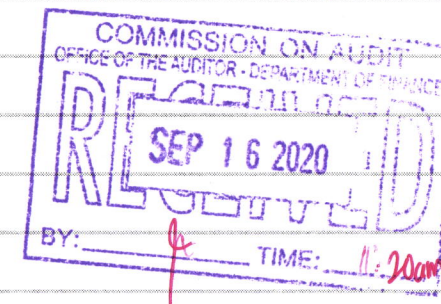


Sequence No. : 2020-000679

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2020

<b>Organization:</b> Department of Finance		<b>Organization Category:</b> National Government, Line Agency	
<b>Organization Hierarchy:</b> Department of Finance			
<b>Total Budget/GAA of Organization:</b>	391,083,000.00		
<b>Total GAD Budget</b>	1,982,750.00	<b>Primary Sources</b>	1,982,750.00
		<b>Other Sources</b>	0.00
<b>% of GAD Allocation:</b>	0.51%		



	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	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	Chapter VI, Section 36 (c) of RA 9710 - Generation and Maintenance of GAD Database.	Lack of GAD Database/ operational gender statistics and sex-disaggregated data on LGUs.	Established GAD Database with sex-disaggregated data of beneficiaries of LGU subprojects.	MFO: Municipal Development Fund Administration	Inclusion in Pre Qualification Requirements of LGUs accessing Loan specifically in Project Description and Feasibility Study.	Completion of GAD Database with the Sex-disaggregated data of 100% of women and men beneficiaries gathered from MDFO 2019 approved projects- by 4th Quarter of 2020.	100,000.00	GAA	Municipal Development Fund Office



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2	Chapter VI, Section 36 (c) of RA 9710 - Generation and Maintenance of GAD Database.	Lack of operational GAD Database (gender statistics and sex-disaggregated data) on corruption cases investigated by the Revenue Integrity Protection Service (RIPS).	Institutionalized GAD Database as a monitoring mechanism on corruption cases.	MFO: Revenue Integrity Protection	Establishment of RIPS GAD Database on filed complaints before OMB & CSC.	GAD Database on corruption cases established- on the 4th Quarter of 2020.	0.00	GAA	Revenue Integrity Protection Service





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3	Small businesses were forced to stop operations after the national government placed Metro Manila and, later, the rest of Luzon, under the ECQ to stop the further spread of COVID-19 resulting to the loss of income of employees or workers.	Lack of programs to help employees of small businesses during the Enhanced Community Quarantine.	<p>Provided poor and low-income households, small business employees and other vulnerable groups with emergency and wage subsidies.</p> <p>Helped the economy recover from measures that have been put in place to stop the spread of the disease.</p> <p>Contained the spread of the 2019 corona virus disease (COVID-19) by encouraging everyone to stay at home and by providing financial assistance in the midst of the pandemic.</p>	PAP: Small Business Wage Subsidy	Formulation of guidelines that will secure cash grants for the affected employees of small businesses.	<p>Issued guidelines for the availment of cash wage subsidy for employees of small businesses. - Guidelines issued by April 2020.</p> <p>Provided a monthly wage subsidy to employees of small businesses. - 3.4 million eligible employees of small businesses benefited from the program.</p>	0.00	GAA	SERG - DOF, BIR, and SSS





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<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
	CHAPTER V, SECTION 26 of RA 9710 - Right to information./Access to information regarding policies on women, including programs, projects and funding outlays that affect them, shall be ensured.	Lack of public awareness on the GAD initiatives and other activities of the DOF.	Increased awareness of the public especially women on the GAD initiatives and other activities of the DOF.	GASS: GASS	Regular update of the GAD Corner in the DOF website. Establishment of a GAD Nook in the DOF Library.	GAD Corner updated with DOF GAD initiatives, references/articles- by the 4th Quarter of 2020.  GAD Nook completed- by the 4th Quarter of 2020.	100,000.00	GAA	GFPS and General Services Division  GFPS and Central Management Information Office
5	R.A. 6949/An Act to Declare March 8 of Every Year as a Working Holiday to Be Known as National Women's Day. Proclamation No. 227 "Providing for the Observance of the Month of March as Women's Role in History Month".	Limited initiatives to promote gender equality and women empowerment (GEWE).	Intensified DOF's promotion on GEWE.	GASS: GASS	Organize GAD-related activities in accordance with the year's theme of National Women's Month.	3 GAD-related activities organized- 50 female and 50 male employees including consultants, outsourced, and job-order personnel per activity.  Posting of campaign streamer and dissemination- 500 copies of IEC Material featuring the R.A. No. 11313 or the Safe Spaces Act.	1,000,000.00 82,500.00	GAA GAA	GFPS and Human Resource Management Development Division  GFPS and Human Resource Management Development Division





