

Philippine  
Commission  
on Women



# Application of Harmonized Gender and Development Guidelines (HGDDG) PIMME Checklist



Seminar Workshop on the Utilization of Gender Analysis Tools

August 25-27, 2015

Icon Hotel, Quezon City



Grp No.	Name of Project Document/Case	Sector Specific Checklist
1	Construction of RHU and Lying Inn Building	PIMME
2	Repair/Rehabilitation of Barangay Road	PIMME
3	Construction of RHU and Lying Inn Building	PIMME
4	Repair/Rehabilitation of Barangay Road	PIMME



# 1. Construction of RHU and Lying Inn Building

*Assessed using the PIMME Checklist*



# BOX 16

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>1.0 Supportive project management (max score: 2; for each item, 1.0)</i></b>				<b>1.5</b>
1.1 Is the project leadership (project steering/advisory committee or management) supportive of GAD or gender equality goals? For instance, has it mobilized adequate resources to support strategies that address gender issues or constraints to women's and men's participation during project implementation? (possible scores: 0, 0.5, 1.0)			/	The project leadership clearly addressed health demand of the city by having an establishing an accessible facility specifically catering to the needs of pregnant women.



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
1.2 Has adequate gender expertise has been made available throughout the project? For example, are gender issues adequately addressed in the project management contract and scope of services? (possible scores: 0, 0.5, 1.0)		/		No mentioned of gender expertise but gender issues of pregnant women has been identified.
1.2 Has adequate gender expertise has been made available throughout the project? For example, are gender issues adequately addressed in the project management contract and scope of services? (possible scores: 0, 0.5, 1.0)		/		No mentioned of gender expertise but gender issues of pregnant women has been identified.

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b>2.0 Technically competent staff or consultants (max score: 2; for each item, 0.67)</b>				0
2.1 Are the project staff members technically prepared to promote gender equality or integrate GAD in their respective positions/locations? OR, is there an individual or group responsible for promoting gender equality in the project? OR, has the project tapped local gender experts to assist its staff/partners in integrating gender equality in their activities or in project operations? (possible scores: 0, 0.33, 0.67)	/			Not cited in the document
2.2 Does the project require the presence of women and men in the project implementation team? (possible scores: 0, 0.33, 0.67)	/			Not cited in the document



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>3.0 Committed Philippine government agency (max score: 2; for each item, 1)</i></b>				<b>0</b>
3.1 Are regular agency personnel involved in implementing project GAD initiatives? OR, are agency officials or personnel participating in GAD training sponsored by the project? (possible scores: 0, 0.5, 1.0)	/			Not cited in the document
3.2 Has the agency included the project's GAD efforts in its GAD plans? (possible scores: 0, 0.5, 1.0)	/			Not cited in the document



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b>4.0 GAD implementation processes and procedures (max score: 2; for each item, 0.5)</b>				<b>0.75</b>
4.1 Do project implementation documents incorporate a discussion of GAD concerns? IF APPLICABLE: Are subproject proposals required to have explicit GAD objectives and to have been supported by gender analysis? (possible scores: 0, 0.25, 0.50)		/		Not explicitly stated but mentioned the improvement and better health facilities to maintain good health and wellbeing of populace.
4.2 Does the project have an operational GAD strategy? Alternately, has the project been effective in integrating GAD into the development activity? (possible scores: 0, 0.25, 0.50)	/			Not cited





Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
4.3 Does the project have a budget for activities that will build capacities for doing GAD tasks (gender analysis, monitoring, etc.) (possible scores: 0, 0.25, 0.50)		/		With budget allocation but does not specifically mentioned if for GAD activities
4.4 Does the project involve women and men in various phases of subprojects? (possible scores: 0, 0.25, 0.50)		/		Not cited but can be assumed since LGU staff/personnel will benefit?
<b>TOTAL GAD SCORE-PROJECT MANAGEMENT</b>			<b>2.25</b>	



