



MEMORANDUM ORDER

NO. 010 *gc*

Series of 2024

DEC 23 2024

SUBJECT: ADOPTION AND IMPLEMENTATION OF THE NAMRIA GENDER AND DEVELOPMENT (GAD) AGENDA 2025-2030

Under Republic Act 9710 or the Magna Carta of Women (MCW) and the Philippines' commitment to achieve gender equality and women empowerment (GEWE) and according to the Philippine Commission on Women (PCW)-National Economic and Development Authority-Department of Budget and Management Joint Circular No. 2012-01 (Guidelines in the Preparation of GAD Plan and Budget (GPB) and GAD Accomplishment Report to Implement the MCW), which provides the procedures for the formulation, implementation, monitoring, and evaluation of Agency GPBs and identifies the setting of the GAD agenda as one of the steps in GPB formulation process.

PCW Memorandum Circular No. 2018-04 (Revised Guidelines for the Preparation of the GAD Agenda), which provides the guidelines and procedures in the formulation, implementation, monitoring, and evaluation of the multiyear GAD agenda as basis for the annual Agency GPBs, incorporating therein the various GAD-related international commitments as expressed in the Philippine Development Plan 2017-2022, the GEWE Plan 2019-2025, and the various sectoral plans, the following policy guidelines for the adoption and implementation of the NAMRIA GAD Agenda 2025-2030 shall be promulgated.

Section 1. Purpose and Scope

This memorandum order (MO) shall provide the guidelines for the adoption, implementation, monitoring, and evaluation (M&E) of the NAMRIA GAD Agenda 2025-2030 as the basis for the annual NAMRIA GPB. It shall cover all Agency offices, branches, divisions, and units.

Section 2. General Guidelines

1. The NAMRIA GAD Agenda is the Agency's strategic framework and plan on gender mainstreaming and achieving GEWE. It shall serve as a basis in identifying PPAs to be undertaken to achieve the desired GAD goals and outcomes. It shall also provide the M&E framework for assessing GAD results and outcomes that shall serve as the basis for strengthening the mainstreaming of a GAD perspective in the Agency's operations and programs.
2. The NAMRIA GAD Agenda is a two-part document consisting of the GAD Strategic Framework and GAD Strategic Plan. The GADSF outlines the GAD

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Vision, Mission and Goals anchored on the NAMRIA mandate, while GADSP defines the strategic interventions, indicators, and targets to be pursued to achieve GAD Goals over a period of time. Its time frame is six years.

3. All officials and employees shall commit the implementation of the NAMRIA GAD Agenda 2025-2030.
4. The NAMRIA Gender and Development Focal System (GFPS) shall ensure that the NAMRIA GAD Agenda 2025-2030 is properly implemented and monitored. It shall be disseminated to all officials and employees.

Section 3. Specific Guidelines

1. The formulation of the Annual NAMRIA GPB shall be aligned with the NAMRIA GAD Agenda.
2. The Agency shall review, adjust, and recalibrate the GAD Agenda to include emerging gender issues, corresponding outcomes, PPAs that may not have been included at the onset of the planning period, and the issuance of updated guidelines.
3. NAMRIA, through the GFPS, shall monitor and evaluate progress made in achieving the GADSP targets and outcomes towards the end of the GAD agenda timeframe.
4. A review after three years and an end-term evaluation of the GADSF and GADSP shall be conducted by the GFPS. Progress and end-term reports on the review and evaluation conducted shall be prepared and submitted to PCW upon approval of the NAMRIA Management.
5. The result of the evaluation may serve as a basis in formulating the NAMRIA GAD Agenda for the next strategic planning period.

Section 4. Other Provisions

1. The NAMRIA GAD Agenda 2025-2030, progress, and end-term reports shall be submitted to PCW for the purpose of monitoring, evaluation, reporting of GEWE results and as necessary, provision of technical assistance on the GAD Agenda implementation.
2. The three-year progress report shall reflect the status of accomplishments based on the analysis of the desired results and outcomes as well as variances.
3. The end-term report shall reflect the overall assessment of the implementation of the GAD agenda based on the goals and desired results/outcomes. It shall also reflect the variances, including unintended results, and the reasons for such, as well as the recommendations and lessons learned.
4. A narrative of the Agency's GAD accomplishments, which may include success stories and good practices, shall be submitted together with the end-term report.

