

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

Sequence No.: 2018-006300

Organization: Sandiganbayan

Organization Category: National Government, Judiciary

Organization Hierarchy: Sandiganbayan

Total Budget/GAA of Organization: 982,861,000.00

Total GAD Budget 29,009,000.00 **Primary Sources** 29,009,000.00

Other Sources 0.00

% of GAD Allocation: 2.95%

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									
1	Lack of relevant information as basis for gender analysis in creating gender-responsive programs and activities for external clients	Absence of conduct of consultation with external clients	To identify and address gender issues of the Court's external clients	MFO: Adjudication of cases	Provide dedicated electronic mail and/or drop box for GAD related complaints suggestions.	Number of gender issues identified and addressed by the Court within the year - Atleast 1 gender issue identified and addressed by the Court within the year	5,000.00	GAA	MISD



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

**MARIA THERESA V. MENDOZA-ARCEGA
VICE CHAIRPERSON, GAD
FOCAL POINT SYSTEM**

**AMPARO M. CABOTAJE-TANG
HEAD OF AGENCY**



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2	Insufficient response in addressing gender issues and the concerns of its external clients	Lack of services or facilities to address gender issues and concerns of external client	To create a facility that will address the gender issues of the Court's external clients	MFO: Adjudication of cases	Provide a nursing station for SB employees and clients	Number of services or facilities for external clients addressed by the Court by the end of the year - At least 1 service or facility addressed by the Court within the year	500,000.00	GAA	Medical Section Engineering Section Sheriff and Security Division
3	Insufficient response in addressing gender issues and the concerns of its external clients	Lack of services or facilities to address gender issues and concerns of external client	To create a facility that will address the gender issues of the Court's external clients	MFO: Adjudication of cases	Institutionalize the Sandiganbayan GAD Corner	Number of services or facilities for external clients addressed by the Court by the end of the year - At least 1 service or facility addressed by the Court within the year	200,000.00	GAA	Administrative Division Office of the PJ
4	Insufficient response in addressing gender issues and the concerns of its external clients	Lack of services or facilities to address gender issues and concerns of external client	To create a facility that will address the gender issues of the Court's external clients	MFO: Adjudication of cases	Construction of comfort room in the cell for male detainees	Number of services or facilities for external clients addressed by the Court by the end of the year - At least 1 service or facility addressed by the Court within the year	800,000.00	GAA	Administrative Division Office to the PJ



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5	Insufficient response in addressing gender issues and the concerns of its external clients	Non-sustainable GAD capacity development for its external clients	To have a sustained GAD capacity development for the Court's external client	MFO: Adjudication of cases	Develop programs for GAD Capacity Development for its external clients through the help of its consultant	Number of programs developed for GAD Capacity Development of the Court's external clients at the end of the year - At least 1 program developed for GAD Capacity Development for external clients at the end of the year	600,000.00	GAA	GFPS Administrative Division
6	Lack of awareness of external clients on gender-related issues	Absence of basic GAD Orientation conducted for external clients	To conduct basis GAD Orientation for external clients	MFO: Adjudication of cases	Utilization of the LCD Monitor at the ground floor/different floor levels to introduce basic GAD concepts to Court users	Number of monitors utilized by the end of the year - At least 1 monitor utilized within the year	25,000.00/monitor 100,000.00	GAA	GFPS MISD Administrative Division
ORGANIZATION-FOCUSED ACTIVITIES									
7	Gender stereotyping of positions	Lack of sufficient Gender fair policy on recruitment	Creation of gender fair policies in recruitment	MFO: Adjudication of cases	Creation of policies promoting Gender Fair recruitment and posting the same on the SB website and SB bulletin boards	Number of policies issued posted by the Court at the end of the year - At least 2 policies issued and posted by the Court at the end of the year	200,000.00-Meetings and consultation; website development-100,000.00 300,000.00	GAA	Administrative Division MISD Office of the PJ



