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REPORT ON GENDER ANALYSIS TRAINING AND GENDER INTEGRATION VALIDATION WORKSHOP

Strengthening Urban Resilience for Growth with
Equity (SURGE) Project

CONTRACT NO. AID-492-H-15-00001

DECEMBER 23, 2016

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Acronyms

CDI	Cities Development Initiative
CPC	City Program Coordinator
CSO	Civil society organization
DENR	Department of Environment and Natural Resources
DOST	Department of Science and Technology
DOT	Department of Tourism
DPWH	Department of Public Works and Highways
DTI	Department of Trade and Industry
GAD	Gender and development
GEFE	Gender equality and female empowerment
GESI	Gender equality and social inclusion
GNA	Gender needs analysis
LGBT	Lesbian, gay, bisexual and transgender
LGU	Local government unit
M&E	Monitoring and evaluation
MOV	Means of verification
NDRRMC	National Disaster Risk Reduction and Management Council
NEDA	National Economic and Development Agency
PIA	Philippine Information Agency
PGESIA	Participatory gender equality and social inclusion analysis
PCW	Philippine Commission on Women
PWD	Persons with disabilities
SDG	Sustainable development goals
SOW	Scope of work
SURGE	Strengthening Urban Resilience for Growth with Equity
TESDA	Technical Education and Skills Development Authority
UP CSWCD	University of the Philippines College of Social Work & Community Development
USAID	United States Agency for International Development

I. Introduction

The SURGE Participatory Gender Training (D.4.1.1) and Gender Integration Validation Workshop (D.4.1.2) was conducted from May 18-19, 2016 at the Conference Room of the Salcedo Towers, Makati City. A total of 33 SURGE Project employees, 23 females and 10 males from the administrative and technical teams, city coordinators and senior management participated in the training sessions. The perspective setting on the first day was attended by both administrative and technical staff. The second and third days were designed for technical staff.

The three-day training activity opens up avenues to discuss SURGE Gender Integration processes intended to enhance the three major components by addressing gender concerns that can improve the performance of the Project. It also served as a sharing platform to present key findings and recommendations from the Participatory Gender Equality and Social Inclusion Analysis (PGESIA) report for validation, and finalization of the proposed 5-year comprehensive Gender Equality and Social Inclusion (GESI) Plan for the SURGE Project.

The three-day activity was designed to support the overall objective of the project to enable second-tier cities to become economically thriving and resilient growth centers outside the urban core of Manila. The 2012 USAID Gender Equality and Female Empowerment Policy¹ states unequivocally that USAID's effectiveness is directly related to its ability to recognize and address gender-related issues and constraints in order to produce lasting transformational development.

SURGE gender mainstreaming work ensures that staff has adequate knowledge, capacity, and tools to integrate gender considerations into their work. Gender considerations are to be integrated into all SURGE Project processes, practices, and activities. Working towards this key result, the project participatory gender training has been designed and implemented in a gender-sensitive manner to ensure that both women and men across ranks are able to both actively participate in and benefit from opportunities and interventions.

¹ The March 2012 USAID GEFE policy is designed to enhance women's empowerment and reduce gender gaps, and it affirms the critical role women play in accelerating progress in development.

II. Description of the Gender Analysis Training and Integration Workshop

A. Objectives

The training workshop aims to equip SURGE Project technical staff with essential gender analysis skills to recognize and address gender impediments.

At the end of the training workshop, the participants would be able to:

- Discuss key concepts on Gender and Development rationale, principles and processes;
- Identify the provisions in the USAID Gender Equality and Female Empowerment Policy (GEFE), other GAD related laws and international instruments;
- Understand gender integration process in the USAID Program Cycle; and
- Gain basic understanding and skills on gender analysis and its application to the SURGE PGESIA framework.

B. Outputs of the Activity

Below are the expected outputs after the conduct of the activity:

- Documentation report of the proceedings with training evaluation results; and
- Recommendations to streamline PGESIA and inputs to engender SURGE Monitoring and Evaluation (M&E) indicators that will serve as inputs to the 5-Year SURGE Gender Action Plan.

C. Method Used in the Training and Workshop

The activity was held using the following methods:

- Lecture & input discussion
- Film showing
- Workshop activities
- Validation workshop

The final training design was customized following a training needs assessment survey questionnaire to assess SURGE Project staff knowledge and capacity in gender integration and gender analysis. The 3-day training was intended to be highly participatory and featured a range of adult learning techniques including break-out groups, interactive exercises, case studies, discussions and opportunities for learning by doing.

III. Highlights of the Discussions from the Training and Workshop

A. Day 1

SURGE Project's Gender Specialist Ma. Gichelle Cruz facilitated the first day of the training by setting the tone for equal, non-hierarchical and active participation among participants. She welcomed the group and started the session by presenting the results of the training needs assessment survey. The results of the session reflected uneven levels of understanding and knowledge about gender and its important concepts. Some only knew the basic knowledge, while others have attended several seminars and trainings in the past about gender. During the session, the participants identified activities the project can implement for gender mainstreaming.

The session then proceeded with a lecture-discussion of Professor Emeritus & former Dean of University of the Philippines' College of Social Work and Community Development (UP CSWCD), Amaryllis Tiglao Torres. Torres was appointed the Executive Director of the Philippine Social Science Council in February 2013. She presently serves as a lecturer in UP CSWCD Doctor of Social Development Program.

Torres shared her extensive knowledge in Gender and Development (GAD). She covered the topics of Gender Equality and Social Inclusion (GESI) and its relation to SURGE. The presentation also showed how gender equality is related to the United Nations Sustainable Development Goals (SDG). The SDGs have expanded the Millennium Development Goals from 8 to 17.

Torres pointed out that the principles of GESI could be incorporated in the project, emphasizing the importance of gender in building urban areas that promote resilience and inclusion.

Break-out sessions on situational analysis followed the lecture covering internal SURGE Project processes and the three key project components or areas. Senior staff expressed their eagerness to go through identifying gender impediments directly to the key programs. Dean Torres amended the workshop by providing guide questions to the four workshop groups: (1) *Does the SURGE Workplan promote gender equality?;* (2) *What are the implications and benefits of applying gender mainstreaming into the Project?;* and (3) *How are the concepts of GESI related to each SURGE Component? To the SURGE internal processes?*

Group 1 associated gender and urban planning. Group 2 linked gender to local economic development. Group 3 contextualized gender within the framework of urban and rural connectivity. Lastly, Group 4 applied gender mechanisms in the organizational structure of SURGE. Both Dean Torres and Gichelle Cruz gave their comments and suggestions to the presentations. (*see Day 1 workshop results in the attachment*).

The group shared in a plenary discussion their struggle with family life-work balance gender issues from overtime work and workload situation. The work-from-home arrangement was expressed as an optional policy in responding to gender issues raised by the group. Some City Program Coordinators (CPC) likewise shared their struggle being away from their families given the location of their duty stations in other cities. They suggested that strategic

monthly meetings be conducted so they can have the opportunity to visit their families even for a short period of time. Another issue raised was the absence of a project vehicles in the cities. The CPCs said that this is essential to their work as they are always out in the field and concerned about their safety.

B. Day 2

USAID Philippines Gender and Development Specialist Bernadette L. Cariaga headed the second day of the training. She presented USAID's Policy on Gender Equality and Female Empowerment (GEFE), the guiding principles of gender mainstreaming and the 7 Gender Indicators. The USAID Policy on GEFE aims to have outcomes in various sectors in order to reduce gender disparities and gender-based violence and to empower women and girls.

