

2018
GENDER AND DEVELOPMENT ANNUAL REPORT (FINAL)
Region 9

Office: Regional Office No. IX

Total GAA of DOLE Region 9 including Centrally-Managed Items

312,835,919.83

Total GAD Fund Estimated:

69,891,348.80

22.34%

Gender issue and/or GAD Mandate	Cause of the Gender issue	GAD Result Statement / GAD Objective	Relevant Agency MFO/PAP	GAD Activity	Output Performance Indicator and Target	ACTUAL ACCOMPLISHMENT			GAD Budget	Source of Budget	Responsible Unit
						FEMALE	MALE	TOTAL			
CLIENT-FOCUS											
1. Gender Gap in Labor Participation Rate	Number of working women as compared to the number of men, as shown in the latest Labor Force Survey	Improved the quality of womens employment characterized by reduced vulnerabilities through enhanced LLCS	DOO1: Employability of Workers and Competitiveness of MSMS Enhanced	Monitoring of womens participation on Job Fairs.	Monitoring conducted on the Womens participation in Job Fairs. placement rate of qualified jobseekers	50,369	29,582	79,951		GAA	Regional Office & Field Offices
						83% (79,951/86,732)					
						68 establishments with FWP covered (mandatory & optional)					
	Multiple reproductive responsibilities of women gender discriminatory practices of employers and sexual harassment in the workplace	Massive information dissemination/advocacy to raise awareness of couples and their children especially on gender related concerns.		Conduct of info dissemination on sharing of household responsibilities among establishments thru FWP	# information dissemination activities intensified (with sex disaggregated data) 59 mandatory/optional establishments provided orientation/advocacy # of establishment recognized for implementing the FWP 10-dimension awarded during the 2nd ITC Summit held at Marican Garden Hotel, on Dec. 7, 2018 and distributed GAD IEC advocacy materials on the ff. R.A. 9208 as amended by R.A. 10364; R.A. 8353 of the Anti-Rape Law; R.A. 9262 and R.A. 7877	15 establishments were awarded during the 1st Search for the Best Family Welfare Practices at the Workplace					Regional Office & Field Offices ZFFWCI
152						145	300	202,808.80			
				Harness activities on Zampen Career Guidance Advocates of the Philippines and Career and Employment Coaching Advocacy PESO & GIPs (incorporating GAD topics) Conduct/monitor Job Fairs	4 Capability Building for Career National Guidance Advocates of the Philippines and Career Guidance Advocates (at least 50% of the total number of the 2015 membership) 393 institution reached 52 PESOs trained 60_NGCCAs trained	49	28	77	94,000.00	GAA	Regional office PESO, NCGAP
								55	25,000.00	GAA	Regional Office

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				Monitor / report of job displacement	18,150 Number (beneficiaries variable) trained (sex disaggregated) 10,000 IEC Materials developed and 10,000 Number of variable beneficiaries (sex disaggregated) reached by EOO advocacies	4,165	32,029	76,194			Regional Office
2. Youth Employment Bridging Program	Vulnerability of both sexes		OO1: Employability of Workers and Competitiveness of MSMS Enhanced	Implementation of bridging employment program to assist women and youth (SPES)	SPES -12,470 reached thru youth bridging employment GIP - 336 TUPAD - 940 DILEEP Seminars conducted on Small Business Consultancy Course on Oct 14-19, 2018 at Dekak, ZDN Project Development & Business Project Development & Business Zamboanga City.	4,641 415 159 1,711 21 23	7,829 269 1,095 1,532 15 15	12,470 684 1,254 3,243 37 38	33,363,200.00 12,161,160.00 1,411,920.00 9,557,045.00 518,980.00 508,420.00		
	Lack of standard gender-responsive IEC materials to increase the knowledge of beneficiaries on their rights and the programs of DOLE	Distributed IEC materials on R.A. 9262 -VAWC Act of 2004; R.A. 7877-Anti-Sexual Harassment Act of 1985; R.A. 8253-The Anti-Rape Law of 1997; and R.A. 9208 as amended by R.A. 10364		Continuous review of the IEC materials of PAPs on the level of the planners, prior to dissemination Develop/Implement IEC materials on equal employment opportunities	2 Major JF conducted Hired-on-the Spot (HOTS) 15 % of qualified applicants referred for placement (sex disaggregated) # of Jobseekers referred for placement (sex disaggregated) 59%	2 major job fairs conducted 522 47,904 54,641	385 64,602 32,091	917 112,506 86,732	100,000.00 LMI Individuals Reached 2,333,316.00		
3. Vulnerabilities of both sexes in employment	Gender discriminatory practices of employers, poor working conditions, job security, and below-minimum wages	Improve Labor Law Compliance particularly on gender-related concerns	OO 2: Protection of Workers' Rights and Maintenance of Industrial Peace ensured	LEES, LLCS SENA, SPEed, Kasambahay (Inclusion of Sexual Harassment incident in the LLCS checklist) Continuous review of the IEC materials of PAPs on the level of the planners, prior to dissemination	No. of displaced workers assisted economic and non-economic reasons) FC Industry and other sector 10,000 Number of IEC Materials developed and disseminated during conduct of seminars, job fair for a, etc. (SDD) reached	100% of affected workers assisted 7,759	4,775	12,564 12,442	500,000.00	GAA	FOs, TSSD, LR-LS

