

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023

Sequence No.: 2023-014877				
Organization: Bureau of Local Government Finance			Organization Category: National Government, Attached Agency	
Organization Hierarchy: Department of Finance, Bureau of Local Government Finance				
Total Budget/GAA of Organization:	579,877,000.00			
Total GAD Budget	196,291,101.00	Primary Sources	196,291,101.00	
		Other Sources	1,000,000.00	
% of GAD Allocation:	33.85%			

	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 monitoring of GAD expenses of LGUs/Magna Carta of Women Chapter IV (Rights and Empowerment), MDG #3: Promote Gender Equality and Empower Women	Women and men treasurers in the LGUs should have access to a responsive electronic financial tool in monitoring the GAD expenditures of LGUs. The system does not provide item to indicate the GAD expenditure of LGUs.	Integrate GAD expenditures of LGUs in the LGU Integrated Financial Tool (LIFT) under the LGU Public Financial Management Project	PAP: LGU Financial performance monitoring	Review the eSRE system to incorporate item to capture GAD expenditure of LGUs	Development of a report on the results of the eSRE on integrating GAD expenditures in the LGU financial reports- One (1) report developed on the review of eSRE on integrating GAD	for system enhancement 1,000,000.00	Others (not GAA)	Operations Group -- LFDAD
2	Gender awareness raising on the roles of local treasurers in GAD financing pursuant to Section 37. Gender Mainstreaming as a Strategy for Implementing Magna Carta of Women, Item C.2.d. Coordinate efforts of different divisions/offices/units of the agency or LGU and advocate for the integration of GAD perspectives in all their systems and processes; Magna Carta of Women Chapter IV (Rights and Empowerment), MDG #3: Promote Gender Equality and Empower Women	Women and men treasurers in the LGUs should be fully aware of their roles in GAD financing to enable them to undertake GAD activity integration in their respective LGUs.	Raise awareness of women and men treasurers on GAD financing in the local government units	PAP: Administrative supervision over local treasurers	Orientation on GAD financing in LGUs, in terms of programs and budgeting, overall roles of local treasurers	Number of newly-appointed women and men treasurers oriented on their roles in LGU GAD financing - 80% of the total number of newly-appointed women and men treasurers oriented on their roles in LGU GAD Financing	Salary Attribution of newly-appointed participants honoraria for resource persons 160,000.00	GAA	Operations Group, Administration Group, Regional Offices
ORGANIZATION-FOCUSED ACTIVITIES									



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3	Limited awareness and appreciation of men and women employees on women's rights/Compliance with mandates under Magna Carta of Women and Section 7 and 8 of RA8972 or the Solo Parent's Welfare Act of 2000, wherein Section 7. Work Discrimination. No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of his/her status; and Section 8. Parental Leave. In addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year.	Family care and domestic responsibilities are not equally shared. It is usually borne by women who choose to take Parental leave or the Solo Parent Leave. This could have an impact on their career development and other promotion opportunities.	To continuously promote women's empowerment in the workplace	PAP: Bureau's compliance with the Magna Carta of Women PAP: Availment of the Maternity/Paternity/Solo Parent/Gynecological Leaves for women and men employees	Establish and maintain database of women and men employees availing of Maternity/Paternity/Solo Parent/Gynecological LeavesConduct of orientation on the Solo Parent Leave/Magna Carta of Women/Updated maternity/paternity leave benefits for employees	Number of women and men employees availed of the Maternity/Paternity/Solo Parent/Gynecological Leaves - 100% of qualified women and men employees availed of theMaternity/Paternity/Solo Parent/Gynecological Leaves Number of women and men employees participated in the orientation on the solo parents leave/Magna Carta of women/updated maternity and paternity leave benefits - 100% of women and men employees oriented on the solo parents leave/Magna Carta of women/updated maternity and paternity leave benefits	Salary attribution 300,000.00 Salary Attribution of participants honoraria for resource persons cost of virtual orientation 150,000.00	GAA GAA	BLGF Administrative Division Human Resources Unit BLGF Administrative Division Human Resources Unit, BLGF Regional Offices

