



PS-DBM SUPPORTS GENDER EQUALITY¹ THROUGH GENDER AND DEVELOPMENT (GAD) PROGRAM 2013-2022 AND BEYOND

I. OBJECTIVES

The Procurement Service of the Department of Budget and Management (PS-DBM) is committed to institutionalize the GAD within the context of the organization's mandate as a central procuring entity for Common-use Supplies and Equipment (CSE) to achieve the following objectives:

- a. To continuously adapt the GAD program aligned with the Rules;
- b. To strengthen gender mainstreaming by focusing on the activities and projects that promote inclusiveness among its stakeholders; and
- c. To fully support and encourage gender equality by being responsive to the current needs of PS-DBM aligned with the Ambisyon Natin 2040 and the Philippine Development Plans².

II. LEGAL BASES

- a. Republic Act No. 9710, s. 2009- The Magna Carta of Women (MCW)
- b. Republic Act No. 10398, s. 2013-An Act Declaring November Twenty-Five of Every Year " National Consciousness Day for the Elimination of Violence Against Women and Children"
- c. Other GAD Related Legislations³
- d. Plan Framework of the Philippine Plan for Gender-Responsive Development⁴ (1995-2025)
- e. Updated Philippine Development Plans (PDP) 2017-2022 and 2023-2028
- f. Philippine Commission on Women (PCW) Updated Gender Equality and Women's Empowerment Plan 2019-2025, s. 2022
- g. PCW | GAD Focal Point System: Functionality Assessment Tool for National Government Agencies, s. 2022
- h. PCW | Gender Mainstreaming Monitoring System: Overview
- i. PCW's Memorandum Circulars

¹Sustainable Development Goals (SDGs) No. 5 "Achieve gender equality and empower all women and girls"

²Updated PDP 2017-2022 and PDP 2023-2028 " Economic Transformation for a Prosperous, Inclusive, and Resilient Society

³**Republic Act No. 11148:** Kalusugan at Nutrisyon ng Mag-Nanay Act (approved on November 29, 2018); **Republic Act No. 11210:** 105-Day Expanded Maternity Leave Law (approved on February 20, 2019); **Republic Act No. 11313:** Safe Spaces Act (approved on April 17, 2019); **Republic Act No. 11596:** An Act Prohibiting the Practice of Child Marriage and Imposing Penalties for Violations Thereof (approved on December 10, 2021); **Republic Act No. 11648:** Special Protection of Children Against Abuse, Exploitation and Discrimination Act (approved on March 4, 2022); **Republic Act No. 11861:** Expanded Solo Parents Welfare Act (lapsed) (lapsed into law -June 4, 2022); **Republic Act No. 11862:** An Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds Therefor, Amending for the Purpose Republic Act No. 9208, As Amended, Otherwise Known As the Anti-Trafficking in Persons Act of 2003, and Other Special Laws (approved on June 23, 2022); **Republic Act No. 11930:** Anti-Online Sexual Abuse and Exploitation of Children (OSAEC) Law (lapsed into law – July 30, 2022)-[Source: <https://pcw.gov.ph/legislative-agenda-19th-congress/>] and Other Laws and Policies on Women (<https://pcw.gov.ph/laws-and-policies-on-women/>), date retrieved 16 November 2022

⁴ <https://www.dbm.gov.ph/index.php/transparency/329-gender-and-development-calabarzon/laws-and-issuances/2340-philippine-plan-for-gender-responsive-development-1995-2025>

III. INSTITUTIONAL FRAMEWORK

SDG 5 or Goal 5's primary focus is to "achieve gender equality and empower all women and girls." It has eight (8) major targets and several indicators in each target.

For this program⁵, the focus is more on Target No. 5.1, 5.5, and 5.6. Under these targets there are three(3) indicators, to wit:

Goals and targets (from the 2030 Agenda for Sustainable Development)	Indicators
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women in managerial positions
5.6 (b) Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.6 (b.1) Proportion of individuals who own a mobile telephone by sex.

