

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**  
**FY 2020**  
**COMMISSION ON APPOINTMENTS**

**TOTAL BUDGET/ GAA: P817,836,000.00**

**GAD BUDGET: P18,653,705.00**

**ACTUAL EXPENDITURE: P5,236,918.00**

#	GENDER ISSUE/ GAD MANDATE	CAUSE OF GENDER ISSUE	GAD RESULT STATEMENT/ GAD OBJECTIVE	RELEVANT 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	10	11	12	
<b>CLIENT-FOCUSED</b>												
#	GENDER ISSUE/ GAD MANDATE	CAUSE OF GENDER ISSUE	GAD RESULT STATEMENT/ GAD OBJECTIVE	RELEVANT 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
<b>ORGANIZATION-FOCUSED</b>												
1	In accordance with PCW-NEDA-DBM Joint Circular No. 2012-01 (Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta for Women, there is a need to support information dissemination activities of the agency.	Limited IEC materials for internal and external clients	GAD related multi-media IEC materials regularly produced		Production and distribution of approved IEC materials.	At least 12 senior staff participated in the formulation and production of GAD IEC materials - 2 print, 1 video and 1 social media materials produced before end of 2020.	No IEC materials produced due to COVID-19 restrictions.	608,707.00	0	OSEC/ IPS/ GFPS/ TWG/ advocates/ DBLS	608,707.00	Not done  Limited activities due to COVID-19 restrictions.
2	No policy to integrate gender dimensions in the CA Rules./No policy to integrate gender dimension in the CA Rules	Lack of initiative in formulating policies to integrate the gender dimension in the CA Rules	Gender dimension integrated in the CA Rules crafted.		Amendment of the CA Rules to integrate gender dimension in the CA processes and procedures.	Amended CA Rules - CA Rules amended before end of 2020.	Draft of amended CA Rules integrating gender dimension in the CA processes and procedures was prepared and for consideration by the Committee on Rules of the CA	1,282,471.00	640,505.00	OSEC/ GFPS/ TWG/ Advocates/ LS/TSS/ ARIS	641,966.00	Partially done  Limited activities due to COVID-19 restrictions.
3	No policy to operationalize CODI	Lack of initiative in formulating policy in handling sexual	Established rules and procedures in handling the sexual		1. Issuance of designation to compose CODI.	1 Special Order issued designating	No policy formulated due to	1,462,570.00	640,505.00	OSEC/ HRMS/ LEGAL	822,065.00	Partially done

