



**CSC RO VIII Rapid Gender Analysis:
A Research Report
GAD FPS Batch 2**

*Presented:
November 6 and 13, 2017*

PART I

Rapid Gender Analysis Report

Background:

Gender and Development has become the development framework in the country and awareness on its gains and impact remain negligible in spite of government efforts. Unknowingly, the nature and the volume of work have been insensitive to the plight of government workers, more so devastating by ignoring the roles of women in their respective homes, communities and workplaces.

The CSC RO VIII, recognizing that issues and concerns can further exacerbate existing vulnerabilities and gender norms, seeks to better understand the gender dynamics at the individual level in order to improve the design of its interventions and build on the strengths and capacities of the men and women in the regional office. To help achieve this aim, the GAD Focal Points System developed a customized participatory Rapid Gender Assessment (RGA) approach, allowing for a diverse group of staff to collect information quickly from a sample of at least 30% of the employees. The RGA focused on the awareness, knowledge, notion and perception of any changing gender dynamics in the workplace.

Purpose:

To learn, explore and better understand the gender dynamics within the CSC RO VIII.

Objectives:

To better understand and identify:

- The awareness of women and men on gender and development
- The extent of knowledge, perception and notion of men and women on the role of the GAD FPS, their units' share of responsibility in gender equity
- To identify emerging opportunities to shift rigid gender and social norms to policies, enabling mechanisms and more people-focused initiatives.

Goal:

To increase the capacity of the GAD FPS (and its partners) in exploring the realities faced by CSC men and women and design impact driven participatory emergency response interventions.

Methodology the GAD Field conducted:

- Discrete interviews, discussions and observations
- Resource mapping – infra, assets, existing resources, talents and participation
- Customized survey questionnaire

Collected data using these three tools on the following themes:

1. Sex-wise Profile of respondents
2. Position profile of respondents
3. Base work of respondents
4. Awareness of organizations policies, tools and methods
5. Knowledge on the role and mandate of Gender FPS
6. Notion of shared responsibility of management in the implementation of gender equality initiatives
7. Perception on gender mainstreaming
8. Knowledge on allocation of importance, time and resources
9. Observation that people and management considers gender to be important
10. Observation that needs assessment, including gender considerations, has been conducted in a participatory way for programs and projects.
11. Knowledge that men and women's different needs are taken into account in a participatory way
12. Other gender issues and concerns

The data collected was limited to percentages, summations and trendings in order to focus deeply on knowledge, awareness and perspectives of the respondents on gender-specific vulnerabilities, needs and capacities in relation to the CSC RO VIII workplace.

Validation workshop:

Following the data collection, analysis of the findings and proposed recommendations for current and future interventions in terms of internal customized policies and mechanisms. Likewise, data collected was presented to people during the Interpose Activity (November 6, 2017) and the Management Committee Conference on November 13, 2017.

PART II

DISCUSSION AND ANALYSIS OF FINDINGS

The Key findings of all the areas are summarized in this section.

I. The Profile of Respondents

TABEL 1. Sex Distribution of Respondents		
Sex	No. of Respondents	Percentage
Male	13	46.43%
Female	15	53.57%
TOTAL	28	100%

There was a total of 28 of 52% respondents of the human resource complement of Region VIII responded to the customized survey tool. Retrieved were 13 or 46% men and 15 or 53% women respondents. The respondents were indeed women-dominated.

TABLE 2. Position-Wise Distribution		
Positions	No. of Respondents	Percentage
Senior Management Team	6	21.43%
Program Staff	1	3.57%
Administrative Staff	9	32.14%
Technical Staff	8	28.57%
Field Staff	3	10.71%
Other, pls specify	1	3.57%
TOTAL	28	100%

Six or 21% were senior management respondents, 9 or 32.14% were administrative staff, 8 or 28.57% were technical staff, 3 or 10.71% were field personnel, and 1 or 3.57% was a program staff.

TABLE 3. Base Work		
Location	No. of Respondents	Percentage
Central Office	0	0%
Field Office	7	27%
Regional Office	19	73%
TOTAL	26	100%

19 or 73% of the respondents were assigned at the regional office while 7 or 27% were assigned at various field offices. This figure can be attributed to the location of most employees assigned at the regional office.

Responses	No. of Respondents	Percentage
Strongly Agree	8	28.57%
Agree	18	64.29%
No Opinion	0	0%
Strongly Disagree	1	3.57%
Do Not Know/Not Applicable	1	3.57%
TOTAL	28	100%

18 or 64.29% agreed that they are aware of organizational policies, tools and methods for gender sensitive work.

