



CLIMATE CHANGE COMMISSION

# 2018 MONITORING & EVALUATION REPORT OF GENDER MAINSTREAMING IN CLIMATE ACTIONS

**PART 1**



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# CHAPTER 1

## INTRODUCTION

In response to the urgency for action on climate change, the Climate Change Commission (CCC) was established under the Republic Act 9729, as amended. Pursuant to the law, the CCC shall be tasked to coordinate, monitor and evaluate the programs and action plans of the government in order to ensure mainstreaming of climate change into the national, sectoral and local development plans and programs.

Furthermore, it also mandates the Commission to incorporate gender-sensitive perspective in all climate change and renewable energy efforts, plans and programs of the national government and LGUs.<sup>1</sup>

In 2010, the CCC adopted the National Strategy Framework and Program on Climate Change (NSFCC), which serves as a policy guideline for mainstreaming climate actions; one of the guiding principles include gender mainstreaming. In line with the NSFCC, a National Climate Change Action Plan (NCCAP)

was developed in 2011, which outlined the long-term strategy of building the adaptive capacities and resilience of women and men to climate change.

Though NCCAP recognizes that certain activities cut across strategic priorities and sectors including gender and development, gender is not yet fully mainstreamed. As a newly established agency, CCC just reorganized its Gender and Development Focal Point System (GFPS) and still conducting consultations to further mainstream gender on the NCCAP and to all CCC plans, programs, activities, projects and monitoring and evaluation.<sup>2</sup>

On 22 January 2018, the Implementation Oversight Division (IOD) of the Climate Change Office (CCO) met with the Philippine Commission on Women-Sectoral Coordination Division (PCW-SCD) to have an initial discussion on the ways forward based on the results of the monitoring and evaluation (M&E) of gender mainstreaming on climate actions.

### 1.1 CCC GAD FOCAL POINT SYSTEM

- 1. Chairperson**
- 2. Vice Chairperson**
- 3. Members**

Emmanuel M. De Guzman, Secretary  
Romell Antonio O. Cuenca, Deputy Executive Director  
Santee G. Recabar, Chief of IOD  
Alexis D. Lapiz, Chief of SPD  
Nemia Marie A. Dingcon, Chief of AFD  
Efren Marcelino G. Bascos, Chief of LSD  
Donna Lyne Sanidad, Information Technology Officer II  
Joe Mari S. Francisco, Development Management Officer I  
Maria Victoria M. Evangelista, Technical Assistant  
Maria Imelda S. Gomez, Technical Assistant

The CCC-GFPS shall ensure and sustain the agency's critical consciousness and support on women and gender issues. The GFPS shall take a lead role in direction-setting, advocacy, planning, monitoring and evaluation and technical advisory on mainstreaming GAD perspectives in the agency's programs. Projects, activities, and processes.<sup>3</sup>

## 1.2 CCC GAD M&E

**T**he Implementation Oversight Division (IOD), as the monitoring and oversight support arm of the CCO, leads the M&E of gender mainstreaming in CCC's policies, programs, projects, and activities. The main objective of this M&E is to monitor the mainstreaming of GAD in the CCC during the FY2018.

To identify and monitor the results that can be attributed to GAD, the IOD will generate two M&E reports based on the two gender audit tools developed by the PCW:

### 1.2.1. GENDER MAINSTREAMING EVALUATION FRAMEWORK (GMEF)

The GMEF identifies the status and/or progress of government agencies in mainstreaming gender and development in their respective organizations, particularly in their systems, structures, policies, programs, processes and procedures in line with the implementation of the Magna Carta of Women and other GAD mandates (e.g. CEDAW, BPfA, SDGs).

This gender audit tool is also used to identify the organization's strengths and best practices on gender mainstreaming (GM), along with the gaps, challenges and areas of improvement as a basis of partnership-building with the Philippine Commission on Women (PCW).

