

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022

Sequence No.: 2022-013088

Organization: Department of Finance

Organization Category: National Government, Line Agency

Organization Hierarchy: Department of Finance

Total Budget/GAA of Organization: 1,084,602,000.00

Total GAD Budget 124,657,371.14 Primary Sources 124,657,371.14

Other Sources 0.00

% of GAD Allocation: 11.49%

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

CLIENT-FOCUSED ACTIVITIES



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1	Republic Act No. 6949, An Act to Declare March 8 of Every Year as a Working Holiday to be known as National Women's Day; 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. 227 s. 1988 providing for the observance of the Month of March as Women's Role in History Month.	Lack of appropriate forum for a broad-scale celebration of women's role and rights.	Increased respect and appreciation for women's rights and role in society among the general public. Increased public awareness of available financial products and services for women clients.	MFO: Fiscal Sustainability and Revenue Strengthening Program	Organize a Gender and Finance Summit featuring available financial products and services.	No. of agencies, women, and men participated in the activity. Feedback from the participants. - Gender and Finance Summit conducted on March 2022 with equal representation from the DOF, its bureaus and attached agencies, or a total of 100 participants.	144,957.86	GAA	GAD Focal Point System (GFPS) Human Resource Management and Development Division (HRMDD) Philippine Extractive Transparency Initiative (PH-EITI) Insurance Commission, Landbank of the Philippines, Development Bank of the Philippines, Securities and Exchange Commission



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2	RA 9710. Magna Carta of Women Implementing Rules and Regulations, Chapter VI, Section 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. - 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.	Lack of mechanism to establish gender mainstreaming in the extractives.	Ensured gender-responsiveness of EITI implementation and monitoring in the extractives. Better and mainstreamed implementation of GAD programs in the extractives sector.	MFO: Fiscal Sustainability and Revenue Strengthening Program	Revision of GAD framework in the extractives.	Roadmap on gender inclusion in the extractives prepared. - Two (2) analysis papers on gender data were collected for the 8th and 9th Reports.	800,000.00	GAA	Philippine Extractive Transparency Initiative (PH-EITI)



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6	Lack of recognition of clients' GAD mainstreaming efforts.	Absence of award system for external clients' GAD mainstreaming efforts.	Strengthened gender mainstreaming efforts of the finance sector.	MFO: Fiscal Sustainability and Revenue Strengthening Program	Set up an award system to recognize and boost the gender mainstreaming efforts of DOF, its bureaus, and attached agencies.	DOF award system for gender mainstreaming in place and operational by October 2022.	79,080.49	GAA	GAD Focal Point System (GFPS)
7	Vulnerability of women to corruption owing to their disadvantaged position in the society./Proclamation No. 591, s. 2004, declaring the month of May of every year as "Anti-Graft and Corruption Awareness Month".	Insufficient data/reliance on anecdotal evidence on corruption which leaves room for discretion by officials opening up to corrupt practices such as bribery and extortion (including sexual extortion).	Improved access to and benefit from public resources.	MFO: Support to Operations (STO): Revenue Integrity Protection	Conduct a forum that highlight integrity and quality governance and the gendered impact of revenue leakage.	Forum conducted by July 2022 No. of women and men/specific organizations participated in the Values Formation Seminar Feedback from women and men participants.	108,000.00	GAA	Revenue Integrity Protection Service (RIPS)

ORGANIZATION-FOCUSED ACTIVITIES



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8	PCW Memorandum Circular No. 2014-06: Promoting the Use of Gender-Sensitive Language in the Drafting and Review of Legislative Measures and CSC Memorandum Circular No. 12, series of 2005 encourages the use of non-sexist language in all official documents, communications and issuances. Republic Act 9710, otherwise known as the "Magna Carta of Women," reinforces the use of gender-sensitive language at all times. - Use of Gender-fair language and images are not yet used in DOF communications, legislative measures and policy issuances.	Use of gender fair language not institutionalized in DOF.	Institutional capacity to promote GEWE through the use of gender-fair language and images.	GASS: General Management and Supervision	Conduct of training on Gender Fair Language and Images.	No. of women and men trained on Gender Fair Language and Images. - Conducted 2 batches of training on the Use of Gender Fair Language and Images with the participation of 60 female and 60 male DOF officials and employees.	240,000.00	GAA	Human Resource Management and Development Division (HRMDD)



