

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019**

Sequence No.: 2019-007315

Organization: Department of Finance

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Finance

Total Budget/GAA of Organization: 1,485,404,000.00

Total GAD Budget 68,500,000.00

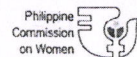
Primary Sources 68,500,000.00

Other Sources 0.00

% of GAD Allocation: 4.61%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsibil /Offi
1	2	3	4	5	6	7	8	9

CLIENT-FOCUSED ACTIVITIES



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
ADJUSTED AND ENDORSED THROUGH THE GMMS

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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsibility /Office
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1	SECTION 26. Right to Livelihood, Credit, Capital, and Technology (MCW) Sec. 26. A & B	Lack of awareness of external clients on theDOF program for the promotion of womens economic rights and independence	To increase awareness of external clients on the DOF programs for access to credit and capital, training and technology, and social protection	MFO: MFO 1: Financial Sector and Fiscal Policy Resources MFO 2: Public Sector Financial Resources Management MFO 3:Municipal Development FundAdmin-istration	Conduct of awareness campaign on DOF, its bureaus and attached agencies including GFIs and SSIs programs for access to credit and capital, training and technology, and social protection to women victims of armed conflicts and disasters <i>(Preparatory activity for developing plans for inclusive growth in Mindanao)</i>	Awareness campaign on the accessible programs of the DOF, its bureaus and attached agencies including GFIs and SSIs for access to credit and capital, training and technology, and social protection conducted within the year with distribution of IEC materials to participants within the year - Target participants: Leg 1100 women victims of armed conflicts and disasters in Marawi and nearby areas Leg 2100 women victims of disasters in CARAGA and Northern Mindanao	5,000,000.00	GAA	GAD FPs DOF, bure and attach agencies i collaborati with the Fi Policy Plan Office, Mu Developm Fund Office,Inst Commissi Philippine Deposit Insurance Commissi GFIs, and



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2	Sec. 27 Right to Education and Training (MCW)	2.) Lack of gender related training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs 1.) Need to continuously provide GST and other GAD related trainings toDOF Interns/ students undergoing On-the-Job Training (OJT)	To provide GST and other GAD related trainings toDOF Interns/students undergoing On-the-Job Training (OJT) To provide gender related training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs	MFO: HRD Program GASS: GASS	Conduct of seminar on GAD mainstreaming concepts for the DOF Interns /students undergoing On-the-Job Training (OJT) Develop gender training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs	At least 3 seminars on GAD mainstreaming concepts for the DOF Interns /students undergoing On-the-Job Training (OJT) conducted within the year - 100 Participants per seminar Gender training/capacity development programs for external clients and stakeholders of the DOF, bureaus, attached agencies and GFIs developed within the year - 3 training programs developed for external clients	2,500,000.00	GAA	DOF GFP DOF-Pers Services [(PSD) GFPS ofD bureaus, attached agencies, GFIs



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3	Sec. 27 Right to Education and Training (MCW)	Lack of integration of GST in the training/capacity programs of DOF, bureaus, and attached agencies	To integrate GST in the training/capacity programs of DOF, bureaus, and attached agencies	GASS: GASS (HRD Program)	Develop a module integrating GST in the training/capacity programs of DOF, bureaus, and attached agencies	Module integrating GST in the training/capacity programs of DOF, bureaus, and attached agencies developed within the year - 1 module developed within the year	2,000,000.00	GAA	GFPS of D bureaus, attached agencies, GFIs



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4	SEC. 26 of RA 9710 (Magna Carta of Women) Right to Information.	Lack of public awareness on the gender mainstreaming initiatives of the DOF	Increase awareness of public on the gender mainstreaming initiatives of the DOF	GASS: GASS	Develop a website dedicated for DOF GAD Mainstreaming initiatives Develop enhancements to the existing IEC materials on gender mainstreaming in DOF Establish GAD corner that contains IEC materials on gender mainstreaming in DOF	3.)Establish GAD corner that contains IEC materials on gender mainstreaming in DOF- Availability of the IEC Materials on the DOF corner 1.)DOF GAD websiteby end of Dec 2019 - Completed by end of Dec 2019 2.)Enhancements to the existing IEC materials on gender mainstreaming in DOF developed within the year - 5 types of IEC Materials enhanced	5,000,000.00	GAA	DOF GAD DOF CMIC