Moreover, GMEF has four entry points of gender mainstreaming namely: policies, people, enabling mechanism, and programs/activities/projects (PAPs):

**POLICIES** – refer to the official statements and pronouncements of support for gender mainstreaming issued by the organization. (Philippine Commission on Women, 2016)

**PEOPLE** – refer to the relevant stakeholders who assume the task of gender mainstreaming. (ibid) In 1992, Conner identified four complementary and distinct roles that act as an entry point for this dimension:

- The Sponsor – “the individual or group who has the power to sanction or legitimize change.” Sponsors consider the potential changes facing an organization and assess the dangers and opportunities these transitions reflect. They decide which changes will happen, communicate the new priorities to the organization, and provide the proper reinforcement to assure success. GAD Sponsors are “responsible

for creating an environment that enables these changes to be made on time and within budget.” In gender mainstreaming, the sponsors are the heads of organizations. They express support for it by issuing policies or installing the necessary enabling mechanisms, such as approving the organization's GAD Plan and Budget. They also set the direction of the overall gender mainstreaming efforts of the organization, among other tasks.

- The Change Agent – the individual or group who is responsible for actually making the change. The agent's success depends on the ability to diagnose potential problems, develop a plan to deal with these issues, and execute the change effectively.” The primary change agents are usually the GAD Focal Point System Members (GFPS) because they facilitate the implementation of gender mainstreaming in the organization.
- The Target – “the individual or group who must actually change or those that will benefit from development.” The term target is used because these people are the focus of the change effort and play a crucial role in the short- and long-term success of an organization's gender mainstreaming efforts. To increase the likelihood of success, they must be educated to understand the changes that they are expected to accommodate. They must also be involved in the implementation process. People in the bureaucracy, the field workers and the clients of the different organizations serve as the targets of gender mainstreaming. Officials and members of the bureaucracy are given GAD capability- building programs to engage them in the GM effort.
- The Advocate – “the individual or group who wants to achieve change, but lacks the power to sanction it.” The presence and absence of GAD advocates determine the success rate of sustaining GAD mainstreaming initiatives. The presence of GAD advocates help lay a solid foundation built on the appreciation of GAD as a rights-based approach to development.

**ENABLING MECHANISMS** – refer to the systems and mechanisms installed in the organization and the funds allocated for GAD activities such as the GFPS and Knowledge Management (KM) System. (ibid)

**PAPs** – refer to flagship programs or activities and projects that serve as a strategic entry point to mainstream GAD in an organization. PAPs is the most practical entry point since

it involves the actual implementation of the mandate of an organization. (ibid)

According to the GMEF handbook, in the course of gender mainstreaming implementation, an organization may progress through the following levels:

**LEVEL 1: FOUNDATION FORMATION** – the organization is developing the basic gender mainstreaming actions and raising of people’s awareness on GAD.

**LEVEL 2: INSTALLATION OF STRATEGIC MECHANISM** – the organization’s gender mainstreaming is starting to create enabling conditions that support GAD initiatives such as:

- a. Putting key people necessary policies, support structures, systems and mechanisms in place to facilitate and sustain gender mainstreaming; and
- b. Applying GAD concepts and tools on the organization’s activities.

**LEVEL 3: GAD APPLICATION** – GAD-related activities are already institutionalized within an organization. Interventions are usually based on a strategic GAD agenda that guides GAD planning and budgeting implementation. Efforts to institutionalize gender mainstreaming cease to be sporadic and uncoordinated. The GPB has become more strategic in terms of applying gender analysis in regular programs which results in either increased attribution of the GAD budget and/or more gender responsive programs. Some of these interventions are:

- a. Gender efforts to produce intended or desired impact on women empowerment, and gender equality have been integrated and consolidated; and
- b. GAD integration in the MFOs, mandates and performance indicators of the organization to ensure that GAD will be mainstreamed into the organization’s operations

**LEVEL 4: COMMITMENT ENHANCEMENT AND INSTITUTIONALIZATION** – the organization has already institutionalized gender mainstreaming and is focused on

sustaining its efforts. At the same time, it also challenges organizations to continuously evaluate and improve their efforts. After all, the long-term goal is to improve the government’s ability to respond to gender issues and concerns on a sustained basis. By this time:

- a. Gender mainstreaming efforts of the organization are continuously monitored and evaluated; and
- b. GAD is integrated in all aspects of an organization’s operations, programs and projects.