5. Subsequent NAMRIA GAD Agenda shall also be formulated in a participatory, consultative, and inclusive process. It shall consider the results from consultations with women target beneficiaries as well women's groups/organizations working on the social, economic, environmental and development sectors and other concerned stakeholders/interested parties, and the identified gaps resulting from gender analysis.
6. Succeeding NAMRIA GAD Agenda shall be prepared following the steps in formulating the GAD Agenda, namely, (a) Organizing the Planning Team, (b) Conducting Gender Analysis, (c) Setting the Agency's Mission and Vision, (d) Formulating the GAD Goals, Prioritizing Gender Issues and/or GAD Mandates per GAD Goal, (e) Outlining the GAD Outcomes, Indicators, Baseline Data, and Targets per GAD Goal, and (f) Translating the GAD Outcomes into GAD Programs, Projects, and Activities.
7. The NAMRIA, through the GFPS, shall continue efforts to strengthen gender mainstreaming and maintain gender-responsive policies, plans, programs, and projects.

Section 5. Review and Revision

This Memorandum Order shall be reviewed and revised by the GFPS to ensure its implementation and monitoring.

Section 6. Effectivity

This Order shall take effect immediately.



Usec. PETER N. TIANGCO, PhD, CESO I
Administrator

**ANNEX B
GAD STRATEGIC PLAN (2025-2030)**

GENDER ISSUE/GAD MANDATE	GAD OUTCOME/ RESULT STATEMENT	INDICATOR	BASELINE (2023-2024)	RESPONSIBLE UNIT/ OFFICE	YEAR 1 (2025)			YEAR 2 (2026)			YEAR 3 (2027)			YEAR 4 (2028)			YEAR 5 (2029)			YEAR 6 (2030)		
					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)
GAD Goal No. 1. Strengthen organizational culture, practices, mechanisms and advocacy for gender equality and women's empowerment (GEWE) 2025-2030																						
Presidential proclamation No. 1172 s. 2006 – Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW) Republic Act 10398 (2013) – Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children	Increased awareness and gender sensitivity of NAMRIA employees and stakeholders	No. of GAD activities conducted for NRMWC/No. of attendees	5 activities with at least 300 participants	GFPS Training Committee	5 activities with at least 350 participants	Conduct GAD-related activities for VAWC	150	5 activities with at least 400 participants	Conduct GAD-related activities for VAWC	150	5 activities with at least 450 participants	Conduct GAD-related activities for VAWC	150	5 activities with at least 350 participants	Conduct GAD-related activities for VAWC	150	5 activities with at least 350 participants	Conduct GAD-related activities for VAWC	150	5 activities with at least 350 participants	Conduct GAD-related activities for VAWC	150
						No. of GAD IEC materials reproduced and distributed	2 IEC materials and 1 AVP	GFPS & GISD	At least 2 IEC mats (300 pcs reproduced and distributed)	Reproduce and disseminate IEC materials	20	At least 2 IEC mats (400 pcs distributed and 1 AVP)	Reproduce and disseminate IEC materials	20	At least 2 IEC mats (500 pcs disseminate)	Reproduce and disseminate IEC materials	20	At least 2 IEC mats (600 pcs disseminated)	Reproduce and disseminate IEC materials	20	At least 2 IEC mats (700 pcs disseminated)	Reproduce and disseminate IEC materials
Some of NAMRIA policies are not GAD responsive	Maintained and ensure that NAMRIA Policies are gender responsive	No. of Policies reviewed	2 Policies reviewed	GASS: Gender and Development	2 Policies reviewed	Review of NAMRIA policies to determine if they promote gender equality. Conduct meetings. Submit recommendation/output based on the review conducted. Localize adoption of national policies on GAD	10	2 Policies reviewed	Review of NAMRIA policies to determine if they promote gender equality. Conduct meetings. Submit recommendation/output based on the review conducted. Localize adoption of national policies on GAD	10	2 Policies reviewed	Review of NAMRIA policies to determine if they promote gender equality. Conduct meetings. Submit recommendation/output based on the review conducted. Localize adoption of national policies on GAD	10	2 Policies reviewed	Review of NAMRIA policies to determine if they promote gender equality. Conduct meetings. Submit recommendation/output based on the review conducted. Localize adoption of national policies on GAD	10	2 Policies reviewed	Review of NAMRIA policies to determine if they promote gender equality. Conduct meetings. Submit recommendation/output based on the review conducted. Localize adoption of national policies on GAD	10	2 Policies reviewed	Review of NAMRIA policies to determine if they promote gender equality. Conduct meetings. Submit recommendation/output based on the review conducted. Localize adoption of national policies on GAD	10