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6	Section 11 of R.A. 10028/known as the "Expanded Breastfeeding Promotion Act of 2009".	Inadequate necessary equipment, facilities, and supplies for the lactation area of DOF.	Provided a private, clean, sanitary, and well-ventilated room or area in the DOF intended to be used as a lactation room.	GASS: GASS	Provision of a private, clean, sanitary, and well-ventilated lactation room/breastfeeding facility for lactating/breastfeeding employees of DOF. Formulation and issuance of guidelines on the use of DOF lactation room. Establishment of a monitoring mechanism (database, survey/feedback forms) to gather significant data from the intended beneficiaries with full implementation/completion of the facility on the 4th Quarter of 2020.	Budget allocation for the procurement of supplies, materials, and a refrigerator for the Lactation Room/Facility in the Annual Procurement Plan for 2020. Monitoring mechanism and completion of the facility by the 4th Quarter of 2020.	145,500.00	GAA	Procurement Management Division, HRMDD-Clinic and GFPS
7	Lack of awareness and appreciation on VAW-related laws and programs among DOF employees.	Inadequate effort and new concepts to capacitate DOF employees on the laws and programs relevant to VAW.	Increased awareness and appreciation on VAW-related laws and programs.	GASS: GASS	Dissemination of IEC Materials during the observance of the 18-Day Campaign to End VAW.	Dissemination of 300 copies each of R.A. No. 9262, 7877, and 8353/5805 to DOF employees and posting of Campaign Streamer- on November 25, 2020.	144,750.00	GAA	HRMDD and GFPS HRMDD, PMD and GFPS HRMDD, PMD and GFPS





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8	Absence of a monitoring mechanism on the implementation of special leave benefits for men and women.	Lack of consolidated significant data on the special leave benefits for men and women availed by employees of DOF.	Provision of a systematic documentation and tracking of various interventions.	GASS: GASS	Regular reporting of men and women personnel who availed and granted with leave benefits (Maternity, Paternity, Solo-Parent, 10-day Leave Benefits for the Victims of VAW, and Gynecological Leave for Women).	100% of leave applications on Maternity, Paternity, Solo-Parent, 10-day Leave Benefits for the Victims of VAW, and Gynecological Leave for Women reported quarterly to the GFPS.	144,750.00	GAA	GFPS and Human Resource Management Development Division





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9	Gender issues/concerns in various offices are not raised/discussed which can be integrated in the annual GAD Plan.	Minimal participation of the TWG members in the GAD Planning activities.	Ensured that 100% members of the DOF-GFPS and other GAD mechanism capacitated on gender and development for a deeper appreciation of GAD initiatives.	GASS: GASS	Organize online deepening sessions on the essential elements in GAD Planning and Budgeting for the members of the TWG of DOF-GFPS.	100% of the members of the DOF GFPS-TWG participated in the Gender Analysis Workshop- on the 3rd Quarter of 2020.  100% of the members of the TWG of DOF GFPS participated in the Gender Mainstreaming Workshop- on the 3rd Quarter of 2020.  100% of the members of the TWG of DOF GFPS participated in the GAD Planning and Budgeting Workshop- on the 4th Quarter of 2020.	90,000.00 90,000.00 90,000.00	GAA GAA GAA	GFPS and Human Resource Management Development Division  GFPS and Human Resource Management Development Division  GFPS and Human Resource Management Development Division







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10	Limited knowledge of DOF employees on the basic GAD concepts.	Inadequate capacity development programs to capacitate DOF employees on the basic GAD concepts.	Established awareness on gender issues and ensured promotion of gender sensitivity in the workplace.	GASS: GASS	Organized an online Gender Sensitivity Training for newly hired employees and officials of the DOF.	Percentage of actual participants versus of total number the newly hired and employees who have not yet undergone GST. - 50% of the newly hired employees including personnel who have not yet undergone GST participated in the webinar.	40,000.00	GAA	Human Resource Management Development Division
11	Inadequate knowledge of the GFPS and CODI members in handling sexual harassment cases.	Lack of training programs to capacitate the members of the GFPS and CODI in handling sexual harassment cases.	Increased awareness of the GFPS and CODI members to properly handle sexual harassment cases.		Organize a seminar on Anti-Sexual Harassment.	Number of DOF CODI and GFPS members versus the number of actual DOF CODI and GFPS members trained in ASH. - Implemented on the 2nd Quarter of 2020.	100,000.00	GAA	Human Resource Management Development Division, GFPS, CODI
SUB-TOTAL							1,982,750.00	GAA	
TOTAL GAD BUDGET							1,982,750.00		





Prepared By:	Approved By:	Date
ALVIN P. DIAZ	MA. TERESA S. HABITAN	09/04/2020
Director IV and GFPS Executive Committee Member	Assistant Secretary and GFPS Chairperson	

  
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EXECUTIVE COMMITTEE  
MEMBER

  
MA. TERESA S. HABITAN  
ASSISTANT SECRETARY AND  
GFPS CHAIRPERSON