Source: Global indicator framework for the Sustainable Development Goals and targets of the 2030 Agenda for Sustainable Development (A/RES/71/313; E/CN.3/2018-2022, UN SDGs)

Section 36, Chapter VI of the Republic Act (RA) No. 9710, s. 2009 focuses on gender mainstreaming as the strategy for implementing the Magna Carta of Women (MCW) "All departments, including their **attached agencies**, offices, bureaus, state universities and colleges, government-owned and -controlled corporations, local government units, and other government instrumentalities **shall adopt gender mainstreaming** as a **strategy to promote women's human rights and eliminate gender discrimination** in their **systems, structures, policies, programs, processes, and procedures** which shall include, but not limited to, the following:

- a. Planning, budgeting, monitoring, and evaluation for GAD...xxx
- b. Creation and/or Strengthening of the GAD Focal Points (GFP)...xxx
- c. Generation and Maintenance of GAD Database...xxx"

The GAD programs, activities and projects are not only about training, seminar, workshops, or conferences. They are part of holistic approach of the agency on how the strategy concerning gender mainstreaming can be built-in into the "systems, structures, policies, programs, processes, and procedures" that promote gender equality with a focus "on women as a disadvantaged group⁶."

"Ambisyon Natin 2040 represents the collective long-term vision and aspirations of the Filipino people for themselves and for the country in the next 25 years. It describes the kind of life that people want to live and how the country will be by 2040⁷." One of the visions that is suitable to the PS-DBM is to have a "secure or

⁵ PS-DBM Support to Gender Equality Through Gender and Development (GAD) CY 2022 Onwards

⁶ Page 1, Macro Context of Philippine Plan for Gender-Responsive Development (PPGD), Plan Framework of the Philippine Plan for Gender-Responsive Development, 1995-2025

⁷ Abridged version of Ambisyon Natin 2040



panatag” organization that focuses on servicing its clients with resilience and enthusiasm despite challenges.

In this context, we will strengthen the trust⁸ and confidence of our stakeholders by building a high-trust organization that can provide better services without discrimination and provides equal opportunities to serve in different parts of the Philippine archipelago with efficiency and effectiveness through the utilization of technology as part of the Management thrust in good governance. This is one of the client-based focused of gender and development in the PS-DBM and PhilGEPS, an institution built with a vision as “the trusted and preferred procurement partner of the public sector in the Philippines providing smart procurement solutions”.

The UNSDG Indicator 5.6 (b)⁹ focuses more on mobile technology as an enabler of women’s empowerment. However, in the PS-DBM the enabling technology is broad, it is not only on mobile telephones but also on the internet of things (IoT). By definition, the IoT is “the networking capability that allows information to be sent to and received from objects and devices (such as fixtures and kitchen appliances) using the Internet”¹⁰.

The PhilGEPS runs through the use of internet technology. Section 8.1.1, 8th Edition IRR, RA 9184, states that “To promote transparency and efficiency, **information and communications technology** shall be utilized in the conduct of procurement procedures.” Thus, the PhilGEPS shall be the primary focus of gender mainstreaming relative to GAD client-based related activities. The use of analytics can help derive data on how many owners of businesses registered in the PhilGEPS are women.

Based on the 2017 Global Conference on Women and Entrepreneurship¹¹, procurement is identified as one of the key drivers “to create economic opportunities for women-owned businesses as suppliers to governments, international organizations, and corporations which procure goods and services from companies to carry out their functions.” Thus, e-commerce on which the PhilGEPS anchored into is a “powerful vehicle of women’s entrepreneurship and empowerment.”

Similarly, the use of a Virtual Store (VS), one of the features of PhilGEPS, is an opportunity for women in the government service to enhance their capabilities and empower themselves by engaging in an interactive platform that provides efficiency and effectiveness in performing their functions.

It is a whole of government approach and encompasses the human capital as the prime movers of development. Thus, our commitment to operational excellence is possible.

Shown below is the graphical presentation of the institutional framework representing the PS-DBM concepts of gender and development based on its mandates¹².

⁸Filipinos trust their government because it is free of corruption and provides service to all its citizens **equally** (emphasis supplied)

⁹ Enhance the use of enabling technology, in particular **information and communications technology**, to promote the empowerment of women (emphasis supplied)

¹⁰ <https://www.merriam-webster.com/dictionary/Internet%20of%20Things>

¹¹ <https://www.unwomen.org/en/news/stories/2017/7/speech-ded-puri-she-era> (date retrieved, 27 November 2022)

¹²...implement and operate a central procurement system (page 2-3, E.O 359, s. 1989)

