

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021

Reference: Endorsed GPB #2022-012631			Date Endorsed: Mar 28, 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:	82,172,000.00				
Actual GAD Expenditure	873,614.90	Original Budget	8,213,425.59		
		% Utilization of Budget	10.64		
% Utilization of Original	10.64				
% of GAD Expenditure:	1.06%				

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
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	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Improve and update the GAD corner set up at the receiving area for external clients	Improve and update GAD corner - GAD corner is improved and updated by the 1st Quarter 2021	None.	Supplies and Materials 13,000.00 Attributed salaries of GFPS members for the activity 12,578.70 GAA GAA	0.00 GAA GAA	Administrative Division Information Technology Division	Not Done. Procurement of materials to be used for the physical GAD corner did not push through as we are studying the improvement of GAD corner in PMO's website by including videos, electronic banners, and other IEC materials.

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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	MFO: Disposition of Government Assets 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 for the remaining year.	In March 2021, PMO procured for the service provider of printing of IEC materials. The following IEC materials were printed and displayed in the lobby area: 1. RA 9208 (The Anti-Trafficking in Person Act of 2003, as amended by the Expanded Anti-Trafficking in Persons Act of 2012) 2. RA 9710 (Magna Carta of Women) 3. RA 9262 (Anti-Violence Against Women and their Children (VAWC) Act of 2004)	Reprinting of IEC materials budget 10,000.00 Attributed salaries of GFPS members for the activity 18,902.18 GAA GAA	65,592.36 GAA GAA	Administrative Division Marketing Group	Done.
3	Absence of Client-Focused Sex Disaggregated Data (SDD)	Approved Client-Focused Sex Disaggregated Data questionnaire is still for implementation.	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	Issue an office memorandum directing the use of approved client-focused SDD questionnaire	Issuance of office memorandum - Office memorandum on the use of client-focused SDD questionnaire is issued by the 1st Quarter 2021.	None.	Attributed salaries of GFPS members for the activity 21,667.78 GAA	0.00 GAA	Office of the Chief Privatization Officer Human Resource Unit	Not Done. The plan was to give a hard copy of the SDD questionnaire for clients to accomplish. However, due to the Covid-19 infection rate with the addition of its advancing variants, the GFPS had ascertained that it would be best that such activity on the implementation of approved Client-Focused SDD be done in FY 2022 or until there will be lesser restrictions in face-to-face contact with clients, and considering that PMO clients are entertained thru email, phone calls, and teleconference during the pandemic.
4	Absence of Client-Focused Sex Disaggregated Data (SDD)	Approved Client-Focused Sex Disaggregated Data questionnaire is still for implementation.	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	Implement the use of approved client-focused SDD questionnaire	Number of clients of Marketing Group and Asset Management who answered the client-focused SDD questionnaire - At least fifty (50) client gender-related information (coming from individuals, private companies, and other government agencies) were gathered within the year.	None.	Attributed salaries of PMO personnel expected to implement the activity 11,851.77 GAA	0.00 GAA	Marketing Group	Not Done. The plan was pushed forward to FY 2022 or until there will be lesser restrictions in face-to-face contact with clients, and considering that PMO clients are entertained thru email, phone calls, and teleconference during the pandemic.
5	Absence of Client-Focused Sex Disaggregated Data (SDD)	Approved Client-Focused Sex Disaggregated Data questionnaire is still for implementation.	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	Conduct of gender analysis on the SDD gathered from clients	Submission of analysis report - Report presenting the client-focused SDD and identified emerging gender issues (if any) is submitted to the Chief Privatization Officer/ GFPS Chairperson by the 4th Quarter 2021.	None.	Attributed salaries of GFPS members for the activity 13,089.05 GAA	0.00 GAA	Marketing Group	Not Done. This activity is dependent on items 3 and 4 above, which were pushed forward to FY 2022 considering the Covid-19 pandemic.
ORGANIZATION-FOCUSED ACTIVITIES											