**LEVEL 5: REPLICATION AND INNOVATION** – this is the highest level and indicates that the organization has fully mainstreamed GAD into its mandate and is being recognized by others as a model in gender mainstreaming.

On 27 February 2018, the CCC conducted its first GMEF assessment during the PCW’s Validation and Planning workshop. Since CCC has a newly organized GFPS, the PCW assisted the CCC in conducting its first GMEF, and provided the CCC’s GMEF Baseline report last 02 May 2018.

## 1.2.2. TECHNICAL NEEDS ASSESSMENT (TNA)

The GAD-TNA is a gender audit tool commonly used to assess the knowledge and skills in terms of gender and development of the employees in a government agency. The tool contains a set of questionnaires that identifies the employee’s knowledge on gender policies and concepts, GAD trainings attended, and other gender issues needs to be addressed by the agency.

The tool also helps the agencies to identify the gaps and gender issues needed to be addressed in a specific institution.

This M&E report will highlight the accomplishments, and challenges encountered by the CCC in mainstreaming GAD into the organization.

# CHAPTER 2

## GMEF KEY FINDINGS

Since the Commission's last GMEF assessment on 27 February 2018, the CCC has made various efforts on mainstreaming gender in its policies, people enabling mechanisms and activities. Based on the latest assessment, the CCC's GMEF score increased from 23.04 to 50.19 (Table 1); wherein the agency GAD-efforts scaled up from Level 1 to Level 2.

2017 GMEF ASSESSMENT <sup>4</sup>	SCORE	LEVEL
Policy	5	1 – Foundation Formation
People	8.70	2 – Installation of Strategic Mechanisms
Enabling Mechanisms	6.51	2 – Installation of Strategic Mechanisms
PAPs	2.53	1 – Foundation Formation
<b>TOTAL:</b>	<b>23.04</b>	<b>2 – INSTALLATION OF STRATEGIC MECHANISMS</b>

2018 GMEF ASSESSMENT	SCORE	LEVEL
Policy	10.85	2 – Installation of Strategic Mechanisms
People	16.57	3 – GAD Application
Enabling Mechanisms	16.01	3 – GAD Application
PAPs	6.76	1 – Foundation Formation
<b>TOTAL:</b>	<b>50.19</b>	<b>2 – INSTALLATION OF STRATEGIC MECHANISMS</b>

TABLE 1: RESULTS OF THE 2017 AND 2018 GMEF ASSESSMENTS OF THE CCC

## 2.1 POLICY

**G**ender mainstreaming is one of the core policies of the Commission. In this reporting period, the CCC level for policy dimensions improved from level 1 to level 2.<sup>5</sup> The increase is a result of the CCC's effort to create and implement enabling policies that support GAD initiatives.

During the M&E process, it was observed that the Climate Change Act (RA9729, as amended by RA10174), already sets an enabling environment for the integration of GAD in the Climate Change Commission. Under its Revised Implementing Rules and Regulations, it is stated that the CCC will carry out policies:

*To incorporate a gender-sensitive...perspective in all climate change and renewable energy efforts, plans and programs of the national government and LGUs...*<sup>6</sup>

Furthermore, the law also states that gender mainstreaming shall be included in the component of the National Strategy Framework and Program on Climate Change (NSFCC).<sup>7</sup> Gender mainstreaming is also considered as one of the crosscutting strategies of the National Climate Change Action Plan (NCCAP) 2011-2028.

In 2018, the CCC has reconstituted its GAD Focal Point System (GFPS) under Office Order No. 2018-022 based on the Magna Carta of Women (RA9710). The Office Order states that the GFPS will catalyze and accelerate the mainstreaming of gender in the CCC.

During the conduct of the 2018 National Convention on Climate Change Adaption and Disaster Risk Reduction (NATCON CCA-DRR), the CCC and the Philippine Commission on Women forged a Memorandum of Understanding to ensure that integration of gender responsive actions in the NCCAP and build the capacity of the CCC in gender and development.

Currently, the Commission, through the Office of Commissioner Rachel Herrera, is developing a Commission resolution on gender mainstreaming in climate change that aims to provide an enabling policy for national actions on gender and climate change. The CCC has developed an initial draft resolution, and circulated it to the relevant national government agencies for vetting and consultations.

