

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2020

Reference: Endorsed GPB #2020-009415			Date Endorsed: Jan 26, 2022		
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:	81,540,000.00				
Actual GAD Expenditure	141,366.71	Original Budget	1,273,000.00		
		% Utilization of Budget	11.11		
% Utilization of Original	11.11				
% of GAD Expenditure:	0.17%				

	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	External clients lack information on PMO GAD efforts.	Lack of mechanism to disseminate information to external clients on PMO GAD efforts	Increased awareness and appreciation of external clients to PMO GAD efforts	GASS: General Administrative and Support Services	Set-up GAD corner in the receiving area for external clients	Set-up of GAD corner- GAD corner is set-up by the 1st Quarter 2020.	None.	25,000.00 GAA	0.00 GAA	Administrative Division IT Services	Not Done. This activity did not push through due to lockdown starting March 17, 2020 caused by the Covid-19 pandemic. Furthermore, National Budget Circular (NBC) No. 580 was issued by the Department of Budget and Management (DBM), stating that thirty five percent (35%) of programmed appropriations under FY 2020 GAA shall no longer be made available effective April 1, 2020, as an economic measure of the Government to respond to the crisis brought by Covid-19. Activity was reinstated in GAD Plan and Budget (GPB) FY 2021.
2	External clients lack information on PMO GAD efforts.	Lack of mechanism to disseminate information to external clients on PMO GAD efforts	Increased awareness and appreciation of external clients to PMO GAD efforts	GASS: General Administrative and Support Services	Distribute and display IEC materials in the lobby/during site visits/ bidding	No. of IEC materials distributed to external clients- At least 200 copies of IEC materials containing Basic GST and related laws and rights of women are distributed to external clients within the fiscal year.	None.	10,000.00 GAA	0.00 GAA	Marketing Group	Not Done. This activity was put on hold due to lockdown caused by the Covid-19 pandemic and in compliance with DBM NBC 580, s. 2020. Activity was reinstated in GPB FY 20
3	Absence of Client-Focused Sex Disaggregated Data (SDD)	Entries to be included in the SDD that are relevant to the agency's mandate and development of PAPs are yet to be determined.	Identification of gender issues based on data and statistics and utilization of the information gathered on the development of client-focused PAPs	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Consultation meeting and follow-up meeting with representatives from Marketing Group and Asset Management	Consultation meeting and follow-up meeting - Consultation meeting and follow-up meeting with representatives from Marketing Group and Asset Management is held by the 2nd Quarter 2020.	None.	12,000.00 GAA	0.00 GAA	Marketing Group Asset Management	Not Done. The PMO implemented Alternative Work Arrangement (AWA) during the period of State of Public Health Emergency due to Covid-19 pandemic. The GFPS has resolved that this activity be done next year to prioritize regular work assignment and backlogs, and ensure uninterrupted service.

	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
4	Absence of Client-Focused Sex Disaggregated Data (SDD)	Entries to be included in the SDD that are relevant to the agency's mandate and development of PAPs are yet to be determined.	Identification of gender issues based on data and statistics and utilization of the information gathered on the development of client-focused PAPs	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Feedback meeting with representatives from Marketing Group and Asset Management	Feedback meeting - Feedback meeting with representative from Marketing Group and Asset Management is held by the 3rd Quarter 2020, prior to the submission of Client-Focused SDD for approval.	None.	3,000.00 GAA	0.00 GAA	Marketing Group Asset Management	Not Done. The PMO implemented AWA during the period of State of Public Health Emergency due to Covid-19 pandemic. The GFPS has resolved that this activity be done next year to prioritize regular work assignment and backlogs, and ensure uninterrupted service.
