



DEC 16 2020

MEMORANDUM ORDER

No. 006 sgr
Series of 2020

**SUBJECT : ADOPTION AND IMPLEMENTATION OF THE NAMRIA
GENDER AND DEVELOPMENT (GAD) AGENDA 2020-2025**

In accordance with Republic Act 9710 or the Magna Carta of Women (MCW) and the Philippines' commitment to achieve gender equality and women empowerment (GEWE) and pursuant to the Philippine Commission on Women (PCW)-National Economic and Development Authority-Department of Budget and Management Joint Circular No. 2012-01 (*Guidelines in the Preparation of GAD Plan and Budget [GPB] and GAD Accomplishment Report to Implement the MCW*), which provides the procedures for the formulation, implementation, monitoring, and evaluation of Agency GPBs and identifies the setting of the GAD agenda as one of the steps in formulating the GAD plan, and

PCW Memorandum Circular No. 2018-04 (*Revised Guidelines for the Preparation of the GAD Agenda*), which provides the guidelines and procedures in the formulation, implementation, monitoring, and evaluation of the multiyear GAD agenda as basis for the annual Agency GPBs, incorporating therein the various GAD-related international commitments as expressed in the Philippine Development Plan 2017-2022, the GEWE Plan 2019-2025, and the various sectoral plans, the following policy guidelines for the adoption and implementation of the NAMRIA GAD Agenda 2020-2025 shall be promulgated:

Section I. Purpose and Scope

This memorandum order (MO) shall provide the guidelines for the adoption, implementation, and monitoring and evaluation (M&E) of the NAMRIA GAD Agenda 2020-2025 as basis for the annual NAMRIA GPB. It shall cover all Agency offices, branches, divisions, and units.

Section II. General Guidelines

1. The NAMRIA GAD Agenda is the Agency's strategic framework and plan on gender mainstreaming and achieving GEWE. It shall serve as a basis in identifying PPAs to be undertaken to achieve the GAD goals and outcomes. It shall also provide the M&E framework for assessing GAD results and outcomes that shall serve as the basis for strengthening the mainstreaming of a GAD perspective in the Agency's operations and programs.

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2. The NAMRIA GAD Agenda is a two-part document consisting of the GAD Strategic Framework or GADSF (Annex A) and the GAD Strategic Plan or GADSP (Annex B). GADSF outlines the Agency's GAD Vision, Mission, and Goals anchored on the NAMRIA mandate, while GADSP defines the strategic interventions, indicators, and targets to be pursued to achieve GAD goals over a period of time. The timeframe of the NAMRIA GAD Agenda is six years.
3. All officials and employees shall support the implementation of the NAMRIA GAD Agenda 2020-2025 through the adoption of programs, projects, and/or activities (PPAs) in the Annual GPB and the Annual GAD Accomplishment Report (GAR).
4. The NAMRIA Gender and Development Focal Point System (GFPS) shall ensure that the NAMRIA GAD Agenda 2020-2025 is properly implemented and disseminated to all Agency officials and employees.

Section III. Specific Guidelines

1. The formulation of the Annual NAMRIA GPB shall be aligned with the NAMRIA GAD Agenda.
2. The Agency shall review, adjust, and recalibrate the GAD Agenda to include emerging gender issues, corresponding outcomes, PPAs that may not have been included at the onset of the planning period, and the issuance of updated guidelines.
3. NAMRIA, through the GFPS, shall monitor and evaluate progress made in achieving the GADSP targets and outcomes towards the end of the GAD agenda timeframe.
4. A review after three years and an end-term evaluation of the GADSF and GADSP shall be conducted by the GFPS. Progress and end-term reports on the review and evaluation conducted shall be prepared and submitted to PCW upon approval of the NAMRIA Management.
5. The result of the evaluation may serve as a basis in formulating the NAMRIA GAD Agenda for the next strategic planning period.

