



# 2019 Climate Change Commission Gender Mainstreaming Report

**Empowering women and promoting gender equality through climate actions**

# 2019 Climate Change Commission Gender Mainstreaming Report

Pursuant to the Climate Change Act, as amended, and the Magna Carta of Women, the Climate Change Commission (CCC) entrusts to incorporate gender sensitive into climate policies, plans, programs and activities into the bureaucracy. Thus, the Commission strives to implement gender-responsive climate actions, which this report showcases.

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## Executive Summary

The Climate Change Commission's 2019 Gender Mainstreaming Evaluation Framework (GMEF) Report showcases the efforts done to ensure that climate actions are gender-responsive, and aligned to the two national instruments – National Climate Change Action Plan (NCCAP) and Gender Equality and Women Empowerment (GEWE) Plan.

Key points should be highlighted for this year's report:

- ✓ Commission formally enters the 3<sup>rd</sup> level of GMEF – GAD Application, which symbolizes that the CCC readiness to apply gender considerations and perspectives into climate actions;
- ✓ Issued the Commission Resolution No. 2019-002 that resolves to strengthen gender mainstreaming in all streams of the Commission, including its internal operations;
- ✓ Assessed how gender was implemented in the NCCAP for years 2011-2016;
- ✓ Supported in the review of important gender documents: (1) Beijing Declaration and Platform for Action; and (2) United Nations Convention on Climate Change (UNFCCC) Lima Work Programme on Gender;
- ✓ Participated in the review the gender mainstreaming effort of the Intergovernmental Panel of Climate Change;
- ✓ Hosted the Asia Pacific Regional Workshop on Gender and NDC, and other gender capacity-building activities that enabled a platform to raise the understanding of Gender and Climate Change;
- ✓ Sustained and complied the implementation of the Commission's Gender and Development (GAD) Plan;
- ✓ Ensured women in the institution have a meaningful participation in planning, developing, implementing, and monitoring climate actions;
- ✓ Further supported the active participation of men in the office to Gender and Climate Change events; and
- ✓ Initiated analysis on how gender can be integrated further into climate policies, programs, and actions.

## Introduction

Climate Change exacerbates the many threats on one's well-being, survival and access to services, including education, water and sanitation, nutrition and health, and human rights.

In many literatures, there is growing consensus that the impacts of a changing climate affect the achievement of human rights and equality – one of these is gender equality and women empowerment.

Women are more than 50% of the world's population, but are still a minority<sup>1</sup> compounding their risks and greater burdens from climate change impacts, especially those living in poorest and vulnerable situations. Their lack of participation in climate-related planning, policy-making and implementation widens the gender gap and development globally.

Yet, ensuring women's and gender groups' meaningful participation in the development, implementation and monitoring & evaluation of climate actions deliver substantial benefits to the achievement of a climate-resilient, sustainable, and low-carbon society.

The Philippines puts premium in addressing climate change and gender inequality. 2009 is a monumental year for Gender and Climate Change action, the two laws – the Magna Carta of Women and Climate Change Act paves the way for a stronger country response to gender- and climate-responsive Philippines.

The Republic Act No. 9710 or the Magna Carta of Women institutionalized gender mainstreaming as the Philippine strategy for women's empowerment and gender equality. The Magna Carta also mandates that women's needs and gender perspectives be inculcated in country's in all phases of disaster assistance<sup>2</sup>.

The Republic Act No. 9729 or the Climate Change Act, as amended, declared it as a State policy to incorporate pro-poor, gender sensitive, and pro-children perspectives in all climate change and renewable energy efforts, plans and programs.

The Climate Change Commission (CCC) as the lead policy-making and coordinating body on climate change matters, puts a premium on ensuring that gender is mainstreamed in climate policies, plans, programs, projects and activities of the government.

Undergoing CCC into Gender Mainstreaming Evaluation Framework (GMEF) evaluation or also known as the organization's Gender and Development (GAD) audit will help the Commission see (1) how it is doing in engendering climate

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<sup>1</sup> Excerpts from speeches of UNFCCC Executive Secretary Patricia Espinosa

<sup>2</sup> Relief, recovery rehabilitation, and construction

actions; and (2) how can it improve in mainstreaming further gender into the organization's works.

## Role of the Climate Change Commission in Gender Mainstreaming

In response to the urgency for action on climate change, the Climate Change Commission (CCC) was established under the Republic Act 9729, as amended. Pursuant to the law, the CCC shall be tasked to coordinate, monitor and evaluate the programs and action plans of the government in order to ensure mainstreaming of climate change into the national, sectoral and local development plans and programs.

Furthermore, it also mandates the Commission to incorporate gender-sensitive perspective in all climate change and renewable energy efforts, plans and programs of the national government and LGUs<sup>3</sup>.

In 2010, the CCC adopted the National Strategic Framework and Program on Climate Change (NSFCC) 2010-2022, which serves as a policy guideline for mainstreaming climate actions; one of the guiding principles include gender mainstreaming. In line with the NFSCC, the National Climate Change Action Plan (NCCAP) 2011-2028 was developed in 2011, which outlined the long-term strategy of building the adaptive capacities and resilience of women and men to climate change.

