

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2019

Reference: Endorsed GPB #2019-007440			Date Endorsed: Oct 05, 2020		
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:	83,055,000.00				
Actual GAD Expenditure	1,557,776.90	Original Budget	809,650.00		
		% Utilization of Budget	192.40		
% Utilization of Original	192.40				
% of GAD Expenditure:	1.88%				

	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 lack of exposure on relevant information addressing gender inequality, violence and harassment among women, and other gender issues.	PMO has not initiated exposure of its clients on the relevant information addressing gender inequality, violence and harassment among women, and other issues.	Establish awareness on GAD among PMO clients.	MFO: Disposition of Government Assets/General Administrative and Support Services	Creation and dissemination of IEC Materials containing Basic GST, related laws and rights of women, and PMO GAD efforts.	Copies of IEC Materials distributed to PMO clients. - Disseminated at least 500 copies of IEC materials to PMO clients by the end of 2019.	Five hundred (500) copies of IEC material were printed and distributed to PMO external clients. The IEC material contained information on the following:a) results of the PMO's GAD efforts (effects of the various financial literacy and economic programs conducted for PMO personnel)b) results of the sex-disaggregated data in terms of education, income, and position of PMO personnel andc) overview of recently enacted laws through Republic Acts (RA):1.RA 11313 (Safe Spaces Act or "Anti-Bastos" Law), and 2.RA 11210 (105-Day Expanded Maternity Leave Law). PMO clients were informed of the following new laws: a) RA 11313- promotes changes to end gender-based harassment in public places, and b) RA 11210- promotes rights and welfare of women in due consideration of their maternal function. Their awareness also extended to the efforts done by the agency of providing its personnel financial literacy programs to promote economic rights and financial independence.	27,500.00 GAA	20,500.00 GAA	Marketing Division	Done.
2	Non-participation of external clients in 3 or more levels of the development planning cycle of the organization's GAD PAP's.	PMO's lack of awareness on the need to consult external clients during the planning, implementation, and monitoring of PMO GADPAP's.	Generate relevant inputs of PMO clients in 3 or more levels of the development planning cycle.	MFO: Disposition of Government Assets	Distribution of a feedback form for PMO external clients.	No. of feedback forms collected from clients. - a. Collected at least 20 feedback forms from clients. b. Distributed feedback forms in January 2019. c. Assessment of feedback forms gathered in September 2019.	A total of thirty eight (38) feedback forms were collected from PMO external clients for the period of January to September 2019. An assessment report on the feedback forms collected was submitted to the Chief Privatization Officer (Head of the Agency), Gerard L. Chan, through a memorandum on October 07, 2019. The most common feedback received in relation to GAD PAPs was the provision of elevator for senior citizens. PMO is in continual process of ensuring that all building and safety requirements are properly complied with to be able to procure and install elevator equipment.	5,000.00 GAA	1,272.00 GAA	Marketing Division	Done.
ORGANIZATION-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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3	Observance of Women's Month in accordance with Proclamation Nos. 224 and 227, s. 1988	Insufficient emphasis and promotion of women's rights and their role in national development and nation building.	Strengthen awareness of PMO employees on women's right and their role in national development and nation building.	GASS: General Administrative and Support Services	Observance of National Women's Month.	Type and size of the streamer to be displayed at the PMO lobby area during the observance of the National Women's Month. - Displayed a 4x11 streamer from March 1 to 31, 2019. No. of IEC materials disseminated to PMO personnel. - Disseminated 120 copies of the RA 9710 or the Magna Carta of Women to PMO personnel. No. of PMO personnel trained in 9710 or the Magna Carta of Women. - At least 120 PMO personnel informed of RA 9710.	The PMO displayed one (1) campaign streamer (4x11) with the theme, "We Make Change Work for Women" at the PMO ground floor lobby from March 1 up to 31. One hundred twenty (120) copies of the RA 9710 (Magna Carta of Women)were printed and disseminated to PMO personnel. A seminar on RA 9710 ("Magna Carta of Women") was held on October 11, 2019. It focused on the discussion on the kinds of discrimination that women experience and the rights the law guarantees for women, such as: a) protection from all forms of violence, b) equal access to education, c) comprehensive health services,d) non-discrimination in employment in the military, police, and other services, among others. The seminar was conducted by Ms. Marichu M. Buergo, PCW accredited-GAD Specialist, and attended by eighteen (18) male and twenty nine (29) female PMO personnel. The PMO held a Group Dynamics activity on March 14-15, 2019 at the Las Casas Filipinas De Acuzar, Bataan which was participated by thirty nine (39) female and thirty seven (37) malepersonnel. The participants watched a film on "The Empowered Filipina" a documentary concerning Filipinas