

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021**

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Reference: Direct Encoding (No GPB in database)

Organization: Department of Finance

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Finance

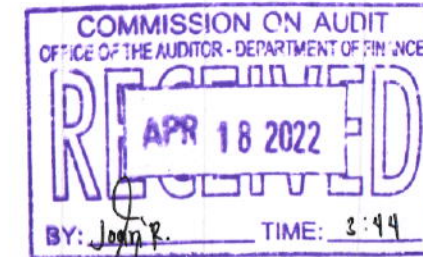
Total Budget/GAA of Organization: 832,641,000.00

Actual GAD Expenditure 6,078,092.00 **Original Budget** 6,444,500.00

% Utilization of Budget 94.31

% of GAD Expenditure: 0.73%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization on MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks
1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES										
1 RA 9710. Magna Carta of Women Implementing Rules and Regulations, Section 26. Right to Livelihood, Credit, Capital, and Technology. All possible assistance shall be provided to women including returning women migrants in their pursuit of owning, operating and managing business enterprises towards the promotion of their economic rights and independence. Assistance shall focus	Lack of identified programs that specifically address related issues and concerns on women.	Ensured financial inclusion and stability through access and control to credit, savings, insurance, and other government financial products among the marginalized sector.	MFO: Financial Sector and Fiscal Policy Services	Organize a series of discussion among the sector's GFPS representatives on the initial assessment and/or observations during the exploratory activity and/or setting up of future plans and activities.	The number of sectoral GFPS members participated in the discussion. - 100% representation of attached bureaus and agencies of the DOF in all discussions.	To ensure simultaneous advancement in Gender and Development among the finance sector, the GFPS representatives of DOF, its bureaus, and attached agencies regularly convene to update and monitor each other's progress. This initiative is also to facilitate consultations and sharing of best practices in GAD. For 2021, three (3) sectoral GFPS assemblies were conducted on January 28, March 3, and November 22 and these were represented by all bureaus and attached agencies of the DOF. Discussion and monitoring of PAPs, updates on the respective agency's GAD Agenda and sex disaggregated data were the priority topics of the assemblies.	50,000.00 GAA	25,577.26 GAA	GAD Focal Point System (GFPS) and Attached Bureaus and Agencies	Done.



	on the availability of the following: credit, training and technology, information, packaging and marketing, and social protection.										
2	Chapter V, Section 36 of RA 9710 - Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women (in the extractives.)	Lack of sustainable livelihood and social protection of women in the mining industry.	Ensured equal opportunities for both women and men in the extractive sector. Increased representation of women in the large-scale and underground mining and/or ensured sustainable livelihood and social protection of women in the mining industry.	PAP: Extractives Industries Transparency Initiative	Conduct various discussion/meetings/presentations among the Ph-EITI Secretariat Core Team and Multi-stakeholder's Group-Technical Working Group for Gender Responsiveness in the Extractives.	<p>The actual number of meetings conducted to review and provide recommendations for the identified gender issues in the extractives. - 4 Secretariat and TWG meetings on Gender held.</p> <p>The actual number of companies and communities presented with the result of SDD in the extractives. - Provided results to at least 100 representatives from various stakeholders on November 2021.</p>	<p>The Fundamentals of Gender Learning Session was conducted on August 19, 2021, followed by an asynchronous session on October 19, 2021. The first session was a review of the principles and concepts of gender applied to the context of the extractives industry, while the second session was a thorough review on how gender principles can be integrated in the Mining Act of 1995. The TWG has likewise drafted the framework for gender in extractives. The proposed framework on gender and sustainability in extractives includes a component of guiding principles that will be used in turning the extractives into an equal opportunity principled program.</p> <p>The PH-EITI shared its gender initiatives in various stakeholder engagement activities. On November 19, 2021, the PH-EITI shared the result of sex-disaggregated data to more than ten (10) CSOs of the Sectoral Transparency Alliance on Natural Resource Governance in Cebu, Inc. (STANCe). One of the members of the TWG on Gender presented the initiatives in the Extractives Transparency Week (ETW) on November 23, 2021, which was participated by more than 300 representatives from various stakeholders in the extractives.</p>	200,000.00 GAA	209,573.19 GAA	Philippine Extractives Industries Transparency Initiative (Ph-EITI)	Done.