		harassment-related issues.	harassment-related issues		2. Crafting of policy to institutionalize and operationalize CODI.	/reconstituting members of CODI 1 POLICY approved to establish rules and procedures of CODI, approved before the end of 3rd quarter of 2020	COVID-19 restrictions.			SERVICE/ TWG/GFPS		Limited activities due to COVID-19 restrictions..
4	Limited engagement with government agencies and organizations actively promoting GAD advocacies	Need to establish strong linkage and partnership with government agencies and organizations with active advocacy on GAD	Established strong linkage and partnership with government agencies and organizations with advocacy on GAD		Establishment of strong linkage and partnership with government agencies/organization with active GAD advocacy.	Established a strong linkage and partnership with at least one (1)government agency/ organization	No engagement with government agencies and organizations actively promoting GAD advocacies due to COVID-19 restrictions.	1,054,866.00		OSEC/ HRMS/ IPS/ GFPS/ TWG/ advocates	1,054,866.00	Not done  Limited activities due to COVID-19 restrictions.
5	Non-utilization of at least 5% of the total organizational budget to implement GAD PAPs pursuant to the annual General Appropriations Act (GAA)/Non-utilization of at least 5% of the total organizational budget to implement GAD PAPs pursuant to the annual General Appropriations Act (GAA)	The CA has no control of its entire GAA Fund. (50% of GAA funds are released to each Office of the Member and the Chairperson at their own disposal)	Gender-responsive policies and PAPs		Conduct of GAD Planning and Budgeting.	Annual GAD Planning and Budgeting conducted and participated by 16 GFPS- Gender-responsive GPB prepared and submitted before deadline and endorsed by PCW 5% gender-responsive GAD fund utilization of Secretariat GAA	No GAD Planning and Budgeting conducted due to COVID-19 restrictions.  Periodic GAD meetings conducted on various dates relative to GAD Planning and Budgeting and its implementation	1,000,587.00	187,791.00	OSEC/ HRMS/ IPS/ BS/ GFPS/ TWG/ Secretariat/ Advocates	812,796.00	Partially done  Limited activities due to COVID-19 restrictions.
6	Roles, responsibilities, compositions and functions of CA GFPS, TWG, Secretariat and advocates not clearly defined and delineated./Roles, responsibilities, compositions and functions of CA GFPS, TWG, Secretariat and advocates not clearly defined and delineated	No policy defining tasks and functions of GFPS, TWG, Secretariat, Advocates and employees in the OPCR/ IPCR	Functional GFPS, TWG, Secretariat and Advocates all across the organization/active participation of employees in GAD related activities.		Crafting of policy to clarify the roles, responsibilities, composition and structure of the GFPS, Secretariat, TWG & Advocates.	One Policy Order approved and implemented before end of 2020.	Draft was prepared and for approval of the Secretary	690,418.00	640,505.00	OSEC/ HRMS/ IPS/ GFPS/ TWG/ advocates	49,913.00	Partially done  Limited activities due to COVID-19 restrictions.
7	Section 17 (G) Rule IV IRR of RA 9710 (MCW) mandates all government agencies and local government units to increase women's participation in forming teams to various sporting events that they organize or sponsor/Section 17 (G) Rule IV IRR of RA 9710 (MCW) mandates all government agencies and local government units to increase women's	Lack of active participation of women employees in various office sporting events	Active participation of women employees in various office sporting events		Conduct of office/inter-agency sporting events participated by men and women of the Commission.	At least 60% of the CA women employees participated in the office sporting events 2 annual inter-agency/ office sporting events participated by men and women employees of the Commission, with at least 60% participation of the CA women.	No sporting event conducted due to COVID-19 restrictions	2,713,996.00	0	OSEC/ HRMS/ GFPS/ TWG/ ODSEAR	2,713,996.00	Not done  Limited activities due to COVID-19 restrictions.

	participation in forming teams to various sporting events that they organize or sponsor											
8	Capacitated GFPS and Advocates as prime movers for Gender Mainstreaming in the CA as required in RA 9710 (MCW)/Capacitated GFPS and Advocates as prime movers for Gender Mainstreaming in the CA as required in RA 9710 (MCW)	Lack of capacity development mechanisms for GFPS and	GFPS/Advocates be able to conduct in-house GAD related training/ seminar		Attendance of GFPS/Advocates to GAD related training/seminars to capacitate them.	Four GFPS /Advocates should have attended GAD related Seminars/trainings	No seminars/ trainings attended by GFPS due to COVID-19 restrictions	1,000,587.00	0	OSEC/ HRMS/ GFPS/ TWG/ Advocates	1,000,587.00	Not done  Limited activities due to COVID-19 restrictions.
9	Not fully utilized Sex Dis-aggregated Data as basis in the formulation of GAD PAPs for the agency, as required under PCW-NEDA-DBM Joint Cr. No. 2012-01, Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports/Not fully utilized Sex-Dis-aggregated Data as basis in the formulation of GAD PAPs for the agency, as required under PCW-NEDA-DBM Joint Cr. No. 2012-01, Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports	No Policy to institutionalize and operationalize Sex-Dis-Aggregated Data	Sex-Dis-Aggregated Database operationalized.		Creation of Sex disaggregated Database	SDD Team identified and Sex-Disaggregated Database (software application) SDD developed by the end of 2020	No policy formulated due to COVID-19 restrictions.  Initial consultation meetings conducted with prospective GAD consultants for the development of SDD on various dates.  Initial discussion with management on the proposed SDD development	2,978,166.00	165,137.00	OSEC/ HRMS/ IPS/ LS/DBLS GFPS/ TWG/ Advocates/ SDD team/ M & E team	2,813,029.00	Partially done  Limited activities due to COVID-19 restrictions.
10	No effective Monitoring and Evaluation System to track GAD - related activities/No effective Monitoring and Evaluation System to track GAD-related activities	No Policy to institutionalize Monitoring & Evaluation	Established monitoring and evaluation system to track GAD related activities		Crafting of policy to govern and provide framework for M & E on GAD related activities.	One Policy on M & E approved and implemented - One Policy on M & E approved and implemented	No policy formulated due to COVID-19 restrictions.	1,855,305.00	0	OSEC/ HRMS/ IPS/ GFPS/ TWG/ Advocates/ SDD/ M & E Team	1,855,305.00	Not done  Limited activities due to COVID-19 restrictions.
11	Observance of national and international GAD related events as per PCW/ CSC	Limited observance of national and international GAD related events	Active participation of men and women employees in the observance of national and		Observance/ celebration of GAD national/	4 resource persons invited re GAD related event - 2 national/ international GAD-related event/	Observance of Women's Month Celebration (Series of activities on all Mpdays of March)	695,943.00	1,681,465.37	OSEC/ HRMS/ IPS/ GFPS/TWG/ Advocates	-985,522.00	Done.  Higher expenditure due to higher

