Possible MOVs:</u> Revised CMO No. 1, series of 2015 (with integration of the IRR of the Safe Spaced Act)</p>	Title	Type	Purpose/ Subject Matter	Date Issued								
Title	Type	Purpose/ Subject Matter	Date Issued														

<p>1.3 Has the organization issued broad statements of intentions or aspirations reflecting its support for GAD-related activities? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>No broad statement supporting GAD-related activities issued</p>	<p>1-2 broad statements supporting GAD-related activities issued</p>	<p>3 or more broad statements supporting GAD-related activities issued</p>	<p>1.67</p>	<p>Enumerate broad statements issued in support of GAD related activities/issues (e.g., memorandum for the organization to participate in Women’s Month activities, 18-day Campaign on VAW, etc)</p> <table border="1" data-bbox="1496 395 2128 598"> <thead> <tr> <th>Title</th> <th>Type</th> <th>Purpose/Subject Matter</th> <th>Date Issued</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Possible MOVs: 10-pt Agenda of GAD Oversight Commissioner Darilag. Adjusted 2020 GAD Plan and Budget Minutes of the CEB Meeting ASEAN Statement GAD Action Plan</p>	Title	Type	Purpose/Subject Matter	Date Issued								
Title	Type	Purpose/Subject Matter	Date Issued														
<p><b>Sub-total GMEF Score (Level 1 Policy)</b></p>				<p><b>5</b></p>													
<p><b>2. Issuance of Policies to mainstream GAD in the Organization</b> (max score: 5; for each item or question, 1.67)</p>																	
<p>2.1 Has the organization issued policies reflecting its interest for gender mainstreaming? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>No policy reflecting the organization’s interest for gender mainstreaming issued</p>	<p>1-2 policies reflecting the organization’s interest for gender mainstreaming issued</p>	<p>3 or more policies reflecting the organization’s interest for gender mainstreaming issued</p>	<p>1.67</p>	<p>List all policies issued by the organization related to gender mainstreaming (e.g. issuance of DOH department order to integrate GAD in all programs):</p> <table border="1" data-bbox="1496 1204 2128 1407"> <thead> <tr> <th>Title</th> <th>Type</th> <th>Purpose/Subject Matter</th> <th>Date Issued</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Possible MOVs: Signed GAD Plan and Budget of CO and RO</p>	Title	Type	Purpose/Subject Matter	Date Issued								
Title	Type	Purpose/Subject Matter	Date Issued														

<p>2.2 Has the organization issued policies addressing the gender needs of the clients (internal and external)? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>No policy reflecting gender needs of internal and/or external clients issued</p>	<p>1-2 policies reflecting gender needs of internal and/or external clients issued</p>	<p>3 or more policies reflecting gender needs of internal and/or external clients issued</p>	<p>1.67</p>	<p>Enumerate all policies issued addressing gender needs of internal and external clients of the organization (<i>e.g. issuance of policy for the establishment of a child-minding center for use of employees and clients with small children</i>)</p> <table border="1" data-bbox="1496 400 2132 596"> <thead> <tr> <th>Title</th> <th>Type</th> <th>Purpose/Subject Matter</th> <th>Date Issued</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Memorandum on activities</p>	Title	Type	Purpose/Subject Matter	Date Issued								
Title	Type	Purpose/Subject Matter	Date Issued														
<p>2.3 Has the organization used gender-fair language and images in its policy issuances? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>Gender-fair language and images not yet used in policy issuances</p>	<p>Gender-fair language and images used in some policy issuances</p>	<p>Gender-fair language and images used in all policy issuances</p>	<p>1.67</p>	<p>Attach sample policy of the organization directing the use of gender-fair language and polices as well as policies of the organization that used gender-fair language and images.</p> <p><u>Possible MOVs:</u> CMO No. 1, series of 2015 (Gender-fair language provision) Memorandum and issuances that encourage the use of Gender-fair language)</p>												
<p><b>Sub-total GMEF Score (Level 2 Policy)</b></p>				<p><b>5</b></p>													
<p><b>3. Integration of GAD in the Organization's Policies</b> (max score: 5; for each item or question, 1.67)</p>																	
<p>3.1 Has the organization adopted a GAD Agenda/Strategic Framework? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>No GAD Agenda/Strategic Framework formulated</p>	<p>GAD Agenda/Strategic Framework formulated but not adopted by management</p>	<p>GAD Agenda/Strategic Framework formulated and adopted by management</p>	<p>1.67</p>	<p>Attach a copy of the GAD Agenda/ Strategic Framework of the organization (or GAD Code, if LGU)</p> <p><u>Possible MOVs:</u> Draft GAD Agenda</p>												

<p>3.2 Has the organization integrated GAD perspective in its organizational and/or national/sectoral plan/s? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>GAD perspective not yet integrated in organizational and/or national/ sectoral plan/s</p>	<p>GAD perspective integrated in selected areas of the organizational and/or national/sectoral plan/s</p>	<p>GAD perspective integrated in all areas of the organizational and/or national/ sectoral plan/s</p>	<p>1.67</p>	<p>Enumerate the organizational and/or national/ sectoral plan/s in which GAD has been integrated (e.g. <i>Philippine Development Plan, Annual Budget Call or Gender-Responsive LGU Plans such as Comprehensive Development Plan for LGU</i>) Organizational Plans (e.g., <i>Work Plan, Capacity Development Plan, Procurement Plan; Sectoral Plan i.e. Youth Plan, Disaster Plan, Disability Plan etc.</i>)</p> <table border="1" data-bbox="1496 534 2134 751"> <thead> <tr> <th>Title</th> <th>Type</th> <th>Date Issued</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table> <p><u>Possible MOVs:</u> GAD Plan and Budget Procurement Plan</p>	Title	Type	Date Issued												
Title	Type	Date Issued																		
<p>3.3 Has the organization formulated organizational/national/ sectoral policies on GAD? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>No organizational/ national/sectoral policies on GAD issued</p>	<p>1-2 organizational/ national/ sectoral policies on GAD issued</p>	<p>3 or more organizational/ national/sectoral policies on GAD issued</p>	<p>1.67</p>	<p>Provide complete title of sector specific GAD policies issued (e.g. <i>Agency provision in the MCW i.e. CSC-Special Leave for Women, DFA-establishment of Gender Focal Point Officer in Philippine Embassies and Consulates, GAD Code, RH Code and NAP WPS</i>) and attach copies if available.</p> <table border="1" data-bbox="1496 1129 2134 1331"> <thead> <tr> <th>Title</th> <th>Type</th> <th>Purpose/ Subject Matter</th> <th>Date Issued</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> </tbody> </table> <p><u>Possible MOVs:</u> Guidelines on the IRR of the Safe Spaces Act CHEDRO 12 activities on marginalized group CMO No. 1, series of 2015</p>	Title	Type	Purpose/ Subject Matter	Date Issued											
Title	Type	Purpose/ Subject Matter	Date Issued																	
<p align="center"><b>Sub-total GMEF Score (Level 3 Policy)</b></p>				<p>5</p>																

**4. Updating and Continuous Enhancement of GAD Policies** (max score: 5; for each item or question, 1.67)

<p>4.1 Has the organization's GAD policy/policies resulted in bridging gender gaps of its clients (internal and external)? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>No gender gaps addressed by GAD policy/policies</p>	<p>Gender gaps of either internal and/or external clients are addressed by 1-2 GAD policies</p>	<p>Gender gaps of either internal and/or external clients are addressed by 3 or more GAD policies</p>	1.67	<p>List down existing GAD policies of the organization and how it bridged gender gaps of its internal and/or external clients (<i>e.g. lowering and responding to the cases Violence against Women</i>)</p> <table border="1" data-bbox="1496 459 2136 703"> <thead> <tr> <th data-bbox="1496 459 1711 571">Title of GAD Policy Issued</th> <th data-bbox="1711 459 1926 571">Intended Client/Beneficiaries</th> <th data-bbox="1926 459 2136 571">Gender Gaps Addressed</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Attach a copy of the policy assessment or Gender Impact Assessment conducted by the organization, if applicable.</p> <p><u>Possible MOVs:</u>            CMO No.1, series of 2015            Regional memorandum on the establishment of CODI            Copy of AR, Policy Report and CEDAW Report</p>	Title of GAD Policy Issued	Intended Client/Beneficiaries	Gender Gaps Addressed									
Title of GAD Policy Issued	Intended Client/Beneficiaries	Gender Gaps Addressed															
<p>4.2 Has the organization used the results of gender analysis in the development and/or enhancement of policies? <i>(possible scores are 0, 0.83, and 1.67)</i></p>	<p>Results of gender analysis was not used in the development and/or enhancement of policies</p>	<p>Results of gender analysis used in the development and/or enhancement of 1-2 policies</p>	<p>Results of gender analysis used in the development and/or enhancement of 3 or more policies</p>	1.67	<p>Enumerate enhanced policies, guidelines and/or documents enhanced based on the results of gender analysis.</p> <table border="1" data-bbox="1496 1206 2136 1520"> <thead> <tr> <th data-bbox="1496 1206 1711 1390">Policy/Guidelines and/or Documents Enhanced</th> <th data-bbox="1711 1206 1926 1390">Gender Analysis Tools Used</th> <th data-bbox="1926 1206 2136 1390">Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Policy/Guidelines and/or Documents Enhanced	Gender Analysis Tools Used	Remarks									
Policy/Guidelines and/or Documents Enhanced	Gender Analysis Tools Used	Remarks															



					<p>Possible MOVs: MOV's for 1.2 AND 4.2 CMO No.1, series of 2015</p>
--	--	--	--	--	--

<p>4.3 Has the organization integrated GAD perspective in its Vision, Mission and Goals? <i>(possible scores are 0, 0.83, and 1.67)</i></p>	<p>GAD perspective not yet integrated in the Vision, Mission or Goals</p>	<p>GAD perspective integrated in either the Vision, Mission or Goals</p>	<p>GAD perspective integrated in the Vision, Mission and Goals</p>	<p>1.67</p>	<p>Identify where GAD perspective is integrated in the Vision, Mission and/or Goals (VMG) of the organization.</p> <p><u>Possible MOVs:</u> UniFAST revision of Vision and Mission and GAD Agenda</p>									
<p><b>Sub-total GMEF Score (Level 4 Policy)</b></p>				<p>5</p>										
<p><b>5. Model GAD Policies</b> (max score: 5; for each item or question, 5)</p>														
<p>5.1 Has the organization's GAD policies been used as model/standard by other organizations? <i>(possible scores are 0, 2.5 and 5)</i></p>	<p>Other organizations have not used the organization's policy/policies as model or standard</p>	<p>1-2 organization/s have used the organization's policy/policies as model/standard</p>	<p>3 or more organizations have used the organization's policy/policies as model/standard</p>	<p>5</p>	<p>List down existing GAD policies used as a model or replicated by other organizations (<i>e.g., GAD Agenda or Strategic Framework for NGAs; Policy creating a Provincial GAD Office or GAD Code for LGUs</i>)</p> <table border="1" data-bbox="1496 783 2130 1054"> <thead> <tr> <th data-bbox="1496 783 1709 967">GAD Policy</th> <th data-bbox="1715 783 1928 967">Organization/ Agency Adopting/ Replicating the Policy</th> <th data-bbox="1935 783 2130 967">Remarks</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 971 1709 1010"></td> <td data-bbox="1715 971 1928 1010"></td> <td data-bbox="1935 971 2130 1010"></td> </tr> <tr> <td data-bbox="1496 1015 1709 1053"></td> <td data-bbox="1715 1015 1928 1053"></td> <td data-bbox="1935 1015 2130 1053"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> BOT, DPWH adopted the GFPS, CODI from CMO No. 1, series of 2015 (in CHEDRO12) CHEDRO7 HEIs created CODI based on CMO No. 1, series of 2015</p>	GAD Policy	Organization/ Agency Adopting/ Replicating the Policy	Remarks						
GAD Policy	Organization/ Agency Adopting/ Replicating the Policy	Remarks												
<p><b>Sub-total GMEF Score (Level 5 Policy)</b></p>				<p>5</p>										
<p><b>TOTAL GMEF SCORE (Policy)</b></p>				<p>25</p>										



## GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE- PEOPLE

The People questionnaire consists of 27 questions that assess the progress of an organization's efforts in ensuring that its people, whether top management, GAD Focal Point System (GFPS) members or employees are gender-responsive and supportive of the organization's gender mainstreaming efforts.

- 3 At the **Foundation Formation level**, the organization designates key people to be part of its GFPS and ensures that the appropriate capacity development sessions on GAD are provided to its top management, GFPS and staff members;
- 3 At the **Installation of Strategic Mechanisms level**, the organization moves from the conduct of GAD orientation sessions towards ensuring that its program implementers are trained to do gender analysis, and clients are given opportunities to articulate their gender issues as per direction of its top management;
- 3 During the **GAD Application level**, top management GFPS members and program implementers are consciously integrating GAD in the organization's regular operations.
- 3 At the **Commitment Enhancement and Institutionalization level**, the organization's GFPS members are already tapped as GAD resource person within the organization and are able to develop GAD-related tools, customized to the mandate of the organization; and
- 3 At the **Replication and Innovation level**, the people of the organization are already recognized and tapped as GAD experts by other organizations, while its top management is able to raise GAD concerns during high level meetings/discussions.

