



**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2018**

**Sequence No.:** 2017-004777

**Organization:** Sandiganbayan

**Organization Category:** National Government, Judiciary

**Organization Hierarchy:** Sandiganbayan

**Total Budget/GAA of Organization:** 500,000,000.00

**Total GAD Budget** 6,730,000.00 **Primary Sources** 6,730,000.00  
**Other Sources** 0.00

**% of GAD Allocation:** 1.35%

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	Lack of relevant information as basis for gender analysis in creating gender-responsive programs and activities	No regular updating of the existing Case Management Information System (CMIS) reflecting sex-disaggregated data (SDD) on accused persons to enable the office to create gender-responsive programs or activities for court clients	To incorporate gender responsive features in the resolution of cases  To provide ready information as basis for the creation of gender-responsive programs and activities	MFO: Adjudication of cases	Regular updating of existing CMIS with parameters that will identify/separate sex-related offenses committed by public officers and employees to provide basis for creating gender-responsive programs and projects	Number of gender-responsive projects or activities based on the updated and enhanced sex-disaggregated database - At least 2 gender responsive programs or activities based on the updated and enhanced sex-disaggregated database	150,000.00	GAA	MISD  Docket Division
2	Lack of awareness of the need to use gender-fair language in court proceedings	Insufficient IEC materials posted and distributed to promote the use of gender-fair language	To increase level of awareness of court clients in the use of gender-fair language  To facilitate the dissemination of information to use gender-fair language in court proceedings	MFO: Adjudication of cases	Creation of animations or video presentations depicting the use of gender fair language	Number of animations or video presentations depicting the use of gender fair language created - At least 1 animation or video presentation depicting the use of gender fair language by the end of the year	230,000.00	GAA	Administrative Division  MISD



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	<b>Gender Issue /GAD Mandate</b>	<b>Cause of Gender Issue</b>	<b>GAD Result Statement /GAD Objective</b>	<b>Relevant Organization MFO/PAP or PPA</b>	<b>GAD Activity</b>	<b>Performance Indicators /Targets</b>	<b>GAD Budget</b>	<b>Source of Budget</b>	<b>Responsible Unit /Office</b>
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3	Lack of awareness of the need to use gender-fair language in court proceedings	Insufficient IEC materials posted and distributed to promote the use of gender-fair language	To increase level of awareness of court clients in the use of gender-fair language  To facilitate the dissemination of information to use gender-fair language in court proceedings	MFO: Adjudication of cases	Printing, purchase, posting and distribution of digital and print IEC materials and uploading GAD IEC materials in the Sandiganbayan website for easy reference	Number of posters and LED display in the court remises - At least 3 posters or LED displays at conspicuous areas by the end of the year  Number of clients furnished with materials promoting the use of gender fair language - 100% of clients furnished with materials concerning the use of gender-fair language by the end of the year	170,000.00	GAA	Administrative Division  MISD
4	Insufficient activities addressing gender-related issues/concerns which facilitate gender mainstreaming	Lack of coordination and partnership with agencies outside the organization to plan and implement programs that address gender-related issues facilitating gender mainstreaming	To properly address gender-related issues/concerns by initiating activities or partnership with other agencies, i.e., PCW, Ombudsman, CSC, to facilitate gender mainstreaming and implementation of GAD PAPs	MFO: Adjudication of cases	Conduct consultation with GAD experts	Number of GAD advocates/experts consulted from other agencies - At least 2 GAD advocated/expert consulted by the end of the year	100,000.00	GAA	GFPS  Administrative Division  Legal Division



