

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2019**

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

**Organization:** Department of Labor and Employment

**Organization Category:** National Government, Line Agency

**Organization Hierarchy:** Department of Labor and Employment

**Total Budget/GAA of Organization:** 7,067,992,000.00

**Actual GAD Expenditure** 384,207,464.33 **Original Budget** 766,434,044.38  
**% Utilization of Budget** 50.13

**% of GAD Expenditure:** 5.44%

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>											
1	Limited representation of women in decision-making councils such as the Industry Tripartite Councils	Lack of policies encouraging and prescribing the presence of women in tripartite bodies	Increased participation of women in decision-making within the formal-sector thru membership in DOLE-recognized unions (regardless of status of employment and place of employment)	MFO: Labor Policy Services	Conduct of meetings and social dialogues with ITCs providing venues for discussion of policy issuances on labor and employment, where GAD issues are integrated.	Percentage of women members of labor unions/organizations involved in the policy & decision making processes - At least 20% of the members of labor unions/organizations are women involved in the policy & decision making processes	Regional Reports submitted for consolidation and analysis - 510 sector representatives are women who participated in 23 Meetings	1,798,300.0 0 GAA	1,917,517.0 7 GAA	Bureau of Labor Relations and Regional Offices	Done. Actual cost is 2.34% higher due to increase number of meetings as compared to previous years.



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2	High-vulnerability of women migrant workers	Jobs offered to women migrant workers are usually gendered in nature, in most case as household service workers and caregivers, which are generally located in workplaces that are hidden from public scrutiny which exposes them to higher risks of exploitation, economic and sexual abuse, and inhumane working conditions.	Gender-responsive DOLE welfare assistance services and reintegration programs for women and men migrant workers implemented	MFO: Labor force Welfare Services	Welfare services (counseling, legal services, medical/hospitalization, airport assistance and others) to women migrant workers	Percentage of women migrants seeking assistance provided with welfare services. - 100% of women migrants seeking assistance provided with welfare services.	361,098 female migrant workers assisted	760,000.00 GAA	760,000.00 GAA	International Labor Affairs Bureau and Philippine Overseas Labor Offices	Done.
3	High-vulnerability of women migrant workers	The need to establish a sex-disaggregated database to determine gender-sensitive programs and services for women migrant workers	Gender-responsive monitoring system for women and men migrant workers implemented and monitored in 2019	MFO: Labor force Welfare Services	Implementation and monitoring of Foreign Labor Operation Systems (FLOIS)	System maintained and Sex-Disaggregated Data of OFWs secured - FLOIS maintained and Sex-Disaggregated Data of OFWs secured	FLOIS maintained and Sex-Disaggregated Data of OFWs secured	275,000.00 GAA	10,000.00 GAA	International Labor Affairs Bureau and Philippine Overseas Labor Offices	Done.



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4	Low participation of women in paid employment	Women are more likely to be found as unpaid family workers in home-based industries and in the agriculture sector.	Improved employment level and access to employment opportunities, especially among women, through the implementation of gender responsive employment facilitation programs and its monitoring system	MFO: MFO 1: Employment Facilitation and Capacity-Building Services	Conduct and monitoring of Jobs Fairs, giving equal opportunities for men and women	A consolidated data with analysis - One (1) Consolidated Report on the Analysis on Men and Women's Participation and Placement in Jobs Fairs by end of December 2019  No. of women participated and assisted for placement in the job fair by region - Placement and job matching of women jobseekers to fill at least 360,000 jobs nationwide	Regional Reports submitted for consolidation and analysis  1,538 Job Fairs conducted 491,393 registered applicants (249,205 female applicants) 86,504 hired on the spot (44,459 female)	5,480,296.16 GAA	6,752,263.00 GAA	Bureau of Local Employment and Regional Offices	Done. Actual cost is 23.21% higher than the approved budget. Cost incurred in the development/production.



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5	Low participation of women in paid employment	Women are more likely to be found as unpaid family workers in home-based industries and in the agriculture sector.	Improved employment level and access to employment opportunities, especially among women, through the implementation of gender responsive employment facilitation programs and its monitoring system	MFO: Labor Policy Services  MFO: Employment Facilitation and Capacity-Building Services	Promotion of programs on employment facilitation and labor standards with GAD integrated topics	A consolidated report and analysis on the data gathered - One (1) consolidated report and analysis on the data gathered  No. of Regional reports with Sex-Dissaggregated Data on the participants for the activities promoting DOLE programs on employment facilitation and labor standards, with GAD integrated topics - 16 Regional reports with Sex-Dissaggregated Data on the participants for the activities promoting DOLE programs on employment facilitation and labor standards, with GAD integrated topics	Consolidated report gathered  Report submitted thru DOLE SPRS with SDD	3,628,000.00 GAA	3,515,894.00 GAA	Regional Offices	Done.