5	Absence of Client-Focused Sex Disaggregated Data (SDD)	Entries to be included in the SDD that are relevant to the agency's mandate and development of PAPs are yet to be determined.	Identification of gender issues based on data and statistics and utilization of the information gathered on the development of client-focused PAPs	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Devise and propose a Client-Focused SDD Timeline: Drafting of Client-Focused SW	Approval of proposed Client-Focused SDD- Proposed Client-Focused SDD is approved by the 4th Quarter 2020.	None.	12,000.00 GAA	0.00 GAA	Marketing Group Asset Management	Not Done. Due to the varying quarantine classifications (ECQ/MECQ/GCQ) and periods in different areas and adjustment to AWA, GFPS was not able to hold a consultation meeting with the Marketing and Asset Management Groups. Thus, the difficulty encountered in drafting Client-Focused SDD as clients of PMO could be individuals, private corporations, and other government institutions. The GFPS has to come up with a standard questionnaire that is applicable to all kinds of PMO clients.
ORGANIZATION-FOCUSED ACTIVITIES											
6	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 among PMO personnel on women's rights and their role in national development and nation building	GASS: General Administrative and Support Services	Distribution of GAD Advocacy jackets	No. of GAD Advocacy jackets - At least 200 GAD Advocacy jackets are provided to PMO personnel during the observance of National Women's Month.	None.	200,000.00 GAA	0.00 GAA	Administrative Division	Not Done. Procurement of GAD Advocacy jackets was put on hold due to lockdown starting March 17, 2020 caused by Covid-19 pandemic. Activity was reinstated in GPB FY 2021.
7	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 among PMO personnel on women's rights and their role in national development and nation building	GASS: General Administrative and Support Services	Display of streamer at the PMO lobby area	Type and size of the streamer to be displayed at the PMO lobby area- Displayed a 4x11 streamer from March 1 to 31, 2020.	The PMO displayed one (1) campaign streamer bearing the theme, "We Make Change Work for Women", at the PMO lobby from March 1 to 31, 2020.	1,000.00 GAA	600.00 GAA	Administrative Division	Done.
8	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 among PMO personnel on women's rights and their role in national development and nation building	GASS: General Administrative and Support Services	Conduct of Gender Sensitivity seminar to PMO personnel (plantilla and outsourced)	Percentage of personnel attended - 100% of personnel attended Gender Sensitivity seminar in March 2020.	None.	551,000.00 GAA	0.00 GAA	Human Resource Unit	Not Done. Conduct of Gender Sensitivity seminar did not push through due to lockdown starting March 17, 2020 caused by Covid-19 pandemic. Activity was reinstated in GPB FY 2021.
9	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.	There is a need to increase the awareness of PMO personnel in terms of women's rights and timely and on-going issues faced by women.	Continuous involvement of PMO personnel in the campaign to end VAW	GASS: General Administrative and Support Services	Conduct a film-screening activity to PMO personnel	No. of PMO personnel participated- At least 50 PMO personnel participated in the film-screening activity	The said activity was not done. The following informational and campaign videos regarding VAW were disseminated to all personnel through email blast: 1. 10-Day VAWC Leave 2. Anti-catsalling Lyric Video 3. Violence Against Women Throughout the Life Cycle 4. We Can be Violence-Free (Shadow Play)	38,500.00 GAA	0.00 GAA	Human Resource Unit	Not Done. Procurement for the rental of the movie for the film-screening activity did not push through in compliance with DBM NBC No. 580, s. 2020. Activity was reinstated in GPB FY 2021.
10	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.	There is a need to increase the awareness of PMO personnel in terms of women's rights and timely and on-going issues faced by women.	Continuous involvement of PMO personnel in the campaign to end VAW	GASS: General Administrative and Support Services	Distribution of GAD Advocacy Shirts	No. of GAD Advocacy Shirts provided - At least 200 GAD Advocacy Shirts are provided to PMO personnel during the observance of 18-day Campaign to End VAW.	The said activity was not done. In observance of the 18-day Campaign to End VAW, personnel wore something orange as a symbol of brighter future without violence against women.	50,000.00 GAA	0.00 GAA	Human Resource Unit	Not Done. Procurement for the GAD advocacy shirts did not push through in compliance with DBM NBC No. 580, s. 2020. Activity was reinstated in GPB FY 2021.