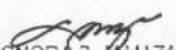
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4. Limited access to social protection among vulnerable workers	Lack of knowledge on social protection benefits among clients	Improve access to social protection among vulnerable workers	OO 3: Social Protection for Vulnerable Workers Strengthened	TUPAD, DILEEP, DOLE AMP; Provide access to social insurance and personal protective equipment to beneficiaries SPES, GIP & DILEEP	No. of beneficiaries enrolled to social protection (sex disaggregated) assisted/benefitted (wage-and non wage benefits) Social Protection SPES, TUPAD, GIP, DILEEP	6,926	10,725	17,651	882,550.00	GAA GAA	FOs, TSSO, EP/W
				Kasambahay R.A. 10361 Provided assistance to the Women vulnerable sector thru the conduct of learning session on R.A. 10361	April 29, 2018 conducted learning session to Kasambahay at Village Rest Gov. Camins, Zcand final screening for the 2018 search for Ms. Kasambeshie at KCC Mall de Zamboanga were 12 talented KASAMBESHIE candidates vied for the title. May 5, 2018 Cath taking of Kasambeshie Officers and coronation night for the search of Ms. Kasambeshie June 19, 2019 formally organized and Registration assistance (KSK) organized and registered as the first Workers Association for Kasambahay "ZAMPEN Association of Kasambahay"	26	0	26	520,000.00		
5. Limited participation of Women in the decision making in the formal sector.	Gender discriminatory practices of employers cultural stereotyping of roles in the formal sector and lack of policies encouraging and prescribing the presence of women in tripartite bodies.	Increase the participation of women in the decision making within the formal sector membership in DOLE recognized unions (regardless of status of employment)		Monitoring of womens involvement in Industry Tripartite Councils (ITCs) with ged topics and concerns. Unions and workers organization provided with training grants	Conducted the 2nd ITC Summit at Mercian Garden Hotel on Dec 7, 2018 18 - ITC/RTIPC meetings conducted with 136 companies in attendance 12 - ITC Strengthened that resulted to the crafting of 7 Resolutions reported to BLR No. of ITCs members reached 6 trainings conducted 23 Unions Reached - Trainings conducted by RO with 212 members trained WODP scholars	152	145	300	480,000.00	GAA	
		Promote and Strengthen womens employees awareness and capacity on gender		LEES advocating women participation in decision making and gender-related concerns.	Number of workers and employers covered by LEES Number of trainings/orientation	7759	4,775	12,564		GAA	BLR/RO
							2 trainings conducted				

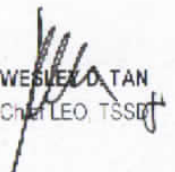
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		-labor policies/issues (union and women organization tripartite sectors)		Recognition and citation of unit groups that recognize women leadership.	Companies that recognize women awarded during the 2nd ITC Summit on Zamboanga City.	11 companies						
6. High vulnerability of women migrant workers	Feminization of labor migration, human trafficking; de-skilling of professionals; marriage migration, Phil labor market conditions (e.g. compensation disparity, age and gender discrimination); and return and integration concerns.	Inclusion of gender-related concerns in VCGP	MFC 3: Labor Force Welfare Services	Support to the activities of the TIPC, RTIPC, LMC during the Closed Fishing Season in the Fishing & Canning Industry Sector	___ No. of companies provided assistance during the Closed Fishing Season ___ No of affected workers and provided assistance)			10 companies			Centrally-managed Fund Centrally-managed Fund	DOLE/RO FO/NRCCO Coordinator
		Improved access to reintegration services To provide local employment for OFW teacher and pursue their teaching career		Sa Pinas, Ikaw ang Maam/Sirin, Balik Pinay, Balik Hanapbuhay; and Assist Well Program, Women Reach	___ No of beneficiaries reached/provided assistance with SDD	461	197	658	1,062,709.00			
		To provide re-integration and package of services		Livelihood Development Assistance Program (LDAP) Promote ASSIST-WELL Balik Pinay/ Balik Hanapbuhay/ programs with training component	___ No of beneficiaries reached/provided assistance with SDD	22	1	23	460,000.00			
						34	51	85	850,000.00			
						151	0	151	1,510,000.00			
TOTAL FOR CLIENT-FOCUSED									67,321,279.80			
ORGANIZATION-FOCUSED												
7. Limited sex disaggregation data and similar information that can help identify gender issues in a sector	Low appreciation among planners, program managers, and program implementers in the field offices, on the value of sex-disaggregated data	Submission of reports to capture sex segregated data. To build competence and increase awareness in GAD related issues/ concerns	Support to Operation	Conduct of gender analysis training among planners, program managers, and program implementers Attend intensive GAD trainings (gender analysis, monitoring and evaluation, etc.)						GAA	GAD Focal System, IMSD, HRMO	
of GAD GFPS, Sec 36b RA 9710, Magna Carta on Women	as inputs to the planning and preparation of programs and projects Limited understanding and awareness of	and increase awareness in GAD related issues/ concerns To familiarize various GAD laws and	Services.	Tap the services of GAD expert or accredited PCW pool of trainers to conduct GAD Conduct training/orientation to newly-hired personnel/	-Capacity Building on Gender and Development conducted, a Leadership Training for DOLE 9 Middle Managers.	31	22	53	166,250.00			