Section 4.3 of the NEDA-DBM-PCW Joint Memorandum Circular 2012-01 calls for regular gender audits of programs/ projects	Data driven decisions that promote inclusivity	No. of audit report	1	GFPS, PPP TWG	1 Gender Audit Report	Conduct of GMEF	50.00	1 Gender Audit Report	Conduct of GMEF	50	1 Gender Audit Report	Conduct of GMEF	50	1 Gender Audit Report	Conduct of GMEF	50	1 Gender Audit Report	Conduct of GMEF	50	1 Gender Audit Report	Conduct of GMEF	50
Goal 2. Sustain inclusive and equitable policies, programs, activities, and projects (PAPs)																						
RA 9710 Chapter VI, Section 36, Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women, states that all departments, including attached agencies, shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures.	Increased % of women engaged, trained in basic GIS, and taught about GAD.	% of women engaged, trained in basic GIS, and taught about GAD.	20% women	GID, RDAB	At least 25% of women engaged, trained in basic GIS, and taught about GAD.	ENR Data Integration for Mapping of Existing Land Uses Project	4,150.00	At least 27% of women engaged, trained in basic GIS, and taught about GAD.	ENR Data Integration for Mapping of Existing Land Uses	4,357.50	At least 29% of women engaged, trained in basic GIS, and taught about GAD.	ENR Data Integration for Mapping of Existing Land Uses	4,575.38	At least 32% of women engaged, trained in basic GIS, and taught about GAD.	ENR Data Integration for Mapping of Existing Land Uses	4,804.14	At least 35% of women engaged, trained in basic GIS, and taught about GAD.	ENR Data Integration for Mapping of Existing Land Uses	5,044.35	At least 40% of women engaged, trained in basic GIS, and taught about GAD.	ENR Data Integration for Mapping of Existing Land Uses	6
			10%	LRD, RDAB	At least 15% of women engaged in exit and output conferences and taught about GAD	Land Cover Mapping Project	6,855.00	At least 20% of women engaged in exit and output conferences and taught about GAD	Land Cover Mapping	7,197.75	At least 23% of women engaged in exit and output conferences and taught about GAD	Land Cover Mapping	7,557.64	At least 25% of women engaged in exit and output conferences and taught about GAD	Land Cover Mapping	7,935.52	At least 28% of women engaged in exit and output conferences and taught about GAD	Land Cover Mapping	8,332.30	At least 30% of women engaged in exit and output conferences and taught about GAD	Land Cover Mapping	8,748.91
			20%	PCRD, RDAB	At least 25 % of women attendees in exit and output conference	Coastal Resource Mapping and Assessment Project	6,858.00	At least 30 % of women attendees in exit and output conference	Coastal Resource Mapping	7,200.90	At least 35% of women attendees in exit and output conference	Coastal Resource Mapping	7,560.95	At least 40% of participants are women in exit and output presentation	Coastal Resource Mapping	7,938.99	At least 45% of participants are women in exit and output presentation	Coastal Resource Mapping	8,335.94	At least 45% of participants are women in exit and output presentation	Coastal Resource Mapping	8,752.74
			10%	LCD, RDAB	At least 15% of women engaged in exit and output conferences and taught about GAD	Forestland Evaluation and Mapping Project	33,352.00	At least 20% of women engaged in exit and output conferences and taught about GAD	Forestland Evaluation and Mapping Project	35,019.60	At least 23% of women engaged in exit and output conferences and taught about GAD	Forestland Evaluation and Mapping Project	36,770.58	At least 25% of women engaged in exit and output conferences and taught about GAD	Forestland Evaluation and Mapping Project	38,609.11	At least 27% of women engaged in exit and output conferences and taught about GAD	Forestland Evaluation and Mapping Project	40,539.56	At least 30% of participants are women in coordination, exit conference and consultation	Forestland Evaluation and Mapping Project	42,566.54
			10%	UMP, MGB	At least 10 % of women engaged, involved and taught about GAD.	Updating of Large-Scale Topographic Maps @ scale 1:10,000 (no. of maps produced) -1,500 map sheets	305,933.00	At least 15 % of women engaged, involved and taught about GAD.	Updating of Large-Scale Topographic Maps @ scale 1:10,000 (no. of maps produced) -1,500 map sheets	321,229.65	At least 20 % of women engaged, involved, and taught about GAD.	UMP, MGB	337,291.13	At least 25 % of women engaged, involved, and taught about GAD.	Updating of Large-Scale Topographic Maps @ scale 1:10,000 (no. of maps produced) -1,500 map sheets	354,155.69	At least 25 % of women engaged, involved, and taught about GAD.	Updating of Large-Scale Topographic Maps @ scale 1:10,000 (no. of maps produced) -1,500 map sheets	371,863.47	At least 30 % of women engaged, involved, and taught about GAD.	Updating of Large-Scale Topographic Maps @ scale 1:10,000 (no. of maps produced) -1,500 map sheets	390,456.65

