

GENDER MAINSTREAMING ENHANCEMENT FRAMEWORK SCORESHEET

Name of Organization Assessed: **POLOMOLOK WATER DISTRICT**

Date Administered: 03 - 04 December 2021

Inclusive Period of Assessment: **2021**

KEY AREAS	SCORE
POLICY	
1. Issuance of initial policies on GAD	4.17
2. Issuance of policies to mainstream GAD in the organization	5.01
3. Integration of GAD in the Organization's Policies	4.17
4. Updating and Continuous Enhancement of GAD Policies	4.17
5. Model GAD Policy	0
Sub-Total:	17.52
Level for Policy:	GAD Application
PEOPLE	
1. For Establishing GFPS & GAD Champions/Advocates	4.98
2. For GAD Initiatives & Capacity Development Activities	4.98
3. For GAD Sponsorship & Related Programs	4.98
4. GAD Champions as Program Implementers	4.98
5. GAD Experts	1.67
Sub-Total:	21.59
Level for People:	Commitment Enhancement and Institutionalization
ENABLING MECHANISMS	
1. Setting-up of Essential GAD Mechanisms	5.01
2. Functional GAD Mechanisms	4.5
3. Integration of GAD in the Organization's Mechanisms	5
4. Advanced GAD Structures and Systems	4
5. Model GAD Structures and Systems	1.5
Sub-Total:	20.01
Level for Enabling Mechanisms:	Commitment Enhancement and Institutionalization
PROGRAMS, ACTIVITIES AND PROJECTS (PAPs)	
1. Initial Activities to Facilitate GAD Mainstreaming	4.56
2. Establishing Commitment towards GAD Mainstreaming	4.34
3. GAD Application	3.89
4. GAD Commitment and Institutionalization	3
5. Model PAPs	0
Sub-Total:	15.79
Level for PAPs:	Installation of Strategic Mechanisms
TOTAL SCORE	74.91
OVER-ALL LEVEL	GAD APPLICATION

LEVEL PER ENTRY POINT	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
LEVEL PER ENTRY POINT	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

POLOMOLOK WATER DISTRICT
National Highway, Polomolok, South Cotabato

**GENDER MAINSTREAMING ENHANCEMENT FRAMEWORK (GMEF)
POLICY ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE**

DESCRIPTORS	SCORE			SCORE / ITEM
	NO	PARTLY	YES	
1. Issuance of Foundational Policies (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>			√	1.67
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>			√	0.83
1.3 Has the organization issued broad statements of intentions or aspirations reflecting its support for GAD- related activities? (possible scores are 0,0.83 and 1.67)			√	1.67
Sub-total GMEF Score (Level 1 Policy)				4.17
2. Issuance of Policies to mainstream GAD in the Organization (max score: 5; for each item or question, 1.67)				
2.1 Has the organization issued policies reflecting its interest for gender mainstreaming? <i>(possible scores are 0,0.83 and 1.67)</i>			√	1.67
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>			√	1.67
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>			√	1.67
Sub-total GMEF Score (Level 2 Policy)				5.01
3. Integration of GAD in the Organization's Policies (max score: 5; for each item or question, 1.67)				
3.1 Has the organization adopted a GAD Agenda/Strategic Framework? <i>(possible scores are 0, 0.83 and 1.67)</i>		√		0.83
3.2 Has the organization integrated GAD perspective in its organizational and/ or national/sectoral plan/s? (possible scores are 0, 0.83 and 1.67)			√	1.67
3.3 Has the organization formulated organizational/national/ sectoral policies on GAD? <i>(possible scores are 0, 0.83 and 1.67)</i>			√	1.67
Sub-total GMEF Score (Level 3 Policy)				4.17

4. Updating and Continuous Enhancement of GAD Policies (max score: 5; for each item or question, 1.67)				
4.1 Has the organization's GAD policy/policies resulted in bridging gender gaps of its clients (internal and external)? (possible scores are 0, 0.83 and 1.67)			√	1.67
4.2 Has the organization used the results of gender analysis in the development and/ or enhancement of policies? (<i>possible enhancement of policies?</i> (possible scores are 0, 0.83, and 1.67)		√		0.83
4.3 Has the organization integrated GAD perspective in its Vision, Mission and Goals? (possible scores are 0, 0.83, and 1.67)			√	1.67
Sub-total GMEF Score (Level 4 Policy)				4.17
5. Model GAD Policies (max score: 5; for each item or question, 5)				
5.1 Has the organization's GAD policies been used as model/standard by other organizations? (possible scores are 0,2.5 and 5)	√			0
Sub-total GMEF Score (Level 5 Policy)				0
TOTAL GMEF SCORE				17.52