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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	Conduct of activities for the observance of National Women's Month	Type and size of the streamer to be displayed at the PMO lobby area - Displayed a 4 ft. x 11 ft.streamer from March 1 to 31, 2021. Percentage of personnel attended the Gender Sensitivity Re-briefing/Reorientation - 80% of plantilla personnel participated in the webinar on Gender Sensitivity Re-briefing/Reorientation	A. A streamer with the theme "We Make Change Work for Women" was displayed at the PMO lobby area from March 1 to 31, 2021. B.A Gender Sensitivity re-briefing/ reorientation entitled "Gender Sensitivity Webinar in the Context of Covid-19 Pandemic" was held on May 4 to 7, 2021. This was conducted by GAD expert/consultant Marichu M. Buergo. Several topics/concepts discussed are the following: 1. Sex and Gender 2. Manifestations of Gender Bias 3. Productive-Reproductive Divide 4. Forms of Power 5. Effect of the Covid-19 pandemic to gender inequality being experienced by women Some activities were also done such as the Goddess ritual, jamboard words, and reflection on the "Impossible Dream"short clip depicting gender issues faced by women.	Budget for the streamer 1,000.00 Honorarium of Resource Person 15,000.00 Attribution of salaries of PMO personnel expected to participate 76,864.70 Advocacy Collaterals 262,500.00 Attribution of salaries of PMO personnel expected to conduct the procurement 22,287.63 Incidentals 0.00 Attribution of salaries of PMO personnel for canvass of streamer 0.00 GAA GAA GAA GAA GAA GAA GAA	23,039.77 GAA GAA GAA GAA GAA GAA	Administrative Division	Done. Gender Sensitivity Webinar in the Context of Covid-19 Pandemic was moved to May 2021 considering the availability of the Resource Person.

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7	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 activities for the 18-Day Campaign to End VAW	<p>Type and size of the campaign streamer displayed at the PMO lobby- Displayed a 4 ft. x 11 ft. campaign streamer at the PMO lobby from November 25 to December 12, 2021.</p> <p>No. of PMO personnel participated in the film-screening activity- 80% of PMO personnel participated in the film-screening activity.</p> <p>No. of PMO personnel participated in the R.A.7877 (Anti-Sexual Harassment Act of 1995)- 80% of PMO personnel participated in the R.A. 7877 seminar during the observance of 18-Day Campaign to End VAW</p>	<p>A. A streamer with the theme "VAW-free Community Starts with Me" was displayed at the PMO lobby area from November 25 to December 12, 2021.</p> <p>None.</p> <p>B.A webinar on Republic Act (RA) No. 11313 (Safe Spaces Act) and RA No. 7877 (Anti-Sexual Harassment Act of 1995) was held on December 17, 2021. This was conducted by Atty. Maria Cleofe Gettie C. Sandoval, member of GAD Resource Pool.</p>	<p>Budget for the streamer 1,000.00</p> <p>Budget for the procurement of rental of movie 30,000.00</p> <p>Attribution of salaries of PMO personnel expected to participate 38,432.32</p> <p>Honorarium of Resource Person 15,000.00</p> <p>Attribution of salaries of PMO personnel expected to participate 76,864.70</p> <p>Advocacy Collaterals 52,500.00</p> <p>Attribution of salaries of personnel who will conduct the procurement of advocacy collaterals 22,287.63</p> <p>Incidentals 5,000.00</p> <p>Attribution of salaries of personnel for canvass of streamer 0.00</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p>	<p>23,039.77</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p> <p>GAA</p>	Human Resource Unit	Done. Film-screening activity did not push through due to budget constraints.