Meanwhile, 8 or 28.57% responded strongly agreed on such awareness.

Only 1 or 3.57% strongly disagreed to have such awareness, while 1 or 3.57% did not know at all.

Indicator	No. of Respondents	Percentage
Fullest Extent	2	7.41%
Great Extent	16	59.26%
Moderate Extent	3	11.11%
Limited Extent	3	11.11%
Not At All	0	0%
Do Not Know/Not Applicable	3	11.11%
TOTAL	27	100%

16 or 59.26% responded that they have knowledge to a great extent on the role and mandate of the GAD FPS, while only 2 or 7.41% were fully extent knowledgeable. Meanwhile, 3 or 11% were moderately knowledgeable.

Responses	No. of Respondents	Percentage
Fullest Extent	6	21.43%
Great Extent	13	46.43%
Moderate Extent	5	17.86%
Limited Extent	3	10.71%
Not At All	1	3.57%
Do Not Know/Not Applicable	0	0%
TOTAL	28	100%

13 or 46.43% responded that they have the notion to a great extent that his/her unit/division had a share in the implementation of gender equality initiatives. 6 or 21.43% had the notion to the fullest extent while 5 or 17.86 responded moderately extent, and 3 or 10.71% responded limited extent only and 1 or 3.57% said not at all.

TABLE 7. Perception on Gender Mainstreaming in the Design of Programs/Projects		
Responses	No. of Respondents	Percentage
Fullest Extent	6	21.43%
Great Extent	12	42.86%
Moderate Extent	5	17.86%
Limited Extent	2	7.14%
Not At All	1	3.57%
Do Not Know/Not Applicable	2	7.14%
TOTAL	28	100%

Only 12 or 42% perceived to a great extent on gender mainstreaming; 6 or 21.43% fullest extent; while 5 or 17.86% **Moderately Extent**; 2 or 7.14%; Limited extent and 1 or 3.57% **Not at all**. There were 2 or 7.14% responded that they **Did not know** gender mainstreaming at all.

Table 8. Knowledge that Needs Assessment has been Conducted in a Participatory Way		
Responses	No. of Respondents	Percentage
Strongly agree	5	17.86%
Agree	16	57.14%
No opinion	4	14.29%
Strongly disagree	1	3.57%
Do not know/not applicable	2	7.14%
Total	28	100%

The table explains that sixteen (16) or 57.14% of the respondents have agreed that needs assessment, including gender considerations, has been conducted in a participatory way for the programs/projects. However, one (1) respondent or 3.57% has strongly disagreed.

TABLE 9. Respondent's Knowledge that Men and Women's Different Needs Take Into Account in a Participatory Way in the Programs/Projects		
Responses	No. of Respondents	Percentage
Fullest Extent	1	3.571%
Great Extent	12	42.86%
Moderate Extent	10	35.71%
Limited Extent	2	7.14%
Not At All	3	10.71%
Do Not Know/Not Applicable	0	0%
TOTAL	28	100%

The table shows that twelve (12) or 42.86% of the respondents have great extent of knowledge that men and women's different needs take into account in a participatory way in the programs/projects. But only one (1) respondent or 3.57% has the fullest extent of knowledge.

TABLE 10. Respondent's Awareness that Gender-Specific Objectives or Considerations are Included in the Projects/Programs		
Responses	No. of Respondents	Percentage
Strongly Agree	2	7.14%
Agree	21	75.00%
No Opinion	4	14.29%
Strongly Disagree	0	0.00%
Do Not Know/Not Applicable	1	3.57%
TOTAL	28	100%

The table depicts that twenty-one (21) or 75.00% of the respondents have agreed that gender-specific objectives or considerations are included in the programs/projects. While one (1) respondent or 3.57% have answered 'do not know/not applicable'.

TABLE 11. Respondent's Knowledge that Gender Tools are Used in the Programs/Projects and that are also Applied in the Field		
Responses	No. of Respondents	Percentage
Frequently	7	25.00%
Regularly	7	25.00%
Occasionally	7	25.00%
Seldom	2	7.14%
Never	1	3.57%
Do Not Know/Not Applicable	2	7.14%
TOTAL	26	100%

The table represents that seven (7) respondents or 25.00% have frequently known that gender tools are used in the program/projects and that are also applied in the field. Another seven (7) respondents or 25.00% have regularly known that gender tools are used in the programs/projects and that are also applied in the field. Two respondents have not answered the survey question.

