



Gender and Development Agenda¹ 2014-2016

The Gender and Development Agenda (GAD) of the Philippine Civil Service Commission supports the overall thrusts and directions under the CSC Performance Governance System (PGS) and Philippine Development Plan (PDP). Moreover, the GAD Agenda recognizes the various GAD commitments of the CSC under various gender-related laws and policies, notably, the Philippine Plan for Gender-Responsive Development Plan (1995-2025), Women in Development and Nation Building Act (Republic Act No. 7192), Anti Sexual Harassment Act of 1995 (Republic Act No. 7877), Anti-Violence Against Women and their Children Act of 2004 (Republic Act No. 9262) and the Magna Carta of Women (Republic Act No. 9710).

As the central human resource institution of the Philippine bureaucracy, the GAD perspective for the **VISION** of CSC is:

To become the leading gender-responsive HR/OD institution in Asia by 2030.

In order to attain the vision, CSC's primary dual GAD **MISSION**:

To integrate and advocate gender equality principles and perspectives in all HR/OD policies, programs and systems in government.

To ensure that every civil servant is gender-responsive through the development and enhancement of their capacity to use gender lens in their work towards public service excellence.

¹ The development of this CSC GAD Agenda started from a series of meetings of the GADvocates from the CSC Central Office, National Capital Region and Region No. IV from January to February 2011. It was refined in 2012 as a result of many developments in the CSC and external policy environment. The GADvocates observed that the PGS Scorecard (and its precursor, CSC Road Map for 2010-2015) has to surface the gender equality dimensions and perspectives of the various strategic objectives identified therein. The document was again reviewed by the different CSC Offices in December 2013 to identify key concerns reflective of their core mandates.

GAD GOALS AND OUTCOMES

GOAL 1: To institutionalize gender sensitive HR/OD systems in the government.

Outcome	Indicators	PPA	Performance Measures	Baseline Data	Targets			CSCRO Implications
					2014	2015	2016	
Equal rights and opportunities for men and women civil servants including representation and participation of women in decision-making through gender-responsive HR/OD policies, programs and systems	Indicator 1: There are no discriminatory HR/OD policies, which are used as basis by other agencies in government in the development and implementation of their HR/OD internal guidelines and programs.	Formulation of an HR policy and its standards as model for promoting equal employment opportunity and gender-responsive career advancement in executive/managerial posts	No. of policy formulated	CSC MC 8, s. 1999 (Policy of Equal Representation of Women and Men in Third Level Positions in Gov't)	Two (2) Succession Management Guidelines (Internal) Adoption of a Gender Mainstreaming (GM) in HR Tool (Internal)	One (1) Succession Management Guidelines (External)	One (1) Adoption of a GM Tool in HR/OD (External)	CapDev in 2014-2015 on the use of the GM tool and implementation of Succession Management
		Review of major CSC HR/OD policies/processes to promote equal employment opportunity and gender-responsive career advancement particularly in executive/managerial posts	No. of policies/processes reviewed over no. of policy with enhancements submitted and approved by the Commission	Competency-Based Recruitment and Promotion Policy (CBRPP) (Internal) Scholarship Business Process (Internal) SPMS (Internal)	Three (3) CS Examination Development and Administration (External) Learning and Dev't. (L&D policies) (Internal/ External) Career and Personal	Four (4) HAP (specifically, Background Investigation Tools) (External) MC 8, s. 1999 (External) CSC MC No. 3, s. 2001	One (1) Gender-related Leave Benefits (External)	Information Dissemination and Learning and Development portfolios for the CSCROs CSCROs to coach and provide technical assistance to agencies

				PRIME-HRM Maturity Levels (External)	Development Plan (Internal)	(Revised Policies on Merit Promotion Plan) (External)		
Indicator 2: Major and critical CSC projects are at least at Gender-sensitive.	Application of the Harmonized Gender and Development Guidelines (HGDG) to major and critical CSC Projects	No. of Projects assessed using the HGDG tool	None	One (1)	Two (2)	Two (2)	CSC's Learning and Development Plan	CapDev in 2014 for the GAD Secretariat, Internal Audit Service and CSCROs on the use and deployment of the HGDG tool
		Percentage of recommendations implemented over no. of recommendations cited in the HGDG assessment	None	70%	80%	90%	CSC's Enhanced Competency-Based Recruitment and Promotion System	Parallel use of the HGDG tool for special projects by the CSCROs

