

GAD CHECKLIST FOR DEVELOPMENT PLANNING

This gender and development (GAD) checklist was developed to ensure development plans are not only aware of or sensitive to gender issues faced by women and men, girls and boys, but also address key, relevant gender-related issues or concerns. The checklist covers two areas of development planning, macroeconomic and sector, and their associated results indicators and targets. The sector-related items and questions refer to both sector and key

subsectors, or to clusters of results areas. In the *Philippine Development Plan 2011-2016*, for instance, the clustering of sectors is around the achievement of certain results that contribute to the achievement of the overall goal of inclusive growth (see box).

The checklist draws heavily on the manual, “Mainstreaming Gender in Development Planning: Framework and Guidelines.” Published by the National Economic and Development Authority (NEDA), the National Commission on the Role of Filipino Women (NCRFW; now, the Philippine Commission on Women, or PCW), and the Canadian International Development Agency (CIDA; now known simply as Government of Canada) in 2002, the manual forms part of the *Gender Mainstreaming Resource Kit (GMRK)*. The manual aimed to guide development planners on ways of mainstreaming gender in two major phases of the development planning process. The first pertains to the identification of issues and challenges; goals, objectives and targets; policies, strategies, programs and projects; and implementation mechanisms. The second refers to the monitoring and evaluation of the implementation of policies, programs and projects.

Although focusing on development planning, the present GAD checklist is as part of the *Harmonized Gender and*

Development Guidelines for Project Development, Implementation, Monitoring and Evaluation. It can be viewed as the checklist that will influence the direction and content of programs and projects.

The Philippine Development Plan, 2011-2016

Strategic Focus (Inclusive Growth)

- Poverty
- Employment

Macroeconomic Policy

- Sustainable fiscal sector
- Resilient monetary and external sectors

Competitive and innovative industry and servicesectors

Business climate improved; productivity and innovative capacity increased, consumer welfare enhanced; market access expanded

Competitive and sustainable agriculture and fisheries sector

Productivity increased, forward linkages with the I&S sectors increased, sector resilience to climate change risks

Resilient and inclusive financial system

Including pursuing the financial inclusion agenda

Social development

- Health and nutrition status improved
- Knowledge and skills enhanced
- Vulnerabilities reduced
- Social protection expanded
- Access to secure shelter enhanced

Good governance and the rule of law

Peace and security

Sustainable and climate resilient environment

Accelerating infrastructure development

- Competitiveness enhanced and productivity increased in the I&S and agriculture sectors
- Adequacy and accessibility of basic infrastructure services enhance
- Governance improved
- Safer and more secured environment created and sustained
- Environmental quality improved

Launched by the Philippine government in 2005, the Guidelines aim to provide the Philippine government and official development assistance (ODA) donors with a common set of analytical concepts and tools for integrating gender concerns into development programs and projects, and to help them achieve gender equality and women's empowerment results. The Guidelines also serve as the basis for monitoring ODA in the Philippines following the Women in Development and Nation-Building Act, or Republic Act (RA) 7192, and, more recently, the Magna Carta of Women (RA 9710).

CONTEXTS OF DEVELOPMENT PLANNING

GOALS OF DEVELOPMENT

In the Philippines, development planning takes place at different levels: national, sector, and local. National plans set the overall goal, direction and priorities. The goal could be improvement in quality of life, mitigation or reduction of poverty, or inclusive development, or all of these. In the Plan for 2011-2016, the overarching goal is inclusive development. This could be achieved through the generation of quality jobs that would reduce poverty and improve the quality of life of many, if not all.

By focusing on eliminating poverty and generating quality jobs, the Philippine government may be seen as subscribing, albeit partly, to the notion of development as the sustained capacity of its citizens, females and males, to live life as they would like. Here, quality of life involves the capacity to be and the capacity to do. Capability, according to Sen (1992, 1999), "reflects a person's freedom to choose between different ways of living." In this view, human beings, females and males, should be seen not just as means (factors of production), but, more importantly, as ends of development.