## GUIDE FOR ANSWERING THE GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRES

1. Each item is marked with specific scores representing (1) YES; (2) PARTLY YES; and (3) NO. Indicate a score in the appropriate column to signify the degree to which your organization has complied with the GAD element required.
2. Under the MOV/Remarks column, indicate/attach the means of verification required or provide an explanation in support of your response. Failure to provide the appropriate MOVs could disregard/invalidate the “partly yes” or “fully yes” scores of the organization.
3. Transfer all the scores per questionnaire to the GMEF Score Sheet.

### GMEF SCORESHEET

**Name of the Organization Assessed:** \_\_\_\_\_

**Date Administered:** \_\_\_\_\_

**Inclusive Period of Assessment:** \_\_\_\_\_

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	
2. Issuance of policies to mainstream GAD in the organization	
3. Integration of GAD in the Organization’s Policies	
4. Updating and Continuous Enhancement of GAD Policies	
5. Model GAD Policy	
<i>Sub-Total:</i>	
Level for Policy:	
<b>People</b>	
1. On Establishing GFPS & GAD Champions/Advocates	
2. On GAD Initiatives & Capacity Development Activities	
3. GAD Sponsorship & Related Programs	
4. GAD Champions as Program Implementers	
5. GAD Experts	
<i>Sub-Total:</i>	

- To get the total score per entry point, add the sub-total scores per questionnaire and refer to the following legend of scores to determine the organization's level of GAD mainstreaming efforts:

<i>Level Per Entry Point</i>	RANGES	LEVEL DESCRIPTION
	0-7.99 points	1: Foundation Formation
	8-14.99 points	2: Installation of Strategic Mechanisms
	15-19.99 points	3: GAD Application
	20-23.99 points	4: Commitment Enhancement and Institutionalization
	24-25 points	5: Replication and Innovation

- To get the overall level of the GAD mainstreaming efforts of the organization, add all the scores per entry point and refer to the following legend of scores to interpret the ratings:

<i>Over-all Level</i>	RANGES	LEVEL DESCRIPTION
	0-30.99 points	1: Foundation Formation
	31-60.99 points	2: Installation of Strategic Mechanisms
	61-80.99 points	3: GAD Application
	81-95.99 points	4: Commitment Enhancement and Institutionalization
	96-100 points	5: Replication and Innovation

- Organizations should take note of questions/descriptors with “NO” and “PARTLY YES” responses and design programs or undertake activities to improve their score.
- The organization may re-administer the GMEF Organizational Assessment Questionnaires after a specified period of time (e.g. every 3 years) to keep track of its GAD mainstreaming efforts.

### PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks												
	NO	PARTLY	YES														
<b>1. On the Establishment of GFPS &amp; GAD Champions/Advocates</b> (max score: 5; for each item or question, .083)																	
1.1 Has the organization designated people in strategic positions as members of its GAD Focal Point System (GFPS)? <i>(possible scores are 0, 0.41, and 0.83)</i>	The organization has yet to identify key people to be members of its GFPS	Some members of the GFPS occupy strategic positions in the organization	Majority of the members of the GFPS occupy strategic positions in the organization	.83	If yes, provide details on the policy formalizing the creation/reconstitution of the organization's GAD Focal Point System (GFPS) and attach a copy for validation.  If no, explain why the organization has not designated people in strategic positions as members of its GAD Focal Point System (GFPS)?  <hr/> <hr/> <p style="font-size: small;">*Majority is defined at least 50%+ 1 of all GFPS members as per SO, AO, DAO or policy creating/reconstituting the GAD Focal Point System of the organization</p> <p><b>Possible MOVs:</b>            Memorandum on the Constitution of the CHED GAD Focal Committee (Central and Regional) CSO on the designation of Commissioner Darilag and Atty. Septon</p>												
1.2 Have the organization's GAD Focal Point System (GFPS) members attended appropriate and relevant training on GAD? <i>(possible scores are 0, 0.41, and 0.83)</i>	GFPS members have not attended any of the basic GAD training	GFPS members attended 1-2 basic GAD training	GFPS members attended all three basic GAD training	.83	List down basic GAD training attended by GAD Focal Point System members ( <i>e.g. Gender Sensitivity Training (GST), Gender Analysis (GA) and GA Tools and GAD Planning and Budgeting</i> ).  <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #d9d9f3;"> <th style="width: 25%;">Title of GAD Training</th> <th style="width: 25%;">Number of Participants</th> <th style="width: 25%;">Trainer/ Institutional Provider</th> <th style="width: 25%;">Date</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><b>Possible MOVs:</b>            Memorandum on the conduct/participation to attend GAD trainings</p>	Title of GAD Training	Number of Participants	Trainer/ Institutional Provider	Date								
Title of GAD Training	Number of Participants	Trainer/ Institutional Provider	Date														

					Attendance Sheet Authority to Travel
--	--	--	--	--	---

<p>1.3 Has the organization's top management attended Basic GAD Orientation or Gender Sensitivity Training (GST)? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Top management has not yet attended Basic GAD Orientation or GST</p>	<p>Only selected members of the top management attended Basic GAD Orientation or GST</p>	<p>All top management officials have attended Basic GAD Orientation or GST</p>	0	<p>List down top management official/s who attended Basic GAD Orientation/Gender Sensitivity Training (GST)</p> <table border="1" data-bbox="1496 331 2130 544"> <thead> <tr> <th data-bbox="1496 331 1659 456">Name of Top Management Official</th> <th data-bbox="1666 331 1816 456">Basic GAD Orientation/ GST Attended</th> <th data-bbox="1823 331 1973 456">Institutional/ Training Provider</th> <th data-bbox="1980 331 2130 456">Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 461 1659 499"></td> <td data-bbox="1666 461 1816 499"></td> <td data-bbox="1823 461 1973 499"></td> <td data-bbox="1980 461 2130 499"></td> </tr> <tr> <td data-bbox="1496 504 1659 542"></td> <td data-bbox="1666 504 1816 542"></td> <td data-bbox="1823 504 1973 542"></td> <td data-bbox="1980 504 2130 542"></td> </tr> </tbody> </table>	Name of Top Management Official	Basic GAD Orientation/ GST Attended	Institutional/ Training Provider	Date								
Name of Top Management Official	Basic GAD Orientation/ GST Attended	Institutional/ Training Provider	Date														
<p>1.4 Have the organization's staff members been oriented on GAD? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Less than 50% of the organization's staff members have attended Basic GAD Orientation or GST</p>	<p>50-99% of the organization's staff members have attended Basic GAD Orientation or GST</p>	<p>100% of the organization's staff members have attended Basic GAD Orientation or GST</p>	.83	<p>Attach attendance sheets of all Basic GAD Orientations or Gender Sensitivity Training (GST) conducted/attended by the organization's staff members.</p> <p><u>Possible MOVs:</u> Attach Attendance Sheet of GSTs FY 2019</p>												
<p>1.5 Are the organization's top management and GAD Focal Point System (GFPS) members aware and conscious of GAD-related policies and mandates? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Top management and GFPS members are not yet aware and conscious of GAD-related policies and mandates</p>	<p>Some GFPS members are aware and conscious of GAD-related policies and mandates</p>	<p>Some top management and all GFPS members are aware and conscious of GAD-related policies and mandates</p>	.83	<p>If yes, explain how the top management and GFPS members manifest awareness and consciousness of GAD-related policies and mandates (<i>e.g. top management approves and directs implementation of GPBs, attends GAD-related activities, allows staff to participate in GAD-related activities, supports appointment of qualified women to management positions, etc.</i>)</p> <p>_____</p> <p>_____</p> <p><u>Possible MOVs:</u> Attach Signed GPB</p>												



<p>1.6 Does the organization’s top management allow staff members to participate in GAD-related activities? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Top management does not allow staff members to participate in GAD-related activities</p>	<p>Top management allows only the GFPS members to participate in GAD-related activities</p>	<p>Top management allows all key officials, GFPS members and staff members to participate in GAD-related activities</p>	<p>.83</p>	<p>Attach copies of policies issued by top management allowing staff members to participate in GAD-related activities (<i>e.g. office orders, travel orders, department orders, executive orders, admin memos, etc.</i>) or accomplish the table below:</p> <table border="1" data-bbox="1496 432 2130 619"> <thead> <tr> <th>GAD-related Activity</th> <th>Participants</th> <th>Organizer</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Possible MOVs: Authority to travel to CHEDRO 6 (Regional GAD Summit)</p>	GAD-related Activity	Participants	Organizer	Date								
GAD-related Activity	Participants	Organizer	Date														

<p><b>Sub-total GMEF Score (Level 1 People)</b></p>				<p>4.15</p>	
---	--	--	--	-------------	--

**2. GAD Initiatives & Capacity Development Activities** (max score: 5; for each item: 0.83)

<p>2.1 Does the top management direct the implementation of the GAD Plan and Budget (GPB) of the organization? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Top management does not direct GPB implementation</p>	<p>Top management approves GPB but not visible during critical/significant GAD activities</p>	<p>Top management approves GPB and attends critical / significant GAD activities</p>	<p>.83</p>	<p>Cite critical incidents of top management directing the implementation of the organization’s GPB (<i>e.g. presence or participation during the setting of GAD agenda, strategic planning on GAD, etc.</i>)</p> <p>Attach relevant documents indicating support of top management to the implementation of the GAD Plan and Budget of the organization (<i>e.g. attendance sheet, copy of Opening/Closing Remarks during GAD training, photos taken during GAD training, etc.</i>)</p> <p>Possible MOVs: Signed GAD Plan and Budget (CO and CHEDROs) Attendance sheet (GAD Capacity Building)</p>
---	--	---	--	------------	---

<p>2.2 Are program implementers trained on gender analysis (GA) and the use of gender analysis (GA) tools? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Program implementers not yet trained on GA and use of GA tools</p>	<p>Only selected program implementers are trained on GA and use of GA tools</p>	<p>All program implementers are trained on GA and use of GA tools</p>	<div style="border: 1px solid black; padding: 5px; width: 40px; margin: 0 auto;">.41</div>	<p>Enumerate training on Gender Analysis (GA) and Gender Analysis (GA) Tools attended by program implementers.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9d9;"> <th style="width: 25%;">Title of GA Training</th> <th style="width: 25%;">Participants</th> <th style="width: 25%;">Trainer/ Provider</th> <th style="width: 25%;">Date</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Attach training design and attendance sheets of Gender Analysis and GA Tools training attended by program implementers.</p>	Title of GA Training	Participants	Trainer/ Provider	Date				
Title of GA Training	Participants	Trainer/ Provider	Date										
<p>2.3 Are concerned staff members trained in the importance of collecting sex-disaggregated data (SDD) and gender statistics? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Concerned staff members are not yet trained in the importance of collecting SDD and gender statistics</p>	<p>Concerned staff members are trained in the importance of collecting SDD and gender statistics</p>	<p>Concerned staff members are trained in the importance of collecting SDD and gender statistics, and are collecting them</p>	<div style="border: 1px solid black; padding: 5px; width: 40px; margin: 0 auto;">.41</div>	<p>List down trainings conducted for concerned staff members on the importance of collecting sex-disaggregated data and gender statistics.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9d9;"> <th style="width: 60%;">Title of Training</th> <th style="width: 20%;">Participants</th> <th style="width: 20%;">Date Conducted</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Attendance sheet of activity</p>	Title of Training	Participants	Date Conducted					
Title of Training	Participants	Date Conducted											
<p>2.4 Are male employees involved and appreciative of the organization's GAD PAPs? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Male employees do not participate in the organization's GAD PAPs</p>	<p>Male employees participate in the organization's GAD PAPs</p>	<p>Male employees initiate and participate in the organization's GAD PAPs</p>	<div style="border: 1px solid black; padding: 5px; width: 40px; margin: 0 auto;">.83</div>	<p>Provide list of the organization's PAPs initiated and/or participated by male employees:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9d9;"> <th style="width: 30%;">GAD PAPs</th> <th style="width: 35%;">Type of Involvement of Male Employees</th> <th style="width: 35%;">Participants</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><i>*Type of Involvement of Male Employees: as participants, organizers and/or resource persons in the conduct of the organization's GAD efforts.</i></p> <p><u>Possible MOVs:</u> Attendance sheet and program</p>	GAD PAPs	Type of Involvement of Male Employees	Participants					
GAD PAPs	Type of Involvement of Male Employees	Participants											