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8	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).	Personnelconducting pre-disposition activities are trained in handling GBV.	MFO: Disposition of Government Assets GASS: General Administrative and Support Services	Conduct Training on handling GBV	Percentage of personnel attended - 100%of personnel from Marketing Group and Asset Management Groupare abled in identifying different forms of GBV and are trained in handling them by the 4th Quarter FY 2021	A "Gender-Based Violence Awareness"webinar was held on December 14, 2021. This was conducted by Ms. Grace M. Bernabe, member of GAD Resource Pool. The webinar discussed what gender-based violence is, why it happens, its forms, its impacts to the economy and society, related international legal standards and local laws, and what the people can do to end violence against women/ gender-based violence.	Honorarium of Resource Person 15,000.00 Incidentals 5,000.00 Attribution of salaries of PMO personnel expected to participate 46,309.49 GAA GAA GAA	19,873.32 GAA GAA GAA	Human Resource Unit	Done.
9	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 harrassment 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 and standard procedural requirements/ guidelines in handling sexual harassment cases is issued by the 2nd Quarter 2021.	A Memorandum Circular No. 2021-05 (Procedural Rules of the Committee and Decorum Investigation (CODI) for Sexual Harassment Cases in the Privatization and Management Office) was issued on October 20, 2021.	Attributed salaries of GFPS members for the activity 22,484.50 GAA	43,485.36 GAA	Office of the Chief Privatization Officer Human Resource Unit	Done.
10	RA 8972 states that, ".... parental leave of not more than seven (7) working days shall be granted to any solo parent who has rendered 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 received for parental leave processed/granted.	None.	Attribution of salary of PMO personnel expected to avail the parental leave 41,498.23 GAA	0.00 GAA	Human Resource Unit	Not Done. No one from the PMO solo parents applied for the parental leave in 2021.
11	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 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 rights to welfare and their special needs in relation to their maternal functions.	Ensure that every woman who gave birth and suffered miscarriage are granted with 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 received for maternity leave processed/granted.	None.	Attribution of salary of PMO personnel possible to avail the maternity leave 4,344,949.00 GAA	0.00 GAA	Human Resource Unit	Not Done. No PMO female personnel applied for maternity leave in 2021.
12	RA 8187 states that, ".... every married male employee in the private and public sectors shall be entitled to paternity leave of seven (7) days with full pay for the first four (4) deliveries of the legitimate spouse with whom he is cohabiting."	Women who have just given birth or have suffered from miscarriage need the support of their husband in nursing of the newly-born child and/or in their period of recovery.	Ensure that paternity leave is granted by the PMO to every entitled married male personnel.	GASS: General Administrative and Support Services	Grant of 7 days paternity leave to married male personnel whose wife gave birth or suffered from miscarriage	Percentage of processed application for paternity leave - 100% of applications received for paternity leaveprocessed/granted.	One PMO male personnel applied for paternity leave of 5 working days in 2021.	Attribution of salary of PMO personnel possible to avail the paternity leave 163,755.18 GAA	7,630.68 GAA	Human Resource Unit	Done.
13	RA 9710 states that, "A woman employee having rendered continuous aggregate employment service for at least six (6) months for the last twelve (12) months shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders."	The State promotes women's right to health. The State, shall at all times, provide for a comprehensive, culture-sensitive, and gender-responsive health services and programs covering all stages of a woman's life cycleand which addresses the major causes of women's mortality and morbidity.	Ensure that PMO provides its female personnel the access to special leave benefit of women whenever necessary	GASS: General Administrative and Support Services	Grant of two (2) months special leave benefits to female personnel	Percentage of processed application for special leave benefit - 100% of applications received for special leave benefit processed/granted.	None.	Attribution of salary of PMO personnel possible to avail the special leave benefits for women 2,233,896.00 GAA	0.00 GAA	Human Resource Unit	Not Done. No PMO female personnel applied for special leave benefit in 2021.