ORGANIZATION-FOCUSED ACTIVITIES

3	Section 6 of Republic Act No. 8504 - known as the "Philippine AIDS Prevention and Control Act of 1998", states that All government and private employees, workers, managers, and supervisors, including members of the AFP and the PNP, shall be provided with the standardized basic information and instruction on HIV/AIDS which shall include topics on confidentiality in the workplace and attitude towards infected employees and workers.	Lack of initiated programs to ensure understanding and involvement in the significant social issues.	Raised awareness among the DOF officials and employees on the significant social issues relative to gender and development.	GAS S: General Management and Supervision	Coordination with the Department of Health to conduct an HIV/AIDS Awareness Seminar for the women and men employees of DOF during the HIV/AIDS Awareness Month.	The actual number of women and men DOF officials and employees participated in the activity. - 60 women and 40 men DOF officials and employees with ages starting from 21 up to 50 participated in the HIV/AIDS Awareness Seminar by December 2021.	No activity was undertaken due to the unavailability of a resource person from the DOH.	200,000.00 GAA	0.00 GAA	Human Resource Management and Development Division (HRMDD) - Clinic	Not Done.
4	Section 11 of Republic Act No. 10023 or known as the "Expanded Breastfeeding Promotion Act of 2009".	Inadequate efforts to establish awareness on the rights of women and other relevant information.	Strengthened efforts to promote and support breastfeeding in internal and external clients of the DOF.	GA SS: General Management and Supervision	Posting of DOF initiated IEC materials in support to breastfeeding.	The number of IEC materials developed, posted, and/or disseminated. - At least 2 types of information materials produced and posted, and/or disseminated on various floors, GAD Nook, and lactation room of DOF.	2 IEC materials were created that were also posted on all TV monitors, GAD Nook, GAD website, Facebook page, and computer desktops from August 1 to 31, 2021.	15,000.00 GAA	8,150.05 GAA	Human Resource Management and Development Division (HRMDD) - Clinic GAD Focal Point System (GFPS)	Done.

5	Section 11 of Republic Act No. 10028 or known as the "Expanded Breastfeeding Promotion Act of 2009".	Inadequate equipment, supplies, and materials to continue and strengthen the promotion of breastfeeding in the DOF.	Strengthen efforts to promote and support breastfeeding in internal and external clients of the DOF.	GA SS: General Management and Supervision	Continuous improvement and maintenance of the DOF Lactation Room.	Completion and/or improvement of DOF Lactation Room included in the Annual Procurement Plan for 2021. – At least one (1) comfortable seat and one (1) table, as well as storage cups/bags and other supplies intended for the use of the DOF Lactation Room, procured by December 2021.	Procurement was not pushed through due to the lack of female employees using the DOF lactation room as majority are working from home. Nonetheless, the DOF lactation room is still equipped with the necessary equipment, furniture, and supplies to ensure comfortable use of the lactation room. A guideline for the use of DOF lactation room was issued on April 8, 2021, stating the policies and procedures and the lactation breaks granted to breastfeeding women in DOF.	55,000.00 GAA	0.00 GAA	GAD Focal Point System (GFPS)	Partially Done.
										Procurement Management Division (PMD)	
										Human Resource Management and Development Division (HRMDD) - Clinic	
6	RA 9710, Chapter VI, Section 36 (c). Generation and Maintenance of GAD Database. – All departments, including their attached agencies, offices, bureaus-state universities and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.	The collection and use of sex-disaggregated data not instituted in the DOF.	Institutionalized GAD Database as a monitoring mechanism and basis for identification of plans and programs.	MFO: Revenue Integrity Protection Service GA SS: General Management and Supervision	Development and updating of GAD Databases on Leave Management (Maternity, Paternity, Solo-Parent, 10-day Leave Benefits for the Victims of VAW, and Gynecological Leave for Women), International Trainings and Scholarships, and Anti-Corruption.	The actual number of GAD Database/s developed and updated. – At least three (3) GAD Databases initiated, updated, and posted on the DOF GAD website by December 31, 2021.	As of December 31, 2021, three (3) GAD Databases were created and updated: (1) SDD on Leaves Granted with 12 females applied for Maternity Leave, 1 male personnel applied for a Paternity Leave, 6 females applied for a Solo Parent Leave, and 2 females applied for the Special Leave Benefits for Women, (2) SDD on International Trainings and Scholarships with 7 female and 7 male DOF employees were granted with international scholarship, and (3) Anti-Corruption Program.	3,000,000.00 GAA	3,174,886.45 GAA	GAD Focal Point System (GFPS)	Done. Actual Cost includes only the attributed salary of DOF female and male personnel granted with leaves relative to GAD.
										Human Resource Management and Development Division (HRMDD)	
										Revenue Integrity Protection Service (RIPS)	