11	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.	There is a need to increase the awareness of PMO personnel in terms of women's rights and timely and on-going issues faced by women.	Continuous involvement of PMO personnel in the campaign to end VAW	GASS: General Administrative and Support Services	Display of streamer at the PMO lobby area	The type and size of campaign streamer at the PMO lobby- Displayed a 4x11 campaign streamer at the PMO lobby from November 25 to December 12, 2020.	The PMO displayed one (1) campaign streamer with the theme of "VAW-free Community Starts with Me" at the PMO lobby from November 25 to December 12, 2020.	1,000.00 GAA	600.00 GAA	Human Resource Unit	Done.
12	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.	There is a need to increase the awareness of PMO personnel in terms of women's rights and timely and on-going issues faced by women.	Continuous involvement of PMO personnel in the campaign to end VAW	GASS: General Administrative and Support Services	Conduct of R.A. 7877 known as "Anti-Sexual Harassment Act of 1995" Seminar	No. of PMO personnel participated- At least 50 personnel participated in the R.A. 7877 seminar during the observance of 18-day Campaign to End VAW.	None.	34,500.00 GAA	0.00 GAA	Human Resource Unit	Not Done. Conduct of RA 7877 seminar did not push through in compliance with DBM NBC No. 580, s. 2020. Activity was reinstated in GPB FY 2021.
13	Chapter IV, Sec. 9 of R.A. 9710 The State shall ensure that all women shall be protected from all forms of violence as provided for in existing laws. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing.	Personnel assigned to conduct pre-disposition activities are prone to experience gender-based violence (GBV).	Personnel conducting pre-disposition activities are trained in handling GBV.	GASS: General Administrative and Support Services MFO: Disposition of Government Assets	Conduct Training on GBV	Percentage of personnel - 100% personnel conducting pre-disposition activities are able in identifying different forms of GBV and are trained in handling them by the 2nd Quarter 2020.	None.	32,000.00 GAA	0.00 GAA	Human Resource Unit	Not Done. Conduct of training in handling GBV did not push through in compliance with DBM NBC No. 580, s. 2020. Activity was reinstated in GPB FY 2021.

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14	Chapter IV, Sec. 9 of R.A. 9710 The State shall ensure that all women shall be protected from all forms of violence as provided for in existing laws. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing.	Personnel assigned to conduct pre-disposition activities are prone to experience gender-based violence (GBV).	Personnel conducting pre-disposition activities are trained in handling GBV.	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Submission of feedback report on the incidents of gender-based violence	Submission of feedback report - Feedback report on the incidents of gender-based violence is submitted by the 4th Quarter 2020.	None.	3,000.00 GAA	0.00 GAA	Marketing Group Asset Management	Not Done. This activity shall be done after personnel underwent training on GBV. Activity was reinstated in GPB FY 2021.
15	Civil Service Commission (CSC) Resolution No. 01-0490 (Rules on Sexual Harassment) mandated the creation of Committee on Decorum and Investigation (CODI) in every agency.	Sexual harassment violates the dignity of workers and their right to humane, just, and safe work environment, defeats and impairs the morale and efficiency in the workplace, and violates the merit and fitness principle in the civil service.	Work-related sexual harassment incidents are properly investigated and addressed.	GASS: General Administrative and Support Services	Creation of CODI	Issuance of Office Order - Office Order on the constitution of CODI in PMO is issued by the 2nd Quarter 2020.	None.	12,000.00 GAA	0.00 GAA	Human Resource Unit Office of the Chief Privatization Officer	Not Done. The GFPS has resolved that this activity be done the following year since a clear procedural rule and guideline are needed first for review and consultation with Legal Services before the constitution of the Committee.