Process

Development plans do not exist in a vacuum. It is highly political in that the President usually set the goals or directions, while priorities and required legislative action and flagship programs are results of dialogues and negotiations, as well as, technocratic inputs. Who gets to participate in these discussions is an important starting point of crafting a development plan that does not only address political priorities or results of technocratic analyses, but also the issues as seen and experienced by groups that are affected by a development thrust that can be characterized as having strong male bias and gender impacts (Elson 2002).

'GENDER' IN DEVELOPMENT PLANNING

Although development is generally thought of as "gender neutral," development planning actually has a "male bias," given the pervasive notion of men as breadwinners and producers and the secondary importance conferred on reproductive functions (Elson 2002). There is also a bias for paid work and less on unpaid, especially caring, work (Himmelweit 2002, 2005), which is inherent in the move towards privatization of what have previously been public goods and services.

What happens when gender concerns are neglected in development planning? The manual, "Mainstreaming Gender in Development Planning," noted that because of lack of attention to gender considerations ("gender blindness"), development policies do not always provide women and men equal

opportunity to achieve a better life. It argues that, “by this standard alone, a policy or program may already be considered defective.” Such a failure, however, could also reduce the overall efficiency of the economy. Similarly, failure to invest in women’s health, nutrition and education due to gender bias reduces the quantity and quality of human resources, thereby affecting the productive capacity of the economy. Meanwhile, gender bias in occupational choice and employment could limit mobility of labor, potentially resulting in lower productivity.

This checklist encourages development planners to proceed with planning with the aim of improving capabilities of, and broadening options for all. This means promoting substantive equality between males and females, and eliminating all forms of discrimination, as provided for in the Magna Carta of Women and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

PRINCIPLES

The GAD checklist for development planning subscribes to the idea that development involves the expansion of freedoms and strengthening of capabilities. In this connection, it recognizes that:

- ↳ Equality between women and men is a key women’s human right;
- ↳ Participation in development is crucial to the empowerment of women and men;
- ↳ Gender equality means promoting the equal participation of women as agents of economic, social, and political change; and
- ↳ Achieving equality between women and men may involve the introduction of specific measures designed to eliminate prevailing gender inequalities and inequities.

ELEMENTS OF GENDER-RESPONSIVE DEVELOPMENT PLAN

The GAD checklist for gender-responsive development planning covers both process and content. The six elements that need to be considered are summarized in the box, below.

- Participation of women and women’s groups in the preparation of the plan
- Assessment of gender impact of past performance and challenges, through the analysis of sex-disaggregated data and gender-related information
- Inclusion in goals, objectives, and results (outcomes and outputs) of GAD statements intended to address key gender equality, women’s development or empowerment issues
- Identification of policies and legislative agenda, and strategies, programs and projects that will help achieve gender equality, women’s development or empowerment goals, and address constraints to achieving these goals while pursuing the overall goal of the development plan
- Before finalization of the plan, assessment of the draft development plan to avoid negative gender-related impact and to minimize constraints to women’s participation in the benefits of development
- Inclusion in the results matrix of indicators, targets and sex-disaggregation of data to measure reduction of gender gaps, improvement of women’s participation, or enhanced women’s empowerment

Why these elements?

- If indeed development planning aims to build capacities and expand options, then the process should be participative and respectful of inputs from various groups.
- To progressively address issues related to gender gaps, women's development and empowerment, it is important to assess the gender impacts, or the extent to which gender inequality in rights, access to resources and opportunities, and participation in decision-making was reduced by past policies and programs. The analysis of gender impact requires the examination of time-series or two-period sex-disaggregated and gender-related information that would show changes in gender gaps or inequalities. Continuing gender gaps or low level of women's development and empowerment are areas that need to be addressed in the present plan.
- Gender mainstreaming involves bringing into the mainstream gender equality and women's development and empowerment as fundamental values. Achieving these goals, therefore, involves considering equality between women and men, girls and boys a challenge among other challenges that must be addressed in the present plan.
- If gender equality and women's development and empowerment are fundamental values, their achievement should be considered an important goal, objective or result of development. This has to be made explicit in the plan, as well as the recognition that the achievement of gender equality could facilitate the achievement of other goals, objectives and results.
- Results are products of concrete actions or interventions. Hence, once gender equality and women's empowerment are identified as a challenge, goal, or objective, it follows that planners should propose policies and strategies that will address specific gender equality issues identified in the assessment, such as disparities between women and men in labor force participation, wage rates, or access to higher-valued jobs in industries. Moreover, in formulating policies and strategies to achieve broad macroeconomic and sector goals, opportunities for supporting gender equality and women's empowerment objectives within such policies and strategies must be identified. Thus, gender equality results are achieved through policies (executive or legislative), programs or projects that purposively aim to bring about a targeted reduction in gender gaps or improvement in women's participation in development and decision-making.
- A development plan needs to be monitored and evaluated against targets of the articulated goals, objectives, or results. If gender equality and women's empowerment are fundamental development objectives, targets should be set so that progress at the different stages of the plan period can be assessed using sex-disaggregated and women's empowerment indicators.