At the international level, the CCC continues to support endeavors on gender and climate change, especially to the UNFCCC's development of a Gender Action Plan and the advancement of the Lima Work Program on Gender and Climate Change.

Despite the gender-responsive nature of CCC's policies, the lack of a strategic framework or GAD Agenda was seen as a

setback to the organization in setting out long-term goals for gender and climate change. There is also a need for the CCC to enact policies on: (1) gender mainstreaming of climate actions; and (2) the use of gender-fair languages and images.

## 2.2 PEOPLE

**A**mong the four entry points used to assess the CCC, this dimension got the highest points. Under this entry point, the CCC was able to institutionalize GAD interventions within the agency.

During this M&E period, it has been observed that the CCC designated strategic people in its GAD Focal Point System. The CCC 2018 GFPS was headed by Secretary Emmanuel M. De Guzman as Chairperson and its membership was composed of Chiefs of every Divisions and some key technical staff of the Commission.

A number of GFPS members were tapped as resource persons in international gender and climate change discussions. Ms. Maria Victoria M. Evangelista served as a resource person on Philippine experiences in Gender and Climate Change in the Engendering Climate Action: Moving from Theory to Practice, a technical forum on Gender and Climate Change hosted by the NDC Partnership in New York, USA.

Mr. Joe Mari S. Francisco, presented the Philippine experience in incorporating gender-responsive budgeting into climate action at one of the side-events of the 24th Session of the Conference of Parties to the UNFCCC on 05 December 2018.

In terms of the GAD-related capacity-building trainings, the top management is supportive and allows the members to attend and to participate in GAD-related activities. On March 2018, 42 staff (26 female and 16 male) attended the Basic Gender Sensitivity Training. Assistant Secretary Romell Antonio O. Cuenca, Vice Chairperson of GFPS was one of the attendees.

Furthermore, the conduct of the GAD Executive Briefing for the CCC's top management in July 2018 exemplified the support and commitment of CCC's leaders to integrate GAD in climate actions.

Both internal and external clients of the CCC were able to articulate gender issues/needs in the development of the organizations PAPs. During the formulation of the NCCAP M&E report, various government agencies, including the PCW were consulted in the gathering of data and validation of the M&E results. As part of the 2018 NATCON CCA-DRR, the CCC invited the PCW to present on gender mainstreaming in climate change adaptation and disaster-risk reduction that enable CCC's stakeholders to articulate and share their input on gender and CCA-DRR.



In terms of women's representation in CCC, at least 29% of the top management, and 70% of CCC's employees were women, and 29% of CCC's top management. Pursuant to the Revised Implementing Rules and Regulations of the Climate Change Act, as amended, there should be one woman Commissioner, and 30% of its National Panel of Technical Experts should be women.

Despite the positive outcomes of CCC in terms of this entry point, the organization has not fully trained all of its employees to basic GAD trainings. Only a few of its employee are knowledgeable and able to apply gender analysis on CCC's PAPs. Also, the collection of sex-disaggregated data by the employees is needed to ensure a scientific and evidence-based gender intervention to climate actions.

## 2.3 ENABLING MECHANISM

In enabling mechanisms at the CCC, the Commission has already institutionalized partnerships on GAD, created special GAD mechanisms, started a GAD M&E process, and developed GAD knowledge products. From 2017 to 2018 assessment, the organization has scaled up on this dimension from Level 1 to Level 3.

### ENHANCED PARTNERSHIPS ON GENDER AND CLIMATE CHANGE

The CCC is regularly consulting its stakeholders and partnered with key agencies in the strategic implementation of its GAD PAPs. In November 2018, the CCC and PCW forged a Memorandum of Understanding to ensure the implementation of gender mainstreaming in the NCCAP and assist the CCC in building its capacity for engendering climate actions. Furthermore, the CCC initiated consultations with UN Women and national government agencies in the development of a gender-related Commission resolution.

