



27 November 2018

STII Special Order No. 18-187  
Series of 2018

**SUBJECT: DOST-STII Gender and Development Agenda (2018-2021)**

The Gender and Development (GAD) approach focuses on the socially constructed differences between men and women and the need to challenge existing Gender roles and relations.

**I. LEGAL BASIS AND REFERENCES**

- A. Relevant provisions of the 1987 Philippine Constitution
- B. Republic Act 6949 or National Women's Month
- C. Republic Act 7192 or Women in Development and Nation Building Act
- D. Executive Order 273, Philippine Plan for Gender Responsive Development (PPGD), 1995-2025
- E. General Appropriations Act (GAA) (R.A. No. 8760)
- F. Republic Act 8972 or Solo Parents Welfare Act of 2000
- G. Republic Act 9710 or Magna Carta of Women (MCW) of 2009 and Its Implementing Rules and Regulations (IRR)
- H. Philippine Commission on Women Memorandum Circular 2011-01 with the Gender Mainstreaming Monitoring System
- I. Joint Circular No. 2012-01 of the Department of Budget and Management, National Economic and Development Authority, and the Philippine Commission on Women
- J. Proclamation No. 1172 or 18-Day Campaign to End Violence Against Women
- K. Republic Act 10028 or Expanded Breastfeeding Promotion Act of 2009
- L. United Nations Convention on the Elimination of All Forms of Discrimination Against Women (UN CEDAW)
- M. Beijing Platform for Action (BPFA)
- N. Millennium Declaration and Millennium Development Goals (MDGs) / Sustainable Development Goals (SDGs)
- O. United Nations Security Council Resolution (UNSCR) 1325
- P. Women Empowerment Development and Gender Equality (WEDGE) Plan 2014-2016
- Q. Result of the latest Gender Mainstreaming Evaluation Framework (GMEF)

**II. SCOPE**

The Gender and Development Agenda (GAD) of the Department of Science and Technology – Science and Technology Information Institute (DOST-STII)



supports the overall thrusts and directions of the Department of Science and Technology under Executive Order No. 128 which mandates the Department to “provide central direction, leadership and coordination of scientific and technological efforts and ensure that the results therefrom are geared and utilized in areas of maximum economic and social benefits for the people.”

Moreover, DOST-STII shall be guided by the provisions of this Special Order in the implementation of its Programs, Projects and Activities.

The GAD perspective for the **VISION** of DOST-STII is:

We are the leading agency and the authority in Science, Technology, and Innovation (STI) information geared towards building a culture of STI to accelerate the nation's socio-economic development that successfully influence gender and development efforts towards gender equality and the empowerment of all women, girls, and other applicable gender groups.

The GAD perspective for the **MISSION** of DOST-STII is:

Create an enabling environment agency in Science, Technology, and Innovation (STI) information, dissemination, and training functions for government and other stakeholders to be more responsive in achieving gender equality and the empowerment of all women, girls, and other applicable gender groups in the operation of its mission, namely:

- provide accurate, relevant, and timely Science, Technology, and Innovation information through resource sharing and efficient delivery systems;
- promote public awareness, understanding, and appreciation of Science, Technology, and Innovation in national development; and
- capacitate our key stakeholders as partners and advocates in building a Science, Technology, and Innovation culture.

The GAD perspective for the **Core Values** of DOST-STII is:

**Integrity** – Demonstrates consistently the general accepted values and norms of professional and ethical behavior with a gender and development lens towards gender equality and the empowerment of all women, girls, and other applicable gender groups

**Excellence** – Provides timely, accurate, and relevant public service to attain the highest level of client satisfaction with a gender and development lens towards gender equality and the empowerment of all women, girls, and other applicable gender groups



**Commitment** – Demonstrates passionate drive to deliver quality results whose accountability and transparency equips a gender and development lens towards gender equality and the empowerment of all women, girls, and other applicable gender groups

**Innovation** – Adds value by pursuing continuous improvement of products and services characterized by gender and development mainstreaming efforts towards gender equality and the empowerment of all women, girls, and other applicable gender groups

**Collaboration** – Engages competent people to achieve a common objective under the combined action of gender and development mechanisms towards gender equality and the empowerment of all women, girls, and other gender applicable groups

### III. PURPOSE

- A. Direct the priority for the implementation of GAD Plans and Budgets
- B. Reaffirm the commitment of the DOST-STII Gender and Development Focal Point System (GFPS) and staff to implement the guidelines, mechanisms and enabling environment to ensure faithful adherence to national GAD policies and plans, and international treaties and commitments.

