

CIVIL SERVICE COMMISSION

BP 600-A: ANNUAL GAD ACCOMPLISHMENT REPORT

FY 2007

Report as of December 31, 2007

No.	Program/Activity/Project (1)	Gender Issue (2)	GAD Activity (3)	Results (4)	Cost (5)	Remarks (6)	Responsible Office
1	Incentives and Awards Program	Recognition of a workable, sustainable program on GAD	Formulation of a policy on inclusion on gender as an award category in the PRAISE	<ul style="list-style-type: none"> ▪ Proposed policy on the inclusion of Gawad KaAGAD (Katangi-tanging Aktibidades para sa GAD) in the CSC Enhanced PRAISE Guidelines 		approved in principle in Commission meeting dated Feb. 18, 2007	OPMD
2	Capacity Building Program	Lack of Gender awareness	Conduct of pilot GST/Training of Trainers	<ul style="list-style-type: none"> ▪ 2 batches of GST Training for Trainers conducted to CO/RO participants February 13-16, 2007 - 38 pax December 10-12, 2007 - 28 pax No. of accredited lead trainers = 24 No. of co-trainers = 18 	330,302.50 53,467.00		HRDO
			Implementation of GST	<ul style="list-style-type: none"> ▪ 2 batches of Gender Sensitivity Seminar conducted on March 14 and 30, 2007 with a total of 41 participants from CO GANG members, HRDO, OPMD, CSLO, OLA OCOM-FM, ERPO, PAIO, OCOM-C, PPSO and RO 2 	12,919.25		HRDO
		Inadequate skills of GAD advocates to identify gender issues at the workplace	Skills Enhancement Activity Part 1: Gender Analysis and Tools Part 2: GAD Budgeting	<ul style="list-style-type: none"> ▪ GAD Skills Enhancement Activity for GANG Members conducted on June 26-27, 2007 - GAD Issue Paper entitled EMPOWER (Engendering a More Proactive Organization for Women and Men's Rights) was approved by the Chair and distributed to the ROs through OM No. 62, s. 2007 dated July 18, 2007 - A work and financial plan on GAD for 2008 was prepared by GANG and approved by Chair Karina Constantino-David on September 18, 2007 	22,000.00		OPMD

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3	Wellness Program	Lack of a comprehensive program that will respond to the peculiar health concerns of women employees particularly women's reproductive health	Conduct of mammogram, sonogram/pap smear and digital rectal exam.	A month long medical program for this purpose was conducted during the Women's Month Celebration. A total of 157 female employees and 1 male employee availed of the following: Mammogram - 33 Pap Smear - 72 Sonomammogram ultrasound - 52 Digital Rectal Exam - 2	124,002.40		OPMD
4	Information Dissemination on GAD concerns	Promote awareness and sensitivity for gender equality	GAD Webpage in the CSC website	- 100% of GAD webpage reformatted - List of CSC Codi membership was updated			OPMIS
5	Advocacy Program 5.1 Women's Month Activity	Gender awareness at the level of the individual employee and how it affects work	Participation in GAD related activities	The following activities were undertaken during the Women's Month celebration: 1. Kick-Off activities - 10 minute message of Atty. Persida Rueda-Acosta during the flag raising ceremony on March 5 - National Celebration at the Ninoy Aquino Stadium on March 8 2. Capacity Building 3. Networking and Advocacy 4. Skills/Livelihood Programs 5. Consultative Meetings 6. Other activities - Film showing - Mass/Spiritual enrichment - CS Paper and Pencil Test	34,224.33 88,070.10 251,661.64 18,613.75 476.00 48.00 1,715.00 8,250.00		IAS & OPMD CSC Regional Offices OCH, OCOM-C, OLA, PRO CSC Regional Offices

