

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2016**

Agency: Commission on Appointments

Department: Legislative Branch

Total GAA of Agency: 545,869,000.00

	GAD Mandate/ Gender Issue	Cause of Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/ PAP	GAD Activity	Performance Indicator and Target	Actual Result (Outputs/ outcomes)	Total Agency Approved Budget	Actual Cost/ Expenditure	Variance/ Remarks
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	*Client -Focused									
1	The need to maintain a tool/ database to determine gender issues on the confirmed presidential appointees/ nominees	Insufficient sex-disaggregated database of confirmed presidential appointees/ nominees	Sex-disaggregated database of confirmed presidential appointees/ nominees is maintained	MFO: General Administration	Maintenance of sex-disaggregated database of confirmed presidential appointees/ nominees	Sex-disaggregated database of confirmed presidential appointees/ nominees is maintained	Sex-disaggregated database of confirmed presidential appointees/ nominees is maintained for the period Jan.-Dec. 2016, with data available as ready reference for CA members/ Secretariat to aid in the confirmation process	46,928.00	56,772.00	-9,844
	*Organization -Focused									
2	Section 37, Gender Mainstreaming of MCW-IRR on Development of and Budgeting for GAD Plans and Programs	Insufficient data/ tool to determine gender issues in crafting GAD Plan	Sex-disaggregated database of the CA Secretariat is maintained and used as basis for planning and budgeting	MFO: General Administration	Maintenance of sex-disaggregated database of CA Secretariat Personnel	Sex-disaggregated database of CA Secretariat Personnel is maintained and completed before the end of August 2016	Sex-disaggregated database of CA Secretariat Personnel was maintained and completed on August 31, 2016	37,176.00	65,506.91	-28,330.91
3	Section 37, Gender Mainstreaming of MCW-IRR on Development of and Budgeting for GAD Plans and	Need for a continuing capacity building of CA GAD Focal Point (CA GFP)	GFP and TWG gain enhanced capacities to formulate,	MFO: General Administration	Conduct of enhanced Gender Analysis Workshop (Gender Impact Assessment	16 GFP and 5 TWG attended Enhanced Gender Analysis Workshop on the		272,454.00		* No resource person available on CA's allotted schedule

	Programs	and TWG	implement and monitor GAD Plan and Budget		using Gender Mainstreaming Evaluation Framework (GMEF) and Harmonized Gender and Development Guidelines (HGDG)	2nd quarter of 2016				To be carried-on to the succeeding GAD Plan and Budget
4	Section 37, Gender Mainstreaming of MCW-IRR on Development of and Budgeting for GAD Plans and Programs	Need for a gender responsive GAD Plan	CA 2018 GAD Plan and Budget developed	MFO: General Administration	Conduct of CA GAD Planning and Budgeting for 2018	CA GAD Planning and Budgeting for 2018 conducted	CA GAD Planning and Budgeting for 2018 conducted (Pre-planning meeting held by the GAD TWG on Dec. 5, 2016)	224,620.00	45,886.79	178,733.21
5	Section 37, Gender Mainstreaming of MCW-IRR on Development of and Budgeting for GAD Plans and Programs	Need for a continuing capacity building of CA GAD Focal Point (CA GFP) and TWG	GFP and TWG equipped with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: General Administration	Conduct of regular monthly meeting of the CA GFP to monitor, assess and update CA GAD plans and activities and thresh out GAD concerns	13 CA GFP members attended monthly meeting	13 CA GFP members attended monthly meeting (Jan. 20, 21, 26, Feb. 4 and Mar.16)	625,960.00	248,065.96	377,894.04
6	Need for CA employees to acquire deeper appreciation of gender perspectives	Insufficient understanding and appreciation on gender equality in the CA	Enhanced awareness and deeper understanding of GAD among CA Staff.	MFO: General Administration	Conduct of Enhanced Gender Sensitivity Seminar (Review of Women's Laws, Implementing Guidelines and Policies)	One Enhanced Gender Sensitivity Seminar is conducted to 100% Secretariat employees before the end of 3rd quarter of 2016	A seminar on the Rights of employees under RA 7877 (Anti-Sexual Harassment Act) and the Functions of the Committee on Office Decorum and Investigation (CODI) and Gender Sensitivity on Nov. 17, 2016 with Atty. Alma Flores-Foronda Director III of the Civil Service Commission, Office of Legal Affairs	509,425.00	316,698.59	192,726.41
7	Need for CA employees to acquire deeper appreciation	Insufficient understanding and	To strengthen gender equality	MFO: General Administration	Conduct of orientation seminar	One session of Orientation Seminar		254,868.00		* No resource person available

