

**DOLE WIDE GENDER AND DEVELOPMENT (GAD)
2013 Consolidated Accomplishment Report**

| ORGANIZATION FOCUSED | | | | | | | |
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| GENDER ISSUE/ MANDATE | CAUSE OF GENDER ISSUE | GAD RESULT STATEMENT/ GAD OBJECTIVE | MFO/PAP | GAD ACTIVITY | ACTUAL RESULTS | ACTUAL COST ON EXPENDITURE (₱) | RESPONSIBLE AGENCY |
| Need to de-stress employees from multi-tasking working assignments. | | | Women's Health, Wellness and Welfare | Seminars/ orientations on Health, Wellness and Healthy Lifestyle | Conducted Stress Management attended by 29 staff | 11,594.00 | RO I |
| | | | | Spiritual Enhancement | | 37,274.00 | RO VII |
| | | | Team Building | Team Building held in the following: <ul style="list-style-type: none"> ➤ 12-13 November, 2013 in Caliraya, Laguna ➤ Bahay Bakasyonan Resort and Conference Center, Tanay Rizal ➤ September 20-21, 2013 | 440,175.00 | BLE, NCR, RO VII | |
| Need to promote healthy lifestyle. | | | Women's Health, Wellness and Welfare | Women's Day Celebration (Health and Wellness Fair) | 276 DOLE employees benefitted/ participated from this activity | 2,317,011.49 | HRDS, BLES, BWSC, BLE, ECC, OWWA, NCR, CAR, RO I, RO Vii, RO VIII, RO XII |
| | | | | Hataw Wellness Activity | 109 staff participated | 73,612.75 | RO I, RO V |
| | | | | Joint Wellness Activity | Bowling Activity | 6,000.00 | RO I |

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| | | | | Fun Run Activities | Conducted the following Fun Run Activities: <ul style="list-style-type: none"> ➤ 12 Employees joined the Philhealth Runs 2013 at the Quirino ➤ Feb. 14, 2013- Red Cross ➤ Nov. 10, 2013- PDEA ➤ Nov.15, 2013- Provincial Capitol | 15,800.00 | FMS, RO IV-B |
| | | | | Safety Seminar | Disaster Preparedness Seminar were conducted. Red Cross Staff were invited as resource persons on 25 October 2013 | 12,750.00 | |
| | | | Nutrition Month Celebration | Flag Ceremony Hosting and hanging of streamers | Conducted on 29 July 2013 | 5,000.00 | NCR |
| | | | | | Flu and Hepa Vaccination administered for 132 employees | 390,350 | RO II, RO V |
| | Creation of more conducive working area free from outside distractions like needless noises | To improve working conditions of women and men employees and clients safety and health | Safety Seminar | Programs/ Projects promoting safety and health of employees and clients | Work Environment Measurement that benefitted 351 POEA. | 177,111.80 | POEA |
| 70 ECC employees attended and participated the Seminar on GAD empowerment entitled "Prevention and Control of Diseases in the Workplace" | | | | | 6,038.00 | ECC | |
| Talk on Healthy Workplace | | | | | Activity Report | 8,225.00 | ILS |
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| Need to harmonize and improve quality of family life for a more productive worker. | | | | Film Showing on Women's Health/ Women Concerns | 40 Personnel watched two (2) movies depicting the lives of working mothers on 17 May 2013. These were entitled: (1) <i>Anna Karenina</i> ; (2) <i>Tanging Ina</i> | 33,750.00 | BWC, NLRC |

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| <p>Need to empower women in the workplace; ensure the participation of women in decision-making process and similar activities; and ensure the competitiveness of women in the labor-market.</p> | | <p>Gender equality, good governance and women in nation building</p> | <p>Training</p> | <p>Session on the Power of Appearance</p> | <p>Conducted forum and prepared activity report on Job Enrichment through the Power of Appearance</p> | <p>5,915.50</p> | <p>ILS</p> |
| | | | | <p>Forum</p> | <p>GAD-related training/ forum attended UNDP Women for Integrity in Governance Forum</p> | <p>155.50</p> | <p>ILS</p> |
| <p>Need to introduce a programmatic approach to DOLE GAD Capacity Building by increasing the understanding on various gender issues and strengthen the GAD Focal Point System.</p> | <p>Lack of awareness of some Gender-related matters</p> | <p>To raise awareness on the different types of unconscious bias and its impact and on gender-sensitive language and behavior</p> | <p>Capacity Building</p> | <p>Gender Sensitivity Training/ Seminar</p> | <p>The following were the results:</p> <ol style="list-style-type: none"> 1. Participants attended a training entitled: <i>“Raising Gender Awareness and Avoiding Gender Biased Language in Writing”</i> on 2 December 2013 2. Conducted Seminar on Public Accountability and Values Enhancement Seminar-Gender Development through the Council for the Restoration of Filipino Values 3. Orientation on GAD conducted by Dr. Miriam Cue 4. Seminar on 11 April 2013 at the PRC Auditorium which was attended by officials and employees and some members of the Professional Regulatory Board | <p>386,280</p> | <p>LS, NCR, RO I, RO VII, PRC</p> |

