

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2019**

**Reference:** Endorsed GPB #2019-007315

**Date Endorsed:** May 15, 2020

**Organization:** Department of Finance

**Organization Category:** National Government, Line Agency

**Organization Hierarchy:** Department of Finance

**Total Budget/GAA of Organization:** 1,485,404,000.00

**Actual GAD Expenditure** 4,042,204.05 **Original Budget** 68,500,000.00

**% Utilization of Budget** 5.90

**% of GAD Expenditure:** 0.27%



Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
<b>CLIENT-FOCUSED ACTIVITIES</b>										
SECTION 26. Right to Livelihood, Credit, Capital, and Technology (MCW) Sec. 26. A & B	Lack of awareness of external clients on the DOF program for the promotion of women's economic rights and independence	To increase awareness of external clients on the DOF programs for access to credit and capital, training and technology, and social protection	MFO: MFO 1: Financial Sector and Fiscal Policy Resources MFO 2: Public Sector Financial Resources Management MFO 3: Municipal Development Fund Administration	Conduct of awareness campaign on DOF, its bureaus and attached agencies including GFIs and SSIs programs for access to credit and capital, training and technology, and social protection to women victims of armed conflicts and disasters ( <i>Preparatory activity for inclusive growth in Mindanao</i> )	Awareness campaign on the accessible programs of the DOF, its bureaus and attached agencies including GFIs and SSIs for access to credit and capital, training and technology, and social protection conducted within the year with distribution of IEC materials to participants within the year - Target participants: Leg 1 - 100 women victims of armed conflicts and disasters in Marawi and nearby areas Leg 2 - 100 women victims of disasters in CARAGA and Northern Mindanao	No activity undertaken.	5.00 0.00 0.00 GAA	0.00 GAA	GAD FPs of DOF, bureaus and attached agencies in collaboration with the Fiscal Policy Planning Office, Municipal Development Fund Office, Insurance Commission, Philippine Deposit Insurance Commission, GFIs, and SSIs	Not Done. The project was not part of the priority projects of MDFO for 2019.



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN  
REVIEWED AND SUBMITTED THROUGH THE GMMS**

**ALVIN P. DIAZ**  
DIRECTOR IV AND GFPS  
EXECUTIVE COMMITTEE  
MEMBER

**MA. TERESA S. HABITAN**  
ASSISTANT SECRETARY AND  
GFPS CHAIRPERSON



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Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
2. Sec. 27 Right to Education and Training (MCW)	1.) Need to continuously provide GST and other GAD related trainings to DOF Interns/ students undergoing On-the-Job Training (OJT)  2.) Lack of gender related training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs	To provide gender related training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs  To provide GST and other GAD related trainings to DOF Interns/students undergoing On-the-Job Training (OJT)	GASS: GASS  MFO: HRD Program	Conduct of seminar on GAD mainstreaming concepts for the DOF Interns /students undergoing On-the-Job Training (OJT) Develop gender training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs  At least 3 seminars on GAD mainstreaming concepts for the DOF Interns /students undergoing On-the-Job Training (OJT) conducted within the year - 100 Participants per seminar	Gender training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs developed within the year - 3 training programs developed for external clients  A total of 40 interns were oriented on GAD with the participation of 23 female and 17 male interns.	No activity undertaken.	2,500,000.00 GAA  0.00 GAA	0.00 GAA	GFPS of DOF, bureaus, attached agencies, and GFIs  DOF GFPS, DOF-Personnel Services Division (PSD)	Done Actual expenses for GAD Mainstreaming concepts for DOF Interns were reported on Item No. 9 (GAD Orientation).
3. Sec. 27 Right to Education and Training (MCW)	Lack of integration of GST in the training/capacity programs of DOF, bureaus, and attached agencies	To integrate GST in the training/capacity programs of DOF, bureaus, and attached agencies	GASS: GASS (HRD Program)	Develop a module integrating GST in the training/capacity programs of DOF, bureaus, and attached agencies	Module integrating GST in the training/capacity programs of DOF, bureaus, and attached agencies developed within the year - 1 module developed within the year	No activity undertaken.	2,000,000.00 GAA	0.00 GAA	GFPS of DOF, bureaus, attached agencies, and GFIs	Not Done Lack of personnel to undertake the activity.