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5	Lack of Mainstream gender in the DOF's anti-corruption & good governance initiatives	Lack of Public involvement in DOF's anti-corruption & good governance initiatives	To involve the public in the DOF's anti-corruption & good governance initiatives	MFO: MFO 2: Public Sector Financial Resources Management	Conduct of lecture series/awareness campaign to involve the public in the DOF's anti-corruption & good governance initiatives within 2nd & 4th quarter Note: with distribution of IEC materials	2 Lecture series/awareness campaign conducted within 2nd & 4th quarter - Target participants: 100 representatives from Cooperatives, Womens groups, Non-Government Organizations, Persons with Disability (PWD), Senior Citizens Group, Business groups/chambers.	5,000,000.00	GAA	GFPS of D bureaus, attached agencies, GFIs

ORGANIZATION-FOCUSED ACTIVITIES

6	Time spent by GFPS members and of agency personnel doing GAD related work	Lack of full time personnel to do GAD related work	To establish a GAD Unit in DOF that will render full time service on doing GAD related work	GASS: GASS	Institutionalization of the GAD Unit in DOF by end of 2019	GAD Unit in DOF institutionalized and in operation with initial staff complement of 5 pax - GAD Unit/Office institutionalized and in operation within the year	3,000,000.00	GAA	DOF GAD Points System DOF-CMI
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7	Lack of capacity among top management to support and champion GAD	Lack of understanding of top management of DOF, Bureaus and Attached Agencies on gender and development	To strengthen the capacity of the agency to mainstream GAD in its PAPs	MFO: GASS	Conduct of Executive Briefing on Gender and Development among officials of DOF and Bureaus and Attached Agencies	SDD of officials who will be attending the briefing to be conducted within the 1st quarter Greater appreciation on GAD among officials - 17 Men and 28 Women	500,000.00	GAA	DOF GAD Points Sys PCW's tec assistance outside Resource Person
8	Absence of GAD Agenda/ Strategic Framework that cuts across the 10-point agenda of the current administration particularly on: 1.) current macro-economic policies (fiscal and trade policies) and 2.) tax reform program	Lack of understanding on the 10- point agenda of the current administration and its gender implications	To formulate the 3-year GAD Agenda/Strategic Framework anchored on the 10-point agenda of the current administration	MFO: MFO 2: Public Sector Financial Resources Management MFO: MFO 1: Financial Sector and Fiscal Policy Resources Management	Conduct of GAD strategic planning to formulate the 3-year GAD Agenda/Strategic Framework	Strategic Planning conducted within the 4th quarter Three (3) -year GAD Agenda/Strategic Framework submitted to the DOF Secretary for approval within the 4th quarter - Target participants: 50 GFPs/representatives from various functional groups of DOF, its bureaus and attached agencies	2,000,000.00	GAA	DOF GAD Points Sys PCW's tec assistance outside Resource Person in collaboration with DOF-

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9	Limited knowledge of officials and employees of DOF, its bureaus and agencies on gender mainstreaming	Inadequate capacity development activities to promote gender mainstreaming	To provide continuing capacity building for officials and employees of DOF, its bureaus and agencies on GAD	MFO: MFO: GASS	Conduct of continuing capacity building for officials and employees of DOF, its bureaus and agencies on GAD	<p>GST for new officials/employees including consultants and outsourced personnel conducted within 2nd and 4th quarter - Target participants: at least 50 male/ female personnel in attendance</p> <p>Training/Workshop on Gender Analysis and use of GA tools conducted within 2nd quarter - Target participants: At least 60% of the new GFPs/ representatives from various functional groups of DOF, its bureaus and attached agencies particularly those involved in program implementation</p>	2,000,000.00	GA	DOF GAD Points System PCW's technical assistance outside Resource Person