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| | Limited Capacities of Focal Point mechanism to advance gender mainstreaming. | To increase or have full knowledge and understanding about GAD | Institutional Support | Training for GAD Focal Person | Conducted Training needs was incorporated into the Gender Mainstreaming Workshop in July. The participants were surveyed as to relevant training attended. | 507,436.45 | NCMB |
| | Capacities/ Competencies developed among 44 regional focal persons and members of the NCMB GAD TWG through the GAD Mainstreaming Seminar/ Workshop held last 22-24 July 2013. | | | | | | |
| | Capability Building of regional implementers, members | | | | 300,000.00 | RO IX | |
| | Limited information on GAD-related issues/ concerns | | Capacity Building | ILS Forum entitled: <i>"From Challenges to Dividends: A new and Healthy Discourse on Gender, Employment, Population and Development"</i> | DOLE Employees attended and participated on 18 November 2013 | 55,423.01 | ILS |
| | | Forum on Upholding Good Governance | Attended and participated on 3 May 2013 | 12,746.00 | BWSC | | |
| Lack of equal education, scholarship and training opportunities for male and female officers and staff | Provide equal education, scholarship and training opportunities for male and female officers and staff. | General Administration and Support Services | Capacity Building Training per training plan and referral to trainings and scholarships | The said GAD Activity were resulted as follows: <ul style="list-style-type: none"> 1. 50% officers and staff sent to various trainings and scholarships, 76% of which are female 2. One (1) staff (1%) availed of Educational Support Program | 1,113,000.00 | NWPC | |
| | | | Forums on GAD related matters | Facilitated/ attended 4 meetings/ forums | 343,560.81 | POEA, RO IX, RO X, RO XI | |

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| Need to develop gender fair instructional materials under Section 16, Item Nos. 1 and 2 of IRR in MCW. | | To promote gender mainstreaming through research study, social marketing and advocacy. | Advocacy/ Awareness | Development of monitoring and feedback instruments/ mechanisms | Published newspapers, magazines, IEC Materials of Philhealth, ECC, POEA, etc were included in the waiting area for SENA/ RFA filers. | 352,429.18 | NCMB |
| Need to develop GAD Database containing gender statistics and sex-disaggregated data in support of Magna Carta for Women and to install of Institutional Support System. | Identification of employees according to status and age for easy reference whenever the need for such identification arises | To institutionalize and maintain GAD Database on Gender statistics and sex-disaggregated data. | 2011/2012 BLES Integrated Survey of Establishments | Data processing, analysis and dissemination of survey results on the following items of inquiry: female workers; union members; union officers and union presidents | Survey results available EO October 2013 | 643,214.79 | BLES + RO IX |
| | | | | Install report system in all Operating Units in the region | Region VI & VII Sex disaggregated databases available at the provincial office | 115,700.00 | TESDA |
| | | Lack of data disaggregation information on the status of female employees and their age range as head of family or single parent. | Database | Create data information on status of employees as head of the family/ stage parent | Improved POEA personnel Data including POEA Regional Center/ Units, OFW Data | 788,593.05 | POEA |

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| | | Lack of gender responsive data system which hampers effective planning for the protection of women migrant workers. | Workshop | Maintain and Update gender responsive data by MISD for submission to top management and GAD Focal Committee from program planning and formulation | Continuous implementation of Phase 1: <ul style="list-style-type: none"> ➤ Workshop conducted on 25 and 26 January 2013 ➤ Regular Meetings and Updating ➤ The Business Records review was already approved for the membership processing and cashiering systems ➤ Development of systems (Membership Processing System; Cashiering System; Web Portal; Txt/ SMS System) | 68,000,000.00 | OWWA |
| | | To make available sex disaggregated data (EGACE- TESD data on enrollment, graduates, assessed, certified and employed) to be subjected to gender analysis for planning and policy formulation | TESD Policies and Plans | Generate sex-disaggregated EGACE data in the TESDA Monitoring Network; processed, analyzed and updated | Database in ROs (CAR, X, III, V, IX) | 643,829.00 | TESDA |
| | | | | Maintain GAD Database/ sex disaggregated data in the TESDA Monitoring System | Region XI | 3,000.00 | TESDA |