The seven gender output and outcome indicators were presented to the group. The indicators include opportunities in political and socio-economic aspects which should reflect in policies in the regional, national, or local level. Cariaga also discussed the gender issues that have been evident for many generations. She then proceeded to describe how USAID addresses and approaches these gender issues which have not been properly addressed in the past. Factors that are considered in this approach are the roles of men and women, the benefits from resources and opportunities, and the disadvantages they encounter.

After the knowledge sharing of Cariaga, the city program coordinators and component leads examined the indicators that could be integrated into the work plan and activities. The CPCs asked on how to apply gender mainstreaming into activities in the field.

The speaker gave the following recommendations:

- SURGE Project must be strategic when it comes to integrating policies and activities. Having a strategic approach ensures that the economic and gender aspects of the Project translate into programs that can make the lives of both men and women meaningful. The project outputs of SURGE Project must reflect gender responsiveness and sensitivity. She explained that being strategic also means that the project must be practical and realistic in identifying which activities specifically need gender mainstreaming.
- Establishing partnerships with relevant stakeholders that can promote gender mainstreaming in their respective cities is vital.
- Support of the USAID in assisting the SURGE Project in this process is important.

The afternoon sessions discussed the concepts and tools for gender analysis and the application of the concepts. Cruz presented the processes and levels of gender analysis. She discussed the multiple lens approach, which can help prioritize issues in terms of practical and strategic gender needs. She explained the process of gender analysis in terms of enhancing programs and services through promoting social accountability and engendering development solutions.

The scheduled input and workshop sessions on gender analysis was discontinued following a consensus to proceed to the validation exercise of engendering the SURGE Project work plan. Cruz explained the critical importance of leveling understanding between junior and senior staff in terms of gender analysis and gender mainstreaming processes. She also highlighted the importance of understanding gender responsive budgeting as a social accountability mechanism for promoting social inclusion among CDI partner cities. She

further explained that the validation exercise designed for Day 3 covering validation of the PGESIA key findings and recommendations to enhance gender mainstreaming work within the SURGE Project work plan.

The consensus to skip the scheduled session and proceed to the validation exercise was borne out of the expressed high level of gender competency among senior staff, unavailability of a CPC to attend the next day, the strong disposition of the SURGE Deputy Chief of Party for Administration, Ofelia Templo, to proceed with engendering SURGE work plan and the overall group suggestion to discuss a more practical operationalization of these gendered concepts into the SURGE Project work plan. It was also suggested that the junior staff can have a separate activity for the gender analysis inputs.

The project's Gender Specialist expressed her discomfort but proceeded to conducting the requested session. She facilitated the discussion for enhancing workshop mechanisms in engendering the project's monitoring and evaluation (M&E) work plan indicators. The plenary started with identifying the limitations that could be attributed to the lack of knowledge of gender issues. Another challenge was how gender mainstreaming could be reflected in the SURGE Project work plan and policy documents. This was also seen in applying the concepts to the outputs of the cities and the components.

The group critically examined each of the seven USAID gender indicators presented earlier. The group identified five USAID gender indicators relevant to SURGE Project indicators:

1. Number of laws, policies, or procedures drafted, proposed or adopted to promote gender equality at the regional, national or local level;
2. Proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities;
3. Proportion of female participants in U.S. Government-assisted programs designed to increased access to productive economic resources (assets, credit, income, or employment);
4. Proportion of females who report increased self-efficacy at the conclusion of U.S. Government supported training/programming; and
5. Number of laws, policies or procedures drafted, proposed, or adopted with U.S. Government assistance designed to improve prevention of or response to sexual and gender based violence at the regional, national or local level.

The group recognized that these indicators still need to be more cohesive to avoid redundancy with other USAID projects. Also, it was recommended that the GESI tool kits be disseminated to the cities.

C. Day 3

The last day of the training was a continuation of the validation exercise. SURGE Project's Chief of Party, Lamar Cravens, highlighted the importance of gender work strategically focused on two areas: access to credit and access to land in terms of GEF USAID Policy. Cruz then proceeded with the key findings and recommendations of the submitted PGESIA report for streamlining purposes according to the five USAID Gender Indicators. The group then proceeded to the planning and integration of gender in SURGE's M&E work plan in the project's components 2 and 3. Component 1 was not able to join due to a conflict in schedule.

The USAID gender specialist also reiterated her support to the focused gender work on access to credit and land. She emphasized the following:

- (1) SURGE is not a gender project and gender work should not be “stand alone”. It has to be integrated with M&E thereby influencing SURGE's M&E Plan to be gender responsive.
- (2) selective and strategic response in gender mainstreaming intervention work such as economic empowerment.
- (3) avoiding duplication of other agencies for GAD mainstreaming work in the city. All the CPCs expressed their support to gender mainstreaming. They also agreed to the recommendation of Cariaga in gender work integration and consideration in terms of streamlining general recommendations given by the PGESIA report.

Puerto Princesa CPC, Gemma Borreros responded to Cariaga’s observation on being conscious on duplicating work of other agencies for GAD mainstreaming. She shared her reflection on the project’s role to serve the city's demand driven technical assistance such as GAD mainstreaming. She explained how Puerto Princesa City has benefited from judicious and strategic utilization of almost P200 millions of GAD money as a result of SURGE Project assistance. She narrated how the city was so proud of its achievement and how the provincial government is reaching out to them for help in engendering their budgeting process. She ended her sharing by narrating her own experience in going out of her own scope of work to serve the city because she believes this is what SURGE Project is for.

Other CPCs began echoing the same request for GAD technical assistance. Zamboanga CPC cited Mayor Maria Isabelle Climaco’s request for the GAD Code review. Iloilo City CPC also shared similar request for GAD mainstreaming in the city government. It was agreed that the SURGE Project could take on special requests such as GAD technical assistance subject for approval while keeping in mind other agencies that can render these support services. Ms. Cariaga congratulated everyone and expressed her optimism on how this training can move forward in engendering the Project by focusing on SURGE's deliverables.

The identified critical next steps were:

1. Gender Specialist to conduct Gender Indicator Workshop with Component 1 in terms of engendering its respective SURGE indicators; and
2. Continuous Validation Workshop with M&E team towards the finalization of the 5-Year Gender Action Plan focusing on two areas: access to credit and access to land.

IV. Recommendations and Next Steps

The Participatory Gender Training concluded with the practical expected output of identifying related USAID Gender Indicators for further refinement with the M&E team. Some participants expressed their improved understanding of gender concepts and tools which strengthened understanding on how to apply gender integration in their own work. There is an overall need to level off understanding in terms of gender mainstreaming and gender analysis. Other related agreements were:

- The SURGE Project will adopt five out of seven USAID Gender Indicators in engendering the SURGE M&E Work Plan;
- The project should be strategic in doing gender mainstreaming;
- Gender sensitivity must be applied in the indicators to avoid the Project being gender blind;
- The SURGE Project must be consistent in applying GESI in its policies, activities, and work plan;
- The use of the National Economic and Development Agency (NEDA) tools should be integrated and aligned with the strategy of SURGE's gender mainstreaming; and
- SURGE Project to meet with USAID for the finalization of PGESIA report.

Annex 3. Photo Documentation



(Left) Dean Amaryllis Torres spoke about Integrating Gender Equality & Social Inclusion in the SURGE Project. (Above) SURGE Gender Specialist Ms. Gichelle Cruz provided input on Gender Analysis.



Pedcris Orencio (second to the left) and Group 1 discussed gender issues in urban planning.



Atty. Eve Jiz (right) led Group 2 in identifying gender links in local economic development.



Francisco Tolentino (right) led Group 3 in discussing gender within the framework of urban-rural connectivity.



Ofie Templo and Group 4 selected gender mechanisms in the organizational structure of SURGE.