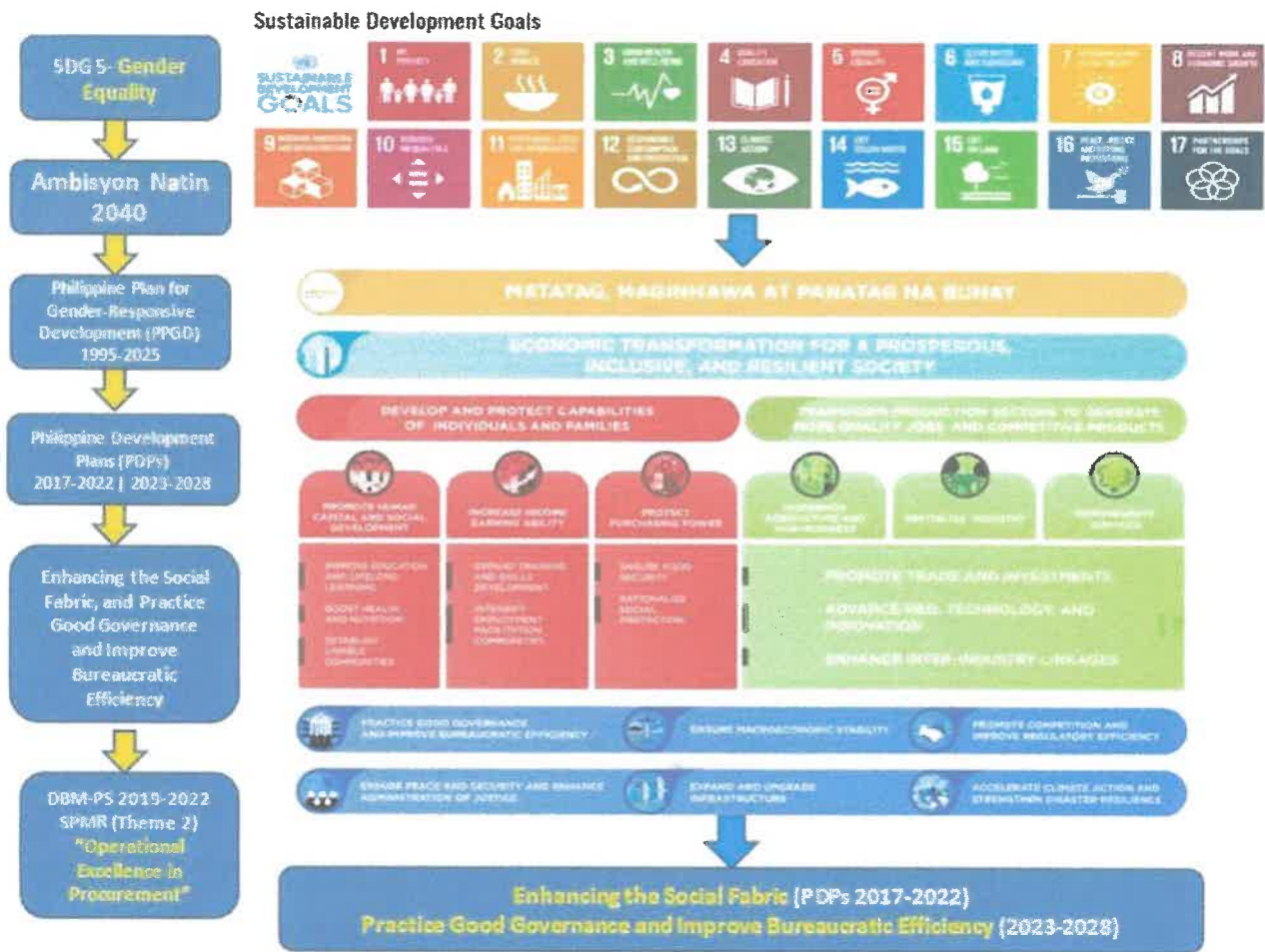


Figure No. 1 PS-DBM Gender and Development Institutional Framework

IV. HISTORICAL HIGHLIGHTS

In PS-DBM, the GAD started in the year 2013 through the creation of Committee on Gender and Development (COGAD) per Office Order No. 198-13 dated 11 September 2013. The COGAD comprises of six (6) team members, sixty-seven (67%) of which are Female and thirty-three percent (33%) Male, and the Technical Working Group (TWG), acted concurrently as the Secretariat.

The COGAD evolved relative to the changes in the organization's management structure infusing innovations set by the administration to inculcate reforms aligned with its mandates.