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	5.2 Adopt an Institution for Women	Need to respond to the concerns of distressed women	Outreach ministry for women in need	<ul style="list-style-type: none"> ▪ Two institutions for physically and sexually abused women and children, including prostituted street children benefitted from the outreach activity, namely: <ul style="list-style-type: none"> - Serra Center for Girls - Tahanan Sta. Lucia, Inc. 		donations of cash and in kind from CSC employees cash collected was P7,650.00, which was used to defray the cost of the karaoke and washing machine	ERPO
	5.3 Learning Skills Program	Lack of information on men's traditional skills to be learned by women	Conduct of one on one teaching and demonstration of basic plumbing/ electrical/masonry skills	<ul style="list-style-type: none"> ▪ Conducted Training on Basic Learning Skills on Carpentry, Electrical and Plumbing on March 22, 2007 No. of CO pax - 30 	4,926.00	1st part- film showing 2nd part - actual demo 3rd part - hands-on training	IRMO
	5.4 Implementation of CSC Office's regular programs and projects using the GAD perspective A. GAD plan/GAD-related work included in regular yearly Work and Financial Plan (with outputs allocated/earning OPES points) B. Sex-disaggregated data included as statistical information used for the 2007 Honor Awards Program (HAP) Administration, Public Sector Unionism, Internal CSC PRAISE, CS exams Welfare/Medical Program	Need to use the GAD perspective in the operations and processes of CSC offices' regular programs, projects and activities Need to have a sex-disaggregated database on the HAP as basis for determining HAP trends	Review of existing programs and projects to identify potential areas for mainstreaming the GAD perspective in more of its PPAs Gather, consolidate and sex-disaggregate HAP nominations received and awardees for 2007 Develop report on the trend of women and men nominees and awardees	Per approved 2008 GAD Plan of the CSC, activities were incorporated in the 2008 Work and Financial Plan of each Office Presidential Lingkod Bayan Award Male = 3; Female = 2 Dangal ng Bayan Award Male = 5; Female = 1 CSC Pag-asa Award Male = 5; Female = 4 Note: PAIO maintains a database			ALL OFFICES PAIO

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		Need to have a sex-disaggregated database on the Internal CSC PRAISE as basis for determining PRAISE trends	Gather, consolidate and sex-disaggregate PRAISE nominations received and awardees for 2007	<ul style="list-style-type: none"> ▪ Database of PRAISE awardees developed covering the period 2001-2007 Note: OPMD maintains a database	-	-	OPMD																																																							
		Lack of sex-disaggregated data/statistics on examinations	Gather, consolidate data/statistics on CS exams and develop report on the trend of women and men passers	<table border="0" style="width: 100%;"> <tr> <td>CEOE</td> <td colspan="4" style="text-align: center;">Passed</td> </tr> <tr> <td></td> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> <td colspan="2"></td> </tr> <tr> <td>Regular</td> <td style="text-align: center;">167</td> <td style="text-align: center;">208</td> <td colspan="2"></td> </tr> <tr> <td>SWE-VA</td> <td style="text-align: center;">14</td> <td style="text-align: center;">19</td> <td colspan="2"></td> </tr> <tr> <td>SWE-AA</td> <td style="text-align: center;">4</td> <td style="text-align: center;">6</td> <td colspan="2"></td> </tr> <tr> <td>SWE-MA</td> <td style="text-align: center;">30</td> <td style="text-align: center;">31</td> <td colspan="2"></td> </tr> <tr><td colspan="5"> </td></tr> <tr> <td>CSE-PPT</td> <td colspan="2" style="text-align: center;">Professional Passed</td> <td colspan="2" style="text-align: center;">Sub-Professional Passed</td> </tr> <tr> <td></td> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> </tr> <tr> <td>11 Mar 07</td> <td style="text-align: center;">1400</td> <td style="text-align: center;">2339</td> <td style="text-align: center;">315</td> <td style="text-align: center;">511</td> </tr> <tr> <td>22 July 07</td> <td style="text-align: center;">1617</td> <td style="text-align: center;">2322</td> <td style="text-align: center;">412</td> <td style="text-align: center;">724</td> </tr> </table>	CEOE	Passed					Male	Female			Regular	167	208			SWE-VA	14	19			SWE-AA	4	6			SWE-MA	30	31								CSE-PPT	Professional Passed		Sub-Professional Passed			Male	Female	Male	Female	11 Mar 07	1400	2339	315	511	22 July 07	1617	2322	412	724			ERPO
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		Lack of sex-disaggregated data/statistics on Welfare Program	Gather, consolidate data/statistics on welfare program beneficiaries	Medical Assistance: 134 CO & RO male employees availed of medical assistance 342 CO & RO female employees availed of medical assistance Loans: 134 CO male employees availed of Welfare Fund loans 225 CO female employees availed of WF loans Note: OPMD maintains a database			OPMD																																																							