16	Lack of thorough planning and implementation of GAD programs/ projects.	Strengthening of the PMO GFPS's knowledge/competence in the development of GAD-related strategies that effectively address gender issues	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 of PMO Annual GAD Plan and Budget Activity and Gender Analysis Workshop using HGDG	No. of PMO GFPS members participated- 100% of the GFPS members participated in the workshop by the 4th Quarter 2020. No. of program evaluated through HGDG- At least one program of Administrative Division was evaluated through gender analysis using HGDG by the 4th Quarter 2020.	None. None.	82,000.00 GAA	0.00 GAA	Human Resource Unit	Not Done. Conduct of PMO Annual GAD Plan and Budget Activity and Gender Analysis Workshop using HGDG did not push through in compliance with DBM NBC No. 580, s. 2020. Activity was reinstated in GPB FY 2021.
17	Lack of thorough planning and implementation of GAD programs/ projects.	Strengthening of the PMO GFPS's knowledge/competence in the development of GAD-related strategies that effectively address gender issues	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	Partner with the Department of Finance (DOF) in the conduct of capacity building programs for GFPS and representatives from attached bureaus and agencies (i.e. formulation of GAD Strategic Plan, GAD Plan & Budget, assessment of GMEF results, and use of other gender analysis tools)	No. of capacity building program conducted- At least one capacity building program is conducted within the fiscal year and attended by two to three representatives from each DOF-attached bureaus and agencies.	Representatives from the GFPS and other offices/divisions attended the following capacity building programs/GAD-related activities conducted by DOF: 1. Two (2) GFPS members attended the DOF-GFPS meeting on January 28, 2020. Each agency presented its GAD accomplishments for FY 2019 and DOF-GFPS convened on what are the possible activities for the upcoming National Women's Month in March. 2. Two (2) GFPS members attended the DOF Exploratory Meeting and Planning Workshop on February 26-28, 2020 at Baler Aurora. The workshop was held to explore the possible partnership between DOF and its attached agencies and Daluhay (or Daloy Ng Buhay, a Non-Government Organization situated in Baler) to draw up an action plan for the implementation of GAD Agenda in selected site/s of Baler. 3. Three (3) GFPS members and Twenty-four (24) other PMO personnel attended the DOF's Kick-off Activity on March 7, 2020 (1 day) as part of celebration of National Women's Month. Activities included parade, zumba session, and fun games. Also, GFPS members and other personnel attended the following GAD-related capacity building programs conducted by other training providers: 1. One (1) GFPS member attended the Fame Leaders' Academy's webinar on "Analyzing Gender Smarter: Familiarizing HGDG & GMEF Tools" on August 27-28, 2020 (4 hours/day. The webinar focused on the reviewing of concepts on Gender Analysis, understanding the purpose of Gender Mainstreaming in policies, programs, processes, and systems, enumerating key elements of HGDG and GMEF, comparing and contrasting both analysis tools, and appreciating their use and application in the institution. 2. Six (6) GFPS members attended the Philippine Commission on Women's (PCW) webinar on "Beyond Attribution: Use of the HGDG to Mainstream GAD Elements in the Project Development Cycle on October 13, 2020 (4 hours). The webinar focused on the use of HGDG to integrate GAD elements in the programs and projects of government agencies. It also highlighted how the results of the HGDG are applied in preparing the GAD Plan and Budget and GAD Accomplishment Report and in identifying strategies to address the gaps or missing elements. 3. Three (3) GFPS members attended the PCW's webinar on "GAD Planning and Budgeting: From Preparation to GAD Funds Audit" on October 15, 2020 (4 hours). The webinar focused on the steps and procedures in preparing a GAD Plan and Budget. It also highlighted the elements, processes and procedures for submission, review and endorsement of GPB and GAD Accomplishment Report. It also discussed the comprehensive audit of a government agency's policies, funds, programs, projects, and activities focusing on the area of GAD to determine economy, efficiency, and effectiveness of interventions in addressing gender issues.	82,000.00 GAA	92,250.42 GAA	Human Resource Unit	Done. A variance of Php 10,250.42 was due to the attribution of salaries of personnel that participated in the activities.

