

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2016

Reference: Direct Encoding (No GPB in database)				
Organization: Privatization and Management Office			Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Finance, Privatization and Management Office				
Total Budget/GAA of Organization:	42,554,000.00			
Actual GAD Expenditure	452,229.64	Original Budget	200,000.00	
		% Utilization of Budget	226.11	
% Utilization of Original	0.00			
% of GAD Expenditure:	1.06%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
ORGANIZATION-FOCUSED ACTIVITIES											
1	As stated in the IRR of Section 26 of the Magna Carta of Women; Right to Livelihood, Credit, Capital and Technology, the DOF shall formulate and implement policies, plans and programs to give women easy access to capital and credit for business enterprises and shall ensure availability of trainings and capacity building programs for women potential entrepreneurs and ensure provision of support services.	Exposure and access to financial literacy program/s are limited.	Cultivate women's capacity to handle personal finances and become exposed to the different opportunities of monetary investments.	MFO: Human Resource	Organize a financial literacy seminar that discusses Effective Handling of Personal Finances.	The agency shall help its personnel especially women to assess their financial capacity and become responsible with expenses and income. - To train at least 27 male personnel and 44 female personnel. It should give more emphasis on women than men since women usually budget the family's income.	Conducted a series of talks entitled, "Financial Empowerment: Handling Personal Finances from Compensation Income". Activities were held on April 15, 22, 29 and May 13, 2016. On April 15, 36 female and 18 male attended, on April 22, there were 33 female and 16 male attendees, while on April 29, 37 female and 15 male employees and on May 13, 40 female and 14 male attended.	60,000.00 GAA	194,913.18 GAA	Human Resource Management Officers II and III, Finance Officers	Done. The seminar on "Financial Empowerment: Handling Personal Finances from Compensation Income" helped PMO employees especially women to broaden their understanding when it comes to their income as well as assess their financial priorities. Variance from the budget of Php 60,000.00 to its actual expenses of Php 194,913.18 was due to the salaries of personnel who participated in each activity which were attributed to GAD expenses.



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2	As stated in the IRR of Section 26 of the Magna Carta of Women; Right to Livelihood, Credit, Capital and Technology, the DOF shall formulate and implement policies, plans and programs to give women easy access to capital and credit for business enterprises and shall ensure availability of trainings and capacity building programs for women potential entrepreneurs and ensure provision of support services.	Exposure and access to financial literacy program/s are limited.	Cultivate women's capacity to handle personal finances and become exposed to the different opportunities of monetary investments.	MFO: Human Resource	Organize a financial literacy seminar that Recognizes Women's Role to Financial Security.	The program shall help women acquire helpful methods that will make them and their family financially literate. - To conduct at least 2 kinds of Financial literacy talks that discusses investment opportunities, personal income and budget. To educate at least 45 female and 13 male PMO employees and officers. The activity shall be held on March 4, 2016 as PMO's observance to the National Women's Month.	Conducted an in-house seminar entitled, "Understanding Women's Role to Financial Security". The activity was able to educate 24 female and 12 male PMO employees and officers. Held on March 4, 2016 as part of the observance of National Women's Month.	30,000.00 GAA	46,915.17 GAA	Head of the Agency, Human Resource Management Officers, Finance Officers	Done. the seminar on "Understanding Women's Role to Financial Security" made women PMO personnel recognized their role and potential contributions to handle finances and maximize their income. Participants learned to monitor their expenses, set financial priorities, create a budget, define their financial goals, and develop a plan to reach their goals.The participants were introduced to Kasagana-Ka Mutual Benefit Association, Inc. that provides affordable insurance coverage to urban poor women and their families. Variance from the budget of Php 30,000.00 to its actual expenses of Php 46,915.17 was due to the salaries of personnel who participated in each activity which were attributed to GAD expenses.
3	Projects and programs to help address gender related issues and concerns are substandard.	The GFPS lack competencies necessary for the development of holistic GAD mainstreaming framework and strategies.	To ensure that the GFPS are equipped with sufficient knowledge and training to help the organization develop holistic GAD-related programs.	MFO: Human Resource	Provision of GAD-related seminars or trainings, forums for the GFPS such as GAD P(lanning and Budgeting, GSS Facilitators Training, and GAD Planning and Budgeting Forum of PCW.	To send the GFPS as representatives in the GAD Planning and Budgeting seminar of COA. They shall acquire knowledge and information necessary for the preparation of GAD Plan and Budget. - To send at least 3 female and 2 male personnel that shall be oriented in the GAD Planning and Budgeting of COA on November 28 to 29, 2016. Representatives shall acquire important knowledge from lectures and forums to apply in the development of Gender-related activities. - To send at least 1 male and 1 female GFPS members in the 5th GAD Planning and Budgeting Forum of PCW on November 10, 2016. The participants shall acquire knowledge and competencies to be able to facilitate a Gender Sensitivity Seminar. - To send 4 female GFPS members in the Gender Sensitivity - Training of Facilitators training of CSC which shall be on August 2 to 5, 2016.	The agency was able to send 5 female and 3 male representatives in the GAD Planning and Budgeting seminar of COA on November 28 to 29, 2016. The agency was able to send 1 female and 1 male representatives in the 5th GAD Planning and Budgeting Forum of PCW. The agency was able to send 4 female representatives in the Gender Sensitivity - Training of Facilitators of the CSC on August 2 to 5, 2016.	52,000.00 GAA	100,687.61 GAA	Human Resource	Done. The 4 - day workshop on Gender Sensitivity - Training of Facilitators taught the PMO's prospective GSS facilitators significant strategies on how to effectively facilitate the "Gender Sensitivity Seminar". The workshop helped to gender sensitize their prospective participants by being gender sensitive. This was achieved by exploring and articulating gender issues, clarifying differences between sex and gender, revealing the roles of society and its institutions in perpetuating gender discrimination or bias as manifested through marginalization, multiple burden, stereotyping, personal development, and violence against women. The 2 - day seminar in GAD Planning and Budgeting helped participants be aware and appreciate the use of various gender analysis tools for GAD Planning and Budgeting. The PMO GFPS Team were able to implement the use of such tools in the agency's gender mainstreaming. The representatives in the 5th GAD Planning and Budgeting Forum on November 10, 2016 were taught on how to properly allocate budget for GAD activities for 2018. They were also able to hear major concerns in the preparation of GAD Plan and Budget from some of the government agencies. The variance of Php 48,687.61 from its approved budget of Php 52,000.00 was due to the attribution of salary of personnel who participated in the GAD-related activities implemented.