### ESTABLISHMENT GENDER FOCAL POINTS TO INTERNATIONAL CLIMATE ORGANIZATIONS

To enhance gender mainstreaming in the CCC, the Commission designated gender focal points to the UNFCCC and Intergovernmental Panel on Climate Change (IPCC). These additional GAD mechanisms ensure that all gender-related decisions and issues are addressed within the UNFCCC and IPCC.

### UTILIZATION OF GAD BUDGET

In terms of GAD M&E process, the CCC has diligently used its GAD budget to integrate GAD perspectives in the CCC for this reporting period. Based on the 2018 GAD Accomplishment Report, the CCC was able to utilize 5.02% of its budget for GAD.

### INITIAL DEVELOPMENT OF SEX-DISAGGREGATED DATA

During the conduct the 2018 Business Climate Action Summit,

the CCC initiated a gender scoping analysis and generate sex-disaggregated data analysis on women's role in greening the business sector. Moreover, under the Office Order 2019-002, the CCC conducted the monitoring and evaluation of CCC's gender mainstreaming of climate actions.

## KNOWLEDGE PRODUCTS AND PLATFORMS FOR GENDER AND CLIMATE CHANGE

For GAD knowledge products, the CCC was able to produce knowledge products and materials that have gender-related principles. The CCC Executive Briefer features an information on the impacts of climate change, gender, and health. In October 2018, the CCC together with the Asian Development Bank, the Government of Palau, and the United Nations Environment Programme, Secretariat of the Asia Pacific Adaptation Network (APAN), organized the 6th Asia Pacific Climate Change Adaptation Forum in Manila. One of the key events is on gender and climate change adaptation wherein gender responsive best practices in climate change adaptation was featured, and was documented.

The challenges that arise in this area is the lack of a sex-disaggregated database (SDD) which will house all sex-disaggregated statistics on climate change activities. The establishment of SDD will provide the needed evidence-based data on gender and climate change. The CCC can start the development of SDD through establishing a GAD corner on its website and office. Eventually, once SDD has been set-up, the CCC will be able to generate sector-specific knowledge products and analysis on GAD, and identify the gender-issues/gaps for appropriate intervention.

Aside from the lack of SDD, the CCC also needs to establish additional GAD mechanisms that address gender concerns of the organizations. One of the examples of additional GAD mechanisms is the Committee on Decorum and Investigation (CODI) for sexual harassment or gender-based violence in the workplace.

## 2.4 PROGRAMS, ACTIVITIES AND PROJECTS (PAPS)

Among the four entry points, the Commission's PAP's have the lowest rating. With a lack of issued strategic policies and a low number of program implementers who are knowledgeable in Gender and Climate Change, the Commission is constrained in implementing GAD-related activities.

Despite the low score result, CCC was able to increase its PAP-related course actions from 2.83 in 2017 to 6.76 in 2018. This is due to the support of top management and GFPS in mainstreaming gender through the conduct of CCC activities like climate negotiations, Climate resiliency Field School, APAN, CCC Week and NATCON. The Commission also conducted

consultation activities with internal and external clients to identify gender issues in the climate change sector. Moreover, the CCC also initiated consultation with the PCW, UN Women, and relevant organizations on its GAD mainstreaming efforts.

CCC GAD Strategic framework/agenda; and (3) develop GAD modules on climate change. These sets of actions will ensure that gender perspective is embedded in CCC's PAPs.

As the CCC continues to integrate gender into its PAPs, the Commission should start the following actions on gender mainstreaming: (1) capacitating its program implementers on GAD-related concepts and GAD analysis tools; (2) formulate

