

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET [1 Gender Issue with multiple activities]
FY 2016

Agency/Bureau/Office: _____

Department (Central Office): _____

Total GAA of Agency: _____

Gender Issue and/or GAD Mandate	Cause of the Gender Issue	GAD Result Statement/ GAD Objective	Relevant Agency MFO/ PAP	GAD Activity	Output Performance Indicators and Target	GAD Budget	Source of Budget	Responsible Unit/Office
Client Focused								
Women workers lack access to social protection services and welfare programs	Women workers are not aware of government services on social protection, services and welfare programs	Increased awareness women workers on government services on social protection services and welfare programs	Social protection and welfare services	Purposive information dissemination on government services on social protection services and welfare programs	5 information dissemination campaigns on government services on social protection services and welfare programs within 1 year	1,578,254	ODA	Service Delivery Group
		Increased access of women workers to social protection services and welfare programs in various sectors.			At least 10 groups of women workers informed on how to access social protection services and welfare programs provided by the government and employers	500,670	GAA	
	Numerous /costly requirements before women workers can access social protection services and welfare programs	Affordable and fewer number of requirements before women workers can access social protection services and welfare			Revisit and or enhance policy requirements to make it affordable and easier for women workers to access the social	Enhanced and gender-sensitive policy guidelines on the requirements for women to access the social protection services and welfare	123,456	

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		programs		services and welfare protection programs	programs.			
	Compliance to labor standards and regulations	To enforce and monitor compliance of establishments on labor laws, regulations and standards especially those concerning women workers	Compliance to labor standards and regulations	Assist in the enrollment of women workers especially those in the informal sector, to social protection programs (e.g. SSS, Philhealth)	1,300 informal women workers enrolled to social protection programs (SSS, Philhealth) within 1 year	51,234	GAA	Policy Development Office
				Issuance of policy labor standards which gives special attention to the special needs of women workers	At least 1 policy issued on labor standards for women workers specific to social protection services and welfare programs by the 3 rd quarter of the year			
					1,920 establishments informed on GAD and labor standards for women workers upon the issuance of the policy			

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					<p>Proportion of women workers who benefited in the enforcement of the labor standards policy</p> <p>Percentage of employers providing social protection services and implementing welfare programs especially for women workers</p> <p>At least 45% of women workers are provided with social protection and welfare programs within 1 year</p>			
		Intensified inspection of the delivery social protection services and welfare programs for women workers		Develop and enforce labor standards that provide minimum protection to women workers, especially the new entrants and the low-skilled	<p>Proportion of women workers benefited by the enforcement of the labor standards policy</p> <p>10 labor inspections on the compliance of employers on the provision of social protection services and welfare within 1 year</p>			

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Sec. 26 C of IRR of MCW: DTI, DOST, TRC, and BSOs shall provide trainings (to women) focused on packaging, marketing, product development, etc		Increased access of same group of women to technical assistance for their enterprises	MFO: Development and Promotion Services for MSMEs	Consultation with women entrepreneurs to identify their needs for technical assistance	Number of women's groups to be consulted	345,650	GAA	Service Delivery Group
			PAP: Facilitation in the conduct of product research and development and design services		15 women's groups to be consulted by the 3 rd quarter of the year			
				Planning and implementation of customized assistance to identified women entrepreneurs	150 women entrepreneurs trained/assisted at the end of the year			
					Number of women entrepreneurs to be assisted			
Organization Focused								
Very low (20%) representation of women in third (3 rd) level posts.	Lack of training opportunities for women employees to qualify for 3 rd level posts	Availability of equal training opportunities for women and men employees	HRD Services; Appointment and other Personnel	Inclusion of women employees in trainings especially on management and leadership skills training among others	At least 2-3 leadership skills and management trainings for women employees vying for 3 rd level posts.	546,000	GAA	HRD
					Perceived change or openness of the agency to women's appointment to 3 rd level posts.			
		Increased representation of women in 3 rd level posts to 40% in 5 years		Profiling of qualified women candidates for 3 rd level posts for review and consideration of	100% of qualified women included in the profile by the 1st quarter of the year			

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				appointing authority				
				Submission of qualified female nominees to 3 rd level posts.	5 women nominees for each vacancy submitted.			
Attributed Program								

TOTAL

3,145,264.00

Prepared by:

Approved by:

Date:

Chairperson, GAD Focal Point System

Head of Agency

dd/mm/yyyy