

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2017**

**Reference:** Direct Encoding (No GPB in database)

**Organization:** Office of the Ombudsman

**Organization Category:** National Government, Constitutional Office

**Organization Hierarchy:** Office of the Ombudsman

**Total Budget/GAA of Organization:** 2,299,000,000.00

**Actual GAD Expenditure** 16,287,230.80 **Original Budget** 16,287,226.80  
**% Utilization of Budget** 100.00

**% of GAD Expenditure:** 0.71%

	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	Variance/ Remarks
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											



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

**ASST. OMBUDSMAN  
WEOMARK RYAN G. LAYSON  
GFPS CHAIRPERSON**

**HON. CONCHITA CARPIO  
MORALES  
OMBUDSMAN**



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1	The need to strengthen awareness and knowledge of OMB employees and officials of GAD issues and principles	Lack of awareness and understanding of OMB employees on GAD issues and principles	Increased awareness and understanding of OMB employees on GAD issues and principles	GASS: General Administration and Support Services	Introducing GAD work (mainstreamed with Institutional Strengthening and Team Building Activities)	All OMB employees introduced to OMB GAD work - 1290 OMB employees introduced to OMB GAD work	GAD Work/Mainstreaming was integrated into Institutional Strengthening and Team-Building Activities. 1200 out of 1290 OMB Employees were introduced to OMB GAD Work	4,68 6,62 4.38 GAA	4,68 6,62 8.38 GAA	GFPS, TWGs and other offices	Done.This is only attribution of portion of GAD component introduced during Team Building activities and not the whole budget/cost of the training per se. A variety of GAD modules were discussed as part of introducing GAD concepts to OMB employees which includes topics on (i) concepts on and differences between sex and gender (ii) interactive workshops on "P"and "T," sex and gender and (iii) among other GAD-related activities as listed in the attachment.



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2	The need to strengthen awareness and knowledge of OMB employees and officials of GAD issues and principles	Lack of awareness of OMB employees on GAD issues and principles	Increased awareness and understanding of OMB employees on GAD issues and principles	GASS: General Administration and Support Services	Conduct of seminars on GAD-related laws (VAWC, sexual harassment, women leadership, use of gender-fair language, and other related trainings).	All OMB employees oriented on various GAD-related seminars and trainings - 1200 OMB employees oriented on various GAD-related seminars and trainings	1200 OMB employees oriented on various GAD-related seminars and trainings	3,830,464.43 GAA	3,830,464.43 GAA	GFPS, TWGs and other offices	Done.
3	The need to strengthen the GAD Focal Point System in accordance with RA 9710 and PCW MC 2011-01	Lack of capacity of GFPS to develop and implement GAD programs and activities	Strengthened GFPS in order to implement GAD programs and activities	GASS: General Administration and Support Services	Training/ workshop on GAD mainstreaming, planning, budgeting and capacity building	GAD mainstreamed in planning and budgeting process in OMB activities - 45 GFPS members capacitated in GAD mainstreamg, planning and budgeting process in OMB activities	45 GFPS members capacitated	1,152,015.06 GAA	1,152,015.06 GAA	GFPS, TWGs and other offices	Done. The training includes capacity building for GFPS members, trainors training, among others



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4	Observance of Women's Month in accordance with Proclamation Nos 224 and 227, series of 1988	The need to highlight women's rights and their role in national development and nation-building	To strengthen awareness of OMB employees on women's rights and their role in national development and nation-building	GASS: General Administration and Support Services	Participation in Women's Month Celebration and Activities	Increased awareness based on increasing number of OMB employees participating in activities relative to the celebration of Women's Month - At least 50% of participants are female OMB employees	More than 50% of participants are female OMB employees	509,595.95 GAA	509,595.95 GAA	GFPS, TWGs and other offices	Done. Activities include discounts for walk-in clients applying for OMB clearance, film showing, GAD-related seminars (CODI training, women empowerment, among others). See attachment for additional reference. Please do take note that a complete list of participants is still being sourced/ prepared as the records are not readily available.
5	Increased productivity of women in the workplace	Social expectation that women are child rearers	Increase support for women employees to be more productive at work while carrying out their role to provide socialization and nurturing for their children	GASS: General Administration and Support Services	Operation of the Child Development Center expenses for OMB Central Office	One CDC operational at OMB - One (1) CDC	One (1) CDC established and operational	16,300.59 GAA	16,300.59 GAA	GFPS, TWGs and other offices	Done.