# CHAPTER 3

## STRENGTHS AND AREAS FOR IMPROVEMENT

ENTRY POINTS	STRONG POINTS/AREAS	AREAS FOR IMPROVEMENT
Policy	<ol style="list-style-type: none"> <li>1. Issued an Office Order No. 2018-022: Constitution of GAD Focal Point System based on RA 9710 or the Magna Carta of Women, Chapter VI Section 36.b.</li> <li>2. Issues broad statements supporting gender and climate change.</li> <li>3. Provisions on Gender and Women empowerment in the Climate Change Act of 2009</li> <li>4. GAD perspectives are integrated in all areas of the organizational/national plan, such as the NCCAP and NFSCC</li> <li>5. At the international level, the CCC continues to support endeavors on gender and climate change</li> </ol>	<ol style="list-style-type: none"> <li>1. Issue policies articulating support to GAD mandates.</li> <li>2. Review existing policies for consistency with emerging gender issues.</li> <li>3. Use gender-fair language and images in policy issuances.</li> <li>4. Develop and adopt GAD Agenda/Strategic framework.</li> <li>5. Use results of gender analysis in the development and/or enhancement of policies.</li> <li>6. Incorporate gender perspective in the CCC's Vision and Mission</li> </ol>
People	<ol style="list-style-type: none"> <li>1. Top management allowed key officials, GFPS and staff members to participate in GAD-related activities such as GAD workshop and UNFCCC negotiations.</li> <li>2. Internal and external clients were able to articulate gender issues in the development of the organization's GAD PAPs especially during the conduct of NSPP project documentation writeshop, 6th Asia Pacific Adaptation Forum (APAN), and NATCON. The CCC also conducted an organization's meeting to discuss gender concerns in the organization.</li> <li>3. A gender-balance GFPS composition: 5 females and 5 males; and a strategic</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase participation of Top management officials and staff in GAD Basic Trainings.</li> <li>2. Ensure that all program focals are trained on GA and the use of GA tools.</li> <li>3. All concerned staff should be trained in the importance of collecting SDD and gender statistics and utilize it for gender analysis and recommend strategies to enhance the organization's GAD PAPs.</li> </ol>

positions in the Commission and headed by the head of agency.

4. Almost 70% out of the total number of employees are women.
5. Both internal and external clients participated in the planning and implementation of the GAD organization's GAD PAPs.
6. Top management was able to raise and receive support on GAD concerns from colleagues during a high-level meeting such as UNFCCC negotiations.
7. CCC as one of the agencies of the Philippine Delegation to the Conference of Parties to the UNFCCC has raised gender concerns on the climate sector.

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#### Enabling Mechanisms

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. The CCC initiated exploratory activities with PCW and other organizations to facilitate gender mainstreaming like the development of the Green Jobs Certification and Standard process, NDC consultations, and NCCAP M&amp;E validation.</li> <li>2. The CCC forged a Memorandum of Understanding with PCW on gender and climate change</li> <li>3. The CCC designated Gender focal points to the UNFCCC and IPCC.</li> <li>4. Though not yet trained on SDD, the CCC already practiced the collection of SDD thru attendance sheets.</li> </ol> | <ol style="list-style-type: none"> <li>1. Aside from GFPS, and Gender focal points in the international level, the CCC is encouraged to establish other GAD mechanisms that will address gender concerns of the organization.</li> <li>2. Collect SDD and gender statistics to be utilized on gender analysis.</li> <li>3. Make GAD database readily accessible to all stakeholders</li> <li>4. Establish a KM system on GAD and develop more KPs on GAD</li> </ol> |
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#### PAPs

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. Integrated gender concerns during the conduct of APAN, 2nd NATCON on CCA-DRR and UNFCCC negotiations.</li> <li>2. Conducted consultation activities with internal and external clients to identify gender issues in the climate change sector and its corresponding strategies.</li> <li>3. Initiated consultation with the PCW, other partner agencies and relevant organizations in its GAD mainstreaming efforts</li> </ol> | <ol style="list-style-type: none"> <li>1. Establish a GAD corner within the organization and create a GAD section in the web portal of CCC and ensure updated GAD IEC materials and KPs</li> <li>2. Develop a GPB based on the GAD Agenda, emerging gender issues, International/national GAD mandates and results of gender analysis through GA tools and collected SDD and gender statistics.</li> <li>3. Conduct deepening sessions on GAD for staff (not just for GFPS)</li> <li>4. Regularly monitor implementation of GAD mandates and PAPs</li> <li>5. Develop a sustainable action plan on GAD effort</li> <li>6. Incorporate gender perspective in the CCC's HR orientation module</li> <li>7. Conduct a gender impact evaluation and participatory M&amp;E process of the CCC PAPs</li> </ol> |
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TABLE 2: LIST OF CCC'S STRONG POINTS AND AREAS FOR IMPROVEMENT ON BASED ON GMEF