working overseas that experienced stereotyping (e.g. Foreigners see Filipinas as domestic helpers and would do anything for money). The documentary film showed how they responded to the stereotype by uplifting the morale and radiating positivity to their fellow Filipinas all over the world.The group had discussions concerning the documentary, such as: a) the personalities, b) experiences of the personalities, c) challenges, d) failures and success, e) support system, and f) take-away, etc. In addition, PMO personnel were grouped into four (4) and identified after a female leader/heroine: 1) Melchora Aquino, 2) Gabriela Silang, 3) Gregoria De Jesus, and 4) Josefa Llanes Escoda. An "Amazing Race" game was played where each group had to pass all the four stations with set of challenges. A piece of statement/definition was given to each group everytime they complete the challenge presented in each station. At the end of the race, the groups needed to match correctly the definitions to the different manifestations of gender bias (i.e. marginalization, gender stereotyping, subordination, multiple burden, and violence against women). After the game, a short discussion was conducted by the GFPS to illustrate how and when women experience gender discrimination. PMO personnel wore GAD Advocacy shirts during the activity. PMO also participated in the following activities implemented by the Department of Finance (DOF) and attached bureaus/agencies: 1) Women Inspiring Women Forum and Women's Economic Empowerment held on March 19, 2019 as part of the DOF's celebration of the National Women's Month. The Women Inspiring Women Forum (morning session) was the gathering of women leaders of DOF, its bureaus and attached agencies to celebrate women's journey and share inspiring stories of change as leaders in their chosen fields and to encourage their fellow women to be empowered change agents. 2)Women's Economic Empowerment (afternoon session) featured workshops that will empower women like personal grooming and livelihood activities. This was attended by one (1) GFPS female representative. 3) A film screening of "Barber's Tales", which tells the story of a widow who was forced to take her late husband's job as a barber, was hosted by the Bureau of Customs onMarch 29, 2019 and attended by three (3) female and two (2) male PMO personnel.	454,000.00 3,850.00 1,000.00 GAA GAA GAA	1,400.00 GAA GAA GAA	Human Resource	Done. The seminar on the Magna Carta of Women was rescheduled to October 11, 2019 due to the unavailability of resource speaker. Other GAD activities held as part of the celebration of the National Women's Month proceeded in March 2019. A variance of Php 525,335.74 was due to the attribution of salaries of personnel that participated in the activities and other expenses (i.e. GAD advocacy shirts, honoraria, transportation, and others).
4	Observance of the 18-day Campaign to End Violence Against Women (VAW) in accordance with Proclamation No. 1172, s. 2006 and November 25 of every year as "National Consciousness Day for the Elimination of Violence Against Women and Children" in accordance with RA 10398.	Lack of awareness and involvement of all PMO employees in addressing violence against women.	Raise awareness and promote the involvement of all PMO employees in addressing violence against women.	GASS: General Administrative and Support Services	Conduct a film screening activity for PMO personnel and disseminate materials relevant to the observance of the 18-day Campaign to End Violence Against Women.	No. of copies of IEC materials disseminated to PMO employees. - Disseminated 120 copies each of the RA 9208 and 8353 to PMO personnel. No. of men and women personnel of PMO participated in the activities conducted in observance of the 18-day Campaign to End VAW. - 100 PMO personnel participated in the initiated programs of PMO intended for the observance of the 18-day Campaign to End VAW. The type and size of the campaign streamer displayed at the PMO lobby in support to the 18-day Campaign to End VAW. - Displayed a 4x11 campaign streamer at the PMO lobby from November 25 to December 12, 2019, in support to the 18-Day Campaign to End VAW.	One hundred twenty (120) copies each of RA 9208 (The Anti-Trafficking in Persons Act of 2003) and RA 8353 (The Anti-Rape Law of 1997) were printed and disseminated to PMO personnel. A film screening of "Nuwebe" was held on November 29, 2019. The movie is about a nine-year old named Krista who was abused by her father. Her mother believed that her pregnancy was through a supernatural being because of the "nuno sa punso" she played with. The director of the movie, Mr. Joseph Laban, was also invited to discuss details of the movie. This was attended by thirty eight (38) female and twenty nine (29) male personnel of PMO. PMO personnel also wore orange GAD advocacy shirts every Friday during the campaign period (November 25-December 12) as their participation in the campaign to end VAW. The PMO displayed acampaign streamer (4x11) with thetheme of "VAW-free Community Starts with Me" at the PMO ground lobby from November 12 to December 12, 2019.	1,000.00 7,700.00 76,000.00 GAA GAA	144,624.80 GAA GAA GAA	Human Resource Unit	Done. A variance of Php 70,202.41 was due to the attribution of salaries of personnel who participated in the activity, actual expenses incurred on streamer and reprinting of IEC materials, and other additional expenses (GAD advocacy shirts and meeting expenses).