Though the NCCAP recognizes that certain activities cut across strategic priorities and sectors including gender and development, gender is not yet fully mainstreamed<sup>4</sup>. As a newly established agency, CCC had just recently institutionalized its Gender and Development Focal Point System (GFPS). Further, it is still conducting internal and external consultations to further mainstream gender in the NCCAP and in all CCC plans, programs, activities, projects and monitoring and evaluation<sup>5</sup>.

In 2018, the Climate Change Commission and Philippine Commission on Women (PCW) forged a partnership to strengthen the two institutions' oversight functions on climate change and gender mainstreaming. The agreement also ensures the strengthening of the implementation of gender mainstreaming in the NCCAP and program implementers' capacities on engendering climate actions.

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<sup>3</sup> Rule II paragraph g of the Revised Implementing Rules and Regulations of RA 9729 as amended by RA 10174.

<sup>4</sup> Based on the NCCAP M&E 2011-2016 Gender Assessment

<sup>5</sup> (Philippine Commission on Women, 2018)

A year after, the CCC adopted Commission Resolution No. 2019-02, which resolved to strengthen gender-based approaches in the formulation and implementation of climate change policies, plans, programs, and activities in the country, including the generation of sex-disaggregated data and conduct of gender analysis.

Moreover, the CCC, in close coordination with the PCW, actively advances Philippines' contributions and positions in various international Gender and Climate Change platforms: UNFCCC<sup>6</sup> Gender Action Plan, IPCC<sup>7</sup> Gender Task Group, Green Climate Fund, Global Environment Facility, Beijing Declaration and Platform for Action, and CEDAW<sup>8</sup>.

### **CCC GAD Focal Point System**

Pursuant to the Magna Carta of Women (RA9710), also known as the Magna Carta for Women, the Climate Change Commission through Office Order No. 2018-0022 constituted its Gender and Development (GAD) Focal Point System with the following members:

Chairperson	Secretary Emmanuel M. De Guzman
Vice Chairperson	Asec. Romell Antonio O. Cuenca
Members	Chief Sandee G. Recabar Chief Alexis D. Lapid Chief Nemina Marie A. Dingcon Ms. Maria Victoria M. Evangelista Ms. Donna Lyne Sanidad Mr. Joe Mari S. Francisco Ms. Maria Imelda S. Gomez

The CCC-GFPS shall ensure and sustain the agency's critical consciousness and support on women and gender issues. The GFPS shall take a lead role in direction-setting, advocacy, planning, monitoring and evaluation and technical advisory on mainstreaming GAD perspectives in the agency's programs, projects, activities, and processes<sup>9</sup>.

Based on the experiences in the previous years, the CCC-GFPS is undergoing a review for improvement to ensure that the lead gender committee in the CCC is able to respond with the deliverables under the Commission's GAD Plan and Budget, and other Gender and Climate Change works.

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<sup>6</sup> United Nations Framework Convention on Climate Change

<sup>7</sup> Intergovernmental Panel on Climate Change

<sup>8</sup> Convention on the Elimination of All Forms of Discrimination Against Women

<sup>9</sup> RA9710 Chapter VI Section 36 paragraph b

The Implementation Oversight Division (IOD), as the monitoring and oversight support arm of the CCO, leads the M&E of gender mainstreaming in CCC's policies, and programs, projects and activities (PAPs). The main objective of this M&E is to monitor the mainstreaming of GAD in the CCC during the FY2019.

To identify and monitor the results that can be attributed to GAD, the IOD generates two M&E reports based on the two gender audit tools developed by the PCW:

### ***Gender Mainstreaming Evaluation Framework (GMEF)***



The GMEF identifies the status and/or progress of government agencies in mainstreaming gender and development in their respective organizations, particularly in their systems, structures, policies, programs, processes and procedures in line with the implementation of the Magna Carta of Women and other GAD mandates (e.g. CEDAW<sup>10</sup>, BPfA<sup>11</sup>, SDGs<sup>12</sup>).

This gender audit tool is also used to identify the organization's strengths and best practices on gender mainstreaming (GM), along with the gaps, challenges and areas of improvement as a basis of partnership-building with the Philippine Commission on Women (PCW).

Moreover, GMEF has four entry points of gender mainstreaming namely: policies, people, enabling mechanism, and programs/activities/projects (PAPs):

- a. Policies – refer to the official statements and pronouncements of support for gender mainstreaming issued by the organization. (Philippine Commission on Women, 2016)
- b. People – refer to the relevant stakeholders who assume the task of gender mainstreaming. (*ibid*) In 1992, Conner identified four complementary and distinct roles that act as an entry point for this dimension:

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<sup>10</sup> Convention on the Elimination of all Forms of Discrimination Against Women