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9	PCW Memorandum Circular No. 2014-06: Promoting the Use of Gender-Sensitive Language in the Drafting and Review of Legislative Measures and CSC Memorandum Circular No. 12, series of 2005 encourages the use of non-sexist language in all official documents, communications and issuances. Republic Act 9710, otherwise known as the "Magna Carta of Women," reinforces the use of gender-sensitive language at all times. - Use of Gender-fair language and images are not yet used in DOF communications, legislative measures and policy issuances.	Use of gender fair language not institutionalized in DOF.	Institutional capacity to promote GEWE through the use of gender-fair language and images.	GASS: General Management and Supervision	Formulation and issuance of policy and guidelines on the use of gender fair language in all forms of communication (official, unofficial, written, verbal, non-verbal).	Policy on the use of gender fair language issued Q1 of 2022.	0.00	GAA	GAD Focal Point System (GFPS)



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10	RA 9710. Magna Carta of Women Implementing Rules and Regulations, Chapter VI, Section 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women. - 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.	Absence of DOF policy mandating its bureaus and attached agencies to adopt gender mainstreaming as a strategy.	Strengthened capacity of DOF to promote women's human rights and mainstream GAD in the organization and in the Finance sector.	GASS: General Management and Supervision	Formulation and issuance of an omnibus policy/marching order for DOF bureaus and attached agencies to mainstream gender in the systems, structures, policies, programs, processes, and procedures.	Policy issued by 1st quarter of 2022.	133,144.40	GAA	GAD Focal Point System (GFPS)



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12	Proclamation 1172 s. 2006 declaring November 25 to December 12 as the 18-Day Campaign to End Violence Against Women (VAW) to emphasize VAW as a human rights violation.	Inadequate institutional capacity to educate DOF personnel on gender-specific constraints on rights and rights violations such as VAW.	Conviction of DOF personnel to stand against VAW and be in solidarity with VAW victims and survivors.	GASS: General Management and Supervision	Participation in PCW-initiated activities, conduct of briefing/forum on VAW and Anti-VAW laws/policies (RA 9262, Anti-VAWC RA 7877/Anti-Sexual Harassment, RA11313/Safe Spaces, etc.), and organize DOF-initiated activities	No. of female and male DOF employees participated in DOF- and PCW-initiated activities in observance of the 18-Day Campaign to End VAW conducted between November 25 - December 12, 2022. Feedback from male and female participants. - Organized 2 activities from November 25 - December 12, 2022 with participation of 30 female and male participants.	520,000.00	GAA	Human Resource Management and Development Division (HRMDD) Procurement Management Division (PMD)



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13	Republic Act No. 9710, Chapter VI, Section 36 (c). Generation and Maintenance of GAD Database. - 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 develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.	Absence of a functional GAD database containing sex-disaggregated data (SDD) and gender-related information of internal and external clients.	Increased capacity of DOF to develop policies and PAPs that are evidence-and need-based.	GASS: General Management and Supervision	Conduct of training/s on Gender Statistics for the policy writers and researchers and for the members of the GAD Focal Point System of DOF.	No. of GFPS and other concerned personnel attended series of trainings in Gender Statistics knowledge, skills, attitude developed by participants. - Conducted on October 2022 with the participation of 30 female and male DOF employees.	77,000.00	GAA	Human Resource Management and Development Division (HRMDD)