Equal rights and opportunities for men and women including representation and participation of women in decision-making through gender-responsive HR/OD policies and programs systems	Indicator 3: There are affirmative action programs to increase women's participation in policy making and decision making, e.g., hiring, promotion, representation, etc.	Roster of women and eligibles for executive/managerial positions in government	Presence of a sex-disaggregated master list of employees with eligibility		2013 Exam data	2014 exam data	2015 exam data	Downloadi ng of the database per region
		Review of statistical trend on Women/Men ratio or occupancy of with particular interest on: <ul style="list-style-type: none"> Executive/managerial positions in government (overall) Executive/managerial positions in government (Departments that are viewed as traditional domains of women/men) Agencies involved in the protection of women from violence 	Presence and maintenance of sex-disaggregated database	2010 IGP and HRPSO study F:M % ratio is 48%-52%	IGP report	IGP report	IGP report	Analysis per region
		Women/Men ratio or occupancy of PSU (public sector union) officers posts	Presence and maintenance of sex-disaggregated database	2013 sex-disaggrega ted database	Maintenance of database	Maintenance and analysis of database	Maintenance and analysis of database	Download ing of the database per region PSU advocacy program
		Undertake research to determine the status and condition of women civil servants	Research undertaken				Research undertaken on the Status and Condition of Women in the Philippine Civil Service	
		HR advice to the	HR advice provided	The Chair sent a	Letter of the Commission to			

		Office of the President and the Departments and other government agencies on equal representation of women and men in the managerial and executive posts	to the Office of the President	letter to all Department Secretaries in 2010. Only DPWH responded.	the Office of the President and the Departments and other government agencies re appointment of qualified and competent women in executive/managerial posts and staffing measures based on database report. Particular emphasis to Departments with more than 50% male executives/managers			
Better and equitable access to work opportunities and decent work conditions	Indicator 4: There are specific trainings as a mechanism to ensure equal opportunities for men and women in training in compliance with the MCW-IRR Section 25 as well as Women's EDGE Plan target.	New training programs developed and implemented	Training module on Women Leadership developed and implemented Four (4) batches conducted/ 30 pax per batch	Part of the REAP of one grantee of (Australia Devt. Scholarship ADS)	Developed the Training Module	Implemented 100% of the participants coming from agencies with more than 50% male executives/managers	Implemented 70% of the participants coming from agencies with more than 50% male executives/managers and the rest of the participants for agencies outside of this category	Information dissemination to agencies
	Indicator 5: Support systems such as child care, healthy and safe working conditions to ease women's burden and promote women-friendly infrastructure	Policies/programs enhanced/ implemented	Checklist of Reasonable Working Conditions enhanced	Existing Checklist of Reasonable Working Conditions		Checklist of Reasonable Working Conditions enhanced and cascaded to the bureaucracy through PSUs	Partnered with 20 PSUs to ensure institutionalization of reasonable working conditions in their respective	

							agencies	
	Monitoring of agency compliance with reasonable working conditions and decent work standards	Installation of a monitoring system to ensure compliance by government agencies % Compliance with reasonable working conditions					Development and installation of a monitoring system to ensure compliance by government agencies through partnership with the PSUs	Assistance in the collection of monitoring reports from PSUs
	Replication of VAW Referral System	Issuance of a CSC policy covering all agencies for the establishment of a VAW Referral System	CSC's Internal Office Memorandum on VAWC Referral System	Evaluation and enhancement of existing VAW Referral System CSC Memorandum Circular on adoption and replication of VAW Referral System	Compliance report of agencies that established VAW Referral System	Compliance report of agencies that established VAW Referral System	Assistance in the collection of data from identified agencies	
	Installation of the VAWC Referral System in the CSCROs	No. of CSCROs with installed and operational VAWC Referral System in the CSCROs	CARAGA RO 5	5	5	4	-Partnerships with service providers -Focal person (FP) -FP trained at least once per year (16 hrs)	

GOAL 2: To develop competent and credible civil servants who are gender-responsive.