<sup>11</sup> Beijing Platform for Action

<sup>12</sup> Sustainable Development Goals



- i. *The Sponsor* – “the individual or group who has the power to sanction or legitimize change.” Sponsors consider the potential changes facing an organization and assess the dangers and opportunities these transitions reflect. They decide which changes will happen, communicate the new priorities to the organization, and provide the proper reinforcement to assure success. GAD Sponsors are “responsible for creating an environment that enables these changes to be made on time and within budget.” In gender mainstreaming, the sponsors are the heads of organizations. They express support for it by issuing policies or installing the necessary enabling mechanisms, such as approving the organization’s GAD Plan and Budget. They also set the direction of the overall gender mainstreaming efforts of the organization, among other tasks.
- ii. *The Change Agent* – the individual or group who is responsible for actually making the change. The agent’s success depends on the ability to diagnose potential problems, develop a plan to deal with these issues, and execute the change effectively.” The primary change agents are usually the GAD Focal Point System Members (GFPS) because they facilitate the implementation of gender mainstreaming in the organization.
- iii. *The Target* – “the individual or group who must actually change or those that will benefit from development.” The term target is used because these people are the focus of the change effort and play a crucial role in the short- and long-term success of an organization’s gender mainstreaming efforts. To increase the likelihood of success, they must be educated to understand the changes that they are expected to accommodate. They must also be involved in the implementation process. People in the bureaucracy, the field workers and the clients of the different organizations serve as the targets of gender mainstreaming. Officials and members of the bureaucracy are given GAD capability- building programs to engage them in the GM effort.
- iv. *The Advocate* – “the individual or group who wants to achieve change, but lacks the power to sanction it.”

The presence and absence of GAD advocates determine the success rate of sustaining GAD mainstreaming initiatives. The presence of GAD advocates help lay a solid foundation built on the appreciation of GAD as a rights-based approach to development.

- c. Enabling Mechanisms – refer to the systems and mechanisms installed in the organization and the funds allocated for GAD activities such as the GFPS and Knowledge Management (KM) System. (ibid)
- d. PAPs – refer to flagship programs or activities and projects that serve as a strategic entry point to mainstream GAD in an organization. PAPs is the most practical entry point since it involves the actual implementation of the mandate of an organization. (ibid)

According to the GMEF handbook, in the course of gender mainstreaming implementation, an organization may progress through the following levels:

- a. Level 1: Foundation Formation – the organization is developing the basic gender mainstreaming actions and raising of people's awareness on GAD.
- b. Level 2: Installation of Strategic Mechanism – the organization's gender mainstreaming is starting to create enabling conditions that support GAD initiatives such as:
  - i. Putting key people necessary policies, support structures, systems and mechanisms in place to facilitate and sustain gender mainstreaming; and
  - ii. Applying GAD concepts and tools on the organization's activities.
- c. Level 3: GAD Application – GAD-related activities are already institutionalized within an organization. Interventions are usually based on a strategic GAD agenda that guides GAD planning and budgeting implementation. Efforts to institutionalize gender mainstreaming cease to be sporadic and uncoordinated. The GPB has become more strategic in terms of applying gender analysis in regular programs which results in either increased attribution of the GAD budget and/or more gender responsive programs. Some of these interventions are:

- i. Gender efforts to produce intended or desired impact on women empowerment, and gender equality have been integrated and consolidated; and
  - ii. GAD integration in the MFOs, mandates and performance indicators of the organization to ensure that GAD will be mainstreamed into the organization's operations
- d. Level 4: Commitment Enhancement and Institutionalization – the organization has already institutionalized gender mainstreaming and is focused on sustaining its efforts. At the same time, it also challenges organizations to continuously evaluate and improve their efforts. After all, the long-term goal is to improve the government's ability to respond to gender issues and concerns on a sustained basis. By this time:
  - i. Gender mainstreaming efforts of the organization are continuously monitored and evaluated; and
  - ii. GAD is integrated in all aspects of an organization's operations, programs and projects.
- e. Level 5: Replication and Innovation – this is the highest level and indicates that the organization has fully mainstreamed GAD into its mandate and is being recognized by others as a model in gender mainstreaming.

On 17 December 2019, the CCC transmitted its 2018 GMEF assessment to the PCW. This second GMEF assessment rated the CCC with a higher Level 2 rating, which means that the CCC has the capacity to apply Gender Applications in its operations.

### ***Technical Needs Assessment (TNA)***

The GAD-TNA is a gender audit tool commonly used to assess the knowledge and skills in terms of gender and development of the employees in a government agency. The tool contains a set of questionnaires that identifies the employee's knowledge on gender policies and concepts, GAD trainings attended, and other gender issues & needs to be addressed by the agency.

The tool also helps the agencies to identify the gaps and gender issues needed to be addressed in a specific institution.

This M&E report will highlight the accomplishments, and challenges encountered by the CCC in mainstreaming GAD into the organization.

# CCC 2019 GMEF Key Findings

## 2019 GMEF results

Since the Commission's last GMEF assessment in 2018, the CCC has made significant efforts on mainstreaming gender in its policies, people enabling mechanisms and activities. Based on the latest assessment, the CCC's GMEF score increased from 50.19 to 61.11 (*Table 1*); wherein the agency GAD-efforts scaled up from Level 2 to Level 3.