USAID Gender Specialist Badette Cariaga facilitated an open forum after her presentation on USAID's Policy on Gender Equality and Female Empowerment (GEFE).



Badet Cariaga (seated, third to the right) with the SURGE Team.

Annex 4. Workshop Discussions

Component 1 Output

Group leader: Dr. Pedcris M. Orencio

Answers to question 1:

- Yes, there are opportunities for men and women to participate in urban development
- Enhancement of skills that is applicable for both men and women
- Encourages equal participation of women and men in the planning process
- Develop the plans according to the needs of women and men
- Develop gender-sensitive and integrated data and information
- Develop a system for integrating processes for gender analysis

Objectives:

- Strengthen Local Capacity in Urban development, Including the promotion of disaster risk reduction and preparedness
- Improve climate-resilient land use planning and development following international best practices
- Improve local climate infrastructure planning, financing and implementation
- Increase access to sustainable water supply and sanitation services.

Answers to question 2:

- **Access to Opportunities and Benefits:**
 - Presence of Sex disaggregated data
 - Meaningful participation for men and women
- **New skills and knowledge**
 - Application for gender analysis and mainstreaming
 - Gender responsive planning

Component 2 Output

Leader: Atty. Evelyn C. Jiz

Mainstreaming Gender in the activities towards Local economic development

1. Economic profiling
 - Men, women, lesbian, gay, bisexual, and transgender
 - Identify the main actors
 - Major industries
 - Business profile
2. Gender Needs Assessment (GNA)
 - Identification of roles per industry
 - Determination of access and control over resources
 - Determination of level of participation and decision making
 - Benefits and constrains derived
 - Needs/barriers to development
 - Recommendations based on GNA
3. Project Activities Review
 - Examine how these activities address needs/issues/concerns
 - Include appropriate gender interventions
4. Work Planning
 - Address major concerns/issues that impact economic growth and opportunities for men and women

Component 3 Output

Leader: Mr. Francisco A. Tolentino

Are the current policies and regulations to improve connectivity gender sensitive and socially inclusive?

Examples:

1. An ordinance on traffic management should include provision for access to all types of pedestrians
2. Is the tricycle code sensitive to the safety, welfare and health of people?

Strategies:

1. Review all existing policies and regulations to see if they are gender sensitive and socially inclusive
2. Orient *Sangguniang Panlungsod* on how to make policies and regulations gender sensitive and socially inclusive
3. *Sangguniang Panglungsod* to craft or update policies and regulations to be gender sensitive and socially inclusive

Transportation & Communications

Define the accessibility for whom—women/wives/mothers, farmers, etc.

Examples:

1. Are road designs or conditions sensitive to pregnant women? To young children? In terms of safety and well-being
2. Are transport facilities sensitive to pregnant women, elderly?
3. Are communications facilities readily available so that people do not need to travel anymore and instead can make calls to business partners

Strategies:

- Diagnostic tool should be gender sensitive and socially inclusive
- Ensure social protection across all sectors, to include physically disabled people i.e. instead of seeing them as liabilities
- Develop ordinances that will allow women to participate in decision-making processes of alliances
- Give women more opportunities in income generating activities

HR/Admin Output

Leader: Ms. Ofelia Templo

SURGE head count:

- Male – 13 (32.5%)
- Female – 27 (67.5%)

Existing Gender-sensitive policies in the handbook

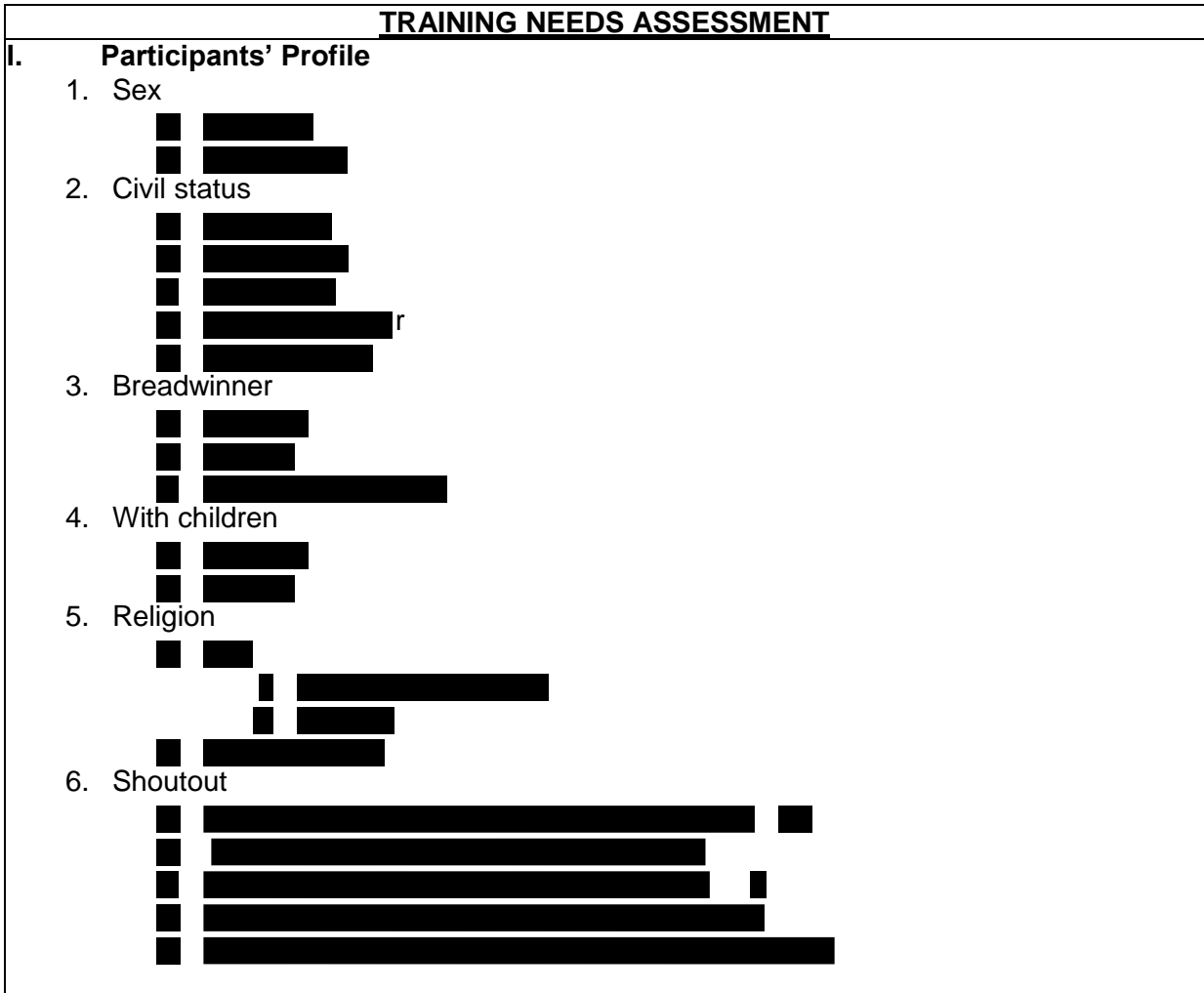
- Inclusion of an "Equal Employment Opportunity (EEO) Section
- EEO language is also used in recruitment ads
- Inclusion of a "sexual and other unlawful harassment" Policy
- Provision of maternity leave and special leave for women

Recommendations

- Revise the provisions of the paternity leave with regard to the benefits of unmarried men
- Provide breastfeeding stations and day care centers
- Create sex-disaggregated database
- Installation of feedback/suggestion box for the home office and CDI cities

- Distribution of information materials
- Additional trainings for both men and women
- Recreational activities (e.g. health and wellness)
- Recruit more male employees

Annex 5. Summary of Evaluation/Feedback Form



II. Familiarity on GAD Concepts, Policies, and Tools

How well do you know the GAD concepts, policies and tools listed below? Please highlight the number that corresponds to your answer.