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| <p>Need to mainstream GAD in partnership with other government agencies and non-government entities.</p> | <p>Lack of intensifying/ broadening networking and linkages with different stakeholders.</p> | <p>To participate/ represent DOLE in GAD related activities convened by other agencies.</p> | | <p>Representation/ Participation in the GAD related activities</p> | <p>Acted as a resource person in the Solar News and Current Affairs Program, Legal Help Desk with the topic <i>“Work and Discrimination Against Women”</i> on 18 March 2013 at the Solar Media Center, Ground Floor Worldwide Corporate Center, Shaw Boulevard, Mandaluyong City.</p> | <p>162,572.00</p> | <p>BWSC, RO XI</p> |
| | <p>Incoherent/ disharmonized implementation of GAD programs of various agencies, organization and other entities.</p> | | | | <p>Attended different meetings/ workshops/ forums on the following:</p> <ul style="list-style-type: none"> ➤ PCW Meeting on the Philippine participation in the 57th session of the United Nations Commission on the Status of Women (CSW57) ➤ Final Regional Workshop Promoting Gender Equality in the Labor Market for More Inclusive Growth on 17-18 June 2013 at the Oakwood Hotel, ADB Avenue, QC ➤ PCW Forum on the preparation of GAD Plan and Budget at the OSHC Auditorium on February 2013 | <p>5,000.00</p> | <p>BWSC</p> |

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| Need to ensure the protection of women workers through policy intervention (i.e., Implementation of exclusive breastfeeding in the workplace and Batas Kasambahay Law) | To ensure the protection of women thru the provision of inputs to proposed legislative initiatives/ measures/ administrative issuances concerning women, children and youth in the formal and informal sector | Policy Formulation | Data gathering and provision of inputs/ comments to proposed legislative measures (i.e Senate and House Bills) and/or other administrative issuances. | Provided inputs/ comments/ recommendations on different women-related policy intervention. | 1,000.00 | BWSC |
| | To consult/ develop/ formulate/ disseminate/ issue guidelines on legislative initiatives affecting women, | | Consultation, Formulation and Issuance of Guidelines and Orders concerning women, children and youth. | Issued Memorandums, Publication of Manuals pertaining to Women, Labor and such | 74,036 | BWSC |

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| | | children and youth. | | Representation in the DOLE TWG Meetings and attendance in committee hearings, meetings, workshops relating to legislative initiatives | Attended meetings, consultations, committee hearings and etc. | 30,409.80 | BWSC |
| | | Heightened awareness about GAD significance, GAD laws and rules, and other GAD Advocacies | Capacity Building | Seminar-Orientation | <p>Conducted the following Seminar:</p> <ul style="list-style-type: none"> ➤ The Philippine Magna Carta of Women on 20 March 2013 at the PRC Examiner's Lounge ➤ Anti-Sexual Harassment Seminar on 9 May 2013 at PRC Examiner's Lounge ➤ 4 Learning Sessions on Wages and Productivity under the topic of Labor Standards inclusive statutory benefits given to 179 female workers ➤ Reproductive and Sexual Health 101 Training held in December 2013 ➤ Labor Education Seminar integrating topics on gender related concerns to workers | 9,517,557.96 | PRC, NWPC, RO VII, RO VIII |
| Need to create livelihood and employment opportunities for the informal sector workers, rural workers, | | To assist and help the beneficiaries in forming an income-generating livelihood. | Livelihood Formation Projects | | Assisted 537 beneficiaries in forming income-generating livelihood | 2,392,930.00 | NCR |
| | | | Capacity Building | | Different Seminars conducted | 28,560,823.95 | RO V, RO VII, RO XII |

