



Republika ng Pilipinas
DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT
Regional Government Center, Carig, Tuguegarao City, Cagayan
<http://region2.dilg.gov.ph>

March 18, 2022

USEC. MARJORIE N. JALOSJOS

Undersecretary for Mindanao Affairs and Special Concerns
Chairperson, DILG GAD Focal Point
Department of the Interior and Local Government
DILG-NAPOLCOM Center,
EDSA Corner Quezon Avenue,
Quezon City

ATTENTION: **MS. MARIA VIRNA V. STA. MINA**
Chief, Planning and Programming Division

MA'AM:

We are respectfully submitting the attached Accomplished Gender Mainstreaming Evaluation Framework (GMEF) DILG R2 for CY 2021 for your record and reference.

The attached Means of Verifications (MOVs) can be accessed thru this link:
<https://bit.ly/3CSytlP>.

Our warmest regards!

Very truly yours,

(sgd.)
JONATHAN PAUL M. LEUSEN, JR., CESO III
Regional Director

FAD/PSIBS/GTM/MCD

RO2-FAD-2022-03-18-021

GMEF SCORESHEET

Name of Organization Assessed: Department of the Interior and Local Government

Date Administered: March 18, 2022

Inclusive Period of Assessment: January to December 2021

Key Areas	Score
Policy	
1. Issuance of initial policies on GAD	5.01
2. Issuance of policies to mainstream GAD in the organization	5.01
3. Integration of GAD in the Organization's Policies	5.01
4. Updating and Continuous Enhancement of GAD Policies	5.01
5. Model GAD Policy	0
<i>Sub-Total:</i>	<i>20.04</i>
<i>Level for Policy:</i>	
People	
1. For Establishing GFPS & GAD Champions/Advocates	4.98
2. For GAD Initiatives & Capacity Development Activities	4.98
3. For GAD Sponsorship & Related Programs	4.98
4. GAD Champions as Program Implementers	4.98
5. GAD Experts	1.67
<i>Sub-Total:</i>	<i>21.59</i>
<i>Level for People:</i>	
Enabling Mechanisms	
1. Setting-up of Essential GAD Mechanisms	5.01
2. Functional GAD Mechanisms	6.34
3. Integration of GAD in the Organization's Mechanisms	2
4. Advanced GAD Structures and Systems	2.5
5. Model GAD Structures and Systems	1.5
<i>Sub-Total:</i>	<i>17.35</i>
<i>Level for Enabling Mechanisms:</i>	
Programs, Activities and Projects (PAPs)	
1. Initial Activities to Facilitate GAD Mainstreaming	4.15
2. Establishing Commitment towards GAD Mainstreaming	4.34
3. GAD Application	3.55
4. GAD Commitment and Institutionalization	3
5. Model PAPs	2.5
<i>Sub-Total:</i>	<i>17.54</i>
<i>Level for PAPs:</i>	
TOTAL SCORE	76.52
Overall Level	

POLICY ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
1. Issuance of Foundational Policies (max score: 5; for each item or question, 1.67)						
1.1 Has the organization issued policies articulating support to GAD mandates and establishing the essential elements of GAD Planning and Budgeting? <i>(possible scores are 0, 0.83 and 1.67)</i>	No policy/policies articulating support to GAD mandates and establishing essential elements of GAD planning and budgeting issued	Policy/policies articulating support to GAD mandates and establishing at least one (1) essential element of GAD planning and budgeting issued	Policy/policies articulating support to GAD mandates and establishing all four essential elements of GAD planning and budgeting issued	1.67	Policy Title	Purpose/ Subject Matter
					Regional Circular No. 2018-13	Gender and Development (GAD) Policy of DILG RO2
					<i>(Please see attached RC No. 2018-13)</i>	
1.2 Has the organization conducted a review of existing policies for consistency with emerging GAD issues? <i>(possible scores are 0, 0.83 and 1.67)</i>	No policy reviewed	Some existing policies reviewed but no new policies re-issued and/or revised	Some existing policies reviewed, revised and re-issued	1.67	Title	Purpose/ Subject Matter
					RO No.: 2021-318	Reconstitution of the DILG R2 Gender and Development Focal Point System
					<i>(Please see attached RO No.2021-318)</i>	
1.3 Has the organization issued broad statements of intentions or aspirations reflecting its support for GAD-related activities? <i>(possible scores are 0, 0.83 and 1.67)</i>	No broad statement supporting GAD-related activities issued	1-2 broad statements supporting GAD-related activities issued	3 or more broad statements supporting GAD-related activities issued	1.67	Title	Purpose/ Subject Matter
					Memoranda	Dissemination GAD Activities
Sub-total GMEF Score (Level 1 Policy)				5.01		

POLICY ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks		
	NO	PARTLY	YES		Title	Type	Purpose/ Subject Matter
2. Issuance of Policies to mainstream GAD in the Organization (max score: 5; for each item or question, 1.67)							
2.1 Has the organization issued policies reflecting its interest for gender mainstreaming? (possible scores are 0, 0.83 and 1.67)	No policy reflecting the organization's interest for gender mainstreaming issued	1-2 policies reflecting the organization's interest for gender mainstreaming issued	3 or more policies reflecting the organization's interest for gender mainstreaming issued	1.67	Strengthening Capacity of DILG CO and RO Officers on Gender Mainstreaming in the Planning Process (Please attached Certificate of Participation)	Attendance to GAD Workshops/Trainings	Capacity development of GFPS
2.2 Has the organization issued policies addressing the gender needs of the clients (internal and external)? (possible scores are 0, 0.83 and 1.67)	No policy reflecting gender needs of internal and/or external clients issued	1-2 policies reflecting gender needs of internal and/or external clients issued	3 or more policies reflecting gender needs of internal and/or external clients issued	1.67	The top management, thru the Executive Committee addressed the issue of lactating mothers on the provision of a breastfeeding corner in order to provide a safe and comfortable space for lactating mothers. (Please see attached excerpts of the Execom Meeting.)		
2.3 Has the organization used gender-fair language and images in its policy issuances? (possible scores are 0, 0.83 and 1.67)	Gender-fair language and images not yet used in policy issuances	Gender-fair language and images used in some policy issuances	Gender-fair language and images used in all policy issuances	1.67	DILG R2 thru its issuances used gender-fair language and images in its policy issuance. (Please see attached Regional Orders, Memoranda, and other issuances.)		
Sub-total GMEF Score (Level 2 Policy)				5.01			