<p>2.5 Are clients (internal and external) aware of the GAD efforts of the organization? (<i>possible scores are 0, 0.41, and 0.83</i>)</p>	<p>Clients are not yet oriented on the GAD efforts of the organization</p>	<p>Either internal or external clients are oriented on the GAD efforts of the organization</p>	<p>Both internal and external clients are oriented on the GAD efforts of the organization</p>	<p>.83</p>	<p>If yes, identify efforts to orient clients on the GAD efforts of the organization (<i>e.g. PCW website, news, GAD corner in the organization, social media (FB, Twitter)</i>), among others.</p> <table border="1" data-bbox="1496 363 2128 523"> <thead> <tr> <th data-bbox="1496 363 1709 435">Activity</th> <th data-bbox="1709 363 1926 435">Targeted Audience</th> <th data-bbox="1926 363 2128 435">Date Conducted</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 435 1709 478"></td> <td data-bbox="1709 435 1926 478"></td> <td data-bbox="1926 435 2128 478"></td> </tr> <tr> <td data-bbox="1496 478 1709 523"></td> <td data-bbox="1709 478 1926 523"></td> <td data-bbox="1926 478 2128 523"></td> </tr> </tbody> </table> <p>Also attach results of assessments or surveys conducted to measure awareness of clients (internal and external) on the GAD efforts of the organization, if applicable.</p> <p><u>Possible MOVs:</u>  Screenshot of CHED Website (and link)  CHED GAD Facebook Page  CHEDROs/SUCs GAD Corner (photo/document report)</p>	Activity	Targeted Audience	Date Conducted						
Activity	Targeted Audience	Date Conducted												
<p>2.6 Are the clients (internal and external) able to articulate their gender needs/issues in the development of the organization's GAD PAPs? (<i>possible scores are 0, 0.41, and 0.83</i>)</p>	<p>Clients (internal and external) are not able to articulate gender needs/issues in the development of the organization's GAD PAPs</p>	<p>Either internal or external clients are able to articulate gender issues/needs in the development of the organization's GAD PAPs</p>	<p>Both internal and external clients are able to articulate gender issues/needs in the development of the organization's GAD PAPs</p>	<p>.41</p>	<p>Attach documentation of consultations/ meetings (<i>e.g. survey, focus group discussions, key informant interviews</i>) and list of issues raised by clients (internal and external) during consultations, etc.</p> <p><u>Possible MOVs:</u>  Survey from CHEDROs  Consultation reports from CHEDROs  Training Needs Assessment</p>									
<p><b>Sub-total GMEF Score (Level 2 People)</b></p>				<p><b>3.72</b></p>										

**3. GAD Sponsorship & Related Programs** (max score: 5; for each item: .83)

<p>3.1 Does the top management direct the integration of GAD perspective in the organization's programs/activities/projects (PAPs) and performance indicators? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>No initial discussion among top management officials on the integration of GAD perspective in the organization's PAPs and performance indicators</p>	<p>With initial discussion among top management officials regarding integration of GAD perspective in the organization's PAPs and performance indicators</p>	<p>Top management issued directive/s to integrate GAD perspective in the organization's PAPs and performance indicators</p>	.83	<p>Attach directive/s issued by top management to integrate GAD perspective in the organization's program/activities/projects (PAPs) and performance indicators.</p> <p><u>Possible MOVs:</u> Minutes of the meeting (indicating the importance of integrating GAD in PAPs) Memorandums and Orders</p>												
<p>3.2 Are the GFPS members and program implementers able to integrate GAD perspective in the development of the organization's programs/activities/projects (PAPs)? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>GFPS members and program implementers are not yet able to integrate GAD perspective in the development of the organization's PAPs</p>	<p>Either GFPS members or program implementers are able to integrate GAD perspective in the development of the organization's PAPs</p>	<p>Both the GFPS members and program implementers are able to integrate GAD perspective in the development of the organization's PAPs</p>	.83	<p>Enumerate organization programs/activities/projects (PAPs) and performance indicators integrated with GAD perspective by GFPS members and program implementers.</p> <table border="1" data-bbox="1496 802 2134 1007"> <thead> <tr> <th>Responsible Unit</th> <th>Type</th> <th>Purpose/Subject Matter</th> <th>Date Issued</th> </tr> </thead> <tbody> <tr> <td>GFPS</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Program Implementers</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Copy of program events Minutes of the meeting Objective of PAPs of CHEDROs</p>	Responsible Unit	Type	Purpose/Subject Matter	Date Issued	GFPS				Program Implementers			
Responsible Unit	Type	Purpose/Subject Matter	Date Issued														
GFPS																	
Program Implementers																	

<p>3.3 Are concerned staff members able to utilize sex-disaggregated data (SDD) and/or gender statistics for gender analysis (GA) to enhance the organization's GAD PAPs? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Concerned staff members are not yet able to utilize SDD and/or gender statistics for GA</p>	<p>Concerned staff members utilize SDD and/or gender statistics for GA</p>	<p>Concerned staff members utilize SDD and/or gender statistics for GA and recommend strategies to enhance the organization's GAD PAPs</p>	<p>.83</p>	<p>If yes, explain how concerned staff members utilize sex-disaggregated data and/or gender statistics for gender analysis to enhance the organization's GAD PAPs.</p> <p>_____</p> <p>_____</p> <p>_____</p> <table border="1" data-bbox="1496 520 2132 715"> <thead> <tr> <th>Type of SDD/ Gender Statistics</th> <th>P/A/P where SDD was Applied</th> <th>GAD Efforts Enhanced</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> CHED Scholarship reports</p>	Type of SDD/ Gender Statistics	P/A/P where SDD was Applied	GAD Efforts Enhanced													
Type of SDD/ Gender Statistics	P/A/P where SDD was Applied	GAD Efforts Enhanced																			
<p>3.4 Does the top management support the appointment of qualified women staff members to leadership positions? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Top management does not appoint women to leadership positions</p>	<p>Top management appoints women to leadership position but provides limited support</p>	<p>Top management appoints women to leadership position and provides full support</p>	<p>.83</p>	<p>Attach documents issued by top management supporting the appointment of qualified women staff members in leadership positions (<i>e.g. department order or executive orders, list of training available, documentation of mentoring activities, etc.</i>).</p> <p><u>Possible MOVs:</u> Memorandum (CHED Appointments)</p>																
<p>3.5 Do women assume critical roles and authority in the organization? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>Women occupy less than 50% of the third level, middle management and technical positions in the organization</p>	<p>Women occupy less than 50% of third level positions but comprise 50% or more of the middle management and technical positions in the organization</p>	<p>Women occupy 50% or more of the third level positions in the organization</p>	<p>.83</p>	<p>Identify the number of employees in the following positions:</p> <table border="1" data-bbox="1496 1246 2132 1485"> <thead> <tr> <th>Position</th> <th>No. of Men</th> <th>No. of Women</th> <th>% of Women</th> </tr> </thead> <tbody> <tr> <td>Top Management</td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td>Middle Management</td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td>Technical Staff</td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Certified HRDD Report</p>	Position	No. of Men	No. of Women	% of Women	Top Management				Middle Management				Technical Staff			
Position	No. of Men	No. of Women	% of Women																		
Top Management																					
Middle Management																					
Technical Staff																					

<p>3.6. Are the clients (internal and external), able to participate in the planning and implementation of the organization's GAD PAPs? <i>(possible scores are 0, 0.41, and 0.83)</i></p>	<p>No client (internal and external) involvement in the planning and implementation of the organization's GAD PAPs</p>	<p>Either internal or external clients participate in the planning and implementation of the organization's GAD PAPs</p>	<p>Both internal and external clients participate in the planning and implementation of the organization's GAD PAPs</p>	<p>.41</p>	<p>If yes, describe how clients (internal or external) participate in the planning and implementation of the organization's GAD PAPs.</p> <hr/> <hr/> <hr/> <p>Attach documents showing external clients' membership in the technical working groups (TWGs) and project management offices (TWGs) as well as attendance sheets and documentation of meetings participated by internal and external clients.</p> <p><u>Possible MOVs:</u> Attendance Sheet Minutes of the Meeting</p>
--	--	--	---	------------	--

<p><b>Sub-total GMEF Score (Level 3 People)</b></p>				<p>4.56</p>	
---	--	--	--	-------------	--

**4. GAD Champions as Program Implementers** (max score: 5; for each item: 0.83)

<p>4.1 Are the GAD Focal Point System (GFPS) members able to serve as GAD resource persons within the organization, including its regional offices and attached agencies? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>GFPS members are not yet serving as resource persons on GAD within the organization</p>	<p>Less than 50% of the GFPS members are serving as GAD resource persons within the organization</p>	<p>50% or more of the GFPS members are serving as GAD resource persons within the organization</p>	<p>.83</p>	<p>Attach list and profile of the GFPS members including the GAD-related training conducted.</p> <table border="1" data-bbox="1480 1098 2116 1444"> <thead> <tr> <th data-bbox="1480 1098 1641 1316">Name of GFPS Member who served as GAD Resource Person</th> <th data-bbox="1641 1098 1803 1316">Title of GAD Activities Conducted</th> <th data-bbox="1803 1098 1964 1316">Name of Office/Unit, Regional Office and/or Attached Agency</th> <th data-bbox="1964 1098 2116 1316">Date Conducted</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Invitation/memorandum Copy of Program</p>	Name of GFPS Member who served as GAD Resource Person	Title of GAD Activities Conducted	Name of Office/Unit, Regional Office and/or Attached Agency	Date Conducted												
Name of GFPS Member who served as GAD Resource Person	Title of GAD Activities Conducted	Name of Office/Unit, Regional Office and/or Attached Agency	Date Conducted																		

--	--	--	--	--	--

<p>4.2 Does the top management direct the monitoring of the organization's GAD PAPs? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>No initial discussion among top management officials on the monitoring of the organization's GAD PAPs</p>	<p>With initial discussion among top management officials on the monitoring of the organization's GAD PAPs</p>	<p>Top management issued directive/s to monitor the organization's GAD PAPs</p>	<p>.83</p>	<p>Attach copies of directive/s issued by top management regarding the monitoring of the organization's GAD PAPs as well as monitoring reports, as applicable.</p> <p><u>Possible MOVs:</u> MOVs from 3.1</p>												
<p>4.3 Are concerned staff members able to adjust GAD PAPs to address emerging gender issues? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>Concerned staff members not able to adjust GAD PAPs to address emerging gender issues</p>	<p>Concerned staff members able to identify emerging gender issues but are not capable of addressing them</p>	<p>Concerned staff members able to identify and adjust GAD PAPs to address emerging gender issues</p>	<p>.41</p>	<p>List down GAD PAPs calibrated to address emerging gender issues.</p> <table border="1" data-bbox="1496 472 2128 746"> <thead> <tr> <th data-bbox="1496 472 1709 619">Title of Adjusted GAD PAPs</th> <th data-bbox="1720 472 1933 619">Emerging Gender Issues Addressed</th> <th data-bbox="1944 472 2128 619">Unit/ Concerned Staff Responsible</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 627 1709 667"></td> <td data-bbox="1720 627 1933 667"></td> <td data-bbox="1944 627 2128 667"></td> </tr> <tr> <td data-bbox="1496 675 1709 715"></td> <td data-bbox="1720 675 1933 715"></td> <td data-bbox="1944 675 2128 715"></td> </tr> <tr> <td data-bbox="1496 722 1709 762"></td> <td data-bbox="1720 722 1933 762"></td> <td data-bbox="1944 722 2128 762"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Minutes of the meeting (highlighting the need to adjust GAD PAPs to address GIs. Copy of program Objectives of projects/event Memorandum orders</p>	Title of Adjusted GAD PAPs	Emerging Gender Issues Addressed	Unit/ Concerned Staff Responsible									
Title of Adjusted GAD PAPs	Emerging Gender Issues Addressed	Unit/ Concerned Staff Responsible															
<p>4.4 Do top management and concerned staff members reflect GAD functions in their performance contracts or terms of reference (TORs)? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>GAD is not reflected in the performance contracts or TORs of both top management and concerned staff members</p>	<p>GAD reflected in the performance contracts or TORs of either top management or concerned staff members</p>	<p>GAD reflected in the performance contracts or TORs of both top management or concerned staff members</p>	<p>.83</p>	<p>Attach sample of Terms of Reference (TORs), Performance Contract, Individual Performance Commitment and Review (IPCR) forms of staff members and Career Executive Service Performance Evaluation System (CESPES) of top management officials of the organization</p> <p><u>Possible MOVs:</u> TOR of CHED GAD Unit Staff</p>												



<p>4.5 Are concerned staff members able to develop tools and/or knowledge products (KPs) on GAD? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>Concerned staff members not yet able to develop GAD tools and KPs on GAD</p>	<p>Concerned staff members develop GAD tools and KPs on GAD with assistance from external GAD experts/resource persons</p>	<p>Concerned staff members develop GAD tools and KPs on GAD on their own</p>	.41	<p>Please provide details of tools and/or knowledge products (KPs) on GAD developed.</p> <table border="1" data-bbox="1496 300 2134 651"> <thead> <tr> <th data-bbox="1496 300 1711 517">GAD Tools and/or KPs Developed</th> <th data-bbox="1718 300 1933 517">Purpose</th> <th data-bbox="1939 300 2134 517">Name and Designation of GAD experts tapped for assistance</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Possible MOVs: Copy of modules and IEC materials</p>	GAD Tools and/or KPs Developed	Purpose	Name and Designation of GAD experts tapped for assistance									
GAD Tools and/or KPs Developed	Purpose	Name and Designation of GAD experts tapped for assistance															
<p>4.6 Are clients (internal and external) able to participate in 3 or more levels of the development planning cycle of the organization's GAD PAPs? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>No participation from clients in all levels of the development planning cycle of the organization's GAD PAPs</p>	<p>Either internal or external clients have participated in 1-2 levels of the development planning cycle of the organization's GAD PAPs</p>	<p>Both internal and external clients have participated in all levels of the development planning cycle of the organization's GAD PAPs</p>	.41	<p>If yes, describe the participation of internal and/or external clients in the development planning cycle (<i>planning, implementation and management, monitoring and evaluation</i>) of the organization's GAD PAPs.</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Possible MOVs: Minutes of the meeting/public consultation</p>												
<p><b>Sub-total GMEF Score (Level 4 People)</b></p>				3.72													