GMEF ENTRY POINTS	2017	2018	2019	2019 GMEF LEVEL
Policy	5	10.85	13.35	2 – Installation of Strategic Mechanisms
People	8.70	16.57	19.07	3 – GAD Application
Enabling Mechanisms	6.51	16	16	3 – GAD Application
PAPs	2.53	6.76	12.69	2 – Installation of Strategic Mechanisms
<b>TOTAL GMEF SCORE:</b>	<b>23.04</b>	<b>50.19</b>	<b>61.11</b>	<b>Level 3: GAD Application</b>

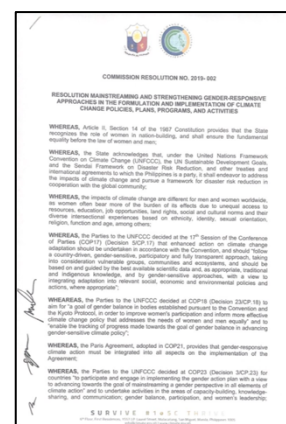
*Table 1: Results of the CCC's GMEF Assessments from FY2017-2019*

## 2019 GMEF Narrative Results

### 1) Policy

Gender mainstreaming is one of the core policies of the Commission. In this reporting period, the CCC maintained its level for policy dimensions to level 2<sup>13</sup>, and increased its GMEF rating. The increase in rating is a result of the CCC's effort to create and implement enabling policies that support GAD initiatives.

During the M&E process, it was observed that the Climate Change Act (RA9729, as amended by RA10174), already sets an enabling environment for the integration of GAD in the Climate Change Commission. Under its Revised



*Commission Resolution No. 2019-002 was adopted to strengthen the policy environment on mainstreaming gender into climate actions*

<sup>13</sup> See Table 1

Implementing Rules and Regulations, it is stated that the CCC will carry out policies:

*To incorporate a gender-sensitive...perspective in all climate change and renewable energy efforts, plans and programs of the national government and LGUs...*<sup>14</sup>

The law also states that gender mainstreaming shall be included in the component of the National Strategy Framework and Program on Climate Change (NSFCC)<sup>15</sup>. Gender mainstreaming is also considered as one of the crosscutting strategies of the National Climate Change Action Plan (NCCAP) 2011-2028.



*Part of the NCCAP M&E Report for 2011-2016 is an assessment of how gender was mainstream in the NCCAP*

In 2018, the CCC has reconstituted its GAD Focal Point System (GFPS) under Office Order No. 2018-022 based on the Magna Carta of Women (RA9710). The Office Order states that the GFPS will catalyze and accelerate the mainstreaming of gender in the CCC.

Moreover, the Commission, through the Office of Commissioner Rachel Herrera, led the adoption of a Commission resolution on gender mainstreaming in climate change that aims to provide an enabling policy for national actions on gender and climate change.

At the international level, the CCC continues to support endeavors on gender and climate change, especially to the UNFCCC's development of a Gender Action Plan. On April 2019, it submitted its position to the UNFCCC Gender Action Plan Priority Area A and E.



*Philippine Progress Report on the implementation of BPfA for 2014-2019. Source: PCW*

The Commission has also led the *Environmental Conservation, Climate Action, and Resilience-building* overarching dimension of the BPfA+25 Philippine Progress Review. At the last Asia-Pacific Ministerial Review on the BPfA, the CCC plays an active role in ensuring that the gender-responsive strategies on climate change adaptation and mitigation to support the resilience and adaptive capacities of women and girls respond to and recover from the adverse impacts of climate change, including the humanitarian responses to slow-onset events attributed to climate change disasters at all levels is included in Asia

Pacific BPfA review text.

<sup>14</sup> Rule II Section 1 paragraph g of the CCC Commission Resolution No. 3, Revised Implementing Rules and Regulations (R-IRR) of Republic Act 9729, otherwise known as the Climate Change Act of 2009, as amended by Republic Act 10174

<sup>15</sup> Rule VIII Section 2 paragraph j of the CCC Commission Resolution No. 3, Revised Implementing Rules and Regulations (R-IRR) of Republic Act 9729, otherwise known as the Climate Change Act of 2009, as amended by Republic Act 10174

Despite the gender-responsive nature of CCC's policies, the continuous lack of a strategic framework or GAD Agenda was seen as a setback to the organization in setting out long-term goals for gender and climate change. Since the Commission is currently reviewing its Vision, Mission, Goals (VMG) and Results Framework (RF), it is a high time to check how gender perspectives can be included in its VMGs and RF.

There is a need for the CCC to incorporate gender issues based from the results of gender analyses in its PAPs to ensure that it bridges the gender inequality gap exacerbated by the changing climate. Also, a need for the CCC to enact policies on the use of gender-fair languages and images must be instituted.

## 2) People



*PCW assist the CCC in identifying its organizational-focused gender issues during the 2019's GAD Plan and Budget Training*

Among the four entry points used to assess the CCC, this dimension still received the highest rating for the previous years. Under this entry point, the CCC was able to institutionalize GAD interventions within the agency.

During this M&E period, it has been observed that the CCC designated strategic people in its GAD Focal Point System. Currently, Secretary Emmanuel M. De Guzman

spearheads the CCC-GFPS as the Chairperson, and the majority of its membership is composed of Chiefs of every Divisions and some key technical staff of the Commission.

