



REPUBLIC OF THE PHILIPPINES  
REGIONAL DEVELOPMENT COUNCIL  
MIMAROPA REGION

Tel (43) 288-6115  
Fax (43) 288-6124

E-mail: [mimaropa@neda.gov.ph](mailto:mimaropa@neda.gov.ph)  
Website: [mimaropa.neda.gov.ph](http://mimaropa.neda.gov.ph)

**MIMAROPA RPGRP Training Needs Assessment Form**

*This form seeks to assess the level of knowledge, skills, awareness, and attitudes of the resource pool member/applicant on Gender and Development (GAD) issues and determine the most suited design and methodology of the training program. Rest assured that your responses would be treated with utmost confidentiality.*

**I. Personal Information**

<b>Name</b>			
<b>Sex</b>	<input type="checkbox"/> Female	<input type="checkbox"/> Male	<b>Age</b>
<b>Agency/Office/ Division</b>			
<b>Designation/Position</b>		<b>Length of Service</b>	
<b>Are you a member of the GAD Focal Point System?</b>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<b>Batch</b>
<b>Current Designation in the GFPS (e.g., Chair, ExeCom, TWG Member, etc.)</b>		<b>No. of years of membership in the GFPS (regardless of designated position in the GFPS)</b>	<b>1</b>

**II. Familiarity with GAD Concepts, Policies, and Tools**

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

<b>A. GAD CONCEPTS</b>				
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Sex and Gender	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. Gender Issue	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Gender Discrimination	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
4. Gender Division of Labor	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
5. Gender Stereotypes	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
6. Gender Perspective	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
7. Gender Analysis	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

8. Gender and Development (GAD)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
9. GAD Planning and Budgeting	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
10. Gender Mainstreaming	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
11. Gender Equity	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
12. Gender Equality	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
13. GAD Funds Audit	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
14. GAD Compliance Audit	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>B. GAD POLICIES AND MANDATES</b>				
<b>International Mandates</b>				
1. Convention on the Elimination of All Forms of Discrimination Against Women (UN CEDAW)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. Beijing Platform for Action (BPfA)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Sustainable Development Goals (SDGs)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>National Plans</b>				
1. Philippine Plan for Gender-Responsive Development (PPGD): 1995-2025	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. The Philippine Development Plan (PDP) 2017-2022	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>National Laws</b>				
<i>Note: The Resource Person may add other GAD laws and circulars relevant to the nature and sector of the participant's institutions.</i>				
1. Republic Act 7192, or The Women in Development and Nation Building Act	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. General Appropriations Act (GAA) on Programs and Projects Related to Gender and Development (from 1995 to latest GAA)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Republic Act 9710, or The Magna Carta of Women	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
4. Republic Act 7877, or An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for other Purposes	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
5. Republic Act 8353, or The Anti-Rape Law of 1997: An Act Expanding the Definition of the Crime of Rape, Reclassifying the same as A Crime Against Persons,	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
6. Republic Act 8972, or the Solo Parents' Welfare Act of 2000: An Act Providing for Benefits and Privileges to Solo Parents and their Children	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

7. Republic Act 9262, or the Anti Violence against Women and their Children Act of 2004	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
8. Republic Act 9208, or the Anti-Trafficking in Persons Act of 2003, as amended by RA 10364 also known as the Expanded Anti-Trafficking in Persons Act of 2012	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
9. Republic Act 10354, or The Responsible Parenthood and Reproductive Health Act of 2012: An Act Providing for a National Policy on Responsible Parenthood and Reproductive Health	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
10. Republic Act 10398, or An Act Declaring November 25 of Every Year as "National Consciousness Day for the Elimination of Violence against Women and their Children".	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
11. Republic Act 11210, or An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers.	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
12. Republic Act 11313, or the Safe Streets and Public Places Act of 2019	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>GAD Memorandum Circulars ***</b>				
1. PCW Memorandum Circular 2009-01: Guidelines on the Formulation, Implementation, Monitoring, and Evaluation of a Gender and Development (GAD) Code	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. PCW Memorandum Circular 2011-01: Guidelines for the Creation, Strengthening and Institutionalization of the Gender and Development (GAD) Focal Point System	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. PCW Memorandum Circular 2014-05: Adoption and Generation of Data Support to the Magna Carta of Women Indicators	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
4. PCW Memorandum Circular 2016-03: Use of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
5. PCW Memorandum Circular 2018-04: Revised Guidelines for the Preparation of the GAD Agenda	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
6. PCW-NEDA-DBM Joint Memorandum Circular 2012-01: Guidelines for the Preparation of the GAD Plans and Budgets and Accomplishment Reports to Implement the MCW	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
7. PCW-OPAPP Joint Memorandum Circular 2014-01: Integration of Women, Peace, and Security Projects, Activities, in Annual GAD Plans and Budget and GAD Accomplishment Reports	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