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4	Limited awareness and appreciation of men and women employees on women's rights/Observance of Women's Role in History Month (P.D. No. 227, s. 1988), WHEREAS, the House of Representatives has designated under Resolution No. 20 the month of March, 1988 and every month of March thereafter as Women's Role in History Month and National Women's Day; and R.A 6949, Section 1. The eighth day of March of every year is hereby declared as a working special holiday to be known as National Women's Day.Observance of 18 Day Campaign to End Violence Against Women pursuant to Proclamation No. 1172, declaring November 25 to December 12 of every year as the "18 Day Campaign to End Violence Against Women"; and Republic Act 10398, an Act declaring November 25 of every year as "National Consciousness Day for the Elimination of Violence Against Women and Children".	Increase and sustain the awareness of employees and officials on women's rights and empowerment	To provide support mechanisms to ensure women's empowerment are promoted and women's rights are protected in the workplace	PAP: Enhancement of programs and activities for the Annual Celebration of National Women's Month every March Participation in the 18-day Campaign to end VAW	Participation in the activities relevant to the Women's Month celebration and 18-day campaign to end violence against women (VAW)	Number of women and men employees participated in the Women's Month Celebration and 18-day Campaign to End VAW - 100% of women and men employees oriented participated in the Women's Month Celebration and 18-day Campaign to End VAW	170,000.00	GAA	BLGF Central and Regional Offices

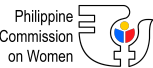


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5	Inability to fully integrate and operate mainstreaming of gender in the BLGF MFO/PAPs/Magna Carta of Women Section 36(c)	Uneven level of involvement of technical, planning, administrative and operations	To fully integrate and operate gender mainstreaming in the BLGF MFO/PAPs	<p>PAP: Capacity development and professionalization of women and men employees</p> <p>PAP: Development of mechanisms to mainstream GAD in the management, implementation, monitoring and evaluation of the BLGF MFO/PAPs</p>	Conduct of webinars on the:(i Introduction to GAD Concepts and Sexual Orientation, Gender Identity and Expression and Sex Characteristics (SOGIESC)(ii Fundamentals of Gender Mainstreaming (GM): Review of Policy Imperatives on GAD and GM Concepts(iii Gender Analysis: Tools and Praxis(iv In-depth Gender Mainstreaming and Evaluation Framework (GMEF)(v Beyond Attribution: Use of the HGDG to Mainstream GAD Elements in the Project Development Cycle(vi The Good and the GAD: From GAD Plan Preparation to GAD Audits Fund(vii The GAD Agenda: A Strategic Beginning towards a Gender-Responsive Agency(viii Strengthening the GAD Focal Point System (GFPS) through the Use of Gender Fair Communication and the Application of GFPS Functionality AssessmentDevelopment of the GAD Agenda for FY2022-20227 and Conduct of BLGF GAD Strategic Planning WorkshopConduct of Virtual	<p>Number of women and men employees trained on GAD - 100% of women and men employees trained on GAD</p> <p>Number of women and men employees trained on Gender Analysis and use of HGDG - 100% of women and men employees trained on Gender Analysis and use of HGDG</p>	Salary Attribution of participants honoraria for resource persons 400,000.00	GAA	BLGF Central Office, BLGF GAD Focal Point System

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6	Inability to fully integrate and operate mainstreaming of gender in the BLGF MFO/PAPs/Magna Carta of Women Section 36(c)	Uneven level of involvement of technical, planning, administrative and operations	Ensure 100% compliance with GAD policies and issuances	PAP: Compliance with laws, rules, regulations, policies, and issuances with regard to GAD	Issuances and dissemination of directives to comply with GAD policies/advocacies in the BLGF Central and Regional offices, including the policies on the Orientation/Seminar about Men Opposed to Violence Against Women (MOVE), preparation of the annual GAD Plan and Budget, annual GAD Accomplishment Report, the development of the GAD Agenda/Strategic Framework, the utilization of gender-fair language in the BLGF policies and documents, the reconstitution of the agency GAD Focal Point System, among others.	Number of GAD issuances and policies disseminated - 100% of GAD issuances/policies disseminated	Salary attribution 80,000.00	GAA	BLGF Central and Regional Offices
ATTRIBUTED PROGRAM									
7					Standardized Examination and Assessment for Local Treasury Service (SEAL) Program HGDG Score: 4.09 Attributable Amount to GAD:		1,991,421.00	GAA	BLGF Central Office Capacity Building Division
8					Local Governance Reform Project (LGRP)HGDG Score: 12.66 Attributable Amount to GAD: 63.3% of Php 304,960 million for FY 2022 Attributable amount to GAD is Php 193,039,680.00		193,039,680.00	GAA	BLGF Central Office
SUB-TOTAL							196,291,101.00	GAA	
							1,000,000.00	Others (not GAA)	
TOTAL GAD BUDGET							197,291,101.00		



Prepared By:	Approved By:	Date
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THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN
REVIEWED AND ENDORSED THROUGH THE GMMS

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