POLICY ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE							
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks		
	NO	PARTLY	YES				
3. Integration of GAD in the Organization's Policies (max score: 5; for each item or question, 1.67)							
3.1 Has the organization adopted a GAD Agenda/Strategic Framework? (possible scores are 0, 0.83 and 1.67)	No GAD Agenda/Strategic Framework formulated	GAD Agenda/Strategic Framework formulated but not adopted by management	GAD Agenda/Strategic Framework formulated and adopted by management	1.67	(Please see GAD Agenda for 2021)		
3.2 Has the organization integrated GAD perspective in its organizational and/or national/sectoral plan/s? (possible scores are 0, 0.83 and 1.67)	GAD perspective not yet integrated in organizational and/or national/sectoral plan/s	GAD perspective integrated in selected areas of the organizational and/or national/sectoral plan/s	GAD perspective integrated in all areas of the organizational and/or national/sectoral plan/s		1.67	Title	Type
						Annual Operating Budget and Plan 2021	
				GAD Plan and Budget for 2021			
					(Please see attached AOPB and GAD Annual Plan and Budget)		
3.3 Has the organization formulated organizational/national/sectoral policies on GAD? (possible scores are 0, 0.83 and 1.67)	No organizational/national/sectoral policies on GAD issued	1-2 organizational/national/sectoral policies on GAD issued	3 or more organizational/national/sectoral policies on GAD issued	1.67	Title	Purpose/ Subject Matter	
					Establishment of VAW Desk;	Memoranda	For dissemination and implementation
Sub-total GMEF Score (Level 3 Policy)				5.01			

POLICY ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

4. Updating and Continuous Enhancement of GAD Policies (max score: 5; for each item or question, 1.67)

4.1 Has the organization's GAD policy/policies resulted in bridging gender gaps of its clients (internal and external)? (possible scores are 0, 0.83 and 1.67)	No gender gaps addressed by GAD policy/policies	Gender gaps of either internal and/or external clients are addressed by 1-2 GAD policies	Gender gaps of either internal and/or external clients are addressed by 3 or more GAD policies	1.67	Title of GAD Policy Issued	Intended Client/Beneficiaries	Gender Gaps Addressed
					Guidelines on the Localization of the Magna Carta of Women	External Clients	Based on PCW-DILG-DBM-NEDA JMC 2013 01 and JMC 2016-01 the DILG Regional/Provincial/City/Municipal Offices shall review and endorse LGU
					Regional Circular No. 2021-318 (Please see attached GAD Accomplishment Reports)	DILG R2 Internal Clients	Based on GAD Focal Point System (GFPS) Profile Form, GAD FPS lack Gender Sensitivity Training and capacities to mainstream GAD in PPAs for organic personnel
4.2 Has the organization used the results of gender analysis in the development and/or enhancement of policies? (possible scores are 0, 0.83, and 1.67)	Results of gender analysis was not used in the development and/or enhancement of policies	Results of gender analysis used in the development and/or enhancement of 1-2 policies	Results of gender analysis used in the development and/or enhancement of 3 or more policies	1.67	Policy/Guidelines and/or Documents		GMEF (Please see attached GMEF for 2018-2020)
4.3 Has the organization integrated GAD perspective in its Vision, Mission and Goals? (possible scores are 0, 0.83, and 1.67)	GAD perspective not yet integrated in the Vision, Mission or Goals	GAD perspective integrated in either the Vision, Mission or Goals	GAD perspective integrated in the Vision, Mission and Goals	1.67	Existing GAD Policies and Guidelines		(Please see attached Vision, Mission, and Goals of DILG)
Sub-total GMEF Score (Level 4 Policy)				5.01			

5. Model GAD Policies (max score: 5; for each item or question, 5)

5.1 Has the organization's GAD policies been used as model/standard by other organizations? (possible scores are 0, 2.5 and 5)	Other organizations have not used the organization's policy/policies as model or standard	1-2 organization/s have used the organization's policy/policies as model/standard	3 or more organizations have used the organization's policy/policies as model/standard	0	GAD Policy	Organization/Agency Adopting/ Replicating	Remarks
Sub-total GMEF Score (Level 5 Policy)				0			
TOTAL GMEF SCORE (POLICY)				20.04			

PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
1. On the Establishment of GFPS & GAD Champions/Advocates (max score: 5; for each item or question, .083)						
1.1 Has the organization designated people in strategic positions as members of its GAD Focal Point System (GFPS)? (possible scores are 0, 0.41, and 0.83)	The organization has yet to identify key people to be members of its GFPS	Some members of the GFPS occupy strategic positions in the organization	Majority of the members of the GFPS occupy strategic positions in the organization	0.83	(Please see attached Regional Order No.2021-318)	
1.2 Have the organization's GAD Focal Point System (GFPS) members attended appropriate and relevant training on GAD? (possible scores are 0, 0.41, and 0.83)	GFPS members have not attended any of the basic GAD training	GFPS members attended 1-2 basic GAD training	GFPS members attended all three basic GAD training	0.83	Title of GAD Training	Trainer/ Institutional Provider
					Strengthening Capacity of DILG CO and RO Officers on Gender Mainstreaming in the Planning Process (Please attached Certificates of Participation of the GFPS)	DILG CO
						CY 2021
1.3 Has the organization's top management attended Basic GAD Orientation or Gender Sensitivity Training (GST)? (possible scores are 0, 0.41, and 0.83)	Top management has not yet attended Basic GAD Orientation or GST	Only selected members of the top management attended Basic GAD Orientation or GST	All top management officials have attended Basic GAD Orientation or GST	0.83	Name of Top Management Official	Trainer/ Institutional Provider
					Jonathan Paul M. Leusen, Jr., CESO III	RGADC2
1.4 Have the organization's staff members been oriented on GAD? (possible scores are 0, 0.41, and 0.83)	Less than 50% of the organization's staff members have attended Basic GAD Orientation or GST	50-99% of the organization's staff members have attended Basic GAD Orientation or GST	100% of the organization's staff members have attended Basic GAD Orientation or GST	0.83	(Please see attached Post-activity Report of 121st Celebration of Civil Service Anniversary cum Family Day cum GAD Orientation of DILG R2 personnel)	

PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks
	NO	PARTLY	YES		
1. On the Establishment of GFPS & GAD Champions/Advocates (max score: 5; for each item or question, .083)					
1.5 Are the organization's top management and GAD Focal Point System (GFPS) members aware and conscious of GAD-related policies and mandates? (possible scores are 0, 0.41, and 0.83)	Top management and GFPS members are not yet aware and conscious of GAD-related policies and mandates	Some GFPS members are aware and conscious of GAD-related policies and mandates	Some top management and all GFPS members are aware and conscious of GAD-related policies and mandates	0.83	The top management approves and directs the implementation of GAD-related activities, allows staff to participate in GAD-related activities, supports appointment of qualified women to management positions, allows to avail scholarship programs, etc.
1.6 Does the organization's top management allow staff members to participate in GAD-related activities? (possible scores are 0, 0.41, and 0.83)	Top management does not allow staff members to participate in GAD-related activities	Top management allows only the GFPS members to participate in GAD-related activities	Top management allows all key officials, GFPS members and staff members to participate in GAD-related activities	0.83	
Sub-total GMEF Score (Level 1 People)				4.98	
2. GAD Initiatives & Capacity Development Activities (max score: 5; for each item: 0.83)					
2.1 Does the top management direct the implementation of the GAD Plan and Budget (GPB) of the organization? (possible scores are 0, 0.41, and 0.83)	Top management does not direct GPB implementation	Top management approves GPB but not visible during critical/significant GAD activities	Top management approves GPB and attends critical/significant GAD activities	0.83	(Please attached Terminal Report)

PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE								
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks			
	NO	PARTLY	YES		Title of GA Training	Participants	Trainer/ Provider	Date
2.2 Are program implementers trained on gender analysis (GA) and the use of gender analysis (GA) tools? <i>(possible scores are 0, 0.41, and 0.83)</i>	Program implementers not yet trained on GA and use of GA tools	Only selected program implementers are trained on GA and use of GA tools	All program implementers are trained on GA and use of GA tools	0.83	1ST Cagayan Valley Online GFPS Assembly	GFPS	PCW with RGADC	June 21 and 28, 2022
2.3 Are concerned staff members trained in the importance of collecting sex-disaggregated data (SDD) and gender statistics? <i>(possible scores are 0, 0.41, and 0.83)</i>	Concerned staff members are not yet trained in the importance of collecting SDD and gender statistics	Concerned staff members are trained in the importance of collecting SDD and gender statistics	Concerned staff members are trained in the importance of collecting SDD and gender statistics, and are collecting them	0.83	<i>(Please see attached Terminal Report)</i>			
2.4 Are male employees involved and appreciative of the organization's GAD PAPs? <i>(possible scores are 0, 0.41, and 0.83)</i>	Male employees do not participate in the organization's GAD PAPs	Male employees participate in the organization's GAD PAPs	Male employees initiate and participate in the organization's GAD PAPs	0.83	GAD PAPs	All male employees participate in GAD PAPs specifically the C/MLGOOs who review GAD Plan and Budget of the LGUs.	Type of Involvement of Male Employees Reviewer	Participants All concerned personnel
2.5 Are clients (internal and external) aware of the GAD efforts of the organization? <i>(possible scores are 0, 0.41, and 0.83)</i>	Clients are not yet oriented on the GAD efforts of the organization	Either internal or external clients are oriented on the GAD efforts of the organization	Both internal and external clients are oriented on the GAD efforts of the organization	0.83	Activity	Publication and Website	Targeted Audience	Date Conducted
					Provision of Technical Assistance to LGUs <i>(Please see attached Terminal Report)</i>	LGUs	All clients	Regularly conducted
								Different Dates in 2019

PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks								
	NO	PARTLY	YES										
2.6 Are the clients (internal and external) able to articulate their gender needs/issues in the development of the organization's GAD PAPs? (possible scores are 0, 0.41, and 0.83)	Clients (internal and external) are not able to articulate gender needs/issues in the development of the organization's GAD PAPs	Either internal or external clients are able to articulate gender issues/needs in the development of the organization's GAD PAPs	Both internal and external clients are able to articulate gender issues/needs in the development of the organization's GAD PAPs	0.83	Internal clients: Establishment of Breastfeeding Section; External Client-Technical Assistance Requests of LGUs (Please see attached Certifications)								
Sub-total GMEF Score (Level 2 People)					4.98								
3. GAD Sponsorship & Related Programs (max score: 5; for each item: .83)													
3.1 Does the top management direct the integration of GAD perspective in the organization's programs/activities/projects (PAPs) and performance indicators? (possible scores are 0, 0.41, and 0.83)	No initial discussion among top management officials on the integration of GAD perspective in the organization's PAPs and performance indicators	With initial discussion among top management officials regarding integration of GAD perspective in the organization's PAPs and performance indicators	Top management issued directive/s to integrate GAD perspective in the organization's PAPs and performance indicators	0.83	(Please see MOV 1.1, 2.2, 3.3, 4.1; Attached DILG R2 HRMSPP)								
3.2 Are the GFPS members and program implementers able to integrate GAD perspective in the development of the organization's programs/activities/projects (PAPs)? (possible scores are 0, 0.41, and .83)	GFPS members and program implementers are not yet able to integrate GAD perspective in the development of the organization's PAPs	Either GFPS members or program implementers are able to integrate GAD perspective in the development of the organization's PAPs	Both the GFPS members and program implementers are able to integrate GAD perspective in the development of the organization's PAPs	0.83	<table><tr><th>Responsible Unit</th><th>Type</th><th>Purpose/ Subject Matter</th><th>Date Issued</th></tr><tr><td>Training Provider</td><td>Technical Assistance</td><td></td><td></td></tr></table> (Please attached OPCR, IPCR of GFPS and GAD Plan and Budget)	Responsible Unit	Type	Purpose/ Subject Matter	Date Issued	Training Provider	Technical Assistance		
Responsible Unit	Type	Purpose/ Subject Matter	Date Issued										
Training Provider	Technical Assistance												

PEOPLE ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks												
	NO	PARTLY	YES														
4. GAD Champions as Program Implementers (max score: 5; for each item: 0.83)																	
4.3 Are concerned staff members able to adjust GAD PAPs to address emerging gender issues? (possible scores are 0, 0.41 and 0.83)	Concerned staff members not able to adjust GAD PAPs to address emerging gender issues	Concerned staff members able to identify emerging gender issues but are not capable of addressing them	Concerned staff members able to identify and adjust GAD PAPs to address emerging gender issues	0.83	<table><tr><td>Title of Adjusted GAD PAPs</td><td>Emerging Gender Issues Addressed</td><td>Unit/Concerned Staff Responsible</td></tr><tr><td>Reconstitution of GFPS(internal)</td><td>Change of GAD Focal Persons</td><td>DILG R2</td></tr></table>	Title of Adjusted GAD PAPs	Emerging Gender Issues Addressed	Unit/Concerned Staff Responsible	Reconstitution of GFPS(internal)	Change of GAD Focal Persons	DILG R2						
Title of Adjusted GAD PAPs	Emerging Gender Issues Addressed	Unit/Concerned Staff Responsible															
Reconstitution of GFPS(internal)	Change of GAD Focal Persons	DILG R2															
4.4 Do top management and concerned staff members reflect GAD functions in their performance contracts or terms of reference (TORs)? (possible scores are 0, 0.41 and 0.83)	GAD is not reflected in the performance contracts or TORs of both top management and concerned staff members	GAD reflected in the performance contracts or TORs of either top management or concerned staff members	GAD reflected in the performance contracts or TORs of both top management or concerned staff members	0.83	(Please see attached OPCR; D/IPCRs of top management)												
4.5 Are concerned staff members able to develop tools and/or knowledge products (KPs) on GAD? (possible scores are 0, 0.41 and 0.83)	Concerned staff members not yet able to develop GAD tools and KPs on GAD	Concerned staff members develop GAD tools and KPs on GAD with assistance from external GAD experts/resource persons	Concerned staff members develop GAD tools and KPs on GAD on their own	0.83	<table><tr><td>GAD Tools and/or KPs Developed</td><td>Purpose</td><td>Name and Designation of GAD experts tapped for assistance</td></tr><tr><td>Infographics</td><td>IEC</td><td>GFPS</td></tr><tr><td>Website</td><td>IEC</td><td>GFPS</td></tr><tr><td>Facebook</td><td>IEC</td><td>GFPS</td></tr></table>	GAD Tools and/or KPs Developed	Purpose	Name and Designation of GAD experts tapped for assistance	Infographics	IEC	GFPS	Website	IEC	GFPS	Facebook	IEC	GFPS
GAD Tools and/or KPs Developed	Purpose	Name and Designation of GAD experts tapped for assistance															
Infographics	IEC	GFPS															
Website	IEC	GFPS															
Facebook	IEC	GFPS															
4.6 Are clients (internal and external) able to participate in 3 or more levels of the development planning cycle of the organization's GAD PAPs? (possible scores are 0, 0.41 and 0.83)	No participation from clients in all levels of the development planning cycle of the organization's GAD PAPs	Either internal or external clients have participated in 1-2 levels of the development planning cycle of the organization's GAD PAPs	Both internal and external clients have participated in all levels of the development planning cycle of the organization's GAD PAPs	0.83	Planning- CSO Participation; (LGMED): Monitoring and Evaluation aspect/accomplishments of GAD related PPAs;Monitoring of LCPC functionality, review and submission of GAD plan and budget, GAD AR(FDP related), VAW desk functionality, mainstreaming gender perspectives in PDPPP/clup/cdpaip/ela; GAD Plan and Budget; Annual Review of LGU GAD Plan and Budget as enrolled QMS Process; RPDMU: Preparation of MWSSP (Please attached MOVs)												
Sub-total GMEF Score (Level 4 People)				4.98													