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8	Lack of gender awareness of the employees' family members	The existence of gender stereotypes within the employees' families makes it difficult for them to perpetuate gender ideas	To create a holistic awareness on GAD perspective and pertinent laws To make possible partners in the promotion of GAD activities, projects and mandates	MFO: Employee welfare and relations	Initiate GAD orientation for spouses and children of the SB employees	Number of participants in the seminar within the year - 100% attendance of employees spouses and children	600,000.00	GAA	GFPS Administrative Division SEA
9	Lack of gender awareness of the employees' family members	The existence of gender stereotypes within the employees' families makes it difficult for them to perpetuate gender ideas	To increase gender awareness to help address gender stereotypes among employees's family members	MFO: Employee welfare and relations	Conduct child related activities during the last week of October such as providing imaginative play opportunities where the pre-school age children of the employees can explore gender images	Number of participants in the child-related activity to be conducted by the Sandiganbayan - 100% attendance of employees children	200,000.00	GAA	Administrative Division Office of the PJ GFPS
10	Lack of advanced or intermediate knowledge in GAD	Absence of deepening sessions on GAD	To conduct deeping sessions on GAD	MFO: Adjudication of cases	conduct of training needs assessment (TNA)	Number of suggested training needs analysis- At least 1 suggested training needs analysis by the end of the year	600,000.00	GAA	Administrative Division Legal Office GFPS



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11	Lack of a stronger GFPS to sustain the positive results of its accomplishments	The implementation of GAD programs is not fully sustained	To strengthen the GFPS inorder to sustain the implementation of GAD programs		Conduct of regular GAD Focal Point meetings to update/monitor the implementation of GAD programs	Number of meeting conducted and number of attendees - At least 12 meetings conducted attended by all GFPS memebrs	200,000.00	GAA	GFPS
12	Lack of awareness of the importance of the Information/Education/Communication (IEC) materials and Knowledge Products (KPs)	Absence of review of the existing IEC materials and KPs	To update and enrich the IEC and KPs of the Court	MFO: Adjudication of cases	development of GAD IECs and KPs	Number of IECs and KPs developed - At least 1 IEC and 1 KP developed within the year	600,000.00	GAA	Administrative Division Legal Office GFPS
13	Lack of developed GAD IEC materials and KPs for the utilization of the Sandiganbayan	The absence of the Sandiganbayan's own IEC and KPs for itsown utilization.ilization	To develop and produce updated and responsive IEC and KPs for the use of employees	MFO: Employees welfare and relations	Produced IEC materials and KPs to ensure the utilization of gender fair language	Number of IEC/KPs produced by the end of the year - Atleast 1 IEC/KP produced by the Court by the end of the year	200,000.00	GAA	Administrative Division MISD GFPS



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14	The GAD-related projects are not fully addressed and accomplished.	Lack of strategic framework on GAD to serve as guide in the formulation and implementation of the Court's projects	To formulate a GAD Agenda or strategic framework on GAD, to serve as a guide in the formulation and implementation of the Court's projects	MFO: Adjudication of cases	preparation of the agency GAD agenda and strategic framework	Number of policies and projects constituting the GAD Agenda of the Court at the year - At least 2 responsive and suitable policies/programs which are in line with the core mandate of the Court at the end of the year	800,000.00	GAA	Administrative Division Legal Office GFPS
15	The GAD Plan and Budget (GPB) is limited and not fully effective	Lack of developed GAD Plan and Budget (GPB) based on the following: (1) GAD Agenda/ GAD Code (2) emerging gender issues; international/national GAD mandates (3) results of gender analysis	To formulate a GAD Plan and Budget which will produce an impact for the Court's internal and external clients	MFO: Adjudication of cases	preparation of agency GPB	Number of GAD Agenda formulated which will produce an impact to both internal and external clients of the Court within the year. - At least 1 GAD Agenda formulated within the year	800,000.00	GAA	Administrative Division Legal Office GFPS



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16	Lack of gender-perspective in agency PAPs	The SB has not used the results of the application of Gender Analysis tools to review, enhance or develop three (3) or more PAPs.	To develop and enhance at least PAPs by using GA tools	MFO: Adjudication of cases	conduct of gender analysis to enhance the gender-responsiveness of PAPs	Number of PAPs developed or enhanced with the use of GA tools by the end of the year - At least 3 PAPs developed or enhanced with the use og GA tools by the end of the year	800,000.00	GAA	Administrative Division Legal Office GFPS
17	Few officials and employees are not gender-sensitive	The SB has no GAD orientation module with gender sensitivity as a core competency developed.	To develop a GAD orientation module	MFO: Employee welfare and relations	Conduct a separate GAD orientation for its new employees which is particularly designed to inform them about GAD-related concepts relevant to the organization (Gender Fairness towards peers and clients, Orientation on the Anti-Sexual Harassment Law, Maternity Leaves, etc.)	Number of new employees oriented within the year - 100% of new employees oriented within the year	300,000.00	GAA	Personnel Section