**5. GAD Experts** (max score: 5; for each item, 1.67)

<p>5.1 Does the top management raise GAD concerns during high-level meetings/ discussions? (e.g. Cabinet cluster meeting, international conferences) <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>Top management has not raised GAD concerns during high- level meetings</p>	<p>Top management is able to raise GAD concerns during high-level meetings</p>	<p>Top management is able to raise and receive support on GAD concerns from colleagues during high-level meetings</p>	<p>1.67</p>	<p>Attach documentation of meetings and/or discussions where GAD concern/s was/were raised by the organization's top management.</p> <table border="1" data-bbox="1496 389 2130 676"> <thead> <tr> <th>Meeting/ Discussion</th> <th>GAD Concerns Discussed/ Raised</th> <th>Name of Top Management who Raised GAD Concern</th> <th>Name of Person who Supported the GAD Concern</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u>            CEB Meetings highlights            GAD Focal Committee meeting highlight            CHEDROs meeting highlight            Attendance sheet</p>	Meeting/ Discussion	GAD Concerns Discussed/ Raised	Name of Top Management who Raised GAD Concern	Name of Person who Supported the GAD Concern												
Meeting/ Discussion	GAD Concerns Discussed/ Raised	Name of Top Management who Raised GAD Concern	Name of Person who Supported the GAD Concern																		
<p>5.2 Are the organization's staff members recognized as GAD experts by other organizations? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>Staff members not yet tapped by other organizations</p>	<p>Staff members recognized as GAD experts and tapped by 1-4 organizations</p>	<p>Staff members recognized as GAD experts and tapped by 5 or more organizations</p>	<p>1.67</p>	<p>Attach list and profile of internal GAD experts.</p> <p>Enumerate seminars/conferences/training facilitated by internal GAD experts for other agencies and organizations.</p> <table border="1" data-bbox="1496 1075 2130 1302"> <thead> <tr> <th>Name of Internal GAD Expert</th> <th>Title of GAD Activities Conducted</th> <th>Name of Inviting Organizations</th> <th>Date Conducted</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u>            CHED NGRP Certificate/Invites</p>	Name of Internal GAD Expert	Title of GAD Activities Conducted	Name of Inviting Organizations	Date Conducted												
Name of Internal GAD Expert	Title of GAD Activities Conducted	Name of Inviting Organizations	Date Conducted																		

<p>5.3 Are external clients of the organization recognized as GAD champions by reputable local, national and international organizations? <i>(possible scores are 0, 0.83 and 1.67)</i></p>	<p>External clients not yet recognized for their gender mainstreaming efforts</p>	<p>External clients received nominations or have shortlisted and/or cited in their respective localities for their gender mainstreaming efforts by reputable local, national and international organizations</p>	<p>External clients received awards for their gender mainstreaming efforts from reputable local, national and international organizations</p>	<p>1.67</p>	<table border="1"> <thead> <tr> <th data-bbox="1496 204 1709 355">Awards/ Citations/ Nominations Received</th> <th data-bbox="1709 204 1928 355">Organization Conferring the Award/Citation</th> <th data-bbox="1928 204 2130 355">Date Conferred</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 355 1709 395"></td> <td data-bbox="1709 355 1928 395"></td> <td data-bbox="1928 355 2130 395"></td> </tr> <tr> <td data-bbox="1496 395 1709 435"></td> <td data-bbox="1709 395 1928 435"></td> <td data-bbox="1928 395 2130 435"></td> </tr> <tr> <td data-bbox="1496 435 1709 483"></td> <td data-bbox="1709 435 1928 483"></td> <td data-bbox="1928 435 2130 483"></td> </tr> </tbody> </table> <p>Attach copies of news articles, other write-ups or documentation (e.g. TV interviews) regarding gender mainstreaming efforts of the external clients of the organization, if applicable.</p> <p><u>Possible MOVs:</u> CHEDROs report on their SUCs on the awards/nominations</p>	Awards/ Citations/ Nominations Received	Organization Conferring the Award/Citation	Date Conferred									
Awards/ Citations/ Nominations Received	Organization Conferring the Award/Citation	Date Conferred															
<p><b>Sub-total GMEF Score (Level 5 People)</b></p>				<p>5</p>													
<p><b>TOTAL GMEF SCORE (People)</b></p>																	



## GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE- ENABLING MECHANISMS

The Enabling Mechanisms questionnaire consists of 23 questions that assess the progress of an organization's efforts in ensuring that mechanisms to mainstream the GAD perspective are established and fully functional.

- 3 At the **Foundation Formation level**, the organization has established or reconstituted its GAD Focal Point System (GFPS) as a catalyst for gender mainstreaming. It is also at this level where the organization has conducted exploratory engagements with PCW and other GAD-related institutions and experts;
- 3 At the **Installation of Strategic Mechanisms level**, other GAD mechanisms that will address the needs of the organization's internal and external clients are established, and there is a marked increase in the utilization of the GAD Budget.
- 3 At the **GAD Application level**, the organization judiciously utilizes more than the minimum 5% GAD budget allocation while boasting of a fully functioning M&E System and has set-up a Knowledge Management System.
- 3 At the **Commitment Enhancement and Institutionalization level**, the organization's enabling mechanisms can now track desired gender-related impacts and are able to produce GAD-related knowledge products; and
- 3 At the **Replication and Innovation level**, the enabling mechanisms are recognized as models by other organizations and the whole budget of the organization is fully gender-responsive.

## GUIDE FOR ANSWERING THE GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRES

1. Each item is marked with specific scores representing (1) YES; (2) PARTLY YES; and (3) NO. Indicate a score in the appropriate column to signify the degree to which your organization has complied with the GAD element required.
2. Under the MOV/Remarks column, indicate/attach the means of verification required or provide an explanation in support of your response. Failure to provide the appropriate MOVs could disregard/invalidate the “partly yes” or “fully yes” scores of the organization.
3. Transfer all the scores per questionnaire to the GMEF Score Sheet.

### GMEF SCORESHEET

**Name of the Organization Assessed:** \_\_\_\_\_

**Date Administered:** \_\_\_\_\_

**Inclusive Period of Assessment:** \_\_\_\_\_

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	
2. Issuance of policies to mainstream GAD in the organization	
3. Integration of GAD in the Organization’s Policies	
4. Updating and Continuous Enhancement of GAD Policies	
5. Model GAD Policy	
<i>Sub-Total:</i>	
Level for Policy:	
<b>People</b>	
1. On Establishing GFPS & GAD Champions/Advocates	
2. On GAD Initiatives & Capacity Development Activities	
3. GAD Sponsorship & Related Programs	
4. GAD Champions as Program Implementers	
5. GAD Experts	
<i>Sub-Total:</i>	

- To get the total score per entry point, add the sub-total scores per questionnaire and refer to the following legend of scores to determine the organization's level of GAD mainstreaming efforts:

<i>Level Per Entry Point</i>	RANGES	LEVEL DESCRIPTION
	0-7.99 points	1: Foundation Formation
	8-14.99 points	2: Installation of Strategic Mechanisms
	15-19.99 points	3: GAD Application
	20-23.99 points	4: Commitment Enhancement and Institutionalization
	24-25 points	5: Replication and Innovation

- To get the overall level of the GAD mainstreaming efforts of the organization, add all the scores per entry point and refer to the following legend of scores to interpret the ratings:

<i>Over-all Level</i>	RANGES	LEVEL DESCRIPTION
	0-30.99 points	1: Foundation Formation
	31-60.99 points	2: Installation of Strategic Mechanisms
	61-80.99 points	3: GAD Application
	81-95.99 points	4: Commitment Enhancement and Institutionalization
	96-100 points	5: Replication and Innovation

- Organizations should take note of questions/descriptors with “NO” and “PARTLY YES” responses and design programs or undertake activities to improve their score.
- The organization may re-administer the GMEF Organizational Assessment Questionnaires after a specified period of time (e.g. every 3 years) to keep track of its GAD mainstreaming efforts.

### GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks												
	NO	PARTLY	YES														
<b>1. Setting up of Essential GAD Mechanisms</b> (max score: 5; for each item or question, 1.67)																	
1.1 Has the organization created/reconstituted its GAD Focal Point System (GFPS) in accordance with Magna Carta of Women Implementing Rules and Regulations (MCW IRR) Sec. 37-C and other pertinent policies issued by oversight agencies? <i>(possible scores are 0, 0.83, and 1.67)</i>	GFPS not created/reconstituted in accordance with MCW IRR Sec 37-C and pertinent policies issued by concerned oversight agencies	GFPS or similar GAD mechanism created/reconstituted in the central office and/or selected regional and/or attached agencies/offices only	GFPS or similar GAD mechanism created/reconstituted in the central office and all regional offices and attached agencies	1.67	<p>Attach the directory of the newly-created/reconstituted GFPS of the organization, including its regional and attached offices as applicable*</p> <p><i>*Agencies with created/reconstituted GFPS or similar GAD mechanisms in accordance with mentioned pertinent guidelines with no regional and attached offices will be awarded 1.67 points equivalent to a "yes" answer</i></p> <p><b>Possible MOVs:</b> Reconstitution of GFPS Memo in CHEDCO and CHEDROs</p>												
1.2 Has the organization initiated exploratory activities with the Philippine Commission on Women (PCW) or other agencies/LGUs, institutions and/or individuals to facilitate gender mainstreaming? <i>(possible scores are 0, 0.83 and 1.67)</i>	No exploratory activities initiated at all	Organization conducted initial meetings/consultations with PCW, organizations and/or individuals to facilitate gender mainstreaming	Organization initiated exploratory activity/activities with PCW, organizations and/or individuals to facilitate gender mainstreaming	1.67	<p>If yes, list down the exploratory activities initiated by the organization (<i>e.g. meeting with PCW for the identification of necessary capacity development activities for GFPS and staff members</i>) to facilitate gender mainstreaming</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">List of Organizations/Individuals</th> <th style="width: 33%;">Exploratory Activities Conducted</th> <th style="width: 33%;">Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><b>Possible MOVs:</b> PCW, RGADC, Invitations, minutes of meetings, memorandum</p>	List of Organizations/Individuals	Exploratory Activities Conducted	Remarks									
List of Organizations/Individuals	Exploratory Activities Conducted	Remarks															

1.3 Has the organization collected information towards the establishment of sex-disaggregated database and enhancement of its M&E system? <i>(possible scores are 0, 0.83, and 1.67)</i>	No information collected	Data and information collected but are not yet disaggregated by sex	Intake forms developed and used to collect sex-disaggregated data or gender statistics	1.67	<p>Attach intake forms such as attendance sheets, profile forms, etc., with separate columns for sex, used by the organization to gather sex-disaggregated data. Include list of information that can be disaggregated by sex <i>(e.g. list of client beneficiaries, service providers, partners, etc.)</i></p> <p><u>Possible MOVs:</u>  Attendance sheets,  HEMIS forms  StuFAPS forms  UniFAST forms  K12 Forms</p>
<b>Sub-total GMEF Score (Level 1 Enabling Mechanisms)</b>				<b>5</b>	
<b>2. Functional GAD Mechanisms</b> (max score: 5; for each item or question, 1)					
2.1 Does the organization have a functional GAD Focal Point System based on the provisions of the guidelines issued by relevant oversight agencies? (e.g. PCW MC 2011-01 for NGAs, JMC 2013-01 for LGUs and CHED MO 2015-01 for SUCs) <i>(possible scores are 0, 0.5 and 1)</i>	No functional GFPS based on the provisions of the guidelines issued by relevant oversight agencies	GFPS performing limited functions based on the provisions of the guidelines issued by relevant oversight agencies	GFPS members actively performing all the functions based on the provisions of guidelines issued by relevant oversight agencies	1	<p><u>If GFPS is performing limited functions, explain the challenges faced by the GFPS of the organization in mainstreaming GAD.</u></p> <p><u>Possible MOVs:</u>  Memos for GFPS, Composition, appointment of GFPS, CAD as Oversight, Certificate of Attendance to activities, Appearance and participation</p>



<p>2.2 Has the organization established other GAD mechanisms? (<i>possible scores are 0, 0.5 and 1</i>)</p> <p>*Other GAD Mechanisms refer to those in addition to the GFPS and the GAD Database</p>	No other GAD mechanism established	1 other GAD mechanism established	2 or more other GAD mechanisms established	1	<p>Enumerate other GAD mechanisms established [<i>e.g. Committee on Decorum and Investigation (CODI), Violence against Women and their Children (VAWC) Referral System, Barangay Violence against Women (VAW) Desk, Women's Economic Empowerment (WEE) Desk, etc.</i>]</p> <table border="1" data-bbox="1496 432 2130 619"> <thead> <tr> <th>Other GAD Mechanism/s Established</th> <th>Function/s</th> <th>Members</th> <th>Date Established</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Possible MOVs: CODI reconstitution</p> <p>GAD Corner</p> <p>Breastfeeding</p>	Other GAD Mechanism/s Established	Function/s	Members	Date Established								
Other GAD Mechanism/s Established	Function/s	Members	Date Established														
<p>2.3. Has the organization utilized at least 5% of its budget* to implement GAD PAPs? (<i>possible scores are 0, 0.5 and 1</i>)</p> <p>*refers to the total GAA of NGAs and LGUs or COB for GOCCs</p>	No GAD budget utilized	Organization utilized less than 5% of total budget to implement GAD PAPs	Organization utilized 5% or more of total budget to implement GAD PAPs	1	<p>Attach the GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR) of the organization for the same fiscal year (<i>e.g. 2013 GPB and GAD AR</i>)</p> <p>If no, explain why budget allocated for the implementation of GAD PAPs is less than 5%?</p> <p>_____</p> <p>_____</p> <p>Possible MOVs: CHEDRO 8 2019 AR CHEDRO IV 2018 AR CHEDRO XI 2019 AR</p>												