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5	Insufficient activities addressing gender-related issues/concerns which facilitate gender mainstreaming	Lack of coordination and partnership with agencies outside the organization to plan and implement programs that address gender-related issues facilitating gender mainstreaming	To properly address gender-related issues/concerns by initiating activities or partnership with other agencies, i.e., PCW, Ombudsman, CSC, to facilitate gender mainstreaming and implementation of GAD PAPs	MFO: Adjudication of cases	Partner with other agencies to implement projects or programs	Number of projects or programs launched in partnership with other agencies - At least 2 projects or programs launched in partnership with other agencies by the end of the year	200,000.00	GAA	GFPS  Administrative Division  Legal Division
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
6	Lack of information on GAD related laws	Lack of issuance of administrative orders in the organization detailing specific and significant provisions of GAD related laws	To have a well-informed organization highly cognizant of GAD related laws and administrative issuances  To increase employees' awareness regarding GAD	MFO: Adjudication of cases	Issuance of Administrative Orders	Number of administrative orders issued by the end of the year - At least 10 administrative issuances by the end of the year	10,000.00	GAA	Office of the Executive Clerk of Court  Administrative Division



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7	Insufficient administrative orders issued to fully optimize the celebration of activities such as the Women's Month, Family Day with emphasis on Single Parenthood, and Team Building	Lack of administrative issuances compelling every employee to take part and to cooperate in GAD-related celebrations and projects	To increase awareness and involvement of employees in GAD-related events and projects	MFO: Employee welfare and relations	issuance of Memoranda to detail the event and to encourage employees' participation	Number of Memoranda regarding GAD-related events and celebrations by the end of the year - At least 3 issuances by the end of the year	10,000.00	GAA	GFPS Administrative Division



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8	Insufficient enabling mechanism to create a gender-responsive and gender sensitive working environment within the organization	The CODI is not fully functional	Full implementation of the functions of the CODI	MFO; Employee welfare and relations	Issuance of policies creating a gender-responsive and gender-sensitive working environment including the issuance of a policy fortifying the composition and function of the CODI	Number of policies issued creating a gender-sensitive and gender responsive environment - At least 2 policies issued creating a gender-sensitive and gender-responsive environment by the end of the year  Number of policies issued fortifying the composition and function of the CODI - At least 1 policy issued fortifying the composition and function of the CODI by the end of the year	10,000.00	GAA	Office of the Executive Clerk of Court  Administrative Division
9	The gender-related issues are not fully addressed and gender-related projects are not fully accomplished	Lack of sufficient implementing arm in addressing gender-related issues and accomplishing gender-related projects	To fully address gender-related issues and accomplish gender related projects	MFO: Adjudication of cases	Issuance of an Administrative Order to reconstitute the GFPS, clearly delineating the responsibilities of the Executive Committee, Technical Working Group and the Secretariat	Number of Administrative Orders reconstituting the GFPS - At least 1 Administrative Order issued reconstituting the GFPS within the 1st quarter of the year	10,000.00	GAA	Legal Division  Office of the Presiding Justice



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10	GAD projects and programs are limited	Lack of sufficient data to be used in collecting gender-related statistics which will aid in formulating GAD projects and programs	To collect sufficient gender-related data on employees,i.e. solo parents, number of VAW cases, incidents of sexual harassment within the organization, etc.	MFO: Employee welfare and relations	Conduct survey and develop survey forms	Number of survey forms developed, survey conducted and completed within the year - at least 1 survey form developed, survey conducted and completed by the end of the year	250,000.00	GAA	Administrative Division GFPS
11	GAD projects and programs are limited	Lack of sufficient data to be used in collecting gender-related statistics which will aid in formulating GAD projects and programs	To collect sufficient gender-related data on employees,i.e. solo parents, number of VAW cases, incidents of sexual harassment within the organization, etc.	MFO: Employee welfare and relations	Issue reports containing charts-based SDD collected and analyzing the data collected with the help of an expert or resource person	Number of SDD collected and analyzed after the conduct of survey - at least 1 report regarding the SDD collected analyzed by the end of the year	200,000.00	GAA	Administrative Division GFPS



