

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2017

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:	54,225,000.00			
Actual GAD Expenditure	728,306.39	Original Budget	435,875.00	
		% Utilization of Budget	167.09	
% Utilization of Original	0.00			
% of GAD Expenditure:	1.34%			

	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
CLIENT-FOCUSED ACTIVITIES											

	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
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1	The PMO GFPS encountered complexities in conceptualizing GAD prgrams relevant to its mandate and clients as well as the utilization of at least 5% of agency's total budget.	Inadequate knowledge and competence of the PMO GFPS in GAD Planning and Budgeting guidelines and in using the Gender Analysis Tools.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency in order to help PMO develop programs in line with the GAD Planning and Budgeting guidelines.	Disposition of Government Assets / General Administrative and Support Services	Attended Finalization Write Shop on DOF National Framework Strategy.	Fifty percent (50%) female and fifty percent (50%) male PMO GFPS representatives participated in DOF's GAD initiative (January 16 - 18, 2017, Baguio City). - Developed a National Framework Strategy with the unified efforts of DOF and its attached bureaus and agencies.	Two (2) female GFPS representatives attended the Finalization Write Shop on DOF National Framework Strategy which was held from January 16 - 18, 2107 in Baguio City. The highlight of the 4-day Write Shop is the creation and presentation of each agency's tentative logic models which were aligned to DOF's ultimate goals.	21,000.00 GAA	18,525.73 GAA	Human Resource Unit and Marketing	Done.

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2	The PMO GFPS encountered complexities in conceptualizing GAD prgrams relevant to its mandate and clients as well as the utilization of at least 5% of agency's total budget.	Inadequate knowledge and competence of PMO GFPS in GAD Planning and Budgeting guidelines and in using the Gender Analysis Tools.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency in order to help PMO develop programs in line with the GAD Planning and Budgeting guidelines.	Disposition of Government Assets / General Administrative and Support Services	Participated in the GAD Operational Planning Workshop of DOF.	Fifty percent (50%) female and fifty percent (50%) male PMO GFPS representatives participated in DOF's GAD initiative (May 29 - 31, 2017, Davao City). - Created a 3-Year GAD Agenda which shall be the basis of the annual formulation of GAD programs.	One (1) male and two (2) female GFPS members attended the GAD Operational Planning Workshop which was held on August 22 -23, 2017 at the Las Casas Filipinas de Acuzar, Bagac, Bataan. The PMO GFPS representatives were able to create and present a draft of its 3-Year GAD Agenda in line with the 10-Point Socioeconomic Agenda.	49,800.00 GAA	40,132.09 GAA	Human Resource Unit and Marketing	Done.

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3	The PMO GFPS encountered complexities in conceptualizing GAD prgrams relevant to its mandate and clients as well as the utilization of at least 5% of agency's total budget.	Inadequate knowledge and competence of PMO GFPS in GAD Planning and Budgeting guidelines and in using the Gender Analysis Tools.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency in order to help PMO develop programs in line with the GAD Planning and Budgeting guidelines.	Disposition of Government Assets / General Administrative and Support Services	Participated in the meetings and/or gatherings for members of GFPS' DOF and its attached bureaus and agencies.	Fifty percent (50%) female and fifty percent (50%) male PMO GFPS representatives participated in DOF's GAD initiative (December 20, 2017, Department of Finance, Roxas Blvd., Manila). - Shared accomplishments from the capacity development trainings organized as well as acquired helpful ideas that may resulted to the endorsement of 2019 GAD Plan and Budget.	Two (2) female PMO representatives attended the Year-End DOF GFPS meeting and/or gathering on December 20, 2017, held at the Department of Finance, Roxas Boulevard, Manila. The highlight of the meeting was the discussion of DOF's attached bureaus and agencies' concerns in the preparation and submission of GPB and AR. The PMO reported its capacity development trainings organized in preparation for the submission of GPB 2019. They also presented the PMO sex-disaggregated data (SDD).	1,100.00 GAA	3,916.86 GAA	Human Resource Unit and Marketing	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the GAD activity.