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14	Section 4, Republic Act No. 7877: Anti-Sexual Harassment Act of 1995 states that it shall be the duty of the employer or the head of the work-related, educational or training environment or institution, to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment. Towards this end, the employer or head of office shall: (b) Create a committee on decorum and investigation of cases on sexual harassment.	Lack of awareness among DOF personnel on the internal policies & procedures for handling sexual harassment cases.	Safe and secure working spaces for men and for women (most especially) lending to increased productivity.	GASS: General Management and Supervision	Reconstitution of Committee on Decorum and Investigation (CODI) based on legal requirements. Conduct of seminar/orientation for CODI Members on Anti-Sexual Harassment Act, Safe Spaces Act, and other relevant laws.	DOF-CODI in place and operational by the 2nd quarter of 2022. Seminar/orientation conducted by the 3rd quarter of 2022 100% of CODI members oriented and demonstrate shift in attitude towards SH with practical knowledge on the internal policies & procedures of handling sexual harassment cases in the Department	0.00 41,000.00	GAA GAA	GAD Focal Point System (GFPS) Human Resource Management and Development Division (HRMDD)



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15	Republic Act No. 11210, otherwise known as the "105-Day Expanded Maternity Leave Law"; Republic Act No. 8187, otherwise known as the "Paternity Leave Act of 1996"; Republic Act No. 8972, otherwise known as the "Solo Parents' Welfare Act of 2000"; Special Leave Benefits for Women under the Republic Act No. 9710; and Republic Act No. 9262, otherwise known as the "Anti-Violence Against Women and Children and Their Children Act of 2004".	Limited access to women's strategic needs among female DOF personnel.	Insufficient information dissemination on women's entitlements.	GASS: General Management and Supervision	Conduct orientation/re-orientation on the Leave Benefits of DOF employees giving highlight to Maternity Leave, Paternity Leave, Solo-Parent Leave, Gynecological Leave, and 10-Day Leave Benefits for the Victims of VAW. Regular monitoring of the availment of special leave benefits.	No. of women and men employees participated in the orientation. - 50 women and men employees oriented on the mandated leave benefits orientation conducted by September 2022. No. of women who availed the program on leave benefits. - Estimated 14 maternity leave, 2 paternity leave, 6 solo-parent leave, and 3 gynecological leave processed and granted in 2022 (a probability of 30% increase in number based from the 2020-2021 data).	59,500.00 1,787,000.00	GAA GAA	Human Resource Management and Development Division (HRMDD)



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16	Republic Act No. 9710, Chapter VI, Section 36 (a). The development of GAD programs shall proceed from the conduct of a gender audit of the agency or the local government unit and a gender analysis of its policies, programs, services and the situation of its clientele; the generation and review of sex-disaggregated data; and consultation with gender/women's rights advocates and agency/women clientele.	GAD tools are not regularly applied to assess gender-responsiveness of PAPs.	Strengthened capacity of DOF to design and implement policies, programs and projects that address the gender needs, priorities and interests of both women and men clients.	GASS: General Management and Supervision	Conduct a workshop on Gender Analysis using the HGDC tool for policy writers and researchers of the Department.	No. of male and female policy writers, researchers, and program implementers oriented on GA tools. - 30 female and male policy writers and researchers participated in the activity. Workshop conducted by July 2022.	187,500.00	GAA	Human Resource Management and Development Division (HRMDD)



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17	RA 6949, National Women's Day. An Act to declare March 8 of every year as a working special holiday to be known as "National Women's Day".	Limited appreciation of Women's Month among DOF personnel.	Greater support for GEWE across the organization.	GASS: General Management and Supervision	Participate in PCW lined-up activities and organize DOF-initiated activities in support to the celebration of the 2022 National Women's Month.	No. of female and male DOF employees participated in the DOF and PCW initiated activities in celebration of the 2022 National Women's Month. - Organized 2 webinars and 1 film screening activity in March 2022 with participation of 50 women and men DOF employees.	580,500.00	GAA	GAD Focal Point System (GFPS) Human Resource Management and Development Division (HRMDD) Procurement Management Division (PMD)