SECTION IV. Other Provisions

1. The NAMRIA GAD Agenda 2020-2025, progress, and end-term reports shall be submitted to PCW for the purpose of monitoring, evaluation, reporting of GEWE results and as necessary, provision of technical assistance on the GAD Agenda implementation.

2. The three-year progress report shall reflect the status of accomplishments based on the analysis of the desired results and outcomes as well as variances.
3. The end-term report shall reflect the overall assessment of the implementation of the GAD agenda based on the goals and desired results/outcomes. It shall also reflect the variances, including unintended results, and the reasons for such, as well as the recommendations and lessons learned.
4. A narrative of the Agency's GAD accomplishments, which may include success stories and good practices, shall be submitted together with the end-term report.
5. Subsequent NAMRIA GAD Agenda shall also be formulated in a participatory, consultative, and inclusive process. It shall consider the results from consultations with women target beneficiaries as well women's groups/organizations working on the social, economic, environment and development sectors and other concerned stakeholders/interested parties, and the identified gaps resulting from gender analysis.
6. Succeeding NAMRIA GAD Agenda shall be prepared following the steps in formulating the GAD Agenda, namely, (a) Organizing the Planning Team, (b) Conducting Gender Analysis, (c) Setting the Agency's Mission and Vision, (d) Formulating the GAD Goals, Prioritizing Gender Issues and/or GAD Mandates per GAD Goal, (e) Outlining the GAD Outcomes, Indicators, Baseline Data, and Targets per GAD Goal, and (f) Translating the GAD Outcomes into GAD Programs, Projects, and/or Activities.
7. NAMRIA, through the GFPS, shall continue efforts to increase the level of gender mainstreaming in the Agency through gender-responsive entry points (Policies, People, PPAs, and Enabling Mechanisms). It shall also strengthen and sustain GAD initiatives towards GEWE and nation-building through strategic partnerships and proactive linkages with PCW, other national government agencies and instrumentalities, the academe, the private sector, local government units, and other interested parties.

SECTION V. Effectivity

This Order shall take effect immediately.

For information, guidance, and compliance.


Usec. PETER N. TIANGCO, PhD

ANNEX A

GAD AGENDA

PART 1: GAD STRATEGIC FRAMEWORK

AGENCY:
National Mapping and Resource Information Authority
MANDATE:
To provide the public with mapmaking services and to act as the central mapping agency, depository, and distribution facility for natural resources data in the form of maps, charts, texts, and statistics.
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
GAD GOALS:
<ol style="list-style-type: none">1. Strengthen organizational practices for women empowerment towards gender equality2. Increase involvement of women stakeholders in product and services development and enhancement3. Ensure availability and access to gender information

**ANNEX B
GAD STRATEGIC PLAN (2020-2025)**

GAD Goal No. 1 Strengthen organizational practices for women empowerment towards gender equality