5	RA 8972 states that, "...parental leave of not more than seven (7) working days shall be granted to any solo parent who has rendered service of at least one (1) year.	It is the policy of the State to promote the family as the foundation of the nation, strengthen its solidarity and ensure its total development.	Ensure that the rights of solo parent employees in availing parental leave is implemented.	GASS: General Administrative and Support Services	Grant of additional seven (7) working days parental leave to solo parents PMO plantilla personnel.	Percentage of processed application for parental leave. - 100% of applications for parental leave processed/granted.	100% (1 out of 1) of the application for parental leave was processed/ granted. One (1) solo parent PMO personnel availed the seven (7)-day parental leave.	0.00 GAA	12,929.95 GAA	Human Resource	Done. This activity was not yet coordinated when the GAD Plan and Budget FY 2019 was prepared and submitted to the PCW.
6	RA 11210 states that, "All covered female workers in the government and private sector, including those in the informal economy shall be granted 105 days maternity leave with full pay, provided that, for cases of miscarriage/emergency termination of pregnancy, sixty (60) days maternity leave shall be granted."	The State recognizes and promotes women's rightsto welfare and theirspecial needs in relation to their maternal functions.	Ensure that rights of every women that gave birth or suffered miscarriage are granted maternity leave benefits.	GASS: General Administrative and Support Services	Grant of 105 days maternity leave for personnel who gave birth and 60 days maternity leave for personnel who suffered miscarriage.	Percentage of processed application for maternity leave. - 100% of applications for maternity leave received processed/granted.	100% (1 out of 1) of application for maternity leave processed/ granted.One (1) PMO personnel availed the maternity leave benefittor nineteen (19) working daysdue to miscarriage.	0.00 GAA	26,367.63 GAA	Human Resource	Done. This activity was not yet coordinated when the GAD Plan and Budget FY 2019 was prepared and submitted to the PCW.
7	Lack of awareness of new employees on Basic GAD Concepts.	Lack of training on GAD for new PMO employees.	Increase awareness of new employees on GAD.	GASS: General Administrative and Support Services	Conduct Gender Sensitivity Training (GST) for new employees.	No. of new employees trained in Gender Sensitivity. - a. At least 15 newly hired personnel trained in Gender Sensitivity. b. Conducted 1 day GST on the 3rd quarter of 2019.	A GST was facilitated by selected members of the GAD Focal Point System (GFPS) to fifteen (15) male and (ten) female personnel on August 16, 2019. Participants learned the basic differences between sex and gender as well as the gender issues experienced by women while learning the GST not as a battle of the sexes but as pro-human pursuit of gender equality. Facilitators conducted several activities, such as: 1) Pitik Palak- participants when called will give a word from their thoughts when they hear men or women 2) Sapot ng Gagamba- participants were grouped into two (male vs. female) where each group wrote down gender specific problem/s encountered, and identified the roots of such problem/s by creating a spider-web like presentation . 3) Masali (Magulang, Salinlahi, Lipunan)- two groups played rock-paper-scissors-like game against each other.	11,000.00 GAA	48,487.45 GAA	Human Resource Unit	Done. Done. A variance of Php 37,487.45 was due to the attribution of salaries of personnel who participated in the activity, and expenses during meetings/preparations.
8	Lack of awareness on the alarming gender issues, like HIV.	Inadequate programs that discuss gender and national concerns that are occurrent.	Established awareness among PMO employees which can help lessen the probability infected cases.	GASS: General Administrative and Support Services - Training Program	Conduct an HIV Awareness Seminar for the employees of PMO.	No. of PMO personnel participated in the HIV Awareness Seminar. - 100 PMO personnel oriented on the important information about HIV in June 2019.	A Medical Officer from the Department of Health was invited to conduct the seminar on HIV and other Sexually Transmitted Infections (STIs) on December 06, 2019. Participants learned the different STIs, their threat to the HIV and the modes of transmission. They also became aware how these conditions can be treated. The seminar was participated by thirty four (34) female and twenty two (22) male personnel of PMO. Participants realized that the stigma on people with HIV should stop. The seminar also raised awareness on the impact of HIV and other STIsto women. (e.g. HIV can be transmitted to the fetus during pregnancy and women mistaken as carrier of infection not their male partners that results to cases of abuse).	27,000.00 6,600.00 GAA GAA	4,445.21 GAA GAA	Human Resource Unit	Done. The activity was moved to December as this month is the HIV/AIDS Awareness Month. A total variance of Php 26,937.67 was due to the attribution of salaries of personnel who participated in the seminar.