A number of GFPS members were tapped as resource persons in the international gender and climate change discussions. Ms. Maria Victoria M. Evangelista, Executive Assistant V of OSEC<sup>16</sup> and National Gender and Climate Change Focal Point, served as a resource person on the UNFCCC Webinar on Gender and NDCs<sup>17</sup>. While, Ms. Sandee G. Recabar, IOD<sup>18</sup> Chief, presented the Philippine experience in gender mainstreaming its climate actions during the Global NDC Conference.

Mr. Joe Mari S. Francisco of IOD, shared the

*CCC presents an overview of Gender and Climate Change, and how the Philippines ensures that climate actions are gender-responsive*



<sup>16</sup> Office of the Secretary

<sup>17</sup> Nationally Determined Contributions

<sup>18</sup> Implementation Oversight Division

Philippines' good-practice in institutional partnership between the climate change and gender institutions to achieve Climate Resilience and Gender Equality during the Asia-Pacific Climate Week and Asia-Pacific Ministerial Review on the BPfA+25.

In terms of the GAD-related capacity-building trainings, the top management is supportive and allows the members to attend and to participate in GAD-related activities. On March 2018, 42 staff (26 female and 16 male) attended the Basic Gender Sensitivity Training, led by Assistant Secretary Romell Antonio O. Cuenca, Vice Chairperson of GFPS as one of the attendees.

Both internal and external clients of the CCC were able to articulate gender issues/needs in the development of the organizations PAPs. During the formulation of the NCCAP M&E report, various government agencies, including the PCW were consulted in the gathering of data and validation of the M&E results. As part of the NDC Development, the CCC invited government and non-government stakeholders to articulate and share their perspective on engendering the NDC.

In terms of women's representation in CCC, at least 29% of the top management, and 70% of CCC's employees were women, and 29% of CCC's top management. Pursuant to the Revised Implementing Rules and Regulations of the Climate Change Act, as amended, the Commission should have one woman Commissioner, and 30% of its National Panel of Technical Experts should be women.

Despite the positive outcomes of CCC in terms of this entry point, the organization has not fully trained all of its employees to basic GAD trainings and the use of Gender Analysis Tools. The CCC has not yet conducted deepening training to improve the knowledge of its in-house experts. Also, the collection of sex-disaggregated data have not been utilized for any recommended strategies to enhance GAD PAPs.



*CCC employees trained on the 2019's GAD Plan and Budget Training hosted by the CCC and PCW as part of the 2018-2019 CCC-PCW MOU*



### 3) Enabling Mechanism

In enabling mechanisms at the CCC, the Commission has already institutionalized partnerships on GAD, created special GAD mechanisms, started a GAD M&E process, and developed GAD knowledge products.

i. Enhanced partnerships on Gender and Climate Change

The CCC has regularly consulting its stakeholders and partnered with key agencies in the strategic implementation of its GAD PAPs. In November 2018, the CCC and PCW forged a Memorandum of Understanding for 2018-2019 to ensure the implementation of gender mainstreaming in the NCCAP and assist the CCC in building its capacity for engendering climate actions. Furthermore, the CCC initiated consultations with the UN Women, UNDP<sup>19</sup>, NDC Partnership, National Government Agencies, Peoples' Organization, Private Sector and Academe in the development of a gender-related Commission resolution, and NDC.

ii. Establishment Gender Focal Points to international climate organizations

To enhance gender mainstreaming in the CCC, the Commission designated gender focal points to the UNFCCC and Intergovernmental Panel on Climate Change (IPCC). These additional GAD mechanisms ensure that all gender-related decisions and issues are addressed within the UNFCCC and IPCC.

These other GAD institutions advanced the Philippines in the international Gender and Climate Change. In 2019, the two other GAD institutions have contributed in the (1) submission of Philippine position



<sup>19</sup> United Nations Development Programme



on the implementation of the UNFCCC GAP; and (2) development of the report on gender through the IPCC Task Group on Gender.

iii. Utilization of GAD Budget

In terms of GAD M&E process, the CCC has diligently used its GAD budget for 2019 to integrate GAD perspectives in the CCC for this reporting period. Based on the 2019 GAD Accomplishment Report, the CCC was able to utilize 5.9% of its budget for GAD.

iv. Initial development of Sex-Disaggregated Data

The CCC is still developing its Sex-Disaggregated (SDD) Database for climate action. The Commission begun with the development of an SDD disaggregation on all of its capacity-building delivered.

v. Knowledge Products and Platforms for Gender and Climate Change

For GAD knowledge products, the CCC was able to produce knowledge products and materials that have gender-related principles. The CCC Executive Briefer features information on the impacts of climate change, gender, and health.

In 2019, the CCC issued the NCCAP Monitoring and Evaluation Report 2011-2016, which contains an annex on the gender assessment of the NCCAP implementation.

Furthermore, the Commission continuously developed briefers, quick information note, on Gender and Climate Change initiatives of the Philippines.