TABLE 12. Respondent's Knowledge that Female Field Staff are Instructed to Target Female Beneficiaries in the Field Activities Pertaining to the Programs/Projects		
Responses	No. of Respondents	Percentage
Strongly Agree	0	0.00%
Agree	8	28.57%
No Opinion	11	39.29%
Strongly Disagree	7	25.00%
Do Not Know/Not Applicable	2	7.14%
TOTAL	28	100%

The table illustrates that eleven (11) or 39.29% of the respondents have no opinion about female field staff are instructed to target female beneficiaries in the field activities pertaining to the programs/projects. There are two respondents or 7.14% have answered 'do not know/not applicable'.

II. MONITORING AND EVALUATION

TABLE 13							
Responses	Total	Yes	Percentage	No	Percentage	Do Not Know/Not Applicable	Percentage
Income	26	7	26.92%	5	19.23%	14	53.85%
Access to resources	26	12	46.15%	3	11.54%	11	42.31%
Access to training	27	21	77.78%	3	11.11%	3	11.11%
Participation in decision-making	27	19	70.37%	4	14.81%	4	14.81%
Control over resources	26	10	38.46%	4	15.38%	12	46.15%
Beneficiary perception of project	26	11	42.31%	3	11.54%	12	46.15%

The table shows that fourteen (14) or 53.85% of respondents do not know that the organization's program/projects collect gender disaggregated data in terms of income; twelve (12) or 46.15% of respondents have the perception to the accessibility to resources; twenty-one (21) or 77.78% of respondents have the perception to the accessibility to training; nineteen (19) or 70.37% of the respondents have the perception in the participation in decision-making;

TABLE 13. RESPONDENT'S PERCEPTION THAT THE GENDER-DISAGGREGATED DATA IS USED TO CONDUCT GENDER ANALYSIS AND REFINE PROGRAM STRATEGIES		
Indicator	No. of Respondents	Percentage
Fullest extent	3	11.11%
Great extent	8	29.63%
Moderate extent	9	33.33%
Limited extent	3	11.11%
Not at all	1	3.70%
Do not know/not applicable	3	11.11%
TOTAL	27	100%

The table shows that nine (9) or 33.33% of the respondents have perceived in a moderate extent that the gender-disaggregated data is used to conduct gender analysis and refine program strategies. While one (1) respondent have answered 'not at all'. One (1) respondent have not answered the survey question.

TABLE 14. RESPONDENT'S PERCEPTION OF THE GENDER IMPACT OF PROJECTS/PROGRAMS IS EVALUATED FOR BOTH MEN AND WOMEN WITH THEIR ROLES AND RESPONSIBILITIES BEING CONSIDERED		
Indicator	No. of Respondents	Percentage
Fullest extent	2	7.14%
Great extent	11	39.29%
Moderate extent	8	28.57%
Limited extent	5	17.86%
Not at all	0	0.00%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table illustrates that eleven (11) or 39.29% of the respondents have perceived in great extent that the gender impact of programs/projects is evaluated for both men and women with their roles & responsibilities being considered. While two (2) or 7.14% have answered 'do not know/not applicable'.

Table 15 (Communication and Research)

TABLE 15. RESPONDENT'S AWARENESS ON LESSONS LEARNED FROM FIELD ACTIVITIES THAT ARE USED TO IMPROVE PROGRAM STRATEGIES		
Indicator	No. of Respondents	Percentage
Fullest extent	4	14.29%
Great extent	9	32.14%
Moderate extent	9	32.14%
Limited extent	2	7.14%
Not at all	2	7.14%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table explains that the respondent's awareness on lessons learned from field activities that are used to improve program strategies including for gender are in great extent and moderate extent with nine (9) or 32.14% for each of the indicator. Two (2) respondents or 7.14% for each of the indicators (limited extent, not at all and do not know/not applicable) have answered.

TABLE 16. RESPONDENT'S PERCEPTION THAT HE HAS IN CONTACT WITH THE GENDER FOCAL POINT/GENDER DEPARTMENT		
Indicator	No. of Respondents	Percentage
Frequently	3	10.71%
Regularly	7	25.00%
Occasionally	11	39.29%
Seldom	3	10.71%
Never	2	7.14%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table displays that eleven (11) or 39.29% of the respondents have occasional contact with the gender focal point/gender department. However, two (2) respondents or 7.14% have answered 'never' and 'do not know/not applicable' for each of the indicator.