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4	The PMO GFPS encountered complexities in conceptualizing GAD prgrams relevant to its mandate and clients as well as the utilization of at least 5% of agency's total budget.	Inadequate knowledge and competence of PMO GFPS in GAD Planning and Budgeting guidelines and in using the Gender Analysis Tools.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency in order to help PMO develop programs in line with the GAD Planning and Budgeting guidelines.	Disposition of Government Assets / General Administrative and Support Services	Attended the Gender Responsive Planning and Budgeting Seminar of WAGI.	Scheduled in the 2nd Quarter of 2017 as part of PMO's preparation for the submission of 2019 GPB. Participation of at least two (2) female and two (2) male PMO GFPS representatives. - PMO GFPS representatives were familiarized with the use of gender mainstreaming tools.	The PMO sent three (3) participants (2 female and 1 male) to the Gender Responsive Planning and Budgeting course conducted by the Miriam College - Women and Gender Institute on July 24 - 27, 2017 held in Miriam College, Quezon City. The PMO representatives were trained with the basic concepts of GAD as well as the use of gender mainstreaming tools in GAD Plan and Budget.	42,000.00 GAA	61,206.91 GAA	Human Resource Unit and Marketing	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the GAD activity.

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5	The PMO GFPS encountered complexities in conceptualizing GAD prgrams relevant to its mandate and clients as well as the utilization of at least 5% of agency's total budget.	Inadequate knowledge and competence of PMO GFPS in GAD Planning and Budgeting guidelines and in using the Gender Analysis Tools.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency in order to help PMO develop programs in line with the GAD Planning and Budgeting guidelines.	Disposition of Government Assets / General Administrative and Support Services	Conducted an in-house Workshop on Gender Analysis Tools.	100% of PMO GFPS members were trained on the use of Gender Analysis Tools (October 2017, prior to the preparation and submission of GAD Plan and Budget FY 2019). - Accomplished the GMEF and HGDG tools which shall be the foundation of PMO 2019 GAD Plan and Budget.	The PMO GFPS conducted a 2-day workshop on Gender Analysis Tools from October 5 to 6, 2017 at the 4th Floor Activity Area of PMO Building with Mr. Sherwin T. Maniquiz as the Resource Speaker. There is a total of 17 participants, 13 of which are female and 4 are male (composed of PMO GFPS members and representatives from various division). The PMO understood the significance of GMEF and HGDG tools in identifying and analyzing gender issues.	42,800.00 GAA	97,347.77 GAA	Human Resource Unit, Marketing, Custodianship Services, Disposition Support and Services, Finance, and Legal Services	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the GAD activity.

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6	The PMO GFPS encountered complexities in conceptualizing GAD prgrams relevant to its mandate and clients as well as the utilization of at least 5% of agency's total budget.	Inadequate knowledge and competence of PMO GFPS in GAD Planning and Budgeting guidelines and in using the Gender Analysis Tools.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency in order to help PMO develop programs in line with the GAD Planning and Budgeting guidelines.	Disposition of Government Assets / General Administrative and Support Services	Conducted a PMO GAD Planning and Budgeting Seminar/Workshop.	100% participation of the PMO GFPS members in the formulation of PMO GPB FY 2019 (November 2017). - Prepared a GAD Plan and Budget FY 2019 based on the results of GMEF and HGDG tools as well as proposed a GAD Plan utilized the 5% of the PMO's total budget.	The PMO GFPS conducted a 2-day GAD Planning and Budgeting Workshop from November 16 to 17, 2017 at the Best Western Oxford Suites, Makati with Mr. Sherwin T. Maniquiz as the Resource Speaker. There is a total of 14 participants, which consisted of 13 GFPS and 1 HR personnel (10 female and 4 male). At the end of the workshop, the PMO able to conceptualize a proposed GAD Plan and Budget FY 2019.	74,200.00 GAA	152,449.64 GAA	Human Resource Unit, Marketing, Custodianship Services, Disposition Support and Services, Finance, and Legal Services	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the GAD activity.

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ORGANIZATION-FOCUSED ACTIVITIES											

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8	The observance of National Women's Month in accordance with Proclamation Nos. 224 and 227, s. 1988.	Minimal emphasis on the promotion of women's rights and their role in nation building.	Strengthen awareness of PMO employees on women's right and their role in nation building.	General Administrative and Support Services - Training Program	Created and disseminated infographic material in observance of the 2017 National Women's month.	Distributed one hundred (100) copies of infographic material in March 2017. - Produced own campaign material in support to the observance of the National Women's Month.	In March 2017, the PMO GFPS disseminated 100 copies of pamphlets featuring twenty (20) of the most empowered women in the Philippines and data illustrating PMO's population as well as the number of men and women, who were in the top executive positions from 2001 to 2017 to emphasize the role of women and their contributions in the development of the country.	5,000.00 GAA	4,600.00 GAA	Human Resource Unit and Marketing	Done.