CCC develops knowledge products on Gender and Climate Change to communicate how the Commission mainstream gender into its climate actions. Above pictures are briefers developed for CCC's Gender and Climate Change initiatives

*Challenges and Areas for Improvement in the Enabling Mechanism*

The challenges that arise in this area is the lack of a centralized sex-disaggregated database (SDD) which will house all sex-disaggregated statistics on climate change activities. The establishment of SDD will provide the needed evidence-based data on gender and climate change. Eventually, once SDD has been set-up, the CCC will be able to generate sector-specific knowledge products and analysis on GAD, and identify the gender-issues/gaps for appropriate intervention.

Aside from the lack of SDD, the CCC also can improve its institutionalization of other GAD mechanisms for its employees, like the Committee on Decorum and Investigation (CODI). The CODI will enable a platform to discuss matters of sexual harassment or gender-based violence in the workplace.

The CCC may also continue to increase its utilization of GAD budget, apart from merely complying with the 5% GAD budget requirement.

#### 4) PAPs

Among the four entry points, the Commission's PAP's have the lowest rating. With a lack of issued strategic agenda, a low number of program implementers who are knowledgeable in Gender and Climate Change, and PAPs that undergone HGDG<sup>20</sup> assessment, the Commission is constrained in implementing GAD-related activities.

Despite the low score result, there has been an increased in the CCC's effort has seen in Table 1. This is due to the support of top management and GFPS in mainstreaming gender through the conduct of CCC activities like climate negotiations, and Gender and Climate Change workshops.

The CCC also conducted consultation activities with internal and external clients to identify gender issues in the climate change sector through the NDC and BPfA+25 review. Moreover, the CCC also initiated consultation with the PCW, UNDP, UN Women, and relevant organizations on its GAD mainstreaming efforts.

As the CCC continues to integrate gender into its PAPs, the Commission should start the following actions on gender mainstreaming: (1) capacitating its program implementers on the GAD-related concepts and GAD analysis tools; (2) formulate CCC GAD Strategic framework/agenda; and (3) develop GAD modules on climate change. These sets of actions will ensure that a gender perspective is embedded in CCC's PAPs.



*CCC strives to mainstream GAD in all of its policies, programs, plans, and actions. In 2019, the CCC started the Gender Analysis and Consultation for the Nationally Determined Contribution (NDC), and hosted the Asia Pacific Regional Workshop on Mainstreaming Gender Equality in Agriculture and Energy*

<sup>20</sup> Harmonized GAD Guidelines – gender audit tool used to measure how gender-responsive an organization's PAPs and the allowable allocation of PAPs' budget to GAD

## Strengths & Areas for Improvement

The full list of CCC's strengths and areas for improvement on Gender Mainstreaming are presented in Table 2 below.

Entry Points	Strong points/areas	Areas for improvement
Policy	<ol style="list-style-type: none"> <li>1. Issued an Office Order No. 2018-022: Constitution of GAD Focal Point System (GFPS) based on RA 9710 or the Magna Carta of Women, Chapter VI Section 36.b.</li> <li>2. Issues broad statements supporting gender and climate change.</li> <li>3. Provisions on Gender and Women empowerment in the Climate Change Act of 2009</li> <li>4. GAD perspectives are integrated in all areas of the organizational/national plan, such as the NCCAP and NFSCC</li> <li>5. Adoption of a section specific Gender and Climate Change policy <i>i.e. Commission Resolution No. 2019-002</i></li> <li>6. At the international level, the CCC continues to support endeavors on gender and climate change</li> </ol>	<ol style="list-style-type: none"> <li>1. Issue policies articulating support to GAD mandates.</li> <li>2. Use gender-fair language and images in policy issuances.</li> <li>3. Develop and adopt GAD Agenda/Strategic framework.</li> <li>4. Use results of gender analysis in the development and/or enhancement of policies.</li> <li>5. Incorporate gender perspective in the CCC's Vision and Mission</li> </ol>
People	<ol style="list-style-type: none"> <li>1. Top management allowed key officials, GFPS and staff members to participate in GAD-related activities such as GAD workshop and UNFCCC negotiations.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase participation of Top management officials and staff in GAD Basic Trainings.</li> <li>2. Ensure that all program focals are</li> </ol>