A. GAD Concepts				
	NO IDEA	KNOW LITTLE ABOUT IT	FAMILIAR WITH IT	CONFIDENT TO TALK ABOUT IT
1. Differences between Sex and Gender		10%	40%	50%
2. Gender and Development (GAD)		10%	40%	50%
3. Gender discrimination		10%	30%	60%
4. Gender analysis	10%	20%	50%	20%
5. Gender mainstreaming	1 No idea	40%	40%	20%
6. GAD Planning and Budgeting	30%	30%	30%	10%
B. GAD-related Policies and Concepts				
1. Convention on the Elimination of All Forms of Discrimination Against Women (UN CEDAW)	10%	50%	40%	
2. Beijing Platform for Action (BPfA)	40%	30%	30%	
3. Millennium Development Goals		10%	70%	20%
4. Sustainable Development Goals		20%	80%	
5. Republic Act 7192 (Women in Development and Nation Building Act of 1992)	20%	40%	40%	
6. Philippine Plan for Gender-Responsive Development, (1995-2025)	40%	30%	30%	
7. Republic Act 9710 (Magna Carta of Women)	10%	50%	40%	
8. Section on GAD in the General Appropriations Act	40%	40@	20%	
9. Gender and Development Code	60%		40%	
10. USAID Gender Equality & Female Empowerment Policy	10%	60%	30%	
11. Anti-Violence Against Women and Children (RA 9262)		30%	50%	20%
12. Anti – Sexual Harassment Act (RA 7877)		40%	40%	20%
C. Local and International GAD Tools				
1. Harmonized Gender and Development (GAD) Guidelines	30%	10%	50%	10%
2. Gender Mainstreaming	40%	20%	30%	10%

Evaluation Framework (GMEF)					
3. Gender Responsive Local Government Unit (LGU) ka ba? (GERL)	40%	10%	40%	10%	
4. Participatory Gender Audit	40%	20%	20%	10%	
5. Others: (please identify) 4 –NEDA manual on gender and development					
D. Gender Specific Training					
1. Gender and Disaster Risk Reduction and Management	30%	50%	10%	10%	
2. Gender Responsive Value Chain Analysis	50%	30%	10%	10%	

III. Kindly share your thoughts

What are the gender concepts, concerns and issues that you have heard about that need clarification? What are your “burning questions” on gender? gender analysis?

- Lesbian, Gay, Bisexual and Transgender (LGBT) rights - gender as a choice that may not be consistent with the physiology
- Gay marriage in the Philippines
- How exactly is gender mainstreaming to be done in the SURGE Project in all of the components? We are aware that Gender is a cross-cutting item but it appears that GAD is still on its own – a separate entity. How would gender be evidently shown in economic growth, the major focus of the project?
- Multiple burdens of women involved in economic activities
- The approach that we take on gender and development using women as always the entry point.

Kindly describe the gender mainstreaming efforts in your current work if there is any (You may use a separate sheet)

- We have incorporated in the gender concepts in the SURGE Project indicators. We just need to develop forms that will help further “genderize” the Project
- Gender mainstreaming is still a work in process
- City provides support for livelihood programs for a women’s association. Conduct of gender and development trainings to city employees
- Simply basic: Who are the people affected in every program/project/activity. I consider the people, whether they are men, women, children, Persons with Disabilities (PWDs). If the beneficiaries, partners are not discussed, then there is no social/gender mainstreaming
- Gender & development- equal access by everyone
- Use of social inclusion/gender lens in sectors that are traditionally planned sectoral such as economic, infrastructure and environment
- Being practical in our work of mainstreaming in the 3 components of SURGE
- Mainstreaming through capacity development initiatives of the project particularly in the Provincial Road Management Facility (AusAID project) using project

mainstreaming guidelines. At present, the Project is assisting the City Government in developing/strengthening its capacity on gender analysis and mainstreaming

What are the difficulties you encounter in your work that you think this Participatory Gender training can address? Please prioritize.

- How to integrate gender into the Project's component plans
- Clarifications on how GAD mainstreaming would be done in all of the components since we are on top of monitoring the progress of SURGE implementation in terms of the project indicators
- Dedicated staff to monitor level of success in integrating and mainstreaming GAD in all facets of city governance
- How to do gender mainstreaming in a very consistent and effective way

What do you expect to achieve at the end of the Participatory Gender Analysis workshop/session?

- Ways to foster gender mainstreaming
- Same understanding for all SURGE technical staff on how exactly GAD mainstreaming in Urban Development and Economic Growth should be done especially that we all have different perspectives when it comes to GAD
- No theoretical concepts and inputs please; but planning how to mainstream and integrate GENDER AND DEVELOPMENT into all SURGE components, objectives and activities. Provide sample activities, outputs and outcomes that show that gender integrations/mainstreaming are also demonstrated. Review Performance Indicators for Gender to achieve common understanding
- We are able to agree on the approaches to take in SURGE activities. I do not want to see gender taken out as a stand-alone effort of the Gender Specialist. All project staff should be equipped in understanding what it means to do gender mainstreaming
- To be updated on the latest tools and techniques on gender analysis and mainstreaming

Suggestions regarding the training:

Content

- It should be interesting and useful; presentation of content should ensure that it will be able to concretely show the relationship of Gender and Development with Resilient Economic Growth (the primary focus of SURGE) because this is a pressing concern for other technical staff;
- No theoretical concepts and inputs; but practical inputs in planning and how to mainstream and integrate
- Use our Scope of Work (SOW) and Activity Designs as application in considering gender mainstreaming

Methodologies

- Applicable and measurable; should be participatory; make sure that at the end of the training, participants will arrive at a common understanding of GAD concepts
- Interactive, adult-learning, sharing of experiences/ workshop / no lengthy debates and discourses
- Use of NEDA Manual on Gender and development in planning, program development, monitoring and evaluation

Resource Person

- Knowledgeable and with good presentation skills
- Ensure that he/she will be able to connect GAD concepts to what SURGE is doing --- that
- Gender work is not a separate workload from what we are doing in the Project. Also, patient enough to address GAD concerns in the Project
- No narration of laws and issuances; more implications to SURGE work in the city government
- Dr. Alex Herrin as a Resource Person. He does not threaten men when he introduces gender and development

Co-Participants

- punctual, cooperative, open, willing to share; cooperative; do not dismiss others' ideas without listening to them first
- Interactive learning; no lengthy discussions and debates/show illustrations others can relate to
- Be open and have fun

Other concerns (training management): Start on time and end on time

Annex 6. Pre/Post Assessments

PRE-TEST ASSESSMENT

1. What is Gender?

- Culturally created concept
- Difference between men and women
- Social inclusion
- Differentiates men and women, not only sexually but in many other ways

2. What is gender integration/mainstreaming?

- Acknowledge and integrate the different impacts of activities on men and women
- Inclusion of gender in plans, programs, and activities
- Gender consideration in development

3. Why is Gender important to SURGE objectives and results?

- Inclusive growth/social inclusion
- Knowing the different effects for men and women will enrich the activities, especially in climate change and DRR
- Part of the overall design and should not be considered separately