These elements apply to the preparation of all the chapters of the plan. In effect, the GAD assessment of the draft plan should be done by chapter and then for the plan as a whole. To help rate development plans using the GAD checklist, a guide is provided on how to accomplish the checklist.

GENDER ANALYSIS QUESTIONS

Gender analysis is a critical element of development planning, as it is in designing a gender-responsive program or project. This should be conducted at two points.

1. *Analyzing the gender impact of performance of past policies or interventions and an assessment of the gender dimension of challenges are critical parts of development planning.* These identify areas or concerns that need to be addressed in the present development plan.

Sample gender assessment frameworks, issues and questions are provided in “Mainstreaming Gender in Development Planning: Framework and Guidelines” for poverty, macroeconomic and sector policies, and sector strategies or programs.

2. *Assessing the likely gender impacts of the draft development plan.* After the development plan has been drafted, it should be reviewed or assessed for its likely gender related effects or impact (see box DP1 for guide questions).

GENDER ISSUES AND GENDER EQUALITY RESULTS

The Magna Carta of Women underscores various women’s rights and areas where gender equality can be sought. For instance, women’s right to food and right to resources for food production are gender equality markers, recognizing the significant and often unpaid contribution of rural women to the survival of their families. However, such recognition of women’s roles in overall food security and fisheries industry development may not automatically result in actual benefits and formal participation of women in development planning and processes. Access, participation, and control over fishery resources are often marked by inequalities between men and women in coastal communities, both within the households and in fishers’ organizations.

The manual, “Mainstreaming Gender in Development Planning” provides a discussion of the gender issues or gender dimension of such issues and challenges as poverty and violence against women and children; broad categories of macroeconomic policies (fiscal, monetary, external sector or trade), particularly as they pertain to financial, agricultural, and trade liberalization; and sectors, such as employment, health, education, and telecommunications.

Gender equality and women’s empowerment results that are expected to emanate or to be produced by the plan are specific to the challenges present in the current situation and the continuing issues that have not been addressed by previous policies or strategies. They may be clustered around levels of gender equality and women’s empowerment, as discussed in the main pullout of the Harmonized GAD Guidelines. These are: welfare, access, conscientization, participation and control. This framework unpacks the meaning of gender equality and women’s empowerment, and look at these concepts in terms of:

- Welfare: physical condition or practical gender needs of women, men, girls and boys; or what may be considered as the “basic functioning” of people;

- Access: what resources (natural, financial, economic, social, etc.) that people can use to support and improve their lot and those of others (family); access to these could enable them to self-realize their rights to basic needs of food, shelter, clothing, and the like;
- Conscientization: how females and males are viewed or 'constructed' by their society; norms, expectations, and entitlements conferred on them; and processes (including socialization) through which gender roles, entitlements, and gender relations are transferred generationally, perpetuated or transformed;
- Participation and control (equivalent to 'voice': involvement in consultations and negotiations, membership in decision-making bodies, and leadership in organizations that enable women and men to contribute to formulation of policies, programs or activities that affect their lives.

GUIDE FOR ACCOMPLISHING THE CHECKLIST

Assessing sector plans or individual chapters of the plan

Box 27 presents the six elements of a gender-responsive development plan. Some elements are accompanied by guide questions. The instructions for accomplishing the checklist are as follows.