<p>2.4. Has engagement with organizations such as PCW, LGUs and/or other agencies, and individuals been established towards the conduct of GAD-related PAPs of the organization? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>Organization has not engaged with agencies/LGUs, institutions and/or individuals towards the conduct of GAD-related PAPs</p>	<p>Organization has sporadic engagement with agencies/LGUs, institutions and/or individuals towards the conduct of GAD-related PAPs</p>	<p>Organization has established working engagement with agencies/LGUs, institutions and/or individuals towards the conduct of GAD-related PAPs</p>	<p>1</p>	<p>List down consultations with organizations/ individuals regarding the conduct of GAD-related PAPs of the organization <i>(e.g. conduct of a series of capacity development activities and technical assistance for the preparation of GPB, etc.)</i>:</p> <table border="1" data-bbox="1496 432 2134 703"> <thead> <tr> <th data-bbox="1496 432 1709 619">List of Organizations/ Individuals Engaged</th> <th data-bbox="1709 432 1928 619">Purpose of Engagement (e.g., request for review of GAD PB etc.)</th> <th data-bbox="1928 432 2134 619">Results of Engagement</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 619 1709 660"></td> <td data-bbox="1709 619 1928 660"></td> <td data-bbox="1928 619 2134 660"></td> </tr> <tr> <td data-bbox="1496 660 1709 703"></td> <td data-bbox="1709 660 1928 703"></td> <td data-bbox="1928 660 2134 703"></td> </tr> </tbody> </table> <p><b>Possible MOVs:</b> PCW, CHR and CHEDRO 8, RGADC, (DPWH, BJMP, BOT, CHEDO XII), Philippine HEIs, PIA</p>	List of Organizations/ Individuals Engaged	Purpose of Engagement (e.g., request for review of GAD PB etc.)	Results of Engagement						
List of Organizations/ Individuals Engaged	Purpose of Engagement (e.g., request for review of GAD PB etc.)	Results of Engagement												
<p>2.5. Is the organization able to collect or generate sex-disaggregated data (SDD) and/or gender statistics*? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>No effort from the organization yet to collect or generate SDD and/or gender statistics</p>	<p>Organization is in the process of collecting or generating SDD and/or gender statistics</p>	<p>Organization is collecting and generating SDD and/or gender statistics</p>	<p>1</p>	<p>If yes, enumerate types of SDD and/or gender statistics collected or generated <i>(e.g., sex-disaggregated profile of employees, client beneficiaries, cases of VAW, etc.)</i>.</p> <hr/> <p>If applicable, list down installed gender-responsive data collection system/s of the organization (e.g. National Violence Against Women (NVAW) referral system, gender-responsive Community-Based Monitoring System (CBMS) etc.)</p> <hr/> <p><b>Possible MOVs:</b> HEMIS data (CHEDROs), sex, disability, solo parent feedback form from CHEDRO 8, health form for contact tracing during Covid</p>									
<p style="text-align: center;"><b>Sub-total GMEF Score (Level 2 Enabling Mechanisms)</b></p>				<p>5</p>										

**3. Integration of GAD in the Organization's Mechanisms** (max score: 5; for each item or question, 1)

<p>3.1 Do the organization's other GAD mechanisms coordinate, monitor and report the progress of the implementation of its functions? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>Other GAD mechanisms established but not functional</p>	<p>Other GAD mechanisms coordinate and monitor progress of implementation but do not generate status/progress report</p>	<p>Other GAD mechanisms coordinate, monitor and generate status/progress report of implementation</p>	<p>1</p>	<p>Attach status/progress report of the other GAD mechanisms established by the organization, including analysis of its functions and recommendations.</p> <p><u>Possible MOVs:</u> Accomplishment Reports, monitoring of SH cases</p>
<p>3.2 Has the organization utilized 30% or more of its total budget* to implement GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i></p> <p><i>*refers to the total GAA of NGAs and LGUs or COB for GOCCs</i></p>	<p>Organization utilized 5% or less of total budget to implement GAD PAPs</p>	<p>Organization utilized 6-29% of total budget to implement GAD PAPs</p>	<p>Organization utilized 30% or more of total budget to implement GAD PAPs</p>	<p>1</p>	<p>Attach the GPB and GAD AR from the same fiscal year (e.g. 2013 GPB and 2013 GAD AR)</p> <p><u>Possible MOVs:</u> AR of CHEDROs with 5% utilization</p>

<p>3.3 Has the organization judiciously utilized its GAD budget to implement GAD activities based on its GPB? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>With AOM indicating non-utilization of at least 5% of its budget for GAD or Notice of Disallowance from COA with no justification from the organization</p>	<p>With AOM indicating non-utilization of at least 5% of its budget for GAD with acceptable justification from the organization</p>	<p>With AOM commending the judicious use of GAD funds or no AOM from COA indicating non-utilization of at least 5% of its budget for GAD</p>	<p>1</p>	<p>Attach a copy of the <b>Audit Observation Memo (AOM)</b> or <b>Notice of Suspension and Disallowances (NDs)</b> received from the Commission on Audit (COA) and the organization’s justification, if applicable.</p> <p><u>Possible MOVs:</u> CHEDRO XI and NCR, no AOM for 2019</p>												
<p>3.4 Has the organization partnered with agencies/ LGUs, institutions and/or individuals towards the strategic implementation of its GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>Has not partnered with other organizations towards the strategic implementation of GAD PAPs</p>	<p>Partnered with 1 organization towards the strategic implementation of GAD PAPs</p>	<p>Partnered with 2 or more organizations towards the strategic implementation of GAD PAPs</p>	<p>1</p>	<p>List the partnership/s or joint program/s towards the strategic implementation of the organization’s GAD PAPs <i>(e.g. partnership for the conduct of a GAD-related program)</i></p> <table border="1" data-bbox="1496 719 2130 962"> <thead> <tr> <th data-bbox="1496 719 1655 874">Name of Partner Agency/ Institution/ Individual</th> <th data-bbox="1662 719 1821 874">GAD Effort Implemented</th> <th data-bbox="1827 719 1986 874">Type of Engagement</th> <th data-bbox="1993 719 2130 874">Inclusive Dates</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 879 1655 916"></td> <td data-bbox="1662 879 1821 916"></td> <td data-bbox="1827 879 1986 916"></td> <td data-bbox="1993 879 2130 916"></td> </tr> <tr> <td data-bbox="1496 920 1655 957"></td> <td data-bbox="1662 920 1821 957"></td> <td data-bbox="1827 920 1986 957"></td> <td data-bbox="1993 920 2130 957"></td> </tr> </tbody> </table> <p>If applicable, attach copies of Memorandum of Agreement (MOA), Memorandum of Understanding (MOU), Terms of Reference (TORs), Partnership Agreement, etc.</p> <p><u>Possible MOVs:</u> PCW, RGADC, BOT, DPWH, BJMP, NEDA.</p>	Name of Partner Agency/ Institution/ Individual	GAD Effort Implemented	Type of Engagement	Inclusive Dates								
Name of Partner Agency/ Institution/ Individual	GAD Effort Implemented	Type of Engagement	Inclusive Dates														

3.5 Is the organization utilizing sex-disaggregated data and/or gender statistics in the development planning cycle (planning, implementation and management and monitoring and evaluation)? <i>(possible scores are 0, 0.5 and 1)</i>	No SDD or gender statistics utilized in the development planning cycle	SDD and/or gender statistics utilized in 1-2 stages of the development planning cycle	SDD and/or gender statistics utilized in all stages of the development planning cycle	1	<p>List GAD-related data and indicators used in the development planning cycle.</p> <table border="1" data-bbox="1496 296 2130 596"> <thead> <tr> <th data-bbox="1496 296 1653 509">Development Planning Cycle Stage</th> <th data-bbox="1659 296 1816 509">Data Utilized</th> <th data-bbox="1823 296 1980 509">Output</th> <th data-bbox="1986 296 2130 509">Indicators Used to Measure Gender-Related Impacts of PAPs</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 513 1653 555"></td> <td data-bbox="1659 513 1816 555"></td> <td data-bbox="1823 513 1980 555"></td> <td data-bbox="1986 513 2130 555"></td> </tr> <tr> <td data-bbox="1496 560 1653 596"></td> <td data-bbox="1659 560 1816 596"></td> <td data-bbox="1823 560 1980 596"></td> <td data-bbox="1986 560 2130 596"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Institutional M&amp;E forms from CHEDRO 2, CHEDRO IV, SDD from CHEDRO 8 submitted to NEDA used for planning and used by org</p>	Development Planning Cycle Stage	Data Utilized	Output	Indicators Used to Measure Gender-Related Impacts of PAPs								
Development Planning Cycle Stage	Data Utilized	Output	Indicators Used to Measure Gender-Related Impacts of PAPs														
<b>Sub-total GMEF Score (Level 3 Enabling Mechanisms)</b>				<b>5</b>													
<b>4. Advanced GAD Mechanisms</b> (max score: 5; for each item or question, 1)																	
4.1 Are the organization's other GAD mechanisms able to contribute towards the attainment of its desired impact/s? <i>(possible scores are 0, 0.5 and 1)</i>	Other GAD mechanisms are fully functional but still has to contribute to the attainment of desired impact/s	Other GAD mechanisms are fully functional and contributing to the attainment of desired impact/s	Other GAD mechanisms are fully functional and resulted in desired impact/s	1	<p>Attach status/progress report, client satisfaction survey, results of gender impact assessment, documented testimonies, etc.</p> <p><u>Possible MOVs:</u> Evaluation from DPWH from CHEDRO 12, or other evaluation forms from activities conducted related to GAD</p>												

<p>4.2 Has the organization utilized 70% or more of its total budget* to implement GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i></p> <p><i>*refers to the total GAA of NGAs and LGUs or COB for GOCCs</i></p>	<p>Organization utilized 30% or less of total budget to implement GAD PAPs</p>	<p>Organization utilized 31-69% of total budget to implement GAD PAPs</p>	<p>Organization utilized 70% or more of total budget to implement GAD PAPs</p>	<p>1</p>	<p>Attach the GPB and GAD AR of the organization for the same fiscal year (e.g. 2013 GPB and 2013 GAD AR).</p> <p><u>Possible MOVs:</u> AR from CHEDROs with 5% utilization</p>									
<p>4.3 Is the organization's database with sex-disaggregated data and/or gender statistics able to generate sector-specific knowledge products (KPs) on GAD? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>Database has no SDD and/or gender statistics and is not able to generate sector-specific KPs on GAD</p>	<p>Database with SDD and/or gender statistics generated 1-2 sector-specific KPs on GAD</p>	<p>Database with SDD and/or gender statistics generated 3 or more sector-specific KPs on GAD</p>	<p>1</p>	<p>Enumerate sector-specific KPs developed from database with SDD and/or gender statistics (e.g. caselets, case studies, briefers, fact sheets, etc.).</p> <table border="1" data-bbox="1496 708 2134 946"> <thead> <tr> <th data-bbox="1496 708 1709 858">Title of Sector Specific Knowledge Products</th> <th data-bbox="1715 708 1928 858">Content of the Knowledge Products</th> <th data-bbox="1935 708 2134 858">Utilization of the Knowledge Products</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 863 1709 903"></td> <td data-bbox="1715 863 1928 903"></td> <td data-bbox="1935 863 2134 903"></td> </tr> <tr> <td data-bbox="1496 908 1709 946"></td> <td data-bbox="1715 908 1928 946"></td> <td data-bbox="1935 908 2134 946"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Statistical Bulletin from CHEDRO 8, Statistical Bulletin for UniFAST from CHEDRO 8, other statistical data from UniFAST, K12, StuFAPS</p>	Title of Sector Specific Knowledge Products	Content of the Knowledge Products	Utilization of the Knowledge Products						
Title of Sector Specific Knowledge Products	Content of the Knowledge Products	Utilization of the Knowledge Products												

<p>4.4 Is the organization's M&amp;E system able to track the desired gender-related impacts of its GAD PAPs on clients (internal and external)? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>M&amp;E system is not able to track gender-related impacts of GAD PAPs on clients (internal and external)</p>	<p>M&amp;E system able to track gender-related impacts of GAD PAPs on either internal or external clients</p>	<p>M&amp;E system able to track gender-related impacts of GAD PAPs on both internal and external clients</p>	1	<p>Attach copies of M&amp;E reports reflecting gender-related impacts of the organization's GAD PAPs on its internal and external clients, such as:</p> <ol style="list-style-type: none"> <li><b>1. NGAs:</b> Gender Impact Assessment (GIA); Annual Audit Reports (AARs); Audit Financial Reports (AFRs); Special Audit Reports (SARs); Socio-Economic Reports (SERs), Philippine Development Plan (PDP) Reports, program/project reports, accomplishment reports and other related knowledge products (KPs);</li> <li><b>2. LGUs:</b> End of term reports; Annual Audit Reports (AARs); administrative/accomplishment reports; State of the Municipal Address (SOMA); State of the Province Address (SOPA), Socio-Economic Reports (SERs), Regional Project Monitoring &amp; Evaluation System (RPMES) Reports, program/project reports, and other related knowledge products</li> </ol> <p>Identify indicators that measure gender-related impacts of the organization's GAD PAPs.</p> <p><u>Possible MOVs:</u> GAD ARs, Annual Report of CHED for GADTimpala, Evaluation of activities conducted</p>
--	--	---	--	---	---

