FOR	:	Jeremy S. Regino Chief of Staff, Office of the General Manager
FROM	:	The Chairperson, GAD Focal Point System (GFPS)/ Manager, Treasury Department
SUBJECT	:	**Gender Mainstreaming Evaluation Review and the 6-Year GAD Agenda Formulation Program**
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AFTER ACTIVITY REPORT

I. Introduction

The Gender Mainstreaming Evaluation Review and the 6-Year GAD Agenda Formulation Program are essential tools used to strengthen an organization's Gender and Development (GAD) efforts. GMEF serves as an assessment mechanism that evaluates how effectively gender equality has been integrated into an agency's policies, programs, systems, and organizational practices, helping identify strengths, gaps, and areas for improvement. The results of this evaluation then guide the formulation of the 6-Year GAD Agenda, which is a strategic plan outlining the agency's long-term goals, priorities, and specific programs or activities to address identified gender issues and enhance gender responsiveness. Together, these tools ensure a systematic approach to promoting gender equality by first assessing current performance and then establishing a clear, sustained roadmap for improvement and institutionalization of gender mainstreaming.

The Philippine Charity Sweepstakes Office (PCSO) has developed its GAD Strategic Plan for 2027–2032 to strengthen its commitment to gender equality and inclusive governance. This plan builds on previous GAD initiatives and is informed by the results of the Gender Mainstreaming Evaluation Framework (GMEF), which assesses the organization's capacity, policies, systems, and programs in relation to gender mainstreaming.

The GMEF results reveal that PCSO has achieved an overall score of 58.45, corresponding to Level 2 or "Installation of Strategic Mechanisms." This level indicates that the organization has established initial structures and systems for GAD but has yet to fully integrate gender perspectives into all aspects of its operations.

II. Current Organizational Assessment

The assessment highlights varying levels of progress across key GAD entry points. While policy development, enabling mechanisms, people, and programs show moderate advancement, each area still requires strengthening. Policy-related efforts demonstrate partial integration of gender perspectives, while organizational capacity is limited by insufficient training and awareness among staff. Similarly, enabling mechanisms such as the GFPS are in place but not yet fully functional, and GAD-related programs are implemented but require deeper integration of gender analysis and evaluation.

These findings underscore the need for a more systematic and institutionalized approach to gender mainstreaming within PCSO.

III. Key Gender Issues and Gaps

The strategic plan identifies several critical gender issues that hinder the effective implementation of GAD initiatives. These include the lack of a comprehensive gender mainstreaming policy, insufficient awareness and competency on GAD among employees, weak functionality of the GFPS, absence of GAD performance indicators, and limited internal expertise in delivering GAD-related training.

Additional gaps include the lack of structured mechanisms such as the Men Opposed to Violence Everywhere (MOVE), inadequate use of sex-disaggregated data for program development, and the absence of a knowledge management system focused on GAD. These issues highlight the need for improved systems, capacity building, and leadership support to enhance gender responsiveness.

IV. Strategic Goals and Objectives

The GAD Strategic Plan is structured around four key goals designed to address identified gaps and strengthen gender mainstreaming within PCSO.

First, the plan aims to ensure that gender-responsive policies are formulated, implemented, and monitored, including increasing the participation of women in technical roles. Second, it seeks to enhance the capacity of management and staff through comprehensive training, awareness programs, and the development of GAD training modules. Third, it focuses on strengthening GAD mechanisms, particularly the functionality of the GFPS, and institutionalizing GAD indicators within the agency's performance management systems. Finally, the plan endeavors to improve the gender responsiveness of PCSO programs and services by integrating gender perspectives and ensuring inclusive service delivery.

V. Implementation Strategy

The plan adopts a phased approach over six years to ensure systematic and sustainable implementation. The initial phase (2027–2028) focuses on strengthening foundational elements such as policy issuance, training programs, and system establishment. The mid-phase (2029–2030) emphasizes capacity expansion, including scaling up training initiatives, enhancing systems, and increasing organizational performance. The final phase (2031–2032) aims at full institutionalization, ensuring that gender mainstreaming is embedded in all organizational processes, policies, and programs.

Throughout the implementation period, the plan identifies responsible units, including the Human Resource Division (HRD), GFPS, and other concerned offices, to ensure accountability and coordinated action.

VI. Key Targets and Expected Outcomes

The plan sets specific and measurable targets to track progress. These include achieving 100% GAD awareness among employees by 2032, increasing the number of certified GAD resource speakers from five to twenty, and fully institutionalizing GAD training modules. It also aims to improve GFPS functionality to full capacity, integrate GAD performance indicators into the agency's scorecard, and enhance the use of sex-disaggregated data in decision-making.

In terms of program delivery, the plan targets an increase in the number of gender-responsive programs and continuous improvement of existing services. It also ensures the sustained implementation of annual GAD advocacy activities with the goal of achieving high satisfaction levels among internal and external stakeholders.

VII. Conclusion

The PCSO GAD Strategic Plan for 2027–2032 provides a comprehensive and forward-looking framework for advancing gender equality within the organization. By addressing identified gaps and setting clear, measurable targets, the plan positions PCSO to transition from basic compliance toward full institutionalization of gender mainstreaming.

Through sustained commitment, capacity development, and system strengthening, the organization is expected to enhance its ability to deliver gender-responsive policies, programs, and services, thereby contributing to broader national goals on gender equality and inclusive development.

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