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10	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base	Lack of operational GAD Database gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation	MFO: MFO 2:Public Sector Financial Resources Management	Conduct of capacity in Data Collection, Analysis and Interpretation	Training on Data Collection, Analysis and Interpretation conducted within the 3rd quarter Common variables per data set identified for the enhancement of gender statistics and sex-disaggregated data common variables per data set adopted by the DOF, its bureaus and attached agencies - 50 participants trained	1,500,000.00	GAA	GAD FPs DOF, RIP: Core Gro attached bureaus a agencies with techni assistance the PCW outside Resource Person



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11	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base	Lack of operational GAD Database (gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation)	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation)	MFO: MFO 2: Public Sector Financial Resources Management	Conduct of Training/Workshop on Policy Formulation and Implementation	Training/Workshop on Policy Formulation and Implementation conducted within the 3rd quarter- Target participants: GFPs from DOF, bureaus/ attached agencies and representatives from DOF functional groups and those who are directly involved in the operation of GAD database	1,000,000.00	GAA	GAD FPs of DOF, RIPS Core Group attached bureaus at agencies with technical assistance from the PCW outside Resource Person
12	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base	Lack of operational GAD Database (gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation)	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation)	MFO: MFO 2: Public Sector Financial Resources Management	Enhancements to existing SDD of DOF-PSD and RIPS	Enhancements introduced within 2nd quarter - Number of enhancements introduced	5,000,000.00	GAA	DOF-PSD RIPS in collaboration with DOF-IT

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13	Sec 26 (c) of Magna Carta of Women (Generation and Maintenance of GAD Data-base	Lack of operational GAD Database (gender statistics and sex-disaggregated data have not been subjected to gender analysis for planning, programming, and policy formulation)	To put in operation the GAD Database where gender statistics and sex-disaggregated data have are subjected to gender analysis for planning, programming, and policy formulation)	MFO: MFO 2:Public Sector Financial Resources Management	RIPS Gender Database on Corruption subjected to gender analysis and DOF-PSD gender statistics subjected to Gender Analysis within 4th quarter	Gender Analysis of DOF-PSD gender statistics and SDD subjected to Gender Analysis - Target participants: 50 GAD FPs of DOF, its bureaus and attached agencies Gender analysis of RIPS Gender database conducted within the 4th quarter - Target participants: 50 RIPS GAD Core Group, GFPs from DOF, bureaus/ attached agencies and representatives from DOF functional groups and those who are directly involved in the operation of GAD database	4,000,000.00	GAA	DOF-PSD personnel involved in generation maintenan GAD datal RIPS GAC Group GA of DOF bu an attache agencies



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14	SECTION 23 of RA 9710 (Magna Carta of Women) Right to Livelihood, Credit, Capital and Technology (MCW)	Lack of evidence-based study on the extent of access of women to the DOF, bureaus, attached agencies and GFIs programs for the promotion of womens economic rights and independence	To come up with evidence-basedstudy on the on the extent of access ofwomen to the DOF, bureaus, attached agencies and GFIs programs on credit and capital, training and technology, and social protection	MFO: MFO 3:Municipal Development FundAdmin-istration MFO: MFO 2: Public Sector Financial Resources Management MFO: MFO 1: Financial Sector and Fiscal Policy Resources	Conduct of evidence-based study on the on the extent of access of women to the DOF, bureaus, attached agencies and GFIs programs on credit and capital, training and technology, and social protection(Results of the study to be used as basis for policy formulation/enhancements of existing policies)	Evidence-based study on the on the extent of access ofwomen to the DOF, bureaus, attached agencies and GFIs programs on credit and capital, training and technology, and social protection completed within the year - Study completed within the year	10,000,000.00	GAA	GAD FPs , DOF, bure and attach agencies i collaborati with the D Fiscal Poli Planning (C MDFO,Bu Local Governme Finance, Insurance Commissi Philippine Deposit Insurance Commissi PhilExim, and GSIS