7	Republic Act No. 10398 - An act November 25 of every year as "National Consciousness Day for The Elimination of Violence Against Women and Their Children"	Inadequate efforts and new concepts to capacitate DOF employees on the laws and programs relevant to Violence Against Women.	Strengthened awareness of DOF employees on the VAW-related concerns and familiarized them the various laws, programs, and campaigns to eliminate violence against women.	GA SS: General Management and Supervision	Organize webinars, discussions, and participate in the awareness campaigns organized by the PCW in observance to the 18-Day Campaign to End Violence Against Women.	<p>The actual number of women and men DOF officials and employees participated in the activity. - One (1) film screening activity was organized and participated by 50 female and male officials and employees of the DOF.</p> <p>Campaign Streamer posted within the DOF vicinity. - One (1) campaign streamer displayed within the DOF vicinity during the 18-day Campaign to End VAW.</p> <p>The actual number of orange campaign shirts disseminated to DOF officials and employees. - Five hundred (500) orange campaign shirts were procured and disseminated.</p> <p>The actual number of</p>	<p>An online film showing and webinar of "Verdict" by Erasto Films was organized on December 10, 2021 which was participated by 34 female and 16 male DOF personnel and representatives from the attached bureaus and agencies. The resource speaker, Ms. Ann Angala who is a domestic violence survivor, now an advocate of Women Empowerment, Anti-Domestic & Gender-Based Violence shared her story, how she endured and let go of her abusive marriage then eventually became an advocate. She also provided information on the institutions that help women and children who are victims of abuse and encouraged women participants to leave situations and people who manifest violence.</p> <p>One (1) campaign streamer was displayed within the DOF vicinity during the observance of the 18-day Campaign to End VAW.</p> <p>Eight Hundred Twenty-One (821) orange campaign shirts were procured and distributed to all DOF officials and employees, including plantilla personnel, outsourced, job order, and contract of service. A memorandum was also issued encouraging all DOF employees to wear the VAW campaign shirt from November 25 to December 12, 2021.</p> <p>A webinar on Public Spaces Act (RA 11313) and its IRR was held on December 3, 2021 from 1:00pm to 4:00pm via Zoom. 20 female</p>	<p>110,000.00 GAA</p> <p>2,000.00 GAA</p> <p>300,000.00 GAA</p> <p>50,000.00 GAA</p>	<p>97,610.75 GAA</p> <p>1,125.00 GAA</p> <p>287,350.00 GAA</p> <p>43,827.58 GAA</p>	<p>GAD Focal Point System (GFPS)</p> <p>Procurement Management Division (PMD)</p> <p>Human Resource Management and Development Division (HRMDD)</p>	Done.
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8	R.A. 6949-Act to Declare March 8 of Every Year as a Working Holiday to Be Known as National Womens Day	Limited initiatives to promote Gender Equality and Women Empowerment.	Intensified DOF's promotion on Gender Equality and Women Empowerment.	GA SS: General Management and Supervision	Conduct initiated programs and participate in PCW organized activities in celebration of the 2021 National Women's Month.	women and men DOF officials and employees participated in the activity. - Thirty (30) female and male employees participated in the webinar of the Anti-Sexual Harassment or the Public Spaces Act on December 2021.	and 6 male DOF employees participated in the activity. The subject matter expert, Atty. Eric Paul Peralta presented actual cases to serve as example and to help the participants understand its difference to RA 7877 and other relevant laws. Atty. Peralta also provided information on where to file complaints, the processes, and the penalties imposed.	DOF Memorandum issued and disseminated to the attached bureaus and agencies on February 18, 2021.	0.00 GAA	0.00 GAA	GAD Focal Point System (GFPS)	Done.
						Coordinated through a memorandum with the attached bureaus and agencies the lined-up activities of DOF for March 2021 and encourage their support to PCW organized activities, forums, and online advocacy. - Memorandum issued and disseminated to DOF attached bureaus and agencies on or before February 28, 2021.	Four (4) GAD-related activities were organized for women and men employees of the DOF: (1) Webinar on Financial Literacy held on March 12, 2021 attended by 71 female and 14 male employees from the finance sector. Guest speakers from the Bangko Sentral ng Pilipinas (BSP) were invited to discuss financial planning, saving, budgeting, debt management, investing, as well as fraud and scams, and financial consumer protection (2) A Women Inspiring Women Forum was held on March 23, 2021 attended by 38 female and 7 male DOF employees. This event was a gathering of female leaders from the SSS (EVP Elvira G. Alcantara-Resare), the GSIS (EVP Nora M. Malubay), and DOF (Asec Ma. Teresa S. Habitan). They were able to share their inspirational stories and the challenges in their career and at the time of pandemic that they	200,000.00 GAA	139,000.00 GAA	Human Resource Management and Development Division (HRMDD)		
						The number of GAD-related activities organized in celebration of the 2021 National Women's Month. - 3 GAD-related					Human Resource Management and Development Division (HRMDD) - Clinic	
											Procurement Management Division (PMD)	

activities organized for women and men employees of DOF including plantilla, consultants, outsourced, and job-order personnel.