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4	Lack of programs that support government's commitment to address all forms of violence against women.	Low level of participation in mandated GAD National and International activities that will help strengthen awareness of PMO personnel.	To support the GAD National and International activities with equal representation of men and women and to make the organization unified with the government's goal.	MFO: Human Resource	Organize a film showing entitled,	<p>The PMO shall join in the observance of 18-Day Campaign to End Violence Against Women. - To be able to post an event streamer at the building entrance from November 25 to December 12, 2016.</p> <p>To send representatives in the Film Showing activity of DOF as the mother agency of PMO. - To send at least 5 male and 5 female personnel in the Film Showing of DOF during the observance of the 18-day Campaign to End VAW.</p> <p>To conduct 1 film showing activity as part of the observance of the 18-Day Campaign to End Violence Against Women and ensure that all employees will fully participate in the discussion to improve their awareness in violence or abuse. - Film Showing of "Boses" movie on November 25, 2016 for 47 female and 29 male PMO employees.</p>	<p>The agency displayed 1 streamer bearing 2016 18-Day Campaign to End Violence Against Women in PMO Building entrance from 25 November to 12 December 2016.</p> <p>3 male and 4 female PMO employees were sent to watch the film screening of "I America" on December 7, 2016 at the Cultural Center of the Philippines.</p> <p>A total of 22 male and 39 female employees, which consist of both PMO employees and outsourced manpower, participated in the Film Screening of "Boses".</p>	53,000.00 GAA	98,889.27 GAA	Human Resource II, Information Technology Services, General Administrative Services	Done. The film showing of "Boses" was divided into AM and PM sessions which was held on November 25, 2016. A resource speaker was also invited to give a brief introduction about the movie and discuss the scenes that reflect the socio-political present as well as to determine the ways on how to end the violence against women and children in our country. The posting of streamer bearing 2016 18-day Campaign to End Violence Against Women at the PMO Building entrance helped the agency in informing it's employees and other stakeholders the objective of the annual observation of 18-Day Campaign to End VAW. The film screening of "I America" which was organized by DOF increased the awareness of attendees on how the problem of prostitution has become a means of livelihood among many Filipinos, and how exploitation of women has become part of it. The said attendees shared valuable lessons attained from the movie. One of them is how children, who are offsprings of Filipino women to American soldiers, live a life without their father. Most of these children suffer from racial discrimination and usually, the mother of these children are the ones who are being blamed for their situation. The variance of Php 45,889.27 from its approved budget of Php 53,000.00 was due to the attribution of salary of personnel who participated in the GAD-related activities implemented.
5	Previous reports on GAD Plan and Budget as well as GAD Accomplishments were not endorsed by PCW.	The GFPS Team lack proper planning and knowledge about the guidelines in the preparation of GAD P	To be able to prepare and submit a GAD Plan and Budget for 2018 that is aligned with the guidelines set by PCW.	MFO: GAD Focal Point System	A series of GFPS meeting in preparation for the submission of FY 2018 GAD Plan and Budget as well as FY 2016 GAD Accomplishment Report.	The GFPS shall be able to prepare a list of proposed programs with their corresponding budget for 2017 and 2018. - To be able to submit GAD Plan and Budget FY 2018 and GAD Accomplishment Report FY 2016 on or before January 31, 2017.	The GFPS were able to submit reports of GPB FY 2018 and GAD AR FY 2016.	5,000.00 GAA	10,824.41 GAA	GAD Focal Point System, Secretariat	Done. Conducted a series of GFPS meeting in preparation for the submission of revised 2017 GPB and 2015 GAD AR. The team were able to arrange 5 activities for 2017. The GFPS were also able to prepare a proposed GAD Plan and Budget for 2018 with 9 activities and a budget of Php 715,000.00. The variance of Php 5,824.41 from its approved budget of Php 5,000.00 was due to the attribution of salary of the GFPS members who worked on the preparation and submission of GPB FY 2018 and GAD AR FY 2016.
SUB-TOTAL								200,000.00	452,229.64	GAA	
TOTAL								200,000.00	452,229.64		

Prepared By:	Approved By:	Date
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