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14	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 Gender data related to the asset is reflected in the Asset Specific Catalogue to give prospect buyers insight on the existing community within the asset. The KP could also 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	Percentage of PMO personnel attended - 100% of PMO plantilla personnel from Marketing Group and Asset Management Group attended the Gender Sensitivity Seminar in relation to pre-disposition activities (due diligence, appraisal, inspection, and inventory) and gender-data gathering by the 2nd Quarter 2021.	Gender Sensitivity Seminar in relation to pre-disposition activities (e.g., due diligence, appraisal, inspection and inventory) and gender-data gathering did not push through due to the lack of clear concept how this seminar will be done (e.g., specialists/experts, conduct of seminar, topics to be discussed, etc.) However, an initial meeting was done on July 13, 2021 between the GFPS, Marketing Group, and Asset Management regarding the proposal to include an additional day for gender-data gathering within the vicinity of the asset to be inspected by the personnel conducting pre-disposition activities. The proposed activity was tried and tested by personnel from the Asset Management Group but the feedback received was there was difficulty in gathering gender data due to limited access and availability to/of information resources (e.g., transportation, facilities, resource persons, etc.) especially assets/properties in remote areas. The GFPS will discuss if this activity is still feasible.	Honorarium of Resource Person 10,000.00 Incidentals 5,000.00 Attribution of salaries of PMO personnel expected to participate 46,309.49 GAA GAA GAA	11,819.88 GAA GAA	Human Resource Unit	Not Done.
15	Lack of thorough planning and implementation of GAD programs/ projects	Members of the PMO-GAD Focal Point System (GFPS) need to strengthen and enhance their knowledge and competence on the different gender analysis tools and GAD concepts to develop strategies that effectively address gender issues. Moreover, PMO-GFPS TWG and Secretariat do not meet on a regular schedule that makes planning of GAD programs/projects quite burdensome.	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	Hold a GFPS TWG and Secretariat Meeting	No. of meetings held by GFPS TWG and Secretariat - at least two (2) meetings per quarter are scheduled and held by the GFPS TWG and Secretariat for FY 2021.	The GFPS had meetings on the following dates: 1. January 29, 2021 2. June 2, 2021 3. July 21, 2021 4. September 16, 2021	Attributed salaries of GFPS members for the activity 42,723.72 Incidentals 0.00 GAA GAA	4,630.00 GAA GAA	Human Resource Unit	Done.
16	Lack of thorough planning and implementation of GAD programs/ projects	Members of the PMO-GAD Focal Point System (GFPS) need to strengthen and enhance their knowledge and competence on the different gender analysis tools and GAD concepts to develop strategies that effectively address gender issues. Moreover, PMO-GFPS TWG and Secretariat do not meet on a regular schedule that makes planning of GAD programs/projects quite burdensome.	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 gender analysis using the Gender Mainstreaming Evaluation Framework (GMEF) to assess the PMO's overall level in GAD mainstreaming efforts	No. of PMO GFPS members participated in the gender analysis workshop using GMEF - 100% of the GFPS TWG and Secretariat members participated in the workshop by the 2nd Quarter 2021. Submission of GMEF results- GMEF results are submitted to PCW by the 2nd Quarter 2021.	A GMEF Workshop was held on July 27-28, 2021. This was facilitated by Ms. Melanie D. Reyes, member of GAD Resource Pool. The workshop aimed to discuss/recap the basic concepts of Gender and Development and to determine the overall level of GAD mainstreaming efforts of PMO. This was attended by members of the GFPS TWG and Secretariat. However, there was no submission of the GMEF results to PCW as the overall level of PMO is still tentative until all needed Means of Verification (MOVs) are provided.	Honorarium of Resource Person 30,000.00 Incidentals 5,000.00 Attribution of salaries of GFPS members expected to participate in the workshop 21,361.88 Attribution of salaries of GFPS members for the submission of GMEF results with MOVs 17,892.91 GAA GAA GAA GAA	0.00 GAA GAA GAA	Human Resource Unit	Done.