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		Lack of sex-disaggregated data/statistics on the availment of Solo Parent Act	Gather, consolidate data/statistics on Solo Parent beneficiaries	Parental Leave <table border="1" data-bbox="1352 422 1921 527"> <thead> <tr> <th></th> <th colspan="2">2004</th> <th colspan="2">2005</th> <th colspan="2">2006</th> <th colspan="2">2007</th> </tr> <tr> <th></th> <th>M</th> <th>F</th> <th>M</th> <th>F</th> <th>M</th> <th>F</th> <th>M</th> <th>F</th> </tr> </thead> <tbody> <tr> <td>RO</td> <td>-</td> <td>8</td> <td>-</td> <td>11</td> <td>-</td> <td>12</td> <td>-</td> <td>14</td> </tr> <tr> <td>CO</td> <td>-</td> <td>2</td> <td>1</td> <td>4</td> <td>1</td> <td>7</td> <td>1</td> <td>7</td> </tr> </tbody> </table> Anti-VAWC Leave - none reported A survey across all CSC offices nationwide was conducted in October-November 2007		2004		2005		2006		2007			M	F	M	F	M	F	M	F	RO	-	8	-	11	-	12	-	14	CO	-	2	1	4	1	7	1	7			OPMD
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	5.5 Continuous use of non-sexist language in PAIOs official communications A. Gender-fair publications and PAIO office correspondences/ documents B. Features/articles on CSC's GAD initiatives and efforts published	Need to advocate for the continuous use of non-sexist language in all official communications of all PAIO officials and staff	Institutionalization of the review and editing of CSC publications, office correspondences, papers and other written communications that may still not reflect non-sexist language	A conscious effort is continually being made to produce gender-sensitive designs of PAIO's campaign materials for its regular projects like the Honor Awards Program, CSC Mamamayan Hindi Mamaya Na Program, and the CSC Public Service Delivery Audit. News articles, media releases and documents to be used for various media in print, broadcast and TV were made gender-sensitive			PAIO/ ALL OFFICES																																				
	5.6 Organizational/Consultative meetings and planning sessions of Gender Advocacy Networking Group (GANG)	Need to strengthen operationalization of the GANG in CSC	Conduct of meetings and planning sessions of GANG in CSC Development of E-Discussion group	<ul style="list-style-type: none"> ▪ Meeting on February 7 re: activities for the Women's Month celebration ▪ Planning Session conducted on July 11, 2007 ▪ Meeting on October 30 re: activities for the 18-Day Campaign to End VAW 	1,000.00 4,500.00 1,300.00		OPMD																																				

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	5.7 18-Day Campaign to End VAW (Nov. 25 - Dec. 12, 2007)	Low level of awareness on violence against women	<ul style="list-style-type: none"> - Symbolic Opening of the Activity - Participation of GANG members in the Opening Program - Media Interviews with GANG - Setting-up of freedom wall - Conduct of Forum 	<ul style="list-style-type: none"> ▪ 20 GANG members joined the opening program at the Marikina Theatre - Selected officials and employees who are advocates of anti-VAW rendered resource speaking services on CSC policies on solo parent and victims of domestic violence ▪ The freedom wall drew views/opinions on VAW of men and women in CSC as well as the transacting public ▪ Forum entitled "Timaan Ka Ba? Tama Na! Mga Kwento ng Karahasan, Katatagan at Tagumpay" was conducted on Dec. 12, 2007. A documentation report was approved by the Chair and disseminated to all CSC offices through OM No. 4, s. 2008 dated January 11, 2008 	15,136.25		OPMD OPMIS CSLO OLA
6	Acquisition and purchase of materials on GAD related issues for the Resource Center	Inadequate GAD-related materials for information and research purpose	Linkage/network with NGOs, GO's and other institutions Provide/Disseminate information on available/newly acquired library materials on GAD through Q Subject Bibliography	<ul style="list-style-type: none"> ▪ Five books were purchased and included in the GAD Resource Center <ol style="list-style-type: none"> 1. 25 Activities for Developing Team Leaders 2. Customer Service A Practical Approach 3. Effective Training systems, Strategies, Etc. 4. Human Resources Management 5. Essentials of Psychological Testing 	18,165.65	Aug-07	IRMO
TOTAL					990,777.87		

Prepared by:

SIGNED
NOREEN BOOTS GOCON-GRAGASIN
 Director III
 Chair, Internal GAD Concerns

Approved by:

SIGNED
MARY ANN FERNANDEZ-MENDOZA
 Commissioner

Date:

17-Apr-08
 DAY/MO/YR