# BOX 17

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<i>1.0 Project monitoring system being used by the project includes indicators that measure gender differences in outputs, results, and outcomes (max score: 2; for each item, 1)</i>				0
1.1 Does the project require gender-sensitive outputs and outcomes? (possible scores: 0, 0.5, 1.0)	/			



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>2.0 Project database includes sex-disaggregated and gender-related information (max score: 2; for each item, 0.5)</i></b>				<b>0</b>
2.1 Does the project support studies to assess gender issues and impacts? OR, have sex-disaggregated data been collected on the project's impact on women and men in connection with welfare, access to resources and benefits, awareness or consciousness raising, participation, and control? (possible scores: 0, 0.25, 0.50)	/			Mentioned of the 2010 Census of 101, 571 people with growth rate of 2.826 and population density of 7.68 person(2020) but not SDD.

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
2.2 Have sex-disaggregated data been collected on the distribution of project resources to women and men, and on the participation of women and men in project activities and in decision-making? IF APPLICABLE: Does the project require its subprojects to include sex-disaggregated data in their reports? (possible scores: 0, 0.25, 0.50)	/			Census data is not SDD which are the target beneficiaries of the program.
2.3 Do project and subproject reports include sex-disaggregated data or cover gender equality or GAD concerns, initiatives, and results (that is, information on gender issues and how these are addressed)? (possible score: 0, 0.25, 0.50)	/			None mentioned in the document



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
2.4 Does the project require its monitoring and evaluation team (personnel or consultants) to have technical competence for GAD evaluation? (possible scores: 0, 0.33, 0.67)	/			None mentioned in the document
2.5 Are sex-disaggregated data being “rolled up” from the field to the national level? (possible scores: 0, 0.25, 0.50)	/			None mentioned in the document

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b>3.0 Gender equality and women's empowerment targets are being met (max score: 4)</b>				<b>1.0</b>
3.1 Has women's welfare and status been improved as a result of the project? (possible scores: 0, 1.0, 2.0)		/		Reflected only 2 interviews of women highlighting the additional employment opportunities to health professionals and access to free medical services and medicines of indigent residents.

Example of indicators:

- The project has helped in raising the education levels and health status of disadvantaged groups of women
- Women's access to productive resources, employment opportunities, and political and legal status has improved
- The project has created new opportunities or roles for women and men
- Men and women have been sensitized to gender issues and women's human rights
- The project has supported or instituted strategies to overcome any adverse effects on women
- The project has introduced follow-up activities to promote the sustainability of its gender equality results
- There are project initiatives to ensure that improvements in the status of women and girls will be sustained and supported after project completion



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
3.2 Has the project helped in developing the capacity of the implementing agency for implementing gender-sensitive projects? (possible scores: 0, 1.0, 2.0)	/			None mentioned in the document

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<p><b>4.0 Project addresses gender issues arising from or during its implementation (possible scores: 0, 1.0, 2.0)</b></p> <p>Has the project responded to gender issues that were identified during project implementation or <b>No gender issues mentioned in the document M&amp;E?</b> OR: Has the project addressed gender issues arising from its implementation?</p>	/			Only mentioned material loss due to burglary and theft and establishment of floor elevation.
<p>Examples of gender issues:</p> <ul style="list-style-type: none"> <li>• Negative effects on the gender relationship as a result of new roles or resources created for women</li> <li>• Additional workloads for women and men</li> <li>• Displacement of women by men</li> <li>• Loss of access to resources because of project rules</li> </ul>				



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b>5.0 Participatory monitoring and evaluation processes (max score: 2; for each item, 1)</b>				<b>0</b>
5.1 Does the project involve or consult women and men implementers during project monitoring and evaluation? Does it involve women and beneficiaries? (possible scores: 0, 0.5, 1.0)		/		Mentioned interview
5.2 Have women and men been involved in or consulted on the assessment of the gender impacts of the Project? (possible scores: 0, 0.5, 1.0)		/		Mentioned interview with recipient
<b>TOTAL GAD SCORE-MONITORING AND EVALUATION</b>				<b>2.25</b>
<b>TOTAL GAD SCORE-PROJECT MANAGEMENT (from box 16)</b>				<b>1</b>
<b>TOTAL GAD SCORE-PROJECT IMPLEMENTATION</b>				<b>3.25 (GAD is invisible)</b>