Guide for accomplishing Box 27

1. Each of the elements has been broken down into specific, constituent questions and, in a few cases, a broad question, into specific sub-questions. In the latter, answer the sub-questions first, and treat the response or score to the question as a derived response or score. Similarly, derive the response to, or score of the element from the responses to, or scores of its constituent questions.
2. Put a check in the appropriate column (2a to 2c) under “Response” to signify the degree to which the planning group or the plan document has complied with the GAD element through its constituent items or questions: under col. 2a if nothing has been done; under col. 2b if a question and, by extension, an element, has been partly answered; and under col. 2c if a question and, by extension, an element has been fully complied with.
3. A partial and a full yes can be distinguished as follows.
 - a. For *Element 1.0*, a “partly yes” to Question 1.1 (or Q1.1) to Q1.3 means meeting with male officials and only one or a few women who also happen to be officials or technical staff of NEDA or a sector agency; of the proponent or partner agency or organization; or with male and female officials and some male stakeholders. In contrast, full compliance involves meeting with female and male officials, including the PCW and GAD focal points, and consulting with other stakeholders, including relevant women’s groups (or groups that are working in the sector), that may be affected positively or negatively by the development plan. A “partly yes” to Q1.4 means only a token input or suggestion from among those solicited from woman and man stakeholders has been incorporated in the overall or sector plans. A full “yes” means that all relevant inputs from stakeholders have been incorporated in the plan.
 - b. For *Element 2.0*, “partly yes” means some information has been classified by sex but may not be key in helping identify major gender issues (Q2.1), or general statement of gender impacts of previous policies and strategies (Q2.2.1 to Q2.2.4), or token articulation of gender equality-related challenges (Q2.3 and Q2.4). In contrast, a full “yes” implies that qualitative and quantitative data are cited in the gender impact analysis of previous policies and strategies and of challenges (Q2.1), or extensive and explicit gender impact analysis has been done for the issue or challenge area (Q2.2 to Q2.4).
 - c. For *Element 3.0*, “partly yes” means women are mentioned in the goals, outcomes or outputs but only in connection with traditional roles, or gender equality is suggested in generic terms, such as social equity, or mention is made of a subsector made up by women (Q3.1 and Q3.2); or the plan has token gender equality outputs or outcomes (Q3.3). A full “yes” to Q3.1 and Q3.2 signifies that women’s non- traditional roles are also recognized. A full “yes” to Q3.3 denotes that gender equality outcomes/outputs are pursued in the results and strategic frameworks for the sector or chapter.
 - d. For *Element 4*, “partly yes” means that policies, strategies and programs proposed are generally worded and only one or two match specific gender equality or women’s empowerment concerns identified in Element 2 and/or Element 3 (Q4.1), or only one or two items in the legislative agenda address constraints to women’s empowerment (Q4.2), or building an enabling environment for gender equality or women’s empowerment is implied (not explicit) in the sector plan, or chapter of the plan document (Q4.3). Meanwhile, a full “yes” pertains to policies, strategies and programs that address specific gender

concerns (Q4.1), or there are proposed legislation that would minimize or remove key sources of gender discrimination (Q4.2), or there are strategies and programs that would ensure that the gender equality and women's empowerment results will be achieved.