Displayed a campaign streamer bearing the 2021 National Women's Month Celebration and theme within the DOF vicinity. - At least one (1) campaign streamer displayed within the DOF vicinity from March 1 to 31, 2021.

The number of purple advocacy shirts and IEC materials procured/produced and disseminated. - Five hundred (500) purple advocacy shirts and IEC materials procured/produced and disseminated to women and men employees of DOF.

were able to overcome. This forum is to encourage women to rise from every challenges and opportunities (3) A webinar on the Use of Gender Fair Language was held on March 25, 2021 facilitated by a GAD expert, Ms. Reina Olivar. The activity had 43 female and 8 male participants from the DOF and (4) A webinar on Gynecological Health was held on March 30, 2021 with 32 female and 1 male participants. The DOF HRMDD invited Dra. Marilyn Garrido of DOH to facilitate this activity. GSIS and PDIC organized 2 webinars entitled, Financial Literacy in Uncertain Times and Stock Market 101 on March 26 and 30, 2021, respectively. These were participated by 26 female and 9 male DOF employees.

One (1) campaign streamer displayed at the main entrance of DOF from March 1 to 31, 2021.

Five hundred (500) purple advocacy shirts and IEC materials were procured and disseminated to women and men employees of DOF.

9	Chapter V, Section 26 of RA 9710 - Right to Information. Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured.	Inadequate initiatives to strengthen the awareness of the general public on the significant information concerning women.	Increased awareness of the public, especially women on their rights and protection, as well as on the GAD initiatives and activities of the DOF.	PAP : General Management and Supervision	Established the presence and regularly updated the GAD Corner/s in DOF.	The number of GAD Corner/s maintained/updated. - Presence of at least two (2) GAD Corners (physical and online platforms) in DOF.	Two (2) GAD Corners, both physical and online were regularly maintained and updated with activities, articles, and other GAD-related information and materials. In addition, the DOF also utilized all TV monitors, computer desktops to display GAD-related references. GAD Facebook Page of DOF is also regularly maintained.	0.00 GAA	0.00 GAA	GAD Focal Point System (GFPS) Human Resource Management and Development Division (HRMD D) Central Management Information Office (CMIO)	Done.
10	Republic Act No. 9710, Chapter V, Section 26 (a). Department of Finance (DOF), DTI, Bangko Sentral ng Pilipinas (BSP), People's Credit and Finance Corporation (PCFC), Government Financial Institutions (GFIs), and Microfinance Institutions (MFIs) shall formulate and implement policies, plans, and programs to	Minimal participation and representation of DOF in forums, discussions, and meetings that discuss national issues and commitments in the finance sector.	Ensured active participation of the finance sector in the discussion of national concerns.	GAS S: General Administration and Support	Participation in the GAD-related programs, webinars, forums, and discussions organized by PCW and other gender-related institutions.	The total number of invitations received and GAD-related programs, webinars, forums, and discussions participated by the DOF GFPS representatives. - Participation of DOF representatives in all or 100% of invitations	Four (4) validation and consultation meetings of PCW were attended by the GFPS representatives of DOF. 2 of which were scheduled on September 16 and 20, 2021 were intended for the discussion and validation of the Proposed Gender Mainstreaming Guide for CCAM Sector under CCC-NSPP. This was attended by 5 DOF officials and GFPS representatives. A consultation meeting for the possible amendment of Sec. 36 of RA 9710 was held on September 27, 2021, which was attended by 2 GFPS representatives from the DOF. The DOF submitted	0.00 GAA	32,011.95 GAA	GAD Focal Point System (GFPS)	Done. Actual Cost/Expenditure includes salaries of GFPS members who participated in the activities. No actual expenses were spent.

15	Only selected members of the top management attended GAD Basic Orientation or Gender Sensitivity Training and there is limited knowledge and lack of appreciation of GAD among DOF officials.	Inadequate programs to capacitate the DOF officials and employees on the basic GAD concepts.	Established awareness, support, and participation of DOF officials on GAD.	GASS : General Management and Supervision	Organize an Executive Briefing for the members of the top management of the DOF (Director and up), its bureaus and attached agencies.	The actual number of officials participated versus the total number of DOF officials.- 100% of the members of the top management of the DOF, its bureaus, and attached agencies participated in the Executive Briefing.	No activity was undertaken due to movements and changes in the top management.	100,000.00 GAA	0.00 GAA	GAD Focal Point System (GFPS)	Not Done.
										Human Resource Management and Development Division (HRMDD)	

SUB-TOTAL
TOTAL

6,444,500.00	6,078,092.00	GAA
6,444,500.00	6,078,092.00	

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Date