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12	Lack of implementing arm in the prosecution of GAD-related cases	Lack of awareness of women's rights Non-functional CODI	Functional CODI  To inform employees regarding women's rights and remedies in case of violation of their rights	PAP: Employee welfare and relations	Reconstitution of CODI, and drafting of Administrative Disciplinary Rules on Sexual Harassment Cases and FAQ	Number of Administrative Rules drafted - At least 1 Administrative Rules drafted by the end of the year  Number of Administrative Order reconstituting CODI - At least 1 Administrative Order reconstituting CODI at the first quarter of the year	300,000.00	GAA	Legal Division  Administrative Division  MISD
13	Lack of implementing arm in the prosecution of GAD-related cases	Lack of awareness of women's rights Non-functional CODI	To inform employees regarding women's rights and remedies in case of violation of their rights  Functional CODI	PAP: Employee welfare and relations	Meetings or consultations with the Sandiganbayan employees on the rules on sexual harassment	Number of meetings or consultations with the Sandiganbayan employees conducted- At least 2 meetings or consultations conducted by the end of the year attended by 100% of the employees of the Sandiganbayan	100,000.00	GAA	Legal Division  Administrative Division  MISD





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14	Lack of implementing arm in the prosecution of GAD-related cases	Lack of awareness of women's rights	To inform employees regarding women's rights and remedies in case of violation of their rights	PAP: Employee welfare and relations	Dissemination of information regarding CODI through posting of materials in the GAD corner	Number of IEC materials posted on the GAD corner - At least 4 IEC materials posted on the GAD corner by the second quarter of the year	100,000.00	GAA	MISD Administrative Division Legal Division
15	Lack of awareness among the Sandiganbayan Personnel of Gender-related benefits such as solo parent leave, maternity leave, paternity leave and gynecological leave	Lack of proper orientation and materials for new employees detailing the available benefits	A comprehensive Employees' Manual with emphasis on gender-related benefits and entitlement  To increase the employees' awareness of such benefits under the law	MFO: Employee welfare and relations	Conduct seminars and information dissemination activity	Number of seminars conducted by the end of the year - At least 12 seminars conducted by the end of the year  Number of employees who attended the seminars - 100% of the employees	700,000.00	GAA	GFPS Administrative Division HR



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16	Lack of awareness among employees of Sexual Harassment cases in the workplace	Lack of proper orientation on Sexual Harassment cases in the workplace	To make the employees aware of Sexual Harassment cases in the workplace	PAP: Employee welfare and relations	Conduct seminars and information dissemination activities	Number of seminars conducted by the end of the year - At least 4 seminars conducted by the end of the year  Number of employees who attended the seminars - 100% of the employees	240,000.00	GAA	GFPS  Administrative Division



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17	Insufficient knowledge of the GAD policies, rules and regulations	Lack of a comprehensive Employees' Manual wherein GAD policies, rules and regulations are integrated	A Comprehensive Employees' Manual with integrated GAD policies, rules and regulations	PAP: Employee welfare and relations	Write shop for the creation of a Comprehensive Gender-Sensitive Employees' Manual	Number of Employees' Manual launch within the year - At least 1 comprehensive Employees' Manual by the end of the year  Number of Write Shop conducted for the formulation of the Employees' Manual - At least 4 Write Shop conducted by the end of the year  Number of participants in the Write Shop - At least 25 participants in each Write Shop	1,000,000.00	GAA	GFPS  HR



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18	Few officials and employes are not gender-sensitive	Lack of basic Gender Sensitivity training for new Justices and employees	A well-trained justices and employees	PAP: Adjudication of cases	Conduct Gender Sensitivity Trainings	Number of participants in the seminars - 100% of all the new Justices and employees of the Sandiganbayan  Number of seminars conducted by tthe end of the year - At least 2 seminars conducted by the end of the year	300,000.00	GAA	Administrative Division  GFPS
19	Lack of advanced or intermediate knowledge in GAD	Insufficient trainings, educations and advanced GAD policies and pertinent developments	In-depth understanding and knowledge of employees regarding GAD issues and concepts	MFO: Adjudication of cases	Conduct of In-depth or advance gender sensitivity training	Number of seminars/trainings conducted by the end of the year and number of participants- At least 1 in-depth or advance gender sensitivity trainingconducted by the end of the year attended by 100% of the employees of the Sandiganbayan	300,000.00	GAA	GFPS  Administrative Division