# CHAPTER 4 RECOMMENDATIONS

The Climate Change Commission has done a lot of work from FY2018 to upscale its gender mainstreaming efforts from Level 1 to Level 3. In order to sustain this great momentum, the following are recommended ways forward to sustain the Commission’s efforts on gender and climate change:

## ENHANCEMENT OF THE CCC’S GAD FOCAL POINT SYSTEM (GFPS)

Given the developments and challenges on gender and climate change, the CCC also needs to revisit the composition of its GFPS. Currently, the issues around gender and climate change is becoming technical and multi-faceted, that should be regularly monitored at the technical level. Thus, creating a GFPS-TWG composed of technical officers coming from each Division is strongly recommended to ensure that gender issues and concerns are properly handled and addressed by the Commission.

Strengthening the GFPS will catalyze and accelerate the

gender mainstreaming within the CCC. The proposed GFPS composition is as follows:

- GFPS Executive Committee – composed of the CCC-CCO’s top management that will provide strategic direction in the Commission’s effort towards gender mainstreaming.
- GFPS Oversight Unit – is a team headed by at least a Commissioner that will review, and monitor’s the Commission’s programs, activities, and policy implementation of gender and climate change.
- GFPS Technical Working Group– composed of at least (1) representative from the CCO’s offices and divisions. Its main task is to recommend gender and climate change-related actions to the GFPS Executive Committee.
- GFPS Secretariat – shall facilitate the meetings of the GFPS, and keeps the files, records, and other necessary GAD-related documents of the CCC. It is recommendatory that the Human Resources and Development Unit of the Administrative and Finance Division be the GFPS Secretariat.

## GAD AGENDA

The GAD Agenda/Strategic Framework will provide a long-term policy direction of the CCC in terms of Gender and Climate Change. Its development will be the basis of the annual CCC GAD Plan and Budget, and the realization of full implementation of gender mainstreaming in climate actions.

The prescribed guidelines for developing the GAD Agenda and Strategic Framework is provided in the PCW Memorandum Circular 2018-04 on the Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda.

## REVISIT THE GAD PLAN AND BUDGET

Given the new developments in the CCC’s priorities and current budget outlook, it is to the top management to revisit and adjust the 2019 GAD Plan and Budget of the CCC to address the current issues and concerns revolving gender and climate change.

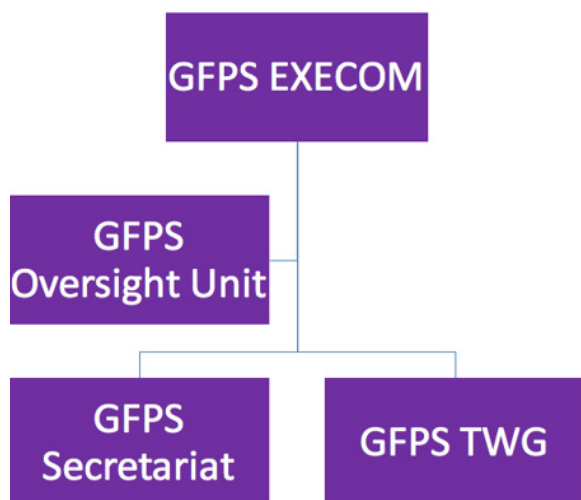


Figure 1: Proposed Climate Change Commission Gender Focal Point System

This activity is also important in checking the future implementation and utilization of the agency's GAD resources, and future compliance issues to the Commission on Audit.

## CAPACITY BUILDING INITIATIVES ON GAD

It has been cited in this assessment that to capacitating CCC's staff on the GAD-related concepts are crucial in the successful mainstreaming of gender in the office. Thus, the following GAD trainings are needed to be conducted for the CCC employees

- **GENDER SENSITIVITY TRAININGS (GST)**

This training is designed to sensitize male and female on the basic concepts of sex and gender. The training aims to build a common understanding on gender roles and issues that exist in the society.

- **GENDER FAIR LANGUAGE AND IMAGES**

Using the PCW Gender fair language and images, this training will ensure that the CCC technical staff uses nonsexist language in the Commission's knowledge product and official documents.