<p>4.5 Does the organization have a Knowledge Management (KM) System with GAD-related knowledge products (KPs)? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>KM system does not have GAD-related KPs</p>	<p>KM system has GAD-related KPs accessed and utilized by either internal or external clients</p>	<p>KM system has GAD-related KPs accessed and utilized by both internal and external clients</p>	<p>1</p>	<p>Explain how the organization's KM system facilitates the sharing of GAD-related KPs to its clients (internal and/or external).</p> <hr/> <hr/> <hr/> <p>Attach the list of KPs produced and shared through the KM system as well as the KM Plan/ framework or link of the KM system, if applicable.</p> <p><u>Possible MOVs:</u> SDD on CHED Website</p>												
<p><b>Sub-total GMEF Score (Level 4 Enabling Mechanisms)</b></p>				<p>5</p>													
<p><b>5. Model GAD Structures and Systems</b> (max score: 5; for each item or question:1)</p>																	
<p>5.1 Has the organization's GAD Focal Point System been recognized or awarded as a model GAD mechanism by reputable local, national, and international organizations on gender mainstreaming? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>GFPS not yet recognized as model GAD mechanism by reputable organizations on gender mainstreaming</p>	<p>GFPS nominated, shortlisted or cited as model GAD mechanism by reputable organizations on gender mainstreaming</p>	<p>GFPS awarded as model GAD mechanism by reputable organizations on gender mainstreaming</p>	<p>1</p>	<p>List awards/citations/documented testimonies received.</p> <table border="1" data-bbox="1496 932 2132 1145"> <thead> <tr> <th data-bbox="1496 932 1657 1059">Awarding Institutions</th> <th data-bbox="1657 932 1818 1059">Local/ National/ International</th> <th data-bbox="1818 932 1980 1059">Award/ Citations Received</th> <th data-bbox="1980 932 2132 1059">Year</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 1059 1657 1098"></td> <td data-bbox="1657 1059 1818 1098"></td> <td data-bbox="1818 1059 1980 1098"></td> <td data-bbox="1980 1059 2132 1098"></td> </tr> <tr> <td data-bbox="1496 1098 1657 1145"></td> <td data-bbox="1657 1098 1818 1145"></td> <td data-bbox="1818 1098 1980 1145"></td> <td data-bbox="1980 1098 2132 1145"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> GADTimpala Award, PCW-AECID, CHEDRO XI Orchid</p>	Awarding Institutions	Local/ National/ International	Award/ Citations Received	Year								
Awarding Institutions	Local/ National/ International	Award/ Citations Received	Year														



<p>5.2 Has the organization's other GAD mechanisms been recognized as models by other organizations? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>Other GAD mechanisms not yet recognized by other organizations as models</p>	<p>Other GAD mechanisms recognized as models by 1-2 organizations</p>	<p>Other GAD mechanisms recognized as models by 3 or more organizations</p>	<p>1</p>	<p>List awards/citations/documentated testimonies received.</p> <table border="1" data-bbox="1491 296 2128 512"> <thead> <tr> <th data-bbox="1491 296 1653 421">Awarding Institutions</th> <th data-bbox="1662 296 1816 421">Local/National/International</th> <th data-bbox="1825 296 1980 421">Award/Citations Received</th> <th data-bbox="1989 296 2128 421">Year</th> </tr> </thead> <tbody> <tr> <td data-bbox="1491 427 1653 464"></td> <td data-bbox="1662 427 1816 464"></td> <td data-bbox="1825 427 1980 464"></td> <td data-bbox="1989 427 2128 464"></td> </tr> <tr> <td data-bbox="1491 470 1653 507"></td> <td data-bbox="1662 470 1816 507"></td> <td data-bbox="1825 470 1980 507"></td> <td data-bbox="1989 470 2128 507"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> CMO 1 s. 2015, GFPS and CODI replicated by BOT and DPWH</p>	Awarding Institutions	Local/National/International	Award/Citations Received	Year								
Awarding Institutions	Local/National/International	Award/Citations Received	Year														
<p>5.3 Has the organization utilized 100% of its total budget* to implement GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i></p> <p><i>*refers to the total GAA of NGAs and LGUs or COB for GOCCs</i></p>	<p>Organization utilized 70% or less of its total budget to implement GAD PAPs</p>	<p>Organization utilized 71-99% or less of its total budget to implement GAD PAPs</p>	<p>Organization utilized 100% of its total budget to implement GAD PAPs</p>	<p>1</p>	<p>Attach the GPB and GAD AR of the organization for the same fiscal year <i>(e.g. 2013 GPB and 2013 GAD AR)</i></p> <p><u>Possible MOVs:</u> ARs with 5% utilization</p>												

<p>5.4 Has the organization established a centralized database with sex-disaggregated data and/or gender statistics accessible to its regional offices and attached agencies, as well as external clients and partner organizations? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>Database with SDD and/or gender statistics established but accessible only to the central office</p>	<p>Database with SDD and/or gender statistics established and accessible to the central office, regional offices and attached agencies</p>	<p>Database with SDD and/or gender statistics established and accessible to the central office, regional offices and attached agencies, as well as to external clients and partner organizations</p>	1	<p>Please provide link of database with SDD.</p> <p>If the data is not uploaded in a website, list the information/data that are accessible to regional offices, attached agencies, external clients and partner organizations.</p> <p><u>Possible MOVs:</u> Data Analytics from Region 9</p> <p>List of employees on sex disaggregated data</p> <p>CHEDEA Google Sheet</p>
<p>5.5 Is the Knowledge Management (KM) system of the organization integrated with GAD and replicated by other organizations? <i>(possible scores are 0, 0.5 and 1)</i></p>	<p>KM system of the organization not integrated with GAD and not replicated by other organizations</p>	<p>KM system of the organization integrated with GAD and replicated by 1-2 organizations</p>	<p>KM system of the organization integrated with GAD and replicated by 3 or more organizations</p>	0	<p>Explain how GAD is integrated in the KM system of the organization and list down other organizations that replicated the KM system.</p> <hr/> <hr/> <hr/>
<p><b>Sub-total GMEF Score (Level 5 Enabling Mechanisms)</b></p>				4	
<p><b>TOTAL GMEF SCORE (Enabling Mechanisms)</b></p>				24	



## GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE- PROGRAMS/ACTIVITIES/PROJECTS (PAPs)

The PAPs questionnaire consists of 30 questions that assess the organization's progress in mainstreaming GAD in all of its programs, activities and projects, whether through policy and/or plan formulation and issuances, capacitating the GFPS members, generating top-level management support on GAD and the establishment of enabling GAD mechanisms.

- 3 At the **Foundation Formulation level**, the organization has expressed initial support to gender mainstreaming through conduct of GAD capacity development sessions for its GFPS members, top management and the rest of its employees. It has also involved clients to ensure that their gender issues are taken into account, while also engaging with PCW and relevant organizations and individual experts on GAD. It is also at this stage that the organization plans or sets-up a GAD corner containing GAD IEC materials or references for the use of its clients (internal and external).
- 3 At the **Installation of Strategic Mechanisms level**, the organization already has a GAD agenda or strategic framework to guide its gender mainstreaming efforts through the implementation of its GAD Plan and Budget. Deepening sessions for GFPS members and concerned staff members are also conducted, especially on the application of gender analysis tools. These sessions are meant to further guide them on how to intensify gender mainstreaming efforts in the organization. Lastly, IEC materials are customized for the organization's use and a GAD section in the website is planned or set-up.
- 3 At the **GAD Application level**, the organization ensures that the implementation of its GAD PAPs, especially those in the GAD Plan and Budget are monitored. External clients are also capacitated through relevant GAD sessions. Finally, a Knowledge Management (KM) system to ensure the transfer of knowledge on GAD is set-up.
- 3 At the **Commitment Enhancement and Institutionalization level**, the organization ensures that monitoring of its GAD PAPs is sustained and its impacts evaluated. Sector-specific GAD capacity development sessions for both internal and external clients are also conducted, as well as periodic applications and re-application of gender analysis tools to ensure integration of GAD in the organization's PAPs. A sustainability action plan for GAD is also developed.
- 3 At the **Replication and Innovation level**, the organization is now recognized as a learning hub for its noteworthy GAD efforts with convergence models resulting from its partnerships. GAD knowledge products and IEC materials produced by the organization are also utilized by other organizations as references or models to develop their own GAD-related materials.

## GUIDE FOR ANSWERING THE GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRES

1. Each item is marked with specific scores representing (1) YES; (2) PARTLY YES; and (3) NO. Indicate a score in the appropriate column to signify the degree to which your organization has complied with the GAD element required.
2. Under the MOV/Remarks column, indicate/attach the means of verification required or provide an explanation in support of your response. Failure to provide the appropriate MOVs could disregard/invalidate the “partly yes” or “fully yes” scores of the organization.
3. Transfer all the scores per questionnaire to the GMEF Score Sheet.

### GMEF SCORESHEET

**Name of the Organization Assessed:** \_\_\_\_\_

**Date Administered:** \_\_\_\_\_

**Inclusive Period of Assessment:** \_\_\_\_\_

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	
2. Issuance of policies to mainstream GAD in the organization	
3. Integration of GAD in the Organization’s Policies	
4. Updating and Continuous Enhancement of GAD Policies	
5. Model GAD Policy	
<i>Sub-Total:</i>	
Level for Policy:	
<b>People</b>	
1. On Establishing GFPS & GAD Champions/Advocates	
2. On GAD Initiatives & Capacity Development Activities	
3. GAD Sponsorship & Related Programs	
4. GAD Champions as Program Implementers	
5. GAD Experts	
<i>Sub-Total:</i>	

- To get the total score per entry point, add the sub-total scores per questionnaire and refer to the following legend of scores to determine the organization's level of GAD mainstreaming efforts:

<i>Level Per Entry Point</i>	RANGES	LEVEL DESCRIPTION
	0-7.99 points	1: Foundation Formation
	8-14.99 points	2: Installation of Strategic Mechanisms
	15-19.99 points	3: GAD Application
	20-23.99 points	4: Commitment Enhancement and Institutionalization
	24-25 points	5: Replication and Innovation

- To get the overall level of the GAD mainstreaming efforts of the organization, add all the scores per entry point and refer to the following legend of scores to interpret the ratings:

<i>Over-all Level</i>	RANGES	LEVEL DESCRIPTION
	0-30.99 points	1: Foundation Formation
	31-60.99 points	2: Installation of Strategic Mechanisms
	61-80.99 points	3: GAD Application
	81-95.99 points	4: Commitment Enhancement and Institutionalization
	96-100 points	5: Replication and Innovation

- Organizations should take note of questions/descriptors with “NO” and “PARTLY YES” responses and design programs or undertake activities to improve their score.
- The organization may re-administer the GMEF Organizational Assessment Questionnaires after a specified period of time (e.g. every 3 years) to keep track of its GAD mainstreaming efforts.

### PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks												
	NO	PARTLY	YES														
<b>1. Initial Activities to Facilitate GAD Mainstreaming</b> (max score: 5; for each item or question:0.83)																	
1.1 Is the organization observing international/national/local GAD-related events ( <i>possible scores are 0, 0.41 and 0.83</i> )	Organization has not initiated or participated in the observance of international/national/local GAD-related events	Organization initiated or participated in 1-2 observance of international/national/local GAD-related events	Organization initiated or participated in 3 or more observance of international/national/local GAD-related events	.83	<p>Enumerate GAD-related events initiated or participated by the organization (e.g. International Women's Day celebration).</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">GAD-related event</th> <th style="width: 25%;">Initiated</th> <th style="width: 25%;">Participated</th> <th style="width: 25%;">Date Conducted</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u></p> <p>Memorandum</p> <p>Attendance sheet</p> <p>Documentation</p>	GAD-related event	Initiated	Participated	Date Conducted								
GAD-related event	Initiated	Participated	Date Conducted														
1.2 Has the organization conducted Basic GAD Orientation or Gender Sensitivity Training (GST) for its clients (internal and external)? ( <i>possible scores are 0, 0.41 and 0.83</i> )	No Basic GAD orientation or GST conducted for its clients	Basic GAD Orientation or GST conducted for either internal or external clients	Basic GAD Orientation or GST conducted for both internal and external clients	.83	<p>Attach training design, attendance sheets and results of training evaluation, if available.</p> <p>If no, explain why GAD Orientation or Gender Sensitivity Training (GST) has not been conducted for the organization's clients.</p> <p><u>Possible MOVs:</u></p> <p>Attendance sheet</p> <p>Memorandum(Invitation)</p>												