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20	Lack of new consciousness on women's empowerment	Inadequate awareness of employees on current GAD programs and activities	Inceased awareness of employees on both national and international gender-related programs and activities	MFO: Employee welfare and relations	Celebration and implementation of . 1 Billion Rising revolution Solidarity Against Exploitation of Women on February and conduct of seminars on VAW and other pertinent laws for employees and employees' spouses	Number of scheduled activities conducted - 100% of all scheduled activities conducted  Number of employees who participated during the campaign - 100% of the employees of the Sandiganbayan  Number of GAD Advocates, Focal Persons, employees who participated in the events - At least 1 GAD Advocate, 1 Focal Person and 100% of the employees of the Sandiganbayan	300,000.00	GAA	GFPS  Administrative Division  MISD



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21	Lack of new consciousness on women's empowerment	Inadequate awareness of employees on current GAD programs and activities	Inceased awareness of employees on both national and international gender-related programs and activities	MFO: Employee welfare and relations	Celebration of Women's Month including the launching of Women's desk, establishment of nursing room and seminar on Women and Men Health Risks	Number of GAD Advocates, Focal Persons, employees who participated in the event - At least 1 GAD Advocate, 1 Focal Person and 100% of the employees of the Sandiganbayan participated in the event  Number of scheduled activities conducted - 100% of all scheduled activities conducted  Number of employees who participated during the campaign - 100% of the employees of the Sandiganbayan	750,000.00	GAA	MISD  Administrative Division  GFPS



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22	Lack of new consciousness on women's empowerment	Inadequate awareness of employees on current GAD programs and activities	Inceazed awareness of employees on both national and international gender-related programs and activities	MFO: Employee welfare and relations	Celebration of the 18-day Campaign to End Violence Against Women (November 24 to December 12) including the conduct of seminar on anti-trafficking of persons and elimination and discrimination and the purchase and wearing of orange shirt in celebration of the said event	Number of scheduled activities conducted - 100% of all scheduled activities conducted  Number of employees who participated during the campaign - 100% of the employees of the Sandiganbayan  Number of GAD Advocates, Focal Persons, employees who participated in the event - At least 1 GAD Advocate, 1 Focal Person and 100% of the employees of the Sandiganbayan participated in the event	200,000.00	GAA	GFPS  Administrative Division  MISD



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23	Insufficient capacity of the GFPS in providing gender-responsive programs	Inadequate training of the GFPS in providing gender-responsive programs	To have a well-equipped and trained GFPS	MFO: Adjudication of cases	Conduct of workshop/trainings for in-depth Gender Sensitivity Training, Gender Mainstreaming Evaluation Framework (GMEF) and HGDG	Number of participants in the training/seminars conducted - 100% of the GFPS members  Number of workshops/trainings conducted for the GFPS - At least 3 workshops/trainings conducted by the end of the year	1,000,000.00	GAA	Administrative Division



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24	Minimal participation of male employees in GAD as partners of women in nation-building	Insufficient number of male participants in GAD  Lack of active association of male employees of Sandiganbayan that advocates or supports GAD	Active participation and involvement of men in Gender and Development programs and activities  Regenerate and reorganize MOVE in Sandiganbayan  Produce male advocates of Gender and Development in the institution	MFO: Employee welfare and relations	Reorganize or reconstitute MOVE or to form other male associations promoting GAD in Sandiganbayan and conduct GAD seminars suited for MOVE	Number of seminars conducted especially designed for MOVE or any male associations and number of participants - At least 1 seminar conducted especially designed for MOVE or any male associations promoting GAD attended by 100% of the male employees of the Sandiganbayan  Number of male associations organized in Sandiganbayan - At least 1 male employees' association promoting GAD by the end of the year	100,000.00	GAA	Administrative Division
						<b>SUB-TOTAL</b>	6,730,000.00	GAA	
						<b>TOTAL GAD BUDGET</b>	6,730,000.00		



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**Vice-Chairperson, GAD Focal Point System**

**Approved By:**

**Amparo M. Cabotaje-Tang**

**Head of Agency**

**Date**

**04/12/2017**



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