	<p>2. Internal and external clients were able to articulate gender issues in the development of the organization's GAD PAPs especially during the conduct of NDC Development, Green Jobs Certification development, GCF &amp; PSF proposal evaluations, NSPP project activities and CCC Week Gender and Climate Change activities. The CCC also conducted an organization's meeting to discuss gender concerns in the organization.</p> <p>3. A gender-balance GFPS composition: 5 females and 5 males; and a strategic positions in the Commission and headed by the head of agency.</p> <p>4. Almost 70% out of the total number of employees are women.</p> <p>5. Both internal and external clients participated in the planning and implementation of the GAD organization's GAD PAPs.</p> <p>6. Top management was able to raise and receive support on GAD concerns from colleagues during a high-level meeting such as UNFCCC negotiations.</p> <p>7. CCC as one of the agencies of the Philippine Delegation to the Conference of Parties to the</p>	<p>trained on GA and the use of GA tools.</p> <p>3. All concerned staff should be trained in the importance of collecting SDD and gender statistics and utilize it for gender analysis and recommend strategies to enhance the organization's GAD PAPs.</p>
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	UNFCCC has raised gender concerns on the climate sector.	
Enabling Mechanisms	<ol style="list-style-type: none"> <li>1. The CCC initiated exploratory activities with PCW and other organizations to facilitate gender mainstreaming like the development of the Green Jobs Certification and Standard process, NDC consultations, NCCAP M&amp;E, GCF &amp; PSF reviews.</li> <li>2. The CCC forged a Memorandum of Understanding with PCW on gender and climate change</li> <li>3. The CCC designated Gender focal points to the UNFCCC and IPCC.</li> <li>4. Though not yet trained on SDD, the CCC already practiced the collection of SDD thru attendance sheets.</li> </ol>	<ol style="list-style-type: none"> <li>1. Aside from GFPS, and Gender focal points in the international level, the CCC is encouraged to establish other GAD mechanisms (e.g. CODI) that will address gender concerns of the organization.</li> <li>2. Collect SDD and gender statistics to be utilized on gender analysis.</li> <li>3. Make GAD database readily accessible to all stakeholders</li> <li>4. Establish a KM system on GAD and develop more KPs on GAD</li> <li>5. Increase CCC's utilization of its budget towards GAD.</li> </ol>
PAPs	<ol style="list-style-type: none"> <li>1. Integrated gender concerns during the conduct of CCC Week and UNFCCC negotiations, and NDC Development.</li> <li>2. Conducted consultation activities with internal and external clients to identify gender issues in the climate change sector and its corresponding strategies.</li> </ol>	<ol style="list-style-type: none"> <li>1. Formulate GAD Agenda/Strategic Framework</li> <li>2. Improve the GAD corner within the organization</li> <li>3. Develop a GPB based on the GAD Agenda, emerging gender issues,</li> </ol>

	<p>3. Initiated consultation with the PCW, other partner agencies and relevant organizations in its GAD mainstreaming efforts.</p> <p>4. Institutionalized and regularly updated its GAD corner in its website.</p>	<p>International/national GAD mandates and results of gender analysis through GA tools and collected SDD and gender statistics.</p> <p>4. Conduct deepening sessions on GAD for staff (not just for GFPS)</p> <p>5. Regularly monitor implementation of GAD mandates and PAPs</p> <p>6. Develop a sustainable action plan on GAD effort</p> <p>7. Incorporate gender perspective in the CCC's HR orientation module</p> <p>8. Conduct a gender impact evaluation and participatory M&amp;E process of the CCC PAPs</p>
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*Table 2: List of CCC's strong points and areas for improvement on based on GMEF*

## Conclusion & Recommendations

The Climate Change Commission has done a lot of work in 2019 to upscale its gender mainstreaming efforts from Level 2 to Level 3. In order to sustain this great momentum, the following are recommended ways forward to further the Commission's efforts on gender and climate change:

➤ **Enhancement of the CCC's GAD Focal Point System (GFPS)**

Given the developments and challenges on gender and climate change, the CCC needs to finalize its enhancement on the composition of the GFPS. Currently, the issues around gender and climate change is becoming technical and multi-faceted, that should be regularly monitored at the technical level. Thus, creating a GFPS-TWG composed of technical officers coming from each Division is strongly recommended. An oversight unit of the Commission must also be institutionalized as part the GFPS, so the regular monitoring and guidance from the Commissioners are provided.

Reiterating the recommendation in the 2018 GMEF report, the institutional reform below is being put for consideration:

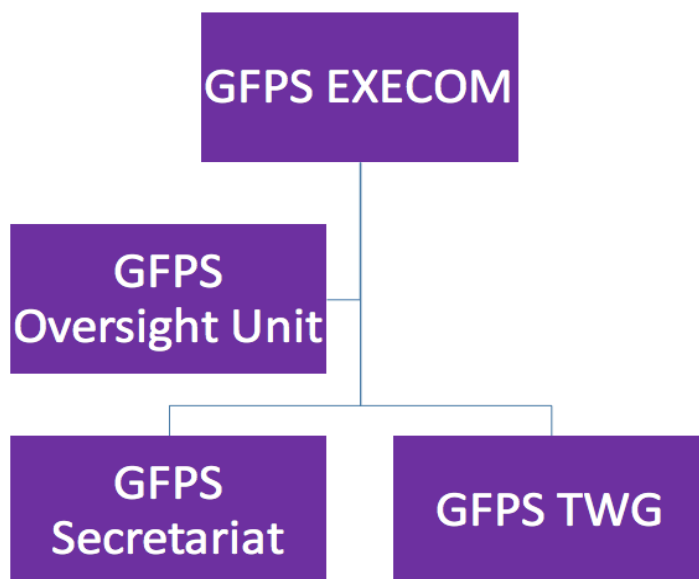


Figure 1: Proposed Climate Change Commission Gender Focal Point System

**GFPS Executive Committee** – composed of the CCC-CCO's top management that will provide strategic direction in the Commission's effort towards gender mainstreaming.

**GFPS Oversight Unit** – is a team headed by at least a Commissioner that will review, and monitor's the Commission's

programs, activities, and policy implementation of gender and climate change.