CONCEPTS	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
Women are slightly less functionally literate but more inclined to be in school, compared to men	57.1%	35.7%	7.1 %	
Men are more rational than women	42.9%	50%	7.1%	
Women are naturally better caretakers of children	21.4%	14.3%	57.1%	7.1%
Improving women's control over land would promote more environmentally sustainable agricultural practices	7.1%	35.7%	57.1%	
Gender and Development Budget are only about women projects	35.7%	50%		14.3%
Men should be the primary wage earners, hence they should be given preference in education and opportunities for growth and job promotions	50%	42.9%	7.1%	
All Persons with Disabilities	7.1%	42.9%	35.7%	14.3%

should received monthly stipend from the government as their concerns are of utmost importance				
Education and health are areas where men too suffer from discrimination	14.3%	21.4%	50%	14.3%
Teaching adolescents about sexuality and reproduction will create more curiosity among the youth and may lead to sexual experimentation and more problems	35.7%	57.1%	7.1%	
Male medical personnel are not as comfortable in handling issues of women and children than female medical personnel	14.3%	78.6%		7.1%
The “Gay” personnel in our operations and/or government and private partners must have been products of socialization processes, ex., allowing sons to play with dolls or learn to cook early, as they become “bakla” or encouraging daughter to be athletes	35.7%	64.3%		
The successful installation of the day care center in all barangays resulted with more women being engaged in productive work	7.1%	14.3%	64.3%	14.3%
The Multi-purpose halls are type of sports and recreation infrastructure that cater diverse needs on promotion of sports and recreation		35.7%	57.1%	7.1%
There is no gender issue in infrastructure development	42.9%	57.1%		

POST-TRAINING ASSESSMENT

1. How did you benefit from the gender training?

- a. Improved understanding of gender concepts and tools – 10
- b. Developed an understanding of a range of gender experiences, roles, and responsibilities – 6
- c. Knowledge that gender is not just about women, but about roles/relationships between women & men – 5
- d. Understanding on why gender is important in development – 6

- e. Strengthened understanding in how to apply gender integration in our own work – 7
- f. Felt more empowered (as a woman or a man) – 2
- g. Others: Appreciate the value of becoming/being women - 1

2. Define the term GENDER

- Gender is the classification of a person as defined by society rather than biology
- Relationship of men and women
- Equal access to opportunities so each one can be what he/she wants to do and wants to be
- It used to be that gender meant male or female, biologically. Now, it is how a person perceives oneself and the behavior and/or role associated with either men or women
- The state of being male/female
- Gender is a socially created concept
- Social and cultural norms that differentiate men and women
- Gender is an individual’s choice on how one would like to interact socially
- Differences (socially determined) between men and women and the relationship between the two
- Gender is the whole being of a person, how he/she sees himself and what he chooses/wants to show other people also
- It is a choice

3. After attending the training, how would you describe your familiarity with the following:

QUESTIONS	1	2	3	4	5
The difference between sex and gender			10%	10%	80%
Gender Concepts and definitions			10%	40%	50%
The role of gender in development				60%	40%
Gender biases, limitations, and stereotypes			10%	30%	60%
What gender integration means			10%	60%	30%

4. How would you rate the effectiveness of the training, as well as training tools and techniques?

QUESTIONS	1	2	3	4	5
The training as a whole			20%	50%	30%
The Resource Persons and facilitator’s knowledge and input			10%	20%	70%
The different sessions/activities			40%	40%	20%
The participatory/ interactive nature of the training			30%	60%	10%
The handouts/e-copies		10%	30%	30%	30%
Group work		10%	20%	50%	20%

5. What were your favorite parts of the training?

- The workshop wherein we were asked to apply gender integration in the SURGE Project because it enabled us to better understand how gender analysis works
- The first part by Dean Amaryllis
- Identification of indicators which can be genderized
- The interactive nature of the training
- Group work/activities
- Participants responses to facilitator's questions
- Gender concepts and issues that exist in the world and in the Philippines

6. What did you feel could be improved upon?

- The flow of the discussion: it can still be improved if more participants have submitted their TNAs so that pre work and actual training/training proper ran smother
- The handouts, presentation, and the speaker
- More activities
- Examples used should be more relevant to our perspective
- Conceptualizing in the SURGE Project
- Participants should be more open to new ideas and be more patient and respectful

7. Will you use the knowledge/tools you acquired during the training in your work?

YES – 8

NO – 1

NO RESPONSE - 1

Please specify, how?

- o Capture the lessons and experiences from women better

8. What would you like to see as a follow-up activity to further support gender integration at SURGE?

- Implement the activities to cities and in Makati Head Office
- Practical examples/applications of the gender concepts in the Project's activities
- Truly integrating gender in the activities because they see it as something necessary and important, and not just something that needs to be complied with

Annex 7. M & E Workshop for GESI descriptors for the SURGE Indicators

GAD Integration to existing USAID SURGE Indicators GNDR 1-5

USAID GENDER INDICATOR # 1	EXISTING SURGE INDICATORS			
	Component 1	Component 2	Component 3	Crosscutting
1- Number of laws, policies, or procedures drafted, proposed or adopted to promote gender equality at the regional, national or local level	<ul style="list-style-type: none"> 1.1.1 OUTCOME Indicator: Number of CDI Cities risk-sensitive, gender responsive and socially inclusive land use plans <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - Land Use Plans integrated with GESI perspectives responsive to differential access among gender and social groups to understand, cope, and anticipate environmental change or resource conditions. <p>Means of Verification (MOVs): enhanced land used plans with GESI inputs, meeting notes and attendance sheet on consultation activities</p> <ul style="list-style-type: none"> 1.1.3 OUTCOME Indicator: Number of risk reducing measures implemented by CDI Cities 	<ul style="list-style-type: none"> 2.1.7 OUTCOME Indicator: Number of households who have obtained documented property rights as result of USG assistance (4.7.4-5) <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - CDI cities with laws/policies/resolutions/ordinances/procedures in responding to identified gender and social inclusion impediments in obtaining documented property rights <p>MOVs: laws, resolutions/ordinances, procedures, minutes of the consultation, attendance sheet</p> <ul style="list-style-type: none"> - Increased access in obtaining property rights of women and marginalized groups <p>MOVs: enhanced land used plans, meeting notes and attendance sheet on</p>	<ul style="list-style-type: none"> 3.1.2 OUTCOME Indicator: Number of city-rural regulations and administrative procedures simplified <p>GESI DESCRIPTORS: CDI Cities regulations and administrative procedures addressing barriers on gender and social inclusion impediments particularly in DRR, urban resilience, and economic growth</p> <p>MOVs: GESI impediments identified and addressed in policies, program documents, minutes of consultation, attendance sheet and photos</p> <p>Gender-responsive regulations and administrative procedure addressing the needs of vulnerable sector such pregnant women, IPs and marginalized sectors among others</p> <p>MOVs: GESI impediments identified and addressed in approved regulations and procedures (e.g. special lane, opening/closing convenience</p>	<ul style="list-style-type: none"> 4.2.2 OUTPUT Indicator: Number of resolutions issued by LGU League of Cities to advocate for National level reforms affecting local economic environment <p>GESI DESCRIPTORS: Institutionalized the use of gender fair language in drafting resolutions</p> <p>MOVs: Enacted resolutions, minutes of the sessions, attendance sheet and photos</p> <p>LGU League of Cities issued resolutions integrated with GAD perspectives particularly reforms for local economic environment</p> <p>MOVs: Enacted resolutions, minutes of consultations, attendance sheet and photos</p> <p>4.1.3 OUTCOME Indicator: Number of CDI Cities implementing regular collection and utilization of sex-disaggregated data (GAD</p>