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9	Lack of thorough planning and implementation of GAD programs/ projects.	Strengthening of the PMO GFPS' knowledge/competence in the development of GAD-related strategies that effectively address gender issues.	Ensure that the PMO GFPS are equipped and updated with sufficient knowledge and competency in order to help the PMO develop programs and strategies that address gender issues.	GASS: General Administrative and Support Services	Conduct various workshops on the formulation of GAD Strategic Plan, GAD Plan & Budget, and assessment of GMEF results.	No. of male and female PMO GFPS representatives participated in the formulation of the agency's GAD Strategic Plan. - 1 male and 1 female PMO GFPS representative participated in the workshop. No. of PMO GFPS members participated in the formulation of the annual GAD Plan & Budget. - 100% of the GFPS members participated in the workshop.	No workshop on the formulation of the agency's GAD strategic plan was organized by the DOF or its attached bureaus/agencies. A Gender Analysis cum GAD Planning and Budgeting workshop was held on November 14-15, 2019, which was facilitated by Ms. Marichu M. Buergo. 100% of the GFPS members participated in the workshop. As output of the activity,the PMO has proposed that the program of disposition and management of government assets and other properties be subjected to the Harmonized Gender and Development Guidelines (HGDG) tool. A short presentation of the activities to be included in the GAD Plan and Budget for FY 2020 was also done.	50,000.00 127,000.00 12,000.00 GAA GAA GAA	2,020.00 GAA GAA GAA	GAD Focal Point	Done.
10	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 DOF's capacity development efforts intended for its attached bureaus and agencies	No. of representativesin the DOF's capacity development efforts for attached bureaus and agencies.- At least one (1) GFPS member participated in DOF's GAD activities. No. of representativesin the DOF's capacity development efforts for attached bureaus and agencies.- At least one (1) GFPS member participated in DOF's GAD activities. No. of representativesin the DOF's capacity development efforts for attached bureaus and agencies.- At least one (1) GFPS member participated in DOF's GAD activities. No. of representativesin the DOF's capacity development efforts for attached bureaus and agencies.- At least one (1) GFPS member participated in DOF's GAD activities. No. of representativesin the DOF's capacity development efforts for attached bureaus and agencies.- At least one (1) GFPS member participated in DOF's GAD activities. No. of representativesin the DOF's capacity development efforts for attached bureaus and agencies.- At least one (1) GFPS member participated in DOF's GAD activities.	GFPS Assembly was facilitated by DOF on February 20, 2019. The Assembly focused on the discussion regarding the updates of the GAD Programs, Activities, and Projects (2019) of every DOF-attached agency. This was attended by one (1) GFPS female representative of PMO. A GAD Planning and Budgeting Workshop for 2020 was hosted by the Securities and Exchange Commission (SEC) on June 27-29, 2019 in Baguio City.The discussion focused on the guidelines in the preparation of GAD Plan and Budget (GPB) as well as planning of each agency/bureau for its 2020 GPB using the six-year GAD Strategic Plan. Two (2) male GFPS representatives of PMO attended the activity. One (1) female GFPS representative attended the 10th Anniversary Celebration of the Magna Carta of Women at the Philippine Internal Convention Center on August 14, 2019. Participants of the event revisited the Implementing Rules and Regulations of the Magna Carta of Women and assessed their respective agencies' progress in implementing the provisions of the Magna Carta that are relevant to their respective mandates. A Gender Analysis Workshop using HGDG was hosted by the Bureau of the Treasury (BTr) on October 8-10, 2019 in Tagaytay City. The workshop focused on the guidelines in accomplishing the HGDG tool. Two (2) male and one (1) female GFPS representatives of PMO attended the workshop. As an output, the representatives presented their proposed program as subject in HGDG, which is the disposition and management of government assets and other properties. The GAD Year-End Assessment and Pre-planning 2020 was held on December 04, 2019 at the DOF. This was attended by two (2) male GFPS representatives. The PMO representatives reported their accomplished GAD activities for FY 2019 and presented upcoming activities for FY 2020 in order to present ideas to other attached bureaus and agencies of possible PAPs that could be implemented in their respective agencies. A Gender Fair Language workshop was hosted by Philippine Deposit Insurance Corporation (PDIC) on December 11, 2019 in Makati City. The participants learned the effects of sexist language on women (e.g. subjugation, incapacitation, commodification, and objectification of women).Also, the workshop promoted the use of inclusive language and balanced representation of men and women in language. It also tackled different types of verbal abuse (e.g. name calling, shaming, etc.) and how to respond to these kinds of abuse. One (1) male GFPS representative and one (1) PMO personnel participated in the workshop.	0.00 0.00 0.00 0.00 0.00 GAA GAA GAA GAA GAA	3,526.32 GAA GAA GAA GAA GAA	Human Resource	Done. This was an unplanned activity that was not yet coordinated when the GAD Plan and Budget FY 2019 was prepared and submitted to the PCW.
SUB-TOTAL								809,650.00	1,557,776.90	GAA	
TOTAL								809,650.00	1,557,776.90		

Prepared By:	Approved By:	Date
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Deputy Privatization Officer and GFPS Chairperson	Chief Privatization Officer	