### IV. GENDER AGENDA FOR THE FISCAL YEAR

#### A. On Policy

- 1. Policies shall be developed for the following:
  - a) Non-discriminatory in Hiring/Employment of women and men in Science and Technology
  - b) Policies that ensure the participation of women and women's organizations in meetings and capacity building activities
  - c) Policies that ensure the integration of GAD concerns in the agency's performance commitment contracts, proposals, reports, work and financial plans pursuant to Executive Order (EO) No. 273
  - d) Integration of GAD perspective in the organization's Vision, Mission and Goals
- 2. Implementation of DOST-STII GAD Policies on:
  - a) Collection and Maintenance of Sex-disaggregated Data
  - b) Use of Non-Sexist Language / Gender-fair Language
  - c) Support to GAD Mandates
  - d) Establishment of all four essential elements of GAD Planning and Budgeting



3. GAD Policies shall be reviewed, particularly due to the following:

- a) Results of Gender Analysis
- b) Results of Gender Audit
- c) Current and emerging organization issues
- d) Current and emerging client issues
- e) Recent Issuances of DOST and PCW

B. On People

1. GAD functions reflected in the performance contracts or TORs of both top management and concerned staff members
2. GFPS members and program implementers able to integrate, articulate GAD perspective in the development of the organization's programs/activities/projects
3. Attendance of GAD key officers and staff in GAD Trainers' Trainings for them to serve as the agency's GAD Experts / Trainers
4. Attendance of the DOST-STII GFPS and key program implementers to appropriate and relevant trainings and activities on GAD
  - a) GAD Planning and Budgeting
  - b) GAD Audit
  - c) GMEF Validation and Assessment
  - d) HGDG Review of Programs
  - e) Monitoring and Evaluation of GAD PAPs
5. Attendance of top management and staff in GAD-related activities
6. Attendance of internal and external clients in GAD Trainings
7. Attendance / participation of both internal and external clients in project planning, implementation, monitoring and evaluation
8. Key staff members of Provincial Offices and Section heads able to collect and utilize sex-disaggregated data (SDD) / gender statistics to develop and enhance programs, projects and activities

C. On Enabling Mechanisms

1. Engagement with PCW, other agencies, institutions and individuals to facilitate gender mainstreaming in the conduct of GAD PAPs



2. Creation and maintenance of GAD database for the generation of gender statistics
  3. Creation or Customization of Monitoring and Evaluation System on GAD PAPs vis-à-vis desired gender-related impact
  4. Creation of GAD corner content in the office and official website to inform clients on GAD-related Knowledge Products
  5. Analysis of Gender Statistics in the quarter and annual planning and evaluation activities
  6. Coordination and reporting of GAD Mechanisms (CODI, GFPS, Grievance Committee) on current and emerging client issues for gender responsive planning
- D. On Programs, Activities and Projects (PAPs)
1. Observance / Active participation of GAD-related events, specifically Women's Month in March and the 18-Day Campaign to End Violence from November 25 to December 12
  2. Conduct of GAD Orientation and Gender Sensitivity Training for internal and external clients
  3. Conduct of Consultation activities with clients to identify gender issues and corresponding strategies
  4. Use of Gender-fair language in all reports, plans, communications and issuances
  5. Development of GAD Plan and Budget based on current and emerging gender issues, result of gender analysis and audit, and latest GMEF level
  6. Capacity development to develop internal GAD Experts
  7. Development of information, education, campaign (IEC) materials and knowledge products to deepen GAD-related awareness and understanding
  8. Maintenance / updating of GAD Corner in the office and website
  9. Maintenance of GAD Room (for breastfeeding, child-minding, and resting area for elderly, women, and persons with disabilities)



10. Integration of GAD perspective into the organization's existing award / incentive system

For information, dissemination and compliance of all concerned.

**RICHARD P. BURGOS**  
Director