

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018

Reference: Endorsed GPB #2017-004357			Date Endorsed: Aug 16, 2021		
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	1,096,023.77	Original Budget	958,600.00		
		% Utilization of Budget	114.34		
% Utilization of Original	114.34				
% of GAD Expenditure:	2.02%				

	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											
1	PMO clients are not fully aware of the gender-or women related focused laws.	Lack of exposure on the relevant information addressing gender inequality, violence and harassment among women, and other issues.	Establish awareness among PMO stakeholders.	MFO: Information Technology Services	Continuous distribution of IEC materials, installation of audio video equipment for the display of infographic materials in the PMO lobby.	Date of implementation of the activity. - Full implementation and dissemination of at least 200 copies of IEC materials by the 2nd Quarter of 2018.	50 copies each of RA 7877 (Anti-Sexual Harassment Act of 1995) and RA 9262 (Anti-Violence Against Women and their Children Act of 2004) were given to tenants, walk-in clients and visitors to encourage awareness and participation in the strengthening of mechanisms to address all forms of harassment and gender-based violence in all environments. The distribution of IEC materials broadened awareness and clarified issues. With a minimum awareness of RA 7877 and RA 9262, majority of clients were confused on who gets protected and why men are not covered under these laws. Some clients were not yet familiar with the different manifestations of sexual harassment.	20,000.00 GAA	2,500.00 GAA	Information Technology Services, GFPS TWG	Done. The distribution of IEC materials was implemented. While the installation of audio-video equipment for the display of infographic materials in the PMO building's lobby did not push through considering the plan to transfer office in 2019.
2	Majority of women in the organization are still in their reproductive age while PMO walk-in clients are lactating in public that justify for a need of breastfeeding/pumping station. Sec. 11 of Republic Act no. 10028 states that, "all health and non-health facilities, establishments or institutions shall establish lactation stations. THe lactation stations shall be adequately provided with the necessary equipment facilities, such as: lavatory for handwashing, unless there is an easily-accessible lavatory nearby; refrigeration or appropriate cooling facilities for storing expressed breastmilk; electrical outlets for breast pumps; a small table;comfortable seats; and other items."	Lack of breastfeeding facilities to assist both female clients and personnel in lactating their babies.	To provide a private, well-ventilated, clean, and sanitary breastfeeding/pumping station for lactating clients and personnel of PMO.	MFO: General Office Services	Creation of a private, well-ventilated, clean, and sanitary breastfeeding/pumping station which will be located at the 5th Floor of PMO Building that will make the facility easily accessible to marketing clients and all PMO employees.	Date of completion of the facility. - The completion of the facility shall be finished by the 3rd Quarter of 2018.	Not implemented due to the plan to transfer office in 2019.	52,600.00 GAA	0.00 GAA	General Office Services	Not Done.
ORGANIZATION-FOCUSED ACTIVITIES											