Outcome	Indicators	PPA	Performance Measures	Baseline Data		Targets		CSCRO Implications
				2014	2015	2015	2016	
Civil servants with gender lens	Indicator 1: Government officials and employees are provided with literacy and capability building on GAD especially on identifying gender issues	Conduct of literacy and capacity building activities	Internal % of CSC employees with gender awareness program (GSS)	97% of the total no. of employees as of EO 2012	100% (Baseline: No. of new employees as of June 30, 2014)	100% (Baseline: No. of new employees as of June 30, 2015)	100% (Baseline: No. of new employees as of June 30, 2016)	CSCROs need to ensure that new employees are sent to GSS
			% of ROs with at least two, three and four new GSS facilitators per Small, Medium and Large ROs, respectively, and five from the CO per year	8 from CO	Activation of Internal Pool of GSS Facilitators	100% GSS Module enhancement	100%	CSCROs to send potential GSS/Anti-SH facilitators to ToT
			% of ROs with at least two new Trainers for the Anti-Sexual Harassment Workshop	No data	Activation of Internal Pool of Anti-SH facilitators	100% Anti-SH Module enhancement	100%	
			External % of CSCROs whose Training calendars include the conduct of at least two GSS per year and one anti-SH Training		6 ROs (37.5%)	8 (50%)	16 (100%)	CSCROs to set deliberately target participants from other agencies, prioritizing the executives/managers and HR/OD practitioners in agencies involved in

								the protection of women from VAWC
Indicator 2: Incorporation of GAD concerns in planning, programming and budgeting processes of CSC	Crafting of GAD agenda	GAD agenda for 2014-2016 crafted	2008 (EMPOWER) 2009 (FOCUS)	Crafted and disseminated	Implemented	Implemented	CSCRO compliance	
	Development of Internal Guidelines on GPB	Internal Guidelines on GPB	None	Crafted and disseminated	Compliance Report	Compliance Report		
	CSCRO compliance with the GAD Agenda	No. of compliant CO/ROs			100%	100%		
	Capacity Building for CSC's GAD Focal Point System (GFPS) and Planning and Budget Officers on GAD Planning and Budgeting (GPB)	No. of trainings implemented	Trainings previously provided to GADvocates		One (1) GPB Training	One (1) GPB Training	Participation of CSROs	
Indicator 3: Institutionalization of sex-disaggregated database	Presence of gender statistics and sex-disaggregated database	No. of Central Office units with gender statistics and sex-disaggregated database relating to the GAD outcome and analysis report		CSI ERPO HRPSO IRMO OFAM OHRMD OLA OSM PAIO PRO	Maintenance	Maintenance	CSCROs shall likewise identify database	
Gender outlook changed so as to view women as men's equals	Indicator 4: Government officials and employees are provided with continuing consciousness-raising advocacy	Annual GAD communication plan established with IEC implemented which are aimed at consciousness raising		Annual GAD comm. plan prepared and implemented	Annual GAD comm. plan prepared and implemented	Annual GAD comm. plan prepared and implemented	CSCROs to cascade the comm. plan	

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GOAL 3: To establish sustainable partnerships and foster cooperation with networks and allies within and outside of the Philippine Civil Service to promote a gender-responsive bureaucracy.

Outcome	Indicators	PPA	Performance Measures	Baseline Data	Targets			Remarks
					2014	2015	2016	
Partnership with external stakeholders institutionalized	Indicator 1: GAD programs are implemented with the participation of external partners of CSC	Forging of partnerships or collaboration	No. of partnerships or collaboration formed/forged for a certain initiative	Undertook preparations for the AECID project	Implementation of the AECID project	One (1) Major GAD Project	One (1) Major GAD Project	CSCROs may also form partnership Operational definition: MOA/MOU forged

AECID : *Agencia Española de Cooperación Internacional para el Desarrollo*