**GFPS Technical Working Group** – composed of at least (1) representative from the CCO's offices and divisions. Its main task is to recommend gender and climate change-related actions to the GFPS Executive Committee.

**GFPS Secretariat** – shall facilitate the meetings of the GFPS, and keeps the files, records, and other necessary GAD-related documents of the CCC. It is recommendatory that the Human Resources and Development Unit of the Administrative and Finance Division be the GFPS Secretariat.

➤ **GAD Agenda**

The GAD Agenda/Strategic Framework will provide a long-term policy direction of the CCC in terms of Gender and Climate Change. Its development will be the basis of the annual CCC GAD Plan and Budget, and the realization of full implementation of gender mainstreaming in climate actions.

The prescribed guidelines for developing the GAD Agenda and Strategic Framework is provided in the PCW Memorandum Circular 2018-04 on the *Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda*.

➤ **Revisit the GAD Plan and Budget**

Given the new developments in the CCC's priorities, current budget outlook and emerging gender concerns, it is recommended to subject all CCC's PAPs to HGDG assessment. This will provide an evidence-based information to the management on how gender-responsive CCC's PAPs are.

Also, this will help the Commission in identifying how much of the CCC's budget for PAPs can be allocated to the GAD Plan and Budget.

➤ **Continuing Capacity Building Initiatives on GAD**

It has been cited in this assessment that to capacitating CCC's staff on the GAD-related concepts are crucial in the successful mainstreaming of gender in the office. Thus, the following GAD trainings are needed to be conducted for the CCC employees:

➤ *Gender Sensitivity Trainings (GST)*

This training is designed to sensitize male and female on the basic concepts of sex and gender. The training aims to build a common understanding on gender roles and issues that exist in the society.

➤ *Gender fair language and images*

Using the PCW Gender fair language and images, this training will ensure that the CCC technical staff uses nonsexist language in the Commission's knowledge product and official documents.

➤ *Gender Analysis tools*

This training covers the know-how on the use of GMEF and Harmonized GAD Guidelines, which are necessary gender tools to assess the gender-responsiveness of certain PAPs.

➤ *Gender Statistics*



This training will provide knowledge and deeper understanding on collecting gender statistics on climate change. The training will also teach the staff on how to analyze gender-related statistics for appropriate interventions to gender issues.

➤ *GAD Training of Trainers*

This is an advance course of Gender and Development, wherein the PCW will provide specific GAD trainings for CCC key staff to build expertise on Gender and Climate Change. This capacity-building training aims to develop GAD experts on climate change within the CCC.

All of these capacity building trainings can be an area of further collaboration between the CCC and PCW.

Note: There will be an in-depth reporting on this capacity building training in a GAD Report based on the Commission's GAD Technical Needs Assessment.

➤ **Creation of Sex-Disaggregated Database**

Institutionalizing in the CCC the collection of sex-disaggregated data is central to the formulation and implementation of evidence-based policies affecting gender groups.

➤ **CCC PAPs should be gender-responsive**

To ensure that all CCC PAPs are gender-responsive, it is suggested that all CCC PAPs be subjected to a gender evaluation using the Harmonized GAD Guidelines (HGDG) of PCW. The HGDG is a tool used to determine the gender responsiveness of government projects and programs. Furthermore, the HGDG assessment help government agencies in checking the budget percentage of a PAP that can be allocated in the GAD Plan and Budget.

## ANNEX I – CCC GMEF SCORESHEET

Key Areas	Score
<b>Policy</b>	
1. Issuance of initial policies on GAD	5
2. Issuance of policies to mainstream GAD in the organization	3.34
3. Integration of GAD in the Organization's Policies	3.34
4. Updating and Continuous Enhancement of GAD Policies	1.67
5. Model GAD Policy	0
<i>Sub-Total:</i>	<b>13.35</b>
Level for Policy:	2
<b>People</b>	
1. For Establishing GFPS & GAD Champions/Advocates	3.72
2. For GAD Initiatives & Capacity Development Activities	4.56
3. For GAD Sponsorship & Related Programs	4.56
4. GAD Champions as Program Implementers	3.73
5. GAD Experts	2.5
<i>Sub-Total:</i>	<b>19.07</b>
Level for People:	3
<b>Enabling Mechanisms</b>	
1. Setting-up of Essential GAD Mechanisms	5
2. Functional GAD Mechanisms	5
3. Integration of GAD in the Organization's Mechanisms	3
4. Advanced GAD Structures and Systems	3
5. Model GAD Structures and Systems	0
<i>Sub-Total:</i>	<b>16</b>
Level for People:	3
<b>Programs, Activities and Projects (PAPs)</b>	
1. Initial Activities to facilitate GAD Mainstreaming	4.56
2. Establishing Commitment towards GAD Mainstreaming	2.79
3. GAD Application	2.84
4. GAD Commitment and Institutionalization	2.5
5. Model PAPs	0
<i>Sub-Total:</i>	<b>12.69</b>
Level for PAPs:	2
<b>TOTAL SCORE:</b>	<b>61.11</b>
<b>Over-all Level</b>	<b>3</b>

## **ANNEX II – GAD Focal Point System Directory**

### **B.1. The GFPS Directory**

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