POLOMOLOK WATER DISTRICT
National Highway, Polomolok, South Cotabato

GENDER MAINSTREAMING ENHANCEMENT FRAMEWORK (GMEF)
PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DISCRIPTORS	SCORE			SCORE / ITEM
	NO	PARTLY	YES	
1. On the Establishment of GFPS & GAD Champions/Advocates (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>			√	0.83
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>			√	0.83
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>			√	0.83
1.4 Have the organization's staff members been oriented on GAD? <i>(possible scores are 0, 0.41, and 0.83)</i>			√	0.83
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>			√	0.83
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>			√	0.83
Sub-total GMEF Score (Level 1 People)				4.98
2. GAD Initiatives & Capacity Development Activities (max score: 5; for each item: 0.83)				
2.1 Does the top management direct the implementation of the GAD Plan and Budget (GPB) of the organization? (possible scores are 0, 0.41, and 0.83)			√	0.83
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>			√	0.83
2.3 Are concerned staff members trained in the importance of collecting sex-disaggregated data (SDD) and gender statistics? (possible scores are 0, 0.41, and 0.83)			√	0.83
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>			√	0.83

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>			√	0.83
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>			√	0.83
Sub-total GMEF Score (Level 2 People)				4.98
3. GAD Sponsorship & Related Programs (max score: 5; for each item: .83)				
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>			√	0.83
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>			√	0.83
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>			√	0.83
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>			√	0.83
3.5 Do women assume critical roles and authority in the organization? <i>(possible scores are 0, 0.41, and 0.83)</i>			√	0.83
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>			√	0.83
Sub-total GMEF Score (Level 3 People)				4.98
<i>(max score: 5; for each item: 0.83)</i>				
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>			√	0.83
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>			√	0.83
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>			√	0.83

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>			√	0.83
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>			√	0.83
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>			√	0.83
Sub-total GMEF Score (Level 4 People)				4.98
5. GAD Experts (max score: 5; for each item, 1.67)				
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>			√	1.67
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>	√			0
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>	√			0
Sub-total GMEF Score (Level 5 People)				1.67
TOTAL GMEF SCORE				21.59

POLOMOLOK WATER DISTRICT
National Highway, Polomolok, South Cotabato

GENDER MAINSTREAMING ENHANCEMENT FRAMEWORK (GMEF)
ENABLING MECHANISMS ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			SCORE / ITEM
	NO	PARTLY	YES	
1. Setting up of Essential GAD Mechanisms (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? (possible scores are 0, 0.83, and 1.67)			√	1.67
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? (possible scores are 0, 0.83, and 1.67)			√	1.67
1.3 Has the organization collected information towards the establishment of sex- disaggregated database and enhancement of its M&E system? (possible scores are 0, 0.83, and 1.67)			√	1.67
Sub-total GMEF Score (Level 1 Enabling Mechanisms)				5.01
2. Functional GAD Mechanisms (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) (possible scores are 0, 0.5 and 1)			√	1
2.2 Has the organization established other GAD mechanisms? (possible scores are 0, 0.5 and 1) *Other GAD Mechanisms refer to those in addition to the GFPS and the GAD Database		√		0.5
2.3. Has the organization utilized at least 5% of its budget* to implement GAD PAPs? (possible scores are 0, 0.5 and 1) refers to the total GAA of NGAs and LGUs or COB for GOCCs			√	1
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 for the organization? (possible scores are 0, 0.5 and 1)			√	1
2.5. Is the organization able to collect or generate sex- disaggregated data (SDD) and/or gender statistics*? (possible scores are 0, 0.5 and 1)			√	1