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4 Chapter V, SEC. 26 of RA 9710 (Magna Carta of Women) Right to Information.	Lack of public awareness on the gender mainstreaming initiatives of the DOF	Increase awareness of public on the gender mainstreaming initiatives of the DOF	GASS: GASS	Develop a website dedicated for DOF GAD Mainstreaming initiatives Develop enhancements to the existing IEC materials on gender mainstreaming in DOF Establish GAD corner that contains IEC materials on gender mainstreaming in DOF	2.)Enhancements to the existing IEC materials on gender mainstreaming in DOF developed within the year - 5 types of IEC Materials enhanced  1.)DOF GAD website by end of Dec 2019 - Completed by end of Dec 2019  3.)Establish GAD corner that contains IEC materials on gender mainstreaming in DOF - Availability of the IEC Materials on the DOF corner	No activity undertaken  DOF GAD website was completed on December 17, 2019. However, the DOF still needs to update it with the GAD-related activities implemented. ( <a href="https://www.dof.gov.ph/GAD/">https://www.dof.gov.ph/GAD/</a> )  No activity undertaken	5,000,000.00 GAA	0.00 GAA	DOF GAD-FPs, DOF CMIO-IT	Partially Done.Lack of personnel to undertake the activity and to be implemented by 2020.
5 Lack of Mainstream gender in the DOF's anti-corruption & good governance initiatives	Lack of Public involvement in DOF's anti-corruption & good governance initiatives	To involve the public in the DOF's anti-corruption & good governance initiatives	MFO: MFO 2: Public Sector Financial Resources Management	Conduct of lecture series/awareness campaign to involve the public in the DOF's anti-corruption & good governance initiatives within 2nd & 4th quarter Note: with distribution of IEC materials	2 Lecture series/awareness campaign conducted within 2nd & 4th quarter - Target participants: 100 representatives from Cooperatives, Women's groups, Non-Government Organizations, Persons with Disability (PWD), Senior Citizen's Group, Business groups/chambers.	No activity undertaken.	5,000,000.00 GAA	0.00 GAA	GFPS of DOF, bureaus, attached agencies, and GFIs	Not Done.Lack of personnel or experts to undertake the activity.

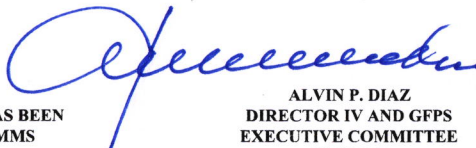


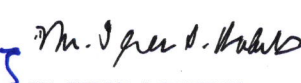


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6	SEC. 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women (in the extractives sector).	Lack of information and disaggregated data on gender and employment in the extractives sector.	Generated, updated, and maintained a comprehensive set of information and disaggregated data on gender in the extractives sector.  Identified impacts of extractive industries on women and the policy gaps in addressing these impacts.  Developed recommendations on how to make EITI implementation in the Philippines more gender-sensitive and compliant or aligned with standards for protecting and promoting women's rights, including 'genderizing' disclosure and dialogue in the extractives.  Recommended to the PH-EIT Multi-stakeholder Group capacity-building activities aimed at training women's organizations in resource governance, including, but not limited to, participating in EITI.	MFO: GASS	Production of a scoping study on gender in the extractives, particularly on women in the large-scale metallic mining sector.	Produced scoping study on gender in the extractives. - One (1) scoping study produced.  Ensured participation of mining communities' key informant interviews and focus group discussions for the study. - Two (2) mining communities took part in the gender study.  Gathered responses from EITI reporting companies in the gender survey. - At least (15) EITI reporting companies participating in the gender survey for the study.	One (1) scoping study approved by the PH-EITI Multi-stakeholder Group. The study was approved in December 2019 and two (2) briefings/presentations on the results of the study.  Two (2) mining communities became part of the gender study as case studies. These are the Municipality of Mankayan in Benguet Province, and the Municipality of Maco in Davao De Oro (formerly, Compostela Valley). In February 2019, key informant interviews and focus group discussions were conducted with women members of the communities and the concerned mining companies, and with local government officials and other community leaders.  Seventeen (17) large-scale metallic mining companies responded to the gender survey.	0.00 GAA	1,029,816.50 GAA	PH-EITI	Done.
ORGANIZATION-FOCUSED ACTIVITIES											