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18	GFPS of SB (Executive Committee and the Technical Working Group) lack expertise in GADs	The lack of GAD capacity development session conducted to develop internal GAD experts.	To create homegrown GAD experts	MFO: Adjudication of cases	Send designated members of the GAD Focal Point System to training and workshops to develop internal GAD experts	Number of GFPS members sent for training at the end of the year - At least 5 GFPS members sent for training at the end of the year Number of workshop/trainings attended by GFPS members at the end of the year- At least 2 workshops/training attended by GFPS members at the end of the year	250,000.00/workshop 500,000.00	GAA	GFPS Legal Office Administrative Division
19	Lack of continuity of GAD plans and policies	Lack of Knowledge Management System on GAD.	To set up or create GAD KMS	MFO: Adjudication of cases	Setting up of a KM System for GAD knowledge products.	Number of KM System for GAD knowledge products that will be set up- - At least one KM System for GAD knowledge products will be set up within the year	600,000.00	GAA	Administrative Division Legal Office GFPS



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20	Lack of continuity of GAD plans and policies	Lack of Knowledge Management System.	Creation of a Knowledge Management System	MFO: Adjudication of cases	Development of KMS on GAD through workshops.	Number of seminars/workshop conducted by the end of the year - At least two seminars conducted by the end of the year	250,000.00-each workshop x 2 500,000.00	GAA	GFPS
21	Lack of stronger GFPS to sustain rthe positive results of its accomplishments	Lack of organizational/sector specific capacity development session/s on GAD.	To conduct specific capacity development sessions on GAD within the organization	MFO: Adjudication of cases	conduct of organizational/sector specific capacity development session/s on GAD	Number of capacity development sessions at the end of the year - At least 1 capacity development session at the end of the year Number of consultants hired within the year - At least one consultant hired within the year	600,000.00	GAA	Administrative Division Legal Office GFPS



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22	Lack of knowledge on the effectiveness of the GAD PAPs	The SB has not used GAD to assess gender-responsiveness of PAPs	To use GAD in assessing gender responsiveness of PAPs	MFO: Adjudication of cases	Conduct sessions for the assessment of the gender responsiveness of SB PAPs.	Number of sessions conducted at the end of the year - At least 2 sessions conducted for the assessment of the SB PAPs at the end of the year Number of consultants hired to conduct sessions within the year - At least one consultant hired within the year	600,000.00	GAA	Legal Office Administrative Division GFPS
23	Lack of knowledge on the effectiveness of the GAD PAPs	No mechanism for measurement of desired results.	To establish a mechanism that would assess or measure the desired results from GAD PAPs	MFO: Adjudication of cases	Development of Monitoring and Evaluation System for GAD PAPs by conducting a workshop	Number survey forms/tools developed at the end of the year - At least 1 survey form/tool developed at the end of the year	300,000.00	GAA	GFPS



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24	Lack of knowledge on the effectiveness of the GAD PAPs	No Monitoring & Evaluation Systems to track gender-related impacts of GAD PAPs.	To create a mechanism that will track gender-related impacts of GAD PAPs	MFO: Adjudication of cases	Development of survey Forms/Tools of GAD PAPs through workshops	Number of workshops conducted at the end of the year - At least 2 workshops conducted by the end of the year	250,000.00-each workshop x 2 500,000.00	GAA	GFPS
25	Lack of reinforcement and sustenance of gender-responsive programs and activities	Lack of conduct of Gender Impact Assessment.	To conduct a Gender Impact Assessment	MFO: Adjudication of cases	Secure the services of a consultant in helping the court in conducting Gender Impact Assessment.	Number of consultants hired within the year - At least one consultant hired within the year Number of Gender Impact Assessment conducted at the end of the year - At least 1 Gender Impact Assessment conducted by the end of the year	600,000.00	GAA	GFPS Legal Office Administrative Division



