



Republic of the Philippines

Department of Environment and Natural Resources

**National Mapping and Resource Information Authority  
NAMRIA Gender and Development Focal Point System**

# Primer on NAMRIA GAD Initiatives

*Working with the national government and other agencies in building a geospatially-empowered community, where women and men are given equal opportunities to fully harness their potentials free from violence, coercion, or discrimination*

## **GAD Vision**

To create a gender-responsive agency that promotes equal opportunities for all in fulfilling NAMRIA's vision of being a Center of Excellence, building a geospatially empowered Philippines by 2020.

## **GAD Mission**

To provide maps, charts, and other geospatial products and services through gender-responsive programs and projects within a gender-fair environment.



Visit the NAMRIA GAD website: <http://www.namria.gov.ph/gad.aspx>



WE Make  
**CHANGE**  
Work for Women

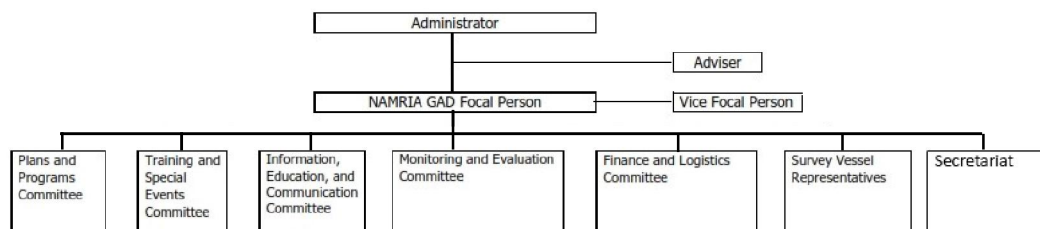
## NAMRIA: Fostering Gender and Development

**N**AMRIA supports the integration of women as full and equal partners of men in national development. Through the years, it has been carrying out organization- and client-focused Gender and Development (GAD) activities which are mainstreamed in and harmonized with the agency's programs and projects. The GAD framework aims to examine the social, cultural, political, and economic realities in society and how the different roles, responsibilities, and expectations are assigned to women and men.

The NAMRIA GAD Focal Point System (GFPS), in coordination with the various units of the Agency, ensures the implementation of GAD activities and mainstreaming. Regular meetings are conducted by the NAMRIA GFPS to discuss matters regarding the implementation status of GAD activities.

The NAMRIA GFPS is headed by a focal person who is the highest-ranking female official of the Agency. She receives guidance from a higher-ranking adviser and assistance from the vice focal person, the various committees, and the representatives from the Agency's survey vessels. This is shown in the figure below:

### NAMRIA GAD Focal Point System



## Main GAD Objective

Integrate GAD concerns to NAMRIA's programs, projects, and activities in order to respond to the gender gaps and issues faced by the agency's women and men employees as well as its clients and stakeholders

## Specific GAD Objectives

- Equip NAMRIA employees with GAD concepts and develop their gender lens towards providing gender-responsive services to their clients
- Provide child support mechanism to NAMRIA employees with young children
- Provide sex-disaggregated data (SDD) on mainstreamed projects as inputs to development planning, decision making, and research studies

Provide information on GAD concepts through trainings and workshops



## **Gender Mainstreaming Initiatives Organization-Focused –**

- Formulation of policy to address discrimination and inequality and to remove gender bias in the admission of women into the corps of commissioned officers (COs) of the NAMRIA Hydrography Branch (DENR Administrative Order No. 31 series of 2004); and Conduct of survey on gender-responsiveness and impact of the policy of women in the Agency's commissioned service
- Conduct of gender-sensitivity trainings to heighten awareness on GAD concepts
- Design and implementation of NAMRIA programs using Harmonized Gender and Development Guidelines tool
- Assessment and evaluation of NAMRIA programs using Gender Mainstreaming Evaluation Framework tool
- Annual GAD planning and budgeting
- Implementation of health and wellness programs such as health fairs, herb planting, and cervical cancer awareness campaign and vaccination with the end view of providing safe and healthy working conditions for women employees and taking into account their maternal functions
- Conduct of financial management and livelihood trainings to promote economic empowerment and entrepreneurship activities especially among women
- Conduct of Information, Education, and Communication (IEC) activities on GAD:
  - Setting up of GAD corner in the NAMRIA library and yearly exhibit in strategic areas in the Agency
  - Inclusion of NAMRIA's own GAD concerns (e.g., Vision, Mission, Objectives, GAD Focal Point System, Committees, News and Events) as a featured site in the Agency's website

- ## Client-Focused –

- [illegible]

## Key Terms

**a. Gender and Development (GAD)** – refers to the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development.

**b. Gender Analysis** – refers to a framework to compare the relative advantages and disadvantages faced by women and men in various spheres of life, including the family, workplace, school, community and political system. It also takes into account how class, age, race, ethnicity, culture, social and other factors interact with gender to produce discriminatory results.

**c. Gender Audit** – refers to a form of “social audit” or “quality audit” which determines whether the organization’s internal practices and related support systems for gender mainstreaming are effective, reinforcing each other and are being followed. This tool or process assists organizations in establishing a baseline, identifying critical gaps and challenges, and recommending ways of addressing them.

**d. Gender Equality** – refers to the principles asserting the equality of women and men and their right to enjoy equal conditions, realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.

**e. GAD Focal Point System** – is an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate, and monitor the development, implementation, review and updating of their GAD plans and GAD-related programs, activities and projects.

**f. Gender Mainstreaming** – refers to the strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies, programs and projects in all social, political, civil, and economic spheres so that women and men benefit equally. It is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs in all areas and at all levels.