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7	Time spent by GFPS members and of agency personnel doing GAD related work	Lack of full time personnel to do GAD related work	To establish a GAD Unit in DOF that will render full time service on doing GAD related work	GASS: GASS	Institutionalization of the GAD Unit in DOF by end of 2019	GAD Unit in DOF institutionalized and in operation with initial staff complement of 5 pax - GAD Unit/Office institutionalized and in operation within the year	With approval from the DBM dated August 23, 2019. The DOF will start to institutionalize the GAD Unit/Section by 2020.	3,000,000.00 GAA	0.00 GAA	DOF GAD Focal Points System/ DOF-CMIO-IT	Partially Done.No actual cost/expenditure as the DOF intends to operationalize the GAD Unit/Section by 2020.
8	Lack of capacity among top management to support and champion GAD	Lack of understanding of top management of DOF, Bureaus and Attached Agencies on gender and development	To strengthen the capacity of the agency to mainstream GAD in its PAPs	MFO: GASS	Conduct of Executive Briefing on Gender and Development among officials of DOF and Bureaus and Attached Agencies	SDD of officials who will be attending the briefing to be conducted within the 1st quarter Greater appreciation on GAD among officials - 17 Men and 28 Women	No activity undertaken.	500.0 00.00 GAA	0.00 GAA	DOF GAD Focal Points System w/ PCW's technical assistance or outside Resource Person	Not Done.Conflict on the availability of target participants.
9	Absence of GAD Agenda/ Strategic Framework that cuts across the 10-point agenda of the current administration particularly on: 1.) current macro-economic policies (fiscal and trade policies)and 2.) tax reform program	Lack of understanding on the 10- point agenda of the current administration and its gender implications	To formulate the 3- year GAD Agenda/Strategic Framework anchored on the 10-point agenda of the current administration	MFO: MFO 1: Financial Sector and Fiscal Policy Resources Management  MFO: MFO 2: Public Sector Financial Resources Management	Conduct of GAD strategic planning to formulate the 3-year GAD Agenda/Strategic Framework	Strategic Planning conducted within the 4th quarter Three (3) -year GAD Agenda/Strategic Framework submitted to the DOF Secretary for approval within the 4th quarter - Target participants: 50 GFPs/representatives from various functional groups of DOF, its bureaus and attached agencies	A GAD-FPS Assembly was held on February 20, 2019 at the CFMO Conference Room, DOF with the participation of 4 male and 36 female GFPS representatives from the DOF and the attached bureaus and agencies. They were able to share their actual experiences on GAD and possible GAD programs and activities that other agencies and bureaus may adapt. Each participating agency presented their respective 2019 GAD PAPs from which majority of the agencies are on the phase of setting their own sex-disaggregated database and strengthening of the GAD Focal Point System. The DOF also invited a resource person from the Daloy ng Buhay, Inc. or DALUHAY, which is a Non-Government, Non-Profit, Environmental Organization that advocates on global equity and empowerment for marginalized fisher folk and other resource based cultures – as a move towards a working concept of global sustainability. The DOF along with its attached bureaus and agencies wish to collaborate with DALUHAY to establish access to government's financial services of the marginalize women and men in the Aurora Province.	2,000,000.00 GAA  0.00 GAA  0.00 GAA  0.00 GAA	93,673.81 GAA  66,483.95 GAA  156,316.22 GAA  110,884.38 GAA	DOF GAD Focal Points System w/ PCW's technical assistance or outside Resource Person in collaboration with DOF-SERG	Done.