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15	Inadequate inter-agency coordination and cooperation on GAD concerns	Absence of institutionalized representation to other agencies on GAD concerns	To institutionalize representation to other agencies on GAD concerns	GASS: GASS	Conduct of consultative meetings on the institutionalized representation to other agencies on GAD concerns	Department Order on the institutionalized representation to other agencies approved by the Secretary by end of Dec 2019 - At least 3 consultative meetings conducted within the year with at least 50 attendees	1,000,000.00	GAA	GAD FPs DOF, attached to bureaus and agencies with technical assistance from the PCW and outside Resource Person
16	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation (M and E) system	To issue policy on the installation and operationalization of M and E system	MFO: GASS-HRD	- Policy for the operationalization of GAD M and E submitted for approval within 2nd quarter with M&E templates provided to observe uniformity and guidance in report preparation	Policy for the operationalization of GAD M and E templates provided to observe uniformity and guidance in report preparation	2,000,000.00	GAA	GAD FPs DOF, attached to bureaus and agencies with technical assistance from the PCW and outside Resource Person and DOF-CMI



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17	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation M and E system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	- Include in the OPCR of both top and middle managers the task of monitoring and evaluating of GAD mainstreaming activities through regular meetings and reporting	Success Indicators pertaining to monitoring and evaluating of GAD mainstreaming activities included in the OPCR	2,000,000.00	GAA	GAD FPs DOF, bure and attach agencies
18	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation M and E system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	- Include reporting of status of GAD mainstreaming in top level meetings	Status of GAD mainstreaming activities reported in the regular meetings and reporting of top and middle managers	2,000,000.00	GAA	GAD FPs DOF, bure and attach agencies



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19	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation M and E system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	- Conduct of training/workshop on the operation of M and E system	Training/workshop on the operation of M and E system - at least 50 GAD FPs of DOF, its bureaus and attached agencies, representatives from DOF functional groups	5,000,000.00	GAA	GAD FPs DOF, bure and attach agencies
20	Absence of operational system of monitoring and evaluating gender mainstreaming efforts in the DOF, its bureaus and attached agencies	Lack of clear policy on the installation and operationalization of GAD monitoring and evaluation (M and E) system	To issue policy on the installation and operationalization of M and E system of the DOF, its bureaus and attached agencies	MFO: GASS-HRD	Operationalize (pilot-test) the M and E system	M and E system pilot-tested within the 4th quarter	1,000,000.00	GAA	DOF GAD CMIO-IT, GAD Unit

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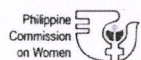
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21	RA 6949 Celebration of the National Women's Month	Need to promote gender equality and womens empowerment (GEWE)	To continuously promote GEWE	GASS: GASS	Conduct of gender-related activities in accordance with the year's theme	Conduct of 3 activities in support to the celebration of Women's Month - Target participants: 50 female employees including consultants, outsourced and job-order personnel per activity Conduct of 3 activities in support to the observance of the 18-day Campaign to End Violence Against Women- Activities conducted with 420 participants	3,000,000.00 3,000,000.00	GAA GAA	DOF GAD and DOF-I DOF GAD Points



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22	Slow implementation of gender mainstreaming in DOF proper and non accomplishment of some GAD Plan.	Inadequate organizational policies to effectively mainstream gender in the DOF and its bureaus and attached agencies	To put in place policies to effectively mainstream gender in the DOF and its bureaus and attached agencies	MFO: GASS	Monitor and evaluate the implementation of gender mainstreaming policies issued	Assessment report with recommended actions submitted within 15 days after the conduct of FGD - Target participants: 61 Men and 70 women for Technical staff and 82 Men and 11 Women for Administrative staff representatives from various functional groups of PCF, its bureaus and attached agencies Conduct series of focus group discussions to assess effectiveness of policy issuances on gender mainstreaming - 2 focus group discussions conducted within the year	1,000,000.00	GAA	DOF GAD Points Sys PCW tech assistance outside Resource Person
						SUB-TOTAL	68,500,000.00	GAA	
						TOTAL GAD BUDGET	68,500,000.00		



Prepared By:	Approved By:	Date
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Assistant Secretary and Chairperson, GAD Focal Point System	Undersecretary	



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