## **2. Repair/Rehabilitation of Barangay Road**

*Assessed using the PIMME Checklist*

# BOX 16



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b>1.0 Supportive project management (max score: 2; for each item, 1.0)</b>				<b>0.5</b>
1.1 Is the project leadership (project steering/advisory committee or management) supportive of GAD or gender equality goals? For instance, has it mobilized adequate resources to support strategies that address gender issues or constraints to women's and men's participation during project implementation? (possible scores: 0, 0.5, 1.0)	/			Project leaders addressed the long term clamor of the public for wider, thicker and more durable roads however, no clear indication to address gender issues.
1.2 Has adequate gender expertise has been made available throughout the project? For example, are gender issues adequately addressed in the project management contract and scope of services? (possible scores: 0, 0.5, 1.0)	/			None mentioned in the document.



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>2.0 Technically competent staff or consultants (max score: 2; for each item, 0.67)</i></b>				<b>0.33</b>
2.1 Are the project staff members technically prepared to promote gender equality or integrate GAD in their respective positions/locations? OR, is there an individual or group responsible for promoting gender equality in the project? OR, has the project tapped local gender experts to assist its staff/partners in integrating gender equality in their activities or in project operations? (possible scores: 0, 0.33, 0.67)	/			None cited in the document.



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
2.2 Does the project require the presence of women and men in the project implementation team? (possible scores: 0, 0.33, 0.67)	/			None cited
2.3 Does the project require its monitoring and evaluation team (personnel or consultants) to have technical competence for GAD evaluation? (possible scores: 0, 0.33, 0.67)		/		Only timely monitoring and evaluation of the project and environmental hazard



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>3.0 Committed Philippine government agency (max score: 2; for each item, 1)</i></b>				<b>0</b>
3.1 Are regular agency personnel involved in implementing project GAD initiatives? OR, are agency officials or personnel participating in GAD training sponsored by the project? (possible scores: 0, 0.5, 1.0)	/			None mentioned in the document
3.2 Has the agency included the project's GAD efforts in its GAD plans? (possible scores: 0, 0.5, 1.0)	/			None mentioned in the document



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>4.0 GAD implementation processes and procedures (max score: 2; for each item, 0.5)</i></b>				<b>0.25</b>
4.1 Do project implementation documents incorporate a discussion of GAD concerns? IF APPLICABLE: Are subproject proposals required to have explicit GAD objectives and to have been supported by gender analysis? (possible scores: 0, 0.25, 0.50)	/			None cited in the document
4.2 Does the project have an operational GAD strategy? Alternately, has the project been effective in integrating GAD into the development activity? (possible scores: 0, 0.25, 0.50)	/			None cited in the document



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
4.3 Does the project have a budget for activities that will build capacities for doing GAD tasks (gender analysis, monitoring, etc.) (possible scores: 0, 0.25, 0.50)		/		With budget allocation but no clear indication for GAD efforts.
4.4 Does the project involve women and men in various phases of subprojects? (possible scores: 0, 0.25, 0.50)	/			None cited in the document
<b>TOTAL GAD SCORE-PROJECT MANAGEMENT</b>			<b>0.58</b>	





# BOX 17

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<i>1.0 Project monitoring system being used by the project includes indicators that measure gender differences in outputs, results, and outcomes (max score: 2; for each item, 1)</i>				0
1.1 Does the project require gender-sensitive outputs and outcomes? (possible scores: 0, 0.5, 1.0)	/			None mentioned