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					TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)	TARGET	PROGRAM/ PROJECT/ ACTIVITY	ESTIMATED BUDGET (P'000)
GAD Goal No. 3 Ensure awareness and equal access to quality geospatial and gender-based information																						
Magna Carta of Women Chapter 6 Section 36(c), Generation and Maintenance of GAD Database/PCW MC No. 2014-05 entitled, Adoption and Generation of Data Support to the Magna Carta of Women Indicators/Section 4.4 of Joint NEDA-DBM-PCW MC 2012-01 calls for institutionalizing collection of sex-disaggregated data and gender information to inform policies, program/project planning and budgeting	Updated gender-related information as reference for planning, implementation, monitoring and evaluation of PAPs is available	Minimum number of uploaded gender-based information	25	GFPS/ Project Implementers	30	Upload/update GAD information in GADIS	5.00	35	Upload/update GAD information in GADIS	5.00	40	Upload/update GAD information in GADIS	5.00	45	Upload/update GAD information in GADIS	5.00	50	Upload/update GAD information in GADIS	5.00	55	Upload/update GAD information in GADIS	5.00
		No. of system maintained and enhanced	2	GSDO	2	Maintenance and enhancement of Geospatial Philippines (GP) and GAD Information System (GADIS)	10.00	2	Maintenance and enhancement of GP and GADIS	10.00	2	Maintenance and enhancement of GP and GADIS	10.00	2	Maintenance and enhancement of GP and GADIS	10.00	2	Maintenance and enhancement of GP and GADIS	10.00	2	Maintenance and enhancement of GP and GADIS	10.00
No data on external stakeholders access to GAD webpage	Improved gender-based analysis using data from access to NAMRIA GAD webpage	Minimum number of hits on the NAMRIA GAD Webpage	0	GSDO	100 hits	Enhancement of the existing GAD webpage for simple web page hits code	1,115.00	150 hits	Disseminate materials thru NAMRIA GAD Webpage		200 hits	Disseminate materials thru NAMRIA GAD Webpage		250 hits	Disseminate materials thru NAMRIA GAD Webpage		300 hits	Disseminate materials thru NAMRIA GAD Webpage		350	Disseminate materials thru NAMRIA GAD Webpage	
Limited awareness of women on NAMRIA products and services	Increased awareness of women on NAMRIA products and services	Minimum number of women attendees at IEC sessions on NAMRIA Products and Services	100	GISD	200 women attendees	Conduct IEC on NAMRIA products and services targeting women	30.00	300 women attendees	Conduct IEC on NAMRIA products and services targeting women		400 women attendees	Conduct IEC on NAMRIA products and services targeting women		500 women attendees	Conduct IEC on NAMRIA products and services targeting women		600 women attendees	Conduct IEC on NAMRIA products and services targeting women		700 women attendees	Conduct IEC on NAMRIA products and services targeting women	
Limited number of women attending Geomatics Training Courses (GTC)	Gained technical skills/capacities on GIS	Minimum % of participants on GTC training are women	35%	GISD	50%	Conduct Corporate Social Responsibility trainings for LGUs targeting women as participants	2,563.00	50%	Conduct Corporate Social Responsibility trainings for LGUs targeting women as participants		55%	Conduct Corporate Social Responsibility trainings for LGUs targeting women as participants		55%	Conduct Corporate Social Responsibility trainings for LGUs targeting women as participants		60%	Conduct Corporate Social Responsibility trainings for LGUs targeting women as participants		60%	Conduct Corporate Social Responsibility trainings for LGUs targeting women as participants	
	Ensure participation of women to Geomatics Trainings	No of invitations extended to women for participation (4 paid +1 free) in geomatics training	15		15	Invite NGAs, LGUs, Academe to avail geomatics training		20	Invite NGAs, LGUs, Academe to avail geomatics training		25	Invite NGAs, LGUs, Academe to avail geomatics training		30	Invite NGAs, LGUs, Academe to avail geomatics training		35	Invite NGAs, LGUs, Academe to avail geomatics training		40	Invite NGAs, LGUs, Academe to avail geomatics training	

Annex D. GAD AGENDA

PART 1: GAD STRATEGIC FRAMEWORK (2025-2030)

AGENCY:
National Mapping and Resource Information Authority
MANDATE:
To provide the public with mapmaking services and to act as the central mapping agency, depository, and distribution facility for natural resources data in the form of maps, charts, texts, and statistics.
GAD VISION:
NAMRIA is a center of excellence building an inclusive and geospatially empowered Philippines. <i>(Embedded_NAMRIA Vision)</i>
GAD MISSION:
To provide equally accessible quality maps, charts, and other geospatial products and services through gender-responsive and inclusive policies, programs, activities, and projects.
GAD GOALS:
<ol style="list-style-type: none">1. Strengthen organizational culture, practices, mechanisms, and advocacy for gender equality and women's empowerment (GEWE);2. Sustain inclusive and equitable policies, programs, activities, and projects (PAPs);3. Ensure awareness and equal access to quality geospatial and gender-based information.

