

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

**Reference:** Endorsed GPB #2016-001173

**Date Endorsed:** Jan 18, 2018

**Organization:** Office of the Ombudsman

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

**Organization Hierarchy:** Office of the Ombudsman

**Total Budget/GAA of Organization:** 2,001,880,000.00

<b>Actual GAD Expenditure</b>	10,050,574.35	<b>Original Budget</b>	19,082,961.46
		<b>% Utilization of Budget</b>	52.67

**% of GAD Expenditure:** 0.50%

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	Remarks
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CLIENT-FOCUSED ACTIVITIES





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	Remarks
3. The need to establish a public assistance program or mechanism that will specifically address gender-related complaints and/or grievances	Lack of adequate public assistance program for clients with gender-related complaints and/or grievances	To ensure access to public assistance program and facilities for clients with gender-related complaints and/or grievances	MFO: Social protection and public assistance	Conduct of training to capacitate OMB personnel employees assigned as GID officers on the gender-responsive assistance of handling of requests to clients	GID officers trained and capacitated on handling assistance and referral of clients with gender-related complaints and grievances - 40 GID officers capacitated at 10 officers per quarter	30 personnel capacitated	3-day training for 40 GID officers at PhP8,000 per person x 40 GID officers x 5 batches 1,200,000.00 GAA	0.00 GAA	GAD FPS Committee and TWG, Public Assistance Center and other offices	Partially Done. Only a handful of modules were presented to the GID officers usually on handling GID clients which was embedded in other GAD mainstreaming trainings. Training cost to be attributed to GAD mainstreaming activities as listed in the succeeding activities.
4. The need to establish a public assistance program or mechanism that will specifically address gender-related complaints and/or grievances	Lack of adequate public assistance program for clients with gender-related complaints and/or grievances	To ensure access to public assistance program and facilities for clients with gender-related complaints and/or grievances	MFO: Social protection and public assistance	Development and production/publication and procurement of IEC materials (e.g. RA 9710, RA9262, AVP, among others)	IEC materials distributed in 8 GID areas/ GAD rooms - 1000 pamphlet sets produced (assorted materials on RA 9710, RA 9262, among others) 5000 flyer sets produced (assorted - MCW, solo parent act, among others) 1500 GAD-infused planner/organizer produced	1500 GAD-infused desk calendar produced	1000 assorted pamphlets - 100/pamphlet x 1000 sets 100,000.00 GAA  5000 assorted flyers - at P10/flyer 50,000.00 GAA  1500 sets of GAD-infused planner/organizer at P1,000/pc 1,500,000.00 GAA	0.00 GAA  0.00 GAA  202,500.00 GAA	GAD FPS Committee and TWG, Public Assistance Center and other offices	Partially Done. Full production of IEC materials has been prioritized in 2017, as such, only a handful of materials were produced for 2016.
5. The need to establish a public assistance program or mechanism that will specifically address gender-related complaints and/or grievances	Lack of adequate public assistance program for clients with gender-related complaints and/or grievances	To ensure access to a public assistance program and facilities for clients with gender-related complaints and/or grievances	MFO: Social protection and public assistance	Improvement of facilities for GID clients i.e. family-friendly restrooms	Restrooms at the Central Office and OMB Cebu refurbished as family-friendly restrooms for GID clients - Two family-friendly restrooms for GID clients at Central Office and OMB Cebu refurbished.	Not yet done	Refurbishment for OMB Central Office 1,200,000.00 GAA  Refurbishment for OMB Cebu 320,000.00 GAA	0.00 GAA  0.00 GAA	GAD FPS Committee and TWG, Public Assistance Center and other offices	Not Done. This activity has not yet been implemented due to other priority projects carried out in 2016. Also with limited manpower and technical personnel who will oversee the project.
ORGANIZATION-FOCUSED ACTIVITIES										
6. The need to strengthen awareness and knowledge of OMB employees and officials of GAD issues and principles	Lack of awareness and understanding by OMB employees and officials of GAD issues and principles	Increased awareness and understanding of OMB officials on GAD issues and principles	GASS: General administration and support services  GASS: OMB GFPS and PCW Resource Persons	1. Briefing and orientation on GAD for top-level executives 2. GST for OMB employees	Top-level executives and OMB employees briefed, oriented and capacitated on GAD issues and principles - A. For Executives - 35 males and 28 females briefed and oriented B. 120 OMB employees (80 females, 40 males) oriented on GAD issues and principles C. 170 OMB Luzon employees (110 females, 60 males) briefed on GAD principles D. 30 OMB Luzon employees (15 males, 15 females) capacitated on GAD operations	35 males and 28 female OMB top officials briefed and oriented	Briefing and orientation for top-level executives 400,000.00 GAA  GST and capacity building for OMB employees 300,000.00 GAA  GST bottom-up training for OMB Luzon employees 680,000.00 GAA  GAD Operational Workshop c/o OMB Luzon 180,000.00 GAA  Gender Mainstreaming for Various Anti-Corruption Programs of OMB Mindanao 0.00 GAA  Gender Mainstreaming and Stress Management for OSP officials and employees 0.00 GAA  Gender Mainstreaming for welcome program for new employees 0.00 GAA  Gender Mainstreaming on Various anti-corruption Programs of the Central Office 0.00 GAA  Gender Mainstreaming for Various Anti-corruption Programs of MOLEO 42,200.00 GAA	144,215.68 GAA  0.00 GAA  0.00 GAA  432,189.16 GAA  454,742.55 GAA  109,780.54 GAA  124,129.71 GAA  634,601.99 GAA  0.00 GAA	GAD FPS Committee and TWG, and other offices	Partially Done. Only a handful of trainings were conducted in 2016 due to difficulty of tapping qualified resource personnel/trainer for the target activities.