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9	The observance of National Women's Month in accordance with Proclamation Nos. 224 and 227, s. 1988.	Minimal emphasis on the promotion of women's rights and their role in nation building.	Strengthen awareness of PMO employees on women's right and their role in nation building.	General Administrative and Support Services - Training Program	Streamer Campaign posted at the PMO lobby from March 1 to 31, 2017.	Displayed one (1) streamer campaign from March 1 to 31, 2017 as part of the observance of the National Women's Month. - Increased awareness of PMO Stakeholders in the National Women's Month campaign.	The PMO displayed one (1) campaign streamer bearing, "We Make Change Work for Women" at the building entrance from March 1 to 31, 2017.	2,000.00 GAA	968.00 GAA	General Office Services Unit	Done.
10	The observance of National Women's Month in accordance with Proclamation Nos. 224 and 227, s. 1988.	Minimal emphasis on the promotion of women's rights and their role in nation building.	Strengthen awareness of PMO employees on women's right and their role in nation building.	General Administrative and Support Services - Training Program	Participation in the initiated programs of DOF in relation to the observance of the National Women's Month.	Sent 50% male and 50% female representatives in the initiated programs of DOF. - Obtained powerful tools that may serve as reference of future GAD activities.	The PMO sent two (2) female GFPS representatives in the DOF GAD Film Screening which was held on March 9, 2017 at the Cultural Center of the Philippines. The short film, "In Da Red Corner" takes a peep in the life of Filipino female boxers. Thisthat women can also	0.00 GAA	1,252.96 GAA	Human Resource Unit	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the activity.

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11	There is a noticeable difference in financial knowledge and behavior between male and female employees of PMO. And, as stated in the IRR 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.	Employees have limited knowledge on how to improve one's family's financial well-being.	Encourage employees to explore other opportunities that will yield additional income for their family and maximize their available financial resources.	General Administrative and Support Services - Training Program	Conducted a briefing on the Philippine Economic Outlook.	At least ninety (90) PMO personnel attended the briefing on the Philippine Economic Outlook. Invited Dr. Renato E. Reside, Jr. PhD, of University of the Philippines - School of Economics, Diliman to be the Resource Speaker (April 20, 2017, -in-house). - Ensured the promotion of gender equality, the roles of men and women in economic growth and sustainable development.	The briefing on the Philippine Economic Outlook was conducted on April 20, 2017, by Dr. Renato E. Reside, Jr. PhD, an Assistant Professor in the School of Economics - University of the Philippines, Diliman Campus. A total of 38 female and 26 male employees attended the said briefing.	22,000.00 GAA	64,132.20 GAA	Human Resource Unit	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the activity.

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12	There is a noticeable difference in financial knowledge and behavior between male and female employees of PMO. And, as stated in the IRR 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.	Employees have limited knowledge on how to improve one's family's financial well-being.	Encourage employees to explore other opportunities that will yield additional income for their family and maximize their available financial resources.	General Administrative and Support Services - Training Program	Organized a series of financial literacy talks.	Organized a 2-day financial literacy talk attended by at least fifty (50) PMO employees (July 2017, in-house). - Broaden employee's capabilities to maximize income.	The activity was held on July 27 and 28, 2017 at the 4th Floor, Activity Area of the PMO Building. There were eighteen (18) female and nine (9) male employees that participated on July 27, while there are fourteen (14) female and thirteen (13) male employees participated on July 28, 2017. The activity helped PMO employees explore various financial opportunities where they can maximize their available financial resources.	23,000.00 GAA	49,214.55 GAA	Human Resource and Finance	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the activity.

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13	Observance of the 18-day Campaign to End Violence Against Women (VAW) in accordance with Proclamation No. 1172, s. 2006 and the declaration of November 25 of each year as "National Consciousness Day for the Elimination of Violence Against Women and Children" in accordance with R.A. 10398.	The need to strengthen awareness and promote the involvement of all PMO employees and clients in addressing violence against women.	Strengthen awareness and promote the involvement of all PMO employees and clients in addressing issues related to violence against women (VAW).	General Administrative and Support Services	Posted a Streamer Campaign at the PMO lobby.	Posted at least one (1) streamer campaign within the PMO vicinity in support to the 18-day Campaign to End VAW. - Emphasized the government's campaign to eliminate violence among women and other gender-related issues.	The PMO displayed a streamer campaign at the lobby of the PMO Building from November 25 - December 12, 2017.	3,000.00 GAA	890.00 GAA	General Office Services, Human Resources, and IT	Done.

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14	Low level of PMO's participation in mandated GAD National and International activities./The observance of National Women's Month in accordance with Proclamation Nos. 224 and 227, s. 1988.	Minimal emphasis on the promotion of women's rights and their role in nation building.	Strengthen awareness of PMO employees on women's right and their role in nation building.	General Administrative and Support Services - Training Program	Organized a Financial Literacy seminar	Seventy Five (75) PMO employees attended the seminar (March 31, 2017, in-house). - Number of men and women benefited from this financial opportunity.	Conducted one (1) seminar entitled, "Financial Literacy Seminar and Stock Market 101" on March 31, 2017 with a total of 61 attendees, 27 of which are men and 34 are women. As a result, 15 PMO personnel (13 female and 2 male) started an investment in the stock market.	13,000.00 GAA	60,811.85 GAA	Human Resource Unit	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the activity.