8. PCW- NEDA Joint Memorandum Circular 2013-01: Guidelines on the Localization of the Magna Carta of Women	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
9. PCW- NEDA Joint Memorandum Circular 2016-01: Amendments to JMC NO. 2013-01: Guidelines on the Localization of the Magna Carta of Women	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
10. COA Circular 2014-001: Revised Guidelines in the Audit of Gender and Development (GAD) Funds and Activities in Government Agencies	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
11. COA Memorandum 2018-009: Checklist of Common Audit Observations in the Audit of Gender and Development (GAD) Funds; and Determination of Gender Issues and Mandates of all Government Agencies	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
12. CSC Memorandum Circular No. 12 S, 2015 on the Use of Non-Sexist Language in all Official Documents, Communications, and Issuances	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
13. CSC Resolution No 01-0940 Administrative Disciplinary Rules on Sexual Harassment Cases	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
14. Commission on Higher Education (CHED) Memorandum Order 2015-01: Establishing the Policies and Guidelines on GAD in the Commission on Higher Education and Higher Education Institutions	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
15. PCW-NEDA Joint Memorandum Circular 2016-01: Guidelines for the Creation, Strengthening and Institutionalization of a Regional Gender and Development Committee under the Regional Development Council	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

**C. GAD TOOLS**

1. Typical Day Activity Schedule or 24-Hour Activity Profile	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. Gender Gap Matrix	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Women Empowerment and Gender Equality Framework	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
4. Harmonized Gender and Development (GAD) Guidelines	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
5. Enhanced Gender Mainstreaming Evaluation Framework (GMEF)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
6. Gender-Responsive LGU (GeRL) Assessment Tool	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
7. ILO-Participatory Gender Audit	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

Note: The MIMAROPA RGADC notes that the GAD concepts that you have marked "4 – Confident to talk about it" above will be considered as topics that you prefer and/or can readily present should any regional line agency, local government unit, state university and college, or other organization request the Committee for resource persons.

**III. Application of GAD Tools.** Please check the aspect/s where you were able to apply the GA tools. You can check more than one box. Specify the outputs and outcomes brought about by the application of the tools in the result column. Use additional sheets if necessary.

Tool	Application							Result (Outputs/ Outcomes)
	Planning and Budgeting	Policy Review and Enhancement	Program/ Project Development/ Enhancement	Program/ Project Monitoring/ Evaluation	Technical Assistance/ Training	Tools development for the agency/ sector	Others (please specify)	
HGDG								
GMEF								
GERL Tool								
<b>Other Gender Analysis Tools</b> <i>(Please specify)</i>								

**IV. GAD-related trainings.** Please list down all GAD-related trainings attended in the last three (3) years (use additional sheets if necessary).

Title of the Training	Inclusive Date/s	Trainer/Training Institution

V. Please indicate whether you agree, disagree or neither agree nor disagree with the following statements. Write (A)- AGREE; (D) DISAGREE; (NS) NOT SURE in the box:

STATEMENTS	A	D	NS
1. Gender refers only to women.			
2. Poverty has the same effect on women and men.			
3. The man has the right to make all major decisions for the family, where he is also the breadwinner, and the women take care of the household.			
4. The GAD Budget is computed as a separate fund before a GAD Plan is prepared.			
5. Family planning is a sole responsibility of the women because they are the ones who get pregnant.			
6. If a family cannot support the education of all children, it is right to prioritize the education of the sons since daughters will be married off to other men.			
7. The Government should formulate separate programs for women and men because of their different needs.			
8. GAD Planning and Budgeting is an examination of the agency's level of Gender Mainstreaming (GM) or extent of the gender responsiveness of agency's PAPs.			
9. Housework does not contribute to family welfare because it is unpaid.			
10. Agency/LGU with unendorsed GPB can still implement their GAD PAPs.			
11. Men are better decision makers than women are.			
12. A husband has the right to demand sex from his wife anytime he likes.			
13. All laws are generally fair to both women and men.			
14. Educating women makes them better mothers and wives.			
15. PAPs that are not in the agency's endorsed GAD Plan can be charged to GAD budget.			

**Other Concerns**

1. What are the gender concepts, concerns and issues you have heard about that need clarification or you have questions about?

2. What do you think are the factors that can facilitate learning in a training?

3. What methodologies will be most helpful to you as a training participant?

**Thank you for your cooperation!**