	<p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - CDI City with risk-sensitive, gender-sensitive, and socially inclusive policies/plans/procedures that identified and responds towards reduction or elimination of gender and inclusion gender impediment. <p>MOVs: CDI cities policies/plans/ procedures with GESI inputs</p> <ul style="list-style-type: none"> • 1.2.2 OUTPUT Indicator: Number of plans/programs/policies formulated/assisted <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - CDI cities with skills in applying gender analysis in plans/programs/policies that are related to urban development and resilience, DRR, and local economic growth. <p>MOVs: Work and Financial Plans which includes GAD program related to urban development and resilience, DRR and local economic growth, Accomplishment reports with gender dimensions</p> <p>GESI DESCRIPTORS: CDI cities with skills in applying gender sensitive language in plans, programs/policies</p>	<p>consultation activities,</p> <ul style="list-style-type: none"> • 2.2.2 OUTPUT Indicator: Number of action plans/ recommendations to streamline/improve LGU procedures and improve investments <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - CDI cities with action plans/resolutions/ recommended procedures in removing gender and social inclusion impediments or providing affirmative GESI action in relation to LGU procedures on investment opportunities <p>MOVs: action plans procedures, minutes of the consultation, attendance sheet (e.g. affirmative action on women and PWD friendly LGU investment opportunities like WEE, etc.)</p>	<p>hours, etc)</p> <ul style="list-style-type: none"> • 3.1.6 OUTCOME Indicator: Number of CDI cities with improved tourism management plans <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - CDI cities with gender responsive tourism management plan supportive of women economic activities and prevention of sexual exploitation of children, youth, LGBT, and women <p>MOVs: Tourism Management Plan, minutes of the consultations/meetings, attendance sheet, pictures of the consultation/meetings, reported cases of sexual exploitation</p> <ul style="list-style-type: none"> - Increased gender sensitivity awareness of key stakeholders in implementing and managing destination plans to ensure <p>MOVs: Tourism Management Plan</p>	<p>database)</p> <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> - CDI Cities with policies and regulations in regular collection and utilization of sex-disaggregated data (GAD database) including accountability mechanism for policy and program development and gender analysis particularly in DRR, urban resilience, and economic growth.
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	MOVs: Enacted policies and approved program using gender fair language, minutes of the sessions, attendance sheet and photo			
USAID GENDER INDICATOR # 2	EXISTING SURGE INDICATORS			
	Component 1	Component 2	Component 3	Crosscutting
2 - Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, employment)		<ul style="list-style-type: none"> 2.2.3 OUTPUT Indicator: Number of CDI Cities with Systematic Adjudication and Titling (SAT) Teams organized and trained** <p>GESI DESCRIPTORS: CDI Cities with skills on gender sensitive titling and mapping</p> <p>MOVs: Training certificates, modules of the training, attendance sheet, photos</p> <p>Gender balance SAT Teams to provide opportunity for women to access economic opportunity</p> <p>MOVs: Sex-disaggregated data women adjudicators</p> <ul style="list-style-type: none"> 2.2.4 OUTPUT Indicator: Number of investment promotion activities undertaken by Chambers of Commerce/BSOs/IPC 	<ul style="list-style-type: none"> 3.1.5 OUTCOME Indicator: Number of Small and Medium Enterprises (SMEs) receiving business development services from USG-assisted sources <p>GESI DESCRIPTORS: Capacity training/ technical assistance/ Linkaging support provided to women and marginalized group to achieve economic empowerment</p> <p>MOVs: Training certificates, modules of the training, attendance sheet, photos</p> <p>Increased access of women to credit facility to establish own business ventures</p> <p>MOVs: Project Proposal, Financial Plan, GAD accomplishment Reports</p> <p>SMEs owned and managed by women</p> <p>MOVs: Business registration, sex-disaggregated data on the number of women in SMEs</p>	<ul style="list-style-type: none"> 4.2.5 OUTPUT Indicator: Number of person-hours in attendance to training activities organized by SURGE <p>GESI DESCRIPTORS: Increased access of women and marginalized group in trainings to improve economic resources</p> <p>MOVs: Training certificates, modules of the training, attendance sheet, photos</p> <ul style="list-style-type: none"> 4.2.6 OUTPUT Indicator: Number of person hours in attendance to study tours and exposure visits organized by SURGE** <p>GESI DESCRIPTORS: Increased access of women and marginalized group to participate in study tours and visits</p> <p>MOVs: Profile of study tours Attendance Sheet, Photos, sex-disaggregated data of</p>

		<p>s/ OSS and Negosyo Centers as a result of SURGE assistance</p> <p>GESI DESCRIPTORS: Active representation of Women in Chambers of Commerce/BSOs/IPs/OSS and Negosyo center; Investment promotion activities with applied gender analysis to identify the gender-related needs of women in accessing productive economic resources</p> <p>MOVs: Minutes of the consultations/meetings, photos</p>	<ul style="list-style-type: none"> 3.2.2 OUTPUT Indicator: Number of local institutions/ stakeholders strengthened on tourism management <p>GESI DESCRIPTORS: Active participation of women as stakeholders in Tourism management activities to promote safe tourism and prevent sexual violence</p> <p>MOVs: Tourism management plan, minutes of the consultations, attendance sheet and photos</p>	women participants
USAID GENDER INDICATOR # 3	EXISTING SURGE INDICATORS			
	Component 1	Component 2	Component 3	Crosscutting
3 - Proportion of females who report increased self-efficacy at the conclusion of USG supported training/programming	<p>Crosscutting Impact Indicator: 0.3: Adaptive Capacity of CDI Cities improved</p> <p>GESI DESCRIPTORS: - CDI cities with provision for gender-inclusive friendly spaces promoting safe city indicators for accessible jobs</p> <p>MOVs: Work and Financial Plan, approved project proposal, GAD Plan and Budget</p>			
	<ul style="list-style-type: none"> 1.1.4 OUTCOME Indicator: Number of stakeholders with improved capacity to address climate change issues as a result of USG assistance** <p>GESI DESCRIPTORS:</p>	<ul style="list-style-type: none"> 2.1.2 OUTCOME Indicator: Number of newly registered businesses (Gender Indicator can be modified to reflect ownership as a form of increased self-efficacy) 	<ul style="list-style-type: none"> 3.1.5 OUTCOME Indicator: Number of Small and Medium Enterprises (SMEs) receiving business development services from USG-assisted sources <p>GESI DESCRIPTORS:</p>	<ul style="list-style-type: none"> 4.2.5 OUTPUT Indicator: Number of person-hours in attendance to training activities organized by SURGE <p>GESI DESCRIPTORS: Reduced gender disparities in women's non-traditional and</p>