GENDER ISSUE/GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIB LE UNIT/ OFFICE	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5										
					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)
1. Lack of localized GAD policies on: a. Collection and Maintenance of Sex-Disaggregated Data (SDD) b. Magna Carta of Women c. Gender Fair Language d. Adoption of Specific Mandates under Gender Laws - Solo Parent leave - Maternity and Parternity leave - Gynecological leave - VAWC leave	Institutionalized localized policies in support to national/international mandates	No. of policies/issuances formulated and implemented	2 policies (DCC and Lactation Station)	GFPS, Policy & Plans Com.	7 policies for review and 2 (a and c) drafted	a) Review of all the existing policies in NAMRIA b) Reiteration of existing GAD policies. c) Draft a policy	5	2 policies based on the reviewed policies	a) Draft a policy based on the reviewed policies to incorporate gender perspective b) Draft a policy in support to the features of the MCW	5	2 policies	a) Draft a policy based on the reviewed policies to incorporate gender perspective b)Monitoring of implemented policies	5	2 policies	a) Draft a policy based on the reviewed policies to incorporate gender perspective b)Monitoring of implemented policies	5	1 policy	a) Draft a policy based on the reviewed policies to incorporate gender perspective b)Monitoring of implemented policies	2
2. Lack of GAD expert/s that can serve as resource person/s to other government agencies	To have a pool of GAD experts: a. GAD Laws b. GST facilitator c. HGDC & GMEF	No. of personnel trained	a. 0 b. 1 c. 0	GFPS, Training Com.	3 Capacity Building activities: a. 1 b. 1 c. 1	Conduct capacity building	32	3 Capacity Building activities: a. 1 b. 1 c. 1	Conduct capacity building	40	3 Capacity Building activities: a. 1 b. 1 c. 1	Conduct capacity building	44	3 Capacity Building activities: a. 1 b. 1 c. 1	Conduct capacity building	48	3 Capacity Building activities: a. 1 b. 1 c. 1	Conduct capacity building	48
3. Increasing number of women employees that requires facilities for their practical needs, particularly of mother and solo parents.	To ensure that agency facilities and properties are responsive to the practical gender needs of employees, particularly of mother and solo parents	No. of employees benefited by the Day Care Center (DCC) No. of enrolees	13 employees (5 male & 8 female) benefited by DCC (2018)	GFPS	at least 10 employees benefited by DCC	Maintenance and operationalization of DCC	300	at least 10 employees benefited by DCC	Maintenance and operationalization of DCC	300	at least 10 employees benefited by DCC	Maintenance and operationalization of DCC	300	at least 10 employees benefited by DCC	Maintenance and operationalization of DCC	300	at least 10 employees benefited by DCC	Maintenance and operationalization of DCC	300
		No. of Lactation Station (LS) maintained No. of employees benefited by LS	- 2 Lactating Stations (LS) - 3 female employees	GFPS	2 LS and at least 3 female employees benefited by LS	Maintenance and operationalization of LS	5	2 LS and at least 3 female employees benefited by LS	Maintenance and operationalization of LS	5	2 LS and at least 3 female employees benefited by LS	Maintenance and operationalization of LS	5	2 LS and at least 3 female employees benefited by LS	Maintenance and operationalization of LS	5	2 LS and at least 3 female employees benefited by LS	Maintenance and operationalization of LS	5
4. PCW Memo Cir. 2011-01, Guidelines for creation, strengthening, institutionalization of GAD Focal Point System (GFPS)	To institutionalize GFPS to lead in accelerating gender mainstreaming in the agency towards the promotion of gender equality and women empowerment	No. of GFPS strengthened	1 GFPS	GFPS	5 meetings 1 GPB and 1 GAR	1. Conduct regular meetings 2. Prepare GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAR)	15	5 meetings 1 GPB and 1 GAR	1. Conduct regular meetings 2. Prepare GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAR)	15	5 meetings 1 GPB and 1 GAR	1. Conduct regular meetings 2. Prepare GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAR)	15	5 meetings 1 GPB and 1 GAR	1. Conduct regular meetings 2. Prepare GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAR)	15	5 meetings 1 GPB and 1 GAR	1. Conduct regular meetings 2. Prepare GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAR)	15