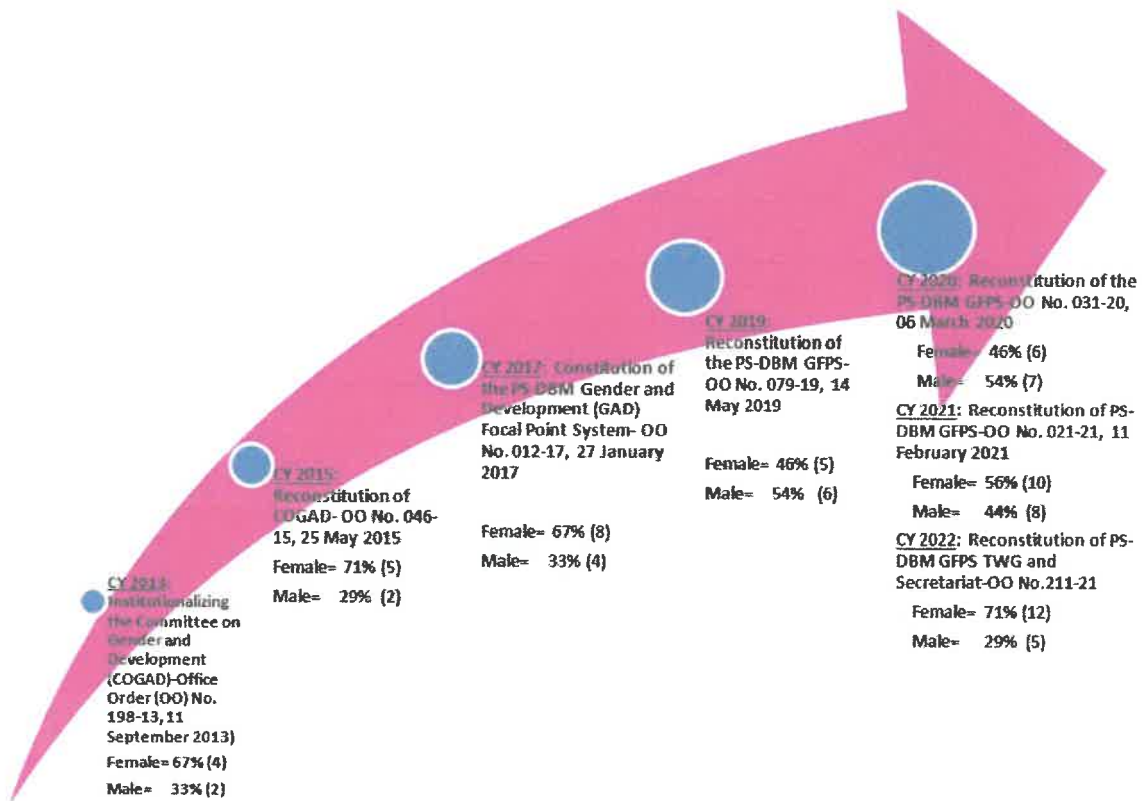


Figure No. 2 Historical Milestone of GAD Committee in PS-DBM

Based on Figure No. 2, for the ten (10) year period on which the GAD has been institutionalized in the structure of PS-DBM, there was no period during which the sharing of accountability of the Committee in terms of the physiological category of Sex was equalized.

Period Covered		Gender Category				Total [A+ B] C
		Female (A)		Male (B)		
		Qty.	%	Qty.	%	
1	2013	4	67%	2	33%	6
2	2014	4	67%	2	33%	6
3	2015	5	71%	2	29%	7
4	2016	5	71%	2	29%	7
5	2017	8	67%	4	33%	12
6	2018	8	67%	4	33%	12
7	2019	5	45%	6	55%	11
8	2020	6	46%	7	54%	13
9	2021	10	56%	8	44%	18
10	2022	12	71%	5	29%	17
Total:		67		42		109
Average:		6.7		4.2		10.9
Percentage (%) Share:		61%		39%		100%
% Increase of Women Based on the 50% Sharing of Power in the GFPS (61%-50%):						11%

Table 1. Average Percentage Share of Women in PS-DBM GFPS Structure



In addition, there was an instance in which the male membership in the GFPS was eight percent (8%) higher in CY 2019-2020 in comparison to the female.

However, on average, for the 10-year period, the GAD Focal Point System (GFPS) in PS-DBM is mostly dominated by females by eleven percent (11%) on the basis of the 50/50 sharing of power. Thus, sixty-one percent (61%) are female and thirty-nine percent (39%) are male.