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6	Observance of the 18-day Campaign to End Violence Against Women (VAW) in accordance with Proclamation No. 1172, series of 2006 and November Twenty-Five of Every Year as "National Consciousness Day for the Elimination of Violence Against Women and Children" in accordance with RA 10398	Enjoining all employees to actively support and participate in the protection of women's rights against VAW and other forms of discrimination	To strengthen awareness and promote involvement of all OMB employees in addressing issues concerning violence against women	GASS: General Administration and Support Services	Participation in anti-VAW advocacy campaigns and other related activities	Increased awareness of OMB employees on ways to end VAW - 50 OMB employees attended seminars on Anti-VAW	50 pax	142,517.97 GAA	142,517.97 GAA	GFPS, TWGs and other offices	Done. Includes seminars on dealing with persons who are victims of gender-based violence forum on alternative to violence program seminar of the use of gender-fair language and basic self-defense, among others. Please do take note that a complete list of participants is still being prepared as of this writing. See attached files for reference.
7	The need to provide access to information, support and assistance on gender-related issues and concerns on matters that concern the employment of OMB employees	Lack of access to information, support and assistance on gender-related issues and concerns on matters that concern the employment of OMB employees	Increased access to information, support and assistance on gender-related issues and concerns on matters that concern the employment of OMB employees	GASS: General Administration and Support Services	Capacity Building for Committee on Decorum (CODI) members of OMB	At least CODI members capacitated in handling gender-related issues of OMB employees - 40 CODI members were capacitated in handling gender-related issues of OMB employees	40 CODI members capacitated on administrative rules on sexual harassment as training was conducted by CSC facilitators	19,106.21 GAA	19,106.21 GAA	GFPS, TWGs, CODIs and other offices	Done.



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8	Availment of benefits for employees under Article 133 of the Labor Code (Maternity Leave)	Female employees need to avail benefits under Article 133 of the Labor Code of Maternity Leave to fully maximize their time for child care and child rearing for their newborn	All pregnant employees have availed of maternity leave benefits	GASS: Human Resource Development Program	Availment of maternity leave of pregnant employees	No. of pregnant employees who availed of maternity leave benefits - All (100%) pregnant employees have availed of maternity leave benefits	All (100% or 12pax) pregnant employees have availed of maternity leave benefits	2,244,718.31 GAA	2,244,718.31 GAA	HR and Admin offices	Done.
9	Availment of benefits for employees under RA 9710 or the Magna Carta for Women	Female employees need to avail of benefits under RA 9710 or the Magna Carta of Women	All female employees who availed of special benefits under RA 9710 have been granted	GASS: Human Resource Development Program	Female employees availed of special benefits under RA 9710	No. of female employees who availed of benefits under RA 9710 - All (100%) of female employees who availed of benefits under RA 9710 have been granted	All (100% or seven pax) of female employees who availed of benefits under RA 9710 have been granted	663,329.20 GAA	663,329.20 GAA	HR and admin offices	Done.
10	Availment of benefits for employees under Ra 8972 or the Solo Parent's Act	The need of solo parent employees to utilize special benefits under RA 8972 or the Solo Parent's Act	All solo parent employees have availed of special benefits under RA 8972	GASS: Human Resource Development Program	Availment of special benefits for solo parent employees under RA 8972	No. of solo parent employees who availed of special benefits under RA 8972 - All (100%) of solo parent employees who availed of special benefits under RA 8972 have been granted	All (100% or 20pax) of solo parent employees who availed of special benefits under RA 8972 have been granted	363,919.45 GAA	363,919.45 GAA	HR and admin offices	Done.



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11	Availment of benefits under RA 8187 or the Paternity Leave Act	The need of male father employees to avail of special benefits under RA 8187 to maximize paternal duties for newborn children	All male father employees have availed of special benefits under RA 8187	GASS: Human Resource Development Program	All male father employees who have availed of special benefits under RA 8187 have been granted	No. of male father employees who have availed of special benefits under RA8187 - All (100%) of male father employees have availed of special benefits under RA 8187 have been granted	All (100% or four pax) of male father employees have availed of special benefits under RA 8187 have been granted	97,488.63 GAA	97,488.63 GAA	HR and Admin offices	Done.
12	The need to strengthen awareness and knowledge of new OMB employees and officials of GAD issues and principles	Lack of awareness of OMB officials and employees on GAD issues and principles	Increased awareness and understanding of OMB officials and employees on GAD issues and principles	GASS: General Administration and Support Services	Gender sensitivity training plus for mid-level managers (Director level and up)	OMB Mid-level managers briefed, oriented and capacitated on GAD issues and principles - 50 officials	50 OMB Mid-level managers briefed, oriented and capacitated on GAD issues and principles during GST	2,561,146.62 GAA	2,561,146.62 GAA	GFPS, TWGs and other offices	Done.
<b>SUB-TOTAL</b>								16,287,226.80	16,287,230.80	GAA	
<b>TOTAL</b>								16,287,226.80	16,287,230.80		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
<b>Asst. Ombudsman Weomark Ryan G. Layson</b>	<b>Hon. Conchita Carpio Morales</b>	06/08/2018