GENDER ISSUE/GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIBLE UNIT/ OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
	Capacity development of GFPS members in addressing emerging gender issues	No. of capacity development activities attended.	5	GFPS, Training Com.	1 Training/	No. of GFPS Trained,	15	1 Training/ Workshop attended (2 participants)	Attendance to GAD-related trainings/ seminar	15	1 Training/ Workshop attended	Attendance to GAD-related trainings/ seminar	15	1 Training/ Workshop attended	Attendance to GAD-related trainings/ seminar	15	1 Training/ Workshop attended	Attendance to GAD-related trainings/ seminar	85
5. Limited awareness and appreciation of employees on GAD	Increased awareness and gender sensitivity of NAMRIA employees	No. of GAD activities conducted/ attended	10 activities with at least 400 participants	GFPS & HRDS	10 activities with at least 400 participants	1. Conduct GAD-related activities 2. Participate in GAD activities	400	10 activities with at least 400 participants	1. Conduct GAD-related activities 2. Participate in GAD activities	400	10 activities with at least 400 participants	1. Conduct GAD-related activities 2. Participate in GAD activities	400	10 activities with at least 400 participants	1. Conduct GAD-related activities 2. Participate in GAD activities	400	10 activities with at least 400 participants	1. Conduct GAD-related activities 2. Participate in GAD activities	400
		No. of GAD IEC materials produced/ reproduced/ distributed	2 IEC materials (RA9210 & NAMRIA GAD Initiatives) and 1 AVP	GFPS & GISD	At least 2 IEC matls	1. Produce/ reproduce and distribute IEC materials	20	At least 2 IEC matls	1. Produce/ reproduce and distribute IEC materials	20	At least 2 IEC matls	1. Produce/ reproduce and distribute IEC materials	20	At least 2 IEC matls	1. Produce/ reproduce and distribute IEC materials	20	At least 2 IEC matls	1. Produce/ reproduce and distribute IEC materials	20
6. Limited number of women that participate in oceanographic survey	Increased number of women that actively participate in oceanographic survey	No. of women participated	1 women Oceanographer	POD	At least 3 women Oceanographers	1. Hiring of Oceanographer 2. Training on Oceanography		At least 2 women Oceanographers	1. Hiring of Oceanographer 2. Training on Oceanography		At least 2 women Oceanographers	1. Hiring of Oceanographer 2. Training on Oceanography		At least 2 women Oceanographers	1. Hiring of Oceanographer 2. Training on Oceanography		At least 2 women Oceanographers	1. Hiring of Oceanographer 2. Training on Oceanography	

ANNEX B
NAMRIA GAD STRATEGIC PLAN (2021-2025)

GAD Goal No. 2 Increase involvement of women stakeholders in product and services development and enhancement

GENDER ISSUE/GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE	RESPONSIB LE UNIT/ OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET									
1. Limited women participants during consultation and IEC activities	Increased number of women capacitated on Landuse Mapping	% of women capacitated on Landuse Mapping	20% of women technical staff of LGU (2019)	GID, RDAB	21% of participants are women	Participatory Landuse Mapping	1.2	23% of participants are women	Participatory Landuse Mapping	15	24% of participants are women	Participatory Landuse Mapping	15	25% of participants are women	Participatory Landuse Mapping	15	26% of participants are women	Participatory Landuse Mapping	15
	Increased number of women participants	% of women participated in project Consultation	10% of women participated in project consultation	LRD, RDAB	At least 11% of participants are women	Land Cover Mapping	8.86	at least 12% of participants are women	Land Cover Mapping	7.02	at least 13% of participants are women	Land Cover Mapping	7.2	at least 14% of participants are women	Land Cover Mapping	7.4	at least 15% of participants are women	Land Cover Mapping	7.6
	Increased number of women participants	% of women participated in project Consultation	10% of women participated in project consultation	PCRD, RDAB	At least 11% of participants are women	Coastal Resource Mapping	8.76	at least 12% of participants are women	Coastal Resource Mapping	7.47	at least 13% of participants are women	Coastal Resource Mapping	7.2	at least 14% of participants are women	Coastal Resource Mapping	7.4	at least 15% of participants are women	Coastal Resource Mapping	7.6
	Increased number of women participants	% of women participated in IEC activities	8% of women participated in IEC activities	Geodesy Division, MGB	At least 10% of participants are women	Modernization of Phil. Geodetic Reference System (PGRS)	59.72	at least 12% of participants are women	Modernization of Phil. Geodetic Reference System (PGRS)	61.5	at least 14% of participants are women	Modernization of Phil. Geodetic Reference System (PGRS)	63.35	at least 16% of participants are women	Modernization of Phil. Geodetic Reference System (PGRS)	65.26	at least 18% of participants are women	Modernization of Phil. Geodetic Reference System (PGRS)	67.22
	Increased number of women participants	% of women participated in project Consultation	5% of women participated in project consultation	Cartography Division, MGB	At least 10% of participants are women	Updating of Philippine Gazetteer	3.55	at least 11% of participants are women	Updating of Philippine Gazetteer	5	at least 12% of participants are women	Updating of Philippine Gazetteer	5	at least 13% of participants are women	Updating of Philippine Gazetteer	5	at least 14% of participants are women	Updating of Philippine Gazetteer	5
2. Limited involvement of stakeholders in project identification and design	Increased participation/ involvement of stakeholders	% of women participated in project identification & design	0	Photogrammetry Div., MGB	At least 10% of participants are women	Unified Mapping Project (UMP)	317.55	at least 11% of participants are women	Unified Mapping Project (UMP)	305.24	at least 12% of participants are women	Unified Mapping Project (UMP)	314.97	at least 13% of participants are women	Unified Mapping Project (UMP)	314.97	at least 14% of participants are women	Unified Mapping Project (UMP)	320
3. Limited number of women attending Geomatics training courses	Increased number of women trained on geomatics	no. of women trained on Geomatics	Average 35% of participants are women trained on Geomatics	GTC, GISD	At least 37% of participants are women	Geospatial Information Services (Geomatics Training Center)	2.25	At least 38% of participants are women	Geospatial Information Services (Geomatics Training Center)	2	At least 39% of participants are women	Geospatial Information Services (Geomatics Training Center)	2	At least 40% of participants are women	Geospatial Information Services (Geomatics Training Center)	2	At least 41% of participants are women	Geospatial Information Services (Geomatics Training Center)	2