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>2.0 Project database includes sex-disaggregated and gender-related information (max score: 2; for each item, 0.5)</i></b>				<b>0.58</b>
2.1 Does the project support studies to assess gender issues and impacts? OR, have sex-disaggregated data been collected on the project's impact on women and men in connection with welfare, access to resources and benefits, awareness or consciousness raising, participation, and control? (possible scores: 0, 0.25, 0.50)		/		NSO statistics in 2010 with 119, 252 population of Danao but not SDD



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
2.2 Have sex-disaggregated data been collected on the distribution of project resources to women and men, and on the participation of women and men in project activities and in decision-making? IF APPLICABLE: Does the project require its subprojects to include sex-disaggregated data in their reports? (possible scores: 0, 0.25, 0.50)	/			None mentioned
2.3 Do project and subproject reports include sex-disaggregated data or cover gender equality or GAD concerns, initiatives, and results (that is, information on gender issues and how these are addressed)? (possible score: 0, 0.25, 0.50)	/			None mentioned



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
2.4 Does the project require its monitoring and evaluation team (personnel or consultants) to have technical competence for GAD evaluation? (possible scores: 0, 0.33, 0.67)		/		Monitoring only of environmental hazard and project development but no indication for GAD
2.5 Are sex-disaggregated data being “rolled up” from the field to the national level? (possible scores: 0, 0.25, 0.50)	/			None mentioned

Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b>3.0 Gender equality and women's empowerment targets are being met (max score: 4)</b>				<b>0</b>
3.1 Has women's welfare and status been improved as a result of the project? (possible scores: 0, 1.0, 2.0)	/			None mentioned in the document

Example of indicators:

- The project has helped in raising the education levels and health status of disadvantaged groups of women
- Women's access to productive resources, employment opportunities, and political and legal status has improved
- The project has created new opportunities or roles for women and men
- Men and women have been sensitized to gender issues and women's human rights
- The project has supported or instituted strategies to overcome any adverse effects on women
- The project has introduced follow-up activities to promote the sustainability of its gender equality results
- There are project initiatives to ensure that improvements in the status of women and girls will be sustained and supported after project completion



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
3.2 Has the project helped in developing the capacity of the implementing agency for implementing gender-sensitive projects? (possible scores: 0, 1.0, 2.0)	/			None mentioned



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<p><b><i>4.0 Project addresses gender issues arising from or during its implementation (possible scores: 0, 1.0, 2.0)</i></b></p> <p>Has the project responded to gender issues that were identified during project implementation or <b>No gender issues mentioned in the document</b>M&amp;E? OR: Has the project addressed gender issues arising from its implementation?</p>	/			0
<p>Examples of gender issues:</p> <ul style="list-style-type: none"> <li>• Negative effects on the gender relationship as a result of new roles or resources created for women</li> <li>• Additional workloads for women and men</li> <li>• Displacement of women by men</li> <li>• Loss of access to resources because of project rules</li> </ul>				



Element and Guide Question (col. 1)	Response (col. 2)			Score of the item or element (col. 3)
	No (2a)	Partly yes (2b)	Yes (2c)	
<b><i>5.0 Participatory monitoring and evaluation processes (max score: 2; for each item, 1)</i></b>				<b>1.0</b>
5.1 Does the project involve or consult women and men implementers during project monitoring and evaluation? Does it involve women and beneficiaries? (possible scores: 0, 0.5, 1.0)		/		Monitoring will be done by Brgy. Officials and residents together with CSOs
5.2 Have women and men been involved in or consulted on the assessment of the gender impacts of the Project? (possible scores: 0, 0.5, 1.0)		/		Mentioned in the interview undertaken but no indication of the gender impacts of the project
<b>TOTAL GAD SCORE-MONITORING AND EVALUATION</b>				<b>1.58</b>
<b>TOTAL GAD SCORE-PROJECT MANAGEMENT (from box 16)</b>				<b>0.58</b>
<b>TOTAL GAD SCORE-PROJECT IMPLEMENTATION</b>				<b>2.26 (GAD is invisible)</b>