



NAST SPECIAL ORDER NO. 08
Series of 2022

SUBJECT: Implementation of the Revised Gender and Development (GAD) Policy of the National Academy of Science and Technology (NAST)

In the interest of the service and relative to Republic Act No. 9710 or Magna Carta of Women, NAST hereby promulgates its GAD Policy guided by the following provisions:

1. Spearhead the integration of GAD perspective in NAST Vision, Mission, Values, plans, policies, programs, activities, services, award/incentive system, and performance indicators, if applicable;
2. Ensure the compliance to the submission of PCW-related requirements (GPB, GAR, GMEF) on prescribed period/deadline;
3. Ensure the utilization of at least 5% of the budget for GAD;
4. Formulate GAD agenda or strategic framework;
5. Establish and/or implement appropriate GAD mechanisms, for an effective gender mainstreaming process;
6. Review existing GAD policies;
7. Develop GAD policies that is consistent with emerging GAD issues, and addresses gender needs of both internal and external clients;
8. Ensure that all NAST offices comply with the use of gender fair language and images in all relevant documents;
9. Conduct gender analysis and utilize the result to develop and/or enhance NAST policies, programs, activities, and projects (PAPs);
10. Collect sex-disaggregated data (SDD) and/or gender statistics from all applicable NAST activities or endeavors;
11. Disseminate and promote GAD policies, knowledge products (KPs), information, education, and communication (IEC) materials, and activities to internal and external clients;
12. Develop and/or review tools, knowledge products (KPs), and information, education, and communication (IEC) materials that can be included in a knowledge management (KM) system;

13. Encourage participation of internal and external clients in all aspects of planning, implementation, and evaluation of GAD PAPs, and in the identification of GAD issues and corresponding strategies;
14. Implement, monitor, and evaluate the organization's PAPs using the appropriate gender analysis tools (e.g., HGDG), and make some adjustments, if necessary;
15. Consult and/or collaborate with the Philippine Commission on Women (PCW), and other relevant agencies to facilitate gender mainstreaming and implement GAD PAPs;
16. Integrate GAD perspective in the development and/or enhancement of databases or systems accessible to external clients and partner organizations;
17. Develop GAD Plan and Budget (GPB) based on GAD agenda, emerging gender issues, international/national GAD mandates, and/or results of gender analysis;
18. Encourage participation or attendance of the GAD Focal Point System, all NAST employees, internal and external clients to appropriate and relevant trainings, activities, and deepening sessions related to GAD;
19. Ensure implementation of GAD policies on all human resources activities such as learning and development; capacity building; and performance evaluation;
20. Ensure that all new NAST employees undergo gender sensitivity training; and
21. Develop orientation modules on GAD for new employees.

This order shall take effect immediately and shall remain enforced until revoked.


RHODORA V. AZANZA
President

June 29, 2022