- e. For *Element 5.0*, "partly yes" to each of the questions means that at least there is one policy, strategy or program in the sector plan or chapter of the plan document that would bring about the stated result, while a full "yes" to each question denotes that there is such a policy, strategy or program in the sector plan, or chapter of the plan document.
 - f. For *Element 6.0*, "partly yes" means that gender equality and women's empowerment results indicators (Q6.1, Q6.2) and targets (Q6.3) are embedded in other indicators or targets, while a "partly yes" to Q6.4 means that there are data about women, but not in comparison to men, which would allow for measurement of reduction of gender gaps. A full "yes" to all the questions under Element 6.0 denotes that indicators, targets and data allow for tracking of reduction of gender gaps or women's empowerment for people-level results.
4. After ascertaining whether a GAD requirement has been fulfilled or not, enter the appropriate score for a question or item and element under col. 3.
 - a. To ascertain the score for a GAD element, a three-point rating scale is provided: "0" when the planner or planning group has not accomplished any of the activities or questions listed under an element or requirement; a score that is less than the stated maximum when compliance is only partial; and the stated maximum for the element or requirement (either "2", "3" or "4"), or the maximum score for an item or question, when the proponent has done all the required activities. For Element 1.0, the maximum score for the element is "2"; for Elements 2.0, 5.0 and 6.0, this is "3"; while for Elements 3.0 and 4.0, it is "3".
 - b. The scores for "partly yes" differ by element and the maximum score assigned to it, but the "partly yes" score is the midpoint between zero ("0") and the maximum score. The same principle applies for the items and questions under each element. Moreover, the possible scores for each element, item, or question is supplied in box 27.
 5. For a question (col. 1) that has more constituent sub-questions, add the scores for the sub-questions and enter the sum as the score of the question. For the score of an element or requirement, add the scores of its constituent questions and enter the sum in the thickly bordered cell for the element. Do not double count.
 6. Add the scores in the thickly bordered cells under col. 3 to come up with the GAD score for the project design stage. **The maximum GAD score is 20.**

Box 27. Generic GAD checklist for development planning

Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly Yes (2b)	Yes (2c)		
1.0 <i>Participation of women and women's groups in the preparation of the development plan</i> (max score: 2.0; for each item or question, 0.5)					
1.1 Have stakeholders, including women and women's groups, been consulted on the overall direction of the chapter of the plan document, or sector plan? (possible scores: 0, 0.25, 0.50)					
1.2 Have stakeholders, including women and women's groups, been involved in the assessment of challenges and past performance? (possible scores: 0, 0.25, 0.50)					
1.3 Have stakeholders, including women and women's groups, been consulted in the preparation of the sector plans? (possible scores: 0, 0.25, 0.50)					
1.4 Have stakeholders' inputs been incorporated in the plan? (possible scores: 0, 0.25, 0.50)					
2.0 <i>Gender analysis of past performance and of challenges and identification of key gender issues</i> (max score: 4.0; variable maximum score for each item or question)					
2.1 Does the plan document include key sex-disaggregated and gender information in the analysis of past performance, challenges, current situation, in the particular chapter or sector? (possible scores: 0, 0.5, 1.0)					
2.2 <i>Analysis of the gender impacts of past policies and programs</i> (max score: 2.0; per question, 0.50)					
2.2.1 Has past policies and programs reduced gender gaps in access to resources or development benefits in the sector? (possible scores: 0, 0.25, 0.50)					
2.2.2 Has past policies and programs raised awareness or sensitivity to the gender-related needs and constraints of women and men, girls and boys? (possible scores: 0, 25, 0.50)					
2.2.3 Has past policies and programs promoted specific human rights of women and girls? (possible scores: 0, 0.25, 0.50)					
2.2.4 Has past policies and programs increased women's participation in decision-making in the sector? (possible scores: 0, 0.25, 0.50)					
2.3 Is achieving gender equality and women's empowerment considered (such as expanding areas for employment of women and men beyond the traditional, access of women to resources for up-scaling their enterprises, involvement in decision-making bodies) a challenge in the sector? (possible scores: 0, 0.25, 0.50)					
2.4 Do challenges related to gender equality and women's empowerment affect other challenges? (possible scores: 0, 0.25, 0.50)					

Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly Yes (2b)	Yes (2c)		
3.0 Gender equality goals, outcomes, and outputs (max score: 3.0; for each item or question, 1.0)					
3.1. Are gender equality and women's empowerment explicitly stated goals of the development plan or of the sector? Or, do the plan goals and objectives include ones that will respond to the needs and problems identified in the gender analysis? (possible scores: 0, 0.5, 1.0)					
3.2 Do the development plan objectives explicitly refer to the involvement of and/or benefit to women? (possible scores: 0, 0.5, 1.0)					
3.3 Does the plan have clear gender equality outputs or outcomes? (possible scores: 0, 0.5, 1.0)					
3.0 Matching of strategies with gender equality and women's empowerment issues or goals (max score: 3.0; for each item or question, 1.0)					
4.1 Are there policies and activities (programs/projects) proposed to address specific gender equality and women's empowerment concerns identified in the assessment and expressed as challenges, goals, objectives, or expected results? (possible scores: 0, 0.5, 1.0)					
4.2 Has needed legislation to remove sources of gender discrimination or constraints to women's empowerment been proposed based on an assessment of the current situation and a review of existing legislation? (possible scores: 0, 0.5, 1.0)					
4.3 Are there policies and activities (programs/projects) proposed to facilitate the achievement of gender equality and women's empowerment goals, objectives or results, as identified in 3.0? (possible scores: 0, 0.5, 1.0)					
5.0 Gender analysis of the policies, strategies or activities in the draft plan document (max score: 4.0; for each item or question, 0.5)					
5.1 Will the proposed macroeconomic policies (fiscal policies, such as increased taxation, low/no budget deficit, public-private partnership; monetary policies; and trade policies, such as trade liberalization) reduce vulnerabilities of women and men, girls and boys, or reduce gender gaps in the vulnerabilities of women and men, girls and boys? (possible scores: 0, 0.25, 0.50)					
5.2 Will the proposed policies, strategies or activities in the plan support women's unpaid, caring work? (possible scores: 0, 0.25, 0.50)					

Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly Yes (2b)	Yes (2c)		
5.3 Does the plan have safeguards for reducing the possible negative social consequences of development policies and strategies (such child labor, sex tourism, and the like)? (possible scores: 0, 0.25, 0.50)					
5.4 Will they provide opportunities for women and men to pursue higher-value or quality jobs in fields that are not traditionally open to them? (possible scores: 0, 0.25, 0.50)					
5.5 Will they improve access of women and men to financial assets/capital, markets, and infrastructure (physical, communication, health, education and training, national security, climate adaptation)? (possible scores: 0, 0.25, 0.50)					
5.6 Are there interventions in the plan that will ensure that the increased access will translate to better outcomes (health, education, nutrition, employment, etc.) for women and men, girls and boys? (possible scores: 0, 0.25, 0.50)					
5.7 Will the governance strategies result in greater participation of women in decision-making bodies, structures, and processes?(possible scores: 0, 0.25, 0.50)					
5.8 Will bureaucratic reorganizations (rationalization plans, etc.) create new career opportunities for women and men? (possible scores: 0, 0.25, 0.50)					
6.0 Results monitoring indicators and targets (max score: 4.0; for each item or question, 1.0)					
6.1 Does the results matrix of the development plan include indicators that will measure reduction of gender gaps or improved women's empowerment from macroeconomic policy?					
6.2 Does the results matrix include indicators that will measure reduction of gender gaps or improved women's empowerment from sector strategies or programs? (possible indicators: 0, 0.5, 1.0)					
6.3 Does the results matrix include targets for gender gaps reduction or women's empowerment results at key points of the plan period? (possible indicators: 0, 0.5, 1.0)					
6.4 Does the results matrix require the collection of sex-disaggregated data to measure the extent by which gender equality and women's empowerment results are achieved? (possible scores: 0, 0.5, 1.0)					
TOTAL GAD SCORE FOR THE DEVELOPMENT PLAN (Add the scores for each of the six elements.)					

Assessing the whole development plan

Box 28 presents again the six elements of a gender-responsive development plan. This time, it puts together the assessment of the various chapters of the plan document.