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
1. Setting up of Essential GAD Mechanisms (max score: 5; for each item or question, 1.67)						
1.1 Has the organization created/reconstituted its GAD Focal Point System (GFPS) in accordance with Magna Carta of Women Implementing Rules and Regulations (MCW IRR) Sec. 37-C and other pertinent policies issued by oversight agencies? <i>(possible scores are 0, 0.83, and 1.67)</i>	GFPS not created/reconstituted in accordance with MCW IRR Sec 37-C and pertinent policies issued by concerned oversight agencies	GFPS or similar GAD mechanism created/reconstituted in the central office and/or selected regional and/or attached agencies/offices only	GFPS or similar GAD mechanism created/reconstituted in the central office and all regional offices and attached agencies	1.67	(Please see attached RO)	
1.2 Has the organization initiated exploratory activities with the Philippine Commission on Women (PCW) or other agencies/LGUs, institutions and/or individuals to facilitate gender mainstreaming? <i>(possible scores are 0, 0.83 and 1.67)</i>	No exploratory activities initiated at all	Organization conducted initial meetings/consultations with PCW, organizations and/or individuals to facilitate gender mainstreaming	Organization initiated exploratory activity/activities with PCW, organizations and/or individuals to facilitate gender mainstreaming		List of Organizations/Individuals	Exploratory Activities Conducted
						Gender responsiveness of BUB-AM
				1.67	(Please see attached Terminal Report)	
						Remarks

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS								
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks			
	NO	PARTLY	YES					
1.3 Has the organization collected information towards the establishment of the sex-disaggregated database and enhancement of its M&E system? <i>(possible scores are 0, 0.83, and 1.67)</i>	No information collected	Data and information collected but are not yet disaggregated by sex	Intake forms developed and used to collect sex-disaggregated data or gender statistics	1.67	Logbook of visitors; Website Visitors; Attendance Sheet of Activities (memo and format); LOPDS c/o LGMED; BOIS (c/o LGMED); ISO List of trainings of personnel c/o personnel			
Sub-total GMEF Score				5.01				
2. Functional GAD Mechanisms (max score: 5; for each item or question, 1)								
2.1 Does the organization have a functional GAD Focal Point System based on the provisions of the guidelines issued by relevant oversight agencies? (e.g. PCW MC 2011-01 for NGAs, JMC 2013-01 for LGUs and CHED MO 2015-01 for SUCs) <i>(possible scores are 0, 0.5 and 1)</i>	No functional GFPS based on the provisions of the guidelines issued by relevant oversight agencies	GFPS performing limited functions based on the provisions of the guidelines issued by relevant oversight agencies	GFPS members actively performing all the functions based on the provisions of guidelines issued by relevant oversight agencies	1.67	RO GFPS			
2.2 Has the organization established other	No other GAD mechanism established	1 other GAD mechanism established	2 or more other GAD mechanisms		Other GAD Mechanism/s Established	Function/s	Members	Date Established

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
individuals been established towards the conduct of GAD-related PAPs for the organization? (possible scores are 0, 0.5 and 1)	and/or individuals towards the conduct of GAD-related PAPs	institutions and/or individuals towards the conduct of GAD-related PAPs	agencies/LGUs, institutions and/or individuals towards the conduct of GAD-related PAPs	1	MSAC: LGCDD; Quirino :synchronized review of Gad plan ; Technical Assistance to LGUs	
2.5. Is the organization able to collect or generate sex-disaggregated data (SDD) and/or gender statistics*? (possible scores are 0, 0.5 and 1)	No effort from the organization yet to collect or generate SDD and/or gender statistics	Organization is in the process of collecting or generating SDD and/or gender statistics	Organization collecting and generating SDD and/or gender statistics	1	same with database MOV	
Sub-total GMEF Score				6.34		

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks
	NO	PARTLY	YES		
3. Integration of GAD in the Organization's Mechanisms (max score: 5; for each item or question, 1)					
3.1 Do the organization's other GAD mechanisms coordinate, monitor and report the progress of the implementation of its functions? (possible scores are 0, 0.5 and 1)	Other GAD mechanisms established but not functional	Other GAD mechanisms coordinate and monitor progress of implementation but do not generate status/progress report	Other GAD mechanisms coordinate, monitor and generate status/progress report of implementation	1	Presentation of Accomplishment ; RPMT Meetings
3.2 Has the organization utilized 30% or more of its total budget* to implement GAD PAPs? (possible scores are 0, 0.5 and 1) *refers to the total GAA of NGAs and LGUs or COB for GOCCs	Organization utilized 5% or less of total budget to implement GAD PAPs	Organization utilized 6-29% of total budget to implement GAD PAPs	Organization utilized 30% or more of total budget to implement GAD PAPs	1	
3.3 Has the organization judiciously utilized its GAD budget to implement GAD activities based on its GPB? (possible scores are 0, 0.5 and 1)	With AOM indicating non-utilization of at least 5% of its budget for GAD or Notice of Disallowance from COA with no justification from the organization	With AOM indicating non-utilization of at least 5% of its budget for GAD with acceptable justification from the organization	With AOM commending the judicious use of GAD funds or no AOM from COA indicating non-utilization of at least 5% of its budget for GAD		GAD AR

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks			
	NO	PARTLY	YES		Name of Partner Agency/ Institution/ Individual	GAD Effort Implemented	Type of Engagement	Inclusive Dates
3.4 Has the organization partnered with agencies/ LGUs, institutions and/or individuals towards the strategic implementation of its GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i>	Has not partnered with other organizations towards the strategic implementation of GAD PAPs	Partnered with 1 organization towards the strategic implementation of GAD PAPs	Partnered with 2 or more organizations towards the strategic implementation of GAD PAPs		MSAC : LGCDD; Quirino: Synchronized Review of GAD Plan ;Technical Assistance			
3.5 Is the organization utilizing sex-disaggregated data and/or gender statistics in the development planning cycle (planning, implementation and management and monitoring and evaluation)? <i>(possible scores are 0, 0.5 and 1)</i>	No SDD or gender statistics utilized in the development planning cycle	SDD and/or gender statistics utilized in 1-2 stages of the development planning cycle	SDD and/or gender statistics utilized in all stages of the development planning cycle		Development Planning Cycle Stage	Data Utilized	Output	Indicators Used to Measure Gender-Related Impacts of PAPs
					Database			
Sub-total GMEF Score				2				