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	GAD related issues/ concerns including GAD mainstreaming to DOLE programs/ projects.	policies and aligned it with DCLE Programs and Projects.	General Administration and Support Services.		Participation in National Women's Month Celebration Participation in Pink October Month (Breast Cancer Awareness Month) 92 DCLE Staff participated	23 28 50	11 0 46	34 28 96	957,085.00 175,300.00		
8. Limited sex disaggregation data and similar information that can help identify gender issues in a sector Creation and/or Strengthening of GAD GFPS, Sec 36b RA 9710, Magna Carta on Women	Lack of in-depth discussions and sharing of program implementation practices to address the surfacing gender issues and the concerns of the program beneficiaries	To familiarize various GAD laws and policies and related PAPs promoted and advocated	Support to Operations General Administration and Support Services.	Conduct of workshops involving in-depth discussion and sharing of program implementation practices among planners, program manager, and program implementers to address the surfacing gender issues and the concerns of the program beneficiaries	including new entrants, contractuels and outsourced personnel (78 Plantilla Positions/ 16 Outsource) All newly hired personnel trained/oriented with GAD sex disagggregated data				365,000.00	GAA	HRMC
				Conduct of workshops involving in-depth discussion and sharing of program implementation practices among planners, program manager, and program implementers to address the surfacing gender issues and the concerns of the program beneficiaries	sex disagggregated data -Training/orientation to planners, program managers and program implementers	2		2	3,300.00		
9. Limited sex disaggregation data and similar information that can help identify gender issues in a sector Creation and/or Strengthening of GAD GFPS, Sec 36b RA 9710, Magna Carta on Women	Low appreciation among planners, program managers, and program implementers in the field offices, on the value of sex-disagggregated data as inputs to the planning and preparation of programs and projects.	To strengthen mainstreaming of GAD- related issues/ concerns.	Support to Operations General Administration and Support	Establishment of lactation stations and child-bearing facilities in DOLE Offices	78. Number of DOLE Staff participated including new entrants and outsourced personnel	50	46	96	25,000.00	GAA	DOLE RO9
					DCLE-GAD Focal, Alternate/Focal Point system trained/attended in the GAD National Strategic Planning and Budgeting						

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10. Limited understanding of planners, program managers and program implementers on the needs and concerns of program beneficiaries and of the factors that may inhibit their participation on the DOLE programs/Creation and/or Strengthening of GAD Focal Points Sec 36b, R.A. 9710, Magna Carta on Women	Lack of training activities and sharing of program implementation practices to address the surfacing gender issues and the concerns of the program beneficiaries	Enhanced competency on analyzing GAD perspective in PAPs among DOLE planners, program managers and implementers		Conduct of Capacity Building Activities and General Development	Seminar on Video Documentation at DOLE 9 Conference Room on September 17-19 2018	8	9	17	165,000.00	GAA	DOLE RO9
11. Limited understanding of planners, program managers and program implementers on the needs and concerns of program beneficiaries and of the factors that may inhibit their participation on the DOLE programs/Creation and/or Strengthening of GAD Focal Points Sec 36b, R.A. 9710, Magna Carta on Women	Lack of training activities and sharing of program implementation practices to address the surfacing gender issues and the concerns of the program beneficiaries	Enhanced competency on analyzing GAD perspective in PAPs among DOLE planners, program managers and implementer		Conduct of Annual DOLE GAD Regional Strategic Planning and Budgeting /Year-End	DOLE MYPA & YEPA integrating GAD topics & concerns	13	11	24	528,304.00	GAA	RO and FOs
12. Limited involvement of DOLE Personnel in the Advocacy and Policy development efforts to address the current priority issues and corresponding interventions to solve them.	Limited exposure and knowledge of DOLE Personnel in the current GAD priority issues and corresponding interventions to solve them.	Promoted GAD related issues and concerns to mobilize the DOLE personnel in advocating gender laws policies		Participation in GAD-related activities to advocate and promote DOLE's interventions and support GAD	Support to all national celebration related to GAD such as: Womens Month, Pink October Walk, VAW C etc. Provincial/City Offices. Availability of GAD IEC Materials to walk in clients.	47	45	92	185,830.00	GAA	RO and FOs
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Note: Advance copy sent thru email Jan 4, 2019