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18	Non-institutionalization of GAD in the agency	Non-issuance of foundational policy articulating support to mainstream GAD in the agency (i.e. intention to support GAD-related activities, continuous enhancement of GAD policies, etc.)	Institutionalization of GAD in the agency	GASS: General Administrative and Support Services	Issue a Memorandum Circular/ Office Order as foundational policy to institutionalize and mainstream GAD in the agency	Issuance of Memorandum Circular/ Office Order- Memorandum Circular/Office Order is issued by the 1st Quarter 2020.	PMO Memorandum Circular No. 2020-02, "PMO Guidelines on GAD Mainstreaming" was issued on June 26, 2020.	6,000.00 GAA	8,132.67 GAA	Office of the Chief Privatization Officer Human Resource Unit	Done. A variance of Php 2,132.67 was due to the attribution of salaries of personnel that participated in the GFPS meetings to discuss the activity.
19	Lack of mechanism to create Knowledge Product (KP) on gender data from the due diligence reports submitted by personnel conducting pre-disposition activities	Due diligence reports focus on asset-related information gathering.	Creation of KP on gender data for the assets inspected The KP could help concerned Local Government Units (LGUs) and other government institutions in the implementation of their GAD PAPs that would benefit the community.	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Issue an Office Order directing incorporation of gender data in due diligence report	Issuance of Office Order- Office Order for the incorporation of gender data in due diligence report is issued by the 1st Quarter 2020	None.	6,000.00 GAA	0.00 GAA	Office of the Chief Privatization Officer Human Resource Unit	Not Done. The issuance of Office Order for the incorporation of gender data in due diligence report shall be done after PMO personnel involved in pre-disposition activities are already equipped with knowledge on gender data gathering.
20	Lack of mechanism to create Knowledge Product (KP) on gender data from the due diligence reports submitted by personnel conducting pre-disposition activities	Due diligence reports focus on asset-related information gathering.	Creation of KP on gender data for the assets inspected The KP could help concerned Local Government Units (LGUs) and other government institutions in the implementation of their GAD PAPs that would benefit the community.	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Conduct of Gender Sensitivity Seminar in relation to pre-disposition activities (due diligence, appraisal, inspection, and inventory) and gender-data gathering	No. of PMO personnel attended - At least 40 PMO personnel attended the Gender Sensitivity Seminar in relation to pre-disposition activities (due diligence, appraisal, inspection, and inventory) and gender-data gathering by the 1st Quarter 2020.	None.	50,000.00 GAA	0.00 GAA	Human Resource Unit	Not Done. The conduct of Gender Sensitivity seminar and gender-data gathering did not push through in compliance with DBM NBC No. 580, s. 2020. Activity was reinstated in GPB FY 2021.
21	Partial observance of gender-fair language in various documents within the organization	Key personnel lack training in Gender-Fair Language	100% documents (contracts, correspondences, memoranda, office orders, etc.) within the organization are free from sexist language.	GASS: General Administrative Support Services	Conduct Gender-Fair Language Training/Workshop for GAD Focal Point System (GFPS), Implementers, Division Chiefs (DCs), and	Percentage of personnel attended - At least 75% of the identified key personnel/ target participants are trained on the use of gender-fair language by the 2nd Quarter 2020.	Thirty-four (34) PMO personnel or 74% (20 out of 27) identified key personnel attended the FORA Communications's webinar on Gender-Fair Language on August 4, 2020. The webinar focused on the importance of language and practical tips to avoid sexism in language.	26,000.00 GAA	39,783.62 GAA	Human Resource Unit	Done. A variance of Php 13,783.62 was due to the attribution of salaries of personnel who participated in the activity.
22	Partial observance of gender-fair language in various documents within the organization	Key personnel lack training in Gender-Fair Language	100% documents (contracts, correspondences, memoranda, office orders, etc.) within the organization are free from sexist language.	GASS: General Administrative Support Services	Issue a policy on the use of gender-fair language in all forms of communication	Issuance of Policy - Policy on Gender-Fair Language is issued by the 2nd Quarter 2020.	PMO Memorandum Circular No. 2020-004, "Use of Gender-Fair Language in all Official Documents, Communications, and Issuances", was issued on December 22, 2020.	6,000.00 GAA	0.00 GAA	Human Resource Unit Office of the Chief Privatization Officer	Done.