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26	Lack of reinforcement and sustenance of gender-responsive programs and activities	The Sandiganbayan's KPs and GAD IEC materials has not yet been cited as reference by other organizations.	To create GAD KPs and IECs that could be serve as model for other organizations	MFO: Adjudication of cases	Secure the services of a consultant to help the Court in developing its own GAD KPs and IEC materials.	Number of consultants hired within the year - At least one consultant hired within the year Number of GAD KP and IEC developed at the end of the year - At least 1 KP/IEC developed at the end of the year	600,000.00	GAA	GFPS Legal Office Administrative Division
27	Lack of reinforcement and sustenance of gender-responsive programs and activities	The SB's award system is not yet integrated with GAD perspective.	To integrate GAD perspective in the Court's award system	MFO: Adjudication of cases	Secure the services of a consultant in helping the Court to integrate a GAD perspective in its award system.	Number of consultants hired within the year - At least one consultant hired within the year	600,000.00	GAA	GFPS Legal Office Administrative Division
28	Lack of reinforcement and sustenance of gender-responsive programs and activities	No SDD or gender statistics utilized in the development planning cycle.	To create SDD or gender statistics to be utilized in development and planning	MFO: Adjudication of cases	Development of SDD Programs	Number of SDD Programs developed at the end of the year - At least 1 SDD program developed at the end of the year	24,000.00-for the data collection; 500,000.00- for the development of the program; 100,000.00- production of product materials 624,000.00	GAA	MISD GFPS HR



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29	Lack of increase level of awareness of new gender issues	Lack of developed notable GAD PAPs.	To develop orcreate notable GAD PAPs	MFO: Adjudication of cases	Secure the services of a consultant in developing notable GAD PAPs.	Number of consultants hired within the year - At least one consultant hired within the year	600,000.00	GAA	GFPS Legal Office Administrative Division
						Number of Notable GAD PAPs developed at the end of the year - At least 1 notable GAD PAP developed at the end of the year			
30	Lack of increase level of awareness of new gender issues	The SB has no convergence model resulting from partnership.	To create a convergence model resulting from partnership with other agencies	MFO: Adjudication of cases	Secure the services of a consultant to help the Court to have a convergence model with its partners.	A convergence model with other partners at the end of the year - A convergence model with other partners at the end of the year	600,000.00	GAA	Administrative Division Legal Office GFPS
						Number of consultants hired within the year - At least one consultant hired within the year			



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31	Insufficient enabling mechanism to create a gender-responsive and gender-sensitive working environment within the organization	Non-functioning CODI and GAD Corner (Help Desk)	To rehabilitate CODI and the GAD Corner (Help Desk)	MFO: Adjudication of cases	Institution-wide Awareness Campaign on the following: CODI; GAD Corner-Help Desk	Number of campaigns developed and launched by the Court at the end of the year - At least one campaign developed by the end of the year	180,000.00- for the CODI; 100,000.00- for the GAD Corner-Help Desk; 500,000-development of the website; 250,000.00-handouts 1,030,000.00	GAA	GFPS MISD CODI
32	The gender-related issues are not fully addresses	Lack of review or assessment of GAD activities	To have a mechanism in monitoring the implementation of GAD activities	MFO: Adjudication of cases	Conduct of bi-annual assessment of accomplishment-review and critique by the en banc	Number of annual assessment sessions conducted by the end of the year - At least 2 assessment sessions conducted by the end of the year	600,000.00-per assessment x 2 1,200,000.00	GAA	GFPS En Banc Secretariat
33	Lack of new consciousness on new and emerging gender issues and concepts	Inadequate awareness of employees on current GAD programs and activities	To have employees that are well-informed and updated on GAD-related issues. Laws and concepts	MFO: Adjudication of cases	Conduct of Capacity Building/Workshop for all employees of the SB	Number of Capacity Building conducted by the end of the year - At least 1 Capacity Building conducted by the end of the year	4,500,000.00	GAA	GFPS Office of the PJ Office of the Associate Justices