NAMRIA GAD STRATEGIC PLAN (2021-2025)

ANNEX E

Goal 3.Ensure availability and access to gender information

GENDER ISSUE/GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	Baseline	RESPONSIBL E UNIT/ OFFICE	YEAR 1			YEAR 2			YEAR 3			YEAR 4			YEAR 5		
					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET												
Limited access to online facilities and updated gender information as reference for planning, implementation, monitoring and evaluation	a. Full access to updated database on gender information	1 system developed	0	GISMB	1 system developed	Develop a system for GAD database	50.00	Updated database	Collection and population of database		updated database for the year	Collection, maintenance and population of database		updated database for the year	Collection, maintenance and population of database		updated database for the year	Collection, maintenance and population of database	
						Conduct of IEC and user's training on GAD Database	25.00		Conduct of IEC and user's training on GAD Database	25									
	b. Increased number of employees accessing online facilities for GAD-related information	No. of employees accessing online facilities on GAD-related info.	0	GFPS-IEC Committee	50 employees accessing online facilities on GAD-related info.	Conduct of IEC on GAD related information		50 employees accessing online facilities on GAD-related info.	Conduct of IEC on GAD related information		50 employees accessing online facilities on GAD-related info.	Conduct of IEC on GAD related information		50 employees accessing online facilities on GAD-related info.	Conduct of IEC on GAD related information		50 employees accessing online facilities on GAD-related info.	Conduct of IEC on GAD related information	
Limited number of women accessing geospatial information (GI)	Increased no. of women accessing GI	percentage of women accessing GI	0	GISSD, GISMB	31% of women accessing GI	NAMRIA Geospatial Data Infrastructure (NGDI)	30,205.00	32% of women accessing GI	NAMRIA Geospatial Data Infrastructure (NGDI)		33% of women accessing GI	NAMRIA Geospatial Data Infrastructure (NGDI)		34% of women accessing GI	NAMRIA Geospatial Data Infrastructure (NGDI)		34% of women accessing GI	NAMRIA Geospatial Data Infrastructure (NGDI)	