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6	Low participation of women in paid employment	Women are more likely to be found as unpaid family workers in home-based industries and in the agriculture sector.	Improved employment level and access to employment opportunities, especially among women, through the implementation of gender responsive employment facilitation programs and its monitoring system	MFO: Employment Facilitation and Capacity-Building Services	Provision of Labor Market Information to men and women	No. of persons provided with Labor Market Information and no. of institutions on Labor Market Information were given IEC materials with GAD perspective - 169,910 persons provided with Labor Market Information and 2,000 institutions on Labor Market Information were given IEC materials with GAD perspective	IEC Materials provided to 4.068 M individuals to 64,665 institutions	220,000.00 GAA	265,000.00 GAA	Regional Offices	Done.Production of some IEC Materials
7	Gender discriminatory practices of employers, poor working conditions, job insecurity, and below-minimum wages	Non-compliant employers/establishments	Improved the quality of women's employment characterized by reduced vulnerabilities through social dialogue, enhanced legal services, LLCS, SEnA, SpeED, and its monitoring/evaluation system	MFO: Labor Policy Services	Conduct of a National Labor Forum	Documentation Report including the Participation of Women Workers on the Forum - Documentation Report including the Participation of Women Workers on the Forum  Labor forum conducted by the end of 2019 - One (1) nationwide labor forum conducted by the end of 2019	not done  not done	1,162,900.00 GAA	0.00 GAA	Bureau of Labor Relations	Not Done.



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8	Gender discriminatory practices of employers, poor working conditions, job insecurity, and below-minimum wages	Non-compliant employers/establishments	Improved the quality of women's employment characterized by reduced vulnerabilities through social dialogue, enhanced legal services, LLCs, SEnA, SpeED, and its monitoring/evaluation system	MFO: Labor Policy Services	Conduct of Sugarcane Workers Summit	No. of Sugarcane Workers Summits conducted by the end of 2019 and no. of reports on the status of women workers on the sugarcane industry - One (1) Sugarcane Workers Summit conducted by the end of 2019 and one (1) report on the status of women workers on the sugarcane industry	100 women out of 200 participated in the Sugarcane Workers Summit	112,500.00 GAA	112,500.00 GAA	Region 11	Done.



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9	Gender discriminatory practices of employers, poor working conditions, job insecurity, and below-minimum wages	Non-compliant employers/establishments	Improved the quality of women's employment characterized by reduced vulnerabilities through social dialogue, enhanced legal services, LLCS, SEnA, SpeED, and its monitoring/evaluation system	MFO: Labor force Welfare Services	Provision of Legal Services for addressing GAD concerns of women and men workers	Increase in the number of women workers and PWDs who availed of the services by the Public Assistance and Complaints Unit (PACU) PACUs with a well established Women's Desk with assigned lawyer who is trained in handling gender issues in the workplace - Increase in the number of women workers and PWDs who availed of the services by the Public Assistance and Complaints Unit (PACU) PACUs with a well established Women's Desk with assigned lawyer who is trained in handling gender issues in the workplace	A total of 1,498 female clients were provided with legal advice	45,000.00 GAA	2,000.00 GAA	Legal Service and Public Assistance and Complaints Unit (PACU)	Done.Minimal cost incurred.

**ORGANIZATION-FOCUSED ACTIVITIES**



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10	Limited sex-disaggregated data and similar information that can help identify gender issues in a sector	Limited exposure and knowledge of DOLE personnel in the current GAD priority issues and corresponding interventions to solve them	Heightened the involvement of DOLE personnel in the development, amendment, legislation, and implementation of various laws and policies to ensure the protection, promotion, and advancement of women workers in the formal and informal sector.	MFO: Support to Operations	Continuous gathering of Sex-Disaggregated Data (SDD)	Offices duly submitted reports with SDD to Planning Service - Offices duly submitted reports with SDD to Planning Service	All office submitted their reports to Planning Service thru the DOLE Statistical Performance Reporting System	40,000.00 GAA	40,000.00 GAA	DOLE Central Office and Regional Offices	Done.