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3	The organization's TWG GFPS are not fully trained and educated when it comes to facilitating gender sensitivity seminars.	The absence of programs that will establish competency and mastery among the GFPS TWG.	To ensure well-trained and competent GSS Facilitators that will help the organization and its personnel to become gender sensitive.	MFO: Human Resource	Include GSS - Facilitators Training in the FY 2018 Training Plan of PMO by the 1st Quarter of 2018.	The number of GFPS TWG members qualified as GSS Facilitators. - 100% of the GFPS TWG shall qualify as GSS Facilitators on the 1st Quarter of 2018.	Not implemented as the CSC did not offer the program in the CSC Training Plan/Calendar for 2018.	90,000.00 GAA	0.00 GAA	Human Resource	Not Done.
4	33% of PMO women personnel ages from 35 to 50 experience difficulty in handling personal/family relationships.	Support programs related to the personal growth of employees are not observed.	To help PMO women personnel be fulfilled with their personal/family relationships and develop them to become productive, efficient and responsible government workers.	MFO: Human Resource	Organize a seminar that discusses equal rights to matters relating to marriage and family relations, responsible parenting/family planning.	The number of men and women participated in the activity. - The PMO shall organize least 1 seminar/workshop/forum and ensure that at least 50% men and 50% women attended.	A seminar on Responsible Parenthood and Family Planning was organized and participated by 35 PMO personnel on June 22, 2018 (69% female and 31% male). The significance of family planning was emphasized and the possible risks to women's health if not practiced. Different family planning methods were explained. It also served as a venue to understand the responsibilities of parents that contribute significantly in a child's character development. Based on the Training Satisfactory Survey and Evaluation Form, the participants realized the roles and responsibilities of parents in the upbringing of their child and in making decisions for them.	185,000.00 GAA	75,572.01 GAA	Human Resource	Done. The GFPS budgeted for at least 80 personnel but some divisions were not able to send their representatives due to conflicts in their schedules.
5	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 the 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 and GFPS	Organize a film showing activity as well as disseminate materials aligned with the observance of the 18-Day Campaign to End Violence Against women.	The number of men and women participated in each program. - Target implementation is on the 3rd Quarter of 2018. At least 50% men and 50% women participated.	A film screening of "Bagahé" was held on December 11, 2018 where 42% of the attendees are male and 58% are female employees of PMO. The film is about an Overseas Filipino Worker (OFW) who tried to discard an infant conceived from sexual assault, and the baby was abandoned in an airplane's trash bin. She was publicly scrutinized for her act without considering that she was also a victim who suffered abuse and trauma. Like the protagonist, women in the Philippines who had similar experience carry the burden alone and had been judged by society before they could speak up.	281,000.00 GAA	113,947.63 GAA	Human Resource and GFPS	Done. The variance of Php 167,052.37 is due to the following: a) Convenience and practicality of holding the venue at the 4/F of PMO building. b) The film "Bagahé" is the only available film, which turned out lower in cost.
6	Lack of thorough planning and implementation of programs/projects intended for Gender and Development.	GFPS' inadequate knowledge and competence in the conceptualization of GAD-related programs for PMO employees and clients. Preparation of GAD Plan and Budget are not given priority due to other commitments at work.	To be able to prepare and submit a thoroughly planned GAD Plan and Budget with the help of the GFPS Team's competency in the formulation and implementation of GAD-related programs/projects.	MFO: GFPS	GAD Planning and Budgeting in preparation with the submission of FY 2019 GAD Plan and budget as well as the FY 2017 GAD Accomplishment Report.	The number of programs/projects proposed. - To be conducted on the 4th Quarter of 2018. The GFPS Team shall be able to create a plan for 2020 with a budget of at least 5% from the agency's total budget.	2018 GAD Assessment and GAD Planning Workshop was organized and held on November 12-13, 2018 with the assistance of GAD Specialist, Ms. Marichu M. Buergo. The latest GMEF Results, proposed GAD Strategic Plan and GAD Strategic Framework were presented during the workshop and reviewed by the Executive Committee. From the proposed GAD Strategic Plan/GAD Agenda, the PMO was able to draft a GAD Plan and Budget for FY 2020.	210,000.00 GAA	216,812.89 GAA	GFPS Executive Members, TWG and Secretariat	Done.
7	PMO personnel are not fully aware of the gender-or women related focused laws./Lack of exposure on the relevant information addressing gender inequality, violence and harassment among women, and other issues.	Lack of exposure to the relevant information addressing gender inequality, violence and harassment among women, and other issues.	Establish awareness among PMO employees.	MFO: Information Technology Services	Continuous distribution of IEC materials featuring RA's 9710 and 7877.	Date of implementation of the activity. - Full implementation and dissemination of at least 200 copies of IEC materials by the 2nd Quarter of 2018.	50 flyers each of RA 7877 (Anti-Sexual Harassment Act of 1995) and RA 9262 (Anti-Violence Against Women and their Children Act of 2004) were disseminated to PMO personnel on December 11, 2018. IEC materials pertaining to RA 7877 and RA 9262 were explained to PMO personnel in a concise manner such as which issues these laws seek to address, who gets to be protected under these laws, and what women and men can do if they have to deal with these kind of situations. The PMO, as an agency, recognized the importance of the creation of the Committee on Decorum and Investigation (CODI) on cases on sexual harassment in the workplace.	10,000.00 GAA	2,542.75 GAA	Information Technology Services, GFPS TWG	Done. The GFPS received 50 copies each of RA 7877 and 9262 from the Insurance Commission at the CSC DBP Cluster Agencies' GAD Advocacy Forum. Thus, the GFPS produced only 50 copies each of the said RAs, which resulted in a variance of Php 7,457.25.
8	Lack of PMO-initiated programs and low participation of employees in activities related to the observance of National Women's Month.	Lack of information and commitment in projects concerning GAD-related observances	To support government's initiative in the celebration of national observances related to women.	MFO: Human Resource	Organize activities related to the observance of National Women's Month on the 1st Quarter of 2018.	The number of activities organized during the observance of National Women's Month and the number of men and women representatives per activity. - The PMO shall produce an infographic material, conduct at least 1 seminar/workshop/forum and send at least 50% men and 50% women on the activities/invitation of the mother agency and the PCW.	The PMO held Group Dynamics activity on March 12-13, 2018 at the Palm Beach Resort, Batangas participated by 43% male and 57% female personnel. The GFPS prepared a relevant documentary video and several activities. Prior to the video screening, the GFPS asked the participants how they perceived women. Majority of the responses were, "nurturing, caring, gentle, and conscious". A documentary video featuring female soldiers in Marawi City that presented different accounts of bravery was shown. A brief processing of the material was done where the participants shared their realizations and how it change their perception of women. Several activities were organized and PMO personnel were grouped into four that were named after women's traits like Marikit, Marilag, Maningning, and Mayumi: a) Gender Role Switch - the activity exhibited the usual roles of men and women in various aspects (sports, household chores, child nurturing, etc.). Portrayal roles of the opposite sex were carried (breastfeeding, laundry, and cleaning for men while fishing, playing basketball, sipa, and tumbang preso for women). b) A quiz on Women's Month and GAD-related laws also helped the GFPS assessed the PMO personnel's awareness on such topics. The PMO personnel also wore Purple Campaign Shirts in support to the celebration of International Women's Month.	110,000.00 GAA	637,517.71 GAA	Human Resource, Information Technology Services	Done. The PMO management gave the approval to organize an interactive activity in celebration of the National Women's Month to be inclusive in a yearly creative activity that will foster workplace collaboration, team spirit, and innovation. The venue was fit for self-discovery, team development, and appreciation of nature for 2 days.