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7. 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	Conduct of seminars on GAD-related laws (VAWC, sexual harassment, solo parent act, among others) and orientation on resolution/decision writing using gender-fair language	OMB employees oriented and updated on GAD-related laws - 270 OMB employees (135 males, 135 females) oriented on GAD-related laws 14 batches oriented on resolution/decision writing with gender-fair language	All OMB trainee-employee oriented on GAD	Seminar on GAD-related laws (75,000/ 3-day training x 9 batches) 675,000.00 GAA  Seminar on resolution/decision writing with gender-fair language (14 batches x P110,000/batch) 1,540,000.00 GAA	0.00 GAA  645,652.77 GAA	GAD FPS Committee and TWG and other offices	Partially Done. Resolution/decision writing training using gender-fair language was mostly conducted in 2016 due to limited staff who will handle the training program. Aside from this, there are other priority trainings designed exactly for the lawyers/investigators which got implemented first. This training has higher allotted budget because of additional modules and accommodation for the participants
8. 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 (1,290) introduced to OMB GAD work scheduled in April to July 2016 - 1,290 OMB employees introduced to OMB GAD work	All OMB employees introduced to OMB GAD work	1,700,000.00 GAA 1,401,289.08 GAA		GAD FPS Committee and TWG and other offices	Done.
9. The need to strengthen the GAD Focal Point System in accordance with RA 9710 and PCW MC 2011-01	Lack of capacity of GAD FPS to develop and implement GAD programs and activities	Strengthened GAD FPS in order to implement GAD programs and activities	GASS: General administration and support services	Trainings/ workshop on GAD mainstreaming, planning and budgeting	GAD mainstreamed in planning and budgeting process and OMB activities - 7 new GFPS Members (1 male, 6 females) capacitated (trainors training) 45 GFPS members (15 males, 30 females) capacitated on gender analysis, GMEF among others	45 GFPS and TWG members capacitated	Trainors Training for 7 new GFPS members (7pax x P24,000/pax/training) 168,000.00 GAA  Training on gender analysis (45pax x P2000/pax/day x 2 days) 180,000.00 GAA  GAD Planning and Budgeting Forum 241,668.12 GAA  Capacity Building Workshop for GFPS and TWG members 341,746.50 GAA  Annual Planning Workshop for GFPS and TWG members 67,079.82 GAA  GFPS and TWG Monthly Meeting 244,256.02 GAA  Workshop on GMEF for OMB GFPS and TWG 106,920.88 GAA	0.00 GAA  0.00 GAA  0.00 GAA  0.00 GAA  0.00 GAA	GAD FPS Committee and TWG and other offices	Partially Done.





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10. Observance of Women's Month in accordance with Proclamation Nos 224 and 227, series of 1985	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 and participation of OMB employees on the celebration of Women's Month - At least 50% of participants per office are females	Increased awareness of female participants	Tarpaulin and standees for March 1 6,000.00 GAA	6,000.00 GAA	GAD FPS Committee and TWG, and other offices	Done
							Free ride on March 8 for riders of OMB shuttle service 12,000.00 GAA	12,000.00 GAA		
							GAD T-shirts for 1200 Ombudsman employees on March 14 180,000.00 GAA	146,250.00 GAA		
							Women's Month leaflets 15,000.00 GAA	0.00 GAA		
							50% discount for women applying for OMB Clearance on March 8 (walk-in only) 2,000.00 GAA	2,000.00 GAA		
							Participation in the March 16 PCW walk of 130 OMB employees (includes food, cap, fans, among others) 68,560.00 GAA	85,121.43 GAA		
							Salary of participants to the PCW Walk 204,000.00 GAA	147,347.05 GAA		
							March 17 Film Showing 110,000.00 GAA	30,000.00 GAA		
							Women's Month Photocontest (includes prizes, food, among others) 30,000.00 GAA	30,000.00 GAA		
							Women's Month celebration miscellaneous cost 66,000.00 GAA	0.00 GAA		
11. Increased productivity of women in the workplace	Social expectation that women are child rearers	Support women employees to be more productive at work while support their role to provide socialization and nurturing of their children	GASS, General administration and support services	Establishment of Child-Minding Center (CMC) for Central Office for at least 40 children	One child-minding center for Central Office established - One child-minding center for Central Office established	One child development center established for Central Office	Salaries of 2 educators and 1 Nursing Aid for 12mos 600,000.00 GAA	502,931.16 GAA	GAD FPS Committee and TWG and other offices	Done
							Refurbishment of facilities for the child-minding center 750,000.00 GAA	247,399.64 GAA		
							Furniture and fixtures 500,000.00 GAA	0.00 GAA		
							Office equipment and other materials 500,000.00 GAA	70,801.00 GAA		
							Operational expenses for Family Fun Day 0.00 GAA	5,410.30 GAA		