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17	Lack of thorough planning and implementation of GAD programs/ projects	Members of the PMO-GAD Focal Point System (GFPS) need to strengthen and enhance their knowledge and competence on the different gender analysis tools andGAD concepts to develop strategies that effectively address gender issues. Moreover, PMO-GFPS TWG and Secretariat do not meet on a regular schedule that makes planning of GAD programs/projects quite burdensome.	PMO GFPS are equipped and updated with sufficient knowledge and competency in order to help the PMO develop programs and strategiesthat address gender issues.	GASS: General Administrative and Support Services	Conduct of PMO Annual GAD Plan and Budget Activity and Gender Analysis Workshop using Harmonized Gender and Development Guidelines (HGDG)	No. of PMO GFPS members participated in the formulation of the annual GAD Plan & Budget and Gender Analysis using HGDG - 100% of the GFPS members participated in the workshop by the 3rd Quarter FY 2021	A pre-planning meeting was attended by the members of the GFPS TWG and Secretariat members on October 27, 2021 to draft the GAD Plan and Budget FY 2022. A second meeting was attended by the members of the GFPS Executive Committee, TWG, and Secretariat on November 2, 2021, to present the draft GAD Plan and Budget FY 2022 before submission to PCW.	Honorarium of Resource Person 60,000.00 Incidentals 5,000.00 Attribution of salaries of PMO personnel expected to participate 131,791.38 GAA GAA GAA	13,247.72 GAA GAA	Human Resource Unit	Done.
18	Lack of thorough planning and implementation of GAD programs/ projects	Members of the PMO-GAD Focal Point System (GFPS) need to strengthen and enhance their knowledge and competence on the different gender analysis tools andGAD concepts to develop strategies that effectively address gender issues. Moreover, PMO-GFPS TWG and Secretariat do not meet on a regular schedule that makes planning of GAD programs/projects quite burdensome.	PMO GFPS are equipped and updated with sufficient knowledge and competency in order to help the PMO develop programs and strategiesthat address gender issues.	GASS: General Administrative and Support Services	Attend and participate in Department of Finance's (DOF), attached agencies', and PCW's capacity building programs and events related to GAD	No. of GFPS members attended the capacity building program/event - Two to three GFPS members attended every capacity building program/event held by DOF/its attached agencies/PCW within the year	The GFPS members and other personnel attended/ participated in the following DOF's, attached agencies', and PCW's capacity building programs and events related to GAD: 1. Three (3) GFPS members attended the GAD Focal Point System Assembly hosted by DOF via Google meet on January 27, 2021. All participating agencies presented GAD accomplishments of their respective agencies for FY 2020. 2. Three (3) GFPS members attended the 2nd Sectoral Assembly hosted by DOF via Zoom on November 22, 2021. All participating agencies presented updates and issues/problems encountered in implementing GAD activities for 2021.	Attributed salaries of GFPS members for the activity 181,456.82 GAA	6,773.39 GAA	Human Resource Unit	Done.
19	Varying psychological impacts on both men and women personnel of PMO during the pandemic that affect their overall wellbeing.	Covid-19 pandemic introduced changes to people's usual activities and routines (e.g. quarantine/lockdown, new work set-up such as work from home and skeletal workforce, etc.) and caused worry over their health duethe increasing rate of cases.	PMO personnel learned ways to cope with the psychological distress brought by Covid-19.	GASS: General Administrative and Support Services	Conduct of webinar on various gendered impacts of Covid-19 on mental health	Percentage of personnel attended - 100% PMO plantilla personnel attended the webinar by 1st Quarter 2021	A Mental Health and Coping during Covid-19 Pandemic webinar was held on August 19, 2021. The webinar was conducted by Dr. Aizah Tana from the University of the Philippines General Hospital, Department of Psychiatry andBehavioral Medicine.The webinar talked about the negative effects of the pandemic to mental healthand ways on how to cope from these effects.	Honorarium of Resource Person 10,000.00 Incidentals 5,000.00 Attribution of salaries of PMO personnel expected to participate 49,170.53 GAA GAA GAA	24,737.40 GAA GAA	Human Resource Unit	Done.
SUB-TOTAL								8,213,425.59	873,614.90	GAA	
TOTAL								8,213,425.59	873,614.90		

Prepared By:	Approved By:	Date
ELLEN H. RONDAEL	GERARD L. CHAN, CESO I	
Deputy Privatization Officer/ GFPS Chairperson	Chief Privatization Officer	