<p>1.3 Has the organization conducted consultation activities with clients (internal and external) to identify gender issues and corresponding strategies? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>No consultation conducted with clients</p>	<p>Conducted consultation with either internal or external clients to identify gender issues and corresponding strategies</p>	<p>Conducted consultation with both internal and external clients to identify gender issues and corresponding strategies</p>	<p>.83</p>	<p>Discuss the results of consultation activities conducted.</p> <table border="1" data-bbox="1496 343 2132 651"> <thead> <tr> <th data-bbox="1496 343 1709 563">Group Consulted (Internal/ External)</th> <th data-bbox="1709 343 1926 563">Purpose</th> <th data-bbox="1926 343 2132 563">Results of Consultation (gender issues and strategies identified)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 563 1709 603"></td> <td data-bbox="1709 563 1926 603"></td> <td data-bbox="1926 563 2132 603"></td> </tr> <tr> <td data-bbox="1496 603 1709 651"></td> <td data-bbox="1709 603 1926 651"></td> <td data-bbox="1926 603 2132 651"></td> </tr> </tbody> </table> <p>If consultations were conducted, what gender-related issues were reflected in the GPB?</p> <p><u>Possible MOVs:</u>                  Reports on CODI                  Communication letter on the DATA of SH Cases                  Meeting Highlights and survey sheet</p>	Group Consulted (Internal/ External)	Purpose	Results of Consultation (gender issues and strategies identified)						
Group Consulted (Internal/ External)	Purpose	Results of Consultation (gender issues and strategies identified)												
<p>1.4 Has the organization consulted PCW and relevant organizations/ individuals on its GAD mainstreaming efforts? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>No consultation conducted at all</p>	<p>Initiated consultation with either PCW or relevant organizations/ individuals on its GAD mainstreaming efforts</p>	<p>Initiated consultation with both PCW and relevant organizations/ individuals on its GAD mainstreaming efforts</p>	<p>.83</p>	<p>Enumerate results of consultations initiated including names of organizations/individuals consulted.</p> <table border="1" data-bbox="1485 1053 2121 1289"> <thead> <tr> <th data-bbox="1485 1053 1697 1204">Name of organizations/ individuals Consulted</th> <th data-bbox="1697 1053 1910 1204">Agenda of the Consultation</th> <th data-bbox="1910 1053 2121 1204">Results of the Consultation</th> </tr> </thead> <tbody> <tr> <td data-bbox="1485 1204 1697 1244"></td> <td data-bbox="1697 1204 1910 1244"></td> <td data-bbox="1910 1204 2121 1244"></td> </tr> <tr> <td data-bbox="1485 1244 1697 1289"></td> <td data-bbox="1697 1244 1910 1289"></td> <td data-bbox="1910 1244 2121 1289"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u>                  Meeting highlights, emails, any forms of communication</p>	Name of organizations/ individuals Consulted	Agenda of the Consultation	Results of the Consultation						
Name of organizations/ individuals Consulted	Agenda of the Consultation	Results of the Consultation												

<p>1.5 Has the organization reviewed and revised existing Information/Education/Communication (IEC) materials and Knowledge Products (KPs) to ensure use of gender-fair language and images? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>No review of existing IEC materials and KPs conducted</p>	<p>1-3 existing IEC materials and KPs reviewed but not revised</p>	<p>4 or more existing IEC materials and KPs reviewed and revised</p>	<p>.83</p>	<p>Provide a list of IEC materials reviewed and revised to ensure use of gender-fair language and images.</p> <p><u>Possible MOVs:</u>            CHED Memorandum on the use of GFL            Copy of IEC and KP materials            Syllabi/Curriculum of programs            CMO No. 1, series of 2015</p>
<p>1.6 Has the organization set up a GAD corner? <i>(possible scores are 0, 0.41 and 0.83)</i></p>	<p>No plan to set up GAD corner</p>	<p>GAD IEC materials and KPs compiled and collected to set up GAD corner</p>	<p>Established GAD corner with updated GAD IEC materials and KPs</p>	<p>.83</p>	<p>Provide a copy of the plan or photo layout of the GAD corner and list down titles of existing Information/Education/Communication (IEC) materials and KPs available for use and reference of clients and GAD Focal Point System (GFPS) members.</p> <p><u>Possible MOVs:</u>            Documentation of GAD Corner (if any)            Newsletter with GAD portion            List of books</p>
<p><b>Sub-total GMEF Score (Level 1 PAPs)</b></p>				<p><b>5</b></p>	



2. Establishing Commitment towards Gender Mainstreaming (max score: 5; for each item or question: 0.62)														
2.1 Has the organization formulated GAD agenda or strategic framework? <i>(possible scores are 0, 0.31 and 0.62)</i>	No GAD agenda or strategic framework formulated	Draft GAD agenda or strategic framework formulated	GAD agenda or strategic framework formulated and approved	.62	Attach draft or approved GAD agenda and/or strategic framework (e.g. Department Order setting 3-year GAD agenda of agencies or GAD Code for LGUs).  <u>Possible MOVs:</u>  Draft GAD Agenda									
2.2 Has the organization developed its GAD Plan and Budget (GPB) based on GAD agenda, emerging gender issues, international/national GAD mandates and/or results of gender analysis? <i>(possible scores are 0, 0.31 and 0.62)</i>	GPB is not based on GAD agenda/GAD Code, emerging gender issues, international/national GAD mandates and/or results of gender analysis	GPB is based on at least 1 of the following: GAD agenda/GAD Code, emerging gender issues, international/national GAD mandates and/or results of gender analysis	GPB is based on at least 3 of the following: GAD agenda/GAD Code, emerging gender issues, international/national GAD mandates and/or results of gender analysis	.62	Attach GPB for the most recent fiscal year citing the basis for its development. <table border="1" data-bbox="1496 676 2130 1102" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Content of GPB</th> <th style="width: 33%;">Basis of Development (GAD agenda/GAD Code, emerging gender issues, international/national GAD mandates/results of gender analysis)</th> <th style="width: 33%;">Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <u>Possible MOVs:</u>  GAD Plan and Budget of CO and CHEDROs  Draft GAD Agenda	Content of GPB	Basis of Development (GAD agenda/GAD Code, emerging gender issues, international/national GAD mandates/results of gender analysis)	Remarks						
Content of GPB	Basis of Development (GAD agenda/GAD Code, emerging gender issues, international/national GAD mandates/results of gender analysis)	Remarks												

<p>2.3 Has the organization conducted deepening sessions on GAD based on the results of the Training Needs Assessment (TNA) or updated GAD policies and tools as part of the continuing capacity development of GAD Focal Point System (GFPS) and concerned staff members? <i>(possible scores are 0, 0.31 and 0.62)</i></p>	<p>No deepening sessions on GAD conducted</p>	<p>Conducted deepening session/s on GAD for either the GFPS or concerned staff members but not based on the results of TNA or updated GAD policies or tools</p>	<p>Conducted deepening sessions on GAD for either GFPS or concerned staff members based on the results of TNA or updated GAD policies or tools</p>	<p>.62</p>	<p>Enumerate the deepening sessions on GAD conducted for GFPS and concerned staff:</p> <table border="1" data-bbox="1491 344 2128 552"> <thead> <tr> <th>Title of Deepening Session</th> <th>TA Provider (in house trainer, PCW)</th> <th>Date Conducted</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p>Also attach a copy of Training Needs Analysis (TNA) results and design of deepening sessions.</p> <p>If TNA was not administered, please explain how the organization identified the need for deepening sessions and explain the basis for the training design/s used.</p> <p><u>Possible MOVs:</u> TNA of Midyear Assessment of CHEDROs GFPs TNA of GST (UniFAST) and from HR</p>	Title of Deepening Session	TA Provider (in house trainer, PCW)	Date Conducted						
Title of Deepening Session	TA Provider (in house trainer, PCW)	Date Conducted												
<p>2.4 Has the organization used Gender Analysis (GA) tools and techniques in the review, enhancement or development of PAPs? <i>(possible scores are 0, 0.31 and 0.62)</i></p>	<p>No GA tool applied to develop, review and/or enhance PAPs</p>	<p>Results of the application of GA tools used to review, enhance or develop 1-2 PAPs</p>	<p>Results of the application of GA tools used to review, enhance or develop 3 or more PAPs</p>	<p>.62</p>	<p>Enumerate GA tools used to develop, review and/or enhance PAPs.</p> <table border="1" data-bbox="1491 1046 2107 1222"> <thead> <tr> <th>Name of PAPs</th> <th>GA tools Applied</th> <th>Results of Application</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> HGDG of Scholarships (StuFAPS etc)</p>	Name of PAPs	GA tools Applied	Results of Application						
Name of PAPs	GA tools Applied	Results of Application												

<p>2.5 Does the organization have facilities and services that address the gender issues and concerns of its clients (internal and external)? <i>(possible scores are 0, 0.31 and 0.62)</i></p>	<p>No facilities and services addressing gender issues and concerns of the organization's clients</p>	<p>With existing facilities and services that address the gender issues and concerns of either internal or external clients</p>	<p>With existing facilities and services that address gender issues and concerns of both internal and external clients</p>	<p>.62</p>	<p>Enumerate facilities and services addressing gender issues and concerns of the organization.</p> <table border="1" data-bbox="1496 343 2128 582"> <thead> <tr> <th>GAD Facilities and Services</th> <th>Clients (internal/external)</th> <th>Gender Issues and Concerns Addressed</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><i>(e.g. Facilities to address strategic and practical gender needs of women and men employees such as child-minding center, breastfeeding center, and CODI, among others)</i></p> <p><u>Possible MOVs:</u></p> <p>PR of diaper changing station</p> <p>Documentation of breastfeeding and diaper-changing station, and PWD/Elderly corner in the lobby</p>	GAD Facilities and Services	Clients (internal/external)	Gender Issues and Concerns Addressed						
GAD Facilities and Services	Clients (internal/external)	Gender Issues and Concerns Addressed												
<p>2.6 Has the organization developed orientation modules for new employees with gender-sensitivity as a core competency? <i>(possible scores are 0, 0.31 and 0.62)</i></p>	<p>No GAD orientation module with gender sensitivity as a core competency developed</p>	<p>Developed GAD orientation module but not yet included in the orientation of new employees</p>	<p>Developed GAD orientation module and included in the orientation of new employees</p>	<p>.62</p>	<p>Attach copy of GAD orientation module(s) with gender-sensitivity as a core competency.</p> <table border="1" data-bbox="1496 1069 2128 1236"> <thead> <tr> <th>GAD IEC materials</th> <th>Target Audience</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u></p> <p>HR Handbook</p>	GAD IEC materials	Target Audience	Remarks						
GAD IEC materials	Target Audience	Remarks												
<p>2.7 Has the organization developed and disseminated new</p>	<p>No new GAD IEC materials developed</p>	<p>Developed but has not disseminated new GAD IEC</p>	<p>Developed and disseminated new GAD IEC materials</p>	<p>.62</p>	<p>Provide list of new GAD IEC materials and the target audience.</p> <p><u>Possible MOVs:</u></p>									

Information/Education/  
Communication (IEC)  
materials on GAD to  
clients (internal and  
external)? *(possible  
scores are 0, 0.31 and  
0.62)*

materials

CHEDROs-SUCs materials

<p>2.8 Has the organization created a GAD section in its website? <i>(possible scores are 0, 0.31 and 0.62)</i></p>	<p>No GAD section in the agency website</p>	<p>Developed GAD section in organization website but not updated</p>	<p>Developed GAD section in organization website and regularly updated</p>	<p>.62</p>	<p>Please list website link for the GAD Section of the organization.</p> <p><u>Possible MOVs:</u> Link of GAD Section in CHD Website Facebook link of CHED GAD</p>
<p><b>Sub-total GMEF Score (Level 2 PAPs)</b></p>				<p><b>5</b></p>	
<p><b>3. GAD Application</b> (max score: 5; for each item or question: 0.71)</p>					
<p>3.1 Has the organization monitored the implementation of its GAD Programs/ Activities/Projects (PAPs)? <i>(possible scores are 0, 0.35 and 0.71)</i></p>	<p>Implementation of GAD PAPs not monitored</p>	<p>Implementation of GAD PAPs intermittently monitored and not reported</p>	<p>Implementation of GAD PAPs regularly monitored and reported</p>	<p>.71</p>	<p>Attach monitoring reports on the implementation of GAD PAPs.</p> <p><u>Possible MOVs:</u> CHEDROs AR</p>
<p>3.2 Has the organization prepared and submitted on time its GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR)? <i>(possible scores are 0, 0.35 and 0.71)</i></p> <p><i>*PCW endorses GPBs of NGAs, GOCCs and SUCs</i></p> <p><i>**DILG endorses GPBs of LGUs</i></p>	<p>GPB and GAD AR not submitted to PCW/DILG</p>	<p>GPB and GAD AR submitted to PCW*/ DILG** but not endorsed</p>	<p>GPB and GAD AR endorsed by PCW*/ DILG**</p>	<p>.71</p>	<p>Provide copies of submitted and/or endorsed GAD Plans and Budgets (GPBs) and GAD Accomplishment Reports (GAD ARs), including cover letters.</p> <p><u>Possible MOVs:</u> CHEDCO and CHEDROs GPB and AR</p>