Sub-total GMEF Score (Level 2 Enabling Mechanisms)				4.5
3. Integration of GAD in the Organization's Mechanisms (max score: 5; for each item or question, 1)				
3.1 Do the organization's other GAD mechanisms coordinate, monitor and report the progress of the implementation of its functions? (possible scores are 0, 0.5 and 1)			√	1
3.2 Has the organization utilized 30% or more of its total budget* to implement GAD PAPs? (possible scores are 0, 0.5 and 1) *refers to the total GAA of NGAs and LGUs or COB for GOCCs			√	1
3.3 Has the organization judiciously utilized its GAD budget to implement GAD activities based on its GPB? (possible scores are 0, 0.5 and 1)			√	1
3.4 Has the organization partnered with agencies/LGUs, institutions and/or individuals towards the strategic implementation of its GAD PAPs? (possible scores are 0, 0.5 and 1)			√	1
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)? (possible scores are 0, 0.5 and 1)			√	1
Sub-total GMEF Score (Level 3 Enabling Mechanisms)				5
4. Advanced GAD Mechanisms (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? (possible scores are 0,0.5 and 1)			√	1
4.2 Has the organization utilized 70% or more of its total budget* to implement GAD PAPs? (possible scores are 0, 0.5 and 1) *refers to the total GAA of NGAs and LGUs or COB for GOCCs		√		0.5
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? (possible scores are 0, 0.5 and 1)		√		0.5
4.4 Is the organization's M&E system able to track the desired gender-related impacts of its GAD PAPs on clients (internal and external)? (possible scores are 0, 0.5 and 1)			√	1
4.5 Does the organization have a Knowledge Management (KM) System with GAD- related knowledge products (KPs)? (possible scores are 0, 0.5 and 1)			√	1
Sub-total GMEF Score (Level 4 Enabling Mechanisms)				4

5. Model GAD Structures and Systems (max score: 5; for each item or question:1)				
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?	√			0
5.2 Has the organization's other GAD mechanisms been recognized as models by other organizations? (possible scores are 0, 0.5 and 1)	√			0
5.3 Has the organization utilized 100% of its total budget* to implement GAD PAPs? (possible scores are 0, 0.5 and 1) *refers to the total GAA of NGAs and LGUs or COB for GOCCs			√	1
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? (possible scores are 0, 0.5 and 1)		√		0.5
5.5 Is the Knowledge Management (KM) system of the organization integrated with GAD and replicated by other organizations? possible scores are 0, 0.5 and 1)	√			0
Sub-total GMEF Score (Level 5 Enabling Mechanisms)				1.5
TOTAL GMEF SCORE ENABLING MECHANISMS				20.01

POLOMOLOK WATER DISTRICT
National Highway, Polomolok, South Cotabato

GENDER MAINSTREAMING ENHANCEMENT FRAMEWORK (GMEF)
PROGRAMS, ACTIVITIES, PROJECTS ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DISCRIPTORS	SCORE			SCORE / ITEM
	NO	PARTLY	YES	
1. Initial Activities to Facilitate GAD Mainstreaming (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>			√	0.83
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>		√		0.41
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>			√	0.83
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>			√	0.83
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>			√	0.83
1.6 Has the organization set up a GAD corner? <i>(possible scores are 0, 0.41 and 0.83)</i>			√	0.83
Sub-total GMEF Score (Level 1 PAPs)				4.56
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>		√		0.31
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>			√	0.62
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>		√		0.31

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>			√	0.62
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>			√	0.62
2.6 Has the organization developed orientation modules for new employees with gender-sensitivity as a core competency?(possible scores are 0,0.31 and 0.62)			√	0.62
2.7 Has the organization developed and disseminated new Information/Education/ Communication (IEC) materials on GAD to clients (internal and external)? <i>(possible scores are 0, 0.31 and 0.62)</i>			√	0.62
2.8 Has the organization created a GAD section in its website? <i>(possible scores are 0, 0.31 and 0.62)</i>			√	0.62
Sub-total GMEF Score (Level 2 PAPs)				4.34
3. GAD Application (max score: 5; for each item or question: 0.71)				
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>			√	0.71
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> *PCW endorses GPBs of NGAs, GOCCs and SUCs **DILG endorses GPBs of LGUs			√	0.71
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>		√		0.35
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>			√	0.71
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>			√	0.71
3.6 Has the organization regularly updated its GAD section in the website? <i>(possible scores are 0, 0.35 and 0.71)</i>		√		0.35
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>		√		0.35
Sub-total GMEF Score (Level 3 PAPs)				3.89

4. GAD Commitment and Institutionalization (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>			√	1
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>				
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>			√	1
4.4 Has the organization developed a sustainability action plan for its GAD PAPs? <i>(possible scores are 0,0.5, and 1)</i>		√		0.5
4.5 Has the organization conducted impact evaluation of its GAD PAPs? <i>(possible scores are 0,0.5, and 1)</i>		√		0.5
Sub-total GMEF Score (Level 4 PAPs)				3
5. Model PAPs (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>	√			0
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>	√			0
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>	√			0
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>	√			0
Sub-total GMEF Score (Level 5 PAPs)				0
TOTAL GMEF SCORE (PAPs)				14.28