Guide for accomplishing Box 28

1. Put a check in the appropriate column (2a to 2c) under “Response” to signify the degree to which a planning group or the plan document has complied with the GAD element.
2. In the summary GAD checklist for development planning,
 - a. Put a check under ‘no’ (col. 2a), if less than one-fourth, or 24% or less, of the chapters or parts (macroeconomic policy, themes or sectors) of the document plan rated at ‘partly yes’, or fully yes to a question, item or element.
 - b. Put a check under ‘partly no’ (col. 2b) if more than one-fourth but less than three-fourths, or 25% to 74%, of the chapters or parts of the document plan rated ‘partly yes’, or less than three-fourths rated ‘fully yes’ to a question, item or element.
 - c. Put a check under ‘fully yes’ (col. 2c) if 75% or more of the chapters or parts of the document plan rated ‘fully yes’ to a question, item, or element.
3. After ascertaining whether a GAD requirement has been fulfilled or not, enter the appropriate score for an element or item under col. 3. Be guided by the possible score for the question or item.
4. For an element (col. 1) that has more than one item or question, add the scores for the items and enter the sum in the thickly bordered cell for the element. Do not double count.
5. Add the scores in the thickly bordered cells under col. 3 to come up with the GAD score for the project design stage. **The maximum GAD score is 20.**

Box 28. Summary GAD checklist for development planning

Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly Yes (2b)	Yes (2c)		
1.0 Participation of women and women's groups in the preparation of the development plan (max score: 2.0; for each item or question, 0.5)					
1.1 Have stakeholders, including women and women's groups, been consulted on the overall direction of the development plan? (possible scores: 0, 0.25, 0.50)					
1.2 Have stakeholders, including women and women's groups, been involved in the assessment of challenges and past performance? (possible scores: 0, 0.25, 0.50)					
1.3 Have stakeholders, including women and women's groups, been consulted in the preparation of the sector plans? (possible scores: 0, 0.25, 0.50)					
1.4 Have stakeholders' inputs been incorporated in the plan? (possible scores: 0, 0.25, 0.50)					
2.0 Gender analysis of past performance and of challenges and identification of key gender issues (max score: 4.0; variable maximum score for each item or question)					
2.1 Does the plan document include key sex-disaggregated and gender information in the analysis of past performance, challenges, current situation, in each chapter? (possible scores: 0, 0.5, 1.0)					
2.2 Has an analysis of the gender impacts of past policies and programs been undertaken? (max score: 2.0; per question, 0.50)					
2.2.1 Has past policies and programs reduced gender gaps in access to resources or development benefits in the sector? (possible scores: 0, 0.25, 0.50)					
2.2.2 Has past policies and programs raised awareness or sensitivity to the gender-related needs and constraints of women and men, girls and boys? (possible scores: 0, 0.25, 0.50)					
2.2.3 Has past policies and programs promoted specific human rights of women and girls? (possible scores: 0, 0.25, 0.50)					
2.2.4 Has past policies and programs increased women's participation in decision-making in the sector? (possible scores: 0, 0.25, 0.50)					
2.3 Is achieving gender equality and women's empowerment considered (such as expanding areas for employment of women and men beyond the traditional, access of women to resources for up-scaling their enterprises, involvement in decision-making bodies) a challenge in the sector? (possible scores: 0, 0.25, 0.50)					

Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly Yes (2b)	Yes (2c)		
2.4 Do challenges related to gender equality and women's empowerment affect other challenges? (possible scores: 0, 0.25, 0.50)					
3.0 Gender equality goals, outcomes, and outputs (max score: 3.0; for each item or question, 1.0)					
3.1 Are gender equality and women's empowerment explicitly stated goals of the development plan or of the sector? Or, do the plan goals and objectives include ones that will respond to the needs and problems identified in the gender analysis? (possible scores: 0, 0.5, 1.0)					
3.2 Do the development plan objectives explicitly refer to the involvement of and/or benefit to women? (possible scores: 0, 0.5, 1.0)					
3.3 Does the plan have clear gender equality outputs or outcomes? (possible scores: 0, 0.5, 1.0)					
4.0 Matching of strategies with gender equality and women's empowerment issues or goals (max score: 3.0; for each item or question, 1.0)					
4.1 Are there policies and activities (programs/projects) proposed to address specific gender equality and women's empowerment concerns identified in the assessment and expressed as challenges, goals, objectives, or expected results? (possible scores: 0, 0.5, 1.0)					
4.2 Has needed legislation to remove sources of gender discrimination or constraints to women's empowerment been proposed based on an assessment of the current situation and a review of existing legislation? (possible scores: 0, 0.5, 1.0)					
4.3 Are there policies and activities (programs/projects) proposed to facilitate the achievement of gender equality and women's empowerment goals, objectives or results, as identified in 3.0? (possible scores: 0, 0.5, 1.0)					
5.0 Gender analysis of the policies, strategies or activities in the draft plan document (max score: 4.0; for each item or question, 0.5)					
5.1 Will the proposed macroeconomic policies (fiscal policies, such as increased taxation, low/no budget deficit, public- private partnership; monetary policies; and trade policies, such as trade liberalization) reduce vulnerabilities of women and men, girls and boys, or reduce gender gaps in the vulnerabilities of women and men, girls and boys? (possible scores: 0, 0.25, 0.50)					
5.2 Will the proposed policies, strategies or activities in the plan support women's unpaid, caring work? (possible scores: 0, 0.25, 0.50)					

