

Republic of the Philippines
COMMISSION ON AUDIT
Commonwealth Avenue, Quezon City, Philippines

MEMORANDUM

No.: 2016-026

Date: DEC 23 2016

TO : All COA Officials and Employees

**SUBJECT: Establishment of the Sports and Physical Fitness Program of the
COA Gender and Development (GAD) Focal Point System**

This Memorandum establishes the Sports and Physical and Fitness Program of the COA GAD Focal Point System for the entire workforce¹ of the Commission.

I. RATIONALE:

The achievement of the constitutional mandate of the Commission to examine, audit, and settle all accounts of the government under Article IX-D of the 1987 Constitution rests in a strong and healthy workforce, working together inclusively in a cohesive and synergistic environment. The Commission gives primordial consideration to the personnel welfare of its workforce being the most important asset in carrying out its constitutional mandate and the backbone of transparent and accountable gender-responsive governance.

Concomitantly, a strong and healthy workforce functions effectively in an environment where the Commission recognizes the role of its women personnel in carrying out its constitutional mandate towards nation-building,² and achievement of its Vision and Mission. The Commission promotes empowerment of its women personnel, pursues equal opportunities for women and men, and ensures equal access to resources and to development results and outcome.³ Gender equality in the Commission ensures equal opportunities and access of its entire workforce both in the delivery of audit services and in taking care of their personnel welfare through health and wellness program through sports and physical fitness.

In the establishment of the COA GAD Focal Point (GFP) System under COA Resolution No. 2015-039⁴ dated December 1, 2015, the Commission adopts an overarching policy consideration on transparent and accountable gender-responsive governance. The COA GFP System ensures the mainstreaming of GAD in all its client-focused and organization-focused programs, projects, activities (PPAs) and processes.⁵ The establishment

¹Workforce refers collectively to the women and men personnel of the Commission.

²Section 14, Article II of the Constitution provides: "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men."

³Section 2, Chapter 1 of Republic Act No. 9710, The Magna Carta of Women,

⁴Revised Guidelines on Mainstreaming Gender and Development (GAD) and the Adoption and Institutionalization of the GAD Strategic Framework in the COA

⁵Item 4, Executive Order No. 273 dated September 8, 1995 re: Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2025

of the Sports and Physical Fitness Program of the COA GFP System is an organization-focused health and wellness program for the entire workforce of the Commission nationwide. It promotes and ensures physical and mental health and wellness during the entire term of their employment as support mechanism of the entire workforce in the effective and efficient delivery of audit services in pursuit of the constitutional mandate of the Commission.

II. COVERAGE AND SCOPE:

The Sports and Physical Fitness Program of the COA GFP System covers the entire workforce of the Commission through the sectors and offices in the Central Office and all the COA Regional Offices nationwide.

The scope of the Sports and Physical Fitness Program includes all competitive and non-competitive sports, other sports activities, and regular physical fitness activities that may be determined by the Committee on Sports and Physical Fitness established under COA Resolution No. 2015-039 dated December 1, 2015.

The Committee on Sports and Physical Fitness of the COA GFP System in the Central Office and the COA GFP Sub-systems of all COA Regional Offices shall establish their respective sex disaggregated data for the purpose.

III. GENDER ISSUE AND MANDATE:

The Sports and Physical Fitness Program of the COA GFP System addresses gender issues in different areas of concern: (i) lack of gender-responsive personnel support program that addresses continuing physical and mental health and wellness of the entire workforce of the Commission to ensure the efficient and effective delivery of audit services in pursuit of its constitutional mandate; (ii) lack of systematic and institutionalized gender-responsive PPAs that guidelines in implementing the annual physical and mental health and wellness program for the entire workforce of the Commission; and (iii) insufficient sex disaggregated data for full gender mainstreaming of GAD in all programs, projects, activities and processes of the Commission, especially its personnel support program for the physical and mental health and wellness of the entire workforce of the Commission.

The COA GFP System identified Sports and Physical Fitness Program as the centerpiece personnel support program for the physical and mental health and wellness of the entire workforce of the Commission, as approved under COA Resolution No. 2015-039 dated December 1, 2015. This Program includes competitive sports and other sports activities, and regular physical fitness activities.