	<p>Enhance capacity of women to manage climate change risks through participation in developing plans and policies, improve disaster preparedness skills and management, capacity for mitigation and adaptation MOVs: Climate change and DRR plans</p> <p>Decreased vulnerability of women, girls, youth, vulnerable sectors in relation to climate change and DRR MOVs: Climate change and DRR plans, sex-disaggregated data of the number of vulnerable women and girls affected by climate change and DRR, GAD accomplishment report</p> <ul style="list-style-type: none"> 1.1.7 OUTCOME Indicator: Number of people gaining access to an improved drinking water source** <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> poor households / women household benefitted from subsidized connections in terms of the following: <ul style="list-style-type: none"> activities generated additional income from improved water source generated savings of beneficiary women and 	<p>GESI DESCRIPTORS: Increased participation of women in the labor force to reduce domestic violence and poverty, empower them to become better leaders and engage in launching entrepreneurial activities MOVs: Sex-disaggregated data of women in the labor force, project proposal, business registration</p> <p>Increased access and benefits of women to credit facility programs in establishing own business and access markets on competitive and equitable terms MOVs: Project proposal</p> <p>Increased ownership of women led business with social security mechanisms to scale up their income generating activities MOVs: Business registration, sex-disaggregated data of women-owned business and those enrolled in social security mechanisms</p> <ul style="list-style-type: none"> 2.1.7 OUTCOME Indicator: Number of households who have obtained documented property rights as result of USG assistance (4.7.4-50) 	<p>Women owned and managed SMEs increased productivity, reduced poverty and able to expand business ventures MOVs: Status report, GAD accomplishment report, business registrations, sex-disaggregated data of women-owned business</p> <ul style="list-style-type: none"> 3.2.2 OUTPUT Indicator: Number of local institutions/ stakeholders strengthened on tourism management <p>GESI DESCRIPTORS: Participation of women in tourism management increased financial contribution to the family and reduced sexual violence MOVs: Status report of the tourism management plan, reported cases on sexual violence in relation to tourism (police data or tourism M & E systems)</p>	<p>high income sectors and upscale career progression MOVs: Documentation report, GAD accomplishment report; tracking on the status of women participated in the SURGE organized activities, M & E Report attendance sheet and photos,</p> <ul style="list-style-type: none"> 4.2.6 OUTPUT Indicator: Number of person hours in attendance to study tours and exposure visits organized by SURGE <p>GESI DESCRIPTORS: Empowered women through education and able to make better life choices, pursue economic opportunities and access and participate in leadership position MOVs: Tracking on the status of women, M & E report, photos, GAD accomplishment report</p>
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	<p>other marginalized sector from water bills</p> <p>MOVs: SURGE M& E report (STTA assessment reports); City water district reports (if they have GM efforts)</p> <ul style="list-style-type: none"> reported decreased frequency of violence against women and girls in connection with access to water points <p>MOVs: sex-disaggregated data</p> <ul style="list-style-type: none"> 1.1.8 OUTCOME Indicator: Number of people gaining access to an improved sanitation facility** <p>GESI DESCRIPTORS:</p> <ul style="list-style-type: none"> women, youth and other marginalized sectors participated in structures responsible for managing improved water source <p>MOVs: documentation report, minutes of the consultation, attendance sheet and photos</p>	<p>GESI DESCRIPTORS: Household particularly women have attained ownership of land title</p> <p>MOVs: sex-disaggregated data of landownership, M & E report</p>		
<p>USAID GENDER INDICATOR # 4</p>	EXISTING SURGE INDICATORS			
	Component 1	Component 2	Component 3	Crosscutting
<p>4 - Proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities</p>	<ul style="list-style-type: none"> 1.1.7 OUTCOME Indicator: Number of people gaining access to an improved drinking water source** <p>GESI DESCRIPTORS: Males and females participate and benefit equally in water</p>	<ul style="list-style-type: none"> 2.1.7 OUTCOME Indicator: Number of households who have obtained documented property rights as result of USG assistance (4.7.4-5) <p>GESI DESCRIPTORS:</p>	<ul style="list-style-type: none"> 3.1.5 OUTCOME Indicator: Number of Small and Medium Enterprises (SMEs) receiving business development services from USG-assisted sources 	

	<p>management for productive purposes, education, economic opportunities and water-related decision making activity MOVs: sex-disaggregated data, reports on number of drinking water source, M & E report</p> <p>Reduced risk to women, girls, youth, vulnerable groups of sexual violence and harassment while gathering water MOVs: sex-disaggregated data of reported cases on sexual harassment, M & E report</p> <p>Reduced time, health, and domestic obligations, more time for productive endeavors, empowerment activities from improved water services MOVs: Documentation report, M & E Report</p> <ul style="list-style-type: none"> 1.1.8 OUTCOME Indicator: Number of people gaining access to an improved sanitation facility** <p>GESI DESCRIPTORS: Increased capacity building of women in terms of sanitation initiatives to ensure presence in decision making process MOVs: Training reports, modules, attendance sheet and photos</p> <p>Reduced risk of male and</p>	<p>Achieved equal economic rights, increased participation of women in the labor force and participation in leadership position MOVs: M & E report</p>	<p>GESI DESCRIPTORS: Increased access of women to avail financial resources to pursue economic opportunities MOVs: Project proposal, Financial plan</p> <ul style="list-style-type: none"> 3.2.1 OUTPUT Indicator: Number of studies on rural-urban linkages conducted <p>GESI DESCRIPTORS: Gender analysis is at the core of identifying issues, concerns of women, youth, marginalized group as well as strategies in relation to rural-urban linkages MOVs: Documentation report, minutes of the consultations/meetings, attendance sheet and photos</p> <ul style="list-style-type: none"> 3.2.2 OUTPUT Indicator: Number of local institutions/ stakeholders strengthened on tourism management <p>GESI DESCRIPTORS: Reduced gender disparity in terms of salary wages between women and men in relation to tourism management MOVs: M & E report</p> <p>Accessed to information on regulations and</p>	
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	female, youth, vulnerable groups to sexual violence and harassment MOV: reported cases of sexual violence and harassment		consequences, sex education among youth, male, female, LGBT, prostituted persons and community members in order to prevent sexual exploitation MOV: Policies, Sex Education information packet, Documentation report of Forums/FGDs and photos	
USAID GENDER INDICATOR # 5	EXISTING SURGE INDICATORS			
	Component 1	Component 2	Component 3	Crosscutting
5 - Number of laws, policies or procedures drafted, proposed, or adopted with USG assistance designed to improve prevention of or response to sexual and gender based violence at the regional, national or local level	<ul style="list-style-type: none"> 1.2.2 OUTPUT Indicator: Number of plans/programs formulated/assisted <p>GESI DESCRIPTORS: Assistance may also include provision of technical assistance in applying gender analysis in plans/programs/policies that are related to urban development and resilience, DRR, and local economic growth gender based violence MOV: Training design, training report, attendance sheet and photos</p>	<ul style="list-style-type: none"> 2.2.2 OUTPUT Indicator: Number of action plans/ recommendations to streamline/improve LGU procedures and improve investments <p>GESI DESCRIPTORS: Institutionalized gender responsive sexual and gender-based violence policies that will ensure non-discrimination of victims, systematic referral and legal assistance MOV: Approved policy, resolution/ordinance, minutes of the consultations/meetings, attendance sheet and photos</p> <p>Increased knowledge and skills on multi-sectoral approach on handling gender based violence MOV: Training design, certificates and reports, attendance sheet and photos</p>	<ul style="list-style-type: none"> 3.1.2 OUTCOME Indicator: Number of city-rural regulations and administrative procedures simplified <p>GESI DESCRIPTORS: Establish used of gender fair language in regulations and administrative procedures related to sexual and gender based violence MOV: Regulations and administrative procedures documents, minutes of the consultation/meetings, attendance sheet and photos <ul style="list-style-type: none"> 3.2.2 OUTPUT Indicator: Number of local institutions/ stakeholders strengthened on tourism management <p>GESI DESCRIPTORS: Institutionalized the use of gender fair language on</p> </p>	<ul style="list-style-type: none"> 4.2.2 OUTPUT Indicator: Number of resolutions issued by LGU League of Cities to advocate for National level reforms affecting local economic environment <p>GESI DESCRIPTORS: Institutionalized gender responsive resolutions to prevent sexual and gender based violence MOV: Resolutions, minutes of the consultation/meetings, attendance sheet and photos</p>

			<p>tourism management plan to promote equal treatment among local institutions, stakeholder, youth, male, female and other beneficiaries</p> <p>MOVs: Tourism management plan, minutes of the consultation/meeting, attendance sheet and photos</p> <p>Gender sensitive local institutions and stakeholders to respond to the need of victims of sexual harassment and gender based violence in relation to tourism management</p> <p>MOVs: Tourism management plan, minutes of the consultation/meetings, attendance sheet and photos</p>	
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**STRENGTHENING URBAN RESILIENCE FOR GROWTH WITH EQUITY (SURGE) PROJECT
MONITORING AND EVALUATION MATRIX**