<p>3.3 Has the organization conducted and sustained the GAD capacity development of its clients (internal and external)? <i>(possible scores are 0, 0.35 and 0.71)</i></p>	<p>No GAD capacity development conducted and sustained for clients</p>	<p>GAD capacity development conducted and sustained for either internal or external clients</p>	<p>GAD capacity development conducted and sustained for both internal and external clients</p>	<p>.71</p>	<p>List GAD capacity development activities conducted for clients.</p> <table border="1" data-bbox="1496 339 2128 499"> <thead> <tr> <th>GAD Capacity Development Activities</th> <th>Target Participants</th> <th>Inclusive Dates</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> GAD Capacity Building 2019 (3)</p>	GAD Capacity Development Activities	Target Participants	Inclusive Dates					
GAD Capacity Development Activities	Target Participants	Inclusive Dates											
<p>3.4 Has the organization conducted GAD capacity development sessions for its internal GAD experts? <i>(possible scores are 0, 0.35 and 0.71)</i></p>	<p>No GAD capacity development session conducted to develop internal GAD experts</p>	<p>Conducted GAD capacity development session but no internal GAD experts developed</p>	<p>Conducted GAD capacity development session that resulted in the development of internal GAD experts</p>	<p>.71</p>	<p>Enumerate GAD capacity development sessions conducted, and provide a list of internal experts and their areas of expertise developed through these sessions.</p> <table border="1" data-bbox="1518 759 2157 1023"> <thead> <tr> <th>Title and Date of GAD Capacity Development Activity Conducted</th> <th>Internal GAD Experts Developed</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Same MOVs of 3.3</p>	Title and Date of GAD Capacity Development Activity Conducted	Internal GAD Experts Developed	Remarks					
Title and Date of GAD Capacity Development Activity Conducted	Internal GAD Experts Developed	Remarks											
<p>3.5 Has the organization regularly applied Gender Analysis (GA) tools in the development planning cycle (planning, implementation and management, and monitoring and evaluation)? <i>(possible scores are 0, 0.35 and 0.71)</i></p>	<p>No GA tools applied in development planning cycle</p>	<p>GA tools applied in 1-2 levels of the development planning cycle</p>	<p>GA tools applied in all levels of the development planning cycle</p>	<p>.35</p>	<p>Enumerate GA tools applied in any stage of the development planning cycle and the frequency of application.</p> <table border="1" data-bbox="1518 1198 2157 1374"> <thead> <tr> <th>GAD Tools Applied</th> <th>Purpose of Application</th> <th>Result of Application</th> <th>Date of Application</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Meeting highlights</p>	GAD Tools Applied	Purpose of Application	Result of Application	Date of Application				
GAD Tools Applied	Purpose of Application	Result of Application	Date of Application										

3.6 Has the organization regularly updated its GAD section in the website? <i>(possible scores are 0, 0.35 and 0.71)</i>	GAD section has not been updated for more than a year	GAD section updated annually	GAD section updated quarterly or more often	0	Provide a schedule involving the update of the GAD section in the organization's website.  <u>Possible MOVs:</u> Meeting highlight on the purchase of website for GAD
3.7 Has the organization set up a Knowledge Management (KM) system as a mechanism to transfer knowledge on GAD? <i>(possible scores are 0, 0.35 and 0.71)</i>	No existing plan to set up KM	Has initial plan to set up KM	Has set up a KM system to transfer knowledge on GAD	0	Attach the Knowledge Management (KM) system plan/framework or web link.  <u>Possible MOVs:</u> Same MOV as 3.6
<b>Sub-total GMEF Score (Level 3 PAPs)</b>				<b>2.48</b>	
<b>4. GAD Commitment and Institutionalization</b> (max score: 5; for each item or question, 1.0)					
4.1 Has the organization sustained implementation and monitoring of international, national and local GAD mandates in its PAPs? <i>(possible scores are 0,0.5, and 1)</i>	GAD mandate not implemented and monitored	GAD mandates continuously implemented but not regularly monitored by the organization	GAD mandates continuously implemented and regularly monitored by the organization	1	List down GAD-related mandates being implemented and monitored by the organization and attach the relevant monitoring reports.  <u>Possible MOVs:</u> CHEDROs Monitoring Reports on SUCs CHEDROs GAD AR

<p>4.2 Has the organization conducted organizational/sector-specific capacity development sessions on GAD for clients (internal and external)? <i>(possible scores are 0,0.5, and 1)</i></p>	<p>No organizational sector- specific capacity development session/s on GAD conducted</p>	<p>Organizational/ sector-specific GAD capacity development session/s conducted for either internal or external clients</p>	<p>Organizational/ sector-specific GAD capacity development session/s conducted for both internal or external clients</p>	<p>1</p>	<p>List down titles of organizational/sector-specific capacity development session/s on GAD conducted or discuss status of the development of sector-specific GAD capacity development session/s for clients being done by the organization (<i>e.g. Women’s Economic Empowerment, Gender and Justice, Gender and Climate Change</i>).</p> <table border="1" data-bbox="1496 544 2123 866"> <thead> <tr> <th data-bbox="1496 544 1709 778">Title of Organizational/ Sector-Specific Capacity Development Program on GAD</th> <th data-bbox="1709 544 1921 778">Participants</th> <th data-bbox="1921 544 2123 778">Purpose</th> </tr> </thead> <tbody> <tr> <td data-bbox="1496 778 1709 821"></td> <td data-bbox="1709 778 1921 821"></td> <td data-bbox="1921 778 2123 821"></td> </tr> <tr> <td data-bbox="1496 821 1709 866"></td> <td data-bbox="1709 821 1921 866"></td> <td data-bbox="1921 821 2123 866"></td> </tr> </tbody> </table> <p>Attach activity reports and/or documentation of the sector-specific capacity development sessions conducted.</p> <p><u>Possible MOVs:</u> CHEDROs Activity Reports and attendance sheets</p>	Title of Organizational/ Sector-Specific Capacity Development Program on GAD	Participants	Purpose						
Title of Organizational/ Sector-Specific Capacity Development Program on GAD	Participants	Purpose												
<p>4.3 Does the organization regularly apply gender analysis (GA) tools to assess gender-responsiveness of programs/activities/ projects (PAPs)? <i>(possible scores are 0,0.5, and 1)</i></p>	<p>GAD tools not applied to assess PAPs</p>	<p>GAD tools used to assess gender-responsiveness of 1-2 PAPs</p>	<p>GAD tools used to assess gender-responsiveness of 3 or more PAPs</p>	<p>1</p>	<p>List down Programs/Activities/Projects (PAPs) assessed and list of gender analysis (GA) tools regularly applied by the organization.</p> <table border="1" data-bbox="1480 1262 2114 1425"> <thead> <tr> <th data-bbox="1480 1262 1693 1337">GA Tools Applied</th> <th data-bbox="1693 1262 1906 1337">PAP Assessed</th> <th data-bbox="1906 1262 2114 1337">Results of Application</th> </tr> </thead> <tbody> <tr> <td data-bbox="1480 1337 1693 1380"></td> <td data-bbox="1693 1337 1906 1380"></td> <td data-bbox="1906 1337 2114 1380"></td> </tr> <tr> <td data-bbox="1480 1380 1693 1425"></td> <td data-bbox="1693 1380 1906 1425"></td> <td data-bbox="1906 1380 2114 1425"></td> </tr> </tbody> </table> <p><u>Possible MOVs:</u> Same MOVs as 3.5</p>	GA Tools Applied	PAP Assessed	Results of Application						
GA Tools Applied	PAP Assessed	Results of Application												



4.4 Has the organization developed a sustainability action plan for its GAD PAPs? <i>(possible scores are 0,0.5, and 1)</i>	No sustainability action plan on GAD PAPs formulated	Draft sustainability action plan on GAD PAPs formulated	Sustainability action plan on GAD PAPs formulated and approved	1	Attach draft or approved sustainability action plan on GAD PAPs of the organization.  <u>Possible MOVs:</u> CHEDROs Reports												
4.5 Has the organization conducted impact evaluation of its GAD PAPs? <i>(possible scores are 0,0.5, and 1)</i>	Gender impact assessment not yet conducted	Impact assessment of GAD PAPs on-going	Impact assessment of GAD PAPs completed and reported	0	Attach a copy of Gender Impact Assessment Report of the organization's GAD PAPs.												
<b>Sub-total GMEF Score (Level 4 PAPs)</b>				<b>4</b>													
<b>5. Model PAPs</b> (max score: 5; for each item or question: 1.25)																	
5.1 Has the organization been recognized as a GAD learning hub for its notable GAD PAPs? <i>(possible scores are 0, 0.62 and 1.25)</i>	Organization is still developing notable GAD PAPs	Organization has been recognized as a learning hub but GAD PAPs are not yet replicated	Organization has been recognized as a learning hub and its GAD PAPs are replicated by other organizations	.62	List down awards/citations/recognitions/nominations received.  <table border="1" data-bbox="1496 1046 2130 1362"> <thead> <tr> <th data-bbox="1496 1046 1711 1230">GAD Program/ Activity/ Project Recognized</th> <th data-bbox="1718 1046 1928 1230">Award/Citation Received</th> <th data-bbox="1935 1046 2130 1230">Year</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> If nominated/cited/certified, kindly attach photocopy of certificate/recognition received and include press releases, photos, and documented testimonies, if applicable.	GAD Program/ Activity/ Project Recognized	Award/Citation Received	Year									
GAD Program/ Activity/ Project Recognized	Award/Citation Received	Year															

					<p><u>Possible MOVs:</u> CHEDROs-SUCs reports on awards, nominations, and certifications</p>
--	--	--	--	--	--

<p>5.2 Has the organization's partnership with stakeholders resulted in a convergence model that is recognized and replicated by other organizations? <i>(possible scores are 0, 0.62 and 1.25)</i></p>	<p>No convergence model resulting from partnership</p>	<p>Convergence model recognized but not replicated</p>	<p>Convergence model recognized and replicated</p>	0	<p>Describe GAD convergence model that resulted from the partnership and list down organizations that replicated it.</p>												
<p>5.3 Has the organization's Knowledge Products (KPs) and Information/Education/Communication (IEC) materials on GAD been used by other organizations? <i>(possible scores are 0, 0.62 and 1.25)</i></p>	<p>GAD KPs and GAD IEC materials not yet cited as reference by other organizations</p>	<p>GAD KPs and GAD IEC materials used and cited as reference by at 1-2 organizations</p>	<p>GAD KPs and GAD IEC materials used and cited as reference by 3 or more organizations</p>	.62	<p>List down GAD KPs and GAD Information/Education/Communication (IEC) materials developed and utilized by the organization (e.g. <i>MCW mobile application, videos, brochures, etc.</i>).</p> <table border="1" data-bbox="1496 810 2128 1098" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Type of GAD KP/ GAD IEC Material</th> <th style="width: 25%;">GAD KP/ GAD IEC Material Developed</th> <th style="width: 25%;">Organizations that Utilized GAD KP/ GAD IEC Material</th> <th style="width: 25%;">Remarks</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p><u>Possible MOVs:</u></p> <p>CHEDROs reports and official communications with other organizations/agencies/HEIs</p>	Type of GAD KP/ GAD IEC Material	GAD KP/ GAD IEC Material Developed	Organizations that Utilized GAD KP/ GAD IEC Material	Remarks								
Type of GAD KP/ GAD IEC Material	GAD KP/ GAD IEC Material Developed	Organizations that Utilized GAD KP/ GAD IEC Material	Remarks														

<p>5.4 Has the organization's existing award/incentive system been integrated with GAD perspective? <i>(possible scores are 0, 0.62 and 1.25)</i></p>	<p>Award system not yet integrated with GAD perspective</p>	<p>Award system being reviewed for integration of GAD perspective</p>	<p>Award/incentive system integrated with GAD perspective</p>	<p>1.25</p>	<p>Attach criteria for the existing award/incentive system integrated with GAD perspective and provide list of the awardees.</p> <p><u>Possible MOVs:</u> CHEDROs' awards criteria Program</p>
<p><b>Sub-total GMEF Score (Level 5 PAPs)</b></p>				<p>2.49</p>	
<p><b>TOTAL GMEF SCORE (PAPs)</b></p>					

## GMEF SCORESHEET

Name of Organization Assessed: COMMISSION ON HIGHER EDUCATION

Date Administered: October 01 2020

Inclusive Period of Assessment: \_\_\_\_\_

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	5
2. Issuance of policies to mainstream GAD in the organization	5
3. Integration of GAD in the Organization's Policies	5
4. Updating and Continuous Enhancement of GAD Policies	5
5. Model GAD Policy	5
<i>Sub-Total:</i>	25
<i>Level for Policy:</i>	
<b>People</b>	5
1. For Establishing GFPS & GAD Champions/Advocates	4.15
2. For GAD Initiatives & Capacity Development Activities	3.72
3. For GAD Sponsorship & Related Programs	4.56
4. GAD Champions as Program Implementers	3.72
5. GAD Experts	5
<i>Sub-Total:</i>	21.15
<i>Level for People:</i>	
<b>Enabling Mechanisms</b>	4
1. Setting-up of Essential GAD Mechanisms	5
2. Functional GAD Mechanisms	5
3. Integration of GAD in the Organization's Mechanisms	5
4. Advanced GAD Structures and Systems	5
5. Model GAD Structures and Systems	4
<i>Sub-Total:</i>	24
<i>Level for Enabling Mechanisms:</i>	
<b>Programs, Activities and Projects (PAPs)</b>	5
1. Initial Activities to Facilitate GAD Mainstreaming	5
2. Establishing Commitment towards GAD Mainstreaming	5
3. GAD Application	2.48
4. GAD Commitment and Institutionalization	4
5. Model PAPs	2.49
<i>Sub-Total:</i>	18.97
<i>Level for PAPs:</i>	3
<b>TOTAL SCORE</b>	89.12
<b>Over-all Level:</b>	4

<b><i>Level Per Entry Point</i></b>	<b>RANGES</b>	<b>LEVEL DESCRIPTION</b>
	0-7.99 points	1: Foundation Formation
	8-14.99 points	2: Installation of Strategic Mechanisms
	15-19.99 points	3: GAD Application
	20-23.99 points	4: Commitment Enhancement and Institutionalization
24-25 points	5: Replication and Innovation	
<b><i>Over-all Level</i></b>	<b>RANGES</b>	<b>LEVEL DESCRIPTION</b>
	0-30.99 points	1: Foundation Formation
	31-60.99 points	2: Installation of Strategic Mechanisms
	61-80.99 points	3: GAD Application
	81-95.99 points	4: Commitment Enhancement and Institutionalization
96-100 points	5: Replication and Innovation	