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34	The lack of awareness of the Sandiganbayan Women of their rights and critical role in the nations'life	Insufficient emphasis and recognition on the vital role of women in nation building	To increase awareness of employees on GAD-related celebration and recognition of the vital role of the women in nation building	MFO: Adjudication of cases	Celebration of Women's Month	Number of Activites conducted during the Women's Month Celebration - At least 2 activities conducted during the Women's Month Celebration	500,000.00 - Kick-off activities including participation in the national celebration and food for all employees 300,000.00 - film showing 800,000.00	GAA	Administrative Division MISD GFPS
35	Lack of awareness of the needs of the LGBT	Lack of separate comfort rooms for the LGBT	Provide separate comfort rooms for LGBT in consideration of their rights and in recognition of gender sensitivity	MFO: Adjudication of cases	Consultation and installation of LGBT comfort rooms	Number of comfort room for the LGBT installed - At least 2 LGBT comfort rooms installed Number of consulatation meetings by the end of the year - At least 3 consultation meetings by the end of the year	4,500,000- materials and labor for the construction of the LGBT comfort rooms 500,000.00- three consultation meetings 5,000,000.00	GAA	Engineering Division Administrative Division Office fo the PJ
36	Lack of awareness among the employees on the activities and programs of GAD	Insufficient information dissemination re:GAD projects and activities	Create a mechanism orprogram that would promote information dissemination of GAD projects and activities	MFO: Adjudication of cases	Online posting of SB GAD project and activities development of website, particularly its Gender and Development Page	Number of online posts by the end of the year - At least 2 activities posted online by the end of the year	500,000.00-payment for the web developer 500,000.00	GAA	Administrative Division Office of the PJ MISD



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37	Lack of awareness and in depth knowledge on the use of gender fair language	Inadequate trainings of employees on the use of gender fair language	To create a heightened awareness and in depth knowledge on the use of gender fair language for both internal and external clients of the Court	MFO: Adjudication of cases	Reiteration of SC A.M. 06-8-21-SC dated 5 September 2006 "Use of Gender Fair Language," through trainings and seminars especially for the following divisions: Security; Process Servers; Sheriffs; Office of the Clerk of Court; Clerks of Chambers	Number of seminars conducted by the end of the year - At least 2 seminars conducted by the end of the year Number of participants in the seminar/training - 100% attendance of participants	100,000.00-venue;100,000.00-meals; 20,000.00-honorarium of speaker 220,000.00	GAA	Administrative Division Office for the PJ Offices of the Associate Justices
38	Lack of new consciousness on women empowerment	Inadequate awareness of employees of current GAD related programs and activities	To create a new consciousness on women empowerment	MFO: Adjudication of cases	Celebration and implementation of 1 Billion Rising Revolution	Number of GAD activities conducted - At least 2 GAD activities conducted	150,000.00/activity 300,000.00	GAA	Administrative Division MISD GFPS
39	Lack of new consciousness on women empowerment	Inadequate awareness of employees of current GAD related programs and activities	To create a new consciousness on women empowerment	MFO: Adjudication of cases	Observation of the 18-day Campaign to End Violence Against Women	Number of activities conducted - At least 2 GAD activities conducted	250,000.00-meals 50,000.00-honorarium of resource persons 300,000.00	GAA	Administrative Division MISD GFPS



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40	Minimal participation of male employees in GAD activities and projects	Insufficient number of male participants in GAD projects and activities	To increase participation of male employees to GAD activities and projects	MFO: Adjudication of cases	Conduct seminars for men on understanding women and their rights	Number of seminars/ activities by the end of the year - At least 2 activity seminar by the end of the year	180,000.00-meals 50,000.00-honorarium for speakers 230,000.00	GAA	MISD Administrative Division GFPS
41	Lack of daycare facilities for employees with small children	Difficulty of employees in balancing their work obligations and child-rearing responsibilities.	To make possible partners in the promotion of GAD activities, projects and mandates To create a holistic awareness on GAD perspective and pertinent laws	MFO: Employee welfare and relations	Enter into a MOA with the COA for the Court's utilization of its daycare center	Number of MOA perfected between SB and COA for the use of the latter's daycare facility - At least 1 perfected MOA for the use of COA's daycare facility	100,000.00	GAA	Legal Division Office of the PJ Administrative Division
SUB-TOTAL							29,009,000.00	GAA	
TOTAL GAD BUDGET							29,009,000.00		

Prepared By:

Maria Theresa V. Mendoza-Arcega

Vice Chairperson, GAD Focal Point System

Approved By:

Amparo M. Cabotaje-Tang

Head of Agency

Date

06/21/2018



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

MARIA THERESA V. MENDOZA-ARCEGA
VICE CHAIRPERSON, GAD
FOCAL POINT SYSTEM

AMPARO M. CABOTAJE-TANG
HEAD OF AGENCY



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