	of gender perspectives	appreciation on gender equality in the CA	values among male population of the CA		on the role of males in ensuring the success of gender equality activities	on the Role of Males in Ensuring the Success of Gender Equality is conducted to 10% of CA male employees in the Secretariat on the 3rd quarter of 2016				on CA's allotted schedule To be carried-on to the succeeding GAD Plan and Budget
8	Need for CA employees to acquire deeper appreciation of gender perspectives	Insufficient understanding and appreciation on gender equality in the CA	To enhance awareness and deeper understanding of gender concepts and the manifestations of gender bias	MFO: General Administration	Implement gender-centered activities at the Service level to reinforce gender values (e.g. Post signs like use of gender friendly language, use of VAWC shirt)	Implementation of the activity by all services in the CA Secretariat	Wearing of GAD advocacy T-shirts every last Thursday of the month as per HRMS and GAD FP advisory beginning March 2016 for the women's month celebration	0		*No cost as GAD uniforms used are part of the Women's month and Anti-VAWC campaign celebrations
9	Need for CA employees to acquire deeper appreciation of gender perspectives			MFO: General Administration	Enhance the database of partner institutions who are GAD advocates (PCW, CSC, Up Center for Women, WAGI, etc.)	Database of institutions who are GAD advocates is enhanced and network/ linkage with these institutions is being continued	Ongoing update of database of institutions who are GAD advocates and continued enhancement of network/ linkage with these institutions	96,079.00	10,420.24	85,658.76
10	Need for CA employees to acquire deeper appreciation of gender perspectives	The need to continue linkage with other government institutions who are GAD advocates to be updated with the latest Gender issues	Be able to continue linkage/ network with agencies who are GAD advocates to be updated with the latest Gender issues	MFO: General Administration	Participation in CSC/ PCW programs/ activities (e.g. GAD Fora Symposium, GAD orientations, Women's month Celebration, etc.)	75% CA employees participated in the CSC/ PCW initiated activities/ programs	CA-Secretariat-wide observance of the Women's month celebration (March 2016): <ul style="list-style-type: none"> • CA photo exhibit • Essay writing contest • Funwalk CA-Secretariat-wide observance of the 18-Day Campaign to End Violence Against Women (November-December 2016):	854,776.00	959,225.94	-104,449.94

							<ul style="list-style-type: none"> • Photography contest • On the spot Poetry writing contest 			
11	Need for CA employees to acquire deeper appreciation of gender perspectives	Insufficient understanding and appreciation on gender equality in the CA	CA employees updated on GAD issues, policies and events	MFO: General Administration	Publish GAD articles in the CA website and newsletter	Publication of GAD articles in the CA newsletter every semester	GAD articles published in the CA Newsletter for two semesters	33,772.00	39,751.84	-5,979.84
12	Need for current strategies in the prevention and elimination of VAWC	Insufficient orientation of family values as an alternative means to eliminate VAWC	To enhance understanding of employees on values vis-a-vis their families, work and community to eliminate VAWC.	MFO: General Administration	Conduct of GAD Seminar Workshop for all Secretariat employees on Value Re-Orientation/ Re-Direction vis-a-vis their families, work and community	GAD Seminar Workshop for all Secretariat employees on Value Re-Orientation/ Re-Direction vis-a-vis their families, work and community is conducted for all Secretariat employees on the 2nd quarter of 2016.	A seminar on the Rights of employees under RA 7877 (Anti-Sexual Harassment Act) and the Functions of the Committee on Office Decorum and Investigation (CODI) and Gender Sensitivity was held on Nov. 17, 2016, part of the seminar involved workshop on family value re-orientation in relation to RA 7877	509,258.00	114,011.26	395,246.74
13	Need to improve maternal health	Limited knowledge on the diseases that cause death among women of reproductive ages	To increase awareness of the CA employees on the leading diseases that causes death among women of reproductive age.	MFO: General Administration	Conduct Health Seminar on leading diseases that causes the death among women of reproductive age (heart disease, breast and cervical cancer, high risk pregnancy)	Health seminar is conducted and attended by CA Secretariat employees on the 3rd quarter of 2016.		459,258.00		* No resource person available on CA's allotted schedule To be carried-on to the succeeding GAD Plan and Budget
14	Need to provide technical/ secretariat services to support GAD Focal Point Committee	Maintenance of technical/ secretariat services that support and perform liaison work for the CA GAD Focal Point Committee with the	Technical/ secretariat services is provided by designated Secretariat employees to	MFO: General Administration	Perform technical/ secretariat functions for the CA GAD Focal Point	Technical/ Secretariat services are provided in all meetings/ activities of the GAD FPC.	Technical/ Secretariat services were provided in all meetings/ activities of the GAD FPC.	400,591.00	90,265.32	310,325.68

		different agencies involved in gender development	have a smooth conduct and implementation of CA GAD programs, projects and activities by the GAD Focal Point.							
15	The need for a continuing capacity building of the GAD Focal Point	Need for a continuing capacity building of the CA GAD Focal Point and TWG	Enhanced capacity of the GAD FP and TWG	MFO: General Administration	Attendance of the GAD FP to advance GAD seminars/trainings	All GAD FP and TWG members attended at least one advance GAD seminar/training		109,260.00		*No set schedule due to conflicting schedule of the officers and the bulk of work of the Secretariat when Congress is in session To be carried-on to the succeeding GAD Plan and Budget
							Total	4,434,425.00	1,946,604.85	2,487,820.15
Submitted:						Approved:				Date:
MILALUNA D. IGNACIO Director III, Legal Service Chairperson, GAD Focal Point						HECTOR A. VILLACORTA Secretary				January 14, 2017