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15	Misconceptions and gender disparities among men and women in the decision-making process.	Insufficient awareness of employees on gender-related issues and how it affects their decision-making.	Increase awareness of employees on gender-related issues and ensure proper use of gender-related insights obtained from their training in their decision-making process.	General Administrative and Support Services - Training Program	Conducted a Gender Sensitivity Training (GST) for employees who have not yet trained on the Basic GAD Concepts.	100% participation of employees who have not yet attended the Gender Sensitivity Training (July 2017, in-house). - Increased awareness of male and female employees on the existing gender-related issues that affects their decision-making process, beliefs, and behavior.	Four (4) of the PMO GFPS members facilitated a 1-day Gender Sensitivity Training which was held on July 7, 2017 at the 4th Floor Activity Area of PMO Building. A total of 33 participants (20 female and 13 male) attended the training. Also, the facilitators disseminated feedback forms to assess their first performance as GST Facilitators. Two (2) of them recieved Very Satisfactory, while the other two (2) received Satisfactory ratings from the participants.	17,000.00 GAA	38,703.70 GAA	Human Resource Unit	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the activity.

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16	Certain behaviors of employees are being observed as racial and gender offensive.	Lack of exposure and training on how to properly present and communicate oneself without displeasing any race or gender.	Develop the employees' self-esteem by teaching the fundamentals of social etiquette, proper communication through body language, and choosing the appropriate words that are racial and gender sensitive.	General Administrative and Support Services - Training Program	Conducted training on Personality Development.	Target participants are forty (40) personnel (June 15 and 16, 2017). - Employees became more aware of their decisions and attitude towards their colleagues.	The PMO organized an in-house seminar entitled, "Corporate Image Enhancement" by Silvertain Service Consultants on June 19 and 20, 2017 at the 4th Floor Activity Area of PMO Building with a total of 39 participants, 32 of which are female while there are 7 male. The participants were given advices and techniques on physical appearance, right attitude and mindset, and proper communication in a racial and gender sensitive manner.	88,400.00 GAA	144,124.14 GAA	Human Resource Unit	Done. Variance from the budget to its actual expenses was due to the attribution of the salary of personnel who participated in the activity.

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17	Misconception that breastfeeding is only exclusive between the mother and infant resulting to less involvement of men during the breastfeeding process.	Lack of emphasis that men and women can share maternal responsibility and the insufficient knowledge of the roles of men in the breastfeeding process.	Emphasize the importance and benefits of breastfeeding as well as to strengthen the involvement of men in nurturing a child.	General Administrative and Support Services - Training Program	Creation of an infographic material as part of PMO's support to the Breastfeeding Awareness Campaign.	Displayed one (1) poster in each floor (2nd, 3rd, 5th, and 6th) during the observance of National Breastfeeding Awareness Month. - Male employees recognized their roles in the breastfeeding process.	The PMO created an infographic material featuring the breastfeeding moms of PMO and their breastfeeding journey. The infographic material also indicated the benefits of breastfeeding and some tips in the breastfeeding process. These were posted in the 2nd, 3rd, 5th, and 6th floors of the PMO Building.	1,275.00 GAA	1,188.00 GAA	General Office Services, Human Resources, and IT	Done.
18	Absence of evidence-based database/information which are necessary for the formulation of PMO's future GAD activities.	The importance of gathering data, which can be used as a tool for the formulation of GAD programs was not fully recognized.	Devise own tool/mechanism that can contribute to the PMO in identifying gender-related concerns.	General Administrative and Support Services - Training Program	Creation of a Sex-Disaggregated Database (SDD).	Gathered at least fifty (50) respondents for the PMO GAD Survey Questionnaire. - Developed programs that will effectively address the needs of internal and external clients in order to eliminate gender gaps.	A total of sixty seven (67) respondents accomplished the PMO Survey Questionnaire. The PMO GFPS used the result of SDD as basis in the proposed GAD activities for 2019.	0.00 GAA	0.00 GAA	Human Resource, Finance, IT	Done.
SUB-TOTAL								410,075.00	783,482.39	GAA	
TOTAL								410,075.00	783,482.39		

Prepared By:	Approved By:	Date
ELLEN H. RONDEL	GERARD L. CHAN	
Deputy Privatization Officer/GAD Focal Point Person	Chief Privatization Officer	