



FOR : Jeremy S. Regino
Chief of Staff, Office of the General Manager

FROM : The Chairperson, GAD Focal Point System (GFPS)/
Manager, Treasury Department

SUBJECT : **Harmonized Gender and Development Guidelines (HGDD)
Orientation and Assessment Workshop**

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AFTER ACTIVITY REPORT

I. Introduction

The Harmonized Gender and Development Guidelines (HGDD) Orientation and Assessment Workshop is an essential capacity-building activity designed to equip participants with the knowledge and skills needed to integrate gender perspectives into development planning and implementation. It introduces the foundational concepts of Gender and Development (GAD) and familiarizes participants with the HGDD tool, a standardized framework used to assess the gender responsiveness of programs and projects.

Through guided discussions and practical exercises, the workshop enables program implementers to critically analyze existing initiatives, identify gender gaps, and enhance project design to ensure equitable benefits for both women and men. Ultimately, the workshop supports organizations in strengthening gender mainstreaming efforts, improving compliance with national GAD policies, and promoting inclusive and sustainable development outcomes.

II. Summary of Findings and Recommendation

Program	HGDD Score	Description
Medical Equipment Donation Program	10.5	Gender Sensitive
Medical and Dental Mission Program	14.5	Gender Sensitive
Medicine Donation Program	13.69	Gender Sensitive
Outpatient Services Program	10.65	Gender Sensitive

1. Medical Equipment Donation Program

The program is gender-sensitive (10.5), showing strong alignment with gender goals, particularly in addressing reproductive health needs of women and men and

its integration with agency GAD efforts. However, gaps exist in stakeholder participation, use of sex-disaggregated data, and depth of gender analysis, with monitoring focused mainly on access rather than empowerment.

Recommendation: Strengthen stakeholder engagement, improve data use, expand gender analysis beyond reproductive health, enhance monitoring indicators to include empowerment outcomes, integrate with health systems, and continue GAD capacity building.

2. Medical and Dental Mission Program

With a score of 14.5, the program is highly gender-sensitive and close to being gender-responsive. It demonstrates strong participation, comprehensive gender analysis, and effective gender-responsive strategies, including tailored services for women and men. Remaining gaps include limited qualitative data, lack of cultural analysis, and weak outcome-level monitoring.

Recommendation: Improve data systems (including qualitative data), expand monitoring to include behavioral and empowerment outcomes, analyze cultural barriers, strengthen partnerships, and continue GAD capacity development.

3. Medicine Donation Program

The program scored 13.69 (gender-sensitive) and shows strengths in participation, strategy alignment, and linkage to GAD plans. However, there is a lack of sex-disaggregated data at planning, weak gender analysis in design, and monitoring focused only on outputs.

Recommendation: Integrate sex-disaggregated data early, conduct deeper gender analysis (roles, access, cultural factors), improve outcome-based monitoring, strengthen links with health providers, and enhance GAD capacity of implementers.

4. Outpatient Services Program

The program is gender-sensitive (10.65), with strengths in using sex-disaggregated data, providing free and gender-responsive services, and addressing reproductive health needs. However, participation is limited to internal stakeholders, gender analysis is narrow, and monitoring focuses mainly on service utilization.

Recommendation: Expand stakeholder involvement, deepen gender analysis (including cultural and social factors), improve monitoring to capture empowerment outcomes, strengthen data use, build partnerships, and continue GAD training.

III. Overall Conclusion:

Overall, all four programs have successfully met the minimum requirements of the Harmonized Gender and Development Guidelines (HGDG), as reflected in their gender-sensitive classification. This indicates that gender considerations are already integrated into planning, design, and implementation, particularly in ensuring that both women and men benefit from health-related interventions. Notable strengths across the programs include the presence of gender equality goals, allocation of GAD budgets, and initial efforts to address gender-specific health needs especially in reproductive health and access to services.

However, while these foundations are strong, the assessment reveals that gender mainstreaming remains largely compliance-based rather than transformative. Common gaps observed across the programs include limited participation of external stakeholders, especially marginalized groups, which restricts the inclusiveness of program design. There is also a consistent need to strengthen the use of sex-disaggregated and gender-related data, particularly at the planning stage, to support evidence-based decision-making. Furthermore, gender analyses tend to be partial, often focusing on reproductive health without fully exploring broader gender dimensions such as roles, power relations, access to resources, cultural barriers, and decision-making dynamics.

Another critical area for improvement is the monitoring and evaluation (M&E) system, which is predominantly focused on outputs (e.g., number of beneficiaries served) rather than outcomes and impacts, such as changes in empowerment, participation, or reduction of gender inequalities. Additionally, linkages and partnerships with external organizations and communities are not maximized, limiting opportunities for broader reach, sustainability, and shared accountability in promoting gender equality.

To move toward a gender-responsive level, all programs must transition from simply “including” gender to actively addressing and transforming gender inequalities. This requires strengthening participatory approaches, deepening gender analysis, enhancing data systems, and developing more outcome-oriented M&E frameworks. Continuous capacity building on GAD, along with institutional commitment, will be essential to ensure that gender perspectives are not only integrated but are also effectively driving more inclusive, equitable, and sustainable health outcomes.



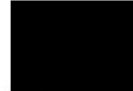


Prepared by:



KRIZZA LYN C. ABASOLO
GAD Secretariat

Noted by:



BELEN E. BALTAZAR
GFPS, Chairperson