	issuance/Observance of national and international GAD related events as per PCW/ CSC issuance		international GAD related events		international events.	observance participated by at least 120 CA employees	Observance of Anti-VAWC Celebration (Building Resilience during COVID-19 and the New Normal Webinar held on November 26 and December 1 for all CA Secretariat employees.)					number of participants.
12	Lack of data as to gender related health issues affecting the productivity of the men and women of CA	Lack of available sex-dis-aggregated data on gender-related health issues of CA employees that determine health issues affecting the productivity of men and women of the CA.	Updated Sex-dis-aggregated data on gender-related health issues of CA employees affecting the performance verified used as a basis for determining interventions to be implemented.		Conduct of workshops /FGDS/surveys on health issues of male and female employees	One workshop/FGDs/ surveys conducted by the end of 2020 - By end of 2020 at least one workshop/FGDs/ survey conducted.	No workshop/ survey conducted due to COVID-19 restrictions	745,147.00	0	OSEC/ HRMS/ GFPS/ TWG/ SDD team	745,147.00	Not done  Limited activities due to COVID-19 restrictions..
13	Lack of active participation from GFPS/Advocates	Functions and responsibilities not clearly defined	Active participation of GFPS/Advocates		Crafting of Policy to incorporate the GFPS functions and responsibilities in the OPCR/IPCR	2 policies crafted/developed, reviewed, endorsed by GFPS, approved by the Secretary and disseminated before end of the 1st semester	No policy formulated due to COVID-19 restrictions.	1,282,471.00	640,505.00	GFPS, TWG, HRMS, LEGAL SERVICE, IPS, OSEC	641,966.00	Partially done  Limited activities due to COVID-19 restrictions.
14	No policy to promote gender dimensions to the CA procedures and processes pursuant to PCW MC-2014-06/No policy to promote gender dimensions in the CA procedures and processes pursuant to PCW MC-2016-06	Lack of initiative in formulating policies to promote gender dimension in the CA Rules	Policy approved & implemented		Crafting of policy to promote the use of gender-sensitive language in the rules, resolutions, issuances, and all official documents	1 policy Developed, approved by the Secretary for submission to the Committee on Rules for adoption/ implementation before 3rd quarter of 2020	No policy formulated due to COVID-19 restrictions.	1,282,471.00	640,505.00	OSEC/ HRMS/ IPS/ LS/ GFPS/ TWG/ Advocates	641,966.00	Partially done  Limited activities due to COVID-19 restrictions..
							Total	18,653,705.00	5,236,918.00		13,416,787.00	

Prepared by:

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GAD Chairperson

Approved by:

**Secretary Hector A. Villacorta**  
GAD Champion