Nevertheless, the opportunity to lead the PS-DBM GFPS was provided for both males and females, irrespective of gender preference.

V. GAD AGENDA

In terms of the GAD agenda, although this is not expressly implied in various office order issuances, in CY 2013 to 2022, opportunities were provided to empower both men and women of PS-DBM. These were through capacity-building training and inclusions to all undertakings, such as Teams, Task Force/s, Committees, and Groups. They contributed critical insights to the head of the agency that led to the development of policies and/or guidelines in order to strengthen the structure/s, systems, and processes of the PS-DBM and its PhilGEPS.

a. GAD Strategic Framework

The PS-DBM GAD Strategic Framework¹³ was conceptualized and aligned with SDG Goal No. 5 stated in Figure No. 1 and the mandates of the PS-DBM that revolved around the operations of the centralized procurement system and the management of its PhilGEPS anchored with its vision¹⁴ and mission¹⁵.

a.1 Gender issues identified

The following are the major gender issues/GAD mandate/s identified, to wit:

- i. Client-focused gender issue¹⁶
 1. Limited conscious effort to recognize the importance of women's involvement in public procurement, specifically in the utilization of the PhilGEPS Registration System for public procurement opportunities [Section 8, Updated 8th Edition IRR, RA 9184 (Procurement by Electronic Means and the Philippine Government Electronic Procurement System)].

¹³Annex A-GAD Strategic Framework Template

¹⁴Vision: Procurement Service is the trusted and preferred procurement partner of the public sector in the Philippines providing smart procurement solutions. (<https://ps-philgeps.gov.ph/home/index.php/about-ps/mandate>)

¹⁵Mission: (1) Procure quality government requirements efficiently and economically from reputable sources, (2) Provide excellent customer service responsive to the needs of its stakeholders, (3) Foster integrity and a fair, transparent, and competitive environment in procurement, (4) Develop its human capital as the country's leading procurement and supply chain professionals, (5) Ensure stable, progressive, and sustainable operations, (6) Introduce and sustain smart and innovative products and procurement solutions. (<https://ps-philgeps.gov.ph/home/index.php/about-ps/mandate>)

¹⁶ A client-focused gender issue refers to gap/s arising from the unequal status of women and men stakeholders (customers, clients, beneficiaries) of a particular agency including the extent of their disparity over access to benefits from and contribution to a policy, program, projects and/or services of the agency. (Page 2 of 11, Annex B, PCW Memorandum Circular No. 2018-04)



ii. Organization-focused gender issues¹⁷

1. Limited capabilities of Procurement Service (PS) GAD Focal Points System (GFPS) and its Technical Working Group (TWG).
2. Limited knowledge and awareness of PS personnel on GAD mandates and gender issues.
3. Absence of GAD perspective in PS-DBM operating policies, manuals, and other issuances.
4. Participation in the 18-Day Campaign to End Violence Against Women per Proclamation 1172 declaring November 25 to December 12 of Every Year as the "18-Day Campaign to end Violence Against Women".
5. CSC MC No. 12, s. 2005 "2005 of Non-sexist language in all documents, communications and issuances/Gender fair language in all documents, communications and issuances.
6. National Women's Month Celebration in accordance with Proclamation No. 224, s. 1988-Declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day; Proclamation No. 277, s. 1988-Providing observance of the month of March as Women's Role in History Month; Republic Act (RA) 6949, s. 1990-Declaring March 8 of every year as National Women's Day.
7. Lack of appropriate facilities for women employees of PS-DBM as required under Section 6, RA 10028 (Expanded Breastfeeding Promotion Act of 2009)

iii. Attributed Program/s

1. Modernization of PhilGEPS

The PS-DBM budget attribution using Harmonized Gender and Development Goal (HGDG) was based on the responses to the generic GAD checklist for designing and evaluating funding facilities. The basis is from HGDG, Box 5-GAD Checklist for Project Identification and Box 6-GAD Checklist for designing projects, on which for FY 2023 the "Modernization of PhilGEPS has a total rating score of 16.18 or 80.90% which interpreted that the "Proposed projects is gender responsive".

The attribution of the GAD budget to PS and MOOE is aligned with the PS mandates as a central procuring system for CSEs and the management of the PhilGEPS.