**g. GAD Plan and Budget** – is a systematic approach to gender mainstreaming, carried out by all government instrumentalities, through the annual development and implementation of programs, activities and projects and addressing gender issues and concerns in their respective organizations, sectors and constituencies by utilizing at least 5% of their total budget allocation.

**h. Gender Sensitivity** – is the ability to recognize gender issues, especially women’s different perceptions and interests arising from their unique social location and gender roles.

**i. Performance-Based Budgeting** – is an approach to budgeting which involves a review of the agencies’ existing budgetary programs and projects to ensure that these support their core mandated functions and produce the targeted outcomes and outputs.

**j. Rights-Based Approach** – refers to the recognition of every human being both as a person and as a right-holder. It strives to secure the freedom, well-being and dignity of all people, everywhere, within the framework of essential human rights standards, principles, duties and obligations.

**k. Sex-Disaggregated Data** – are collected and analysed separately on males and females. In an agricultural household survey, for example, this typically involves asking the “who” questions: who provides labor, who makes the decisions, who owns and controls the land and other resources. Or it may involve asking men and women about their individual roles and responsibilities.

**l. Women’s Empowerment** – is a goal of and an essential process for women’s advancement. It is the process and condition by which women mobilize to understand, identify and overcome gender discrimination so as to achieve equality in welfare and equal access to resources. In this context, women become agents of development and not just beneficiaries enabling them to make decisions based on their own views and perspectives.

### Sources for Terms:

**a-g, i-j, and l** – <http://pcw.gov.ph/law/pcw-memorandum-circular-no-2011-01>

**h** – [http://unwomen-asiapacific.org/docs/cedaw/archive/Philippines/P9\\_CEDAWTrainingManual\\_PhilJA.pdf](http://unwomen-asiapacific.org/docs/cedaw/archive/Philippines/P9_CEDAWTrainingManual_PhilJA.pdf)

**k** – <http://a4nh.cgiar.org/2014/05/05/three-things-you-need-to-know-about-sex-disaggregated-data/>

## Relevant Laws on GAD

### •Beijing Platform for Action (BPfA)

Resulting document of the Fourth World Conference on Women in Beijing, China in 1995, which was adopted in consensus by the United Nations (UN); during this Conference, the governments and the UN agreed to promote gender mainstreaming as a strategy to ensure that a gender perspective is reflected in all policies and programmes at the national, regional and international levels; the BPfA represents the international community's commitment towards the promotion of women's welfare and aims at accelerating the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women

### •Commission on Audit Circular No. 2014-001, dated 18 March 2014

Revised Guidelines in the Audit of GAD Funds and Activities in Government Agencies

### •Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Adopted in 1979 by the UN General Assembly and often described as an international bill of rights for women; Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination

### •Memorandum Circular No. 48, s. 2013

Adoption of the Gender Equality Guidelines in the Development of Media Policies and Implementing Programs to Promote Gender Mainstreaming

### •1987 Philippine Constitution

**Article II**, Declaration of Principles and State Policies

**Section 14.** The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men.

### •Philippine Commission on Women, National Economic and Development Authority, and Department of Budget and Management Joint Circular No. 2012-01

Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women

### •PCW Memorandum Circular No. 2011-01

Guidelines for the creation, strengthening, and institutionalization of the GAD Focal Point System

### •PCW Memorandum Circular 2014-01

Submission of Policy Issuances on the Creation, Reconstitution and or Strengthening of the GFPS and Updated Directory of GFPS Members

### •PCW-Office of the Presidential Adviser on the Peace Process Joint Memorandum Circular No. 2014-01

Integration of Women, Peace and Security Programs, Activities and Projects in Annual GAD Plans and Budgets and GAD Accomplishment Reports

**•Republic Act (RA) 7192**

Women in Development and Nation Building Act, which provides guidance and measures that will mobilize and enhance participation of women in the development process in ways equal to that of men

**•RA 7877**

Anti-Sexual Harassment Act of 1995, which upholds the State policy to value the dignity of every human individual, to guarantee full respect for human rights and to uphold the dignity of students, trainees, workers, employees and those seeking employment

**• RA 8353**

Anti-Rape Law of 1997, which stipulates that the crime of rape is now a crime against persons under the Revised Penal Code; the law broadened the definition of rape which may be committed by having carnal knowledge of a woman under certain circumstances or by committing acts of sexual assault

**•RA 9208**

Anti-Trafficking in Persons Act of 2003, which penalizes the commission of “trafficking in persons,” acts that promote such trafficking, and the person who buys or engages the services of trafficked persons for prostitution, or of trafficked persons held in a condition of involuntary servitude, forced labor or slavery

**•RA 9262**

Anti-Violence Against Women and Their Children Act of 2004, which penalizes the commission of violence against women their children in the context of domestic violence or violence in intimate relationships

**•RA 9710, Magna Carta of Women**

A comprehensive women’s human rights law that seeks to eliminate discrimination through the recognition, protection, fulfillment and promotion of the rights of Filipino women, especially those belonging in the marginalized sectors of the society

**•RA 10354**

The Responsible Parenthood and Reproductive Health Act of 2012, which provides for a National Policy on Responsible Parenthood and Reproductive Health

**Sources:**

<http://www.pcw.gov.ph/international-commitments/bpfa>

[http://www.pcw.gov.ph/laws?content=&term\\_node\\_tid\\_depth=All&tid=All&page=\(1-17\)](http://www.pcw.gov.ph/laws?content=&term_node_tid_depth=All&tid=All&page=(1-17))

<http://www.pcw.gov.ph/law/1987-philippine-constitution>; <http://pcw.gov.ph/law/republic-act-9710>

<http://pcw.gov.ph/law/republic-act-9710>

<http://www.un.org/womenwatch/daw/cedaw/>

Produced by  
the NAMRIA GAD Focal Point System  
March 2017