- **GAD AUDIT TOOLS**

This training covers the know-how on the use of GMEF and Harmonized GAD Guidelines, which are necessary gender tools to assess the gender-responsiveness of certain PAPs.

- **GENDER STATISTICS**

This training will provide knowledge and deeper understanding on collecting gender statistics on climate change. The training will also teach the staff on how to analyze gender-related statistics for appropriate

interventions to gender issues.

- **GAD TRAINING OF TRAINERS**

This is an advance course of Gender and Development, wherein the PCW will provide specific GAD trainings for CCC key staff to build expertise on Gender and Climate Change. This capacity-building training aims to develop GAD experts on climate change within the CCC.

All of these capacity building trainings will be done in partnership with the Philippine Commission on Women as workshops in the CCC-PCW Memorandum of Understanding and Workplan 2018-2019.

*Note: There will be an in-depth reporting on this capacity building training in the GAD Audit Report Part II: Results of the GAD Technical Needs Assessment.*

- Creation of Sex-Disaggregated Database  
Institutionalizing in the CCC the collection of sex-disaggregated data is central to the formulation and implementation of evidence-based policies affecting gender groups.
- CCC PAPs should be gender-responsive  
To ensure that all CCC PAPs are gender-responsive, it is suggested that all CCC PAPs be subjected to a gender evaluation using the Harmonized GAD Guidelines (HGDG) of PCW. The HGDG is a tool used to determine the gender responsiveness of government projects and programs. Furthermore, the HGDG assessment help government agencies in checking the budget percentage of a PAP that can be allocated in the GAD Plan and Budget.

# CHAPTER 5

## CCC 2018 GMEF

### SCORESHEET

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	5.01
2. Issuance of policies to mainstream GAD in the organization	3.34
3. Integration of GAD in the Organization's Policies	2.5
4. Updating and Continuous Enhancement of GAD Policies	0
5. Model GAD Policy	0
<i>Sub-Total:</i>	<b>10.85</b>
Level for Policy:	2
<b>People</b>	
1. For Establishing GFPS & GAD Champions/Advocates	4.14
2. For GAD Initiatives & Capacity Development Activities	4.56
3. For GAD Sponsorship & Related Programs	4.15
4. GAD Champions as Program Implementers	2.89
5. GAD Experts	0.83
<i>Sub-Total:</i>	<b>16.57</b>
Level for People:	3
<b>Enabling Mechanisms</b>	
1. Setting-up of Essential GAD Mechanisms	5.01
2. Functional GAD Mechanisms	5
3. Integration of GAD in the Organization's Mechanisms	4
4. Advanced GAD Structures and Systems	2
5. Model GAD Structures and Systems	0
<i>Sub-Total:</i>	<b>16.01</b>
Level for People:	3
<b>Programs, Activities and Projects (PAPs)</b>	
1. Initial Activities to facilitate GAD Mainstreaming	3.31
2. Establishing Commitment towards GAD Mainstreaming	1.54
3. GAD Application	1.41
4. GAD Commitment and Institutionalization	0.5
5. Model PAPs	0
<i>Sub-Total:</i>	<b>6.76</b>
Level for PAPs:	1
<b>TOTAL SCORE:</b>	<b>50.19</b>
<b>Over-all Level</b>	<b>2</b>

1. Rule II paragraph g of the Revised Implementing Rules and Regulations of RA 9729 as amended by RA 10174.
2. (Philippine Commission on Women, 2018)
3. RA9710 Chapter VI Section 36 paragraph b
4. PCW's GMEF report of the CCC 2017
5. See Table 1
6. Rule II Section 1 paragraph g of the CCC Commission Resolution

- No. 3, Revised Implementing Rules and Regulations (R-IRR) of Republic Act 9729, otherwise known as the Climate Change Act of 2009, as amended by Republic Act 10174
7. Rule VIII Section 2 paragraph j of the CCC Commission Resolution No. 3, Revised Implementing Rules and Regulations (R-IRR) of Republic Act 9729, otherwise known as the Climate Change Act of 2009, as amended by Republic Act 10174