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10. Limited knowledge of officials and employees of DOF, its bureaus and agencies on gender mainstreaming	Inadequate capacity development activities to promote gender mainstreaming	To provide continuing capacity building for officials and employees of DOF, its bureaus and agencies on GAD	MFO: MFO: GASS	Conduct of continuing capacity building for officials and employees of DOF, its bureaus and agencies on GAD	<p>GST for new officials/employees including consultants and outsourced personnel conducted within 2nd and 4th quarter - Target participants: at least 50 male/ female personnel in attendance</p> <p>Training/Workshop on Gender Analysis and use of GA tools conducted within 2nd quarter - Target participants: At least 60% of the new GFPs/ representatives from various functional groups of DOF, its bureaus and attached agencies particularly those involved in program implementation</p>	<p>Two batches of GAD Orientation were conducted on April 10 and September 24, 2019 with the participation of 25 male and 28 female DOF employees. Through the assistance of Ms. Miriam Buengo, the participants were able to understand the basic GAD concepts and the DOF&amp;#x2019;s commitment towards financial inclusivity through the presentation of the Women&amp;#x2019;s Empowerment Framework.</p> <p>A workshop on Gender Analysis Using Harmonized Gender and Development Guidelines was held on October 8-10, 2019 at the Hotel Kimberly, Tagaytay City. The activity was attended by various representatives from the DOF attached bureaus and agencies. The DOF, in partnership with the NTRC able to identify the Package 2 (Sin Tax) of the Comprehensive Tax Reform Program as a potential project for attribution.</p>	2,000,000.00 GAA	157,839.32 GAA	DOF GAD Focal Points System w/ PCW's technical assistance or outside Resource Person	Done.
11. Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base)	Lack of operational GAD Database gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation	MFO: MFO 2: Public Sector Financial Resources Management	Conduct of capacity in Data Collection, Analysis and Interpretation	Training on Data Collection, Analysis and Interpretation conducted within the 3rd quarter Common variables per data set identified for the enhancement of gender statistics and sex-disaggregated data common variables per data set adopted by the DOF, its bureaus and attached agencies - 50 participants trained	1 male and 5 female DOF GFPs representatives participated in the Seminar on Gender Statistics organized by the National Tax Research Center (NTRC) at the Luneta Hotel, Manila on September 26, 2019. The participants able to appreciate the significance of gender statistics as they reveal the actual and realistic differences and relationships between men and women. They can also be the basis for gender indicators and information to come up with desired changes to existing policies.	1,500,000.00 GAA	16,303.36 GAA	GAD FPs of DOF, RIPS GAD Core Group, attached bureaus and agencies with technical assistance from the PCW or outside Resource Person	Done. Hosted by the National Tax Research Center





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12	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base)	Lack of operational GAD Database (gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation)	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation)	MFO: MFO 2: Public Sector Financial Resources Management	Conduct of Training/Workshop on Policy Formulation and Implementation	Training/Workshop on Policy Formulation and Implementation conducted within the 3rd quarter - Target participants: GFPS from DOF, bureaus/ attached agencies and representatives from DOF functional groups and those who are directly involved in the operation of GAD database	No activity undertaken.	1,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, RIPS GAD Core Group, attached bureaus and agencies with technical assistance from the PCW or outside Resource Person	Not Done.Lack of experts to assist in policy review or formulation.
	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base)	Lack of operational GAD Database (gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation)	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation)	MFO: MFO 2: Public Sector Financial Resources Management	Enhancements to existing SDD of DOF-PSD and RIPS	Enhancements introduced within 2nd quarter - Number of enhancements introduced	Enhanced SDD of DOF-HRMD and RIPS. The Revenue Integrity Protection Service (RIPS) of the DOF established their own monitoring mechanism of Personalities Investigated, Personalities Charged by OMB, CSC, and Other Quasi-Judicial Bodies, and Personalities in Successful Resolution from various government agencies disaggregated by sex. Whereas, the HRMD developed a profile database wherein significant information of employees can be accessed such as age, sex, marital status, no. of children, etc. These information can also be used in identifying gender issues as well as future GAD projects.	5,000,000.00 GAA	0.00 GAA	DOF-PSD and RIPS in collaboration with DOF-CMIO IT	Done.
14	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base)	Lack of operational GAD Database (gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation)	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation)	MFO: MFO 2: Public Sector Financial Resources Management	RIPS Gender Database on Corruption subjected to gender analysis and DOF-PSD gender statistics subjected to Gender Analysis within 4th quarter	Gender analysis of RIPS Gender database conducted within the 4th quarter - Target participants: 50 RIPS GAD Core Group, GFPS from DOF, bureaus/ attached agencies and representatives from DOF functional groups and those who are directly involved in the operation of GAD database  Gender Analysis of DOF-PSD gender statistics and SDD subjected to Gender Analysis - Target participants: 50 GAD FPs of DOF, its bureaus and attached agencies	Although the DOF-RIPS already has a Gender Database on Corruption, the GFPS did not subjected the RIPS to the HGDG tool as they decided to prioritize the output from the GA Workshop where the Package 2 which they think has a potential for attribution.  Although the DOF-HRMD already has a Gender Database on its Personnel, the GFPS did not subjected the HRMD to the HGDG tool as they decided to prioritize the output from the GA Workshop where the Package 2 which they think has a potential for attribution.	4,000,000.00 GAA	0.00 GAA	RIPS GAD Core Group GADFPs of DOF bureaus an attached agencies  DOF-PSD personnel involved in the generation and maintenance of GAD database	Not Done.DO-HRMD Database will be subjected to the HGDG tool from 2020 to 2021.