¹⁷An organization-focused gender issue, on the other hand, points to the **gap/s** in the capacity of the organization to **integrate gender dimension** in its **programs, systems or structure**. [emphasis supplied (Step 2, page 2 of 11, Annex B, PCW Memorandum Circular No. 2018-04)]



a.2 GAD Vision and Mission

Vision¹⁸

Procurement Service (PS) is a gender-inclusive and responsive organization supportive of human capital development that promotes equality by providing smart procurement and services.

Mission/s¹⁹

Our missions as a gender-inclusive and responsive organization are to:

- Promote procurement of quality goods and services by leveraging the Information and Communication Technology (ICT) to empower all of its stakeholders;
- Provide capacity development that will foster equality and enhance service excellence of all genders in public service; and
- Ensure adherence to applicable Rules supportive of gender and development.

Goals

Our goals will focus on the gender issues identified, to wit:

For Client:

1. To build the capabilities of external stakeholders on awareness and responsiveness by utilizing the PS-DBM's PhilGEPS features and functionalities and other IT Systems regardless of gender preference as a registered/authorized representative of their organization.

For Organization:

1. To strengthen the GAD Focal Point System (GFPS); and
2. To build the capabilities of PS-DBM personnel on gender awareness and responsiveness.

a. GAD Strategic Plan

For the details of the PS GAD Strategic Plan, please refer to Annex B.

VI. CHALLENGES

The PS-DBM experienced significant organizational changes because of the volatility of its structure as a contractual organization created under Letter of Instructions (LOI) 755, s. 1989 and Executive Order No. 359, s. 1989.

Some of the challenges are the following:

1. High turn-over of PS-DBM personnel due to transfer of office, resignation, and retirement among others;
2. Changes in management leadership and priority areas;
3. Personnel's low-level of knowledge of the gender and development program of the government; and

¹⁸The **GAD vision** reflects the PS-DBM projected direction to achieve its **gender equality and women's empowerment** based on its **mandate, priorities and thrusts**. [emphasis supplied (Step 3, page 2 of 11, Annex B, PCW Memorandum Circular No. 2018-04)]

¹⁹ The **GAD mission** of PS-DBM **articulate** the agency's purpose based on its mandate in relation to achieving gender equality and women's empowerment.[emphasis supplied (Step 3, page 2 of 11, Annex B, PCW Memorandum Circular No. 2018-04)



4. Low level of commitment, compliance and focus on the GAD-related activities as prescribed by the PCW through its Memorandum Circulars.

VII. ACCOMPLISHMENT/S

The GAD accomplishment in PS-DBM can be measured in terms of awareness and implementation of programs, projects, and activities (PPAs) that provide equal opportunity for both men and women.

Although there were gray areas in reporting because of the changes in leadership and the other human resource actions in line with the contractual status of PS-DBM as an institution, the commitment to institute gender equality has been present for almost a decade. Most activities were embedded into the PS-DBM PPAs. There were activities that were indirectly²⁰ attributed to GAD but they had impact that created awareness that gender equality was participatory and empowering.

a. Client-focused

For the client-based focused activity of the GAD, PS-DBM²¹ substantially supported its external stakeholders through procurement reforms by utilizing ICT/technology by means of the Philippine Government Electronic Procurement System (PhilGEPS). Thus, GAD-related activities will harmonize the mandates of PS and its PhilGEPS are incorporated as part of the regular GAD PPAs.

Based on the PhilGEPS Open Data as of 25 November 2022, it has a total of 62,365 registered government agencies from the National, Local, GOCCs/GFIs, and SUCs, and 266,645 registered merchant users. Thus, there is a big opportunity for PS to expand its program to empower all of its stakeholders through the utilization of Information and Communication Technology (ICT) to bridge the gap on the digital divide, especially on the new features of PhilGEPS.

The commitment of PS-DBM concerning GAD related issues/mandate on PhilGEPS was based on the approved FY 2019 DBM Strategic Performance Management Review (SPMR) for the "Modernization of PhilGEPS", including its commitment to the Open Government Partnership (OGP) as incorporated to the 5th National Action Plan (NAP) revised 2019-2022.