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9	The PMO GFPS encountered complexities in conceptualizing GAD programs relevant to its mandate as well as in the formulation of GAD Agenda/Strategic Framework.	Lack of deepening sessions for the GFPS members.	Ensure that the PMO GFPS are equipped with sufficient knowledge and competency to help PMO develop programs and strategies that address gender issues.	GASS: General Administrative and Support Services	Participation in the mother agency/DOF capacity development efforts intended for attached bureaus and agencies.	Attendance in the DOF's capacity development efforts for the attached bureaus and agencies. - At least 1:1 ratio of male and female personnel of PMO participated in various activities. Attendance in the DOF's capacity development efforts for the attached bureaus and agencies. - At least 1:1 ratio of male and female personnel of PMO participated in various activities. Participation in GAD-related activities of other agencies. - At least 1:1 ratio of male and female personnel of PMO participated. Attendance in the DOF's capacity development efforts for the attached bureaus and agencies. - At least 1:1 ratio of male and female personnel of PMO participated in various activities. Attendance in the DOF's capacity development efforts for the attached bureaus and agencies. - At least 1:1 ratio of male and female personnel of PMO participated in various activities. Attendance in the DOF's capacity development efforts for the attached bureaus and agencies. - At least 1:1 ratio of male and female personnel of PMO participated in various activities.	Gender Sensitivity Seminar on July 26-27, 2018 participated by PMO GFPS members (3 female). The workshop enabled the participants to obtain deep understanding on gender differences and how gender roles are primary issue in achieving gender equality. This activity also served as an avenue to foster an environment of dignity, appreciation and equality. Gender Analysis Workshop from October 17-19, 2018 participated by PMO GFPS TWG members (1 male and 1 female). The workshop aimed to familiarize participants with basic gender concepts and gender analysis tools. The said activity highlighted how societies maintain values, attitude, and practices that lead to gender discrimination and how to effectively address them. The said workshop also discussed how to efficiently allocate budget for gender-related activities in order to achieve optimal results for the promotion of gender sensitivity and equality. CSC-DBP Cluster Agencies' GAD Advocacy Forum "Best Practices and Advocacy Sharing" on September 27-28, 2018 participated by GFPS representatives (2 female). The forum's objective was to present the current GAD initiatives (client-focused and organizational-focused) of different agencies to give insights on what could be practiced or replicated by the other agencies, and for possible tie-ups (for seminars, etc.). Gender Mainstreaming on August 14-15, 2018 participated by GFPS representatives (3 female). The workshop aimed to level off the understanding of the DOF family on the entry points of Gender Mainstreaming Evaluation Framework (GMEF) and necessary means for verification of each descriptor to establish a reliable assessment of the level of GAD mainstreaming efforts of the agency. GAD Re-orientation on June 25, 2018 attended by PMO GFPS representatives (3 female). Agencies that participated identified the programs that contributes to the financial inclusivity of women through the use of The Women's Empowerment Framework. The collaborative efforts of the agencies were considered in the formulation of sectoral GAD Agenda. PMO GFPS representatives attended the "Women Inspiring Women Forum" on March 26, 2018. The said forum was headed by the Hon. Antonietta F. Ibe, SEC Commissioner and Hon. Rosalia V. De Leon, Treasurer of the Philippines, who both shared their experiences and struggles as a woman in different aspects of life before they became the influential women they are today. This forum had enlightened the participants by underscoring their humble beginnings and emphasizing that the value of a woman cannot be measured on her ability to give birth or nurture a child. On the other hand, it proves that a mother is willing to sacrifice her career for the love of family but can still find fulfillment and become a successful individual. Year-End Assessment and Pre-Planning 2019 on December 19, 2018 attended by 3 female GFPS representatives and 2 male PMO personnel. The Year-End Assessment and Pre-Planning was conducted by DOF and hosted by the GSIS. This activity assessed the sectoral implementation of GAD among the DOF family. The PMO reported the latest GMEF result and shared the problems encountered in accomplishing the tool.	0.00 0.00 0.00 0.00 0.00 0.00 GAA GAA GAA GAA GAA	6,099.55 GAA GAA GAA GAA GAA GAA	GAD Focal Point System	Done. These were unplanned activities that were not yet coordinated when the GAD Plan and Budget FY 2018 were prepared and submitted.
SUB-TOTAL								958,600.00	1,096,023.77	GAA	
TOTAL								958,600.00	1,096,023.77		

Prepared By:	Approved By:	Date
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