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| youth, PWDs and displaced workers | | To augment the existing livelihood projects of beneficiaries granted. | Livelihood Enhancement Projects | | Granted 1,107 beneficiaries in enhancing their existing livelihood projects | 4,546,134.00 | NCR |
| | | Acquisition of additional skills for income augmentation and retirement preparation | Livelihood Training | | Conducted Training on: <ul style="list-style-type: none"> ➤ Meat Processing- 37 staff ➤ Pastry Baking -37 staff | 18,445.00 | ROI |
| Need to promote the economic improvement thru income augmentation of DOLE Personnel. | | To increase income generated for DOLE Personnel | Livelihood Skills Training | Accessories/ Novelty Items | Replaced by "Personalized Ceramics Printing" held on 23 December 2013 | 3,294.25 | FMS |
| | | | | Financial Literacy Program | Conducted last 26 April 2013 | 1,990.00 | FMS |
| | | | | Butchi and Empanada | Replaced by "T-shirt Tie Dyeing" held on 30 September 2013. | 6,653.50 | FMS |
| Need to ensure the availability of skills training, business-related training and livelihood capability programs for potential women and exiting entrepreneurs in support of MCW. | Close gap and disparity of income and opportunities between male and female. Majority of employees belongs to SG 4-15. | Empower women to become self-sufficient earners. | Livelihood Seminar on Entrepreneurship | Entrepreneurial Skills Seminar | 45 DOLE Personnel were trained on Entrepreneurial Skills Seminar entitled " <i>Generate your business idea- A first step toward starting your own business</i> " held on June 2013. | 40,000.00 | BWC |
| | | | | Livelihood Training | Livelihood Training was conducted on 19 June 2013 with the help of Manila Department of Social Welfare, as follows: <ul style="list-style-type: none"> ➤ Cologne and Perfume Making ➤ Flower Arrangement ➤ Beads Making ➤ Dishwashing Liquid Soap | 23,063.00 | PRC |
| | | | | | Bracelet Making attended by the Regional and Oriental Mindoro Field Office employee on 06 May 201 | 3,000.00 | ROI IV-B |

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| Need to promote and advocacy of Gender Sensitivity Environment. | | | | Tree Planting | Tree Planting done in Calamba City | 30,000.00 + 96,650.00 | BLE, RO IV-A |
| Need to develop of budgeting for GAD Plans and Programs. | | To ensure the incorporation of GAD. | Institutional Support | Submission of GAD Reports | Submitted to Planning Service the following: <ul style="list-style-type: none"> ➤ 2014 GAD Plan ➤ 2013 Revised GAD Plan and Budget ➤ 2012 GAD Accomplishment Report | 1,000.00 | BWSC |
| | | To pursue the adoption of gender mainstreaming as a strategy to promote and fulfill women's human rights and eliminate gender discrimination in TESD's system, structures, policies, programs, processes and procedures | Policy Formulation | Formulate annual GAD Plans, Programs and Budgets within the context of TESD | Consolidated GAD Plan and Budget and GAD Accomplishment Report | 37,660.00 | TESDA, RO VII |
| | | | | | TWC-7 coke-TESDA TWG meetings conducted | 14,840.00 | TESDA |
| Need to ensure the protection for women and their children | Lack of consciousness and awareness for the elimination of violence and children. | To raise the public awareness on Violence against Women and their children (VAWC) | Violence against Women and their children | National Consciousness Day for the Elimination of VAWC. | Attended and participated in the Walk to End VAWC held on 24 November 2013 | 21,293 | NCR |
| | | | | | Reviewed/ recommended and signed Bilateral Labor Agreements with other countries that will promote the rights and welfare of OFW | 1,228,871.76 | POEA |

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| Need to ensure the incorporation of the GAD perspective in programs and projects | Lack of integrating GAD perspective in all DOLE Offices | To ensure the incorporation of GAD planning, GAD Accomplishment and other GAD related concerns. | Advocacy/Awareness | Gender Sensitivity Lecture/Training Workshop | Trained 7 male and 10 female labor attaches and welfare officer; 30 ILAB Staff | 1,897,913.00 | HRDS, ILAB, RO IV-A |
| | | To put up enabling mechanisms and structures of support for institutionalizing gender mainstreaming in the organization | | | | Sensitized 12 female and 5 male employees from the bureaus and services | 12,320 |
| | | | HR Training Plan | Seminars/ Training on the Code of Conduct for Government Employees and Customer Care | Trainings were: <ul style="list-style-type: none"> ➤ Moral Recovery Program Levels 1 to 2 with 66 participants, both male and female OWWA employees ➤ Briefing on the Implementation of ARTA with 23 participants, both male and female OWWA Employees ➤ Moral Recovery Program Levels 3 to 4 with 29 participants, both male and female OWWA Employees ➤ Moral Recovery Program Levels 5 to 7 with 29 participants | 300,000.00 | OWWA |
| SUB-TOTAL | | | | | | ₱ 125,833,432.55 | |