The Sports and Physical and Fitness Program finds support in Section 17 (G) of the Implementing Rules and Regulations (IRR) of Republic Act No. 9710 which provides:

SECTION 17. *Women in Sports.*- The State shall develop, establish, and strengthen programs for the participation of women and girl-children in competitive and non-competitive sports as means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping, and provide equal access to the full benefits of development

for all persons regardless of sex, gender, and other similar factors. For the purpose:

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G. All government agencies and LGUs are enjoined to increase women's participation by forming women's and girl's teams in various sporting events that they organize or sponsor.

IV. MANNER OF IMPLEMENTATION:

The Sports and Physical Fitness Program shall be implemented in the following manner:

1. The Committee on Sports and Physical Fitness of the COA GFP System shall be responsible for the development of the annual sports guidelines and the actual implementation of the competitive and non-competitive sports, other sports activities, and regular physical fitness for the entire workforce of the Commission.
2. The annual sports guidelines shall be submitted by the Committee on Sports and Physical Fitness to the COA Chairperson who is also the Chairperson of the COA GFP System for approval, through the Chairperson of the Technical Working Group of the COA GFP System.
3. In order to maximize the time, effort and resources of the Commission, the actual conduct of the competitive and non-competitive sports and other sports activities shall coincide with the major events the Commission celebrate annually during the National Women's Month and the COA Anniversary. The physical fitness activities shall be conducted regularly based on the schedule to be provided by the Committee on Sports and Physical Fitness.
4. The Committee on Sports and Physical Fitness, in coordination with Committee on Personnel Welfare, shall establish the sex disaggregated data for gender analysis to address gender issues concerning the participation of women in competitive and non-competitive sports, other sports activities, and regular physical fitness activities.
5. The Chairpersons of the COA GFP Sub-Systems in all COA Regional Offices shall be consulted in the development of the annual sports guidelines for the different competitive and non-competitive sports, other sports activities, and regular fitness activities. The Chairpersons of the COA GFP Sub-Systems shall take charge in the actual implementation and reporting of the competitive and non-competitive sports, other sports activities, and regular fitness in their respective regions.
6. The Committees on Sports and Physical Fitness of the COA GFP System and the COA GFP Sub-Systems shall include their attributed budget for this purpose in the annual GAD Plan and Budget, and the fund utilization in the annual GAD Accomplishment Report.

7. The Risk Management and Budget Office of the Planning, Finance and Management Sector shall allocate funds for the actual conduct of the competitive and non-competitive sports, other sports activities, and regular fitness activities based on the attributed budget for Committees on Sports and Physical Fitness of the COA GFP System and the COA GFP Sub-Systems.
8. The Chairperson of the Technical Working Group (TWG), COA GFP System shall submit a report to the Chairperson of the GFP System on the results of the annual conduct of the competitive and non-competitive sports, other sports activities within 15 days after the end of the sports activities. The Chairperson of the Committee on Personnel Welfare shall submit to the Chairperson of the TWG, COA GFP System, a report on the conduct of the regular fitness activities within 15 days after the end of each semester.

V. APPLICABILITY:

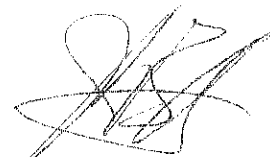
This Memorandum shall be applicable beginning Calendar Year (CY) 2016 on the conduct of the competitive and non-competitive sports, other sports activities, and regular fitness activities during the 117th Anniversary Celebration of the Commission under COA Memorandum No. 2016-003 dated February 9, 2016. The fund utilization for this purpose shall be included in the 2016 Accomplishment Report of the COA GAD GFP System to be submitted to the Philippine Commission on Women.

Thereafter, the Committee on Sports and Physical Fitness of the COA GFP System and COA GFP Sub-Systems of all COA Regional Offices shall include organization-focused PPAs in the 2017 GAD Plan and Budget onwards,

VI. EFFECTIVITY:

This Memorandum shall take effect immediately and shall remain in force unless sooner revoked or amended accordingly.

For the guidance of all concerned.



MICHAEL G. AGUINALDO
Chairperson