TABLE 17. PERCEPTION RESPONDENTS HAVE IN CONTACT WITH STAFF OR DIVISION WITHIN HIS ORGANIZATION IMPROVE GENDER LEARNING OPPORTUNITIES BY SHARING EXPERIENCES

Indicator	No. of Respondents	Percentage
Frequently	2	7.14%
Regularly	8	28.57%
Occasionally	10	35.71%
Seldom	3	10.71%
Never	3	10.71%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table illustrated that ten (10) or 35.71% of the respondents have perceived that they have occasional contact with staff or division with their organization to improve gender learning opportunities by sharing experiences. However, two (2) respondents or 7.14% have answered 'frequently' and 'do not know/not applicable' for each of the indicator.

TABLE 18. RESPONDENT'S KNOWLEDGE ON COLLABORATION WITH OTHER ORGANIZATIONS TO SHARE LEARNINGS ON GENDER AND OTHER TOPICS FOR CAPACITY DEVELOPMENT, INCLUDING WOMEN'S RIGHTS ORGANIZATIONS

Indicator	No. of Respondents	Percentage
Frequently	2	7.14%
Regularly	6	21.43%
Occasionally	11	39.29%
Seldom	4	14.29%
Never	3	10.71%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table shows that eleven (11) or 39.29% of the respondents have occasional collaboration with other organization to share learnings on gender and other topics for capacity development, including women's rights organizations. However, two (2) respondents or 7.14% have answered 'frequently' and 'do not know/not applicable' for each of the indicator.

(HUMAN RESOURCES)

TABLE 19. RESPONDENT'S AWARENESS THAT GENDER PARITY IN STAFF HAS BEEN ACHIEVED		
Indicator	No. of Respondents	Percentage
Strongly agree	3	10.71%
Agree	20	71.43%
No opinion	4	14.29%
Strongly disagree	0	0.00%
Do not know/not applicable	1	3.57%
TOTAL	28	100%

The table illustrates that twenty (20) or 71.43% of the respondents have agreed that gender parity in staff has been achieved in the organizational area. While one (1) respondent or 3.57% have answered 'do not know/ not applicable.

TABLE 20. AWARENESS THAT GENDER CONSIDERATIONS INCLUDING GENDER BALANCE OR GENDER EXPERTISE/EXPERIENCE ARE INCLUDED IN THE RECRUITMENT POLICY IN THE ORGANIZATIONAL AREA		
Indicator	No. of Respondents	Percentage
Fullest extent	3	10.71%
Great extent	13	46.43%
Moderate extent	4	14.29%
Limited extent	2	7.14%
Not at all	2	7.14%
Do not know/not applicable	4	14.29%
TOTAL	28	100%

The table depicts that thirteen (13) or 46.43% of the respondents are aware in great extent that gender considerations including gender balance or gender expertise/experience are included in the recruitment policy in the organizational area. While two (2) respondents or 7.14% have answered 'limited extent' and 'not at all' for each of the indicator.

TABLE 21. RESPONDENT'S PERCEPTION THAT HE AND OTHER STAFF IN THE ORGANIZATION HAVE RECEIVED TRAINING ON GENDER TOPICS		
Indicator	No. of Respondents	Percentage
Fullest extent	5	17.86%
Great extent	12	42.86%
Moderate extent	6	21.43%
Limited extent	2	7.14%
Not at all	1	3.57%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table shows that twelve (12) or 42.86% of the respondents have perceived in great extent that he and other staff in the organization have received training on gender topics such as sensitization or gender-sensitive extension together with other staff in the organization. While one (1) respondent answered “not at all”.

TABLE 22. RESPONDENT'S PERCEPTION THAT HE AND OTHER STAFF HAVE KNOWLEDGE AND SKILLS THAT ALLOWS THEM TO WORK EFFECTIVELY ON GENDER ISSUES		
Indicator	No. of Respondents	Percentage
Fullest extent	5	17.86%
Great extent	12	42.86%
Moderate extent	6	21.43%
Limited extent	2	7.14%
Not at all	1	3.57%
Do not know/not applicable	2	7.14%
TOTAL	28	100%

The table illustrates that twelve (12) or 42.86% of the respondents have perceived in great extent that he and other staff in the organization have knowledge and skills that allows them to work effectively on gender issues. While one (1) respondent or 3.57% have answered 'not at all'.