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
4. Advanced GAD Mechanisms (max score: 5; for each item or question, 1)						
4.1 Are the organization's other GAD mechanisms able to contribute towards the attainment of its desired impact/s? <i>(possible scores are 0, 0.5 and 1)</i>	Other GAD mechanisms are fully functional but still has to contribute to the attainment of desired impact/s	Other GAD mechanisms are fully functional and contributing to the attainment of desired impact/s	Other GAD mechanisms are fully functional and resulted in desired impact/s	1	Accomplishment of GMEF	
4.2 Has the organization utilized 70% or more of its total budget* to implement GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i> *refers to the total GAA of NGAs and LGUs or COB for GOCCs	Organization utilized 30% or less of total budget to implement GAD PAPs	Organization utilized 31-69% of total budget to implement GAD PAPs	Organization utilized 70% or more of total budget to implement GAD PAPs	0.5	Please see attached GAD Accomplishment Report	
4.3 Is the organization's database with sex-disaggregated data and/or gender statistics able to generate sector-specific KPs on	Database has no SDD and/or gender statistics and is not able to generate sector-specific KPs on	Database with SDD and/or gender statistics generated 1-2 sector-specific KPs on GAD	Database with SDD and/or gender statistics generated 3 or more sector-specific KPs on	0	Title of Sector Specific Knowledge Products	Utilization of the Knowledge Products
					Content of the Knowledge Products	

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
Specific knowledge products (KPs) on GAD? (possible scores are 0, 0.5 and 1)	GAD		GAD			
4.4 Is the organization's M&E system able to track the desired gender-related impacts of its GAD PAPs on clients (internal and external)? (possible scores are 0, 0.5 and 1)	M&E system is not able to track gender-related impacts of GAD PAPs on clients (internal and external)	M&E system able to track gender-related impacts of GAD PAPs on either internal or external clients	M&E system able to track gender-related impacts of GAD PAPs on both internal and external clients	1	external: monitoring and evaluation aspect/accomplishments of GAD related PPAs; monitoring LCPC functionality, review and submission of GAD plan and budget, GAD AR(FDP related), VAW desk functionality, mainstreaming gender perspectives in PDPPP/clup/cdpaip/ela - LGMED Internal - PRIME HRM; internal basis of capdev interventions or training needs of employees (Consolidated IDPs)	
4.5 Does the organization have a Knowledge Management (KM) System with GAD-related knowledge products (KPs)? (possible scores are 0, 0.5 and 1)	KM system does not have GAD-related KPs	KM system has GAD-related KPs accessed and utilized by either internal or external clients	KM system has GAD-related KPs accessed and utilized by both internal and external clients	0		
Sub-total GMEF Score				2.5		

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks			
	NO	PARTLY	YES		Awarding Institutions	Local/ National/ International	Award/ Citations Received	Year
5. Model GAD Structures and Systems (max score: 5; for each item or question:1)								
5.1 Has the organization's GAD Focal Point System been recognized or awarded as a model GAD mechanism by reputable local, national, and international organizations on gender mainstreaming? <i>(possible scores are 0, 0.5 and 1)</i>	GFPS not yet recognized as model GAD mechanism by reputable organizations on gender mainstreaming	GFPS nominated, shortlisted or cited as model GAD mechanism by reputable organizations on gender mainstreaming	GFPS awarded as model GAD mechanism by reputable organizations on gender mainstreaming	0				
5.2 Has the organization's other GAD mechanisms been recognized as models by other organizations? <i>(possible scores are 0, 0.5 and 1)</i>	Other GAD mechanisms not yet recognized by other organizations as models	Other GAD mechanisms recognized as models by 1-2 organizations	Other GAD mechanisms recognized as models by 3 or more organizations	0	Awarding Institutions	Local/ National/ International	Award/ Citations Received	Year
5.3 Has the organization utilized 100% of its total budget* to implement GAD PAPs? <i>(possible scores are 0, 0.5 and 1)</i>	Organization utilized 70% or less of its total budget to implement GAD PAPs	Organization utilized 71-99% of its total budget to implement GAD PAPs	Organization utilized 100% of its total budget to implement GAD PAPs	1				
Please see GAD Accomplishment Report								

Please see GAD Accomplishment Report

*refers to the total GAA of NGAs and LGUs or COB for GOCCs

GMEF ORGANIZATIONAL ASSESSMENT QUESTIONNAIRE - ENABLING MECHANISMS					Means of Verification/Remarks
DESCRIPTORS	SCORE			Score per item	
	NO	PARTLY	YES		
5.4 Has the organization established a centralized database with sex-disaggregated data and/or gender statistics accessible to its regional offices and attached agencies, as well as external clients and partner organizations? <i>(possible scores are 0, 0.5 and 1)</i>	Database with SDD and/or gender statistics established but accessible only to the central office	Database with SDD and/or gender statistics established and accessible to the central office, regional offices and attached agencies	Database with SDD and/or gender statistics established and accessible to the central office, regional offices and attached agencies, as well as to external clients and partner organizations	0.5	Database of Personnel
5.5 Is the Knowledge Management (KM) system of the organization integrated with GAD and replicated by other organizations? <i>(possible scores are 0, 0.5 and 1)</i>	KM system of the organization not integrated with GAD and not replicated by other organizations	KM system of the organization integrated with GAD and replicated by 1-2 organizations	KM system of the organization integrated with GAD and replicated by 3 or more organizations	0	
Sub-total GMEF Score				1.5	
TOTAL GMEF SCORE				17.35	