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11	Limited involvement of DOLE Personnel in the advocacy and policy development efforts to address the current gender issues of the country and the different parts of the world	Lack of capacity building and sharing of program implementation	Enhanced competency on analyzing GAD perspective in programs, projects, and activities	MFO: Support to Operations	Advocacy efforts and enhancement of GAD facilities	No. of information campaign or special event on GAD-related topics conducted by end of 2019 - One (1) information campaign or special event on GAD-related topic conducted per Region by end of 2019  No. of GAD corners maintained and updated every quarter - 27 GAD corner maintained and updated every quarter  No. of Lactation stations maintained and a consolidated report on the availment of its facilities - 20 Lactation stations maintained and a consolidated report on the availment of its facilities	Advocacy campaigns with GAD-related topics were conducted by regional offices and central offices.  All GAD corner and DOLE GAD Webpage were maintained and updated every quarter  All lactation stations were upgraded and maintained by DOLE Offices,	7,870, 208.9 4 GAA	2,663, 937.5 6 GAA	DOLE Central Office and Regional Offices	Done.Breakdown of Utilization per activity: 1. Info campaign: Php 1,200,984.60 2. GAD corner: Php 662,296.56 3. Lactation Station: Php 800,656.40 The reason for not utilizing the budget are as follows: 1. Info campaign/advocacy activities were included in orientation/seminar activities conducted by ROs to minimize cost. 2. Maintenance and updating of does not require big amount last year. 3. Not all regions upgraded their lactation station.



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12	Limited involvement of DOLE Personnel in the advocacy and policy development efforts to address the current gender issues of the country and the different parts of the world	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 and policies	MFO: Support to Operations	Participation of DOLE personnel to inter-agency GAD related activities as spearheaded by PCW, CSC, and others such as Women/s Month, VAWC, etc.	Percentage of DOLE personnel, attended and participated to inter-agency GAD related activities as spearheaded by PCW and others, such as Women/s Month, VAWC, etc. - At least 5% of DOLE personnel, attended and participated to inter-agency GAD related activities as spearheaded by PCW and others, such as Women/s Month, VAWC, etc.	DOLE Employees actively participated on the ff: • Learning Session on Gender Fair Media • Learning Session on the Rights of Women with Disabilities • Training of Trainers on Responsible Parenthood and Family Planning • Briefing of Salient Features of RA 11313 or the "Safe Spaces Act" • "Speak Up, Fight back: A Forum on Ending Gender Based Violence" and self-defense session • Growing Old with Dignity from Social Pension to Social Care for Elderly in the Philippines • Appreciation Course on New Legislative Measures relating to women workers • 18-Day VAW Campaign • Learning sessions on the IRR of RA 11210 • Briefing session on new social legislations/issuances on Batas Kasambahay	3,674,862.78 GAA	3,553,256.59 GAA	DOLE Central Office and Regional Offices	Done.



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13	Limited involvement of GFPS members on the current discussions and efforts to mainstream gender and development across the nation and the world	Limited participation of GFPS members to local and international GAD seminars	An actively involved GFPS to local and international GAD seminars, providing inputs and commitment to address gender issues	MFO: Support to Operations	Participation of personnel to local and international GAD seminars and provision of inputs to policies	Percentage of GAD Focal Point System, GAD-TWG, GAD Focal and Alternate Persons participated to local and international GAD seminars in 2019 and provision of inputs to policies - 90% of GAD Focal Point System, GAD-TWG, GAD Focal and Alternate Persons participated to local and international GAD seminars in 2019 and provision of inputs to policies	Three (3) GFPS members participated/attended in international seminars, as follows: <ul style="list-style-type: none"> <li>â€¢ Draft ASEAN Guidelines on Gender Mainstreaming into Labor and Employment Policies to Promote Decent Work for All</li> <li>â€¢ Guidelines on Gender Mainstreaming into Labor and Employment Policies</li> <li>â€¢ Scoping Mission on Demographic Dividend</li> <li>â€¢ Asia-Pacific Ministerial Conference on the Beijing 25 Review</li> <li>Local Seminars: TWG Meeting on the drafting/review of IRR of RA 11210 or the 105-day Expanded Maternity Law</li> </ul>	1,894,200.71 GAA	173,289.33 GAA	GAD Focal Point System, GAD Focal and Alternate Persons	Done. Budget was not utilized 100% because, travel expenses (i.e. airport, hotel accommodation, food) of some participants were shouldered/sponsored by the organizing committee.