The PhilGEPS, as managed by PS-DBM, is a member of the Open Government Partnership²² (<https://www.opengovpartnership.org/about/who-we-are/>) as one of its effort to improve its service

The focus of OGP is "the right to information, gender²³ and inclusion²⁴, digital

²⁰Attributed programs (i.e., Personnel Services and MOOE) aligned with PS-DBM mandates under Section 2(b), E.O 359, s. 1989," In line with the mandate of Executive Order No. 285, the Procurement Service (PS) of the Department of Budget and Management (DBM) and its Inter-Agency Bids and Awards Committee created under Letter of Instructions No. 755 shall be maintained as the regular organizational units to implement and operate a central procurement system. Accordingly, DBM shall in accordance with Executive Order No. 86, establish Regional Depots as part of the regular organization structure of the Procurement Service from which government agencies may locally purchase their common use supplies, materials and equipment requirements.

²¹Section 8.3.1 ... The DBM-PS shall assist Procuring Entities to ensure their on-line connectivity and help in training their personnel responsible for the operation of the PhilGEPS from their terminals (Source: 8th Edition, Updated IRR, RA 9184)

²² The Partnership is made up of people from government, civil society, business, non-profits, and more. They are supported by OGP staff and IRM researchers and a Steering Committee and Board of Directors provide oversight.

²³ <https://www.opengovpartnership.org/policy-area/gender/>



governance and rights, protection of civic space and natural resources, and corruption are some of the issues addressed by OGP participants.” Thus, PS-DBM is committed²⁵ to achieving transparency through PhilGEPS Open Data²⁶.

b. Organizations-focused

Relative to the organization-focused activities, there were many programs implemented that consciously provide awareness of what gender and development are all about. It was only in CY 2020 that massive GAD activities were conducted. Although there were several restrictions because of the pandemic, they did not hinder the organization in its thrust to promote gender equality.

The GAD activities pertaining to the organizations-focused are reflected in the approved GAD Plan Budget for the year, such as but not limited to the following:

1. Profiling of the GFPS members and attendance to training on GAD related topics, such as Gender Sensitivity Training (GST), Gender Analysis (GA), Gender Mainstreaming (GM), Gender Development and Social Inclusion (GDSI), and Gender-Fair Communication (GFC) among others;
2. Integration of GAD briefing in the new employee’s orientation...;
3. Gender Analysis and Assessment through Gender Mainstreaming Evaluation Framework (GMEF);
4. Activities in support of the 18-day campaign to End Violence Against Women and Children...;
5. Issuance of policy on the use of gender-fair language and provide training to PS-DBM personnel; and
6. Conduct related activities for the Women’s Month Celebration CY 2023 per PCW Memorandum Circular.

The enumerated activities are some of the planned endeavor of the GFPS for FY 2023 that aligns with the current needs of the PS-DBM in support of Gender Equality through GAD.

Nevertheless, the PS-DBM still needs to pursue its vision as a gender-inclusive organization supportive of human capital development.

c. Attributed Programs

The attribution of GAD in the systems, structure and processes is present. However, there is no emphasis in the reporting as regards to the disaggregation of the results/outcome in terms of the physiological aspect of Sex. Nevertheless, the GFPS is committed to institutionalizing the mechanism in order to ensure proper monitoring and evaluation that will help to keep track of the progress of the undertakings.

Presently, the “modernization of PhilGEPS” is the flagship program of PS-DBM that is attributed to GAD based on its commitment to 5th NAP revised 2019-2022.

²⁴ <https://www.opengovpartnership.org/policy-area/inclusion/>

²⁵ <https://www.opengovpartnership.org/members/philippines/#commitments>

²⁶ <https://open.philgeps.gov.ph/>

VIII. FUTURE DIRECTIONS

The PS-DBM through its GFPS shall continuously promote and implement balanced and gender-responsive programs, projects, and activities aligned with the Rules. The present Management supports and advocates for gender mainstreaming as one of its good governance mechanisms.