TABLE 23. PERCEPTION THAT HE AND OTHER STAFF HAVE KNOWLEDGE AND SKILLS THAT ALLOWS THEM TO ADDRESS TOPICS OF PARTICULAR INTEREST TO WOMEN IN EXTENSION WORK		
Indicator	No. of Respondents	Percentage
Fullest extent	2	7.14%
Great extent	11	39.29%
Moderate extent	11	39.29%
Limited extent	2	7.14%
Not at all	1	3.57%
Do not know/not applicable	1	3.57%
TOTAL	28	100%

The table represents that eleven (11) or 39.29% of the respondents have perceived to a great extent that he and other staff in the organization have knowledge and skills that allows them to address topics of particular interest to women in extension work. Same is through with the eleven (11) or 39.29% of the respondents have perceived in a moderate extent. One respondent or 3.57% to each of the indicators have answered 'not at all' and 'do not know/ not applicable'.

TABLE 24. AWARENESS THAT THERE IS ONE OR SEVERAL STAFF HAS PARTICULAR EXPERTISE ON GENDER ISSUE		
Indicator	No. of Respondents	Percentage
Fullest extent	2	7.14%
Great extent	10	35.71%
Moderate extent	10	35.71%
Limited extent	4	14.29%
Not at all	1	3.57%
Do not know/not applicable	1	3.57%
TOTAL	28	100%

The table represents that ten (10) or 35.71% of the respondents have perceived to a great extent that he and other staff in the organization have knowledge and skills that allows them to address topics of particular interest to women in extension work. Same is through with the ten (10) or 35.71% of the respondents have perceived in a moderate extent.

GENDER ANALYSIS ON HEALTH

TABLE 25. RESPONDENT'S ANSWER AS TO HOW OFTEN THEY GET SICK/ILL		
Indicator	No. of Respondents	Percentage
Everyday	1	3.85%
Weekly	2	7.69%
Once a month	11	42.31%
Once a year	12	46.15%
Not Applicable	0	0.00%
TOTAL	26	100%

The table shows that twelve (12) or 46.15% of the respondents have answered that they often get sick/ill once year. However, one (1) respondent have checked three indicators while one (1) respondent have not answered the survey question.

TABLE 26. ANSWER IF THEIR CONDITION IS ACUTE OR CHRONIC		
Indicator	No. of Respondents	Percentage
Yes	2	7.41%
No	25	92.60%
TOTAL	27	100%

The table shows that twenty-five (25) or 92.60% of the respondents have answered that their condition is not acute or chronic. While two (2) respondents have answered yes that their condition is acute or chronic. One respondent have not answered.

TABLE 27. ANSWER WHETHER THEIR CONDITION IS COMMUNICABLE OR A NON-COMMUNICABLE		
Indicator	No. of Respondents	Percentage
Yes communicable	6	22.22%
No, non-communicable	21	77.78%
TOTAL	27	100%

The table shows that twenty-one (21) or 77.78% of the respondents have answered that their condition is non-communicable. With remaining six (6) or 22.22% of the respondent have answered 'yes', communicable. One respondent have not answered.

TABLE 28. RESPONDENT'S PERCEPTION ON THE FACTORS AFFECTING THE VULNERABILITY OF THEIR CONDITION		
Indicator	No. of Respondents	Percentage
Biological factors	11	57.90%
Socio-cultural factors	3	15.79%
Gender norms, roles and relations in the working environment	5	26.32%
TOTAL	19	100%

Biological factors are affecting the vulnerability of the condition of the eleven (11) or 57.90% of the respondents. While three (3) respondents or 15.79% are affected by socio-cultural factors. Out of 28 respondents, five (5) respondents have answered at least two (2) indicators, two (2) respondents have answered three (3) indicators, and two (2) respondents have no answers.

TABLE 29. PERCEPTION THAT THEIR CONDITION OCCURS IN		
Indicator	No. of Respondents	Percentage
Workplace	13	72.22%
Field	2	11.11%
Home	3	16.67%
TOTAL	18	100%

Thirteen (13) respondents or 72.22% perceive that their condition occurs in the workplace. The lowest percentage of respondents, two (2) or 11.11% believe that it occurs in the field. Eight (8) respondents have answered at least two indicators, One (1) respondent added 1 indicator not found in the list while one (1) respondent have not answered.

**RESPONDENT'S PERCEPTION THAT DOING DAILY ACTIVITIES AFFECTS THEIR
CONDITION VULNERABILITY**

Indicator	No. of Respondents	Percentage
Yes	23	85.19%
No	4	14.81%
TOTAL	27	100%

The table shows that twenty-three (23) respondents or 85.19% perceive that doing daily activities affect their condition vulnerability. Four (4) respondents or 14.81% have said that it does not affect them. While one (1) respondent have no answer.

