



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

Produced by the
NAMRIA GAD Focal Point System
in March 2017; Updated in 2022



GAD Vision

A Center of Excellence of geospatially empowered women and men jointly providing the public with quality products and services

GAD Mission

To provide maps, charts, and other geospatial products and services through gender-responsive programs and projects



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

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 9262

Anti-Violence Against Women and Their Children Act of 2004, which penalizes the commission of violence against women and 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, fulfilment 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

● RA 11313

An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor

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/>
<https://pcw.gov.ph/republic-act-11313/>



● 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

● 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 those 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



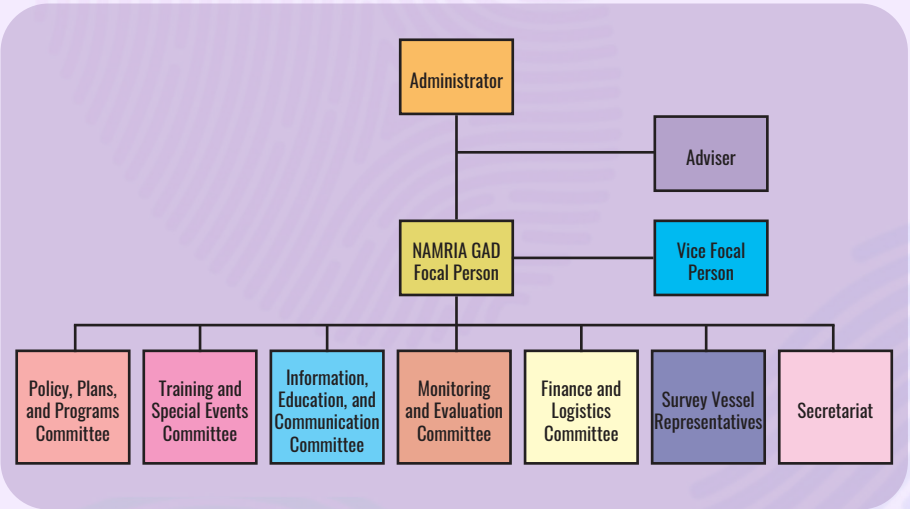
NAMRIA: Fostering Gender and Development

NAMRIA 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 a high-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 Objectives

Integrate GAD concerns into 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

- 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** – on males and females are collected and analysed separately. 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 are mobilized 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. Thus, they are enabled 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
k – <http://a4nh.cgiar.org/2014/05/05/three-things-you-need-to-know-about-sexdisaggregated-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

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.

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



Provided information on GAD concepts through trainings and workshops



Gender Mainstreaming Initiatives Organization-Focused

- Formulation of the following:
 - Policy on Solo Parents’ Benefits and Privileges
 - Policy on the Adoption of Republic Act (RA) 9262 (Anti-Violence against Women and their Children Act of 2004) in NAMRIA
 - Memorandum Order on Adoption and Implementation of the NAMRIA GAD Agenda 2020-2025
 - Policy on the Use of Gender-Fair Images, Content, and Language in Fora, Media Materials, Official Documents, Communications, and Issuances
 - Policy on the Collection, Generation, and Maintenance of GAD Database

- Production of IEC materials on GAD:
 - Audio-visual presentation for the DENR Focal Point System entitled *Magkasama Tayo: Ang GAD ng DENR para sa Kababaihan at Kalalakihan, Kapwa Pagbabago, Kapwa Pag-Unlad*
 - Compilation of write-ups on Filipino women achievers
 - Primer on NAMRIA GAD initiatives (original and updated versions)
- Establishment of the NAMRIA Day Care Center in 2001 to assist parents in the performance of their child-rearing responsibilities and to develop, protect, and care for the children of those parents working during the day
- Active participation in DENR GAD Congress and other GAD-related workshops
- Active participation in 18-day Campaign to End Violence Against Women
- Active participation in the nationwide celebration of Women's Month wherein month-long activities anchored on the national theme are conducted to promote awareness on GAD concepts and issues

- Technical assistance for the formulation of the Local Government Unit GAD plan using Geographic Information System technology
- Production of thematic maps with SDD by province (e.g., administrative maps and those showing low-lying areas and population density)
- Ensuring participation of women during stakeholder consultation meetings