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14	Limited understanding of planners, program managers, and program implementers on the gender needs and concerns of program beneficiaries and of the factors that may inhibit their participation on the DOLE programs	Lack of capacity building on GAD mainstreaming	Capacity building activities related to GAD mainstreaming implemented	MFO: Support to Operations	Conduct and participation to capacity-building activities on GAD	Percentage of the agencies conducted GAD capacity building/have personnel attended GAD capacity building by end of 2019 - 80% of the agencies conducted GAD capacity building/have personnel attended GAD capacity building by end of 2019	Conducted the following activities: - 33 Planning and Assessment conducted and were attended by 2,505 DOLE Employee - 87 newly-hired DOLE Employees attended in the Enhanced Induction Program for Newly Hired Personnel - Seven (7) GFPS members participated/attended the ff: a. Training-Workshop on the formulation of Gender and Development Agenda b. WomenBiz Forum on Work, Accelerate, Create and Transform	8,261,636.58 GAA	10,927,701.48 GAA	DOLE Central Office and Regional Offices	Done. Actual cost is 32.27% higher than the proposed budget due to budget constraints during the activity.



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15	Weak assessment of agency-wide GAD mainstreaming efforts	Limited exposure and knowledge of DOLE personnel in the current GAD priority issues and corresponding interventions to solve them	Development of gender-sensitive policies on various PAPs with GAD related concerns	MFO: Support to Operations	Conduct of gender audit, technical working group meetings, and GAD assessment for DOLE GFPS and other personnel	No. of orientation and training on gender audit and gender analysis of policies, programs, services for DOLE GFPS and other personnel, conducted by the end of 2019 - At least 4 DOLE GFPS Meetings (1 every quarter) conducted/attended per office  No. of Gender Audit conducted by the end of 2019 - At least 1 Gender Audit conducted by end of 2019	Several meetings were conducted, one of which, discussed the results of the DOLE's 2018 Gender Mainstreaming Evaluation Framework (GMEF) as pre-requisite for the GADtimpala Bronze Award and other related preparatory meetings.  Gender Audit conducted by DOLE-Internal Audit Service	665,586.51 GAA	931,122.18 GAA	DOLE Central Office and Regional Offices	Done. Actual cost is higher than 39.89% due to several meetings were conducted and the Internal Audit Service (IAS) conducted an assessment of the DOLE-GAD programs, thus, beneficial for the offices in the formulation of GAD policies for the succeeding years.
<b>ATTRIBUTED PROGRAM</b>											
16					DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)			402,567,920.00 GAA	152,573,241.68 GAA	Bureau of Workers with Special Concerns and Regional Offices	



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17					Special Program for the Employment of Students (SPES)			210,3 137,4 26,67 02,57 7.45 6.10 GAA GAA		Bureau of Local Employment (BLE) and Regional Offices	
18					Workers Organization and Development Program (WODP)			5,924,000.00 2,836,801.87 GAA GAA		Bureau of Labor Relations (BLR) and Regional Offices	
19					Family Welfare Program			6,428,400.00 6,428,400.00 GAA GAA		Bureau of Workers with Special Concerns and Regional Offices	
20					Labor and Employment Education Services (LEES)			7,174,770.00 2,030,459.91 GAA GAA		Bureau of Labor Relations and Regional Offices	



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21					DOLE Government Internship Program (GIP)			34,244,417.25 GAA	15,683,943.10 GAA	Bureau of Local Employment and Regional Offices	
22					Migrant Workers and Overseas Filipino Resource Center (MWOFRFC)			1,375,000.00 GAA	1,061,500.00 GAA	International Labor Affairs Bureau and Philippine Overseas Labor Offices	
23					Labor Laws Compliance System (LLCS)			55,748,600.00 GAA	31,330,713.20 GAA	Bureau of Working Conditions and Regional Offices	
24					Balik Pinay! Balik Hanapbuhay!			5,750,000.00 GAA	2,564,500.00 GAA	International Labor Affairs Bureau and Regional Offices	



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25					Jobstart			1,005,768.00 GAA	670,847.26 GAA	Bureau of Local Employment and Regional Offices	
<b>SUB-TOTAL</b>								766,434,044.38	384,207,464.33	GAA	
<b>TOTAL</b>								766,434,044.38	384,207,464.33		

Prepared By:	Approved By:	Date
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