Gender and Social Inclusion Issue	Proposed Recommendation/s to Eliminate Gender and Social Inclusion Issue (if within domain of SURGE)	Responsible Organization (SURGE, other donors, LGU, particular NGA)
1 Lack of knowledge and skills of program implementers on mainstreaming GAD perspectives in Land Use Plan (WP: 1.1.1)	Technical assistance on integrating GESI inputs on Land Use Plan	SURGE, LGUs, Department of Environment and Natural Resources (DENR), Philippine Commission on Women (PCW)
2 The need to capacitate and strengthen the skills of women, youth, marginalized group in relation to climate change and DRR (WP: 1.1.4)	Conduct capacity building on basic gender awareness, orientation on sexual harassment and gender-based violence Technical assistance on integrating GESI inputs on Land Use Plan Institute advocacy campaign and information dissemination on the role of women in climate change and DRR	SURGE, LGU SURGE, LGU, Climate Change Commission, National Disaster Risk Reduction and Management Council (NDRRMC)
3 The need to improve disaster preparedness skills and management, capacity for mitigation and adaptation of women during climate and DRR (WP: 1.1.4)	Conduct disaster preparedness skills and survival training for women, men, youth and marginalized group	SURGE, LGU, LGU, Climate Change Commission, NDRRMC
4 Absence of women's participation in policy and program formulation and decision making processes in relation to climate change and DRR (WP: 1.1.4)	Formulate guidelines to ensure representation of women in policy formulation regarding climate change and DRR	LGU, Climate Change Commission, NDRRMC
5 Absence of sex-disaggregated database concerning reports on violence against women and girls, youth in connection to access to water (WP: 1.1.7)	Establish sex-disaggregated data on violence against women committed particularly in access to safe water	LGUs
6 Lack of women's representation and meaningful participation in water related decision making processes and empowerment activities (WP: 1.1.7)	Review and formulate guidelines to ensure that women are involved and mobilized in empowerment activities	LGU, SURGE
7 Absence of monitoring report on the	Conduct assessment and develop monitoring report	LGU, SURGE, Civil Society Organizations

	benefits to household in relation to access to safe drinking water source (WP: 1.1.7)	on the differentiated impact of accessing drinking water to women	(CSOs), Department of Public Works and Highways (DPWH)
8	Limited access of women to sanitation structured learning activities (WP: 1.1.8)	Intensify information and dissemination campaign in relation to sanitation	LGU, SURGE, CSOs
9	Absence of monitoring report on the benefits to household in relation to access and sanitation facility (WP: 1.1.8)	Conduct assessment and develop monitoring report on the differentiated impact of accessing sanitation facility to women and historically marginalized groups	LGU, SURGE, CSOs
10	Lack of monitoring report on the status of violence against women and girls, youth in connection to access to safe sanitation (WP: 1.1.8)	Regular assessment and development of monitoring of report on the status of violence against women and girls, youth in relation to access to sanitation	LGU, SURGE, CSOs
11	Low level of awareness and understanding of program implementers in mainstreaming GAD perspective in plans, programs and policies (WP: 1.2.2)	Technical assistance/ inputs on gender awareness, use of gender sensitive language and gender analysis in policy development, development planning	LGU, SURGE, PCW
12	Absence of gender strategic programs for women to access economic opportunities WP: 2.1.2	Initiate enterprise development related training or livelihood training for women micro entrepreneurs	LGU, SURGE, CSOs, Department of Trade and Industry (DTI), Technical Education and Skills Development Authority (TESDA), Department of Science and Technology (DOST)
13	Difficulty of women in accessing credit facility programs and social security mechanisms (WP: 2.1.2)	Establish linkages between women entrepreneurs and financing organization	LGU, SURGE, Financial Donors
14	Absence of enabling policies, plans and programs for women in obtaining documented property rights (WP: 2.1.7)	Review, update and formulate policies, programs to ensure the integration of gender perspective Technical assistance/ inputs on basic gender awareness, use of gender fair language and gender analysis	LGU, SURGE LGU, SURGE
15	Low level of knowledge and skills of SAT Teams on gender responsive adjudicate property mapping and titling (WP: 2.2.3)	Build capacities of women through gender awareness and gender analysis in adjudicate property mapping and titling	SURGE, LGU
16	Inability of program implementers to identify gender issues and corresponding	Strengthen skills of program implementers through basic gender sensitivity training and sectoral training	SURGE, LGU, DTI

	inclusive investment programs (WP: 2.2.4)	on gender responsive investment programming	
17	Gender blind regulations and administrative procedures (WP: 3.1.2)	Review and update regulations and administrative procedures to ensure gender responsiveness	LGU, SURGE, PCW
18	Absence of women's representation and decision making in formulation of policies and plan (WP: 3.1.2)	Institute guidelines to ensure participation of women in all phases	LGU, SURGE, PCW
19	Absence of gender responsive infrastructure and transport services (WP: 3.1.3)	Formulate policies to ensure gender issues of women and men are considered in planning for gender responsive infrastructure and transport services	LGU, DPWH
20	Lack of access of women and marginalized group to trainings in relation to economic productivity (WP: 3.1.5)	Intensify information dissemination campaign of relevant business activities and networking for women micro entrepreneurs Conduct and sustain enterprise related capacity development activities for women micro entrepreneurs	LGU, Philippine Information Agency (PIA), SURGE LGU, DTI, TESDA, DOST
21	Absence of profile and sex-disaggregated database of women entrepreneurs (WP: 3.1.5)	Develop profile and sex-disaggregated database on SMEs as main source of data for program planning and decision making	LGU, DTI, DOST, TESDA
22	Gender blind tourism management plans (WP: 3.1.6)	Review, update and formulate tourism management plan to ensure gender responsiveness	LGU, Department of Tourism (DoT)
23	Low level of awareness and knowledge of program implementers to identify gender-related issues in line with tourism: regulation, prevention, recognition (WP: 3.1.6)	Build capacities of program implementers on gender responsiveness tourism through basic gender sensitivity training, gender analysis and sectoral GAD training on tourism	LGU, DoT
24	Absence of gender sensitive information packets in relation to tourism management (WP: 3.2.2)	Develop gender sensitive information packets on tourism management	LGU, DoT
25	Inability of institutions and stakeholders to conduct gender analysis in identifying the strength, opportunities and threats to women in the implementation of tourism management and destination plans (WP: 3.2.2)	Conduct gender sensitivity training and gender analysis in relation to tourism management and destination plans	LGU, SURGE, DoT
26	Absence of report on sexual harassment and violence against women, youth, LGBT, prostituted persons in relation to tourism	Develop an integrated monitoring system and sex-disaggregated data on sexual harassment as main source of information for policy and program planning	LGU, DoT

	management (WP: 3.2.2)		
27	Absence of policies on the establishment, collection and implementation of sex-disaggregated data (WP: 4.1.3)	Formulate and issue policy on the establishment of a sex-disaggregated data	LGU, PSA
28	Inability of program implementers to utilize sex-disaggregated data (WP: 4.1.3)	Conduct training on sex-disaggregated database development and analysis	LGU, PSA
29	Absence of gender sensitive knowledge products (WP: 4.2.1)	Develop gender sensitive knowledge products	LGU, SURGE, PIA
30	Difficulty of program implementers to mainstream GAD principles in resolution for local economic environment (WP: 4.2.2)	Build capacities of program implementers on gender responsive policy formulation on local economic environment	LGU, NEDA, DTI
31	Limited GAD related trainings, study tours and visit exposure (WP: 4.2.5, WP: 4.2.6)	Ensure availability of GAD related trainings, study tours and visit	LGU, SURGE, CSOs