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12. 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 OMB 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 violence against women	GASS, General Administration and Support Services	Participation in the Walk to End VAW and other related activities	Increased awareness of 150 OMB employees - Increased awareness of 150 OMB employees (50% females, 50% males) on ways to end VAW	100% (150 total-90 females, 60 males) of participants have increased awareness of various GAD issues most esp. on VAW	T-Shirts for 150 pax 31,250.00 GAA  Snacks 6,250.00 GAA  Tarp 2,000.00 GAA  Forum on Sexual Harassment for 100 pax 11,000.00 GAA  Orange lighting at OMB Central Office 10,000.00 GAA  Travel and Salaries of Participants 0.00 GAA	0.00 GAA  0.00 GAA  0.00 GAA  0.00 GAA  74,456.72 GAA	GAD-FPS Committee and TWG, and other offices	Done.
13. 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	Establishment, reactivation and creation of an OMB CODI	At least one (1) OMB CODI established and operational - At least one (1) OMB CODI established and operational	No CODI yet operational	Equipment, facilities and fixtures 196,000.00 GAA  Operating cost of OMB CODI at P50,000/mo x 8 mos 400,000.00 GAA	0.00 GAA  0.00 GAA	GAD FPS Committee and TWG, and other offices	Not Done. This project was not yet done due to pending approval of the CSC of the CODI guidelines prepared by the OMB. No physical CODI room yet identified which is why no construction of facilities and procurement of fixtures, equipment have been in place
14. 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 or 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 pregnant employees have availed of maternity leave benefits	All (22 pax) pregnant employees have availed of maternity leave benefits	1,354,653.65 GAA	1,354,653.65 GAA	HR, Finance and Admin	Done. Detailed attribution/ costing has been attached as separate filed per bureau department. See attached files.
15. Availment of benefits for employees under RA 9710 or the Magna Carta for Women	Female employees need to avail benefits under RA 9710 or the Magna Carta for Women	All female employees who availed of special benefits under RA 9710 or the Magna Carta for Women have been granted	GASS, Under the 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 female employees who availed of benefits under RA 9710 have been granted	All female employees who availed of benefits under RA 9710 have been granted	807,952.06 GAA	807,952.06 GAA	HR, Admin and Finance	Done. Detailed costing and attribution of those who availed of the MCW leave benefits have been attached.
16. Availment of benefits for employees under RA 8972 or the Solo Parent's Act	The need for solo parent employees to utilize special benefits under RA 8972 or the Solo Parent's Act	All Solo Parent employees have maximized special benefits under RA 8972	GASS, Under the 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 solo parent employees have availed special benefits under RA 8972	All solo parent employees have availed special benefits under RA 8972	349,097.59 GAA	349,097.59 GAA	HR, Admin and Finance	Done. Detailed attribution/costing has been attached as separate files per bureau department. See attached files.
17. Availment of benefits under RA 8187 or the Paternity Leave Act	The need for male father employees to avail of special benefits under RA 8187 to maximize paternal duties for newborn	All male father employees have availed of special benefits under RA 8187	GASS, Under the 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 RA 8187 - All male father employees have availed of special benefits under RA 8187	All male father employees have availed of special benefits under RA 8187	111,273.80 GAA	111,273.80 GAA	HR, Admin and Finance	Done. Detailed costing/attribution has been attached as separate files per bureau department. See attached files.
18. Availment of special benefits for employees under RA 9262 or the Anti-Violence Against Women and their Children Act	The need for employees to avail of special benefits under RA 9262	Employees who have availed of special benefits under RA 9262 have been granted	GASS, Under the Human Resource Development Program	Availment of employees of special benefits under RA 9262	No. of employees who have availed of special benefits under RA 9262 - All employees who have availed of special benefits under RA 9262 have been granted	All employees who have availed of special benefits under RA 9262 have been granted	5,524.36 GAA	5,524.36 GAA	HR, Admin and Finance	Done. Detailed attribution/costing has been attached. See attached file.
SUB-TOTAL							19,082,961.46	10,050,574.35	GAA	
TOTAL							19,082,961.46	10,050,574.35		



Prepared By:

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07 Feb 18

01/18/2018

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