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15	SECTION 23 of RA 9710 (Magna Carta of Women) Right to Livelihood, Credit, Capital and Technology (MCW)	Lack of evidence-based study on the extent of access of women to the DOF, bureaus, attached agencies and GFIs programs for the promotion of women's economic rights and independence	To come up with evidence-based study on the extent of access of women to the DOF, bureaus, attached agencies and GFIs programs on credit and capital, training and technology, and social protection	MFO: MFO 3: Municipal Development Fund Admin-istration  MFO: MFO 2: Public Sector Financial Resources Management  MFO: MFO 1: Financial Sector and Fiscal Policy Resources	Conduct of evidence-based study on the extent of access of women to the DOF, bureaus, attached agencies and GFIs programs on credit and capital, training and technology, and social protection (Results of the study to be used as basis for policy formulation/enhancements of existing policies)	Evidence-based study on the extent of access of women to the DOF, bureaus, attached agencies and GFIs programs on credit and capital, training and technology, and social protection completed within the year - Study completed within the year	Although there are no significant activities undertaken, the DOF-MDFO is already assessing their general program policies and procedures.	10,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, bureaus and attached agencies in collaboration with the DOF Fiscal Policy Planning Office, MDFO, Bureau of Local Government Finance, Insurance Commission, Philippine Deposit Insurance Commission, PhilExim, SSS and GSIS	Not Done. Although there are no significant activities undertaken, the DOF-MDFO is already assessing their general program policies and procedures.
16	Inadequate inter-agency coordination and cooperation on GAD concerns	Absence of institutionalized representation to other agencies on GAD concerns	To institutionalize representation to other agencies on GAD concerns	GASS: GASS	Conduct of consultative meetings on the institutionalized representation to other agencies on GAD concerns	Department Order on the institutionalized representation to other agencies approved by the Secretary by end of Dec 2019 - At least 3 consultative meetings conducted within the year with at least 50 attendees	As the DOF or finance sector is still in the process of finalizing its GAD Strategic Agenda, this step is yet to be accomplished.	1,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, attached bureaus and agencies with technical assistance from the PCW or outside Resource Person	Not Done. To be undertaken upon completion of the GAD Agenda.
17	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation (M and E) system	To issue policy on the installation and operationalization of M and E system	MFO: GASS-HRD	- Policy for the operationalization of GAD M and E submitted for approval within 2nd quarter with M&E templates provided to observe uniformity and guidance in report preparation	Policy for the operationalization of GAD M and E templates provided to observe uniformity and guidance in report preparation	No activity undertaken	2,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, attached bureaus and agencies with technical assistance from the PCW or outside Resource Person and DOF-CMIO IT	Not Done. Budgetary constraints





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18	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation M and E system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	- Include in the OPCR of both top and middle managers the task of monitoring and evaluating of GAD mainstreaming activities through regular meetings and reporting	Success Indicators pertaining to monitoring and evaluating of GAD mainstreaming activities included in the OPCR	Monitoring and Evaluating of GAD mainstreaming activities were part of the CAO&€™s OPCR and HRMDD&€™s DPCR. Several Executive Committee Meetings were also held in 2019 of which GAD activities and concerns were included in the topics discussed.	2,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, bureaus and attached agencies	Done.
19	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation M and E system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	- Include reporting of status of GAD mainstreaming in top level meetings	Status of GAD mainstreaming activities reported in the regular meetings and reporting of top and middle managers	Several Executive Committee Meetings were also held in 2019 of which GAD activities and concerns were included in the topics discussed.	2,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, bureaus and attached agencies	Done.
20	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation M and E system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	- Conduct of training/workshop on the operation of M and E system	Training/workshop on the operation of M and E system - at least 50 GAD FPs of DOF, its bureaus and attached agencies, representatives from DOF functional groups	No activity undertaken.	5,000,000.00 GAA	0.00 GAA	GAD FPs of DOF, bureaus and attached agencies	Not Done.Budgetary Constraints
21	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation (M and E) system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	Operationalize (pilot-test) the M and E system	M and E system pilot-tested within the 4th quarter	Monitoring and Evaluation System – DOF Leave Record: Maternity – 9 Paternity – 3 Solo Parent – 9 VAWC - 0	1,000,000.00 GAA	1,225,705.45 GAA	DOF GAD FPs, CMIO-IT, DOF GAD Unit	Done.Salary attribution of personnel who availed Maternity, Paternity, and Solo Parent Leaves.



	Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement GAD/Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Output Performance Indicators / Target	Actual Result (Outputs / Outcomes)	Total Agency Approved Budget	Actual Cost / Expenditure	Responsible Unit / Office	Remarks
22	RA 6949 Celebration of the National Women's Month	Need to promote gender equality and women's empowerment (GEWE)	To continuously promote GEWE	GASS: GASS	Conduct of gender-related activities in accordance with the year's theme	<p>Conduct of 3 activities in support to the observance of the 18-day Campaign to End Violence Against Women - Activities conducted with 420 participants</p> <p>Conduct of 3 activities in support to the celebration of Women's Month - Target participants: 50 female employees including consultants, outsourced and job-order personnel per activity</p>	<p>The DOF launch the 2019 National Women's Month on March 4, 2019 from which the CAO Director Alvin P. Diaz gave a message about the roles of men and women, as well as the government can become agents of change. 300 purple advocacy shirts were given and worn and 600 copies of the RA 9710 were disseminated to the DOF employees.</p> <p>The DOF GPFS organized a Women Inspiring Women Forum and Women's Economic Empowerment on March 19, 2019 at the Room B, Podium Level, DOF. Four (4) women leaders from the DOF and its attached bureaus and agencies were invited to share their inspiring stories of change as leaders in their chosen fields and to encourage women to be empowered change agents. A total of 48 participants attended the forum and workshop with 96% representation of women and 4% of men. This gathering served as a venue especially for the women to inspire and appreciate each other, and create an environment supportive of each other. The event also featured workshops that will empower women through various financial opportunities.</p>	<p>3,000,000.00 GAA</p> <p>3,000,000.00 GAA</p> <p>0.00 GAA</p> <p>0.00 GAA</p> <p>0.00 GAA</p> <p>0.00 GAA</p>	<p>166,000.00 GAA</p> <p>108,283.16 GAA</p> <p>2,830.59 GAA</p> <p>41,859.66 GAA</p> <p>43,543.88 GAA</p> <p>25,574.50 GAA</p>	<p>DOF GAD Focal Points</p> <p>DOF GAD FPs and DOF-PSD</p>	<p>Done. The second Success Indicator is the same as the First. Thus, the second budget of 3,000,000.00 needs to be omitted.</p>
23	Slow implementation of gender mainstreaming in DOF proper and non accomplishment of some GAD Plan.	Inadequate organizational policies to effectively mainstream gender in the DOF and its bureaus and attached agencies	To put in place policies to effectively mainstream gender in the DOF and its bureaus and attached agencies	MFO: GASS	Monitor and evaluate the implementation of gender mainstreaming policies issued	<p>Conduct series of focus group discussions to assess effectiveness of policy issuances on gender mainstreaming - 2 focus group discussions conducted within the year</p> <p>Assessment report with recommended actions submitted within 15days after the conduct of FGD - Target participants: 61 Men and 70 women for Technical staff and 82 Men and 111 Women for Administrative staff representatives from various functional groups of DOF, its bureaus and attached agencies</p>	<p>No activities undertaken.</p> <p>Policy on the monitoring and evaluation of gender mainstreaming activities is not yet formulated. Hence, submission of the assessment report is not yet practiced or observed.</p>	<p>1,000,000.00 GAA</p>	<p>0.00 GAA</p>	<p>DOF GAD Focal Points System w/ PCW technical assistance or outside Resource Person</p>	<p>Not Done. Pending policy formulation and unavailability of an expert to assist in conducting focus group discussion.</p>
SUB-TOTAL								68,500,000.00	4,042,204.05	GAA	
TOTAL								68,500,000.00	4,042,204.05		



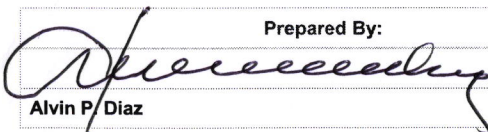

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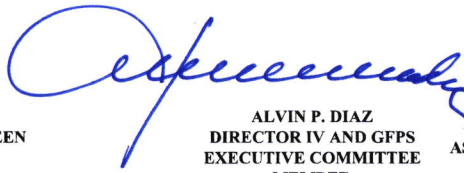
ALVIN P. DIAZ  
DIRECTOR IV AND GPFS  
EXECUTIVE COMMITTEE  
MEMBER


MA. TERESA S. HABITAN  
ASSISTANT SECRETARY AND  
GPFS CHAIRPERSON



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Prepared By:	Approved By:	Date
		
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DIRECTOR IV AND GFPS  
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