

**REPUBLIC OF THE PHILIPPINES
PHILIPPINE COMMISSION ON WOMEN
REGIONAL GENDER AND DEVELOPMENT COMMITTEE – CARAGA REGION**

**TRAINING NEEDS ASSESSMENT FORM
For Potential CARAGA GAD Resource Pool**

Name	
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I. Membership to the GAD Focal Point System (for RLAs, SUCs and LGUs)

Are you a member of the GAD Focal Point System (GFPS)?	☐ Yes ☐ No
Current designation in the GFPS (e.g., Chair, Execom, TWG member, etc.)	
No. of years of membership in the GAD Focal Point (regardless of designated position in the GFPS)	

II. Familiarity on 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.

A. GAD CONCEPTS				
1. GAD Planning and Budgeting	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
2. Gender Analysis	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
3. Gender and Development (GAD)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
4. Gender Discrimination	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
5. Gender Equality	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs

6. Gender Equity	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
7. Gender Mainstreaming	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
8. Gender Perspective	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
9. Gender Stereotypes	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
10. Sex and Gender	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the concepts and knowledge to others and is able to easily apply it to work/outputs
B. GAD POLICIES AND MANDATES				
1. Convention on the Elimination of All Forms of Discrimination Against Women (UN CEDAW)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
2. Beijing Platform for Action (BPfA)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
3. Sustainable Development Goals (SDGs)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
4. Philippine Plan for Gender-Responsive Development, (1995-2025)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
5. Section on GAD in the General Appropriations Act	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs

6. Republic Act 7192 (Women in Development and Nation Building Act of 1992)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
7. Republic Act 7877 (Anti- Sexual Harassment Act of 1997)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
8. Republic Act 8353 and 8505 (Anti-Rape Law of 1997 and Rape Victims Assistance and Protection Act of 1998)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
9. Republic Act 9262 (Anti Violence against Women and their Children Act of 2004)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
10. Republic Act 9710 (Magna Carta of Women)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
11. Republic Act 10354 (Responsible Parenthood and Reproductive Health Act of 2012)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
12. Republic Act 10364 (Expanded Anti- Trafficking against Persons Act of 2012)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
13. Republic Act 10398 (Anti- VAW Consciousness Day of 2012)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
14. PCW Memorandum Circular 2009-01 (Gender and Development Code)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the

				concept to work/outputs
15. Memorandum Circular 2011-01:(Guidelines for the Creation, Strengthening and Institutionalization of the Gender and Development (GAD) Focal Point System)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
16. Joint Circular 2012-01: (Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
17. Joint Memorandum Circular 2013-01: (Guidelines on the Localization of the Magna Carta of Women)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs and is able to easily apply it to work/outputs
18. Joint Memorandum Circular 2016-01: Amendments to JMC NO. 2013-01: (Guidelines on the Localization of the Magna Carta of Women)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
19. 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 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
20. COA Circular 2014-001: (Revised Guidelines in the Audit of Gender and Development (GAD) Funds and Activities in Government Agencies)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs

21. CHED Memorandum Order 2015-01: (Establishing the Policies and Guidelines on GAD in the Commission on Higher Education and Higher Education Institutions)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the elements/provision of the policy/mandates to others and is able to easily apply the concept to work/outputs
C. GAD TOOLS				
1. 24-hour Activity Profile	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the skills and knowledge to others and is able to easily apply it to work/outputs
2. Gender Gap Analysis Tool at the Community Level	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the skills and knowledge to others and is able to easily apply it to work/outputs
3. Harmonized Gender and Development (GAD) Guidelines	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the skills and knowledge to others and is able to easily apply it to work/outputs
4. Gender Mainstreaming Evaluation Framework (GMEF)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the skills and knowledge to others and is able to easily apply it to work/outputs
5. Gender Responsive LGU Ka Ba? Tool (Gerl Ka Ba? Tool)	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the skills and knowledge to others and is able to easily apply it to work/outputs
6. ILO-Participatory Gender Audit	1 Know little about it	2 Confident to talk about it	3 Can apply it to work/output deliverables	4 Proficient in teaching the skills and knowledge to others and is able to easily apply it to work/outputs

III. APPLICATION OF TOOLS

Assess yourself on how do you apply GA tools and identify the difficulties encountered while applying the tools and the solutions you made in response to such difficulties. In the result column, give outputs or outcomes brought about by the application of tools (See example below). You can tick more than one.

Example:

Tool	Application						Difficulties (Please specify issues and challenges encountered while applying the tool)	Solutions (Please specify solutions made in response to difficulties encountered while applying the tool)	Result (Please specify outputs/outcomes)
	Planning and Budgeting	Policy Review and Enhancements	Program/Project development/Enhancement	Program/Project Monitoring/Evaluation	Technical Assistance/Training	Tools development for the agency/sector			

HGDG	E X A M P L E						The project does not have a corresponding sector specific checklist	➤ Used the generic checklist or Box 7a. instead	➤ GPB, Strat Plan ➤ Supplemental enabling policies, policy recommendation ➤ Technical staff trained on HGDG ➤ Gender-responsive Checklist for the Tourism Sector
	☐	☐	☒	☐	☐	☐			

Tool	Application						Difficulties (Please specify issues and challenges encountered while applying the tool)	Solutions (Please specify solutions made in response to difficulties encountered while applying the tool)	Result (Please specify outputs/outcomes)
	Planning and Budgeting	Policy Review and Enhancements	Program/Project development/enhancement	Program/Project Monitoring / Evaluation	Technical Assistance/ Training	Tools development for the agency /sector			
GMEF	☐	☐	☐	☐	☐	☐			
HGDG	☐	☐	☐	☐	☐	☐			
GeRI Ka Ba? Tool	☐	☐	☐	☐	☐	☐			
Other Gender Analysis (GA) Tools (Please Specify)									
	☐	☐	☐	☐	☐	☐			
	☐	☐	☐	☐	☐	☐			
	☐	☐	☐	☐	☐	☐			

IV. OTHER TRAININGS/CAPACITY DEVELOPMENT ACTIVITIES NEEDED

In order to gain more knowledge in the area you would like to specialize in, what other training would be beneficial to you, list all can think of.

- 1.
- 2.
- 3.
- 4.
- 5.