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18	Limited capacity of DOF top management to champion GAD in the Finance sector.	Lack of knowledge/awareness on GAD among DOF top-level management.	Greater support of DOF top management for gender and development.	GASS: General Management and Supervision	Conduct GAD executive briefing for DOF top management.	No. of female and male DOF officials participated in the executive briefing. - GAD executive briefing conducted by Q2 of 2022 attended by 100% of DOF officials (Directors, Assistant Secretaries, Undersecretaries, and Department Secretary).	76,726.89	GAA	Human Resource Management and Development Division (HRMDD)
19	Limited capacity of the GAD Focal Point System to advance gender mainstreaming in DOF.	The GFPS lacks appreciation and the necessary competencies to initiate and sustain gender mainstreaming in DOF.	Enhanced capacity of the GFPS to initiate and institutionalize GAD in DOF.	GASS: General Management and Supervision	Conduct of various levelling and deepening sessions on GAD: (1) Gender Analysis (using GEWEF, GMEF, HGDG), (2) Gender Responsive Planning & Budgeting, and participation in PCW webinars/forums/activities.	Actual activities conducted and feedback from participants. - Deepening sessions held on September and October 2022 and participated in at least 3 PCW webinars.	1,062,890.00	GAA	Human Resource Management and Development Division (HRMDD)



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20	Uneven appreciation of GAD across the organization	Inadequate mechanism for promoting GAD across the organization.	Established awareness on the basic concept of Gender and Development among new officials and employees of the DOF. Broad-based support for GAD across the organization.	GASS: General Management and Supervision	Creation of sector-based IEC materials (i.e. anchored on Gender and Finance) Continuing implementation of GAD Capacity Development Program for new	Actual IFC materials produced and disseminated GAD videolaunched by March 31, 2022. - GST and GAD Orientation conducted on the 1st and 2nd Semester of 2022 No. of new male and female employees attended Feedback from participants.	675,000.00	GAA	Human Resource Management and Development Division (HRMDD)
21	No clear and holistic direction for mainstreaming GAD in DOF.	Draft GAD Agenda (GAD Strategic Framework and GAD Strategic Plan) has not been finalized owing to lack of representation from other units/divisions of DOF.	Sustained and broad-based gender mainstreaming in DOF.	GASS: General Management and Supervision	Conduct Focus Group Discussions for the enhancement and finalization of DOF GAD Agenda.	GAD Agenda or Strategic Framework finalized and approved by Head of Agency Q2 of 2022.	62,500.00	GAA	GAD Focal Point System (GFPS)



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22	Limited capacity of the PH-EITI to advance gender mainstreaming in the extractives.	Lack of basic orientation and necessary competencies to initiate and sustain gender mainstreaming in the extractives.	Strengthened capacity of the PH-EITI to promote and implement gender responsive standards in their programs.	GASS: General Management and Supervision	Conduct gender responsive capacity building programs for PH-EITI.	Actual activities conducted and No. of female and male participants. Feedback from participants. - Conducted 3 capacity development programs participated by 35 women and men PH-EITI staff.	516,250.00	GAA	Human Resource Management and Development Division (HRMDD) Philippine Extractive Industries Transparency Initiative (PH-EITI)
ATTRIBUTED PROGRAM									
23					Anti-Corruption Program: Total GAD Score - Project Identification and Design Stage		14,922,407.50	GAA	Revenue Integrity Protection Service (RIPS)
24					Health and Wellness Program: Total GAD Score - Project Identification and Design Stage 17.0017.00/20 x 100% .85.85 x P6,063,000.00		5,153,550.00	GAA	Human Resource Management and Development Division (HRMDD) - Medical and Dental Office



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25					Provision of IT Services: Total GAD Score - Project Identification and Design Stage 12.3312.33/20 x 100% .616 x P155,000,000.00		95,480,000.00	GAA	Central Management Information Office (CMIO)
SUB-TOTAL							124,657,371.14	GAA	
TOTAL GAD BUDGET							124,657,371.14		

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Director IV
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Date

03/23/2022