Element and item or guide question (col. 1)	Response (col. 2)			Score for the item/ element (col. 3)	Result or comment (col. 4)
	No (2a)	Partly Yes (2b)	Yes (2c)		
5.3 Does the plan have safeguards for reducing the possible negative social consequences of development policies and strategies (such child labor, sex tourism, and the like)? (possible scores: 0, 0.25, 0.50)					
5.4 Will they provide opportunities for women and men to pursue higher-value or quality jobs in fields that are not traditionally open to them? (possible scores: 0, 0.25, 0.50)					
5.5 Will they improve access of women and men to financial assets/capital, markets, and infrastructure (physical, communication, health, education and training, national security, climate adaptation)? (possible scores: 0, 0.25, 0.50)					
5.6 Are there interventions in the plan that will ensure that the increased access will translate to better outcomes (health, education, nutrition, employment, etc.) for women and men, girls and boys? (possible scores: 0, 0.25, 0.50)					
5.7 Will the governance strategies result in greater participation of women in decision-making bodies, structures, and processes? (possible scores: 0, 0.25, 0.50)					
5.8 Will bureaucratic reorganizations (rationalization plans, etc.) disproportionately affect women than men? (possible scores: 0, 0.25, 0.50)					
6.0 Results monitoring indicators and targets (max score: 4.0; for each item or question, 1.0)					
6.1 Does the results matrix of the development plan include indicators that will measure reduction of gender gaps or improved women's empowerment from macroeconomic policy? (possible indicators: 0, 0.5, 1.0)					
6.2 Does the results matrix include indicators that will measure reduction of gender gaps or improved women's empowerment from sector strategies or programs? (possible indicators: 0, 0.5, 1.0)					
6.3 Does the results matrix include targets for gender gaps reduction or women's empowerment results at key points of the plan period?(possible indicators: 0, 0.5, 1.0)					
6.4 Does the results matrix require the collection of sex-disaggregated data to measure the extent by which gender equality and women's empowerment results are achieved? (possible scores: 0, 0.5, 1.0)					
TOTAL GAD SCORE FOR THE DEVELOPMENT PLAN (Add the scores for each of the six elements.)					

Interpretation of the GAD score

0-3.9	GAD is invisible in the project (proposal is returned).
4.0-7.9	Proposed project has promising GAD prospects (proposal earns a “conditional pass,” pending identification of gender issues and strategies and activities to address these, and inclusion of the collection of sex-disaggregated data in the monitoring and evaluation plan).
8.0-14.9	Proposed project is gender-sensitive (proposal passes the GAD test).
15.0-20.0	Proposed project is gender-responsive (proponent is commended).

What is a gender-sensitive development plan? How about a gender-responsive development plan? Gender-sensitive development plans recognize and acknowledge differences in roles, needs, and perspectives of women and men, possible asymmetries in their relationship, and the possibility that actions or interventions will have different effects on and results for women and men based on their gender, but do not actively seek to address these issues.

In contrast, gender-responsive development plans are those that substantively address gender issues identified through an assessment of gender impacts of previous policies or strategies, gender dimension of challenges, and gender analysis of the current situation. The plan document, including the sector plans, have explicit gender equality and women’s empowerment outcomes and outputs, and have programs that are designed to produce the target result.