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
1. Initial Activities to Facilitate GAD Mainstreaming (max score: 5; for each item or question: 0.83)						
1.1 Is the organization observing international/national/local GAD-related events (possible scores are 0, 0.41 and 0.83)	Organization has not initiated or participated in the observance of international/	Organization initiated or participated in 1-2 observance of international/	Organization initiated or participated in 3 or more observance of international/	0.83	GAD-related event National Women's Month Celebration; VAWC campaign;	Participated DILG R2 Personnel March 2021
1.2 Has the organization conducted Basic GAD Orientation or Gender Sensitivity Training (GST) for its clients (internal and external)? (possible scores are 0, 0.41 and 0.83)	No Basic GAD orientation or GST conducted for its clients	Basic GAD Orientation or GST conducted for either internal or external clients	Basic GAD Orientation or GST conducted for both internal and external clients	0.83	Post-activity/Terminal Report	
1.3 Has the organization conducted consultation activities with clients (internal and external) to identify gender issues and corresponding strategies? (possible scores are 0, 0.41 and 0.83)	No consultation conducted with clients	Conducted consultation with either internal or external clients to identify gender issues and corresponding	Conducted consultation with both internal and external clients to identify gender issues and corresponding strategies	0.83	Group Consulted (Internal/ External) LGU/C/MLGOO	Purpose GAD Plan and Budget Results of Consultation (gender issues and strategies identified)

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES		Name of Organizations/ Individuals Consulted	Results of the Consultation
1.4 Has the organization consulted PCW and relevant organizations/ individuals on its GAD mainstreaming efforts? <i>(possible scores are 0, 0.41 and 0.83)</i>	No consultation conducted at all	Initiated consultation with either PCW or relevant organizations/ individuals on its GAD mainstreaming efforts	Initiated consultation with both PCW and relevant organizations/ individuals on its GAD mainstreaming efforts	0.83		
1.5 Has the organization reviewed and revised existing Information/Education/ Communication (IEC) materials and Knowledge Products (KPs) to ensure use of gender-fair language and images? <i>(possible scores are 0, 0.41 and 0.83)</i>	No review of existing IEC materials and KPs conducted	1-3 existing IEC materials and KPs reviewed but not revised	4 or more existing IEC materials and KPs reviewed and revised	0.83	Please attached Amariiong	
1.6 Has the organization set up a GAD corner? <i>(possible scores are 0, 0.41 and 0.83)</i>	No plan to set up GAD corner	GAD IEC materials and KPs compiled and collected to set up GAD corner	Established GAD corner with updated GAD IEC materials and KPs	0.83	Please see GAD Corner photo	
Sub-total GMEF Score				4.98		

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE							
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks		
	NO	PARTLY	YES		Title of Deepening Session	TA Provider	Date Conducted
2.3 Has the organization conducted deepening sessions on GAD based on the results of the Training Needs Assessment (TNA) or updated GAD policies and tools as part of the continuing capacity development of GAD Focal Point System (GFPS) and concerned staff members? <i>(possible scores are 0, 0.31 and 0.62)</i>	No deepening sessions on GAD conducted	Conducted deepening session/s on GAD for either the GFPS or concerned staff members but not based on the results of TNA or updated GAD policies or tools	Conducted deepening sessions on GAD for either GFPS or concerned staff members based on the results of TNA or updated GAD policies or tools	0			
2.4 Has the organization used Gender Analysis (GA) tools and techniques in the review, enhancement or development of PAPs? <i>(possible scores are 0, 0.31 and 0.62)</i>	No GA tool applied to develop, review and/or enhance PAPs	Results of the application of GA tools used to review, enhance or develop 1-2 PAPs	Results of the application of GA tools used to review, enhance or develop 3 or more PAPs	0.62	Name of PAPs	GA Tools Applied	Results of Application
						GMEF	Enhanced GAD PAPs
2.5 Does the organization have facilities and services that address the gender issues and concerns of its clients (internal and external)? <i>(possible scores are 0, 0.31 and 0.62)</i>	No facilities and services addressing gender issues and concerns of the organization's clients	With existing facilities and services that address the gender issues and concerns of either internal or external clients	With existing facilities and services that address gender issues and concerns of both internal and external clients	0.62	GAD Facilities and Services	Clients (Internal/ External)	Gender Issues and Concerns Addressed
					Breastfeeding	internal	
					TA on GAD Planning - LGCDD	external	

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
2.6 Has the organization developed orientation modules for new employees with gender-sensitivity as a core competency? <i>(possible scores are 0, 0.31 and 0.62)</i>	No GAD orientation module with gender sensitivity as a core competency developed	Developed GAD orientation module but not yet included in the orientation of new employees	Developed GAD orientation module and included in the orientation of new employees	0.62	Orientation for Newly-hired Personnel	
2.7 Has the organization developed and disseminated new Information/Education/Communication (IEC) materials on GAD to clients (internal and external)? <i>(possible scores are 0, 0.31 and 0.62)</i>	No new GAD IEC materials developed	Developed but has not disseminated new GAD IEC materials	Developed and disseminated new GAD IEC materials	0.62	GAD IEC Materials	Target Audience
2.8 Has the organization created a GAD section in its website? <i>(possible scores are 0, 0.31 and 0.62)</i>	No GAD section in the agency website	Developed GAD section in organization website but not updated	Developed GAD section in organization website and regularly updated	0.62	Infographics	External and Internal Audience
Sub-total GMEF Score				4.34	Please see attached screenshot.	