23	Partial observance of gender-fair language in various documents within the organization	Key personnel lack training in Gender-Fair Language	100% documents (contracts, correspondences, memoranda, office orders, etc.) within the organization are free from sexist language.	GASS: General Administrative Support Services	Feedback meeting on the results of the use of gender-fair language in all forms of communication	Feedback meeting- Feedback meeting on the results of the use of gender-fair language in all forms of communication is held by the 4th Quarter 2020.	None.	3,000.00 GAA	0.00 GAA	Human Resource Unit	Not Done. There was no feedback meeting held to discuss the results of the use of gender-fair language in all forms of communication. The GFPS commits to hold a feedback meeting in 2021, as the PMO Memorandum Circular No. 2020-004, "Use of Gender-Fair Language in all Official Documents, Communications, and Issuances", was just recently issued on December 22, 2020.
24	Limited involvement of male personnel in the agency's GAD initiatives	Male membership comprises the smaller population of the PMO GAD Focal Point System (GFPS). Hence, males have limited participation to all levels of development planning cycle of agency's Programs, Projects, and Activities (PPAs).	Equitable representation of male personnel in the GFPS	MFO: General Administrative and Support Services	Reconstitution of GFPS	Issuance of Office Order- Office Order for the reconstitution of GFPS is issued by the 2nd Quarter 2020 including at least 6 male personnel as members of the GFPS.	PMO Office Order No. 2020-014 for the reconstitution of GFPS was issued on December 11, 2020. Six (6) male personnel are already members of the GFPS.	3,000.00 GAA	0.00 GAA	Office of the Chief Privatization Officer Human Resource Unit	Done.
25	Non-integration of GAD perspective in the major programs and projects of the agency	No policy or guidelines issued on the need to develop or to measure program or project of the agency using Harmonized Gender and Development Guidelines (HGDG).	Integration of GAD perspective in the programs and projects of the agency	MFO: Disposition of Government Assets GASS: Gender Administrative and Support Services	Issue a policy/ Implementing Rules on the HGDG for Project Development, Implementation, and Monitoring and Evaluation	Issuance of Policy/ Implementing Rules on the HGDG- Policy/ Implementing Rules on the HGDG for Project Development, Implementation, Monitoring, and Evaluation to be issued by the 2nd Quarter 2020.	The implementing rules on the HGDG for Project Development, Implementation, Monitoring, and Evaluation is already incorporated in PMO Memorandum Circular No. 2020-02, "PMO Guidelines on GAD Mainstreaming" issued on June 26, 2020.	12,000.00 GAA	0.00 GAA	Office of the Chief Privatization Officer Human Resource Unit	Done.
26	No deliberate statement that PMO promotes rational and non-discriminatory practices in engagement/hiring of personnel including Contract of Services (COS), Job Order (JO), caretakers, and security guards	No available data or study of the existence of gender-inclusivity in the in the engagement/hiring of COS and JO and assignment of caretakers and security guards to various agency-held assets.	Rational and non-discriminatory engagement and hiring of personnel including COS, JO, caretakers, and security guards	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Issue a policy on the promotion of gender-inclusivity in the engagement/hiring of personnel including COS, JO, caretakers, and security guards to integrate GAD perspective in the procurement plan for security services and direct hiring of COS, JO, and caretakers	Issuance of Policy- Policy on gender-inclusivity in the engagement and hiring of caretakers and security guards is issued by the 3rd Quarter 2020.	PMO Memorandum Circular No. 2020-03, "Gender-Inclusivity and Diversity in the Workplace", was issued on October 29, 2020.	12,000.00 GAA	0.00 GAA	Office of the Chief Privatization Officer Asset Management Human Resource Unit	Done.
SUB-TOTAL								1,273,000.00	141,366.71	GAA	
TOTAL								1,273,000.00	141,366.71		

Prepared By:	Approved By:	Date
Ellen H. Rondael	Gerard L. Chan, CESO I	
Deputy Privatization Officer/ GFPS Chairperson	Chief Privatization Officer	