RESPONDENT'S ACTIONS WHEN THIS CONDITION OCCURS

Indicator	No. of Respondents	Percentage
Seek office doctor	0	0%
Go to hospital for a check-up	11	47.83%
Self-medicate	11	47.83%
Not applicable	1	4.35%
TOTAL	23	100%

The table shows that eleven (11) respondents or 47.83% go to hospital for a check-up when their condition occurs. Self-medication also shows for the eleven (11) respondents or 47.83%. One respondent have answered 'not applicable'. One (1) respondent have not answered the question while four (4) respondents have answered two indicators.

RESPONDENT'S PREFERENCE TO CONSULT WHEN THIS CONDITION OCCURS

Indicator	No. of Respondents	Percentage
Registered medical doctor	20	80%
Traditional healer	0	0%
Alternative therapist	5	20%
TOTAL	25	100%

Eighty percent or twenty (20) respondents have preferred to consult a registered medical doctor when their condition occurs. No respondent have answered for a traditional healer. Two respondents have answered 'NA or none of the above' which are not part of the indicators. One respondent have not answered the question.

RESPONDENT'S ANSWER IF THEY HAVE HEALTH CARE INSURANCE

Indicator	No. of Respondents	Percentage
Yes	19	70.37%
No	8	29.63%
TOTAL	27	100%

The table represents that nineteen (19) respondents or 70.37% have answered that they have health care insurance. Eight (8) respondents or 29.63% have answered 'No'. While one respondent have no answer.

RESPONDENT'S AWARENESS THAT HEALTH SERVICES FACILITY-BASED OR PROVIDED IN THE COMMUNITY

Indicator	No. of Respondents	Percentage
Yes	16	59.26%
No	11	40.74%
TOTAL	27	100%

The table displays that sixteen (16) respondents or 59.26% are aware that health services facility-based or provided in their community. While eleven (11) respondents have answered 'No'. One respondent have not answered any of the indicators.

RESPONDENT'S ACCESSIBILITY TO THE RESOURCES TO SEEK HEALTH SERVICES

Indicator	No. of Respondents	Percentage
Yes	20	74.07%
No	7	25.93%
TOTAL	27	100%

The table shows that twenty (20) or 74.07% of the respondents have access to the resources to seek health services. While 25.93% or seven (7) respondents have answered 'No'. There is one respondent who have not answered any of the indicators.

RESPONDENT'S PREFERENCE TO GIVE A PRESCRIPTION

Indicator	No. of Respondents	Percentage
Female doctor	8	61.54%
Male doctor	5	38.46%
TOTAL	13	100%

The table explains that eight (8) respondents or 61.54% have preferred a female doctor to give a prescription while five (5) respondents or 38.46% have preferred a male doctor. There are twelve (12) respondents who preferred either of the two

sexes to give a prescription. While three (3) respondents have not answered the question.

Recommendations

The following table outlines the key recommendations based on the Rapid Gender Analysis findings:

<p>Assessment</p>	<ul style="list-style-type: none"> • Ensure gender balanced respondents, including women from all Field Offices • Ensure sex and age disaggregated data in all assessment and M&E • Identification and inclusion of vulnerable groups such as the office millennials and seniors • Plan for periodic RGAs • Ensure that assessments specifically look at the prevalence of tolerance to counterproductive / harmful traditional practices and include risk analysis of the project. • Ensure that the Gender Assessment Team are composed of both men and women and they are briefed and trained on the assessment tools • Prioritize men and women with health issues. Employ a male and female medical retainer for common diseases.
<p>Project/ Activities</p>	<ul style="list-style-type: none"> • Assistance targeting vulnerable employees needs to be prioritized as interventions • Integrate psycho-social support activities in all learning and development interventions and where possible; • Identify available agencies as partners for interventions ; • Ensure there is a specific plan and adequate budget and plan for gender sensitive emergency interventions as well as a mechanism for preventing and responding to different forms of gender biases/marginalization/stereotyping. • Expand the coverage of the existing Grievance Committee to GAD hearing mechanism. • Encourage knowledge sharing/experiences in interpose activities
<p>Coordinations</p>	<ul style="list-style-type: none"> • Improved collaboration is needed between partner agencies
<p>Target and Distribution</p>	<ul style="list-style-type: none"> • Ensure gender-sensitive targeting for all activities that look at the specific needs of men and women • stresses/challenges faced by the different gender and age groups • GAD FP to explain targeting and selection approach from a gender point of view. • Distribution of interventions should be planned carefully with both female and male participation.