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE

DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
3. GAD Application (max score: 5; for each item or question: 0.71)						
3.1 Has the organization monitored the implementation of its GAD Programs/ Activities/ Projects (PAPs)? (possible scores are 0, 0.35 and 0.71)	Implementation of GAD PAPs not monitored	Implementation of GAD PAPs intermittently monitored and not reported	Implementation of GAD PAPs regularly monitored and reported	0.71	Please see GAD AR; AOPB; OPCR	
3.2 Has the organization prepared and submitted on time its GAD Plan and Budget (GPB) and GAD Accomplishment Report (GAD AR)? (possible scores are 0, 0.35 and 0.71) *PCW endorses GPBs of NGAs, GOCCs and SUCs **DILG endorses GPBs of LGUs	GPB and GAD AR not submitted to PCW/DILG	GPB and GAD AR submitted to PCW*/DILG** but not endorsed	GPB and GAD AR endorsed by PCW*/DILG**	0.71	Please see GAD AR; AOPB; OPCR	
3.3 Has the organization conducted and sustained the GAD capacity development of its clients (internal and external)? (possible scores are 0, 0.35 and 0.71)	No GAD capacity development conducted and sustained for clients	GAD capacity development conducted and sustained for either internal or external clients	GAD capacity development conducted and sustained for both internal and external clients	0.71	GAD Capacity Development Activities Wellness; Team Building; Monday Convocations; LCGDD Trainings for external	Target Participants <

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE									
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks				Date of Application
	NO	PARTLY	YES		Training of GFPS	GAD Tools Applied	Purpose of Application	GFPS	
3.5 Has the organization regularly applied Gender Analysis (GA) tools in the development planning cycle (planning, implementation and management, and monitoring and evaluation)? (possible scores are 0, 0.35 and 0.71)	No GA tools applied in development planning cycle	GA tools applied in 1-2 levels of the development planning cycle	GA tools applied in all levels of the development planning cycle	0.71		GMEF			
3.6 Has the organization regularly updated its GAD section in the website? (possible scores are 0, 0.35 and 0.71)	GAD section has not been updated for more than a year	GAD section updated annually	GAD section updated quarterly or more often	0.71	Please see attached screenshot.				
3.7 Has the organization set up a Knowledge Management (KM) system as a mechanism to transfer knowledge on GAD? (possible scores are 0, 0.35 and 0.71)	No existing plan to set up KM	Has initial plan to set up KM	Has set up a KM system to transfer knowledge on GAD	0.35	LGRRC				
Sub-total GMEF Score				4.61					

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
4. GAD Commitment and Institutionalization (max score: 5; for each item or question, 1.0)						
4.1 Has the organization sustained implementation and monitoring of international, national and local GAD mandates in its PAPs? (possible scores are 0,0.5, and 1)	GAD mandate not implemented and monitored	GAD mandates continuously implemented but not regularly monitored by the organization	GAD mandates continuously implemented and regularly monitored by the organization	1	RO on GAD	
4.2 Has the organization conducted organizational/sector-specific capacity development sessions on GAD for clients (internal and external)? (possible scores are 0,0.5, and 1)	No organizational sector-specific capacity development session/s on GAD conducted	Organizational/sector-specific GAD capacity development session/s conducted for either internal or external clients	Organizational/sector-specific GAD capacity development session/s conducted for both internal or external clients	1	Organizational/ Sector-Specific Capacity Development TA /Cap Dev conducted like LGOO Training, LGU GAD Planning and Budgeting	Purpose
4.3 Does the organization regularly apply gender analysis (GA) tools to assess gender-responsiveness of programs/activities/projects (PAPs)? (possible scores are 0,0.5, and 1)	GAD tools not applied to assess PAPs	GAD tools used to assess gender-responsiveness of 1-2 PAPs	GAD tools used to assess gender-responsiveness of 3 or more PAPs	1	GA Tools Applied	PAP Assessed
					HGDG	SALINTUBIG
						Results of Application

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
4.4 Has the organization developed a sustainability action plan for its GAD PAPs? (possible scores are 0,0.5, and 1)	No sustainability action plan on GAD PAPs formulated	Draft sustainability action plan on GAD PAPs formulated	Sustainability action plan on GAD PAPs formulated and approved	0		
4.5 Has the organization conducted impact evaluation of its GAD PAPs? (possible scores are 0,0.5, and 1)	Gender impact assessment not yet conducted	Impact assessment of GAD PAPs ongoing	Impact assessment of GAD PAPs completed and reported	0		
Sub-total GMEF Score				3		
5. Model PAPs (max score: 5; for each item or question: 1.25)						
5.1 Has the organization been recognized as a GAD learning hub for its notable GAD PAPs? (possible scores are 0, 0.62 and 1.25)	Organization is still developing notable GAD PAPs	Organization has been recognized as a learning hub but GAD PAPs are not yet replicated	Organization has been recognized as a learning hub and its GAD PAPs are replicated by other organizations	0	GAD Program/Activity/Project Recognized	Award/ Citation Received Year

PROGRAMS, ACTIVITIES AND PROJECTS (PAPs) ASSESSMENT QUESTIONNAIRE						
DESCRIPTORS	SCORE			Score per item	Means of Verification/Remarks	
	NO	PARTLY	YES			
5.2 Has the organization's partnership with stakeholders resulted in a convergence model that is recognized and replicated by other organizations? (possible scores are 0, 0.62 and 1.25)	No convergence model resulting from partnership	Convergence model recognized but not replicated	Convergence model recognized and replicated	1.25	LGRRC	
5.3 Has the organization's Knowledge Products (KPs) and Information/Education/Communication (IEC) materials on GAD been used by other organizations? (possible scores are 0, 0.62 and 1.25)	GAD KPs and GAD IEC materials not yet cited as reference by other organizations	GAD KPs and GAD IEC materials used and cited as reference by at 1-2 organizations	GAD KPs and GAD IEC materials used and cited as reference by 3 or more organizations	0	Type of GAD KP/ GAD IEC Material	Organizations that Utilized GAD KP/ GAD IEC Material
5.4 Has the organization's existing award/incentive system been integrated with GAD perspective? (possible scores are 0, 0.62 and 1.25)	Award system not yet integrated with GAD perspective	Award system being reviewed for integration of GAD perspective	Award/incentive system integrated with GAD perspective	1.25	STAR 2 on the Evaluation Tools used	
Sub-total GMEF Score (Level 5 PAPs)				2.5		
TOTAL GMEF SCORE				19.43		