Gender Issue/GAD Mandate ²⁷	GAD Result Statement/Objective	Performance Indicators	Responsibility Center/Functional Groups ²⁸
1. Limited conscious effort to recognize the importance of women's involvement in public procurement, specifically in the utilization of the PhilGEPS Registration System for public procurement opportunities/Section 8, Updated 8th Edition IRR, RA 9184 (Procurement by Electronic Means and the Philippine Government Electronic Procurement System)	To institutionalize digital GAD database of merchants/suppliers via the modernized PhilGEPS to identify root causes of their issues/concerns and perspective on the Office's GAD efforts	List of evidence-based digital GAD database of gender issues for PS-DBM PhilGEPS clients generated through the system via PhilGEPS Open Data (https://open.philgeps.gov.ph/)	PhilGEPS Operations Group Procurement Divisions (PDs)
2. Limited capabilities of Procurement Service (PS) GAD Focal Points System (GFPS) and its Technical Working Group (TWG)	To strengthen the GFPS	Number of GFPS members who have attended the GAD-related training - At least 90% of GFPS members have attended the GAD-related training	GFPS AFG-HRDD OED
3. Limited knowledge and awareness of PS personnel on GAD mandates and gender issues	To build the capabilities of PS-DBM personnel on gender awareness and responsiveness	Number of employees to attend the New Employee Orientation - a) 100% of New Employees attended the New Employee Orientation-b) 100% of Present PS-DBM Personnel	GFPS AFG-HRDD OED
4. Absence of GAD perspective in PS-DBM operating policies, manuals, and other issuances	Conduct of Gender Audit to examine the agency's level of Gender Mainstreaming, the gender responsiveness of its policies, program, projects, and the level of competence of its personnel to adopt gender mainstreaming in procurement activities	Results of administering the enhanced GMEF-Results of administering the enhanced GMEF Target date of the gender audit-Gender Audit conducted in the 1st quarter of the year 2023 to establish baselines for other GAD activities	GFPS, All Divisions of PS-Main and PhilGEPS
5. Participation in the 18-Day Campaign to End Violence Against Women per RA No. 10398 "An Act Declaring November Twenty-Five of every year as "National Consciousness Day for Elimination of Violence	To increase awareness of the problem of violence and the elimination of all forms of violence against women and girls and participate in the 18-day Campaign to EVAW	Conduct at least 1 activity per year in support of VAWC campaign.	General Services Division (GSD) Marketing and Sales Division (MSD) Information and Technology Services Division (ITSD)

²⁷The gender issue/GAD mandate is not limited to the enumerated lists as approved by the PS-DBM GAD Focal Point System, it depends on the annual/periodic needs of the organization based on its commitment to SDG No. 5-Gender Equality.

²⁸Per inquiry/technical consultation with the PCW GMMS Reviewer, it is not all-inclusive that the GFPS shall be the main responsibility center for every gender issue/GAD mandate. The GFPS is the oversight of that particular activity to monitor the progress of the undertaking/s aligned with the context of PS-DBM Gender and Development Program.



Against Women and Children", s. 2013; Proclamation 1172 declaring November 25 to December 12 of Every Year as the "18-Day Campaign to end Violence Against Women"			
6. CSC MC No. 12, s. 2005 "2005 of Non-sexist language in all documents, communications and issuances/Gender fair language in all documents, communications and issuances	Gender-sensitive language shall be used at all times in all PS-DBM communications with internal and external stakeholders	Office Order in the use of gender-fair language and images in Procurement Service issuances released. Multimedia GAD corner set-up and GAD section in the PS Express maintained	OG-MSD PhilGEPS ITSD AFG-HRDD GFPS
7. National Women's Month Celebration in accordance with Proclamation No. 224, s. 1988 - Declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day; Proclamation No. 277, s. 1988 - Providing observance of the month of March as Women's Role in History Month; Republic Act (RA) 6949, s. 1990 - Declaring March 8 of every year as National Women's Day	To increase awareness on GAD and participate in the National Women's Month activities of the PCW .	Number of employees participated in the activities of the PCW for the National Women's Month Celebration-At least 70% of the employees participated in the activities of the PCW for the National Women's Month Celebration	AFG, GFPS, HRDD
8. Lack of appropriate facilities for women employees of PS-DBM as required under Section 6, RA 10028 (Expanded Breastfeeding Promotion Act of 2009	To provide clean and comfortable breastfeeding/lactation facilities for PS-DBM women employees	One (1) breastfeeding/lactation facilities constructed by end of FY 2023	AFG, GSD, HRDD
9. Modernization of PhilGEPS	Inclusion – This can provide data and information on how government can introduce procurement policies that can encourage women-led companies ; cooperatives; and organizations that employ persons with disabilities.	List of evidence-based digital GAD database of gender issues for PS-DBM PhilGEPS clients generated through the system via PhilGEPS Open Data (http://open.philgeps.gov.ph)	EGPDOD, ITRPD, Office of the PhilGEPS Director

FOR THE GENDER AND DEVELOPMENT FOCAL POINTS SYSTEM (GFPS):

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²⁹Dated 09 November 2022



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